

RESOLUTION NO. 20-293

A RESOLUTION AUTHORIZING AN AMENDMENT TO RESOLUTION NO. 17-308 ENTITLED "RATIFICATION OF COLLECTIVE BARGAINING AGREEMENT WITH METROPOLITAN ALLIANCE OF POLICE CHAPTER #714"

WHEREAS, the FOREST PRESERVE DISTRICT OF DUPAGE COUNTY and the METROPOLITAN ALLIANCE OF POLICE, CHAPTER #714, entered into a Collective Bargaining Agreement on September 19, 2017; and,

WHEREAS, the Collective Bargaining Agreement is set to expire on December 31, 2020; and

WHEREAS, both parties have agreed to an Extension of the Collective Bargaining Agreement, based upon the terms and conditions further detailed and set forth in the attached agreement (Exhibit 1).

NOW, THEREFORE, BE IT RESOLVED, by the Board of Commissioners of the FOREST PRESERVE DISTRICT OF DUPAGE COUNTY, as follows:

1. The preambles set forth above are incorporated herein and made a part hereof;
2. The President is hereby authorized to sign the agreement entitled "Extension of Collective Bargaining Agreement," which is attached hereto and made a part of this Resolution as if fully set forth as Exhibit 1;
3. The Secretary of the Commission is hereby authorized and directed to transmit a certified copy of this Resolution to the Manager of Human Resources for the FOREST PRESERVE DISTRICT.

PASSED AND APPROVED by the President and Board of Commissioners of the FOREST PRESERVE DISTRICT OF DUPAGE COUNTY, this 20th day of October 2020.

APPROVED:



President

ATTEST:



Secretary

**EXTENSION OF
COLLECTIVE BARGAINING AGREEMENT
January 1, 2021 - December 31, 2021**

This Extension of the Collective Bargaining Agreement (hereinafter the "Extension") is entered into between the Forest Preserve District of DuPage County (hereinafter "the District") and the Metropolitan Alliance of Police, Chapter #714 (hereinafter "the Union") to extend the current Collective Bargaining Agreement that expires on December 31, 2020 (hereinafter "the CBA"). The District and the Union agree as follows:

1. The CBA is hereby amended and extended from January 1, 2021 through December 31, 2021. It is agreed that all terms and conditions of the current CBA shall be extended through December 31, 2021 except as provided herein.
2. **Article II. Union Rights, Section 2.4. Fair Share** is deleted in its entirety.
3. **Article XIII. Wages, Section 13.1. Salaries** is amended as follows:

~~Effective January 1, 2018, all current employees will be placed at the cell closest to their current rate of pay, without receiving a decrease in wages. Thereafter,~~ Employees shall move diagonally through the salary schedule, with increases implemented on January 1 of the corresponding year. (See wage schedules attached as Appendix A).

4. **Article XIX. Termination** is amended as follows:

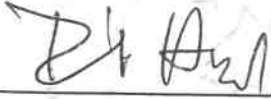
Unless otherwise specifically provided herein, this Agreement shall be effective as of the day after it is executed by both parties and shall remain in force and effect until December 31, ~~2020~~ 2021. This Agreement shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing at least one hundred twenty (120) days prior to the anniversary date that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin no later than ninety (90) days prior to the anniversary date.

Notwithstanding any provision of this Article or Agreement to the contrary, this Agreement shall remain in full force and effect after the expiration date and until a new agreement is reached.

5. **Appendix A** shall be substituted with the attached Appendix A.

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representatives.

For the Forest Preserve
District of DuPage County



Daniel Hebreard, President

For the Metropolitan Alliance of
Police, Chapter #714



Mark Spencer
Chapter President, M.A.P.



Keith George,
President, M.A.P.

Appendix A

	2020	2021
	1.00%	1.00%
1	40,158	40,559
2	41,061	41,472
3	41,985	42,405
4	42,930	43,359
5	43,896	44,334
6	44,883	45,332
7	45,893	46,352
8	46,926	47,395
9	47,981	48,461
10	49,061	49,552
11	50,165	50,667
12	51,294	51,807
13	52,448	52,972
14	53,628	54,164
15	54,834	55,383
16	56,068	56,629
17	57,330	57,903
18	58,620	59,206
19	59,939	60,538
20	61,287	61,900
21	62,666	63,293
22	64,076	64,717
23	65,518	66,173
24	66,992	67,662
25	68,499	69,184

- Ranger scale ends at Step 15.
- Senior Rangers start at a minimum of Step 3 or at the step nearest to and greater than their current wage.


STATE OF ILLINOIS)
)SS
COUNTY OF DU PAGE)

I, JUDITH A. MALAHY, SECRETARY OF THE FOREST PRESERVE
COMMISSION OF DUPAGE COUNTY IN THE STATE OF ILLINOIS, AND
KEEPER OF THE RECORDS AND FILES THEREOF, DO HEREBY
CERTIFY THE FOREGOING TO BE A TRUE AND CORRECT COPY OF

RESOLUTION #20-293

EXECUTED AT THE DISTRICT HEADQUARTERS, 3 SOUTH 580 NAPERVILLE
ROAD, WHEATON, ILLINOIS, ON THE 20th DAY OF OCTOBER A.D., 2020.

GIVEN UNDER MY HAND AND OFFICIAL SEAL AT WHEATON,
ILLINOIS, THIS 22nd DAY OF OCTOBER A.D., 2020.


SECRETARY
FOREST PRESERVE COMMISSION
DU PAGE COUNTY, ILLINOIS