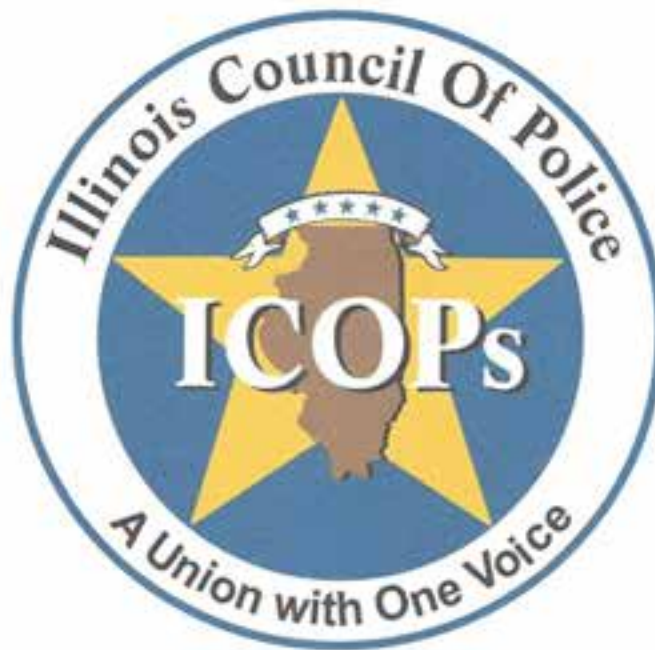


AGREEMENT



Between

Illinois Council of Police

and

Village of Evergreen Park, Illinois

**Covering Evergreen Park
Full-Time Lock-Up Keepers**

May 1, 2017 through April 30, 2022

AGREEMENT

Between

VILLAGE OF EVERGREEN PARK, ILLINOIS

And

ILLINOIS COUNCIL OF POLICE

Representing Full-Time Lock-Up Keepers

May 1, 2018 Through April 30, 2022

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AGREEMENT

This Agreement dated July ____, 2016 is entered into by and between the Village of Evergreen Park, Cook County, Illinois (the "Village") and the Illinois Council of Police (the "ICOPs").

ARTICLE 1 RECOGNITION

Section 1.1. Recognition. For the term of this Agreement, the Village recognizes the Association as the exclusive collective bargaining agent with respect to wages, hours and other conditions of employment of all full-time lock-up keepers employed by the Police Department of the Village (hereinafter referred to as "Employees") as certified in ILRB Case No. S-VR-05-001.

Section 1.2. Probationary Period. All Employees shall be subject to an 18-month probationary period commencing upon hiring. During the probationary period, the Employee shall be subject to all provisions of this Agreement except that a probationary Employee can be disciplined, suspended or terminated without cause. The probationary period may be extended by mutual agreement of the Employee and the Village, but in no event shall it be longer than 24 months.

Section 1.3. Gender. Wherever the male gender is used in this Agreement, it shall be construed to include both males and females equally.

ARTICLE 2 ASSOCIATION SECURITY AND DEDUCTION OF DUES

Section 2.1. Dues. All Employees covered by this Agreement who are members of the Association shall be required to pay Association dues. Employees are not required to join the Association as a condition of employment, but Employees shall, after completing six months of their initial employment, pay a service fee to the Association for the purpose of administering the provisions of this Agreement.

Section 2.2. Dues Deduction. Upon receipt of a voluntarily signed written dues authorization card from an Employee covered by this Agreement, the Village shall, during the term of this Agreement, deduct Association dues of such Employees from their pay and remit such deductions to the Association.

Section 2.3. Liability. The Association shall indemnify the Village and hold it harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by any reason of, any action taken by the Village for the purpose of complying with the provisions of this article.

ARTICLE 3 NON-DISCRIMINATION

Section 3.1. Non-Discrimination. Neither the Village nor the Association shall discriminate against any Employee because of race, color, religion, sex, ancestry or natural origin or on any other basis prohibited by state and federal law. Violations of this section shall not be subject to the grievance procedure charge, but shall be remedied only through the appropriate state or federal agency.

Section 3.2. Disabilities Act. The Village and the Association agree to abide by the provisions of the Americans with Disabilities Act.

ARTICLE 4 MANAGEMENT RIGHTS

Section 4.1. Management Rights. The parties recognize and acknowledge the responsibility of the Village to operate and direct the affairs of the Village and its Police Department in all its various respects. Accordingly, except as limited by an express provision of this Agreement, all rights, functions, and prerogatives of management formerly exercised or exercisable by the Village remain vested exclusively in the Village, without limiting the generality of the foregoing, the right to direct the working force, to plan, direct, control, and determine the operations of services to be conducted in or at the Police Department or by employees, agents and contractors of the Village, to set standards of service offered to the public, to assign and transfer Employees, to determine the hours, schedules and assignments of work, including overtime, to establish and impartially enforce reasonable rules and regulations and to change methods, equipment, or facilities is vested exclusively in the Village and shall not be subject to grievance procedure hereinafter set forth. The right to hire, discipline, suspend or discharge Employees for just cause shall remain the right and prerogative of the Village.

Section 4.2. Exercise of Rights. The exercise or non-exercise of any of the foregoing rights shall not be deemed a waiver of any such rights or the discretion to exercise them in some other way in the future. The express provisions of this Agreement shall constitute the only limitations on the rights of management and no other agreement, promise, custom, practice, or usage whether written or oral, or whether entered into or commenced before or after the execution of this Agreement, shall be binding on the Village.

Section 4.3. Citizens Complaints. The Village agrees to implement and publish a written procedure pertaining to citizens complaints alleging the use of excessive force that will require a citizen complainant to sign a written statement of the allegation prior to implementation of a non-criminal investigation.

Section 4.4. Overtime. Management will assign overtime as follows: Voluntary overtime shall be offered first to the most senior Employee, and if the Employee declines, the overtime is to be offered to the next most senior Employee, and if that Employee declines then to

the next most senior Employee ad infinitum until the overtime is filled. If no volunteers are to be found then management may assign mandatory overtime not to exceed 4 hours to the Employee having the least amount of seniority. The implementation of the above overtime procedures shall be as established by order of the Chief of Police.

Section 4.5. Outside Employment. Employees may engage in other employment outside of the official duty hours providing that written approval is secured from the Office of the Chief of Police. The primary duty responsibility of Employees is to the Village. Outside employment must not interfere with effectiveness as a Village Employee.

ARTICLE 5 SETTLEMENT OF GRIEVANCE

Section 5.1. Definition. The term "Grievance" as hereinafter used means a claim by an Employee or group of Employees that the Village has violated a specific provision of this Agreement. Grievances shall be settled in accordance with the following procedures:

Section 5.2. Steps. A grievance shall be processed as follows.

- Step 1.** An Employee who has a grievance shall first discuss the matter with the Records/Support Services Supervisor. The Records/Support Services Supervisor is to answer within 5 calendar days of this discussion.
- Step 2.** If the grievance is not settled in Step 1, the grievant may within 5 calendar days of receipt of the Records/Support Services Supervisor's answer, confer with the Deputy Chief of Police with respect thereto. The Deputy Chief of Police shall answer the grievance within 5 calendar days of this conference.
- Step 3.** If the grievance is not settled in Step 2, the grievant may within 5 calendar days of receipt of the Deputy Chief's answer, confer with the Chief of Police with respect thereto. The Chief of Police shall answer the grievance within 5 calendar days of this conference.
- Step 4.** If the grievance is not settled in Step 3, it shall be reduced in writing, signed by the aggrieved Employee and submitted to the Mayor within 5 calendar days of receipt of the Chief of Police's answer. If no settlement is reached at this step, the Mayor, or his designee, shall give his answer in writing within 10 calendar days of the meeting.
- Step 5.** Binding Arbitration. If the grievance is not settled in accordance with the foregoing procedure, the Association may refer the grievance to Binding arbitration by giving written notice to the Mayor within 21 calendar days after receipt of the Mayor's answer in Step 4. It is mutually agreed that arbitration shall be final and binding rather than advisory. The parties

shall attempt to agree upon an arbitrator promptly. In the event the parties are unable to agree upon an arbitrator, they shall jointly request the Federal Mediation and Conciliation Service to submit to a panel of 5 arbitrators. The Association shall strike one name and the Village shall strike another in turn and the person whose name remains shall be the arbitrator provided that either party, before striking any names, shall have the right to reject one panel of arbitrators. The arbitrator shall be notified of their selection by a joint letter from the Village and the Association requesting that he set a time and place for hearing, subject to the availability of Village and Association representatives. The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the provisions of this Agreement. The arbitrator shall consider, and decide only the specified issue submitted to them, and their decision shall be based solely upon his Agreement to the facts of the grievance presented. The decision of the arbitrator shall be final and binding subject only to court appeal by either party. The costs of the arbitrator shall be divided equally between the Village and the Association.

Section 5.3. Representation. At any step of the grievance procedure after Step 2, an aggrieved Employee may be accompanied and represented by an authorized representative of the Association.

Section 5.4. Time Limit Violations. When the grievance is not processed to the next step within the required period of time, it shall be considered dropped and the answer received in the preceding step shall be final. When an answer to a grievance is not received within the required period of time, the grievance shall be considered automatically appealed to the next step. Any of the time limits set forth in this Article may be extended by written Agreement of the parties authorized representatives.

ARTICLE 6 STRIKES AND LOCKOUTS

Section 6.1. No Strike. The Association and the Employees covered by this Agreement agree not to instigate, promote, sponsor, aid, engage in or condone any strike, slowdown, sympathy strike of any kind, or any action of similar nature or seeking to affect the same result. Any or all Employees who violate any provision of this section may be discharged or otherwise disciplined by the Village.

Section 6.2. Association Official Responsibility. Each Employee who holds the position of officer or steward of the Association occupies a position of special trust and responsibility in maintaining and bringing about compliance with the provisions of this Article. In the event of a violation of Section 6.1 of this Agreement, the Association agrees to inform its members of their obligations under this Agreement, to direct them to return to work and to cooperate with the Village in urging Employees to return to work. Local Association officers

and representatives must remain at work during any interruption, which may be caused or initiated by others.

Section 6.3. No Lockouts. The Village agrees that there shall be no lockout of Employees covered by this Agreement.

ARTICLE 7 COMPENSATION

Section 7.1. Wages. The minimum regular straight-time annual salaries to be paid during the term of this Agreement are set forth on Schedule A attached hereto. The hourly rate for an Employee shall be determined by dividing the annual salary by 2,080.

Section 7.2 Field Training Pay. The Village will compensate any employee who is assigned to train a new employee with one hour of compensatory time for each eight hours spent in training a new employee.

ARTICLE 8 SCHEDULING AND OVERTIME

Section 8.1. Scheduling. The regular straight time workweek shall consist of 5 shifts of 8 hours and 15 minutes, each which shall include a 30-minute meal break. Employees shall report to duty 15 minutes prior to the start of their shift, which time shall be considered as part of the 40-hour workweek. Each Employee shall receive 8 hours pay for each shift even though actually working only 7 hours 45 minutes, excluding meal break.

Section 8.2. Overtime. All hours worked in excess of 40 within a single workweek shall be paid at time and one-half the regular rate. In the event that an Employee is assigned to work mandatory overtime, and that Employee has previously scheduled an XTO during that same week, the Employee shall be paid at time and one-half the regular rate for all mandatory overtime that week, even if not exceeding 40 hours of work. "Worked hours" include only hours actually worked, holiday time off and vacation time off. "Workweek" is a regularly reoccurring 7-day (168-hour) period commencing at 23:59 hours (midnight) each Saturday.

Section 8.3. Non-Unit Overtime Assignments. Employees will not be required to work mandatory overtime for any position which is not covered by this Agreement except for that of Clerks.

ARTICLE 9 VACATIONS, HOLIDAY AND INSURANCE

Section 9.1. Holidays. Employees shall be entitled to 9 holidays with pay, to be observed on such days as will not interfere with the obligations of the police department, taking into consideration to the extent practical, the desire of the Employees. An Employee's holiday pay shall be his regular base rate of pay for one working day. An employee working a holiday shall be paid his regular base rate of pay. In order to qualify for holiday pay, an Employee must work his last regularly scheduled shift before the holiday, and his first regularly scheduled shift after the holiday, provided however, that an Employee on vacation shall receive holiday pay. Holiday pay shall be paid on the payroll check for the holiday period, except that an employee may request to bank a holiday for future use during the same fiscal year. If the holiday is not used by the end of the fiscal year during which the holiday occurred, then the employee shall be paid the holiday pay therefor based upon the rate of pay at the time that the holiday occurred.

The paid holidays shall be observed on the following days:

- New Years Day
- President's Day
- Easter Sunday
- Law Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

Section 9.2. Vacations. Employees shall be entitled to a paid vacation in accordance with the following schedule:

Continuous Service	Length of Vacation
After One Year	10 Days
After Five Years	15 Days
After Ten Years	20 Days

Each day of vacation pay shall be the Employee's regular base rate of pay for one working day. Vacations shall not be accumulated from year to year and shall be scheduled by seniority and in accordance with Employee preference to the extent consistent with the operating requirements of the Police Department, all as determined by the Chief of Police who shall have the right to reschedule an Employee's vacation where it would otherwise interfere with such operating requirements.

Section 9.3. Health Insurance. The Village shall provide group health insurance with existing benefits and coverages with changes as shown on the attached Schedule B and with

Employee premium payments as shown on attached Schedule C. The Village shall provide and pay for \$30,000 life insurance, \$30,000 accidental death and dismemberment for each Employee.

The Village reserves the right to change the Village group health insurance plan coverage, benefits, or carriers provided that there is no significant change in coverage or benefits. In the event that the Association objects that there has been a significant change in coverage or benefits, such claim shall be subject to the grievance/ arbitration procedure.

Section 9.4. Personal Days. Each Employee shall be credited with 32 hours of compensatory time on November 1 of each fiscal year, provided that the Employee has been employed for the prior 12 months. In the event that the Employee has been less than 12 months the compensatory time credited shall be prorated based upon the period of employment in the prior 12 months. Compensatory time to be under general orders and policies.

Section 9.5. Medical Insurance Opt-Out. The Village will agree to pay the sum of \$300.00 per month to any member currently having family medical coverage under this Agreement who declines all coverage, and will pay the sum of \$150.00 per month to any member currently having individual coverage who declines all coverage, provided that the Employee and the spouse have declined all medical coverage from the Village. These payments will be in addition to all other benefits, and will count as a bonus so as not to effect any other compensation.

Section 9.6. On-Duty Injury. In the event that an Employee is unable to work because of an on-duty injury, then the Village shall continue to pay its customary portion of the medical insurance premium until the Employee is capable of returning to work.

Section 9.7. On-Duty Death. In the event that a scheduled on-duty Employee is killed in the performance of duties and the surviving spouse is entitled to and receives a surviving spouse pension, then the Village shall continue to pay all the medical insurance premium for that Employee's surviving spouse until the surviving spouse remarries, and for the Employee's dependants as long as they are eligible for such coverage and the surviving spouse has not remarried, provided that the surviving spouse continues to receive a surviving spouse pension. At a minimum, the Village shall pay all the medical insurance premium for a surviving spouse and dependents of a scheduled on-duty Employee killed in the performance of duties for any continuation coverage provided under COBRA.

ARTICLE 10 UNIFORM/ CLOTHING ALLOWANCE

Section 10.1. Maintenance. The Village shall maintain all uniforms and replace with new clothing on surrender of the worn component.

Section 10.2. Initial Issuance. The Village shall provide the initial clothing and other necessary uniforms to Employees when the Village first hires such Employees.

ARTICLE 11

ACCRUAL OF SICK DAYS AND APPLIED TO RETIREMENT

Section 11.1. Accrual. Employees may accrue sick leave at the rate of .667 days per month (8 days per year). Sick leave is to be used only for the personal illness of the Employee or the serious illness of a member of the family residing with the Employee. An Employee using sick leave shall not be employed or perform any other work while on sick leave. Notification of absence due to sickness shall be provided to the Police Department as soon as possible on the first day of such absence and on each day thereafter. The Village may require a written certification from a health care provider prior to an Employee returning to work. The Village may send a health care provider to verify the physical condition of the Employee or a sick member of the Employee's family residing in the household.

Section 11.2. Accumulation. Employees may accrue an unlimited number of hours of sick leave.

Section 11.3. Sick Day Buy Back. At any time during the term of this Agreement, any Employee having in excess of 60 accrued sick days may request the Village and the Village shall pay to the Employee \$90 for each day or days requested in excess of 60 in return for the waiver of such requested day or days by the Employee.

Section 11.4. Retirement Buy Back. Upon leaving Village employment, an Employee with at least 10 years of service may request the Village to buy back no more than 50% of the accrued sick leave, but not to exceed 60 days. The Village shall pay for the accrued sick leave purchased as follows:

11-15 years of service	\$40 per day
16-20 years of service	\$50 per day
21-25 years of service	\$60 per day
26 and greater years of service	\$70 per day

Instead of receiving such a payment, an Employee may request that the buy back amount be credited to payment of insurance premiums if the Employee is eligible to remain on the Village health insurance policy.

Section 11.5. IMRF Sick Leave Service Credit. Retiring IMRF members may qualify for a maximum of one year of additional pension service credit for unpaid, unused sick leave at the rate of one month for every 20 days, subject to the provisions of IMRF.

ARTICLE 12 WORKERS COMPENSATION

Section 12.1. Workers Compensation. The Village and Association hereby acknowledge the requirement for payment of compensation for an injured Employee set forth in the Worker's Compensation Act, 820 ILCS 305/1, *et seq.*

ARTICLE 13 JOB CONDITIONS

Section 13.1. Responsibility. The Chief of Police shall continue to post job descriptions of all personnel covered by this Agreement. Job descriptions shall be in general terms and may be revised from time to time.

Section 13.2. Employee Discipline. The Village shall not suspend or discharge any Employee without just cause. The Chief of Police shall have the authority to suspend an Employee for 30 days or less. All suspensions in excess of 30 days or discharges shall be made by the Mayor.

Section 13.3. Investigatory Interview Rights. The Village and the Association agree that Employees shall have the following rights of the Illinois Public Labor Relations Act. Such rights shall only arise upon request of the Employee for Association representation. Whenever an Employee is subjected to an interrogation under a formal investigation for a violation which may be the basis for discipline, the Employee shall be entitled to have an Association representative to assist the Employee and clarify the Employee's rights during the interrogation. In such case the interrogation shall be conducted during the day shift duty hours upon not less than 24 hours written or telephonic notice to the Employee. The interrogation shall be postponed by the Village at the request of the Employee or the Association to allow time for Association representation, but in no event is the Village required to postpone the interrogation more than 36 hours after the originally scheduled time.

The provisions of this section do not apply to any informal inquiry, but an Employee may request to have a representative present during the inquiry. A violation of this section is not independently subject to grievance, but a violation shall result in any improperly obtained evidence being inadmissible in any disciplinary proceeding against the Employee.

Any discipline shall be in writing and reflect the nature of the offense and the conduct of the Employee. No disciplinary action shall require prior notice or hearing, but shall be subject to appeal through the grievance procedure.

Section 13.4. Oral Reprimands. One year after an incident resulting in an oral reprimand, the Village shall remove notification of the oral reprimand from the Employee's personnel file provided there has been no reoccurrence of the same violation within the prior 12-month period.

Section 13.5. Part-Time Lock-Up Keepers. Part-time lock-up keepers will not be employed to replace or displace full-time Employees nor to dilute the bargaining unit and may continue to be employed on the same basis as prior to this Agreement. Part-time lock-up keepers will be required to undergo Village-provided adequate training prior to being allowed to work a shift on their own unless the part-time lock-up keeper has adequate prior training or experience.

Section 13.6. Shift Assignment. The Village and the Association recognize that the Village has administratively instituted a shift assignment policy that allows for selection of shifts by seniority, as well as trading of shifts with approval, which policy may be changed when necessary for the public health, safety and welfare of the Village. The current provisions of such policy will be continued except in an emergency or except after the Chief of Police meets and confers with the Association.

Section 13.7 Training. The Village agrees to provide all training necessary for the Employees to perform their duties in a safe and efficient manner. Where the Employees believe there is a need additional training, the Association may provide notice to the Chief of Police for his consideration of implementation. Upon request of the Association, they shall be provided with the training records and experience of newly employed lock-up keepers.

ARTICLE 14 RESIDENCY

Section 14.1. Residency. Employees will not be required to establish or maintain residency within the Village of Evergreen Park, but must reside within 10 miles thereof.

ARTICLE 15 LEAVE OF ABSENCE

Section 15.1. Leave of Absence. Subject to the needs of the department and approval of the Chief of Police, an Employee may be granted a leave of absence for a period of up to one year. A leave of absence may be granted to no more than one Employee during the same period.

Section 15.2. Military Leave. A military leave without pay will be granted to an Employee who leaves the services of the Village to enlist or who is inducted into the armed forces of the United States, or who is a member of Reserve components of the Military or Naval Forces including National Guard Units. Employees accepting permanent commissions or enlistment in a regular branch of the Armed Forces will not be eligible for a military leave of absence. Each Military Leave of Absence will be granted for the duration of the Employee's active service in the Armed Forces up to the limit set by law and the Employee will be eligible for reemployment in accordance with the applicable Federal Laws. Employees granted military leave will receive vacation pay for all unused vacation credit accrued up to the month preceding the commencement of the military leave. Employees in the reserve or National Guard away on a short period of military duty will be granted military leave without pay.

Section 15.3. Bereavement Leave. Bereavement leave with pay is provided as a benefit to be used only for the purpose of attending a wake and funeral services, and matters incidental thereto. Funeral leave is providing in the event of death in the immediate family (defined as the Employee's spouse, children, step-children, son-in-law, daughter-in-law, parents, parents of a spouse, step-parents, grandparents, brothers, sisters, step-brother, and step-sister). Employees will be provided one work day of funeral leave to actually attend the funeral except if the death involves any member of the immediate family actually residing in the same household with the Employee in which the event the Employee will be provided not more than three consecutive work days of funeral leave. The Employee shall provide evidence of attendance at the funeral services if requested by the department head. The Mayor may authorize additional funeral leave without pay or may authorize the use of personal leave under special circumstances.

Section 15.4. Leave for Illness, Injury or Pregnancy. Leave shall be provided as required by the Family and Medical Leave Act in conformity with the provisions of Section 19 of the Personnel Policy Manual of the Village.

ARTICLE 16 SEPERABILITY, DURATION AND TERMINATION

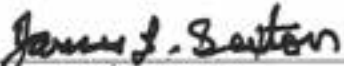
Section 16.1. Savings Clause. This Agreement constitutes the entire Agreement between the parties, and concludes collective bargaining on any subject whether included in this Agreement or not, for the term of this Agreement. If any provisions of this Agreement is subsequently declared by legislative or judicial authority to be unlawful, unenforceable or not in accordance with applicable statutes or ordinances, all other provisions of this Agreement shall remain in full force and effect for the term of this Agreement. Further, the above and foregoing Agreement shall be put into effect only in the manner and extent allowed and provided for by federal law and regulations and all other applicable laws.

Section 16.2. Waiver. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity were set forth in this Agreement. Therefore, the Village and the Association, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject matter, or with respect to the impact or effects upon Employees of the Village's exercise of its rights under this Agreement, except as to the impact or effect of matters not contemplated or not foreseen by both the Village and the Association resulting from changes in law not within the control of either of them.

Section 16.3. Duration. This Agreement shall become effective upon its execution by both of the parties, and shall remain and continue in full force and effect until and including April 30, 2022. This Agreement shall continue from year to year thereafter, unless the Association or the Village shall notify the other in writing, not less than 60 days prior to the expiration of the term thereof, of its intention to modify or terminate this Agreement.

Section 16.4. Retroactivity. The wage rates provided for in Schedule A shall be applied retroactively to May 1, 2018 for all Employees who are employed in any capacity by the Village on the date of this Agreement. The Village shall provide retroactive pay no later than 60 days after the date of this Agreement.

VILLAGE OF EVERGREEN PARK


James J. Sexton, Mayor


Catherine T. Aparo, Village Clerk

ILLINOIS COUNCIL OF POLICE


Norm Froese, Union President


James P. Brantley
Chapter Representative

WAGE SCHEDULE

SCHEDULE A

EXHIBIT B
Village of Evergreen Park
Blue Cross Blue Shield of Illinois Plan Design Alternatives
PPO Plan
Proposed Plan Design Changes

Proposed Plan Design Changes	Effective
Retail Prescription Drug Copay (Mail Order 2 times Retail)	
From: \$30 generic/\$50 brand name formulary/\$65 brand name non-formulary	
To: No change	
Coinsurance Percentage	
From: 80% network, 70% non-network	
To: 80% network, 60% non-network	Effective 1/1/18
To: 80% network, 60% non-network	Effective 1/1/19
To: 80% network, 60% non-network	Effective 1/1/20
Calendar Year Deductible	
From: Deductible cross applies	
To: Deductible does not cross apply	Effective 1/1/18
To: Deductible does not cross apply	Effective 1/1/19
To: Deductible does not cross apply	Effective 1/1/20
From: \$550(s)/\$1,650(f) network and \$700(s)/\$2,100(f) non-network	
To: No change	
Calendar Out of Pocket Maximum (excluding the deductible)	
From: Out of Pocket Maximum cross applies	
To: Out of Pocket Maximum does not cross apply	Effective 1/1/18
Out of Pocket Maximum does not cross apply	Effective 1/1/19
Out of Pocket Maximum does not cross apply	Effective 1/1/20
From: \$600(s)/\$1,200(f) network and \$1,050(s)/\$2,100(f) non-network	
To: \$600(s)/\$1,800(f) network and \$1,000(s)/\$3,000(f) non-network	Effective 1/1/18
\$650(s)/\$1,950(f) network and \$1,000(s)/\$3,000(f) non-network	Effective 1/1/19
\$700(s)/\$2,100(f) network and \$1,500(s)/\$4,500(f) non-network	Effective 1/1/20
Network Physician's Office Visit and Specialist (Note: Medical co-pays go toward out of pocket maximum)	
From: \$35 primary care physician and specialist office visit copay	
To: No change	
Emergency Room Benefit	
From: 80% after a \$150 copay and deductible	
To: No change	
Inpatient Hospital Copay Per Admission	
From: 80% after the deductible network and 70% after the deductible non-network	
To: 80% after the deductible network and 60% after the deductible non-network	Effective 1/1/18
To: 80% after the deductible network and 60% after the deductible non-network	Effective 1/1/19
To: 80% after the deductible network and 60% after the deductible non-network	Effective 1/1/20
Outpatient Hospital Surgery Copay Per Admission	
From: 80% after the deductible network and 70% after the deductible non-network	
To: 80% after the deductible network and 60% after the deductible non-network	Effective 1/1/18
To: 80% after the deductible network and 60% after the deductible non-network	Effective 1/1/19
To: 80% after the deductible network and 60% after the deductible non-network	Effective 1/1/20
Prescription Drug Out of Pocket Maximum	
From: \$1,000(s)/\$3,000(f)	
To: \$2,000(s)/\$6,000(f)	Effective 1/1/18
To: \$2,500(s)/\$7,500(f)	Effective 1/1/19
To: \$3,000(s)/\$9,000(f)	Effective 1/1/20

POLICE
PROPOSED CONTRIBUTION SCHEDULE
SCHEDULE C

PPO	Current 2017	Effective 1/1/2018	Effective 1/1/2019	Effective 1/1/2020	Effective 1/1/2021
Single Medical	\$ 71.00	\$ 76.00	\$ 81.00	\$ 86.00	\$ 91.00
Single +1 Medical	\$142.00	\$ 152.00	\$ 162.00	\$ 172.00	\$ 182.00
Family Medical	\$147.00	\$ 157.00	\$ 167.00	\$ 177.00	\$ 187.00

HMO	2017	Effective 1/1/2018	Effective 1/1/2019	Effective 1/1/2020	Effective 1/1/2021
Single Medical	\$ 20.00	\$ 20.00	\$ 20.00	\$ 20.00	\$ 20.00
Single +1 Medical	\$ 35.00	\$ 35.00	\$ 35.00	\$ 35.00	\$ 35.00
Family Medical	\$ 40.00	\$ 40.00	\$ 40.00	\$ 40.00	\$ 40.00

DENTAL	2017	Effective 1/1/2018	Effective 1/1/2019	Effective 1/1/2020	Effective 1/1/2021
Single	\$ 8.00	\$ 9.00	\$ 10.00	\$ 11.00	\$ 12.00
Single +1	\$ 12.00	\$ 13.00	\$ 14.00	\$ 15.00	\$ 16.00
Family	\$ 14.00	\$ 15.00	\$ 16.00	\$ 17.00	\$ 18.00