

ILLINOIS FOP LABOR COUNCIL

and

COUNTY OF LOGAN / LOGAN COUNTY SHERIFF

Unit A: Patrol and Corporals

Unit B: Sergeants and Lieutenants

December 1, 2022 – November 30, 2026

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PREAMBLE

This Agreement is entered into by the County of Logan, a body politic, and Sheriff of Logan County, hereinafter referred to as the "Employer", and the Fraternal Order of Police, Logan County Police Officers, Lodge No. 78, hereinafter referred to as the "Lodge," and the Illinois F.O.P. Labor Council, hereinafter referred to as the "Council".

The purpose of this Agreement is to provide an orderly collective bargaining relationship between the Employer and the Council/Lodge representing the employees in the bargaining unit, and to make clear the basic terms upon which such relationship depends. It is the intent of both the Employer and the Council/Lodge representing the employees in the bargaining unit, and to make clear the basic terms upon which such relationship depends. It is the intent of both Employer and the Council/Lodge to work together to provide and maintain satisfactory terms and conditions of employment, and to prevent as well as to adjust misunderstandings and grievances relating to employees' wages, hours, and working conditions.

In consideration of mutual promises, covenants, and Agreement contained herein, the parties hereto, by their duly authorized representative and/or agents, do mutually covenant and agree as follows:

ARTICLE I – RECOGNITION

Section 1.1 – Unit Descriptions

(a) Unit A

The Employer hereby recognizes the Labor Council and the Lodge as the sole and exclusive collective bargaining representatives for the purpose of collective bargaining on any and all matters relating to wages, hours, and all other terms and conditions of employment as follows:

Included: Sworn peace officers in the Logan County Sheriff's Office classified as deputy sheriffs below the rank of sergeant.

Excluded: All other employees.

(b) Unit B

The Employer hereby recognizes the Labor Council and the Lodge as the sole and exclusive collective bargaining representatives for the purpose of collective bargaining on any and all matters relating to wages, hours, and all other terms and conditions of employment as follows:

Included: Sworn peace officers in the Logan County Sheriff's Office with the rank of sergeant and lieutenant.

Excluded: All other employees.

Section 1.2 – Unit B and Management Personnel

Unit B and Management personnel may continue to perform bargaining unit work which is incidental to their jobs. They may also perform bargaining unit work in emergency situations and where such work is necessary to train a bargaining unit employee. Such work by Unit B and

Management personnel shall not cause any layoffs of the bargaining unit employees. As it relates to Unit B, this provision applies only to management personnel who are sworn police officers being only the Sheriff and Chief Deputy.

ARTICLE II – NON-DISCRIMINATION

Section 2.1 – Equal Employment Opportunity

The Employer will continue to provide equal employment opportunity for all employees and develop and apply equal employment practices.

Section 2.2 – Prohibition Against Discrimination

Both the County, the Sheriff, and the Council/Lodge agree not to illegally discriminate against any employee on the basis of race, sex, creed, religion, color, marital or parental status, age, national origin, political affiliation and/or beliefs, mental or physical handicap, or sexual orientation.

Section 2.3 – Lodge Membership or Activity

Neither the County, the Sheriff, nor the Council/Lodge shall interfere with the right of employees covered by this Agreement to become or not become members of the Council/Lodge, and there shall be no discrimination against any such employees because of lawful Council/Lodge membership or non-membership activity of status.

Section 2.4 – Use of Masculine Pronoun

The use of the masculine pronoun in this or any other document is understood to be for clerical convenience only, and it is further understood that the masculine pronoun includes the feminine pronoun as well.

Section 2.5 – No Dual Remedies

All claims under this Article must be filed with the appropriate State, Federal, or administrative agency and not through the grievance procedure.

ARTICLE III – NEW CLASSIFICATIONS

When the Sheriff finds it necessary to create a new job classification, the work of which falls within the scope of the bargaining unit, the Sheriff and Labor Council agree to jointly petition the Illinois Labor Relations Board (ILRB) to seek the necessary unit classification.

If the inclusion of a new position classification is agreed to by the parties or found appropriate by the ILRB, the parties shall negotiate as to the proper pay grade for the classification. If no agreement is reached within thirty (30) calendar days from the date its inclusion was determined, the Council may appeal the proposed pay grade to the Step 3 of the grievance procedure. The Step 3 grievance committee or arbitrator shall determine the reasonableness of the proposed salary grade in relationship to:

- (a) The job content and responsibilities attached thereto in comparison with the job content and responsibilities of other position classifications in the Employer's work force;
- (b) Like positions with similar job content and responsibilities within the labor market generally;
- (c) Significant differences in working conditions to comparable position classifications.

The pay grade originally assigned by the Sheriff shall remain in effect pending the decision.

If the decision of the Step 3 grievance committee or arbitrator is to increase the pay grade of the position classification, such rate change shall be applied retroactive to the date of its installation.

Upon installation of the new position classification, the filling of such position classification shall be in accordance with the posting and bidding procedures of this Agreement.

ARTICLE IV – MANAGEMENT RIGHTS

The Employers possess the sole right to operate the County of Logan and the Logan County Sheriff's Office and retain all management rights as defined in Section 4 of the Illinois Public Labor Relations Act (5 ILCS 315/4) and nothing herein shall affect the internal control powers of the Sheriff as defined in Division 3-6 of the Illinois County Code (55 ILCS 5/3-6001, et seq.).

Except as specifically amended, changed, or modified by the Agreement, these rights include, but are not limited to, the following:

- (a) To direct all operations of the Logan County Sheriff's Office;
- (b) To establish reasonable work rules and schedules of work;
- (c) To hire or promote, transfer, schedule and assign employees in positions and to create, combine, modify, and eliminate positions within the County;
- (d) To suspend, discharge and take other disciplinary action against employees under the established work rules and regulations of the Logan County Sheriff's Office and the provisions of this Agreement;
- (e) To lay off employees;
- (f) To maintain efficiency of the Logan County Sheriff's Office operations;
- (g) To introduce new or improved methods or facilities;
- (h) To change existing methods or facilities;
- (i) To determine the kinds and amounts of services to be performed as pertains to Logan County Sheriff's Office operations, the number, and kind of classifications to perform such services;

- (j) To contract out for goods or services other than law enforcement services or as provided in this Agreement;
- (k) To determine the methods, means and personnel by which Logan County Sheriff's Office operations are to be conducted:
 - (i) To set patrol zones, number of squad cars per shift, assignment of cars and equipment to personnel and to change these as needed to meet department needs and priorities;
 - (ii) To determine proper uniform and attire for all sworn personnel, to change, alter or amend this clothing and equipment as needed, and to set the dates of conversion from season to season;
 - (iii) To determine the shift or duty assignments, the number of personnel per shift or duty assignment, and to change or alter these after proper notice;
 - (iv) To require compliance with regular written department rules and regulations, and to all general orders, special orders, official notices, or memorandum issued from the Administration Division or Sheriff of Logan County Office letterhead, memorandum, general or special order, or other identifiable department documents;
 - (v) To require proper notification to the Sheriff of any part-time employment when acting in a police or security capacity or court-related capacity which necessitates the potential of acting under the color of law, and to set proper uniform and attire while serving in such function and to exercise authority to refuse to permit such employment when it appears to be a potential or actual conflict of interest or a negative reflection on the Logan County Sheriff's Police Office;
 - (vi) To establish required training sessions and qualifications for specific duty assignments and to change or amend these requirements as needed to meet departmental needs or requirements;
 - (vii) To determine the proper utilization of department vehicles and equipment, the proper cleaning, care and maintenance of those vehicles and equipment, the number of personnel assigned to each vehicle and the location of vehicles when not in service;
 - (viii) To schedule overtime work as required in the manner most advantageous to the department and in accordance with this Agreement;
- (l) To take whatever action is necessary to carry out the functions of the Logan County Sheriff's Office in situations of emergency.

ARTICLE V – SUBCONTRACTING

Section 5.1 – General Policy

It is the general policy of the Employer to continue to utilize employees to perform work they are qualified to perform. However, the Sheriff reserves the right to contract out any work it deems necessary in the interests of economy, improved work product, or emergency except for the performance of law enforcement work. No subcontract shall perform law enforcement work now performed by any person covered by this Agreement, unless the work to be contracted has been offered first to those employees covered by this Agreement.

Section 5.2 – Notice and Discussion

Absent an emergency situation, prior to the Sheriff changing its policy involving the overall subcontracting of work in a bargaining unit area, when such change amounts to a significant deviation from past practice resulting in layoff of a significant number of bargaining unit employees, the Sheriff shall first notify the Union and offer the Union an opportunity to discuss and participate in considerations over the desirability of such subcontracting of work, including means by which to minimize the impact of such on employees.

Section 5.3 – Part Time Deputies

The County and Union agree to the use of part time deputies. No part time deputy will replace a full-time position. Nor will there be any impact on the shift bidding of full-time deputies due to the use of part-time deputies.

ARTICLE VI – F.O.P. REPRESENTATIVES

For the purposes of administering and enforcing the provisions of this Agreement, the Employer agrees as follows:

Section 6.1 – Grievance Processing

Reasonable time while on duty shall be permitted to Union representatives for the purpose of aiding or assisting or otherwise representing employees in the handling and processing of grievances or exercising other rights set forth in the Agreement. Such reasonable time shall be without loss of pay.

Section 6.2 – Lodge Negotiating Team

Members designated as being on the Lodge negotiating team who are scheduled to work on a day on which negotiations will occur, shall, for the purpose of attending scheduled negotiations, be excused from their regular duties without loss of pay. However, the Lodge agrees that service on the negotiating team in no way inhibits members from responding to calls. In such event, the parties may agree to recess negotiations. If a designated Lodge negotiating team member is in regular day-off status on the day of negotiations, he will not be compensated for attending the session.

Section 6.3 – Orientation

The Sheriff shall grant the Lodge and/or Labor Council representative(s) an opportunity during the orientation of new employees to present information regarding membership in the Lodge and/or Labor Council.

ARTICLE VII – DUES DEDUCTION

Section 7.1 – Dues Deduction

Upon receipt of proper written authorization from an employee, which is attached as Appendix B, the Employers shall deduct Council/Lodge dues in the amount certified by the Labor Council and Treasurer of the Lodge from the pay of all employees covered by this Agreement who, in writing, authorize such deductions. Deductions shall occur monthly. Such money shall be submitted to the Labor Council within thirty (30) days after deductions have been made. Said deductions will be terminated upon the employee's written request.

Section 7.2 – Indemnification

The Labor Council hereby indemnifies and agrees to hold the Employers harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of any proper action taken by the Employers for the purpose of complying with the provisions of this Article.

ARTICLE VIII – BILL OF RIGHTS

If the questioning of an employee may result in the recommendation of any disciplinary action, such as reprimands, suspension without pay, dismissal, loss of pay, or other similar punitive measures, then, before taking such action, the Sheriff shall follow the procedures set forth in 50 ILCS 725/1.

ARTICLE IX – INDEMNIFICATION

Section 9.1 – Employer Responsibility

The County and the Sheriff shall be responsible for, hold employees harmless from and pay for damages or moneys which may be adjusted, assessed, or otherwise levied against any employee covered by this Agreement, subject to the conditions set forth in Article IV, pursuant to 745 ILCS 10/2-301 and 302 or the Logan County insurance limit, whichever is greater, 55 ILCS 5/5-1002.

Section 9.2 – Legal Representation

Employees shall have legal representation provided by the County in any civil cause of action brought against an officer resulting from or arising out of the performance of duties. If the representation is not provided by the County insurance carrier, the selection of such legal representation shall be by mutual agreement.

The Employers agree to pay for the defense of criminal cases where an employee is found not guilty, to the maximum coverage amount set by the Employers' insurance. The Employer is not responsible if no such coverage is provided by the Employers' carrier.

Section 9.3 – Cooperation

Employees shall be required to cooperate with the Employers during the course of the investigation, administration or litigation of any claim arising under this Article.

Section 9.4 – Applicability

The Employer will provide the protection set forth in Sections 9.1 and 9.2 above, so long as the officer is acting within the scope of their employment and where the employee cooperates, as defined in Section 9.3 with the County and the Sheriff's Office in defense of the action or actions or claims. Claims based on intentional acts of misconduct by the employee shall not be covered by this Article.

ARTICLE X – NO STRIKE

Section 10.1 – No Strike Commitment

Neither the Council/Lodge nor any employee will call, initiate, authorize, participate in, sanction, encourage, or ratify any work stoppage or the concerted interference with the full, faithful, and proper performance of the duties of employment with the Sheriff's Office during the term of this Agreement. Neither the Council/Lodge nor any employee shall refuse to cross any picket line, by whoever established.

Section 10.2 – Resumption of Operations

In the event of action prohibited by Section 10.1 above, the Council/Lodge immediately shall disavow such action and request the employees to return to work and shall use its best efforts to achieve a prompt resumption of normal operations. The Council/Lodge, including its officials and agents, shall not be liable for any damages, direct or indirect, upon complying with the requirements of this Section.

Section 10.3 – Lodge Liability

Upon the failure of the Council/Lodge to comply with the provisions of Section 10.2 above, any agent or official of the Lodge who is an employee covered by this Agreement may be subject to the provisions of Section 10.4 below.

Section 10.4 – Discipline of Strikers

Any employee who violates the provisions of Section 10.1 of this Article shall be subject to immediate discharge. Any action taken by the Sheriff against any employee who participates in action prohibited by Section 10.1 above shall not be considered as a violation of this Agreement and shall not be subject to the provisions of the grievance procedure, except that the issue of whether an employee in fact participated in a prohibited action shall be subject to the grievance and arbitration procedure.

ARTICLE XI – RESOLUTION OF IMPASSE

The resolution of any bargaining impasse shall be in accordance with the Illinois Public Labor Relations Act, as amended, being 5 ILCS 315/14, provided that all hearings take place in Lincoln, Illinois.

ARTICLE XII – PERSONNEL FILES

Section 12.1 – Personnel Files

The Sheriff's Office shall keep a central personnel file within the bargaining unit for each employee. The Sheriff's Office is free to keep investigative working files, but material not maintained in the central personnel file may not provide the basis for disciplinary or other action against an employee.

Section 12.2 – Inspection

Upon request of an employee, the Employer shall reasonably permit an employee to inspect their personnel file subject to the following:

- (a) Such inspection shall occur on the next business day following receipt of the request;
- (b) Such inspection shall occur during daytime working hours Monday through Friday (excluding holidays);
- (c) The employee shall not be permitted to remove any part of the personnel file from the premises, but may obtain copies of any information contained therein upon payment for the cost of copying;
- (d) Upon written authorization by the requesting employee, in cases where such employee has a written grievance pending, and is inspecting their file with respect to such grievance, that employee may have a representative of the Lodge present during such inspection and/or may designate in such written authorization that said representative may inspect their personnel file subject to the procedures contained in this Article;
- (e) If the employee disagrees with any information contained in the personnel file, the employee can request that the information be removed or corrected. Removal or correction of that information may be mutually agreed upon by the Sheriff and the employee. If an agreement cannot be reached, the employee may submit a written statement explaining the employee's position. The Sheriff shall attach the employee's statement to the disputed portion of the personnel file. The written statement of their position which shall become an integral part of that portion of the file over which disagreement exists. The employee's statement shall be included whenever that disputed portion of the personnel record is released to a third party as long as the disputed record is a part of the file. The inclusion of any written

statement attached in the record without further comment or action by the Sheriff, shall not imply or create any presumption of Sheriff argument with its content. If either the Sheriff or the employee places in the personnel record information which is false, the Employer or employee, whichever is appropriate, shall have remedy through the grievance procedure to have that information expunged.

- (f) Pre-employment information, such as reference reports, credit checks, psychological examinations, or information provided to the County and/or the Sheriff with a specific request that it remain confidential, shall not be subject to inspection or copying.

Section 12.3 – Notification

Employees shall be given immediate notice by the Sheriff when a formal, written warning or other disciplinary documentation is permanently placed in their personnel file.

Section 12.4 – Limitation on Use of File Material

- (a) It is agreed that any material and/or matter not available for inspection, such as provided in Section 12.1 above, shall not be used in any manner or any forum adverse to the employee's interest.
- (b) Any information of an adverse employment nature which may be contained in any unfounded, exonerated or otherwise not sustained occurrence, shall not be used against the employee in any future proceedings.

ARTICLE XIII – DISCIPLINE AND DISCHARGE

Section 13.1 – Discipline and Discharge

The parties recognize the principles of progressive and corrective discipline.

Disciplinary action or measures shall include only the following:

- (a) oral reprimand;
- (b) written reprimand;
- (c) suspension (notice to be given in writing);
- (d) demotion (notice to be given in writing); and/or
- (e) discharge (notice to be given in writing).

Disciplinary action may be imposed upon an employee for just cause. Any disciplinary action imposed upon an employee may be processed as a grievance through the regular grievance procedure.

If the Sheriff has reason to reprimand an employee, it shall be done in a manner that will not embarrass the employee before other employees or the public.

The Sheriff agrees to provide written notice to the employee and the Labor Council setting forth the just cause for disciplinary action and the final determination of appropriate disciplinary action with the exception of oral and written reprimands.

Section 13.2 – Pre-disciplinary Meeting

For discipline other than oral and written reprimands, the Council and the employee shall be concurrently notified of the meeting. The employee shall be informed of their contract rights to Council representation and shall be entitled to such, if so, requested by the employee and the employee and Council Representative shall be given an opportunity to rebut or clarify the reasons for such discipline and further provided that a Council Representative shall be available within forty-eight (48) hours of notification. If the employee does not request Council representation, a Council Representative shall nevertheless be entitled to be present.

Section 13.3 – Investigatory Interviews

When the Sheriff desires to conduct an investigatory interview of an employee when the results of the interview might result in discipline, the Sheriff agrees to first inform the employee that the employee has a right to Labor Council representation at such interview. If the employee desires Labor Council representation, an interview shall not take place without the presence of a Labor Council representative. The role of the Labor Council representative is limited to assisting the employee, clarifying the facts, and suggesting other employees who may have knowledge of the facts.

ARTICLE XIV – GRIEVANCE PROCEDURE

Section 14.1 – Definitions of a Grievance

A grievance is defined as any difference, complaint or dispute between the Employers and the Council/Lodge or any employee regarding the application, meaning, or interpretation of this Agreement. This grievance procedure is subject to and shall not conflict with any provisions of the Illinois Public Labor Relations Act.

Section 14.2 – Subject Matter

Only one (1) subject matter shall be covered in any one grievance. A written grievance (*see*, Appendix C attached hereto) shall contain a statement of the grievant's complaint, the Article, and Section of the Agreement allegedly violated, the date of the alleged violation, the relief sought, and the signature of the grieving employee(s) and the date.

Section 14.3 – Grievance Processing

No employee or Union representative shall leave their work assignment to investigate, file or process grievances without first making mutual arrangements with their supervisor as well as the supervisor of any other workstation to be visited. Such mutual arrangements shall not be unreasonably denied. In the event of a grievance, the employee shall always perform their assigned

work task and grieve their complaint later, unless the employee reasonably believes that the assignment endangers their safety.

Section 14.4 – Dispute Resolution

In the interest of resolving disputes at the earliest possible time, it is agreed that an attempt to resolve a dispute shall be made between the employee and their immediate supervisor.

The employee, with or without a Union Representative, shall take up their grievance with their immediate supervisor within seven (7) calendar days of when the employee knew or should have known of the occurrence. The immediate supervisor shall then attempt to adjust the matter and shall respond within seven (7) calendar days after such discussion. Settlements or withdrawals at this step shall not constitute a precedent in the handling of other grievances. In the event of a complaint, the employee shall first complete their assigned work task, and complain later.

Section 14.5 – Grievance Procedure

It is mutually desirable and hereby agreed that all grievances shall be handled in accordance with the following steps. Any time period provided for under the steps in the grievance procedure may be mutually extended or contracted.

(a) *Step 1 - Lieutenant*

The employee, with or without a Union Representative, and after reducing the grievance to writing on a mutually agreed to form (*see*, Appendix C), may take up a grievance with the Lieutenant within seven (7) calendar days after the end of the dispute resolution process in Section 14.4. The Lieutenant shall then attempt to adjust the matter and shall respond within seven (7) calendar days after such discussion.

(b) *Step 2 – Sheriff*

If not adjusted in Step 1, the grievance shall be presented by the Labor Council and/or Lodge to the Sheriff within seven (7) calendar days following the receipt of the lieutenant's answer in Step 1. The Sheriff shall attempt to adjust the grievance as soon as possible, and therefore will schedule a meeting with the employee, the lieutenant, and Labor Council and/or Lodge representative within seven (7) calendar days after receipt of the grievance. The Sheriff shall then render a written decision, based on the information supplied during the meeting, within seven (7) calendar days of the meeting.

(c) *Step 3 – Arbitration*

If the grievance remains unsettled, the Labor Council may submit the matter to binding arbitration within twenty-one (21) calendar days after the Sheriff's decision in Step 2.

Section 14.6 – Arbitration

The parties shall request the Federal Mediation and Conciliation Service (FMCS) to supply a list of arbitrators. The parties shall alternately strike names until one (1) name remains with a coin toss determining who strikes first. The person whose name remains shall be the arbitrator. Each party may strike and reject one (1) of the first two (2) panels of arbitrators submitted. The arbitrator shall be notified of their selection by a joint letter from the Employer and the Council requesting that he set a mutually agreeable time and place for the hearing.

Nothing herein shall preclude the parties from meeting at any time after a list of arbitrators has been requested and prior to the convening of the hearing in a further attempt to resolve the grievance.

The Arbitrator shall have no power to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The Arbitrator shall decide only the specific issue submitted to the Arbitrator and, if a violation of the terms of this Agreement is found, shall fashion an appropriate remedy. The Arbitrator shall be without power to plan contrary to or inconsistent with or modifying or varying in any way the application of laws and rules and regulations having the force and effect of law. The Arbitrator shall submit in writing their decision within thirty (30) calendar days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to a written extension thereof. The decision shall be based solely upon their interpretation of the meaning or application of the express terms of this Agreement to the facts of the grievance presented. A decision rendered consistent with the terms of this Agreement shall be final and binding.

The fee and expenses of the Arbitrator and the cost of a written transcript, if any, for the Arbitrator shall be divided equally between the Employer and the Council. However, each party shall be responsible for compensating its own representatives and witnesses, and for purchasing its own copy of the written transcript.

Section 14.7 – Time Limits

No grievance shall be processed unless it is submitted within five (5) calendar days after the occurrence of the event or employee learning of the occurrence giving rise to the alleged grievance. If a grievance is not presented within the time limits set forth above, it shall be considered waived. If a grievance is not appealed to the next step within the specified time limit of any agreed extension thereof, it shall be considered settled on the basis of the Sheriff's Office's last answer. If the Sheriff's Office fails to answer a grievance or an appeal thereof within the specified time limits, the Council/Lodge may elect to treat the grievance as denied at that Step and immediately appeal the grievance to the next Step. The time limits in each Step may be extended by written agreement of the Sheriff and the Council/Lodge representative involved in each Step.

Section 14.8 – Processing Grievances

The Lodge Grievance Committee and employee members may investigate and process grievances during scheduled working hours without loss of pay consistent with the provisions of Section 15.3 above.

ARTICLE XV – SENIORITY

Section 15.1 – Definition of Seniority

(a) Seniority

As used herein, the term “seniority” shall refer to and be defined as the continuous length of service or employment covered by this Agreement from the date of last hire.

(b) Seniority in Rank

As used herein, the term “seniority in rank” shall refer to seniority as either a Corporal or Sergeant. Seniority to determine shift bidding and time off approval shall be determined by seniority in rank.

Section 15.2 – Probation Period

- (a) A new employee is a “probationary employee” for the first twelve (12) months of employment after completion of the academy. If an employee is a returning employee who previously completed their probation, their probationary period upon rehire shall be six (6) months from the date of their rehire. If an employee is hired as a lateral transfer from another law enforcement agency, their probationary period shall be twelve (12) months from the date of hire.
- (b) No matter concerning the discipline, layoff, or termination of a probationary employee shall be subject to the grievance and arbitration procedure. At the request of the Lodge, however, the Sheriff, through a designated representative, shall discuss the termination of the probationary employee with the Lodge, provided the request is made within seventy-two (72) hours following the termination. A probationary employee shall have no seniority, except as otherwise provided in this Agreement, until he has completed their probationary period. Upon the completion of their probationary period, he will acquire seniority from their date of hire.

Section 15.3 – Seniority List

The Sheriff and Labor Council have agreed upon the initial seniority list setting forth the present seniority dates for all employees covered by this Agreement which shall become effective on the date of execution of this Agreement. Such lists shall finally resolve all questions of seniority affecting employees covered under this Agreement or employed at the time the Agreement becomes effective. Disputes as to seniority listing shall be resolved through the grievance procedure.

Section 15.4 – Termination of Seniority

An employee shall be terminated by the Employer and their seniority broken when they:

- (a) quit;
- (b) are discharged for just cause;
- (c) are laid off pursuant to the provisions of the applicable agreement for a period of twenty-four (24) months;
- (d) accept gainful employment while on an approved leave of absence from the Sheriff's Office;
- (e) are absent for three (3) consecutive scheduled workdays without proper notification or authorization; or
- (f) fail to return to work at the conclusion of an approved leave of absence for a period of three (3) consecutive days.

Section 15.5 – Seniority While on Leave

Employees will not accrue seniority credit for all time spent on authorized unpaid leave of absence or suspension without pay.

Section 15.6 – Conflicts in Vacation or Personal Days

- (a) Employees shall select the periods of their annual vacation on the basis of seniority. Vacation schedules may be adjusted to accommodate seasonal operations, significant revision in organization, work assignments or the number of personnel in particular ranks. Provided however, that no more than one patrol officer from each shift may take vacation at the same time unless previously approved by the Sheriff. No employee shall have priority in scheduling vacations for more than two (2) weeks per year.
- (b) Conflicts in scheduling for the selection for the selection of a personal day shall be resolved in favor of the most senior employee.

Section 15.7 – Shift Assignments

- (a) Shift assignments shall be determined on a bid system based on seniority in rank for all employees covered by the terms of this Agreement.
- (b) In the event an assignment is made without regard to seniority, the Sheriff agrees to demonstrate the operational need. No shift assignment will be made as a punitive measure.
- (c) Shifts will be re-bid annually with new shifts being posed for bid November 1st, notification of assignment to occur by December 1st and the schedule to take effect beginning January 1st of each year.

- (d) Effective October 1, 2020, shifts will be re-bid annually with new shifts being posted for bid October 1st, notification of assignment to occur by November 1st and the schedule to take effect beginning December 1st of each year.
- (e) The Sheriff can, without regard to seniority, make assignments to the following: Detective, Court Security Officer, School Resource Officer, Canine Officer, and D.A.R.E Officer.

ARTICLE XVI – LAYOFF

Section 16.1 – Layoff

In the event the County and/or the Sheriff determine layoffs are necessary, employees shall be laid off in the inverse order of their seniority unless compliance with State or Federal law requires otherwise. The Employer agrees to inform the Lodge in writing not less than sixty (60) days prior to such layoffs, the affected employee will be allowed to utilize accumulated paid leave to seek other employment during the sixty (60) day period and to provide the Lodge the names of all employees to be laid off in such notice.

Section 16.2 – Replacing Laid Off Peace Officers

In the event of a layoff of employees covered by this Agreement, the Sheriff agrees to not hire civilian personnel to perform the duties that only a peace officer can perform. A peace officer shall be defined as any person who, by virtue of their office, is vested by law with a duty to maintain public order and make arrests for offenses.

Section 16.3 – Layoff Order

Probationary employees, temporary and part-time employees shall be laid off first, then full-time employees shall be laid off in inverse order of their seniority. Individual employees shall receive notice in writing of the layoff not less than sixty (60) days prior to the effective of such layoff.

Section 16.4 – Recall

To be eligible for recall, an employee shall notify the Sheriff of all changes of address while in layoff status. Employees shall be recalled from layoff within each particular job classification according to their seniority. No new employees shall be hired until all eligible employees on layoff in that particular job classification desiring to return to work have been given the opportunity to return to work. Laid off employees shall retain recall rights for a period of twenty-four (24) months after being laid off.

In the event of recall, actual notice or notice by certified mail shall be given to eligible employees. An employee shall have three (3) days after receipt of such notice to accept recall, and fourteen (14) days thereafter to report to work.

An employee who declines recall shall lose their recall rights.

ARTICLE XVII – HOLIDAYS

Section 17.1 – Paid Holidays for Eight (8) Hour Shift Employees

- (a) Holidays for eight (8) hour employees shall be set annually by the Logan County Board, provided that the number will not drop below thirteen (13).
- (b) Lieutenants, Detectives, and Narcotics Officers shall receive the above referenced holidays off with pay. School Resource Officers shall receive either the day off with pay or, if the school is scheduled to be open, be paid time and one-half (1 ½) for actual hours worked.
- (c) Eight (8) hour employees who volunteer to work approved overtime on a holiday shall receive a minimum of four (4) hours pay or pay for actual hours worked, whichever is greater, at double time (2) to be paid in cash or compensatory time as the employee shall elect at the time the hours are worked.
- (d) Eight (8) hour employees who are mandated to work approved overtime on a holiday shall receive a minimum of four (4) hours pay or pay for actual hours worked, whichever is greater, at double time and one-half (2 ½) to be paid in cash or compensatory time as the employee shall elect at the time the hours are worked.
- (e) Lieutenants, Detectives, Narcotics Officers, or School Resource Officers who are mandated to work on New Year’s Day, Memorial Day, Independence Day, Thanksgiving Day, or Christmas Day shall be paid at double the employee’s hourly rate for all hours worked and received eight (8) hours of holiday leave to be taken at a later day.

Section 17.2 – Holiday Leave for Twelve (12) Hour Shift Employees

(a) *Holidays*

The following days shall be considered holidays for twelve (12) hour shift employees:

Holiday	Dated Observed
Christmas	December 25 th
New Year’s Day	January 1 st
Martin Luther King, Jr. Day	3 rd Monday in January
Lincoln’s Birthday	February 12 th
President’s Day	3 rd Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19 th
Independence Day	July 4 th
Labor Day	1 st Monday in September
Columbus Day	2 nd Monday in October
Veterans Day	November 11 th
Thanksgiving Day	4 th Thursday in November
Thanksgiving Holiday	4 th Friday in November

(b) *Holiday Leave*

- (i) In lieu of scheduled holidays, all twelve (12) hour employees shall annually receive thirteen (13) paid days of holiday leave.
- (ii) All holiday leave is for thirteen (13) twelve (12) hour days for a total of one hundred fifty-six (156) hours per fiscal year.
- (iii) Employees beginning employment or beginning twelve (12) hour shifts after December 1st will receive pro-rated holiday leave time equivalent to twelve (12) hours for each holiday listed in Section 17.2(a) between their date of hire and November 30.
- (iv) Employees who leave employment prior to November 30th will be paid a pro-rated portion equivalent to twelve (12) hours of pay at the appropriate hourly rate for each holiday listed in Section 17.2(a) between December 1 and their departure date minus any holiday leave time taken. If the individual has taken more holiday leave time than their pro-rated portion, the individual will have the overage deducted from their final paycheck.
- (v) Employees who switch from a twelve (12) hour shift to an eight (8) hour shift after December 1st will be paid a pro-rated portion equivalent to twelve (12) hours of pay at the appropriate hourly rate for each the holiday listed Section 17.2(a) between December 1 and the date of their switch minus any holiday leave time taken. If the employee has taken more holiday leave time than their pro-rated portion, the employee will have the overage deducted from their vacation leave or compensatory time.

(c) *Working on Certain Holidays*

In addition to their holiday leave in Section 17.2(b):

- (i) employees regularly scheduled or volunteering to work on New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, or Christmas Day shall be paid at the employee's overtime rate for all hours worked.
- (ii) employees mandated to work on their regularly scheduled day off on New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, or Christmas Day shall be paid at double the employee's hourly rate for all hours worked.

Section 17.3 – Scheduling of Holiday Leave

- (a) Holiday leave shall be approved on a first come-first-serve basis, subject to availability.
- (b) Holiday leave may not be used to request a day off if the Employee has already been denied use of other benefit time.

- (c) The employee shall request such leave on forms provided by the Sheriff and processed by the Sheriff or the Sheriff's designee, at least two (2) working days in advance of the day they are requesting.

Section 17.4 – Use of Holiday Leave

- (a) Holiday Leave shall be used during the fiscal year earned and shall not be unreasonably denied.
- (b) Holiday Leave may not be used to extend vacations, receive remuneration, or to seek employment elsewhere.

ARTICLE XVIII – VACATIONS

Section 18.1 – Vacation Leave

(a) *Eight (8) hour employees*

Every December 1, eligible full-time employees working eight (8) hour shifts shall be credited with vacation time in accordance with the following schedule:

Completed Years of Service	Annual Hours Earned
After one (1)	Eighty (80)
After five (5)	One hundred twenty (120)
After ten (10)	One hundred thirty-six (136)
After fifteen (15)	One hundred sixty (160)
After twenty (20)	One hundred seventy-six (176)
After twenty-five (25)	Two hundred (200)

(b) *Twelve (12) hour employees*

Every December 1, eligible full-time employees working twelve (12) hour shifts shall be credited with vacation time in accordance with the following schedule:

Completed Years of Service	Annual Hours Earned
After one (1)	Ninety-six (96)
After five (5)	One hundred forty (140)
After ten (10)	One hundred fifty-six (156)
After fifteen (15)	One hundred eighty (180)
After twenty (20)	One hundred ninety-six (196)
After twenty-five (25)	Two hundred twenty-eight (228)

(c) *Additional accrual of vacation time*

Non-probationary employees set to receive additional vacation time in during the calendar year shall be credited with that additional amount on the prior December 1st.

Section 18.2 – Probationary Employee Vacation Leave Accrual

- (a) Probationary employees working eight (8) hour shifts shall receive forty (40) hours vacation.
- (b) Probationary employees working twelve (12) hour shifts shall receive forty-eight (48) hours vacation.
- (c) Probationary employees cannot actually take vacation until they have completed eight (8) months of service.
- (d) While a probationary employee, vacation leave is earned on a monthly pro-rata basis.

Section 18.3 – Use of Vacation Time

- (a) Vacation time may be taken in increments of not less than one (1) hour at a time.
- (b) Prior to December 1, 2023, vacation time shall be used in the fiscal year in which it was credited, or it shall be forfeited, except that up to one-half (1/2) of the vacation leave an employee is credited with in any one fiscal year can be carried over for use in the next fiscal year.
- (c) Effective December 1, 2023, vacation time shall be used in the fiscal year in which it was credited, or it shall be forfeited, except that up to forty-eight (48) hours of vacation leave can be carried over for use in the next fiscal year.
- (d) Upon retirement, an employee will receive payment for all unused vacation days.
- (e) Upon termination of employment for any other reason than retirement, an employee will receive a fractional equivalent of vacation leave for each full month of employment between December 1 and their departure date.

Section 18.4 – Vacation Pay

All vacation leave will be paid for at the employee's regular hourly rate.

Section 18.5 – Working Vacation

No Employee will be allowed to continue working for the Sheriff and receive pay for it during their vacation.

Section 18.6 – Vacation Requests

Except for an occasional day which is taken as vacation leave, all employees must submit, in writing, to the Sheriff, a schedule of desired vacation between December 1 and January 1 of each year. Conflicts in requests for vacation received during this period shall be resolved in favor of the most senior employee except that no employee shall be given priority for vacation requests for more than two (2) weeks per year. At least one (1) days' notice shall be given for a one (1) day

leave. Once vacation leave is approved, no leave may be rescinded unless for emergency reasons as determined by the Sheriff or the Sheriff's designee.

Section 18.7 – Vacation for Lateral Hires

At the discretion of the Sheriff, any newly hired Deputy, who meets the criteria in Section 22.8, may start at the "After five" year vacation step on the vacation scale identified in Section 18.1. The new employee shall remain at the "After five" year vacation step until their years of service with Logan County places them at the next step in the vacation scale.

ARTICLE XIX – SICK LEAVE

Section 19.1 – Allowance

It is the policy of Logan County and the Logan County Sheriff's Office to provide protection for its full-time employees against loss of income because of illness. All eligible employees are encouraged to save as much sick leave as possible to meet serious illness situations. Sick leave is not intended for a one (1) day vacation not to be used to extend vacation leave or holidays.

Any employee contracting or incurring any non-service-connected sickness or disability, which renders such Employee unable to perform the duties of their employment, shall receive sick leave with pay in accordance with this Agreement.

Section 19.2 – Accumulation

- (a) Sick leave will be granted at the rate of eight (8) sick hours per month of service.
- (b) Employees may accumulate up to one thousand nine hundred twenty (1,920) hours of leave which can be applied to time of service under IMRF regulations.
- (c) The County agrees to buyback a maximum of two hundred forty (240) hours of sick leave at the employee's then hourly rate upon retirement. Said payment of time shall not occur until at least the sixty-first (61st) day after the employee retires. All other unused/unpaid time will apply to IMRF.

Section 19.3 – Procedures

- (a) No employee will be permitted to take leave if it has not yet been earned. Sick leave shall be paid at the employee's current rate of compensation and shall only be taken in one (1) hour increments.
- (b) Accumulated paid sick leave may be used for illness, disability, injury, or routine medical and dental appointments of the employee or for that of an immediate family member. For the purpose of this Section, "immediate family" is defined as the spouse, son, daughter, brother, sister, mother, father, grandparents, grandchildren, mother-in-law, father-in-law, stepparent, domestic partner, and stepchild of the employee.

- (c) Employees who are unable to return to work upon expiration of sick leave benefits and all other authorized benefit time must request a leave of absence without pay. Non-paid sick leave shall be equivalent to the total accumulated sick leave available on the first day of illness, or thirty (30) calendar days, whichever is greater. Failure to apply for a leave of absence for extended illness upon expiration of all such benefits will result in automatic termination.
- (d) Any absence of three (3) working days or longer may require a healthcare provider's statement of release and verification substantiating that he may return to work. In addition, where evidence of abuse may appear to exist, the Sheriff may request a physician's statement of verification of absence of shorter periods of time.
- (e) Notice of an employee's desire to return to work after an extended illness must be given to the Sheriff no less than twenty-four (24) hours in advance.
- (f) The Sheriff or the Sheriff's designee may direct an Employee who appears ill to leave work to protect the health of other Employees. Compliance with such an order will not be charged to sick leave for the first day.
- (g) An employee shall be paid sick leave at their normal hourly rate.
- (h) The Sheriff shall maintain a record of sick leave accrual, sick leave taken, and the balance of sick leave allowance available for the individual Employees.

Section 19.4 – Abuse of Leave

Sufficient evidence of abuse of leave is subject to the disciplinary procedures of this Agreement.

ARTICLE XX – LEAVES OF ABSENCE

Section 20.1 – Personal Leave

- (a) Each December 1, eight (8) hour shift employees will be provided with forty (40) hours of personal leave.
- (b) Each December 1, twelve (12) hour shift employees will be provided with sixty (60) hours of personal leave.
- (c) Employees hired after December 1 shall receive a prorated portion of personal leave on their date of hire.
- (d) Personal leave may be used for attending to personal, legal, household, or family matters that require absence during working hours.
- (e) Personal leave may not be used to request a day off if the Employee has already been denied use of other benefit time.

- (f) Except in emergencies, the employee shall request such leave on forms provided by the Sheriff and processed by the Sheriff or the Sheriff's designee, at least two (2) working days in advance of the day they are requesting.
- (g) Personal Leave may not be used to extend vacations, receive remuneration, or to seek employment elsewhere.

Section 20.2 – Leave to Attend a Funeral

- (a) If a death occurs in the immediate family of an employee, the employee shall receive three (3) work shifts special leave at their normal rate of pay. These days will not be charged to vacation or sick leave.
- (b) For the purpose of this Section, "immediately family" is defined as the spouse, son (including adopted), daughter (including adopted), brother, sister, mother, father, grandparents, grandchildren, mother-in-law, father-in-law, stepparents, or stepchild of the employee.
- (c) One (1) day at full pay will be allowed for required attendance at a funeral or attendance at a funeral of a non-immediate family member of the employee or employee's spouse. The day will not be charged to the employee's vacation or sick leave.
- (d) The Employers agree to abide by the provisions of 820 ILCS 154/1 et seq. for the death of any child or children of an employee.

Section 20.3 – Jury Duty

An employee required to serve on a grand jury or petit jury shall be granted leave for the period required to serve on such jury without loss of pay. Such employees shall sign a waiver of any compensation otherwise due to them for serving on such jury.

Section 20.4 – Injury Leave

An employee who sustains injuries arising out of and in the course of their employment shall be covered by the provisions of 5 ILCS 345/1. No employee will lose any benefits while injured on duty and will continue to accumulate all benefits as set forth in this Agreement other than as provided herein. Employees on injury leave may be returned to light duty if able to perform the work and placed at the discretion of the department, with a signed healthcare provider's recommendation.

Section 20.5 – Benefit Time Conversion

Any accrued benefit time at the time of ratification of this contract, which is not already listed in hourly increments, shall be considered eight (8) hours.

ARTICLE XXI – HOURS OF WORK/OVERTIME

Section 21.1 – Regular Hours of Work

The regular hours of work each day shall be consecutive except that they may be interrupted by a lunch period.

Section 21.2 – Work Period

The work period for employees is defined as a regularly recurring period of twenty-eight (28) days.

Section 21.3 – Workday

Twelve (12) consecutive hours of work within a twenty-four (24) hour period beginning at either 06:00 or 18:00 constitutes the regular workday, except for the following positions which shall be as follows:

<u>Position</u>	<u>Hours</u>	<u>Days of Work</u>
Detective	7:00 a.m. – 3:00 p.m.	Monday through Friday
Courthouse Security Officer	8:30 a.m. – 4:30 p.m.	Monday through Friday

Additionally, the actual work hours for all positions are at the discretion of the Sheriff and may, with thirty (30) days' notice, be changed to meet departmental staffing needs.

In addition to the above, there shall also be power shifts, beginning at 12:00 and ending 00:00. Should a canine officer be assigned a power shift, his shift shall either start at 13:00 or end at 23:00, pursuant to Section 30.1. These positions shall also be subject to the shift bidding provisions in Section 15.7.

Section 21.4 – Work Shift

Twelve (12) consecutive hours of work shall constitute a daily work shift.

Section 21.5 – Work Schedule

Work schedules showing the employee's normal shifts, workdays, and hours for the next year shall be posted on all Sheriff's Office bulletin boards at all times, fourteen calendar (14) days prior to the beginning of schedule.

The twelve (12) hour work schedule shall consist of eighty-four (84) regularly scheduled work hours in a fourteen (14) day period. Each employee will work five (5) twelve (12) hour shifts in a seven (7) day period (Monday through Sunday) of the fourteen (14) day pay period and two (2) consecutive twelve (12) hour shifts in a seven (7) day period (Monday through Sunday) of the fourteen (14) day pay period. The schedule shall be as follows:

Monday/Tuesday (on)

Wednesday/Thursday (off)

Friday/Saturday/Sunday (on)

Monday/Tuesday (off)

Wednesday/Thursday (on)

Friday/Saturday/Sunday (off)

Additionally, the actual work schedules for all positions are at the discretion of the Sheriff and may, with thirty (30) days' notice, be changed to meet departmental staffing needs.

Section 21.6 – Rest Periods

The employees recognize the nature of the bargaining unit work is such that the formal scheduling of such rest periods is not reasonable.

Two (2) fifteen (15) minute breaks per shift will be allowed, which can be taken anytime during the shift, but not consecutively.

Section 21.7 – Meal Periods

All employees shall be granted a lunch period of thirty (30) minutes during each shift. Whenever possible, the lunch period shall be scheduled near the middle of each shift.

Section 21.8 – Overtime

Employees shall be paid overtime as follows:

- (a) Overtime shall be calculated at the rate of time and one-half (1½) on a daily basis for all authorized hours worked beyond regularly scheduled shifts.
- (b) Any employee is required to work on their scheduled day off or a shift other than their regularly scheduled shift shall be compensated at one and one-half (1 ½) times their hourly rate.
- (c) For the purpose of payment of overtime only, the hourly rate for employees shall be calculated by dividing their annual salary by two thousand and eighty (2,080) hours. For all other purposes, the hourly rate for employees:
 - (i) working twelve (12) hour shifts shall be calculated by dividing their annual salary by two thousand one hundred eighty-four (2,184) hours; and
 - (ii) working either eight (8) or ten (10) hour shifts shall be calculated by dividing their annual salary by two thousand and eighty (2,080) hours.
- (d) Any/all compensatory time presently accumulated would be satisfied by payment in full at the time of:
 - (i) permanent retirement (as opposed to disability retirement) from the Sheriff's Office;
 - (ii) resignation or termination from the Sheriff's Office; or

- (iii) death while employed by the Sheriff's Office.
- (e) Employees may carry a maximum of sixty (60) hours compensatory time at any time. Any hours beyond sixty (60) will be paid at the employee's current hourly rate of pay. Compensatory Time may be taken in increments of not less than one (1) hour.
- (f) All accumulated compensatory time in excess of twenty-four (24) hours shall be paid and the end of the fiscal year.

Section 21.9 – Overtime Distribution

There shall be established, posted, and kept current an annual Overtime Sign-up List for the Sheriff's Office in conjunction with the Shift Bid Sign-up List. The purpose of the list is to give employees an equal opportunity to be offered overtime work when it becomes available. In this regard, it is the responsibility for an employee to sign up on the Overtime Sign-up List when it is posted, if he desires to work overtime.

The Sheriff or the Sheriff's designated representative shall make a reasonable effort in accord with the Employer's right and duty to maintain efficiency, determine duty assignments and schedule overtime in a manner most advantageous to the department and to utilize the "Overtime Sign-up List". The Sheriff or the Sheriff's designated representative shall contact the employee whose name appears at the top of the Overtime Sign-up List when there is an overtime assignment available. Then, on a continuous, rotating basis, the next employee listed on the Overtime Sign-up List shall be contacted. If the next employee on the Overtime Sign-up List is unavailable or unable to work the overtime assignment, the next employee listed on the Overtime Sign-up List shall be contacted. This procedure shall be repeated as necessary until the number of employees required for the overtime assignment has been selected. Once all full-time deputies have been offered the overtime, part time deputies shall be offered the overtime prior to a full-time deputy being mandated.

It is understood that in the event of an emergency, the above overtime assignment procedure may be waived. It is further understood and agreed that when overtime work of a specialized nature is involved, then the Sheriff or the Sheriff's designated representative may give first priority to those employees who have the required knowledge, skills, or abilities necessary to perform the specialized work.

Section 21.10 – Court Time

Employees not on duty who are required to attend court or who are required to remain at home waiting to be called to attend court shall receive a minimum of two (2) hours compensation at time and one-half (1½) their regular rate of pay.

Section 21.11 – Call-Back

Employees called back to duty after the end of or before the start of their regular shift shall receive a minimum of two (2) hours compensation at time and one-half (1½) their regular rate of pay.

Section 21.12 – Field Training Officer

Any Deputy assigned as a Field Training Officer shall receive one hours pay as compensation for each day spent training a recruit. For purposes of this section, a “day” is defined as six (6) hours or more spent training the recruit.

ARTICLE XXII – WAGES/ COMPENSATION/ ALLOWANCES

Section 22.1 – Base Pay Schedule

The wage schedule for Deputies effective 12/1/2022 through 11/30/2026 are attached to this Agreement as Appendix A.

Section 22.2 – Corporal & Sergeant Pay

- (a) A Corporal’s annual salary shall be three and one-half percent (3.5%) greater than their regular annual rate as defined in Section 22.1.
- (b) A Sergeant’s annual salary shall be seven percent (7.0%) greater than their regular annual rate as defined in Section 22.1.

Section 22.3 – Differential Pay

- (a) Crime Scene Investigators, Narcotics Officers, and Canine Officers shall receive one thousand five hundred dollars (\$1,500.00) annually.
- (b) Detectives shall receive two thousand dollars (\$2,000.00) annually.
- (c) Lieutenants shall be paid three hundred dollars (\$300.00) per month above their appropriate Sergeant’s pay.

Section 22.4 – Educational Incentive

Employees shall receive additional compensation for completed higher education course taken in police related subjects, at the rate of one dollar (\$1.00) per month for each college level credit earned.

Section 22.5 – Uniforms

The Sheriff agrees to a quartermaster system for uniforms along with a uniform and equipment list of those items included in the quartermaster. Investigators shall be provided a seven hundred fifty-dollar (\$750.00) clothing allowance, which shall be made available to the two (2) investigators during December of each year of this Agreement.

Section 22.6 – Pay Period

Employees shall be paid bi-monthly on the 15th and 30th of each month.

Section 22.7 – Acting Shift Commander Pay

- (a) Any Corporal designated by the Sheriff to act as the Shift Commander in the absence of a Sergeant shall have seven percent (7.0%) added to their base pay during each work shift acting in such a capacity.
- (b) Any Deputy designated by the Sheriff to act as the Shift Commander in the absence of a Corporal and/or Sergeant shall have three and one-half percent (3.5%) added to their base pay during each work shift acting in such a capacity.

Section 22.8 – Above Entry Pay

At the discretion of the Sheriff, a new employee who is a certified Police Officer in the State of Illinois may start at a salary up to the “After Five (5)” step in the wage scale as identified in Section 22.1. It is agreed that, should the Sheriff decide to start a new employee at a salary other than the starting salary, the new employee shall only start at a step which is commensurate with the years of service the new employee has completed with another police department. It is understood that a new employee shall remain at the step he starts at, until such time he reaches the next step in the pay scale (e.g., a new employee starting at the five (5) year mark will not go to the next step, until working six (6) years with Logan County).

Section 22.9 – Tuition Reimbursement

- (a) During the first three (3) years after receiving initial training at a police academy, should an Employee leave the employment of the Employer for any reason, other than disability or layoff, the Employee shall repay non-reimbursed monies spent by the Employer for training and non-reusable equipment provided.
- (b) Such reimbursement shall be pro-rated as follows:

Employee leaves within the first year after completion of police academy	100% of costs
Employee leaves during the second year after completion of police academy	75% of costs
Employee leaves during the third year after completion of police academy	50% of costs
- (c) Any and or all the above may be waived by the Sheriff.
- (d) Reimbursement shall be provided through a deduction in the applicable employee’s final paycheck. Should the reimbursement amount owed be greater than the final paycheck, the remaining amount shall be paid by the applicable employee within thirty (30) calendar days of the date of the final paycheck.

Section 22.10 – Training Compensation

(a) Voluntary Off-Duty Training

Anytime a Deputy attends voluntary training, which has been pre-approved by the Sheriff or the Sheriff's designee, during their off hours, they shall receive training leave time on an hour for hour basis. No Deputy shall receive more than forty (40) hours of voluntarily training leave time per fiscal year.

(b) Mandatory Off-Duty Training

Anytime a Deputy is mandated to attend training during their off hours, they shall be compensated at time and one-half (1 ½) for each hour spent in training.

(c) Scheduling of Training Leave Time

- (i)* Training leave time shall be used during the fiscal year earned and shall not be unreasonably denied.
- (ii)* Any training leave time not used during the fiscal year due to the inability to schedule time off, shall be paid at the employee's current hourly rate during the last full pay period in November of that fiscal year.
- (iii)* Training leave time may not be used to extend vacations, receive remuneration, or to seek employment elsewhere.

ARTICLE XXIII - INSURANCE AND PENSION

Section 23.1 – Insurance

(a) Life Insurance

The current coverage for life insurance shall remain in full force and effect for the duration of the contract.

(b) Health Insurance

The County shall maintain coverage substantially similar to the coverage provided at the execution of the current agreement.

(i) Prior to February 1, 2023

Employees shall pay a like amount for the coverage of their choosing while the County shall pay the difference between that which the employee pays and the remainder of said coverage costs. In the event changes are made that are not substantially similar, the parties agree to bargain those changes with wages.

(ii) Effective February 1, 2023

The total cost of health insurance premiums for the various levels of coverage shall be split between the County and the employee as follows:

Level of Coverage	County Portion	Employee Portion
Single	Ninety Percent (90%)	Ten Percent (10%)
Employee + Child	Seventy-five Percent (75.00%)	Twenty-five Percent (25.00%)
Employee + Spouse	Forty Percent (40.00%)	Sixty Percent (60.00%)
Family	Forty Percent (40.00%)	Sixty Percent (60.00%)

Section 23.2 – Retirees’ Eligibility

Upon retirement after twenty (20) years or more service, the employee shall retain the option to remain as a member of the County’s group health program. The Employee shall pay any and all premiums and costs required by the group carrier. This option shall expire when the employee reaches the age of sixty-five (65).

In the event that the County deems it necessary to change the health insurance carriers, it shall make a reasonable, good-faith effort to negotiate continuation of the retiree eligibility option with the new carrier.

Section 23.3 – Pensions

The County shall continue to contribute on behalf of the employees to the Illinois Municipal Retirement Fund in the amount the County is required to contribute under Illinois law.

ARTICLE XXIV – LABOR MANAGEMENT/ SAFETY COMMITTEE

Section 24.1 – Labor Management Conferences

The Labor Council and/or Lodge and the Sheriff mutually agree that in the interest of efficient management and harmonious Employee relations, it is desirable that meetings be held between the Labor Council and/or Lodge representatives and responsible administrative representatives of the Sheriff. Such meetings may be requested at least seven (7) days in advance by either party via a written request to the other for a labor-management conference and expressly providing the agenda for such meeting. Such meetings and locations shall be limited to:

- (a) discussion of the implementation and general administration of this Agreement;
- (b) a sharing of general information of interest to the parties;
- (c) notifying the Labor Council and/or Lodge of changes in non-bargaining conditions of employment contemplated by the Sheriff which may affect employees; and/or
- (d) discussion of pending grievances on a non-binding basis to attempt to adjust such grievances and to discuss procedures for avoiding further grievances.

To effectuate the purposes and intent of the parties, both parties agree to meet as necessary.

Section 24.2 – Integrity of Grievance Procedure

It is expressly understood and agreed that such meetings shall be exclusive of the grievance procedure. Grievances being processed under the grievance procedure shall not be discussed in detail at labor-management conferences, and any such discussions of a pending grievance shall be non-binding on either party and solely for the purpose of exploring alternatives to settle such grievances and such grievance discussion shall only be held by mutual agreement of the Sheriff and the Labor Council and the Lodge, nor shall negotiations for the purpose of altering any or all of the terms of this Agreement be carried on at such meetings.

Section 24.3 – Union Rep Attendance

When absence from work is required to attend labor-management conferences, Lodge members shall, before leaving their workstation, give reasonable notice to and receive approval from, their supervisor in order to remain in pay status. Supervisors shall approve the absence except in emergency situations. Lodge members attending such conferences shall be limited to three (3). Travel expenses associated with any labor-management conferences shall be the responsibility of the Lodge members.

ARTICLE XXV – SUBSTANCE ABUSE TESTING

Section 25.1 – Statement of County Policy

It is the policy of Logan County and the Logan County Sheriff's Office that the public has the reasonable right to expect persons employed by the County and the Sheriff's Office to be free from the effects of drugs and alcohol. The County and the Sheriff, as the Employers, have the right to expect their employees to report to work fit and able for duty. The purposes of this policy shall be achieved in such a manner as to not violate any established rights of the employees.

Section 25.2 – Prohibitions

Employees shall be prohibited from:

- (a) consuming or possessing alcohol, illegal, or non-prescribed controlled substances at any time during the workday or anywhere on any County or Sheriff's Office premises or job sites, including all County or Sheriff's Office buildings, properties, vehicles, and the employee's personal vehicle while engaged in County or Sheriff's Office business, except as required in the line of duty;
- (b) illegally selling, purchasing, or delivering any illegal or non-prescribed controlled substances, except as required in the line of duty;
- (c) being under the influence of alcohol or illegal or non-prescribed controlled substances during the course of the workday;
- (d) failing to report to their supervisor any known adverse side effects of medication or prescription drugs which they are taking.

Section 25.3 – Drug and Alcohol Testing Permitted

When the Sheriff has reasonable suspicions to believe that an employee is under the influence of alcohol, illegal or non-prescribed controlled substances during the course of the workday, the County shall have the right to require the employee to submit to alcohol or drug testing as set forth in this Agreement. There shall be no random or unit-wide testing of employees, except random testing of an individual officer as authorized in Section 25.8 below. The foregoing shall not limit the right of the Sheriff to conduct such test as it may deem appropriate for persons seeking employment prior to their date of hire.

Section 25.4 – Order to Submit to Testing

At the time an employee is ordered to submit to testing authorized by this Agreement, the Sheriff shall provide the employee with a written notice of the order, setting forth all of the objective facts and reasonable inferences drawn from those facts which have formed the basis of the order to test. The employee shall be permitted a reasonable opportunity to consult with a representative of the Labor Council at the time the order is given. No questioning of the employee shall be conducted without first affording the officer the right to Labor Council representation and/or legal counsel. Refusal to submit to such testing may subject the employee to discipline, but the employee's taking of the test shall not be construed as a waiver of any objection or rights that they may have.

Section 25.5 – Tests to be conducted

In conducting the testing authorized by this Agreement, the County shall:

- (a) use only a clinical laboratory or hospital facility that is licensed pursuant to the Illinois Clinical Laboratory Act that has or is capable of being accredited by the Substance Abuse and Mental Health Services Administration (SAMHSA);
- (b) ensure that the laboratory or facility selected conforms to all SAMHSA standards;
- (c) establish a chain of custody procedure for both sample collection and testing that will ensure the integrity of the identity of each sample and test result. No employee covered by this Agreement shall be permitted at any time to become a part of such chain of custody;
- (d) collect a sufficient sample of the same bodily fluid or material from an employee to allow for initial screening, a confirmatory test, and a sufficient amount to be set aside reserved for later testing if requested by the employee;
- (e) collect samples in such a manner as to preserve the individual employee's right to privacy, insure a high degree of security for the sample and its freedom from adulteration. Employees shall not be witnessed by anyone while submitting a sample, except in circumstances where the laboratory or facility does not have a "clean room" for submitting samples or where there is reasonable belief that the employee has attempted to compromise the accuracy of the testing procedure;

- (f) confirm any sample that tests positive in the initial screening for drugs by testing the second portion of the same sample by gas chromatography, plus mass spectrometry or an equivalent or better scientifically accurate and accepted method that provides quantitative data about the detected drug metabolites;
- (g) provide the employee tested with an opportunity to have the additional sample tested by a clinical laboratory or hospital facility of the officer's own choosing, at the employee's own expense; provided the employee notifies the Sheriff within seventy-two (72) hours of receiving the results of the tests;
- (h) require that the laboratory or hospital facility report to the Sheriff that a blood or urine sample is positive only if both the initial screening and confirmation test are positive for a particular drug. The parties agree that should any information concerning such testing, or the results thereof be obtained by the Sheriff inconsistent with the understandings expressed herein (e.g., billings for testing that reveal the nature or number of tests administered), the Sheriff will not use such information in any manner or forum adverse to the employee's interests;
- (i) require that with regard to alcohol testing, for the purpose of determining whether the officer is under the influence of alcohol, test results that show an alcohol concentration of .00 or more based upon the grams of alcohol per 100 milliliters of blood be considered positive. For purposes of this section, the only digits in the test result that shall be recognized and enforced shall be the one-tenth and one-hundredth digits (i.e., ##);
- (j) provide each employee tested with a copy of all information and reports received by the Sheriff in connection with the testing and the results;
- (k) ensure that no employee is the subject of any adverse employment action except emergency temporary reassignment with pay during the pendency of any testing procedure. Any such emergency reassignment shall be immediately discontinued in the event of a negative test result.

Section 25.6 – Right to Contest

The Labor Council and/or the employee, with or without the Labor Council, shall have the right to file a grievance concerning any testing permitted by this Agreement, contesting the basis for the order to submit to the tests, the right to test, the administration of the tests, the significance and accuracy of the tests, the consequences of the testing or results, or any other alleged violation of this Agreement. Such grievances shall be commenced at Step 2 of the grievance procedure. It is agreed that the parties in no way intend or have in any manner restricted, diminished, or otherwise impair any legal rights that employees may have with regard to such testing. Employees retain any such rights as may exist and may pursue the same in their own discretion, with or without the assistance of the Labor Council.

Section 25.7 – Voluntary Requests for Assistance

The Sheriff shall take no adverse employment action against an employee who voluntarily seeks treatment, counseling or other support for an alcohol or drug related problem, other than the County may require reassignment of the employee with pay if they are then unfit for duty in their current assignment. The Sheriff shall make available through its Employee Assistance Program a means by which the employee may obtain referrals and treatment. All such requests shall be confidential, and any information received by the Sheriff, through whatever means, shall not be used in any manner adverse to the officer's interest, except reassignment as described above.

Section 25.8 – Discipline

In the first instance that an employee is found to be under the influence of alcohol, and all employees who voluntarily seek assistance with drug and/or alcohol related problems, shall not be subject to any disciplinary or other adverse employment action by the Sheriff. The foregoing is conditioned upon:

- (a) the employee agreeing to appropriate treatment as determined by physician(s) involved;
- (b) the employee discontinues their use of illegal or non-prescribed controlled substance or abuse of alcohol;
- (c) the employee completes the course of treatment prescribed, including an "after-care" group for a period of up to twelve (12) months;
- (d) the employee agrees to submit to random testing during hours of work during the period of "after-care."

Employees who do not agree to the foregoing, or who test positive on both the initial and the confirmatory test for drugs, or who test positive a second or subsequent time for the presence of alcohol during the hours of work shall be subject to discipline, up to and including discharge.

The foregoing shall not be construed as an obligation on the part of the Sheriff's Office to retain an employee on active status throughout the period of rehabilitation if it is appropriately determined that the employee's current use of alcohol or drugs prevents such individual from performing their duties of a police officer or whose continuance on active status would constitute a direct threat to the property or safety of others. Such employee shall be afforded the opportunity to use accumulated paid leave to take an unpaid leave of absence pending treatment. The foregoing shall not limit the Sheriff's right to discipline employees for misconduct provided such discipline shall not be increased or imposed due to alcohol or drug abuse.

Employees who are taking prescribed or over-the-counter medication that have adverse side effects which interfere with the employee's ability to perform their normal duties may be temporarily reassigned with pay to other more suitable police duties.

ARTICLE XXVI – PSYCHOLOGICAL TESTING

Psychological testing shall include but not be limited to any of the following: clinical assessment, stress evaluation, interview or counseling with a psychologist, psychiatrist, social workers, or other mental health professional pursuant to the Sheriff's order. Psychological testing shall not include polygraph testing. Psychological testing of employees shall only be ordered by the Sheriff when there is reasonable belief that such testing of the affected employee is necessary because the employee's mental status poses a potential threat to their own health and safety, the safety of their co-workers, the safety of the public, or to their ability to perform the duties required of an employee of the Sheriff's Office.

Employees may be relieved of duty without loss of pay or benefits pending such testing or pending the receipt of the results.

Test results, interview notes, reports, etc. shall be directed to the Sheriff who will in turn provide a copy to the employee. A psychologist or other mental health professional shall be informed by the Employer that an employee may be deemed unfit for duty only if the employee's mental status poses a threat to their own health and safety, the safety of their co-workers, or the safety of the public. The psychologist or other mental health professional shall notify the Sheriff of their opinion as to the employee's ability to perform the essential function of their job, only after having been advised in writing by the Sheriff of those essential functions.

Only licensed and certified mental health professionals trained and experienced in psychological test techniques and interpretation may conduct the testing.

The Sheriff will inquire of the mental health professional what information the Sheriff deems necessary in order to make a determination as to the fitness for duty. The Sheriff will not forward to the mental health professional any information the Sheriff deems unnecessary in making a determination as to fitness for duty.

ARTICLE XXVII – GENERAL PROVISIONS

Section 27.1 – Work Rules

The provisions of all Logan County Sheriff's Office Procedural Manuals, in effect on the date of the execution of this Agreement and not in conflict with this Agreement, shall remain in full force and effect as work rules.

Section 27.2 – Maintenance of Standards

All economic benefits and work practices not in conflict with this Agreement and currently in effect shall continue and remain in effect for the term of this Agreement.

Section 27.3 – Bulletin Boards

The Sheriff shall provide the Union with designated space on available bulletin boards, or provide bulletin boards on a reasonable basis, where none are available for the purposes of the Union.

Section 27.4 – Assignment to Jail and Radio Room

The Sheriff agrees not to assign employees to work in the Jail or Radio Room, except for in those instances where the Sheriff declares an emergency due to natural disaster or to meet operational needs. The Sheriff agrees only to declare an emergency for bona-fide reasons as set forth herein.

Section 27.5 – Personal Effects

The Sheriff agrees to repair and replace personal items (i.e., watch and glasses) damaged in the performance of duty.

Section 27.6 – Secondary Employment

Employees shall be allowed to engage in off-duty employment, provided a request is submitted to the Sheriff at least fifteen (15) days in advance of beginning such off-duty employment. The request shall identify the work to be performed, potential hours, and the secondary employer. The Sheriff may deny such request if the proposed off-duty employment conflicts with the employee's hours or if the off-duty employment conflicts with the employee's duties as a law enforcement officer (e.g., locksmith, bouncer, bartender, etc.). The Sheriff shall reply to the request within ten (10) days. Requests to work off-duty employment shall not be unreasonably denied. Any denial of off-duty employment shall be grieved.

ARTICLE XXVIII – SAFETY

Section 28.1 – Cooperation

The Sheriff and Union agree to cooperate to the fullest extent reasonably possible to promote the use of safe equipment, facilities, practices, and procedures.

Section 28.2 – Safety Committee

Employees designated by the Union and persons designated by the Sheriff shall comprise a Safety Committee for the purpose of discussing safety and health issues relating to employees and to recommend reasonable safety and health criteria relating to equipment, facilities, practices, and procedures. The committee shall meet as needed; by mutual agreement. Formal recommendations of the committee shall be submitted and be binding upon the Sheriff or Union. Within a reasonable time after the formal recommendations are submitted to the Sheriff, the Sheriff shall give his/her written response to the recommendations to the committee.

Section 28.3 – Disabling Defects

No employee shall be required to use any equipment that has been designated by both the Union and Sheriff as being defective because of a disabling condition unless the disabling condition has been corrected. When an assigned department vehicle is found to have a disabling defect or is in violation of the law, the employee will notify their supervisor, complete required reports, and follow their supervisor's direction relative to requesting repair, replacement, or the continued operation of said vehicle.

ARTICLE XXIX – PROMOTIONS

Section 29.1 – Eligibility

To be eligible to take promotion examinations for any rank, the deputy must meet the requirements listed below.

- (a) *Corporal*
 - (i) Be a commissioned Deputy Sheriff with the Logan County Sheriff's Office whose duties are as defined in the Illinois Compiled Statutes, Chapter 720 for "Peace Officer";
 - (ii) Must have at least two (2) years' consecutive experience as a Deputy Sheriff with the Logan County Sheriff's Office at the time of the test.

- (b) *Sergeant*
 - (i) Be a commissioned Deputy Sheriff with the Logan County Sheriff's Office whose duties are as defined in the Illinois Compiled Statutes, Chapter 720 for "Peace Officer";
 - (ii) Must have at least:
 - (A) one (1) year of consecutive experience as a Corporal with the Logan County Sheriff's Office at the time of the test (if the rank of Corporal is in use); or
 - (B) three (3) years' consecutive experience as a Deputy Sheriff with the Logan County Sheriff's Office at time of test (if the rank of Corporal is not in use).

- (c) *Lieutenant*
 - (1.) Be a commissioned Deputy Sheriff with the Logan County Sheriff's Office whose duties are as defined in the Illinois Compiled Statutes, Chapter 720 for "Peace Officer";
 - (2.) Must have at least two (2) years' experience as a Sergeant with the Logan County Sheriff's Office;

Section 29.2 – The Testing Procedure

The testing procedure will consist of a written examination, a "Power Test" and an oral interview.

- (a) The written test will be as specific as possible for the duties and responsibilities of a supervisor at the Logan County Sheriff's Office. The promotional candidates who have obtained a score of seventy percent (70.00%) or greater on the written test shall be ranked according to their obtained scores. Employees who do not obtain a score of seventy percent (70.0%) or greater shall not be eligible to continue in the testing procedure.

- (b) A Power Test will be conducted as set forth by the Illinois Law Enforcement Training and Standards Board. Promotional candidates shall receive one (1) point for passing the Power Test. Promotional candidates will not be penalized for failing the Power Test.
- (c) The Sheriff may award the promotional candidate up to three (3) points for an oral interview conducted by the Sheriff and/or the Sheriff's designee with the promotional candidate.
- (d) Employees shall then be placed on a promotional list in accordance with their cumulative score.
- (e) The promotional list will be valid for a period of two (2) years.
- (f) In the event that the list expires according to the definition of subparagraph (e), another promotional examination will be schedule within a reasonable time period.

Section 29.3 – Selection Procedure

- (a) Candidates will be selected for promotion to Corporal from the top four (4) positions on the list.
- (b) Candidates will be selected for promotion to Sergeant from the top five (5) positions on the list.
- (c) Candidates will be selected for promotion to Lieutenant from the top five (5) positions on the list.

Section 29.4 – Position Vacancy

When a vacancy occurs within any rank, it will be filled within a reasonable time period.

Section 29.5 – Probationary Period

Any deputy promoted according to the provisions of this Article will be on probation for a period of twelve (12) months within the new rank. Removal from the position will be only for just cause relating to the ability to supervise and not be punitive in nature.

ARTICLE XXX – CANINE

Section 30.1 – Care and Maintenance

As compensation for the continued care, maintenance, and grooming of the dog, canine officers shall have their shift shortened by one (1) hour at either the beginning or end of their shift, as determined by the Sheriff. Canine officers shall be paid at their regular hourly rate for that hour. If a canine officer is required to work that hour, they shall be paid overtime at the rate of time and one-half (1 ½).

Section 30.2 – Kennel and Equipment

The Employer shall be responsible for providing a kennel at the assigned Deputy's residence for maintaining the dog and all required equipment to support and train the dog.

Section 30.3 – Food and Medical Costs

The Employer shall be responsible for all food and veterinary costs incurred by the dog.

Section 30.4 – Liability

The Employer shall maintain liability insurance and indemnify the Deputy for acts of the dog.

Section 30.5 – Boarding

When any Deputy assigned to the Canine program is on vacation, at the Deputy's discretion, he may request the County to board the dog at the County's expense.

Section 30.6 – Overtime Distribution

The Employer may call in the Canine officer without being in violation of any provisions for "Overtime Distribution" as long as the service being performed requires the use of the Canine Unit (i.e., building search, vehicle search, drug searches or any other event whereby prudent law enforcement practices recommend the use of a dog). The Canine Officer shall be eligible for other overtime opportunities pursuant to the overtime distribution provisions.

Section 30.7 – Damaged Clothing

Any clothing damaged by the dog shall be replaced according to the provisions of Section 22.5 of this Agreement.

Section 30.8 – Training Days

The Canine Officer shall flex one (1) shift per month for the purpose of training the dog. The training day shall always be on a day when canine training is being provided.

ARTICLE XXXI – SAVINGS CLAUSE

If any provision of this Agreement or any application thereof should be rendered or declared unlawful, invalid, or unenforceable by virtue of any judicial actions, or by any existing or subsequently enacted Federal or State legislation, or by Executive Order or other competent authority, the remaining provisions of this Agreement shall remain in full force and effect. In such event, upon the request of either party, the parties shall meet promptly and negotiate with respect to substitute provisions for those provisions rendered or declared unlawful, invalid, or unenforceable.

ARTICLE XXXII – COMPLETE AGREEMENT

The parties acknowledge that during the negotiations which preceded this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject

or matter not removed by law from the area of collective bargaining. The understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

ARTICLE XXXIII – DURATION AND SIGNATURE

Section 33.1 – Term of Agreement

This Agreement shall be effective from December 1, 2022 and shall remain in full force and effect until November 30, 2026. It shall continue in effect from year to year thereafter unless notice of termination is given in writing by certified mail by either party to the other party not more than one hundred twenty (120) days nor less than ninety (90) days prior to expiration. The notices referred to shall be considered to have been given as of the date shown on the postmark. Written notice may be tendered in person, in which case the date of notice shall be the actual date of receipt.

Section 33.2 – Continuing Effect

Notwithstanding any provision of this Article or Agreement to the contrary, this Agreement shall remain in full force and effect after any expiration date while negotiations or Resolution of Impasse Procedure are continuing for a new Agreement or part thereof between the parties.


Section 33.3 – Re-opener

The parties agree that if either side decides to reopen negotiations making any changes in the Agreement, the other party may so notify the other at least ninety (90) days and no more than one-hundred twenty (120) days prior to the expiration of this Agreement or the extension thereof. In the event such notice to negotiate is given, then the parties shall meet not later than ten (10) days after the date of receipt of such notice, or at such reasonable times as are agreeable to both parties for the purposes of negotiation. All notices provided for in this Agreement shall be served upon the other party by registered mail, return receipt requested. Any impasses at said negotiations shall be resolved by invoking the procedures of Section 14 of the Illinois Public Labor Relations Act.

SIGNATURES

IN WITNESS WHEREOF, the parties hereto have affixed their signatures this 19th
day of January 2023.

FOR THE EMPLOYERS:



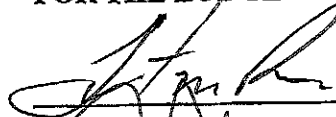
County Board Chair

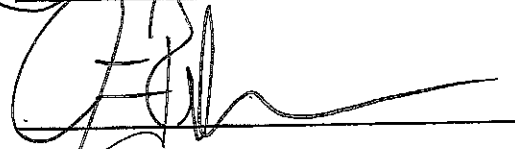
Law Enforcement Committee Chair



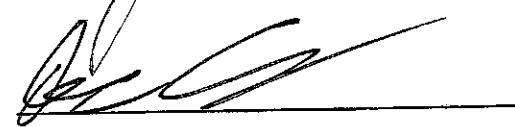
Sheriff

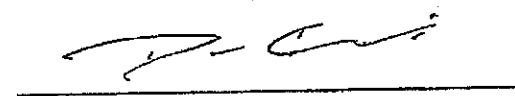
FOR THE LODGE











Chief Negotiator
Illinois FOP Labor Council

APPENDIX A – BASE PAY SCHEDULE

Years of Service	Current	12/1/2022	12/1/2023	12/1/2024	12/1/2025
		5.00%	5.00%	4.00%	4.00%
Start	\$47,000	\$49,350	\$51,818	\$53,890	\$56,046
After one (1)	\$58,500	\$61,425	\$64,496	\$67,076	\$69,759
After two (2)	\$59,377	\$62,346	\$65,463	\$68,082	\$70,805
After three (3)	\$60,255	\$63,268	\$66,431	\$69,088	\$71,852
After four (4)	\$61,132	\$64,189	\$67,398	\$70,094	\$72,898
After five (5)	\$62,010	\$65,111	\$68,366	\$71,101	\$73,945
After six (6)	\$62,887	\$66,031	\$69,333	\$72,106	\$74,990
After seven (7)	\$63,765	\$66,953	\$70,301	\$73,113	\$76,037
After eight (8)	\$64,642	\$67,874	\$71,268	\$74,119	\$77,083
After nine (9)		\$68,796	\$72,236	\$75,125	\$78,130
After ten (10)	\$65,520	\$69,717	\$73,203	\$76,131	\$79,176
After twelve (12)	\$66,397	\$70,639	\$74,171	\$77,138	\$80,223
After fourteen (14)	\$67,275	\$71,560	\$75,138	\$78,143	\$81,269
After sixteen (16)	\$68,152	\$72,482	\$76,106	\$79,150	\$82,316
After eighteen (18)	\$69,030	\$73,403	\$77,073	\$80,156	\$83,362
After twenty (20)	\$70,200	\$74,324	\$78,040	\$81,162	\$84,409
After twenty-two (22)		\$75,246	\$79,008	\$82,168	\$85,455
After twenty-four (24)		\$76,167	\$79,975	\$83,174	\$86,501
After twenty-six (26)		\$77,088	\$80,943	\$84,181	\$87,548

APPENDIX B – DUES AUTHORIZATION FORM

ILLINOIS FRATERNAL ORDER OF POLICE
LABOR COUNCIL
974 CLOCK TOWER DRIVE
SPRINGFIELD, ILLINOIS 62704

I, _____, understand that under the U.S. Constitution I have a right not to belong to a union. By my signature I hereby waive this right and opt to join the IL FOP Labor Council.

I, _____, hereby authorize my employer, Logan County Sheriff, and County of Logan, to deduct from my wages the uniform amount of monthly dues set by the Illinois Fraternal Order of Police Labor Council, for expenses connected with the cost of negotiating and maintaining the collective bargaining agreement between the parties and to remit such dues to the Illinois Fraternal Order of Police Labor Council as it may from time to time direct. In addition, I authorize my Employers to deduct from wages any back dues owed to the Illinois Fraternal Order of Police Labor Council from the date of my employment, in such manner as it so directs.

Date: _____

Signed: _____

Address: _____

City: _____

State: _____ Zip: _____

Telephone: _____

Personal Email: _____

Employment Start Date: _____

Title: _____

Employer, please remit all dues deductions to:

Illinois Fraternal Order of Police Labor Council
Attn: Accounting
974 Clock Tower Drive
Springfield, Illinois 62704
(217) 698-9433

Dues remitted to the Illinois Fraternal Order of Police Labor Council are not tax deductible as charitable contributions for federal income tax purposes; however, they may be deductible on Schedule A of Form 1040 as a miscellaneous deduction. Please check with your tax preparer regarding deductibility.



APPENDIX C - GRIEVANCE FORM

(use additional sheets where necessary)

Date Filed: _____
Department: _____

Grievant's Name: _____
Last First M.I.

STEP ONE

Date of Incident or Date Knew of Facts Giving Rise to Grievance: _____

Article(s) and Sections(s) of Contract violated: _____

Briefly state the facts: _____

Remedy Sought: _____

Given To: _____ Date/Time: _____

Grievant's Signature

FOP Representative Signature

EMPLOYER'S RESPONSE

Employer Representative Signature

Position

Person to Whom Response Given

Date

STEP TWO

Reasons for Advancing Grievance: _____

Given To: _____ Date/Time: _____

Grievant's Signature

FOP Representative Signature

EMPLOYER'S RESPONSE

Employer Representative Signature

Position

Person to Whom Response Given

Date

Lodge/Unit No. / Year / Grievance No.

STEP THREE

Reasons for Advancing Grievance: _____

Given To: _____

Date/Time: _____

Grievant's Signature

FOP Representative Signature

EMPLOYER'S RESPONSE

Employer Representative Signature

Position

Person to Whom Response Given

Date

STEP FOUR

Reasons for Advancing Grievance: _____

Given To: _____

Date/Time: _____

Grievant's Signature

FOP Representative Signature

EMPLOYER'S RESPONSE

Employer Representative Signature

Position

Person to Whom Response Given

Date

REFERRAL TO ARBITRATION by Illinois FOP Labor Council

Person to Whom Referral Given

Date

FOP Labor Council Representative

