

**VILLAGE OF LOMBARD  
REQUEST FOR BOARD OF TRUSTEES ACTION**

_____	Resolution or Ordinance (Blue)	Waiver of First requested ____
_____	Recommendations of Boards, Commissions & Committees (Green)	
<u>  X  </u>	Other Business (Pink)	

TO : PRESIDENT AND BOARD OF TRUSTEES

FROM : Scott R. Niehaus, Village Manager

DATE : August 8, 2023 (B of T) Date: August 17, 2023

TITLE : Agreement with Fraternal Order of Police

SUBMITTED BY: Kathleen Dunne, Director of Human Resources

BACKGROUND/POLICY IMPLICATIONS:

An agreement between the Fraternal Order of Police – Sergeants and the Village of Lombard was reached. The contract runs from January 1, 2024 through December 31, 2026.

FISCAL IMPACT/FUNDING SOURCE:

Village Attorney	_____	Date	_____
Finance Director	_____	Date	_____
Village Manager	<u>Scott Niehaus</u>	Date	<u>8/9/23</u>



**CONFIDENTIAL – ATTORNEY/CLIENT PRIVILEGE**

**To:** Scott Niehaus, Village Manager

**From:** Tom Wirsing, Police Chief  
Kathleen Dunne, Director of Human Resources

**Date:** August 8, 2023

**Re:** **AGREEMENT WITH ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL**

This memo is being written to report on privileged discussions conducted with Village Counsel regarding Collective Negotiating Matters. The Village of Lombard's negotiating team has reached a Tentative Agreement on a contract with the Illinois Fraternal Order of Police Labor Council which represents the Police Sergeants. A summary of the key issues has been presented for your review. The Union ratified the Agreement.

**Duration:** The Agreement is for a three (3) year term beginning on January 1, 2024 and concluding December 31, 2026

**Wages:** 1.5% Market Adjustment on 7/1/23

Year 1 (January 1, 2024 – December 31, 2024)

General Wage Increase: 3.5%

Year 2 (January 1, 2025 – December 31, 2025)

General Wage Increase: 3.25%

Year 3 (January 1, 2026 – December 31, 2026)

General Wage Increase: 3.25%

The wage increases reflect the Village Board direction to be at the 50% of our comparable communities and internal comparability.

Specialty Pay: Maximum for Specialty Pay increased from \$1,450 to \$1,600. A Specialty Pay was added for Detectives, Traffic Safety Officers, Range Officers, Defensive Tactics and Evidence Technicians.

On behalf of the Village staff, we would like to thank the Village Board for their continued support of the Police Department and their clear direction on this matter. The Village's negotiating team recommends that the Village Board support the terms reached in the Tentative Agreement. Should you have any questions, please feel free to contact me.