03/11/24

VILLAGE OF BARRINGTON

ORDINANCE NO. 2024-4379

AN ORDINANCE AUTHORIZING AND APPROVING A MEMORANDUM OF AGREEMENT BETWEEN THE VILLAGE OF BARRINGTON AND THE BARRINGTON FIREFIGHTERS LOCAL 3481

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. 2024-4379

AN ORDINANCE AUTHORIZING AND APPROVING A MEMORANDUM OF AGREEMENT BETWEEN THE VILLAGE OF BARRINGTON AND THE BARRINGTON FIREFIGHTERS LOCAL 3481

WHEREAS, the Village of Barrington (the "Village") and the Barrington Firefighters Local 3481 (the "Union") are parties to a Collective Bargaining Agreement (the "CBA") for the firefighters 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 firefighters may make contributions to their post-employment health plan ("PEHP"), and based upon the Parties' discussion, the Parties have agreed to amend Section 12.9, "Wellness Incentive", of the CBA as follows:

Section 12.9 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 720 hours of sick leave time to be eligible for the Wellness Incentive. To be eligible, employees must have at least five (5) years of service with the Village of Barrington. Eligible employees whose sick leave accumulation exceeds 720 hours shall have their sick leave hours over 720 hours annually deposited (on or about December 31st of each year or pro-rated upon retirement) into their PEHP plan as follows:

Number of Hours Used As of December 31st	Number of Sick Hours to be Credited
0-24 hours	144 hours - 6 Days
25-48 hours	120 hours – 5 Days
49-72 hours	96 hours – 4 Days
73-96 hours	72 hours – 3 Days
97-120 hours	48 hours – 2 Days
121-144 hours	24 hours – 1 Day
Over 145 hours	0 hours – 0 Days

The hours will be credited at 100% of the employee's pay rate effective December 31st 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 31st. For each employee, participation in the Wellness Incentive is mandatory.

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 the Barrington Firefighters Local 3481 (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 Lohmeyer Sholeen Wondrasek ~~Duncan~~ Moran Riggs & President Dance
NAYS: None
ABSENT: Trustee Duncan
ABSTAIN: None
RECUSE: None

APPROVED THIS 18 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)

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

EXHIBIT A

Memorandum of Agreement

Memorandum of Agreement

The Village of Barrington (the "Village") and the Barrington Firefighters Local 3481 (the "Union") are parties to a collective bargaining agreement (CBA) for the firefighter/paramedics and lieutenants working for the Village. The parties have discussed an issue concerning the method by which the members 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 12.9 Wellness Incentive. Employees are eligible for a wellness incentive based on the number of sick leave hours that the employee used during the preceding calendar year. Each employee must maintain a minimum balance of 720 hours of sick time leave to be eligible for the Wellness Incentive. Employees must have at least five (5) years of service with the Village of Barrington. Eligible employees whose sick leave accumulation exceeds 720 hours shall have their sick leave hours over 720 hours annually deposited (on or about December 31st of each year or pro-rated upon retirement) into their PEHP plan as follows:

Number of hours used as of December 31st	**Number of sick hours to be credited**
0-24 hours	144 hours- 6 Days
25-48 hours	120 hours- 5 Days
49-72 hours	96 hours- 4 Days
73-96 hours	72 hours- 3 Days
97-120 hours	48 hours- 2 Days
121-144 hours	24 hours- 1 Days
Over 145 hours	0 hours- 0 Days

The hours will be credited at 100% of the employee's pay rate effective December 31st 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 31st. For each Employee, participation in the Wellness Incentive is mandatory.

Karen Y. Darch

Village of Barrington

Dated: 3/18/2024

Barrington Firefighters Local 3481

Dated: 3/13/2024