

**VILLAGE OF LOMBARD
REQUEST FOR BOARD OF TRUSTEES ACTION**

_____ Resolution or Ordinance (Blue) Waiver of First requested ___
_____ Recommendations of Boards, Commissions & Committees (Green)
_____ Other Business (Pink)

TO : PRESIDENT AND BOARD OF TRUSTEES

FROM : Scott R. Niehaus, Village Manager

DATE : October 12, 2022 (B of T) Date: October 20, 2022

TITLE : Agreement with Fraternal Order of Police

SUBMITTED BY: Kathy Dunne, HR Director

BACKGROUND/POLICY IMPLICATIONS:

An agreement between the Fraternal Order of Police and the Village of Lombard was reached.
The contract runs from January 1, 2023 through December 31, 2025.

FISCAL IMPACT/FUNDING SOURCE:

Village Attorney _____ Date _____
Finance Director _____ Date _____
Village Manager _____ Date _____



CONFIDENTIAL – ATTORNEY/CLIENT PRIVILEGE

To: Scott Niehaus, Village Manager

From: Roy Newton, Police Chief
Kathleen Dunne, Human Resources Administrator

Date: October 11, 2022

Re: **AGREEMENT WITH ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL**

This memo is being written to report on privileged discussions conducted with Village Counsel regarding Collective Negotiating Matters. The Village of Lombard's negotiating team has reached a Tentative Agreement on a contract with the Illinois Fraternal Order of Police Labor Council which represents the Police Officers. A summary of the key issues has been presented for your review. The Union ratified the Agreement on October 12, 2022.

Duration: The Agreement is for a three (3) year term beginning on January 1, 2023 and concluding December 31, 2025

Wages: Year 1 (January 1, 2023 – December 31, 2023)
General Wage Increase: 3.5%

Year 2 (January 1, 2024 – December 31, 2024)
General Wage Increase: 3.5%

Year 3 (January 1, 2025 – December 31, 2025)
General Wage Increase: 3.25%

The wage increases reflect the Village Board direction to be at the 50% of our comparable communities and internal comparability.

Specialty Pay: Maximum for Specialty Pay increased from \$1,450 to \$1,600. A Specialty Pay was added for Detectives, Traffic Safety Officers, Range Officers, Defensive Tactics and Evidence Technicians.

The other revised change was a minor language change regarding seniority.

On behalf of the Village staff, we would like to thank the Village Board for their continued support of the Police Department and their clear direction on this matter. The Village's negotiating team recommends that the Village Board support the terms reached in the Tentative Agreement. Should you have any questions, please feel free to contact me.