

**VILLAGE OF LOMBARD**  
**REQUEST FOR BOARD OF TRUSTEES ACTION**  
**For Inclusion on Board Agenda**

Resolution or Ordinance (Blue) DISTRICT # \_\_\_\_\_  
 Recommendations of Boards, Commissions & Committees (Green) Waiver of First Requested \_\_\_\_\_  
 Other Business (Pink)

**TO :** PRESIDENT AND BOARD OF TRUSTEES

**FROM:** William T. Lichter, Village Manager

**DATE :** March 24, 2004 **B of T** April 1, 2004

**SUBJECT:** Agreement with the Fraternal Order of Police

**SUBMITTED BY:** William T. Lichter, Village Manager

**BACKGROUND/POLICY IMPLICATIONS:**

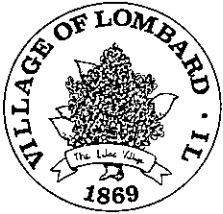
Please see attached memorandum.

**Fiscal Impact/Funding Source:**

Review (as necessary):

Finance Director \_\_\_\_\_ Date \_\_\_\_\_  
Village Manager W. T. Lichter Date 3/24/04

**NOTE:** All materials must be submitted to and approved by the Village Manager's Office by 12:00 noon, Wednesday, prior to the Agenda distribution.



**To:** Honorable President and Board of Trustees  
**From:** William T. Lichter, Village Manager *WTL*  
**Date:** March 24, 2004  
**Subject:** **Agreement with the Fraternal Order of Police**

The Village's negotiating team has reached tentative Agreement on a new four-year contract with the Fraternal Order of Police, which represents sworn police officers in the Lombard Police Department. Terms of the Agreement are as follows:

**Duration:**

4 years from June 1, 2003 through May 31, 2007

**Wages:**

Year 1 (June 1, 2003)	3.75%
Year 2 (June 1, 2004)	3.75%
Year 3 (June 1, 2005)	4.00%
Year 4 (June 1, 2006)	4.00%

The Village may place new hires with prior law enforcement experience in Illinois at steps 1-3 of the pay scale.

**Overtime:**

Detectives will be paid overtime at 1½ times their hourly rate for all eligible hours. They currently receive 7% of salary for the first 12 hours of overtime.

**Health Insurance:**

Commencing June 1, 2004, an employee electing single health insurance coverage will contribute 10% of the premium for the HMO and PPO plan.

Effective January 1, 2005, employees may elect to contribute a portion of their earnings, on a pre-tax basis, in accordance with a Retirement Health Savings Plan established by the Village.

PPO and HMO plan benefit changes will be effective as of June 1, 2004.

**Clothing Allowance:**

The clothing allowance will increase from \$425 to \$550 effective June 1, 2004.

**Specialty Pay:**

Field Training Officer pay will be increased from \$325 to \$650 effective 12/1/03.

Other specialty pay will be increased for Range Officer, certified Breathalyzer Operator, certified Defensive Tactics Instructor, and certified Accident Reconstructionist from \$325 to \$400 effective 12/1/04.

**Signing Bonus:**

On or about June 1, 2004, employees will receive a one-time, lump sum bonus of \$300. The bonus will not be added to base pay.

On March 23, members of the bargaining unit ratified the tentative Agreement. The Village's negotiating team is recommending approval of the tentative Agreement to the Board of Trustees.

**RESOLUTION**  
R \_\_\_\_\_ 05

**A RESOLUTION AUTHORIZING SIGNATURE OF THE  
VILLAGE MANAGER AND/OR DESIGNEES ON AN AGREEMENT**

WHEREAS, the Corporate Authorities of the Village of Lombard have reviewed the proposed Agreement between the Fraternal Order of Police Labor Council and the Village of Lombard as attached hereto and marked Exhibit "A"; and

WHEREAS, the Corporate Authorities deem it to be in the best interest of the Village of Lombard to approve such agreement.

NOW, THEREFORE, BE IT RESOLVED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF LOMBARD, DU PAGE COUNTY, ILLINOIS, as follows:

Section 1: That the Village Manager and/or his designee(s) be and hereby is authorized to sign on behalf of the Village of Lombard said agreement.

Adopted this \_\_\_\_\_ day of \_\_\_\_\_, 2004.

Ayes: \_\_\_\_\_

Nays: \_\_\_\_\_

Absent: \_\_\_\_\_

Approved this \_\_\_\_\_ day of \_\_\_\_\_, 2004.

\_\_\_\_\_  
**William J. Mueller**  
**Village President**

ATTEST:

\_\_\_\_\_  
**Barbara A. Johnson**  
**Deputy Village Clerk**