

Executive Session – July 14, 2025

President Munroe called the executive session to order at 6:51pm.

President Munroe, Clerk Gerberding, Trustee Kindred, Trustee Andrade, Trustee Carver, Trustee Eandi, and Atty. Schuering

Discussion: Some numbers may be surprising. We budgeted for a 12% pay increase, which did not include Chief's salary amount.

The end result was a 3 year contract with a 10%, 12%, 10% increase each year. This gets the Village to almost \$60,000 for new officers. Chief Summer is happy with these numbers. This is where he was hoping to land. The entire process was 2 meetings over 8 hours. FOP came in and made immediate changes and cleaned up their needs.

Pres. Munroe – reviewed the following highlights of negotiations.

- Meal and rest periods – a language change only – officers remain on the clock during meal and rest periods
- Agreed to lateral transfer scales based on their previous experience. The highest they could bring is 7 years.
- Grievance procedure – these may be withdrawn at any time – a language change only
- 10-hour shifts – administrative assistant should not be in the 10-hour schedule and as such should stay on their 8-hour schedule along with the School Resource officer
- Comp time – it comes on the same paycheck being received, not a separate check.
- Sick leave buy-back – upon separation, employees will be able to buy-back up to 240 hours and 25% of sick-time either as roll over to retirement or to pay-out
- Maternity/paternity leave – they can have this if the 10/12/10 is agreed upon. A mother would get 252 hours and a father would get 168 hours and must be used within 4 months of the birth or adoption. (new to Village policy)
- We provide health insurance. They wanted to make sure the unions and members are notified of changes and adjustments.
- Field Training compensation – tied to their salary. ¼ of hour comp time for each 1 hour conducting FTO duties.
- Shift differential - \$1 – additional hours worked AND because of how shifts were bid, these are only for the hours after 5 pm.
- Administrative Assistant – did not get 10/12/10 because she works 4 days a week. She has a gun and is a sworn officer. However, she does not go out on calls unless absolutely needed. She still qualifies and is certified. She is okay with the arrangement of hours and pay. She is getting 6/6/6 + the COLA for that year instead of 10/12/10.

All of this goes/went into effect May 1, so the officers will get the updated pay along with back pay on their next checks.

Discussion of these highlights followed.

Trustee Kindred made a motion to close executive session. Trustee Carver seconded the motion. The motion passed unanimously at 7:18.