

# RESOLUTION

## Resolution Authorizing a Collective Bargaining Agreement Between the Illinois Fraternal Order of Police Corrections Unit II, the McHenry County Sheriff, and the County of McHenry for the Time Period of 12/01/2024 through 11/30/2027 (9)

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

**ARTICLE II New Classifications and Vacancies, Section 2.3 Assignments** remove "Ice Transport Officers.

**ARTICLE XIV Discipline and Discharge, Section 14.2 Limitation**, changed period of time regarding record of employee discipline.

**ARTICLE XVI Grievance Procedure, Section 16.7 Steps in Procedure**, changed "calendar days" to "ordinary business days"

**Section 16.10 Electronic Delivery of Grievances**, New process to receive grievances via email.

**ARTICLE XVII SENIORITY, Section 17.6 Shift Bidding**, added a seven-day posting period in the month of June to become effective the first day of July and not more than one (reduced from two) postings caused by the filing of a vacancy will be done.

**ARTICLE XIX-VACATIONS, Section 19.1 Vacation Accrual and Leave**, change to real time accruals.

Date of Hire through year 4 – 10 days per year

Beginning of year 5 through year 9 – 15 days per year

Beginning of year 10 through year 19 – 20 days per year

Beginning of year 20 to beginning of year 21 – 21 days per year

Beginning of year 21 to beginning of year 22 – 22 days per year

Beginning of year 22 to beginning of year 23 – 23 days per year

Beginning of year 23 to beginning of year 24 – 24 days per year

Beginning of year 24 to beginning of year 25 – 25 days per year

Beginning of year 26 and greater – 26 days per year

**Section 19.3 Vacation Requests**, buy back option will be paid at the wage rate existing on November 30<sup>th</sup> vs current wage rate.

**ARTICLE XXII – SICK LEAVE, Section 22.6 Victim's Economic Security and Safety Act ("VESSA")** updated for compliance with the "VESSA" 820 ILCS 180/1

**ARTICLE XXV WAGES/COMPENSATION/ALLOWANCES, Section 25.1** Year one market adjustment 8.0% and 3.5%, year two and three 3%.

**ARTICLE XXVI – BENEFITS AND PENSIONS, Section 26.1 Health, Dental and Stand-Alone Vision Benefits** Adoption of new Benefit four Tier plan structures. Expanded language regarding the qualifications of eligibility for the "stipend".

**Section 26.3 Life Insurance**, updated eligibility language from first of the month following 60 days, to first of the month following date of hire.

**Section 26.8 Retirement Health Savings Account**, Removed section

**ARTICLE XXX Leave of Absence, Section 30.2 Absence due to death in Immediate Family**, added language for compliance with the Family Bereavement Act (Public Act 102-1050) and/or Illinois Child Extended Bereavement Act (Public Act 103-0466).

**WHEREAS**, the increased cost of this agreement for 133 union members is year one \$964,708.99 8.0% market adjustment, \$455,825.00 3.5% annual, year two \$470,539.63 3.0% annual, year three \$568,207.21 3.0% annual.; 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 Corrections County Administrator

**DATED** at Woodstock, Illinois, this 19th day of November , A.D., 2024.

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Michael Buehler, Chairman  
McHenry County Board

ATTEST:

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Joseph J. Tirio, County Clerk



**McHenry County Board**

County Board Room  
Woodstock, IL 60098

Meeting: November 19, 2024  
Department: Human Resources  
Prepared By: Suzanne Ziebart

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**RESOLUTION**

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**SUBJECT:** Resolution Authorizing a Collective Bargaining Agreement Between the Illinois Fraternal Order of Police Corrections Unit II, the McHenry County Sheriff, and the County of McHenry for the Time Period of 12/01/2024 through 11/30/2027 (9)

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**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 12/01/2024 through 11/30/2027.

**Background and Discussion:**

Negotiated changes are as follows:

**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 \$2,459,280.83

**Impact on Capital Expenditures:** None

**Impact on Physical Space:** None

**Impact on Other County Departments or Outside Agencies:**

Sheriff to implement Collective Bargaining Agreement.

**Conformity to Board Ordinances, Policies and Strategic Plan:** Yes