02/28/24

VILLAGE OF BARRINGTON

ORDINANCE NO. 2024-4378

AN ORDINANCE AUTHORIZING AND APPROVING A MEMORANDUM OF AGREEMENT BETWEEN THE VILLAGE OF BARRINGTON AND ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL

ADOPTED BY

THE CORPORATE AUTHORITIES

OF THE

VILLAGE OF BARRINGTON, ILLINOIS

THIS 18 DAY OF March, 2024

Published in pamphlet form by the Corporate Authorities of the Village of Barrington, Cook and Lake Counties, Illinois, this 19 day of March 2024.

ORDINANCE NO. 2024-4378

AN ORDINANCE AUTHORIZING AND APPROVING A MEMORANDUM OF AGREEMENT BETWEEN THE VILLAGE OF BARRINGTON AND ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL

WHEREAS, the Village of Barrington (the "Village") and the Fraternal Order of Police Labor Council (the "Union") are parties to a Collective Bargaining Agreement (the "CBA") for the patrol officers working for the Village (the Village and the Union are sometimes collectively referred to herein as the "Parties"); and

WHEREAS, the Parties have discussed an issue concerning the method by which the officers may make contributions to their post-employment health plan ("PEHP"), and based upon the Parties' discussion, the Parties have agreed to amend Section 12.6, "Wellness Incentive", of the CBA as follows:

"Section 12.6 Wellness Incentive: Employees are eligible for a wellness incentive based upon the number of sick leave hours that the employee used during the preceding calendar year. Each Employee must maintain a minimum balance of 400 hours of sick time to be eligible for the Wellness Incentive. Any leave taken under provisions contained in this Article will be counted as sick leave for purposes of the wellness incentive payment. To be eligible, employees must have at least three (3) years of service with the Village. Eligible employees whose sick leave accumulation exceeds 400 hours shall ~~have the option to~~ have their sick leave hours over 400 hours annually deposited (on or about December 31 of each year or pro-rated upon retirement) into their PEHP plan as follows:

Number of Hours Used As of December 31	Number of Sick Hours to be Credited
0-12 hours	72 hours
>12-24 hours	60 hours
>25-36 hours	48 hours
>37-48 hours	36 hours
>49-60 hours	24 hours
>61-72 hours	12 hours
Over 72 hours	0 hours

The hours will be credited at 100% of the employee's pay rate effective December 31 of that year. The credit will be deposited in the employee's PEHP account by the Village during the next pay period that follows December 31. For each Employee, participation in the Wellness

Incentive is mandatory. The employee will not be entitled to a payment of sick leave other than payment into a PEHP plan. An employee discharged for cause forfeits all accrued sick leave benefits that have not be deposited into the PEHP plan."

WHEREAS, the Corporate Authorities of the Village have determined that it is in the best interests of the Village and its residents that said Memorandum of Agreement be executed and in effect:

NOW THEREFORE, BE IT ORDAINED by the President and Board of Trustees of the Village of Barrington, Cook and Lake Counties, Illinois, in exercise of the authority of this Village as a Home Rule unit of government, as follows:

SECTION 1: The Corporate Authorities of the Village hereby find that the recitals hereinabove set forth are true and correct and are incorporated into the text of this Ordinance as its findings of fact to the same extent as if such recitals had been set forth herein in their entirety.

SECTION 2: The Corporate Authorities of this Village hereby approve the "Memorandum of Agreement" between the Village of Barrington and Illinois Fraternal Order of Police Labor Council (the "Memorandum of Agreement") and hereby authorize the execution of said Memorandum of Agreement, in substantially the form attached hereto as Exhibit A and thereby made a part hereof, by the Village President, and the Village Clerk is hereby authorized to attest, on behalf of this Village.

SECTION 3: This Ordinance shall be in full force and effect from and immediately after its passage and approval.

PASSED THIS 18 DAY OF MARCH, 2024, BY A ROLL CALL VOTE AS FOLLOWS:

AYES: Trustees Johnson, Sholes, Woodrose, Morton-Riggs & President Darch

NAYS: None

ABSENT: Trustee Duncan

ABSTAIN: None

RECUSE: None

APPROVED THIS 18th OF MARCH, 2024

Karen Y. Darch

Karen Y. Darch, Village President

ATTESTED AND FILED THIS 18TH DAY OF MARCH, 2024

Tony Ciganek

Tony Ciganek, Village Clerk

(SEAL)

Village of Barrington CORPORATE SEAL Cook & Lake Counties, IL

PUBLISHED IN PAMPHLET FORM THIS 19 DAY OF MARCH, 2024.

EXHIBIT A

"Memorandum of Agreement"
between the Village of Barrington and Illinois Fraternal Order of Police Labor Council

Memorandum of Agreement

The Village of Barrington (the "Village") and the Fraternal Order of Police Labor Council (the "Union") are parties to a collective bargaining agreement for the patrol officers working for the Village. The parties have discussed an issue concerning the method by which the officers may make contributions to their post-employment health plan. Based upon the parties discussions, the parties have agreed to amend Section 12.6 of the CBA as follows:

Section 12.6 Wellness Incentive: Employees are eligible for a wellness incentive based upon the number of sick leave hours that the employee used during the preceding calendar year. Each employee must maintain a minimum balance of 400 hours of sick time to be eligible for the Wellness Incentive. Any leave taken under provisions contained in this Article will be counted as sick leave for purposes of the wellness incentive payment. To be eligible, employees must have at least three (3) years of service with the Village. Eligible employees whose sick leave accumulation exceeds 400 hours shall ~~have the option to~~ have their sick leave hours over 400 hours annually deposited (on or about December 31 of each year or pro-rated upon retirement) into their PEHP plan as follows:

Number of hours used as of December 31	**Number of sick hours to be credited**
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The hours will be credited at 100% of the employee's pay rate effective December 31 of that year. The credit will be deposited in the employee's PEHP account by the Village

during the next pay period that follows December 31. For each Employee, participation in the Wellness Incentive is mandatory. The employee will not be entitled to a payment of sick leave other than payment into a PEHP plan.

An employee discharged for cause forfeits all accrued sick leave benefits that have not been deposited into the PEHP plan.

The parties agree to incorporate these amendments into the parties' collective bargaining agreement when the parties next negotiate the CBA.

Village of Barrington

By: Karen Y Dark

February __, 2024
March 18, 2024

Fraternal Order of Police Labor Council

By: [signature] 327

February 16, 2024