

RESOLUTION

Resolution Authorizing a Collective Bargaining Agreement Between the Illinois Fraternal Order of Police, the McHenry County Sheriff, and the County of McHenry for the Time Period of 12/1/23 through 11/30/26 (09)

WHEREAS, The McHenry County's Human Resources Department, State's Attorney's Office, Representatives of the McHenry County Sheriff, and Representatives of the Illinois Fraternal Order of Police (FOP) have engaged in good faith negotiations resulting in a three-year Collective Bargaining Agreement for Unit III; and

WHEREAS, The McHenry County's Human Resources Department, State's Attorney's Office, and Representatives of the McHenry County Sheriff have negotiated this agreement on behalf of McHenry County and the Sheriff, and recommend approval of the Collective Bargaining Agreement with the FOP; and

WHEREAS, negotiated changes are as follows:

- 14.2 – Limitations on discipline – duplicate Unit II language regarding time limits
- 19.1 – Vacation Leave and Accrual – Vacation accruals converted to real time accruals
- 19.5 – NEW Paid Leave for All Workers Act – waived as written
- 22.2– Sick Leave Accrual – Sick accruals converted to real time accruals
- 22.5 – Sick Leave Buy Back – solidified a past practice
- 23 – Hours of Work – Remaining 7.5 hr. employees converted to 8 hr. employees. All related language adjusted throughout CBA
- 23.7.C.4 – TC Overtime – process clarified if not volunteers to cover overtime need >48 hours
- 23.7.C.5 – TC Overtime – process clarified if not volunteers to cover overtime need <48 hours
- 23.8 – Comp Time Use – TCs must give 72-hour notice.
- 26.1 – Waiver of health insurance moved to Kronos
- 26.2 – Retiree Medical – clean up old SLEP language
- 26.3 – Life Insurance – removed 60 day waiting period and other old language
- 26.6 – IRC Section 125 Plan – added Dental and Vision – clean up
- 30.2 – Death in Immediate Family – update to reflect changes in the law
- 30.9 – VESSA – update to reflect changes in law
- 32.1 – Term of Agreement – 12/1/23 – 11/30/26

APPENDIX A – Wage and Step Tables

- Telecommunicators – year 1 market adjust of 7.5%, year 2 and 3 both 3%
- Court Security – year 1 market adjust of 10%, year 2 and 3 both 3%
- All other members will receive annual increase of 3%, 3%, 3%
- One time 1.5% signing bonus for those not market adjusted. Not added to base.

WHEREAS, the total increased cost of this agreement over a three year period will be \$1,618,585; and

WHEREAS, terms of this agreement have been reviewed by the Administrative Services Committee and the Finance and Audit Committee.

NOW, THEREFORE BE IT RESOLVED, by this County Board of McHenry County, Illinois, that it hereby authorizes the County Board Chairman to execute all necessary documents to enter into and implement the aforementioned agreement; and

BE IT FURTHER RESOLVED, that the County Clerk is hereby authorized to distribute a certified copy of this Resolution to the Sheriff, Director of Human Resources, State's Attorney, Chief Financial Officer, County Administrator, and Deputy County Administrator.

DATED at Woodstock, Illinois, this 18th day of June, A.D., 2024.

Michael Buehler, Chairman
McHenry County Board

ATTEST:

Joseph J. Tirio, County Clerk

RESOLUTION

SUBJECT: Resolution Authorizing a Collective Bargaining Agreement Between the Illinois Fraternal Order of Police, the McHenry County Sheriff, and the County of McHenry for the Time Period of 12/1/23 through 11/30/26 (09)

Board / Committee Action Requested:

Authorize the County Board chairman to execute all necessary documents to enter into and implement the agreement between the Illinois Fraternal Order of Police, the McHenry County Sheriff, and the County of McHenry for the period 12/1/23 through 11/30/26.

Background and Discussion:

Negotiated changes are as follows:

- 14.2 – Limitations on discipline – duplicate Unit II language regarding time limits
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Impact on Human Resources:

Implement Collective Bargaining Agreement.

Impact on Budget (Revenue; Expenses, Fringe Benefits):

Total cost of this agreement over a three year period will be \$1,618,585.

Impact on Capital Expenditures: None

Impact on Physical Space: None

Impact on Other County Departments or Outside Agencies:

Sheriff implement Collective Bargaining Agreement.

Conformity to Board Ordinances, Policies and Strategic Plan: Yes