

**Summary of Tentative Agreement between the VOP and MAP, Chapter 159**  
**Modifications to the contract expiring April 30, 2015**  
**as of 10/1/2015**

MAY 1, 2015 to APRIL 30, 2019

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**Section 4.5. Compensatory Time**

All officers covered by this Agreement who currently have accumulated compensatory time hours in excess of one hundred forty (140) hours shall not be afforded the option to earn additional compensatory time.

**Section 12.5. Availability of Funding**

The parties acknowledge that tuition reimbursement funding is determined on an annual budgetary basis at the sole discretion of the Village. However, in any year in which tuition reimbursement funds are made available for the Police Department, at least one-half (50%) of those funds shall be allocated to MAP unit members for that budget year. If applications for reimbursement funds are not made by MAP members by August 1<sup>st</sup> in any budget year, then said funds shall be released to any member of the Police Department who wishes to apply for reimbursement funds.

**Section 13.1. Wages**

5/1/2011 1.00%

5/1/2012 2.5%

5/1/2013 2.5%

5/1/2014 2.5%

5/1/2015 2.4% (*Retro, effective 5-1-15*)

5/1/2016 2.4%

5/1/2017 2.4%

5/1/2018 2.4%

**Section 13.7. Service Longevity**

Salary and wage recognition is to be accorded each employee covered by this Agreement on the basis of service longevity, independent of, but in addition to that accorded as base pay or step increases, as follows:

<u>Year Completed</u>	<u>Longevity Amount</u>
5	<del>\$2,300</del> <u>\$2,450</u>
10	<del>\$2,700</del> <u>\$2,850</u>
15	<del>\$3,100</del> <u>\$3,250</u>
20	<del>\$3,500</del> <u>\$3,650</u>
25	<del>\$3,700</del> <u>\$3,850</u>

### **Section 13.9. Educational Incentive**

(a) Non-probationary employees hired after October 1, 2015 who have attended an accredited college or university and received credit for hours attended shall receive an educational incentive annually as follows;

For all non-probationary employees (Effective 5/1 of each contract year):

<u>Degree</u>	<u>Amount</u>
Bachelor's Degree	<del>\$2,700</del> <u>\$2,800</u>
Master's Degree	<del>\$3,200</del> <u>\$3,300</u>

(b) The employee shall submit documents that will provide evidence of requirement to the Chief of Police. The Chief of Police shall examine any records provided and certify that the employee qualifies. Once the employee's documents are certified for eligibility by the Chief of Police, they shall be retained in the employee's personnel file. Thereafter, the employee ~~may simply make a written request annually to the Chief of Police to~~ will be able to participate in the program. Documents to establish eligibility should only thereafter be submitted if the employee becomes eligible for an advanced level in the program.

(c) Education incentive payment shall be made in one lump sum upon approval of the Chief of Police and the requisite processing time required by the Finance Department. ~~Should the employee request that the~~ The payment shall be made upon the completion of the first pay period of December ~~May~~, at the same time of the longevity payment, the employee must submit the appropriate document and/or request to the Chief of Police before November 15th. In any event, employees and shall be eligible for only one such payment each contract year.

### **Section 13.10. Specialty Pay**

Canine Unit*	<del>3,300.00</del> <u>\$3,550</u> year - Effective May 1, <u>2015</u> <u>*When assigned to Power Shift, no required roll-call period.</u>
Field Training Officer	<del>225.00</del> <u>\$250</u> per month
Patrol Evidence Technician	<del>400.00</del> <u>\$125</u> per month
On Call Investigators and State Certified Traffic Accident Reconstructionist	Two (2) times their regular hourly rate of pay when called out to work outside their regularly scheduled hours.
<u>Crisis Intervention Team (CIT)</u>	<u>The parties shall meet and confer, no later than December 31, 2017 to discuss specialty pay and the Crisis Intervention Team (CIT)</u>

### **Section 14.2. Uniform Allowance**

Employees required to regularly wear a uniform shall receive ~~\$300.00~~ \$400.00 per year per employee to clean and maintain such uniforms. Investigators who are permitted to regularly wear civilian clothes shall receive ~~\$1,000.00~~ \$1,100.00 per year per employee toward said clothing costs. Tactical officers who are permitted to regularly wear civilian clothes shall receive ~~\$600.00~~ \$700.00 per year per employee toward said clothing cost.

## **Short-Term Disability**

Replace Ordinance 1189 with Ordinance 4690 for Non-probationary employees hired after October 1, 2015. ~~will be covered by ordinance 4690~~ Employees hired prior to October 1, 2015 will still utilize Ordinance 1189 for Short-Term Disability.

**Section 3** A full-time employee, for the purposes of the Ordinance, shall be an active employee whose employment requires 40 work hours per week and who has worked for the Village for a period encompassing ~~30~~ 180 consecutive days. The Employer reserves the right to contract with any insurance carrier to provide part or all of the short-term disability benefits described herein.

**Section 6** The maximum period of payment of benefits hereunder shall be ~~52~~ 26 weeks.