COLLECTIVE BARGAINING EXTENSION AGREEMENT

Between

ILLINOIS FRATERNAL ORDER of POLICE LABOR COUNCIL UNION

(Representing County Police Officers)

And

COUNTY OF COOK/SHERIFF OF COOK COUNTY

(A Joint Employer)

Effective

December 01, 2025 through November 30, 2027

APPROVED
BY THE BOARD OF COOK COUNTY COMMISSIONERS

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Extension Agreement between
County of Cook/the Cook County Sheriff's Office (Employer)
and the Illinois Fraternal Order of Police Labor Council (Union)
to Extend the Current Collective Bargaining Agreement
(County Police Officers)

Except as modified below: 1) the collective bargaining agreement between the Employer and the Union (collectively the "Parties") originally for the term December 1, 2020 through November 30, 2024 (the "CBA"), as extended by the Parties through November 30, 2025; and 2) all Memoranda of Agreement and/or Understanding and Side Letters agreed to by the Parties during the term of the CBA as extended will continue in full force and effect.

1. The term of the CBA, as extended by the Parties, shall be extended until November 30, 2027.

2. The salary grades and steps applicable to each of the Union's bargaining units shall be increased as follows during the term of this extension agreement:

   a. All employees actively employed on December 1, 2025, shall receive a one-time lump sum payment in the amount of $2500.
   b. Effective the first full pay period on or after December 1, 2025, the pay rates for all job classifications shall be increased by 2.0%.
   c. Effective the first full pay period on or after June 1, 2026, the pay rates for all job classifications shall be increased by 2.0%.
   d. Effective the first full pay period on or after December 1, 2026, the pay rates for all job classifications shall be increased by 4.0%.

3. In recognition of this being the second extension of the original collective bargaining agreement, and further recognition that issues often arise during the term of a collective bargaining agreement that need to be addressed, the parties hereby commit to working to address such issues during the term of this extension.

4. In the event the County agrees to an Extension Agreement for the period December 1, 2025 through November 30, 2027 with greater lump-sum payments than those set forth in Paragraph 2.a. above or greater wage increases than those set forth in Paragraphs 2.b., 2.c. and 2.d. above, then the County will provide the greater lump sum payment and/or wage increase to the employees covered by this Extension Agreement.

EFFECTIVE DATE: Upon ratification by the Cook County Board.

ARTICLE VII
VACATIONS

Effective October 1, 2024

Section 7.1 Vacation Leave:

A. All bargaining unit employees, who have completed one year of service with Cook County, including service mentioned in Section 7.1 (D), shall be granted vacation leave with pay for periods as follows:

Years of Service	Days of Vacation	Maximum
1st thru 46th	150 working days	320 working days
57th thru 914th	2015 working days	430 working days
105th or more	205 working days	540 working days

ARTICLE VIII

PARENTAL LEAVE

Section 8.13 Parental Leave:

All full-time Employees shall be eligible for Twelve (12) Week Paid Parental Leave as a result of the birth or adoption of a child or fostering ("Parental Leave") under the following conditions. To be eligible for Parental Leave, an employee must have been a full-time employee with the County for at least twelve (12) months prior to the first date of the leave request.

Eligible employees are entitled to receive the following Parental Leave:

- Non-birthing biological parent; or
- Intended parent of a gestational surrogacy; or
- Foster parent placed with a foster child age 17 or younger.

Parental Leave may be combined with other accrued paid time off such as vacation, personal, and/or sick time to achieve the maximum amount of paid time off while taking FMLA leave. However, employees cannot use Parental Leave prior to the date of birth/adoption and must use Parental Leave in a continuous block of time beginning on the day of birth or adoption. An employee who qualifies for Parental Leave may be entitled to additional time off pursuant to the FMLA. Health insurance benefits for an employee receiving Parental Leave shall be maintained and administered under the same conditions as for an employee covered by FMLA.

Parental Leave shall be considered an alternative to Maternity or Paternity Leave under the applicable Section, and an employee who chooses Parental Leave will not be eligible for additional Maternity or Paternity Leave.

ARTICLE IX
Additional Benefits

~~**Section 9.2 Personal Days:**~~

Delete Personal Days – Employees will stop accruing on October 1, 2024, and have until November 30, 2024 to use accrued personal time or lose it.

ARTICLE IX

ADDITIONAL BENEFITS

Section 9.8 Uniform Allowance and Changes:

~~Effective fiscal year 1998,~~ eEmployees covered by the terms of this Agreement shall receive ~~seven hundred fifty dollars ($750)~~ eight hundred dollars ($800) uniform allowance per fiscal year. The uniform allowance shall be paid to the individual employees during the first pay period in December.

~~Effective upon ratification, officers shall receive a one time $250 non-recurring uniform allowance to compensate for the increased cleaning necessary because of the COVID pandemic.~~

Any additional costs shall be paid for by the Employer, ~~effective FY1998~~ with no reduction in the uniform allowance provided to the employee.

2. The parties further agree that these changes shall be incorporated into the parties successor CBA.

Effective December 1, 2025

SCHEDULE I
BUREAU OF HUMAN RESOURCES
FRATERNAL ORDER OF POLICE

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	After 2 Years At 4th Step 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 6th Step	After 1 Year at 2nd Longevity Rate & 12 Years Service 7th Step	After 1 Year at 3rd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 4th Longevity Rate & 20 Years Service 9th Step	After 1 Year at 5th Longevity Rate & 25 Years Service 10th Step
20	Hourly	43.507	45.653	47.813	50.103	52.469	55.030	56.271	56.831	57.534	60.143	63.151
	Bi-Weekly	3,480.55	3,652.25	3,825.00	4,008.27	4,197.52	4,402.39	4,501.65	4,546.50	4,602.74	4,811.47	5,052.04
	Annual	90,494	94,958	99,450	104,215	109,135	114,462	117,042	118,209	119,671	125,098	131,353

Effective June 1, 2026

SCHEDULE I
BUREAU OF HUMAN RESOURCES
FRATERNAL ORDER OF POLICE

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	After 2 Years At 4th Step 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 6th Step	After 1 Year at 2nd Longevity Rate & 12 Years Service 7th Step	After 1 Year at 3rd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 4th Longevity Rate & 20 Years Service 9th Step	After 1 Year at 5th Longevity Rate & 25 Years Service 10th Step
20	Hourly	44.377	46.566	48.769	51.105	53.518	56.131	57.396	57.968	58.685	61.346	64.414
	Bi-Weekly	3,550.17	3,725.29	3,901.50	4,088.44	4,281.47	4,490.44	4,591.68	4,637.43	4,694.79	4,907.70	5,153.08
	Annual	92,304	96,857	101,439	106,299	111,318	116,751	119,383	120,573	122,064	127,600	133,980

Effective December 1, 2026

SCHEDULE I
BUREAU OF HUMAN RESOURCES
FRATERNAL ORDER OF POLICE

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	After 2 Years At 4th Step 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 6th Step	After 1 Year at 2nd Longevity Rate & 12 Years Service 7th Step	After 1 Year at 3rd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 4th Longevity Rate & 20 Years Service 9th Step
20	Hourly	46.152	48.429	50.720	53.150	55.659	58.376	59.692	60.287	61.032	63.800
	Bi-Weekly	3,692.17	3,874.30	4,057.56	4,251.97	4,452.73	4,670.06	4,775.35	4,822.93	4,882.58	5,104.01
	Annual	95,996	100,731	105,496	110,551	115,770	121,421	124,159	125,396	126,947	132,704

Signed and entered into this _____ day of _____, 2025

COUNTY OF COOK:

By: _____
TONI PRECKWINKLE, President
Cook County Board of Commissioners

By: _____
THOMAS J. DART, Sheriff
County

Attest: _____

By: _____
MONICA GORDON
Cook County Clerk

APPROVED
BY THE BOARD OF COOK COUNTY COMMISSIONERS

NOV 2 0 2025

COM _____

UNION:
FRATERNAL ORDER of POLICE

By: _____
Gary Bailey
FOP Labor Council

Universal Memorandum of Agreement between
Cook County and FOP

The County of Cook and Illinois Fraternal Order of Police Labor Council ("FOP") agree that the following changes shall be incorporated into the successor agreement between Cook County and FOP Locals:

1. The provisions of this memorandum of agreement shall apply to the following locals and corresponding collective bargaining agreements except where otherwise noted:

   a. Sheriff of Cook County- Deputy Sheriff Sergeants
   b. Sheriff of Cook County- Deputy Sheriffs
   c. Sheriff of Cook County- Police Sergeants
   d. Sheriff of Cook County- County Police Officers
   e. Sheriff of Cook County- Telecommunications/Vehicle Services
   f. State's Attorney's Office- Investigator Sergeants
   g. State's Attorney's Office- Investigators
   h. Chief Judge of the Circuit Court of Cook County- Adult Probation Supervisors
   i. Chief Judge of the Circuit Court of Cook County- PS-3 Supervisors and Social Service Department
   j. Cook County Health and Hospitals System- Police Officers

2. The Term provision of the 2020-2024 CBAs shall be amended as follows:

   "This Agreement shall become effective on December 1, 2020, and shall remain in effect thru November 30, ~~2024~~ 2025"

3. General Increase in 2024-2025. The Rate of Pay provision of each respective CBA shall be amended to add the following:

   "5% increase, effective the first full pay period on or after June 1, 2025."

4. General Increase in fiscal year 2022. The Rate of Pay provision of each respective CBA shall be amended to add the following:

   "3.5% increase, effective the first full pay period on or after December 1, 2021."

5. Parental Leave. The Parental Leave Provision of each respective CBA will be added/amended as follows:

All full-time Employees shall be eligible for Twelve (12) Week Paid Parental Leave ~~paid time off~~ as a result of the birth or adoption of a child or fostering ("Parental Leave") under the following conditions. To be eligible for Parental Leave, an employee must have been a full-time employee with the County for at least twelve (12) months prior to the first date of the leave request. ~~apply for and be determined to be eligible for FMLA (Family and Medical Leave Act) leave. If an employee has FMLA coverage at the time he or she requests Parental Leave, and~~

~~has utilized some or all of the allotted 480 hours of FMLA coverage, the employee will nevertheless be entitled to Parental Leave pursuant to all other provisions of this section and provided that the employee submits an FMLA certification form to support the request for Parental Leave.~~ Additionally, ~~*the*~~ employee ~~must meet one of the following criteria to establish a qualifying parental *event:* 1) birth parent *2)* non-birthing biological parent *3)* intended parent *of a* gestational surrogacy 4) parent of adopted child or 5) foster parent placed with a foster child age 17 or younger.~~

~~Eligible employees are entitled to receive the following Parental Leave:~~

Employees must meet one of the following criteria to establish a qualifying parental *event:*

- ~~Up to four (4) weeks of Parental Leave to a birth mother to recover from a non-surgical delivery; or~~ Birth parent; or
- ~~Up to six (6) weeks of Parental Leave to a birth mother to recover from a surgical delivery; or~~
- ~~Up to four (4) weeks of Parental Leave for the~~ Birth of a child or children to a spouse or domestic partner or civil union partner; or
- ~~Up to four (4) weeks of Parental Leave for the a~~ Adoption of a child or children by the employee or the employee's spouse or domestic partner or civil union partner; or
- non-birthing biological parent; or
- intended parent *of a* gestational surrogacy; or
- foster parent placed with a foster child age 17 or younger.

Parental Leave shall be administered in conjunction with the Family & Medical Leave Act and may be combined with other accrued paid time off such as vacation, personal, and or sick time to achieve the maximum amount of paid time off while taking FMLA leave. However, employees cannot use Parental Leave prior to the date of birth/adoption and must use Parental Leave in a continuous block of time beginning on the day of birth or adoption. An employee who qualifies for Parental Leave may be entitled to additional time off pursuant to the FMLA. Health insurance benefits for an employee receiving Parental Leave shall be maintained and administered under the same conditions as for an employee covered by FMLA. Parental Leave shall be considered an alternative to any Maternity or Paternity Leave ~~under Section 10.4~~ and an employee who chooses Parental Leave will not be eligible for additional Maternity or Paternity Leave.

This provision shall not apply to separately elected officials other than the Chief Judge of the Circuit Court of Cook County.

6. This agreement is subject to ratification by the Cook County Board of Commissioners. If not ratified, this agreement is null and void.

7. To the extent that any provision in this memorandum of agreement and a respective collective bargaining agreement conflict, this memorandum of agreement shall control through November 30, 2025.

8. Any dispute as to the application or interpretation of the memorandum of agreement shall be resolved exclusively pursuant to the respective CBAs grievance procedures.

9. Any class action grievance alleging or implicating a violation of the respective Rates of Pay provision under the CBAs, are hereby withdrawn with prejudice, to include any me-too and post-step freeze grievances. FOP agrees to a general waiver of pursuing any such class action grievance, whether known or unknown, if alleging or implicating a violation of the Rates of Pay provision of the CBAs that occurred at any time through the date of execution of this Agreement. This general waiver includes grievances brought under a continuing violation theory. For purposes of this Section, a class action grievance is a grievance filed on behalf of more than one bargaining unit member that alleges the violation of a contractual provision that the Cook County Bureau of Human Resources Labor Division ("Labor Division") negotiates, where the application of the same or substantial similar contract language, or applicable County policy, applies to more than one bargaining unit member. FOP agrees that the Cook County Forest Preserve ("CFP") would not be included under this class action definition and accordingly, FOP me too provisions could not be triggered by the CFP.

10. Individual grievances asserting issues that would be withdrawn pursuant to paragraph 9 above shall similarly be withdrawn with prejudice. Such individual grievances shall likewise have available to them the review procedure in paragraph 11 of this agreement.

11. Notwithstanding the preceding paragraphs (Section 9 & 10), the County agrees to review grieved-for step placement claims made by identified and agreed-to members of the Deputy Sheriff's, Deputy Sheriff's Sergeants, Sheriff's Police and Police Sergeant bargaining units. For each of the identified and agreed-to members, the Union will provide the specific step movement that gave rise to each employee's respective claim, which must be submitted to the County no later than September 8, 2023. The County agrees to provide a written response to each employee's claim. Should the County agree that the step placement is incorrect pursuant to the rules set forth in the Cook County Annual Appropriation Bill, Volume 3, the correction will be made. The County's step placement determination is final and shall not be grieved. The County's review will be completed on or before November 13, 2023. The parties agree that there shall be no backpay or retroactive payments for individuals who are found to be in the incorrect step.

For all other FOP members who are not the identified and agreed-to members of the Deputy Sheriff's, Deputy Sheriff Sergeants, Sheriff's Police and Police Sergeant bargaining units, FOP agrees to a general waiver of pursuing any individual grievance that alleges or

implicates a violation of the Rates of Pay provision of the CBAs that occurred on or before the effective date of this Agreement. Accordingly, the grade and step placement of all FOP members shall not be grievable if the alleged violation occurred on or before the effective date of this Agreement. This general waiver of individual pay grievances includes the continuing violation theory, if the alleged pay cause of action arose on or before the execution of this agreement. If any such grievance is filed that is contrary to this general waiver agreement, the County need not respond.

EFFECTIVE DATE: upon ratification by the Cook County Board.

Effective June 1, 2025

SCHEDULE I
BUREAU OF HUMAN RESOURCES
FRATERNAL ORDER OF POLICE

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	After 2 Years At 4th Step 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 6th Step	After 1 Year at 2nd Longevity Rate & 12 Years Service 7th Step	After 1 Year at 3rd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 4th Longevity Rate & 20 Years Service 9th Step	After 1 Year at 5th Longevity Rate & 25 Years Service 10th Step
20	Hourly	42.654	44.758	46.875	49.121	51.440	53.951	55.167	55.717	56.406	58.964	61.912
	Bi-Weekly	3,412.31	3,580.64	3,750.00	3,929.68	4,115.21	4,316.07	4,413.38	4,457.35	4,512.49	4,717.13	4,952.98
	Annual	88,720	93,096	97,500	102,171	106,995	112,217	114,747	115,891	117,324	122,645	128,777

Effective June 1, 2024

SCHEDULE I
BUREAU OF HUMAN RESOURCES
FRATERNAL ORDER OF POLICE

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	After 2 Years At 4th Step 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 6th Step	After 1 Year at 2nd Longevity Rate & 12 Years Service 7th Step	After 1 Year at 3rd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 4th Longevity Rate & 20 Years Service 9th Step	After 1 Year at 5th Longevity Rate & 25 Years Service 10th Step
20	Hourly	40.623	42.627	44.643	46.782	48.991	51.382	52.540	53.064	53.720	56.156	58.964
	Bi-Weekly	3,249.82	3,410.13	3,571.43	3,742.55	3,919.25	4,110.55	4,203.22	4,245.10	4,297.61	4,492.50	4,717.13
	Annual	84,495	88,663	92,857	97,306	101,900	106,874	109,283	110,372	111,737	116,805	122,645

FRATERNAL ORDER OF POLICE

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	After 2 Years At 4th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 12 Years Service	After 1 Year at 3rd Longevity Rate & 15 Years Service	After 1 Year at 4th Longevity Rate & 20 Years Service	After 1 Year at 5th Longevity Rate & 25 Years Service
		5th Step	6th Step	7th Step	8th Step	9th Step	10th Step					
20	Hourly	39.826	41.791	43.768	45.865	48.030	50.374	51.510	52.023	52.667	55.055	57.808
	Bi-Weekly	3,186.10	3,343.26	3,501.40	3,669.17	3,842.40	4,029.95	4,120.80	4,161.86	4,213.34	4,404.41	4,624.63
	Annual	82,838	86,924	91,036	95,398	99,902	104,778	107,140	108,208	109,546	114,514	120,240

Effective June 1, 2022

SCHEDULE I
BUREAU OF HUMAN RESOURCES
FRATERNAL ORDER OF POLICE

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	After 2 Years At 4th Step 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 6th Step	After 1 Year at 2nd Longevity Rate & 12 Years Service 7th Step	After 1 Year at 3rd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 4th Longevity Rate & 20 Years Service 9th Step	After 1 Year at 5th Longevity Rate & 25 Years Service 10th Step
20	Hourly	38.855	40.772	42.700	44.746	46.859	49.146	50.254	50.754	51.382	53.712	56.398
	Bi-Weekly	3,108.39	3,261.72	3,416.00	3,579.67	3,748.69	3,931.65	4,020.30	4,060.35	4,110.57	4,296.99	4,511.84
	Annual	80,818	84,804	88,816	93,071	97,465	102,223	104,527	105,569	106,874	111,721	117,307

Effective December 1, 2021

SCHEDULE I
BUREAU OF HUMAN RESOURCES
FRATERNAL ORDER OF POLICE

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	After 2 Years At 4th Step 5th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 6th Step	After 1 Year at 2nd Longevity Rate & 12 Years Service 7th Step	After 1 Year at 3rd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 4th Longevity Rate & 20 Years Service 9th Step	After 1 Year at 5th Longevity Rate & 25 Years Service 10th Step
20	Hourly	37.907	39.777	41.659	43.655	45.716	47.947	49.028	49.516	50.129	52.402	55.022
	Bi-Weekly	3,032.57	3,182.17	3,332.69	3,492.37	3,657.26	3,835.76	3,922.24	3,961.32	4,010.32	4,192.18	4,401.79
	Annual	78,846	82,736	86,649	90,801	95,088	99,729	101,978	102,994	104,268	108,996	114,446

Effective June 1, 2021

SCHEDULE I
BUREAU OF HUMAN RESOURCES
FRATERNAL ORDER OF POLICE

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	After 2 Years At 4th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 12 Years Service	After 1 Year at 3rd Longevity Rate & 15 Years Service	After 1 Year at 4th Longevity Rate & 20 Years Service	After 1 Year at 5th Longevity Rate & 25 Years Service
		5th Step	6th Step	7th Step	8th Step	9th Step	10th Step					
20	Hourly	36.625	38.432	40.250	42.178	44.170	46.326	47.370	47.842	48.434	50.630	53.162
	Bi-Weekly	2,930.02	3,074.56	3,219.99	3,374.27	3,533.58	3,706.05	3,789.60	3,827.36	3,874.70	4,050.42	4,252.94
	Annual	76,180	79,938	83,719	87,731	91,873	96,357	98,529	99,511	100,742	105,310	110,576

Effective May 31, 2021

SCHEDULE I
BUREAU OF HUMAN RESOURCES
FRATERNAL ORDER OF POLICE

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	After 2 Years At 4th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 12 Years Service	After 1 Year at 3rd Longevity Rate & 15 Years Service	After 1 Year at 4th Longevity Rate & 20 Years Service	After 1 Year at 5th Longevity Rate & 25 Years Service
		5th Step	6th Step	7th Step	8th Step	9th Step	10th Step					
20	Hourly	36.084	37.864	39.655	41.555	43.517	45.641	46.670	47.135	47.718	49.882	52.376
	Bi-Weekly	2,886.72	3,029.12	3,172.40	3,324.40	3,481.36	3,651.28	3,733.60	3,770.80	3,817.44	3,990.56	4,190.09
	Annual	75,054	78,757	82,482	86,434	90,515	94,933	97,073	98,040	99,253	103,754	108,942

Effective June 1, 2020

SCHEDULE I
BUREAU OF HUMAN RESOURCES
HEALTH & HOSPITAL SYSTEMS - SEIU LOCAL 73

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 12 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 15 Years Service 9th Step	After 1 Year at 4th Longevity Rate & 20 Years Service 10th Step
20	Hourly	32.474	36.084	37.864	39.655	41.555	43.517	45.641	46.670	47.135	47.718	49.882
	Bi-Weekly	2,597.92	2,886.72	3,029.12	3,172.40	3,324.40	3,481.36	3,651.28	3,733.60	3,770.80	3,817.44	3,990.56
	Annual	67,545	75,054	78,757	82,482	86,434	90,515	94,933	97,073	98,040	99,253	103,754

COLLECTIVE BARGAINING AGREEMENT

Between

ILLINOIS FRATERNAL ORDER of POLICE LABOR COUNCIL UNION
(Representing County Police Officers)

And

COUNTY OF COOK/SHERIFF OF COOK COUNTY
(As Joint Employers)

Effective
December 1, 2020 through November 30, 2024

APPROVED
BY THE BOARD OF COOK COUNTY COMMISSIONERS

JUN 16 2022

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COLLECTIVE BARGAINING AGREEMENT

PREAMBLE

This collective bargaining agreement is entered into between the County of Cook and the Sheriff of Cook County, Joint Employers of employees covered by this Agreement, (hereinafter collectively referred to as the "Employer" or "County") and the Illinois Fraternal Order of Police Labor Council (hereinafter referred to as the "Union"). It is the purpose of this Agreement to achieve and maintain harmonious relations between the Employer and the Union and to establish wages, hours, and other terms and conditions of employment, and to provide for equitable and peaceful adjustment of differences over the interpretation and application of this Agreement.

ARTICLE I
Recognition

Section 1.1 Representative Unit:
The Employer recognizes the Union as the sole and exclusive representative for all employees of the Employer in the defined bargaining unit described as all Cook County Sheriff's Police Officers below the rank of Sergeant and excluding all confidential employees as determined by the Labor Board. Sheriff's employees in the Police Academy are covered by this Agreement but grievances filed on their behalf under a different collective bargaining agreement do not transfer to this agreement.

Section 1.2 Union Membership:
The Employer does not object to Union membership by its employees and believes that certain benefits may be gained from such membership. For the purpose of this Section, an employee shall be considered to be a member of the Union if he/she timely tenders the dues required as a condition of membership.

The Employer will grant the Union an opportunity during the first two weeks of orientation of new employees to present the benefits of Union membership and to distribute and gather Dues Deduction forms.

Section 1.3 Dues Checkoff:
Upon receipt of a signed Dues Deduction form (as attached in Appendix B) from either a police officer or the Union, Human Resources shall process the form so that dues deduction commences no later than thirty (30) calendar days after the close of the next pay period.

The Employer agrees to deduct any or all of the following from the pay of those employees who individually request such deduction:

1. Union membership dues, assessments, or fees;

2. Union sponsored benefit programs;

The amounts deducted shall be set by the Union. The deductions shall be remitted to the Union along with a list of all employees covered by the Agreement, and the amount deducted from each employee no later than thirty (30) calendar days after the close of the next pay period.

Section 1.4 Indemnification:
The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits, or other forms of liability that may arise out of or by reason of any action taken by the Employer for the purpose of complying with any provisions of this Agreement. If an incorrect deduction is made, the Union shall refund any such amount directly to the involved employee.

Section 1.5 Union Business:
The Union will advise the Employer in writing of the names of the Stewards and alternates and shall notify the Employer promptly of any changes. Upon obtaining approval from their supervisor before leaving their work assignment or area, which shall not be unreasonably denied, union representatives will be permitted to investigate and process grievances, attend grievance meetings, labor-management meetings, meetings concerning modifications of and supplements and successors to this Agreement, committee meetings if such committees have been established by this Agreement, or meetings called or agreed to by the Employer, if such employees are entitled to, or required to attend such meetings by virtue of being union representatives, stewards, witnesses, or grievant, during normal hours without loss of pay, provided that the operations of the Employer are not adversely affected. In all cases the primary mission of the Employer and proper manpower considerations shall be controlling. When requested, the Union will make a written request for union leave (without loss of pay) for attendance at specific union meetings from the First Deputy. Such requests shall not be unreasonably denied. If approved, the attendees will notify their immediate supervisors of the approved union leave and the time approved from their tour of duty, which may be for any or all of their regular tour of duty.

The Union may have up to twenty-five (25) union stewards which shall include lead stewards at each work location, elected members of the Executive Board and one Chief Steward. The Union shall furnish the department with a list of stewards, elected Executive Board members and the Chief Steward as well as the chairpersons and members of any agreed committees. In all cases the primary mission of the department and manpower considerations shall be controlling.

After giving appropriate notice to their supervisors outside the bargaining unit, employees shall be allowed two (2) days with pay to attend certified stewards training, if such attendance does not substantially interfere with the Employer's operations. Such training shall not exceed two (2) work days for each steward who has not previously attended training. The Union shall provide proof of attendance.

Section 1.6 Use of File Cabinet:

The Employer shall provide the Union with a secure file cabinet for the storage of union related materials. The Parties shall mutually agree upon the location of said cabinet.

ARTICLE II
Employer Authority

Section 2.1 Employer Rights:
The Union recognizes that the Employer has the full authority and responsibility for directing its operation and determining policy. The Employer reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by State and Federal statues and

Constitutions, and to adopt and apply all rules, regulations and policies as it may deem necessary to carry out its statutory and constitutional responsibilities. Employer rights shall be limited only by the specific and express terms of this Agreement (including, but not limited to 15.11). The Employer's rights include, but are not limited to:

A. The exclusive right to determine its policies, standards of services and to operate and manage its affairs and to direct its work force in accordance with its responsibilities. The Employer has all the customary and usual rights, power and functions of management.

B. The exclusive right to hire, transfer, and promote; discipline, suspend or discharge employees for just cause.

C. To establish reasonable work rules, make work assignments, determine schedules of work, methods, processes and procedures by which work is to be performed, place, methods, means and number of personnel needed to carry out the Employer's responsibilities and duties; as well as the right to determine reasonable work productivity, performance and evaluation standards.

D. The right to change existing or introduce new methods, equipment or facilities and the right to contract for goods and services which do not replace bargaining unit positions (this shall not prevent the Employer from reducing the work force based on cancellation of contracted police services to local communities, or other justifiable reasons).

E. The right to make, publish and enforce reasonable general orders, rules and regulations; and, the Employer has the right to reclassify existing positions based on assigned duties and responsibilities, or make changes in assigned duties and responsibilities.

F. The right to enter into mutual aid and assistance agreements with other units of government.

G. The right to establish standards governing the levels of force, including deadly force that can be used.

H. The Employer has the right to take any and all actions as may be necessary to carry out the duties and responsibilities of the Employer in situations of civil emergency as may be declared by the Employer. It is the sole discretion of the Employer to determine that civil emergency conditions exist, which may include but not be limited to riots, civil disorders, tornado conditions, floods, other emergency conditions or other circumstances beyond the control of the Employer which call for immediate action whereas it may be required to assign employees as the Employer deems necessary to carry out its duties and responsibilities; provided that no right enumerated in this Section shall diminish the Union's right to grieve in accordance with the provisions of this Agreement.

I. During each calendar year of this Agreement the Sheriff shall have the right to make up to thirty (30) "Employer Right" transfers.

"Employer Right" transfers shall be identified on the transfer order as an "ER" transfer.

ER transfers shall be at the Sheriff's discretion but such transfers shall not be made to reward an employee for activities unrelated to the employee's job, and shall not be made as a form of discipline. The transfer of one person out of a position and the transfer of a replacement person into that vacated position shall count as two (2) transfers. There shall be no carryover of unused transfers from year to year.

The Employer must provide to the Union by email all copies of Personnel Memorandums that signify changes in assignments or duty status, regardless of whether they indicate an "Employer Rights" transfer, in accordance with Section 4.6.

Section 2.2 Employer Obligations:
The Union recognizes that this Agreement does not empower the Employer to do anything that it is prohibited from doing by law.

It is further understood that any actions taken in the areas of wages, hours, and terms and conditions of employment shall be done in accordance with the Illinois Public Labor Relations Act.

Section 2.3 Union and County Meetings Respecting Health Care:
For the purpose of maintaining communications between labor and management in order to cooperatively discuss issues respecting health care coverage for all County employees, each Local Union, the County and members of bargaining units not covered by this Agreement shall meet quarterly through designated representatives. Each Local Union shall designate not more than one (1) representative to the Health Care/Management Committee. The County, through its Office of Risk Management, shall prepare and submit an agenda to the parties at least one (1) week prior to the scheduled meeting, which agenda shall address, among other things, issues raised by each Local Union to the Office of Risk Management. The date and location for such meetings shall be established by the Office of Risk Management, taking into account the scheduling concerns of all County bargaining units.

Section 2.4 Union and Employer Meetings:
For the purpose of conferring on matters of mutual interest that are not appropriate for consideration under the grievance procedure, the Union and the Employer agree to meet quarterly, or as needed, in each department. The Union and Employer shall each designate not more than five (5) departmental representatives to a labor-management committee for each department covered by this Agreement to meet, at the request of either party, at mutually agreed upon times and locations. In addition, there shall be a labor-management committee designated for the entire bargaining unit that may meet as needed at the request of either party composed of five (5) representatives from the Employer and five (5) representatives from the Union.

ARTICLE III
Hours of Work and Overtime

Section 3.1 Purpose of Article:
The provisions of this Article are intended to provide the basis for calculating overtime pay and shall not be construed as a guarantee of hours of work per day or days per week.

Section 3.2 Regular Work Periods:
The normal workweek shall consist of forty (40) hours in a seven (7) day work week (Sunday through Saturday), with two (2) or more consecutive days off. Any changes in the hours worked or work schedules will be discussed with Union Representatives at least sixty (60) days prior to implementation of such change and shall not result in the loss of any economic benefit currently offered by the Employer. In the event such discussion does not result in an agreement on the contemplated changes in the hours worked, work schedules or loss of economic benefits, the Union reserves the right to move the issue directly to impasse arbitration, Section 12.10 of this Agreement.

The Employer reserves the right to modify daily work hours for operational reasons in response to a law enforcement (not personnel) emergency, such as when unexpected operational circumstances require a need to briefly change the hours of work of some employees to engage in an emergency response. Under these circumstances, the Employer does not have to provide sixty (60) day notice, but rather, the Union will seek to discuss the changes if the emergency continues and reserves the right to move the issue to impasse arbitration. However, the Employer will not modify daily work hours solely to avoid the payment of overtime.

Section 3.3 Scheduling and Assignments:
All police officers assigned to the District Patrol shall be allowed to bid for area, shift, key and districts annually prior to December 10th of each year with the successful bids effective within the first two weeks of January, the following year. All police officers assigned to non-district patrol that are currently allowed an annual bid within their unit of assignment, will continue to be allowed such annual bid.

The Employer shall select the most senior qualified bidder for area, shift, key and district assignments. The Employer will be allowed to identify pre-bid slots for specialty unit officers assigned to patrol. Those officers shall be allowed to bid prior to the annual patrol bid by seniority to the designated assignments identified by the employer. These moves will not be counted as part of the Employers annual employer rights move.

Any Patrol officer that is not awarded a bid during the annual bid shall be allowed to bid to spots identified by the employer no more than 2 weeks after the annual bid.

In the event a vacancy occurs that does not fall under section 4.8, the employer shall ask for volunteers or move the least senior officer by area (north or south) to the identified spot. The employer will keep officer's movement within their respective area unless emergency circumstances arise. These moves shall not exceed 60 days in accordance with section 4.8(E). If the vacancy exceeds 60 days, the employer shall ask for volunteers or move the next least senior officer in that area. Daily movement between districts shall be done by reverse seniority (least senior officer in the area) if there are no volunteers.

Any officer who returns to work after June 1st, shall be slotted at the employer's discretion considering the officer's seniority and proximity to the officers' residence. Any officer off work on a non-work related injury/illness at the time of the bid shall be placed at the employer's discretion considering the officer's seniority and proximity to the officers' residence.

Any changes to the bid process will be discussed with Union Representatives at least thirty days prior to the annual bid. During the pre-bid meeting the Employer and union will set forth perimeters and rules for each bid cycle. Those agreements shall not result in the loss of any economic benefits currently offered by the Employer. In the event such discussion does not result in an agreement on the contemplated changes, the Union reserves the right to move the issue directly to Impasse arbitration, Section 12.10 of this Agreement.

Section 3.4 Compensatory Time and/or Overtime Compensation:

A. Employees may be assigned to overtime work provided that such overtime shall be limited to either emergency conditions which cannot be deferred and which cannot be performed with the personnel available during normal work hours, or because of abnormal peak loads in activities of the institution or department.

B. For the purpose of calculating overtime, all compensated hours shall be counted, except sick leave during a fourteen (14) day pay period. In the event an Officer is charged with sick leave in a fourteen (14) day pay period in which overtime occurs, the overtime hours effected by the sick leave shall be calculated at straight time for that pay period. Employees shall receive overtime at the rate of time and one-half (1 1/2) their normal hourly rate of pay for all hours worked in excess of the one hundred sixty (160) hour, twenty-eight (28) day work period. At the employee's option, time and one-half (1 1/2) overtime may be accumulated as compensatory time due, calculated at the overtime rate, in lieu of pay.

All compensatory time due earned, from whatever source, shall be accumulated to a maximum of one hundred sixty (160) hours. All hours earned in exceeds one hundred sixty (160) hours shall be paid in cash. Absent unusual circumstances, overtime shall be paid within one (1) pay period of the date a report of such overtime is received by the timekeepers in the Sheriff's Police Department.

Compensatory time off may be used in time blocks of one (1) hour or more, at a time mutually agreed to between the employee and his/her supervisor.

Section 3.5 Overtime Work:

Employees will be expected to perform any reasonable amounts of overtime work assigned to them. The Sheriff, or his designee, will attempt to assign overtime work to the employees who are immediately available when the need for overtime occurs, and who normally and customarily perform the work involved, except that in cases of emergency the Sheriff, or his designee, may assign the overtime work to any employees who are immediately available. It is the intention of the parties that overtime will be distributed equitably among the employees in the same job classification within a department or operating unit, as far as practicable.

Overtime List: The Employer will comply with reasonable requests for information regarding overtime assignments, including requests for the names of employees and the hours of overtime worked.

Officers called into work on their regularly scheduled day off for unanticipated overtime will be paid at the overtime rate (when applicable) and will not have their schedules changed to avoid paying overtime, unless by agreement.

Payment for overtime will be made on a bi-weekly basis, paid within one (1) pay period of such overtime worked.

Section 3.6 Court Time:
Officers who attend court while off-duty (including court hours occurring off-duty on a regularly scheduled work day), shall receive three (3) hours minimum pay, or the actual hours worked, whichever is greater. If the officer attends court on a regularly scheduled day off, the officer shall receive three (3) hours minimum pay, or the actual hours worked, whichever is greater. Court overtime shall be paid within one (1) pay period of such time worked.

ARTICLE IV
Seniority

Section 4.1 Probationary Period:
The probationary period for new employees shall be one year from the date of appointment, consistent with the Rules and Regulations of the Cook County Sheriff's Merit Board as they existed on December 1, 1997. "Date of Appointment" shall be defined as the date on which the employee graduates from the Sheriff's Police Training Academy.

Only time in active full-duty employment shall be counted toward the completion of the above-described probationary period.

All newly hired employees of the Cook County Sheriff's Police shall be assigned to the uniformed Patrol Division for at least twenty-four (24) months from the date the affected employee(s) graduates from the Sheriff's Police Training Academy. No new employees shall be eligible to apply for a transfer from the Patrol Division to any specialized unit until they have served in the uniformed Patrol Division, unless it is necessary in order to accomplish the operational needs of the Department or when no one bids on an opening in a specialized unit.

An employee will have up to twenty-four (24) months from his/her enrollment in the Sheriff's Police Training Academy to voluntarily return to the sworn position held by the employee prior to the employees' enrollment in the academy, or if said position is not available, to any other sworn position within the Department.

Section 4.2 Definition of Seniority:
For purposes of the Article, seniority is defined as an employee's length of most recent continuous employment with the Cook County Sheriff's Police Department since his/her last hiring date as a full-time sworn Sheriff's Police Officer.

In the event of a tie in seniority, the employee's seniority in the Sheriff's Office will be used to break the tie. (Note: If the employees were hired on the same date, then seniority will be determined by the older employee in age, as determined by the date of birth).

Section 4.3 Reduction in Work Force, Layoff and Recall

(a) Should the Employer determine that it is necessary to decrease the number of employees due to lack of funds or lack of work, employees shall be laid off in inverse of order of seniority. Affected employees and the Union shall be given notice thereof at least thirty (30) days prior to the effective date of such lay-off.

(b) Employees laid off as a result of this procedure shall be subject to recall in order of seniority before new employees are hired in the classification held by them at the time of the reduction in force.

(c) Employees laid off as a result of this procedure will be placed in other vacancies in the Department that may exist at the time of or during the employee's recall eligibility period for which the employee(s) meets the minimum qualification criteria.

Section 4.4 Overtime Assignments:

A. Patrol Division:

1. Definition: The term "Patrol Division Scheduled Overtime" includes all scheduled overtime work assignments in the Patrol Division known to the Employer at least seven (7) days in advance. These include, but are not limited to: township hire-back, roadside safety checkpoints, grant sponsored details, school security details, concert security details, election details, etc.

2. Scheduling: Requests for scheduled overtime in the Patrol Division shall be posted for at least five (5) days in all units of the Department where employees are assigned. The list of employees selected for such assignments shall be posted in all work areas for at least two (2) days prior to the assignment when possible. Assignment requiring a specific skill shall state such and reasons for at the time of posting.

3. Selection: All Patrol Division Scheduled Overtime will be assigned first to officers assigned to patrol, on a rotating seniority basis. For the purpose of equalizing the distribution of overtime, an employee who is offered but declines an overtime assignment shall be deemed to have worked the hours assigned.

B. Specialized Unit Scheduled Overtime:

1. Definition: The term "Specialized Unit Scheduled Overtime" includes all scheduled overtime work assignments in specialized units, known to the Employer at least seven (7) days prior to the overtime.

2. Scheduling: Requests for specialized unit scheduled overtime shall be posted at least three (3) days in specialized units. The list of employees selected for such assignment shall be posted in all specialized units for at least two (2) days prior to the assignment, when possible. Assignment requiring a specific skill shall state such reasons for at the time of posting.

3. Selections: All specialized unit scheduled overtime will be made available to specialized units on a rotating seniority basis. For the purpose of equalizing the distribution of overtime, an employee who is offered but declines an overtime assignment shall be deemed to have worked the hours assigned.

C. Filing Grievance: An employee who believes they have been wrongly denied a scheduled overtime assignment may file their grievance at Step Two of the grievance procedure.

D. The Employer may deny overtime work to any Police Officer not in full duty status.

Section 4.5 Termination or Suspension of Seniority:
An employee's seniority with the Employer shall be suspended or terminated, as may be appropriate, upon the occurrence of the following:

A. Resignation or retirement;

B. Discharge for just cause, including but not limited to the following:

1. Failure to report for work upon recall from layoff within ten (10) work days after notice is sent by registered or certified mail or by telegram, to the employee's last address on file with the Department Personnel Office;

2. engaging in gainful employment while on an authorized leave of absence, unless permission to engage in such employment was granted in advance by the Sheriff in writing.

C. An employee's seniority shall be suspended when the employee is absent from work, because of layoff for any other reason for twenty-four (24) months for any employee with less than seven (7) years of service or for thirty-six (36)months for any employee with seven (7) or more years of service except that this provision shall not apply in the case of an employee on an approved leave of absence, or absent from work because of illness or injury covered by duty disability or ordinary disability benefits;

Section 4.6 Seniority List:
Thirty (30) days after the signing of this Agreement, and on December 1st and June 1st of each following year, the Employer shall furnish the Union with a list showing the name, number, address, classification and last hiring date of each employee. The Employer shall post a similar list without employee addresses in each department. Within thirty (30) calendar days after the date of posting, an employee must notify the Employer of any error in his/her last hiring date as it appears on that list or it will be considered correct and binding on the employee and the Union for that period of time. The Employer will furnish the Union with monthly reports of any changes to such list, and shall furnish a revised list every six (6) months. After furnishing any such list, an employee must notify the Employer of any error within ten (10) calendar days thereafter, or the information so furnished will be considered correct and binding on the employee and the Union until a subsequent list is furnished by the Employer as provided herein. An employee's seniority, and their position on the seniority list, may be adjusted if accrual of seniority stops during a leave of absence or other absences referenced in Section 4.5(C).

The seniority list shall be posted in such reasonable locations as mutually agreed upon between the Employer and the Union.

The Employer shall timely notify the Union by email of the following personnel transactions involving bargaining unit employees within each department: check-off revocations, layoffs, leaves, returns from leave, discharges, terminations and retirements.

Section 4.7 Application of Seniority:
The seniority list shall govern in the selection of vacations or other time off selections in accordance with the provisions of this Agreement. Seniority shall be considered when making vehicle assignments.

Section 4.8 Job Posting and Bidding:
A. Definition of Vacancy:

A recognized vacancy for the purpose of this Article exists when an employee is transferred, resigns, retires, dies, is discharged, and when new positions are created (including but not limited to assignments with other municipalities, state or federal agencies, and other units of government), or when an employee is suspended and removed for disciplinary reasons for more than thirty (30) days or off from work for more than (30) days due to disability.

B. Posting of Vacancies:

When the Employer decides to fill a vacancy, as defined above, a notice of such vacancy shall be posted on all bulletin boards for fourteen (14) days. All specialized skills or other requirements related to the job must be listed in the posted notice. The Union shall be sent a copy of the notice when it is posted, the names of all applicants at the expiration of the fourteen (14) days and before the selection is made, and the name of the successful bidder after the selection is made. All such information to the Union shall be in writing by email. The Union and the Employer can agree to expedited postings if both find it advantageous.

C. Filling of Vacancies:

(1) Applicants for vacancies as described above shall submit a written application containing their work history, special training, and any other reasons the applicant believes he/she is qualified for the position. All applicants shall be interviewed by the commander of the section or unit seeking to fill the vacancy, or his/her designee. Unsuccessful applicants shall receive a brief written statement setting forth the reasons why the applicant was not selected.

(2) Except in the case of an Employer Rights transfer, as described in Section 2.1 (I) above, applicants to fill vacancies shall be evaluated for the position based upon training, experience, skills and abilities, past performance evaluations and the applicant's disciplinary record. If more than one applicant has substantially the same qualifications, as just set forth, the applicant with the greatest length of service in the Police Department shall be selected. If after initially filling current vacancies, the list still contains applicants, the list shall be maintained and used for filling vacancies over the next twelve months.

D. Transfer of Union Representatives/Stewards:

Employees acting as Union Representatives/Stewards shall not be transferred from their job classifications, shifts, division/unit, or department because of their protected activities on behalf of the Union/Local or under law. Any transfers of Union Representatives/Stewards from their job classifications or units of assignments, other than in an emergency, will be discussed with the Union at least forty-five (45) days in advance of any such transfer.

E. Temporary Transfer:

(1) The Employer may temporarily assign employees regardless of seniority, without being required to post said temporary assignment, provided that at the time of the assignment it is anticipated that the assignment will not exceed sixty (60) calendar days. The temporarily assigned employee will be reassigned to the position from which he was transferred upon the completion of the temporary assignment and may not be assigned to another temporary assignment for one (1) year from the effective date of the initial detail. If the assignment is required for more than sixty (60) calendar days the Employer shall post and fill the position as outlined in parts "B" and "C" above.

(2) The Employer may extend a temporary transfer if the transfer resulted from an investigation (i.e. sexual harassment, loss of duty status) until the investigation is completed. If the conclusion of the investigations warrants a permanent reassignment, the Employer shall notify the Union and meet upon request.

ARTICLE V
Rates of Pay

Section 5.1 Job Classification:
Employees in the job classification set forth in Appendix "A" to this Agreement shall receive the monthly salary provided for their respective grade and length of service in Cook County. Employees will be increased to the appropriate step upon completion of the required length of service in Cook County. No person or persons shall be permitted to perform the work of a Sheriff's Police Officer job classification; nor shall the Employer transfer employees from other positions within the County or the Sheriff's Department to do bargaining unit work.

Employees covered by this Agreement shall have their seniority date for the purposes of movement on the Police Pay Plan adjusted to reflect their years of service with the County upon final approval of this Agreement. However, any employee entitled to a step increase as a result of a change in their seniority date shall receive the step increase on their first anniversary date with the Sheriff's Police Department following the final approval of this Agreement. Per the County rules, employees may only receive one step increase per year; however, affected employees shall continue to receive annual step increases on their anniversary date until they are on the appropriate step that reflects their new seniority date.

Section 5.2 Wage Rates:
The salary grades and steps applicable to this bargaining unit shall be increased as follows during the term of this agreement:

- Effective May 31, 2021, employees will be moved into the NEW Wage Schedule at the pay rates in Grade 20 in accordance with the rules set forth herein and attached as Appendix "A".

- Effective upon ratification by the Cook County Board actively employed officers will receive a $2,000 one-time payment.

- Effective upon ratification by the Cook County Board actively employed officers will receive a $1,000 one-time pandemic payment in accordance with the America Rescue Plan (ARP).

- Effective the first full pay period on or after June 1, 2021 the pay rates for all classifications shall be increased 1.5%.

- Effective the first full pay period on or after June 1, 2022 the pay rates for all classifications shall be increased 2.5%.

- Effective the first full pay period on or after December 1, 2022 actively employed officers will receive a $1,000 one-time payment.

- Effective the first full pay period on or after June 1, 2023 the pay rates for all classifications shall be increased 2.5%.

- Effective the first full pay period on or after June 1, 2024 the pay rates for all classifications shall be increased 2.0%.

All rates of pay shall be in accordance with the Wage Schedule herein attached as Appendix "A." Said increases will be fully retroactive for all hours or paid as worked, for all employees who were employed at any point during the term of the Agreement.

Officers who are scheduled to work (and work) an extra hour during "Daylight Savings" time change will be paid the additional hour at straight-time rate. Officers who are scheduled to work (and work) one less hour during "Daylight Savings" time change will be offered the opportunity to use an extra hour of benefit time (not sick leave) to supplement their pay.

Section 5.3 Specialty Pay:
Officers assigned to certain positions shall receive a monthly stipend based upon their job description, such specialty pay shall be as follows for officers currently in these assignments.

Bomb Squad: Three Hundred Seventy-Five Dollars ($375.00) per month

SCSU and DOCI/BII: Two Hundred Fifty Dollars ($250.00) per month

Field Training Officer ("FTO."): One (1) hour compensatory time per day when acting in the capacity of FTO

Effective 12/1/18, Evidence Technician ("E.T."): Three Hundred Seventy-Five Dollars ($375.00) per month

Effective 12/1/18, Detectives: Three Hundred Seventy-Five Dollars ($375.00) per month

Officers assigned to Emergency Services Bureau (who are not receiving the Bomb Squad, SCSU/DOCI/BII, ET or Detective Stipend: One Hundred Twenty-Five Dollars ($125.00) per month.

FTO certified officers assigned to the Patrol Division shall receive field training assignments on a rotating seniority basis based upon a list provided by the Sheriff.

Section 5.4 Bilingual Pay:
Employees will receive an additional one hundred dollars ($100.00) per month if they have bilingual skills.

ARTICLE VI
Holidays

Section 6.1 Designation of Holidays:
A. The following days are hereby declared holidays for all employees in the bargaining unit:

1. New Year's Day - January 1
2. Martin Luther King's Birthday - 2nd Monday in January
3. Lincoln's Birthday - February 12
4. Washington's Birthday - Third Monday in February
5. Pulaski's Birthday -1st Monday in March
6. Memorial Day - Last Monday in May
7. Juneteenth – June 19
8. Independence Day - July 4
9. Labor Day - First Monday in September
10. Columbus Day - Second Monday in October
11. Veteran's Day - November 11
12. Thanksgiving Day - The fourth Thursday in November
13. Christmas Day - December 25

It is the intent of the board of Commissioners of Cook County that all salaried Cook County employees be granted thirteen (13) holidays, or equivalent paid days off per year. Holidays will be celebrated on the day on which it actually occurs; however, should June 19th fall on a Saturday, the preceding Friday shall be set as the holiday; should June 19th fall on a Sunday, the following Monday shall be set as the holiday.

B. In addition to the above, any other days or part of a day shall be considered a holiday when so designated by the Board of Commissioners of Cook County.

C. In addition to the holidays listed, an employee shall be credited with one (1) floating holiday on December 1 of each year, which must be used by the employee between December 1 and November 30. The floating holiday may not be carried over into the next fiscal year by the employee except as provided below. The floating holiday will be scheduled in accordance with the procedures for vacation selection. Use of the floating holiday is restricted to a full day increment. Requests shall not be unreasonably denied. If the floating holiday is not used prior to the end of the fiscal year (November 30th), the employee shall be compensated in cash (at the applicable rate) or compensatory time, in accordance with current practice provided that the employee has submitted at least three (3) requests for such floating holiday by September 1 and the employer failed to grant one of the three days requested.

If an employee is required to work on an approved floating holiday, the employee shall receive one and one-half times the employee's regular hourly rate for the hours actually worked plus either: 1) eight (8) hours pay, including shift premium, if applicable, at the same hourly rate or; 2) eight (8) hours compensatory time. The form of compensation (cash or compensatory time), and the usage of such time, shall be in accordance with current practice of the Employer in effect on the date of this Agreement.

Section 6.2 Compensation:

A. If a scheduled holiday coincides with an employee's regular day off, the employee shall receive one (1) day compensatory time due in lieu of holiday pay.

B. Employees whose regular work schedule coincides with any of the six major holidays (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day or Christmas Day) and the employee works on said holiday, the employee shall receive one and one-half times their hourly rate of pay, for all hours worked, plus an additional eight (8) hours of compensatory time due.

Section 6.3 Eligibility:

To be eligible for holiday pay, an employee must have received at least forty (40) compensable hours during the pay period in which the holiday occurs.

Section 6.4 Holidays in Vacations:

If a holiday falls within an employee's scheduled vacation, such employee will be carried as "Holiday."

ARTICLE VII
Vacations

Section 7.1 Vacation Leave:

A. All bargaining unit employees, who have completed one year of service with Cook County, including service mentioned in Section 7.1(D), shall be granted vacation leave with pay for periods as follows:

Anniversary of Employment	Days of Vacation	Maximum Accumulation
1st thru 6th	10 working days	20 working days
7th thru 14th	15 working days	30 working days
15th or more	20 working days	40 working days

B. Accruals will be carried out in accordance with the bi-weekly payroll system. Employees must be in a pay status for five (5) days during each bi-weekly payroll period to accrue vacation time in that period.

C. Employees may use only such vacation leave as has been earned and accrued provided, however, that five (5) working days of initial vacation allowance may be allowed after the first six (6) months of service. The heads of the County offices, departments, or institutions may establish the time when the vacation shall be taken.

D. Any employee of the County of Cook who has rendered continuous service to the City of Chicago, the Chicago Park District, the Forest Preserve District, the Metropolitan Water Reclamation District of Greater Chicago and/or the Chicago Board of Education shall have the right to have the period of such service credited and counted for the purpose of computing the number of years of service as employees of the County for vacation credit only. All discharges and resignations not followed by reinstatement within one (1) year shall interrupt continuous service and shall result in the loss of all prior service credit. Credit for such prior service shall be established by filing, in the Office of the Comptroller of Cook County, a certificate of such prior service from such former place or places of employment.

E. In the event an employee has not taken vacation leave as provided, by reason of separation from service, the employee, or in the event of death, the employee's spouse or estate, shall be entitled to receive the employee's prevailing salary for such unused vacation periods.

F. In computing years of service for vacation leave, employees shall be credited with regular working time plus the time of duty disability.

G. Any Cook County employee who is a re-employed veteran shall be entitled to be credited with working time for each of the years absent due to military service. The veteran's years of service for purposes of accrual of vacation time in the year of return to employment with Cook County shall be the same as if employment had continued without interruption by military service.

H. Holidays recognized by the Board of Commissioners of Cook County are not counted as part of a vacation.

Section 7.2 Vacation Preference and Scheduling:
By December 20th of each calendar year, all vacation scheduling shall be completed and posted by the Employer.

Vacation picks and scheduling procedures in effect at the time of this Agreement shall remain in effect. Vacations shall be selected within each shift or unit of assignment by departmental seniority; if a transfer occurs after the vacation selection, the affected employee's vacation selection shall remain as originally chosen.

Section 7.3 Baby Furlough:
In addition to regularly scheduled vacations, employees covered by the terms of this Agreement shall be permitted to take a "baby furlough," which may consist of no more than five (5) working days off, by using accumulated paid leave time (i.e. single vacation days, comp time, holiday time, and personal days), but exclusive of sick leave. The Employer shall establish a 30-day calendar to reflect time off requests other than bidded vacation selections. The 30-day calendar will be used to enter all time off requests to be taken in the upcoming 30-day period. Requests shall be approved on a first come first serve basis, with same-day conflicting requests resolved by seniority, commencing at the beginning of the 30th day. The following calculations shall be followed when allowing time off requests to use accumulated paid leave time: Any Patrol district, shift, key/unit with six (6) or more bidded positions shall be allowed two (2) officers off per shift per day.

Officers shall be allowed to use accumulated paid leave time in 1-hour increments, but officers who schedule time off (and are approved) on the calendar in blocks of two (2) hours or less shall not be counted on the calendar for any reason, including the allowance of two (2) officers per shift.

ARTICLE VIII
Welfare Benefits

Section 8.1 Hospitalization Insurance:

A. The various hospitalization insurance plans which are in effect shall remain in effect for the duration of this Agreement (attached as Appendix C). An explanation booklet of the various health insurance plans shall be prepared and made available to the employees.

B. Employees who elect to enroll in the County's PPO health benefits plan shall contribute, in aggregate, by offset against wages, the amount of their base salary set forth in Appendix C as a contribution towards premiums. Employees who have elected to enroll in the County's HMO health benefits plan shall contribute in aggregate, by offset against wages, the amount of their base salary set forth in Appendix C as a contribution towards premiums. All rules and procedures governing the calculation and collection of such contributions shall be established by the County's Department of Risk Management, after consultation with the Union. All employee contributions for Health Insurance shall be made on a pre-tax basis.

The County may institute or continue a cost containment program (such as second opinion on elective surgery, out-patient surgery, weekend admission prohibition, etc.) so long as the health insurance coverage remains the same. The Union will be notified before any proposed change in hospitalization benefits are implemented and shall have the right to bargain over the impact of such changes.

All new employees covered by this Agreement shall be required to enroll in the County HMO plan of their choosing, such enrollment to be effective from the date of hire through the expiration of the fast full health plan year following such date of hire.

C. Children will be eligible for health insurance benefits in accordance with applicable state and federal law.

Section 8.2 Leave:

A. All employees covered by the terms of this Agreement shall be granted sick leave with pay at the rate of one (1) working day for each month of service. Accruals will be carried out in accordance with the bi-weekly payroll system. Employees must be in a pay status for five (5) days during each bi-weekly payroll period to accrue paid sick leave. Accrued sick leave will carry over if employees change offices or Departments within the County as long as there is no break in service longer than thirty (30) days.

B. Sick leave may be accumulated to equal, but at no time to exceed, one hundred seventy-five (175) working days (one thousand four hundred (1400) hours, calculated as eight (8) hour work days), at the rate of twelve (12) working days, or ninety-six (96) working hours, per year. Records of sick leave credit and use shall be maintained by each office, department, or institution. Severance of employment terminates all rights for the

compensation hereunder. The amount of leave accumulated at the time when any sick leave begins shall be available in full, and additional leave shall continue to accrue while an employee is using that already accumulated.

C. Sick leave may be used for illness, disability incidental to pregnancy, or non-job related injury to the employee; appointments with physicians, dentists, or other recognized practitioners; or for serious illness, disability or injury, in the immediate family of the employee. Sick leave shall not be used as additional vacation leave. Sick leave may be used as maternity or paternity leave by employees.

D. An employee who has been off duty for forty (40) consecutive work hours or more for any health reason may be required to undergo examination by the Employer's physician before returning to work, at the Employer's cost.

For health-related absences of less than forty (40) consecutive work hours, a doctor's statement or proof of illness will not be required except in individual instances where the Sheriff has sufficient reason to suspect that the individual did not have a valid health reason for the absence. If indicated by the nature of a health-related absence, examination by the Employer's physician may be required to make sure that the employee is physically fit to return to work.

E. If, in the opinion of the Sheriff or his designee, the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine his/her vacation, sick leave and personal days.

F. The employee may apply for disability under the rules and regulations established by the Retirement Board.

Section 8.3 Disability Benefits:
Employees incurring any occupational illness or injury will be covered by Workers' Compensation insurance benefit. Employees injured or sustaining occupational disease on duty, who are off work as result thereof shall be paid Total Temporary Disability Benefits pursuant to the Workers' Compensation Act. Duty Disability and ordinary disability benefits also will be paid to employees who are participants in the County Employee Pension Plan; Disability benefits will be reduced by any Worker's Compensation benefits received. Duty Disability benefits are paid to the employee by the Retirement Board when the employee is disabled while performing work duties. Benefits amount to seventy-five percent (75%) of the employee's salary at the time of injury and begin the day after the date the salary stops. Ordinary disability occurs when a person becomes disabled due to any cause other than injury on the job. An eligible employee who has applied for such disability compensation will be entitled to receive not less than fifty percent (50%) of salary.

The employee will not be required to use sick time and/or vacation time for any day of duty or ordinary disability. An employee returning from disability leave shall be returned to his/her original assignment.

Section 8.4 Life Insurance:
All employees shall be provided with life insurance in an amount equal to the employee's annual salary (rounded to the next one thousand dollars ($1,000) at no cost to the employee, with the

option to purchase additional insurance up to a maximum of the employee's annual salary. No life insurance shall be offered through the County's HMO plan.

Section 8.5 Pension Plan:
Pension benefits for employees covered by this Agreement shall be mandated under Chapter 1081/2 of the Illinois Revised Statues.

Section 8.6 Dental and Optical Benefits:
The County agrees to provide a dental and optical insurance plan to its employees. All employees shall be eligible to participate, at no cost to them, in the dental and optical plan in accordance with Appendix C.

Section 8.7 Bereavement Leave:

A. Excused leave with pay will be granted, up to three (3) days, to an employee for the funeral of a member of the employee's immediate family or household. For purposes of this Section, an employee's immediate family includes mother, father, (including in-laws) husband, wife, child (including step, foster, adopted), brothers, sisters, (including brother-in-law, sister-in-law) grandchildren, grandparents, or such persons who have reared the employee. Where death occurs and the funeral is to be held outside a one-hundred and fifty (150) mile radius from the Cook County Building, 118 North Clark Street, Chicago, Illinois, the employee shall be entitled to a maximum of forty hours pay;

   To qualify for pay as provided herein, the employee must present satisfactory proof of death, relationship to the deceased, and attendance at the funeral. Any additional time needed in the event of bereavement may be taken as emergency vacation. If an employee's vacation is interrupted by a death in the immediate family, bereavement pay as described herein shall be allowed, and such days will not be counted as vacation.

B. Leave requested to attend the funeral for someone other than a member of an employee's immediate family or household may be granted, but time so used shall be deducted from the accumulated vacation, personal leave, or compensatory time due of the employee making the request.

Section 8.8 Maternity/Paternity Leave:
Employees shall be granted maternity or paternity leaves of absence to cover periods of pregnancy and post-partum childcare. The length of such leave, in general, shall not exceed six (6) months, but may be renewed by the Sheriff or his designee.

Section 8.9 Family and Medical Leave:
Employees shall be granted family medical leave in accordance with the Family Medical Leave Act.

Section 8.10 Americans with Disabilities Act:
Whenever an employee (or the Union at the request of an employee) requests an accommodation under the Americans with Disabilities Act ("ADA"), or an accommodation of an employee is otherwise contemplated by the County, the County, the employee, and the Union will meet to discuss the matter.

It is the intent of the parties that any reasonable accommodations adopted by the County conform to the requirements of this Agreement where practicable. The County may take all reasonable steps necessary to comply with the ADA. Any such steps which might conflict with the terms of this Agreement shall be discussed with the Union prior to implementation. The parties shall cooperate in resolving potential conflicts between the County's obligation under the ADA and the rights of the Union. Neither party shall unreasonably withhold its consent to the reasonable accommodation of an employee.

Information obtained regarding the medical condition or history of an employee shall be treated in a confidential manner.

Nothing in this Section shall require the County to take any action which would violate the ADA or any other applicable statute.

Grievances filed in reference to this Section shall begin at Step 2 of the Grievance Procedure.

Section 8.11 Temporary Light Duty:
Officers may be returned to a full-time restricted duty position for a period of not more than six (6) months, so long as:

1. The employee's attending physician has provided a written prognosis of expected return to full duty within six (6) months; and

2. The employee's attending physician has provided a medical release indicating the employee's current restrictions; and

3. The employee presents the medical release to the Bureau of Human Resources; and

4. An assignment is available that is within the employee's restrictions.

Light duty positions shall be filled on a first come-first served basis, regardless of seniority, with notification of such assignment to the Union. If such positions are filled by other light duty officers, the Sheriff shall not be obligated to create any additional positions. A total of twelve (12) positions shall be available.

Section 8.12 Insurance Coverage on Layoff:
Employees on layoff status shall retain health and dental insurance coverage for a period of two (2) months following the month in which the effective date of the layoff occurs with the Employer paying the full premium, single or family plan as appropriate.

Section 8.13 Parental Leave:
All full-time Employees shall be eligible for paid time off as a result of the birth or adoption of a child ("Parental Leave") under the following conditions. To be eligible for Parental Leave an employee must apply for and be determined to be eligible for FMLA (Family and Medical Leave Act) leave. If an employee has FMLA coverage at the time he or she requests Parental Leave. and has utilized some or all of the allotted 480 hours of FMLA coverage, the employee will nevertheless be entitled to Parental Leave pursuant to all other provisions of this section and

provided that the employee submits an FMLA certification form to support the request for Parental Leave.

Eligible employees are entitled to receive the following Parental Leave:

- Up to four (4 weeks of Parental Leave to a birth mother to recover from a non-surgical delivery: or
- Up to six (6) weeks of Parental Leave to a birth mother to recover from a surgical delivery: or
- Up to two (2) weeks of Parental Leave for the birth of a child or children to a spouse or domestic partner or civil union partner: or
- Up to two (2) weeks of Parental Leave for the adoption of a child or children by the employee or the employee's spouse or domestic partner or civil union partner.

Parental Leave shall be administered in conjunction with the Family & Medical Leave Act and may be combined with other accrued paid time off such as vacation, personal, and or sick time to achieve the maximum amount of paid time off while taking FMLA leave. However, employees cannot use Parental Leave prior to the date of birth/adoption and must use Parental Leave in a continuous block of time beginning on the day of birth or adoption. An employee who qualifies for Parental Leave may be entitled to additional time off pursuant to the FMLA. Health insurance benefits for an employee receiving Parental Leave shall be maintained and administered under the same conditions as for an employee covered by FMLA.

Parental Leave shall be considered an alternative to Maternity or Paternity Leave under Section 10.4 and an employee who chooses Parental Leave will not be eligible for additional Maternity or Paternity Leave.

Section 8.14 Family Responsibility Leave:
Employees, except those who have applied for and been granted paid Parental Leave, shall be granted maternity or paternity leaves of absence to cover periods of pregnancy, post-partum child care, and adoption with regard to an employee or an employee's domestic partner or civil union partner. The length of such leave, in general, shall not exceed six (6) months, but may be renewed by the Department Head. In addition, an employee who has at least two (2) years of service and has a need to be absent from work to meet family responsibilities arising from the employee's role in his/her family or household may, upon request and for good cause shown, be granted a leave of absence for a period not to exceed a total of six (6) months (increasing up to one (1) year for those employees who have accrued personal leave entitling them to more time under current County policy) without pay. Eligible employees are entitled to up to twelve (12) work week's unpaid leave for Family and Medical Leave Policy. Insurance coverage shall be maintained only in accordance with the Family Medical Leave Act ("FMLA") leave, i.e., up to twelve (12) weeks and meeting FMLA standards.

ARTICLE IX
Additional Benefits

Section 9.1 Election Day:
An employee who is a registered voter will receive two (2) hours' time off (without pay) during his regular workday so that he/she may vote in any general election. An employee desiring to take such time off shall arrange the exact hours of intended absence with his/her supervisor at least two (2) work days prior to the election.

Section 9.2 Personal Days:
All employees shall be permitted thirty-two (32) hours off with pay each fiscal year. Employees may be permitted these thirty-two (32) hours off with pay for personal leave for such occurrences as observance of a religious holiday or for other personal reasons. If at the end of the fiscal year, any remaining time exists, the remaining time shall be carried over into the next fiscal year, but only up to a maximum of 11.99 hours.

Employees entitled to receive such leave, who enter Cook County employment during the fiscal year, shall be given credit for such personal leave at the rate of eight (8) hours for each full fiscal quarter in pay status; except that two (2) personal days, may be used for observance of religious holidays prior to accrual, to be paid back in the succeeding two (2) fiscal quarters.

Personal days may not be used consecutively unless approved by the Sheriff or his designee. Personal days off shall be scheduled in advance to be consistent with the operating necessities and the convenience of the employee, subject to Department Head approval.

In crediting personal time, the fiscal year shall be divided into the following fiscal quarters:

1st Quarter - December, January, February

2nd Quarter - March, April, May

3rd Quarter - June, July, August

4th Quarter - September, October, November

Severance of employment for just cause shall terminate all rights to accrued personal days.

Section 9.3 Uniform Allowance and Changes:
Effective fiscal year 1998, employees covered by the terms of this Agreement shall receive seven hundred fifty dollars ($750.00) uniform allowance per fiscal year. The uniform allowance shall be paid to the individual employees during the first pay period in December.

Effective upon ratification, officers shall receive a one-time $250 non-recurring uniform allowance to compensate for the increased cleaning necessary because of the COVID pandemic.

Any additional costs shall be paid for by the Employer, effective FY 1998 with no reduction in the uniform allowance provided to the employees.

Upon retirement, or separation from employment for other than just cause, the employee may be required to repay up to seventy-five per cent (75%) the uniform allowance, by dividing the allowance by twelve (12) months. If the employee has served in a pay status for a minimum of six (6) months of the fiscal year, no repayment shall be required.

All Sheriff's Police Officers shall be allowed to continue to display on their uniform sleeves any, and all, markings which depict an officer's seniority with the Sheriff's Police Department.

Section 9.4 Contract Copies Supplied:
The Employer agrees to maintain an electronic copy of this Agreement and make it accessible to all officers.

Section 9.5 Flexible Benefits Plan:
All employees shall be eligible to participate, at no cost to them, in a flexible benefits plan to be established by the County. Such plan shall include segregated IRS accounts for childcare and medical expenses.

Section 9.6 Maintenance of Benefits:
All economic benefits which are not set forth in this Agreement and are currently in effect shall continue and remain in effect until such time as the Employer shall notify the Union. The Employer shall meet and discuss such changes before they are finally implemented. Any change made without such notice and meeting(s) shall be considered temporary pending the completion of such discussions. The Union reserves the right to impact bargain over such changes, including the right to arbitrate over such changes.

ARTICLE X
Leaves Of Absence

Section 10.1 Regular Leave:
Leaves of absence without pay for employees shall be granted in compliance with the Rules and Regulations of the Employer and Cook County Sheriff's Merit Board.

Absence from County service on leave without pay for periods in excess of thirty (30) calendar days, all suspensions, time after layoffs for more than thirty (30) calendar days but less than one (1) year, all absences without leave shall be deducted in computing service and will effect a change in the anniversary date.

Section 10.2 Seniority on Leave:
An employee on an approved unpaid leave of absence shall retain seniority but shall not accrue pension benefits or additional seniority during such period (except as otherwise provided in the Cook County Pension Plan), if such leave is in excess of thirty (30) days; except that leaves granted under the Family Medical Leave Act shall be exempt and pension and seniority shall continue.

Section 10.3 Retention of Benefits:
An employee will not earn sick pay or vacation credits while on an unpaid leave of absence. An employee on an unpaid leave of absence except for maternity or paternity leave will be required to pay the cost of the insurance benefits provided in Article VIII in order to keep these benefits in full force and effect during the period of leave. Arrangements for payments of such costs through

normal deduction or otherwise must be made with the County Payroll Office prior to departure on the leave. For the failure to make such arrangements, the Employer may cancel insurance benefits, which will be reinstated upon the employee's return to work, subject to such waiting period and other rules and regulations as may be applicable to the insurance plan.

Section 10.4 Military Leave:
An eligible employee who requires leave from employment for purposes of military service shall be entitled to compensation, benefits, restoration rights, and other guarantees provided by applicable federal or state statute or Cook County Ordinance or Resolution as permitted by law.

If permitted by law, an employee who has at least six (6) months or more of continuous service and is a member of the Illinois National Guard or any of the Reserve Components of the Armed Forces of the United States, shall be entitled to leave of absence with full pay for limited service in field training, cruises and kindred recurring obligations. Such leave will normally be limited to eleven (11) working days in each year, if permitted by law.

Section 10.5 Veterans' Convention:
Any employee who is a delegate or alternate delegate to a National or State convention of a recognized veterans' organization may request a leave of absence for the purpose of attending said convention, providing, however, that any employee requesting a leave of absence with pay must meet the following conditions:

1. The employee must be a delegate or alternate delegate to the convention as established in the by-laws of the organization.

2. They must register with the credentials committee at the convention headquarters.

3. Their name must appear on the official delegate-alternate rolls that are filed at the State headquarters of their organization at the close of the convention.

4. They must have attended no other convention, with a leave of absence with pay, during the fiscal year.

5. The employee must produce, upon returning from the convention, a registration card signed by a proper official of the convention, indicating attendance.

Section 10.6 Approval of Leave:
A request for a leave, as defined in Sections 8.9, 10.1 or 10.4 of this Article must be approved by the Sheriff or his designee. The Sheriff or his designee may withhold approval for leave under Section 10.1, if, in his judgment, such absence from duty at the particular time requested would interfere with the conduct of the Employer's business. Approval of leaves of absence will not be unreasonably denied, providing that the reasons for the leave are in conformance with the existing policies or applicable laws regarding leaves of absence.

Section 10.7 Use of Benefit Time:
Except where required by law, each employee covered by this Agreement shall be required to use accumulated paid time off, including sick, vacation, compensatory, personal and floating holidays

prior to going to any unpaid leave, including leave pursuant to the Family and Medical Leave Act ("FMLA"). The form of paid leave used shall be at the discretion of the employee.

Section 10.8 Educational Leave:
Upon request, a leave of absence for a period not to exceed one (1) year may be granted to a full-time employee with at least two (2) years of service, if operational needs allow, in order that the employee may attend a recognized college, university, trade or technical school, or high school, provided that the course or instruction is logically related to the employee's employment opportunities with the Employer.

Section 10.9 Union Leave:
A leave of absence, not to exceed one (1) year without pay, will be granted to an employee who is elected, delegated or appointed to participate in duly authorized business of the Union which requires absence from the job.

Section 10.10 School Conference and Activity Leave:
The Employer must grant an employee leave of up to a total of eight (8) hours during any school year in increments of no less than one (1) hour, no more than four (4) hours of which may be taken on any given day, to attend school conference or classroom activities related to the employee's child in accordance with the School Visitation Rights Act 820 ILCS 147/1 et seq.

ARTICLE XI
Discipline

Section 11.1 Definition:
Discipline shall include the following:

1. Written reprimand
2. Suspension
3. Discharge

Counseling is not a disciplinary action and cannot be grieved.

At the Employer's option, employees may be eligible for "options granted" when serving suspension time. "Options granted" shall mean that employees may use accumulated vacation or compensatory time to fulfill some or all of their suspensions. All suspensions shall be based upon hours.

PROCEDURE

Written Reprimands and Suspensions of twenty-nine (29) days or less:

Any written reprimand or suspension imposed by the Employer on an Employee up to an including twenty-nine (29) days, may be appealed at all steps of the grievance procedure or the Sheriffs appeal procedure, but not both remedies. If the employee grieves a written reprimand or suspension of twenty-nine (29) days or less, the

resulting discipline will not be imposed until the Step 3 grievance response is issued.

Suspensions in excess of twenty-nine (29) days:

Suspensions in excess of twenty-nine (29) days shall be adjudicated by Impartial Arbitration, but not subject to Steps 1 and 2 of the grievance procedure. Upon service of discipline to the Employee, the Employer shall also notify the Union of the suspension. Arbitrations shall be scheduled and date confirmed within sixty (60) calendar days from the date that the Union is served with the discipline. If the Arbitration is not scheduled within sixty (60) days or does not occur due to cancellation by the Union, the Sheriff may impose the discipline prior to the Arbitration taking place, otherwise discipline will not be imposed until the Arbitration Award is issued.

Demotions and Terminations:

Prior to the ratification of this agreement, recommended discipline that included demotions and/or terminations that impact merit rank was not subject to the grievance and arbitration procedures, but rather were matters within the exclusive jurisdiction of the Cook County Sheriffs Merit Board.

After the ratification of this agreement, demotions and terminations shall be adjudicated by Impartial Arbitration, but not subject to Steps 1 and 2 of the grievance procedure. The Employer shall serve the Employee with a recommendation of demotion or termination and shall also notify the Union of the recommendation. The Employer, Employee and Union will meet to review the recommendation and attempt to reach an agreement or settlement. Should the parties be unable to reach agreement, the Employer and Union representative shall identify the Arbitrator to hear the case. Arbitrations shall be scheduled, and date confirmed within sixty (60) calendar days from the date that the Union is served with the recommendation. If the selected Arbitrator is unavailable, the parties will select another Arbitrator who can schedule the hearing within the stated time period regardless of the date of the hearing.

GENERAL PROCEDURE

In the event that the matter proceeds to Arbitration, the Employer and the Union shall agree to a list of 7 arbitrators who will as a condition of being on the permanent panel agree to schedule the hearing within thirty (30) calendar days of the notification of selection. As a further condition of being placed on the permanent panel, the arbitrator will agree to issue a decision within thirty (30) calendar days of the date of the hearing. Upon written request of either party, discovery information shall be provided (and compelled by the Arbitrator, if necessary) not later than fifteen (15) days prior to the arbitration.

The parties may mutually agree to waive post hearing briefs to expedite the decision by the Arbitrator. The decision of the Arbitrator shall be binding.

Expenses for the Arbitrator's services and the expenses which are common to both parties to the arbitration shall be borne equally by the County and the Union.

Each party to an arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

The Arbitrator, in his/her opinion shall not amend, modify, nullify, ignore or add to the provisions of this Agreement. The issue or issue to be decided will be limited to those presented to the Arbitrator, in writing by the Employer and the Union. His/her decision must be based solely on the interpretation of the meaning or application of the express relevant language of the Agreement. In issuing his/her decision, the Arbitrator shall be bound by the precedential rulings of the Cook County Sheriffs Merit Board.

All hearings will be held as close to the grievant's work site as practicable. The Employer will upon reasonable notice from the Union, release from duty any employees requested by the Union as representatives or witnesses.

There will be no requirement that a stenographic recording of the proceedings unless otherwise agreed. The parties agree that the Arbitration forum for suspensions, demotions and terminations arbitrated under this provision shall not be challenged as it relates to the jurisdiction of the Cook County Sheriffs Merit Board. The Union and Employer agree that an Arbitrator's finding that a suspension be imposed, or any other relief so found, shall be served by the employee.

Section 11.2 Time Limits:
All internal investigations conducted by the Cook County Sheriff's Police shall be conducted and completed within a reasonable period of time after receipt of the complaint. If the officer is being ordered to attend an investigatory interview, the order and notice of charges shall be given in compliance with 50 ILCS 725/1, et seq., and officers will be given a reasonable time to arrange for representation at the interview. Officers will be accorded their Garrity rights in any investigatory interview.

All formal investigations conducted by the Office of Professional Review (OPR) on behalf of the Employer will be completed within eighteen (18) months from the later of: (A) the date that the incident arose if known by both parties; or (B) the date the incident is stamped as received by management in the office of the OPR if the date the incident arose is not reasonably known by both parties. This 18-month time period does not pertain to investigations where there are allegations of criminal activity or instances of actual or threatened civil litigation. The parties acknowledge and agree that the provisions of this paragraph are inapplicable to a separate investigation with a different case assignment number that may involve facts that arose during a separate investigation unless the OPR investigation is timely completed, the Officer shall not be subject to discipline in the absence of a mutually agreed upon extension of time. The Union will be reasonable when considering these requests when, for example, the Officer is away from work for an extended period of time during the 18-month period. For purposes of this section, the 18-month timeframe shall begin for any OPR investigation where the date that the incident arose or

the date that the incident is stamped (as set forth in (A) and (B) above) is on or after the date of Ratification of the parties' CBA and moving forward.

At the written request of the affected officer, any investigations which result in findings of "exonerated" or "unfounded" or similar dismissal shall be purged from the affected officer's personnel file within twelve (12) months from such action.

Section 11.3 Disciplinary Rights:
The Employer shall not take any disciplinary action against an employee without just cause. Employees will be disciplined and be entitled to representation consistent with the Bill of Rights, 50 ILCS 725/1 et seq. The Union and the Employer agree that discipline should be timely, progressive, and corrective, accompanied by counseling when appropriate. It is understood that employees are subject to the General Orders, Rules and Regulations of the Department. Random testing under the Sheriff's Drug Free Workplace Policy shall not be subject to the provisions of 50 ILCS 725/1 et seq.

The Joint Employers and the Union agree to the provisions of the Sheriff's Drug Free Workplace General Order, attached herein and made a part of this labor agreement, as Appendix E. No other drug policy may be substituted without discussion between the parties.

Except as provided in the Bill of Rights, anyone filing a complaint against a sworn police officer must have the complaint supported by a sworn affidavit.

Section 11.4 Disciplinary Documents:
Written reprimands will be removed from an employee's disciplinary record if the employee is free from the same or similar offense for eighteen (18) consecutive months. Reprimands shall not be expunged from the Sheriff's records, but removal of these documents from the disciplinary record shall serve to credit an officer for correcting minor rule offenses and to denote the time which has elapsed since such reprimands were imposed. Once such reprimands are removed from the disciplinary file, these reprimands will not be taken into consideration in determining the future level of any discipline to be administered.

Although suspensions shall not be expunged from an employee's record despite the passage of time, the time which has elapsed since such disciplined was imposed as well as any subsequent discipline will be taken into consideration in determining the current level of discipline to be administered.

Section 11.5 Polygraph:
Except as provided in the Bill of Rights, in the course of any interrogation no officer shall be required to submit to a polygraph test, except with the officer's express written consent. Refusal to submit to such a test shall not result in any disciplinary action nor shall such refusal be made part of his or her record.

Section 11.6 Cook County Sheriff's Merit Board:
It is understood that employees are subject to the Rules and Regulations of the Cook County Sheriff's Merit Board with the following exception.

Any disciplinary recommendations that include suspension, termination and/or demotion shall not be referred to the Merit Board for hearing. Recommendations that include suspensions, termination and/or demotion may only be appealed through the grievance procedure in this Agreement.

Section 11.7 Credentials and Identification:
During the time the Officer is on a duty related injury leave he/she shall retain all seniority and benefits, to include, but not limited to their credentials and badge; however, the Sheriff retains the right to recall credentials for just cause, and officers shall surrender their credentials and badge if they are absent from work for more than 180 days (six months).

Section 11.8 De-Deputization:
An investigation by the Office of Professional Review (OPR) that results in the de-deputization of an employee may be challenged by the Union and presented in arbitration on an expedited basis within thirty (30) calendar days of the de-deputizaton.

The Employer shall provide identification in a timely manner to a Sheriff's Police Officer who is de-deputized and temporarily reassigned from his/her normal work duties to perform administrative work as the result of a pending investigation of the Officer by the Employer.

The arbitrator's review and decision in cases where a de-deputization is challenged by the Union will only concern whether the de-deputization was justified. Should the Union's challenge be successful and barring the filing of criminal of charges against an employee, the employee will then be re-deputized.

A panel of arbitrators will be selected by the Union and the Employer to review challenges to a de-deputization by the Employer based upon the panels participants' agreement to the conditions and procedures agreed to by the parties, and to a thirty (30) calendar day time period in which to render a decision regarding the Union's challenge.

ARTICLE XII
Grievance Procedure

Section 12.1 Policy:
The provisions of this Article supplement and modify the provisions of the Employer's Grievance Procedure applicable to all employees.

Section 12.2 Definition:
A grievance is a difference between an employee or the Union and the Employer with respect to the interpretation or application of, or compliance with, the agreed upon provisions of the Agreement, the Employer's Rules and Regulations or disciplinary actions. Suspensions, written reprimands, terminations, and demotions may be arbitrated as outline in Section 11.1 of this Agreement.

The Union will send copies of grievances appealed at Step Three to the County's designee, but Section 16.2 does not apply to these notices. It is recognized that because a joint employer relationship exists in this Agreement certain grievances are appropriately answered by the Sheriff and others by County Administration, depending on the subject of the grievance.

It is understood that the hiring and promotion of employees are not subject to the Grievance Procedure.

Section 12.3 Transfer Grievance:
The parties agree that transfer grievances shall begin at Step Two of the procedure. The burden of proof is on the grievant.

(1) Except in the case of an Employer Rights transfer, as described in Section 2.1(I) above, any unsuccessful applicant to fill a vacancy may grieve the decision on the bases that the Employer failed to properly apply the standards set forth above in Section 4.8(C)(2).

(2) An applicant to fill an Employer Rights vacancy, as described in Section 2.1(I) above, may file a grievance on the bases that the transfer was made to reward an employee for activities unrelated to that employee's job, or that it was made as a form of discipline.

Section 12.4 Grievance Procedure Steps:
Grievances must be submitted on an approved Grievance Form, (attached herein as Appendix "D"). Grievances may be submitted by email or personal service. The steps and time limits (shown as calendar days) as provided in the Grievance Procedure are as follows:

Step	Time Limit	To Whom Submitted	Time for Meeting and Response
1	30	1st Deputy or Designee/Director, Bureau of Human Resources/Designee	10
2	10	Chief or Designee/Director, Bureau of Human Resources/Designee	10
3	30	Impartial Third Party	

At each Step of the Grievance Process the Employer must issue a written response within the required time limit. If the answer is satisfactory or if the employee or the Union fails to advance the grievance within the required time limit after the answer is issued or due, the grievance procedure is concluded.

Section 12.5 Representation:
Only the aggrieved employee(s) and/or the Union may present grievances. Employees may take up grievances through Steps one and two. If an employee takes up a grievance without Union representation, any resolution of the grievance shall be consistent with this Agreement and the Union representative shall have the right to be present at such resolution meetings. A grievance relating to all or a substantial number of employees or to the Union's own interests or rights with the Employer may be initiated at Step two by the Union representative.

The Union will inform the Employer in writing of the names of the Stewards and shall notify the Employer of any changes. Upon obtaining approval from their supervisor, which shall not be unreasonably denied, the grievant and/or Union grievance representative(s) will be permitted reasonable time off without loss of pay during their work hours to investigate and process grievances, provided that the operations of the department are not adversely affected. In all cases the primary mission of the department shall be controlling.

The Employer may, but is not required to, conduct an investigatory meeting with the employee who is the subject of the investigation. If an investigatory meeting is conducted, any employee who is the subject of the investigation or reasonably believes that he/she may receive disciplinary action as a result of such meeting, shall be entitled to Union representation upon request.

Section 12.6 Time Limits:
The initial time limit for presenting a grievance shall be thirty (30) days. Time limits may be extended by mutual agreement in writing between the employee and/or the Union and the Employer.

Section 12.7 Informal Discussion with Immediate Supervisor:
Before proceeding to the formal grievance procedure, an employee may discuss his/her grievance with their immediate supervisor in private and attempt to resolve the matter. The employee may have a Union representative present at such meetings. If the employee and the supervisor cannot resolve the grievance the employee may choose to reduce the grievance to writing and submit the grievance to the formal procedure below.

Discussion with the immediate supervisor does not suspend time limits for submission of the grievance to the first step of the grievance process.

Section 12.8 Union Representatives:
Duly authorized representatives of the Union will be permitted, at reasonable times, to enter the appropriate County facility for purposes of handling grievances or observing conditions under which employees are working. These Union representatives will be identified to the Sheriff or his designee in a manner suitable to the Employer and on each occasion will first secure the approval of the Sheriff or his designee to enter and conduct their business so as not to interfere with the operation of the Employer. The Union will not abuse this privilege, and such right of entry shall at all-time be subject to general Sheriff's Department rules applicable to non-employees. Said approval shall not be denied arbitrarily or capriciously or without cause.

Section 12.9 Discovery:
Upon written request by the employee, or his authorized representative, the Employer shall provide discovery information requested as soon as possible but not later than five (5) days prior to the Step Two grievance meeting. The Union may choose to delay the Step One grievance meeting if it determines it needs discovery information regarding the grievance.

Section 12.10 Impartial Arbitration Procedure:
Only the Union may request arbitration under this Agreement. If the Union is not satisfied with the Step Two answer or answer of the Chief of Police in cases of discipline, it shall within thirty (30) days after receipt of the Step Two answer submit in writing to the Employer notice that the

grievance is to enter impartial arbitration. The parties will select an arbitrator from a permanent panel of arbitrators agreed upon by both parties. The Union and the Employer will make arrangements with the Arbitrator to hear and decide the grievance without unreasonable delay subject to the general orders, rules and regulations of the Department. The decision of the Arbitrator shall be binding. Expenses for the arbitrator's services and the expenses which are common to both parties shall be borne equally by the County and the Union. Each party to an arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

The Arbitrator, in issuing his/her opinion, shall not amend, modify, nullify, ignore or add to the provisions of this Agreement. The issue or issues to be decided shall be limited to those presented to the Arbitrator in writing by the Employer and the Union. The Arbitrator's decision must be based solely upon his interpretation of the meaning or application of the express relevant language of the Agreement.

The Union and the Employer agree to meet within thirty (30) days after the effective date of this Agreement for the purposes of selecting a permanent panel of seven (7) arbitrators. Either party shall have the authority to strike an arbitrator from the permanent panel at any time. The struck arbitrator will proceed on the cases currently assigned but will not receive any new case assignments. In the event that an arbitrator is struck from the panel, the parties shall meet as soon as possible to choose a mutually agreed upon replacement. Nothing herein shall prevent the parties, by mutual agreement, from selecting an arbitrator from outside the panel in accordance with the above procedure.

If the arbitration date is postponed, the party (Union or Employer) responsible for the postponement shall also be responsible for the Arbitrator's charges in connection with the postponement. In the event the grievance is resolved, the parties shall split the Arbitrator's cancellation fee.

Section 12.11 Expedited Arbitration:
The parties may mutually agree that a grievance shall be submitted to expedited arbitration. If the parties agree to expedited arbitration, the following provisions of this paragraph shall apply. Immediately upon notification of the designated arbitrator, the parties shall arrange a place and date to conduct a hearing within a period of no more than thirty (30) calendar days, unless the parties agree to a longer period. If the designated arbitrator is not available to conduct a hearing within the thirty (30) calendar days and the parties do not otherwise agree to a longer period, the next panel member in rotation shall be notified until an available arbitrator is obtained. Nothing herein precludes multiple cases being heard on the same day before the same arbitrator.

The hearing shall be conducted under the following procedures:

a. the hearing shall be informal;

b. no briefs shall be filed or transcripts made;

c. there shall be no formal rules of evidence; however, the arbitrator shall only rely on credible relevant evidence;

d. the hearing shall normally be completed within one (1) day;

e. the arbitrator may issue a bench decision at the hearing, but in any event shall render a decision within seven (7) calendar days after the conclusion of the hearing. Such decision shall be based on the evidence before the arbitrator and shall include a brief written explanation of the basis for such conclusion. Any arbitrator who issues a bench decision shall furnish a written copy of the award to the parties within seven (7) calendar days of the close of the hearing.

The decision of the arbitrator shall be final and binding, except that it shall not be regarded as precedent or cited in any future proceeding.

The parties further agree to increase the number of arbitrators on the panel to twelve (12).

The parties shall develop a process by which the procedure shall function as provided herein no later than sixty (60) days after the date of ratification.

ARTICLE XIII
Continuity of Operation

Section 13.1 No Strike:
The Union will not cause or permit its members to cause, and will not sanction in any way, any work stoppage, strike, picketing or slowdown of any kind or for any reason, or the honoring of any picket line or other curtailment, restriction or interference with any of the Employer's functions or operations; and no employee will participate in any such activities during the term of this Agreement or any extension thereof.

Section 13.2 Union Responsibility:
Should any activity prescribed in Section 13.1 of this Article occur, which the Union has not sanctioned, the Union shall immediately:

(a) publicly disavow such action by the employees or other persons involved;

(b) advise the Employer in writing that such action has not been caused or sanctioned by the Union;

(c) notify the employees stating that the Union disapproves of such action and instructing all employees to cease such action and return to work immediately;

(d) take such other steps as are reasonably appropriate to bring about observance of the provisions of this Article, including compliance with reasonable requests of the Employer to accomplish this end.

Section 13.3 Discharge of Violators:
The Employer shall have the right to discharge or otherwise discipline any or all employees who violate any of the provisions of this Article. In such event, the employee or employees, or the Union on their behalf, shall have no recourse to the grievance procedure, except for the sole purpose of determining whether an employee or employees participated in the action prohibited by this Article. If it is determined that an employee did so participate, the disciplinary action taken by the Employer may not be disturbed.

Section 13.4 No Lock-Out:
The Employer agrees that it will not lock out its employees during the term of this Agreement or any extension thereof.

Section 13.5 Preservation of Rights:
In the event of any violation of this Article by the Union or the Employer, the offended party may pursue any legal or equitable remedy otherwise available, and it will not be a condition precedent to the pursuit of any judicial remedy that any grievance procedure provided in this Agreement be first exhausted.

ARTICLE XIV
Training and Education

Section 14.1 Tuition Reimbursement:
The Employer encourages employees to continue their education and acquire new skills through a program sponsored in conjunction with the City Colleges of Chicago and the Suburban Community Colleges. Employees making application for specific courses shall follow the Cook County Tuition Reimbursement Policy, which shall remain in effect during the term of this Agreement.

Employees making application for specific courses shall follow the Cook County Tuition Reimbursement Policy. It is understood that employees eligible for other forms of assistance may also qualify for tuition reimbursement in some form, after review by the Bureau of Human Resources.

Section 14.2 Available Training:
All courses and training programs presently available through the County, as described above, will be posted on all bulletin boards where notices to employees are normally posted. These postings will be for a period of five (5) working days during the period when each course or programs is open for application.

Section 14.3 Courses and Conferences:
The employer shall pay for all reasonable costs related to attendance at courses or conferences where an employee is required to attend at the request of the employer.

ARTICLE XV
Miscellaneous

Section 15.1 No Discrimination:
No employee shall be discriminated against on the basis of race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, political affiliation, and/or beliefs or activity or non-activity on behalf of the Union.

The Employer and the Union acknowledge that the County of Cook has adopted and implemented a Human Rights Ordinance which will be complied with.

Any transfer of a Union officer or bargaining unit member cannot be based upon their protected union activity under this Agreement or under the law.

Any dispute concerning the application of this section shall be processed through the appropriate federal or state agency or court rather than through the grievance and arbitration procedure set forth in this Agreement.

Section 15.2 Health and Safety:
The Employer will continue to make reasonable provisions for the health and safety of its employees during their hours of employment. The Employer also appreciates suggestions from employees concerning health and safety matters and will meet periodically with the Union to discuss same. In furtherance of this sentiment, the Union and the Employer will establish a Safety Committee which will meet as needed. Officers assigned to the Safety Committee, if they attend meetings scheduled during their working hours, will be released without loss of pay to attend the meeting. This committee will also discuss the implementation and use of technological equipment (e.g., body-worn cameras, recording devices, etc.).

Section 15.3 Bulletin Boards:
The Employer will make bulletin boards available for the use by the Union in non-public locations at all work sites. The Union will be permitted to post on these bulletin boards notices of a routine, non-controversial nature. All other postings shall be subject to the approval of the Sheriff/Designee. Such approval shall not be unreasonably denied or delayed.

Section 15.4 Partial Invalidity:
In the event any of the provisions of this Agreement shall be or become invalid or unenforceable by reason of any Federal or State law now existing or hereinafter enacted, such invalidity or unenforceability shall not affect the remainder of the provisions hereof. The parties agree to meet and adopt revised provisions which would be in conformity with the law.

Section 15.5 Sub-Contracting:
It is the general policy of the Employer to continue to utilize its employees to perform work they are qualified to perform. The Employer may, however, subcontract where circumstances warrant, for example for reasons of efficiency or economy.

The Employer will advise the Union at least three (3) months in advance when such changes are contemplated, and will discuss such contemplated changes with the Union, pursuant to the Illinois Public Labor Relations Act of 1984. The Employer will work with the Union in making every reasonable effort to place adversely affected employees into other bargaining unit positions.

Section 15.6 Credit Union:
After approval by the County Board, the County shall deduct from the wages of the employees who so authorize, and remit payments to the Credit Union.

Section 15.7 Personnel Files:
Upon written request to the Department Personnel Office, an employee, or his Union Representative (with written authorization from the affected employee) may inspect his/her personnel file at any time mutually acceptable to the employee and Employer. Copies of materials in an employee's personnel file shall be provided to the employee upon request. An employee may file a written rejoinder, to be placed in his/her personnel file, concerning any matter in the file.

The employer agrees to comply with provisions set forth in 820 ILCS 40, as amended.

Section 15.8 Secondary Employment Permitted:
It is understood that employment with the Cook County Sheriff is the Employee's primary job. In all instances the employee will operate within the guidelines of the department General Order, where the employee is assigned, regarding secondary employment. Employees working in the capacity of law enforcement officer, security guard or investigatory shall furnish proof of the secondary employer's indemnification/liability insurance. Employees engaged in secondary employment shall be allowed to work unlimited hours as long as these hours do not affect the employee's ability to perform his assignments with the employer. Police Officer's secondary employment shall not be terminated without just cause.

A request for secondary employment shall be automatically approved. The Police Officer shall be required to notify the Department Head/Designee in writing, including the location and phone number of the business in which the Police Officer shall be working Secondary Employment. Under the following circumstances, Secondary Employment may be denied where the primary business is the sale of intoxicating liquor or gambling and:

1. The employment includes serving as a bartender and/or dispensing intoxicating liquor;

2. The employment includes serving as a cocktail waiter/waitress; and

3. The Sheriff's Office deems that the employment will bring discredit upon the Department;

4. The employment is security related and prior permission is not granted and the employee has not completed the supplemental liability insurance form.

Police Officers who are placed on Administrative Leave without pay shall be allowed to find and work secondary employment without approval from the Cook County Sheriff's Office. Such work shall not be related to law enforcement, security or investigative work or any work requiring indemnity or proof of insurance as delineated above and may not in any way rely on their ability to carry a firearm under the Cook County Sheriff's Authority or rely on any training that the Cook County Sheriff has provided.

In all instances, the Employer has seven (7) days to review a request for Secondary Employment, and upon the passing of seven (7) days, unless denied, such request will be deemed automatically approved. Requests shall not be unreasonably denied.

Section 15.9 Residency:
The parties agree that they will both agree to abide by the outcome of the litigation currently pending before the Illinois Public Labor Relations Board.

Section 15.10 Retirement Star and Identification:
All Officers who retire from the Cook County Sheriff's department with fifteen (15) years of service shall receive a retirement star and retirement identification card indicating the officer retired as a police officer, within (60) sixty days of retirement.

The parties agree to provide to any Officer who retires from the Cook County Sheriff's department after completing fifteen (15) years of service a retirement identification card that shall be given to

the retiree within sixty (60) days of the date of retirement. In the event that the retiree's retirement star is lost or stolen the replacement cost shall be $150.00 for the replacement retirement star.

The issuance of an employee's retirement credentials will not be delayed due to pending discipline (except Merit Board discipline) and the employee will be given his retirement star and identification card within 60 days upon the submission by the employee to the employer of the employee's retirement notice. The employee must have 15 years of service with the Sheriff's department and be otherwise in good standing.

Retirement Stars and Identification cards may be revoked upon criminal conviction or any other State/Federal law that would prohibit such credentials.

Section 15.11 Personnel Rule Changes:
When the Employer is considering modifications in its policies, productivity standards, general orders, rules, or regulations, it shall notify the Union at least twenty-one (21) calendar days prior to any modification and shall discuss such contemplated changes with a designated Union representative, pursuant to the provisions of the Illinois Public Labor Relations Act.

Section 15.12 Direct Deposit:
The County will continue the direct deposit program to the financial institution(s) of the employee's choice. The receiving financial institutions must be capable of receiving deposits.

Section 15.13 Printing of Contracts:
The Union will have this Agreement printed in booklet form and will distribute them to bargaining unit employees.

ARTICLE XVI
Duration

Section 16.1 Term:
This Agreement shall become effective on December 1, 2020 and shall remain in effect through November 30, 2024. It shall automatically renew itself from year to year thereafter unless either party shall give written notice to the other party not less than one hundred and twenty (120) calendar days prior to the expiration date, or any anniversary thereof, that it desires to modify this Agreement.

In the event such written notice is given by either party, this Agreement shall continue to remain in effect after the expiration date until a new Agreement has been reached.

Section 16.2 Notice:
Notice pursuant to section 16.1 above under this Agreement shall be given by registered or certified mail. If given by the Union, then such notice shall be addressed to the following individuals:

1. President Board of Commissioners of Cook County
   118 North Clark Street - Room 500
   Chicago, IL 60602

2. Sheriff of Cook County
Daley Center Room 704
Chicago, IL 60602

3. Chief, Bureau of Human Resources
118 N. Clark Street- Room 537
Chicago, IL 60602

If given by the County to the Union, then such notice shall be addressed to:

Illinois FOP Labor Council
5600 S Wolf Road
Western Springs, IL 60558

Any other notifications to the Sheriff, the County or the Union as required under this Agreement may be made by email to agents designated for receipt of such notifications.

Either party may, by like written notice, change the address to which notice to it shall be given.

[SIGNATURE PAGE FOLLOWS]

Signed and entered into this _____ day of _____, 2022.

COUNTY OF COOK/SHERIFF OF COOK COUNTY:

By: _____
TONI PRECKWINKLE
President - Cook County Board of Commissioners

By: _____
THOMAS DART
Sheriff of Cook County

Attest: _____
KAREN A. YARBROUGH
Cook County Clerk

UNION: ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL,

_____

_____

_____

_____

_____

APPROVED
BY THE BOARD OF COOK COUNTY COMMISSIONERS

JUN 16 2022

COM _____

APPENDIX A

PAY SCALES

Effective May 31, 2021

SCHEDULE I
BUREAU OF HUMAN RESOURCES
FRATERNAL ORDER OF POLICE

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	After 2 Years At 4th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 12 Years Service	After 1 Year at 3rd Longevity Rate & 15 Years Service	After 1 Year at 4th Longevity Rate & 20 Years Service	After 1 Year at 5th Longevity Rate & 25 Years Service
							5th Step	6th Step	7th Step	8th Step	9th Step	10th Step
9	Hourly	15.934	16.292	17.085	17.908	18.734	20.069	20.519	20.723	20.980	21.933	23.030
	Bi-Weekly	1,274.72	1,303.36	1,366.80	1,432.64	1,498.72	1,605.52	1,641.52	1,657.84	1,678.40	1,754.64	1,842.37
	Annual	33,142	33,887	35,536	37,248	38,966	41,743	42,679	43,103	43,638	45,620	47,901
10	Hourly	17.068	17.865	18.706	19.612	20.553	21.515	21.999	22.220	22.490	23.514	24.690
	Bi-Weekly	1,365.44	1,429.20	1,496.48	1,568.96	1,644.24	1,721.20	1,759.92	1,777.60	1,799.20	1,881.12	1,975.18
	Annual	35,501	37,159	38,908	40,792	42,750	44,751	45,757	46,217	46,779	48,909	51,354
11	Hourly	18.311	19.156	20.067	21.005	22.043	23.159	23.682	23.920	24.214	25.312	26.578
	Bi-Weekly	1,464.88	1,532.48	1,605.36	1,680.40	1,763.44	1,852.72	1,894.56	1,913.60	1,937.12	2,024.96	2,126.21
	Annual	38,086	39,844	41,739	43,690	45,849	48,170	49,258	49,753	50,365	52,648	55,280
12	Hourly	19.612	20.553	21.515	22.553	23.710	24.809	25.366	25.620	25.940	27.114	28.470
	Bi-Weekly	1,568.96	1,644.24	1,721.20	1,804.24	1,896.80	1,984.72	2,029.28	2,049.60	2,075.20	2,169.12	2,277.58
	Annual	40,792	42,750	44,751	46,910	49,316	51,602	52,761	53,289	53,955	56,397	59,217
13	Hourly	21.005	22.043	23.161	24.278	25.378	26.648	27.247	27.520	27.861	29.124	30.580
	Bi-Weekly	1,680.40	1,763.44	1,852.88	1,942.24	2,030.24	2,131.84	2,179.76	2,201.60	2,228.88	2,329.92	2,446.42
	Annual	43,690	45,849	48,174	50,498	52,786	55,427	56,673	57,241	57,950	60,577	63,606
14	Hourly	22.553	23.710	24.808	26.061	27.296	28.582	29.234	29.527	29.892	31.249	32.811
	Bi-Weekly	1,804.24	1,896.80	1,984.64	2,084.88	2,183.68	2,287.36	2,338.72	2,362.16	2,391.36	2,499.92	2,624.92
	Annual	46,910	49,316	51,600	54,206	56,775	59,471	60,806	61,416	62,175	64,997	68,247
15	Hourly	24.278	25.378	26.649	27.967	29.374	30.755	31.447	31.762	32.153	33.610	35.291
	Bi-Weekly	1,942.24	2,030.24	2,131.92	2,237.36	2,349.92	2,460.40	2,515.76	2,540.96	2,572.24	2,688.80	2,823.24
	Annual	50,498	52,786	55,429	58,171	61,097	63,970	65,409	66,064	66,878	69,908	73,403
16	Hourly	26.061	27.296	28.592	29.958	31.403	32.859	33.599	33.934	34.357	35.913	37.709
	Bi-Weekly	2,084.88	2,183.68	2,287.36	2,396.64	2,512.24	2,628.72	2,687.92	2,714.72	2,748.56	2,873.04	3,016.69
	Annual	54,206	56,775	59,471	62,312	65,318	68,346	69,885	70,582	71,462	74,699	78,434
17	Hourly	27.967	29.374	30.755	32.186	33.776	35.447	36.245	36.608	37.059	38.741	40.678
	Bi-Weekly	2,237.36	2,349.92	2,460.40	2,574.88	2,702.08	2,835.76	2,899.60	2,928.64	2,964.72	3,099.28	3,254.24
	Annual	58,171	61,097	63,970	66,946	70,254	73,729	75,389	76,144	77,082	80,581	84,610
18	Hourly	29.958	31.403	32.859	34.493	36.084	37.865	38.718	39.106	39.587	41.384	43.453
	Bi-Weekly	2,396.64	2,512.24	2,628.72	2,759.44	2,886.72	3,029.20	3,097.44	3,128.48	3,166.96	3,310.72	3,476.26
	Annual	62,312	65,318	68,346	71,745	75,054	78,759	80,533	81,340	82,340	86,078	90,382
19	Hourly	32.859	34.493	36.084	37.864	39.655	41.556	42.491	42.917	43.447	45.418	47.689
	Bi-Weekly	2,628.72	2,759.44	2,886.72	3,029.12	3,172.40	3,324.48	3,399.28	3,433.36	3,475.76	3,633.44	3,815.11
	Annual	68,346	71,745	75,054	78,757	82,482	86,436	88,381	89,267	90,369	94,469	99,192
20	Hourly	36.084	37.864	39.655	41.555	43.517	45.641	46.670	47.135	47.718	49.882	52,376
	Bi-Weekly	2,886.72	3,029.12	3,172.40	3,324.40	3,481.36	3,651.28	3,733.60	3,770.80	3,817.44	3,990.56	4,190.09
	Annual	75,054	78,757	82,482	86,434	90,515	94,933	97,073	98,040	99,253	103,754	108,942
21	Hourly	39.655	41.555	43.517	45.642	47.807	50.134	51.260	51.774	52.416	54.790	57.530
	Bi-Weekly	3,172.40	3,324.40	3,481.36	3,651.36	3,824.56	4,010.72	4,100.80	4,141.92	4,193.28	4,383.20	4,602.36
	Annual	82,482	86,434	90,515	94,935	99,438	104,278	106,620	107,689	109,025	113,963	119,661
22	Hourly	43.517	45.642	47.807	50.133	52.464	54.990	56.229	56.791	57.495	60.100	63.105
	Bi-Weekly	3,481.36	3,651.36	3,824.56	4,010.64	4,197.12	4,399.20	4,498.32	4,543.28	4,599.60	4,808.00	5,048.40
	Annual	90,515	94,935	99,438	104,276	109,125	114,379	116,956	118,125	119,589	125,008	131,258

Effective June 1, 2021

SCHEDULE I
BUREAU OF HUMAN RESOURCES
FRATERNAL ORDER OF POLICE

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	After 2 Years At 4th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 12 Years Service	After 1 Year at 3rd Longevity Rate & 15 Years Service	After 1 Year at 4th Longevity Rate & 20 Years Service	After 1 Year at 5th Longevity Rate & 25 Years Service
		5th Step	6th Step	7th Step	8th Step	9th Step	10th Step					
9	Hourly	16.173	16.536	17.341	18.177	19.015	20.370	20.827	21.034	21.295	22.262	23.375
	Bi-Weekly	1,293.84	1,322.91	1,387.30	1,454.13	1,521.20	1,629.60	1,666.14	1,682.71	1,703.58	1,780.96	1,870.01
	Annual	33,639	34,395	36,069	37,807	39,550	42,369	43,319	43,750	44,293	46,304	48,620
10	Hourly	17.324	18.133	18.987	19.906	20.861	21.838	22.329	22.553	22.827	23.867	25.060
	Bi-Weekly	1,385.92	1,450.64	1,518.93	1,592.49	1,668.90	1,747.02	1,786.32	1,804.25	1,826.19	1,909.34	2,004.80
	Annual	36,034	37,716	39,492	41,404	43,391	45,422	46,443	46,910	47,481	49,643	52,125
11	Hourly	18.586	19.443	20.368	21.320	22.374	23.506	24.037	24.279	24.577	25.692	26.976
	Bi-Weekly	1,486.85	1,555.47	1,629.44	1,705.61	1,789.89	1,880.51	1,922.98	1,942.30	1,966.18	2,055.33	2,158.10
	Annual	38,657	40,442	42,365	44,345	46,537	48,893	49,997	50,499	51,120	53,438	56,110
12	Hourly	19.906	20.861	21.838	22.891	24.066	25.181	25.746	26.004	26.329	27.521	28.897
	Bi-Weekly	1,592.49	1,668.90	1,747.02	1,831.30	1,925.25	2,014.49	2,059.72	2,080.34	2,106.33	2,201.66	2,311.74
	Annual	41,404	43,391	45,422	47,614	50,056	52,376	53,552	54,088	54,764	57,243	60,105
13	Hourly	21.320	22.374	23.508	24.642	25.759	27.048	27.656	27.933	28.279	29.561	31.039
	Bi-Weekly	1,705.61	1,789.89	1,880.67	1,971.37	2,060.69	2,163.82	2,212.46	2,234.62	2,262.31	2,364.87	2,483.11
	Annual	44,345	46,537	48,897	51,255	53,578	56,258	57,523	58,100	58,819	61,486	64,560
14	Hourly	22.891	24.066	25.180	26.452	27.705	29.021	29.673	29.970	30.340	31.718	33.304
	Bi-Weekly	1,831.30	1,925.25	2,014.41	2,116.15	2,216.44	2,321.67	2,373.80	2,397.59	2,427.23	2,537.42	2,664.29
	Annual	47,614	50,056	52,374	55,019	57,627	60,363	61,718	62,337	63,108	65,972	69,271
15	Hourly	24.642	25.759	27.049	28.387	29.815	31.216	31.919	32.238	32.635	34.114	35.820
	Bi-Weekly	1,971.37	2,060.69	2,163.90	2,270.92	2,385.17	2,497.31	2,553.50	2,579.07	2,610.82	2,729.13	2,865.59
	Annual	51,255	53,578	56,260	59,044	62,013	64,930	66,390	67,055	67,861	70,957	74,504
16	Hourly	26.452	27.705	29.021	30.407	31.874	33.352	34.103	34.443	34.872	36.452	38.274
	Bi-Weekly	2,116.15	2,216.44	2,321.67	2,432.59	2,549.92	2,668.15	2,728.24	2,755.44	2,789.79	2,916.14	3,061.94
	Annual	55,019	57,627	60,363	63,247	66,298	69,371	70,933	71,641	72,534	75,819	79,610
17	Hourly	28.387	29.815	31.216	32.669	34.283	35.979	36.789	37.157	37.615	39.322	41.288
	Bi-Weekly	2,270.92	2,385.17	2,497.31	2,613.50	2,742.61	2,878.30	2,943.09	2,972.57	3,009.19	3,145.77	3,303.06
	Annual	59,044	62,013	64,930	67,950	71,308	74,835	76,520	77,286	78,238	81,790	85,879
18	Hourly	30.407	31.874	33.352	35.010	36.625	38.433	39.299	39.693	40.181	42.005	44.105
	Bi-Weekly	2,432.59	2,549.92	2,668.15	2,800.83	2,930.02	3,074.64	3,143.90	3,175.41	3,214.46	3,360.38	3,528.40
	Annual	63,247	66,298	69,371	72,821	76,180	79,940	81,741	82,560	83,575	87,369	91,738
19	Hourly	33.352	35.010	36.625	38.432	40.250	42.179	43.128	43.561	44.099	46.099	48.404
	Bi-Weekly	2,668.15	2,800.83	2,930.02	3,074.56	3,219.99	3,374.35	3,450.27	3,484.86	3,527.90	3,687.94	3,872.34
	Annual	69,371	72,821	76,180	79,938	83,719	87,733	89,707	90,606	91,725	95,886	100,680
20	Hourly	36.625	38.432	40.250	42.178	44.170	46.326	47.370	47.842	48.434	50.530	53.162
	Bi-Weekly	2,930.02	3,074.56	3,219.99	3,374.27	3,533.58	3,706.05	3,789.60	3,827.36	3,874.70	4,050.42	4,252.94
	Annual	76,180	79,938	83,719	87,731	91,873	96,357	98,529	99,511	100,742	105,310	110,576
21	Hourly	40.250	42.178	44.170	46.327	48.524	50.886	52.029	52.551	53.202	55.612	58.392
	Bi-Weekly	3,219.99	3,374.27	3,533.58	3,706.13	3,881.93	4,070.88	4,162.31	4,204.05	4,256.18	4,448.95	4,671.40
	Annual	83,719	87,731	91,873	96,359	100,930	105,842	108,219	109,304	110,660	115,672	121,456
22	Hourly	44.170	46.327	48.524	50.885	53.251	55.815	57.072	57.643	58.357	61.002	64.052
	Bi-Weekly	3,533.58	3,706.13	3,881.93	4,070.80	4,260.08	4,465.19	4,565.79	4,611.43	4,668.59	4,880.12	5,124.13
	Annual	91,873	96,359	100,930	105,840	110,762	116,095	118,710	119,897	121,383	126,883	133,227

Effective June 1, 2022

SCHEDULE I
BUREAU OF HUMAN RESOURCES
FRATERNAL ORDER OF POLICE

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	After 2 Years At 4th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 12 Years Service	After 1 Year at 3rd Longevity Rate & 15 Years Service	After 1 Year at 4th Longevity Rate & 20 Years Service	After 1 Year at 5th Longevity Rate & 25 Years Service
							5th Step	6th Step	7th Step	8th Step	9th Step	10th Step
9	Hourly	16.577	16.950	17.775	18.631	19.490	20.879	21.347	21.560	21.827	22.819	23.959
	Bi-Weekly	1,326.19	1,355.98	1,421.98	1,490.48	1,559.23	1,670.34	1,707.80	1,724.78	1,746.17	1,825.48	1,916.76
	Annual	34,480	35,255	36,971	38,752	40,539	43,428	44,402	44,843	45,400	47,462	49,835
10	Hourly	17.757	18.586	19.461	20.404	21.383	22.384	22.887	23.117	23.398	24.463	25.687
	Bi-Weekly	1,420.57	1,486.90	1,556.90	1,632.31	1,710.63	1,790.69	1,830.98	1,849.37	1,871.84	1,957.07	2,054.92
	Annual	36,934	38,659	40,479	42,439	44,476	46,558	47,604	48,083	48,668	50,884	53,428
11	Hourly	19.050	19.929	20.877	21.853	22.933	24.094	24.638	24.886	25.192	26.334	27.651
	Bi-Weekly	1,524.02	1,594.35	1,670.18	1,748.25	1,834.64	1,927.52	1,971.05	1,990.86	2,015.33	2,106.72	2,212.05
	Annual	39,624	41,453	43,424	45,454	47,700	50,115	51,247	51,762	52,398	54,774	57,512
12	Hourly	20.404	21.383	22.384	23.464	24.667	25.811	26.390	26.654	26.987	28.209	29.619
	Bi-Weekly	1,632.31	1,710.63	1,790.69	1,877.09	1,973.38	2,064.85	2,111.21	2,132.35	2,158.99	2,256.70	2,369.53
	Annual	42,439	44,476	46,558	48,804	51,307	53,685	54,891	55,441	56,133	58,674	61,608
13	Hourly	21.853	22.933	24.096	25.258	26.403	27.724	28.347	28.631	28.986	30.300	31.815
	Bi-Weekly	1,748.25	1,834.64	1,927.69	2,020.66	2,112.21	2,217.91	2,267.77	2,290.49	2,318.87	2,423.99	2,545.19
	Annual	45,454	47,700	50,119	52,537	54,917	57,665	58,961	59,552	60,290	63,023	66,174
14	Hourly	23.464	24.667	25.810	27.113	28.398	29.746	30.414	30.719	31.099	32.511	34.136
	Bi-Weekly	1,877.09	1,973.38	2,064.77	2,169.06	2,271.85	2,379.71	2,433.15	2,457.53	2,487.91	2,600.85	2,730.90
	Annual	48,804	51,307	53,683	56,395	59,067	61,872	63,261	63,896	64,685	67,621	71,002
15	Hourly	25.258	26.403	27.725	29.096	30.560	31.997	32.717	33.044	33.451	34.957	36.715
	Bi-Weekly	2,020.66	2,112.21	2,218.00	2,327.69	2,444.80	2,559.74	2,617.33	2,643.55	2,676.09	2,797.36	2,937.23
	Annual	52,597	54,917	57,667	60,520	63,564	66,553	68,050	68,731	69,578	72,731	76,367
16	Hourly	27.113	28.398	29.746	31.168	32.671	34.186	34.956	35.304	35.744	37.363	39.231
	Bi-Weekly	2,169.06	2,271.85	2,379.71	2,493.40	2,613.67	2,734.85	2,793.44	2,824.33	2,859.53	2,989.04	3,138.49
	Annual	56,395	59,067	61,872	64,828	67,955	71,105	72,707	73,432	74,347	77,715	81,601
17	Hourly	29.096	30.560	31.997	33.486	35.140	36.878	37.708	38.086	38.555	40.305	42.320
	Bi-Weekly	2,327.69	2,444.80	2,559.74	2,678.84	2,811.18	2,950.25	3,016.67	3,046.88	3,084.42	3,224.41	3,385.63
	Annual	60,520	63,564	66,553	69,649	73,091	76,706	78,433	79,218	80,194	83,834	88,026
18	Hourly	31.168	32.671	34.186	35.886	37.541	39.394	40.281	40.685	41.185	43.055	45.208
	Bi-Weekly	2,493.40	2,613.67	2,734.85	2,870.85	3,003.27	3,151.50	3,222.50	3,254.79	3,294.83	3,444.39	3,616.61
	Annual	64,828	67,955	71,105	74,642	78,084	81,939	83,785	84,624	85,664	89,553	94,031
19	Hourly	34.186	35.886	37.541	39.393	41.256	43.234	44.207	44.650	45.201	47.252	49.614
	Bi-Weekly	2,734.85	2,870.85	3,003.27	3,151.42	3,300.49	3,458.71	3,536.53	3,571.98	3,616.09	3,780.14	3,969.15
	Annual	71,105	74,642	78,084	81,937	85,812	89,926	91,949	92,871	94,018	98,283	103,197
20	Hourly	37.541	39.393	41.256	43.233	45.274	47.484	48.554	49.038	49.645	51.896	54.491
	Bi-Weekly	3,003.27	3,151.42	3,300.49	3,458.62	3,621.92	3,798.70	3,884.34	3,923.05	3,971.57	4,151.68	4,359.26
	Annual	78,084	81,937	85,812	89,924	94,170	98,766	100,992	101,998	103,260	107,943	113,340
21	Hourly	41.256	43.233	45.274	47.485	49.737	52.158	53.330	53.864	54.532	57.002	59.852
	Bi-Weekly	3,300.49	3,458.62	3,621.92	3,798.78	3,978.98	4,172.65	4,266.37	4,309.15	4,362.58	4,560.17	4,788.18
	Annual	85,812	89,924	94,170	98,768	103,453	108,488	110,925	112,037	113,427	118,564	124,492
22	Hourly	45.274	47.485	49.737	52.157	54.582	57.210	58.499	59.084	59.816	62.527	65.653
	Bi-Weekly	3,621.92	3,798.78	3,978.98	4,172.57	4,366.58	4,576.82	4,679.94	4,726.71	4,785.31	5,002.12	5,252.23
	Annual	94,170	98,768	103,453	108,486	113,531	118,997	121,678	122,894	124,417	130,055	136,558

Effective June 1, 2023

SCHEDULE I
BUREAU OF HUMAN RESOURCES
FRATERNAL ORDER OF POLICE

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	After 2 Years At 4th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 12 Years Service	After 1 Year at 3rd Longevity Rate & 15 Years Service	After 1 Year at 4th Longevity Rate & 20 Years Service	After 1 Year at 5th Longevity Rate & 25 Years Service
							5th Step	6th Step	7th Step	8th Step	9th Step	10th Step
9	Hourly	16.992	17.374	18.219	19.097	19.978	21.401	21.881	22.099	22.373	23.389	24.558
	Bi-Weekly	1,359.34	1,389.88	1,457.53	1,527.74	1,598.21	1,712.10	1,750.49	1,767.89	1,789.82	1,871.12	1,964.68
	Annual	35,342	36,137	37,895	39,721	41,553	44,514	45,512	45,964	46,535	48,648	51,081
10	Hourly	18.201	19.051	19.948	20.914	21.917	22.943	23.459	23.695	23.983	25.075	26.329
	Bi-Weekly	1,456.08	1,524.08	1,595.82	1,673.11	1,753.39	1,835.46	1,876.75	1,895.60	1,918.64	2,006.00	2,106.30
	Annual	37,858	39,626	41,491	43,500	45,588	47,722	48,795	49,285	49,884	52,156	54,764
11	Hourly	19.527	20.428	21.399	22.399	23.506	24.696	25.254	25.508	25.821	26.992	28.342
	Bi-Weekly	1,562.13	1,634.21	1,711.93	1,791.95	1,880.50	1,975.71	2,020.33	2,040.63	2,065.71	2,159.39	2,267.35
	Annual	40,614	42,489	44,510	46,590	48,893	51,368	52,528	53,056	53,708	56,143	58,950
12	Hourly	20.914	21.917	22.943	24.050	25.284	26.456	27.050	27.321	27.662	28.914	30.360
	Bi-Weekly	1,673.11	1,753.39	1,835.46	1,924.01	2,022.72	2,116.47	2,163.99	2,185.66	2,212.96	2,313.12	2,428.77
	Annual	43,500	45,588	47,722	50,024	52,590	55,028	56,264	56,827	57,537	60,141	63,148
13	Hourly	22.399	23.506	24.699	25.890	27.063	28.417	29.056	29.347	29.711	31.057	32.610
	Bi-Weekly	1,791.95	1,880.50	1,975.88	2,071.17	2,165.02	2,273.36	2,324.46	2,347.75	2,376.84	2,484.59	2,608.82
	Annual	46,590	48,893	51,372	53,850	56,290	59,106	60,435	61,041	61,797	64,598	67,828
14	Hourly	24.050	25.284	26.455	27.791	29.108	30.490	31.175	31.487	31.876	33.323	34.990
	Bi-Weekly	1,924.01	2,022.72	2,116.39	2,223.28	2,328.64	2,439.20	2,493.97	2,518.97	2,550.11	2,665.88	2,799.17
	Annual	50,024	52,590	55,025	57,804	60,544	63,419	64,843	65,493	66,302	69,312	72,777
15	Hourly	25.890	27.063	28.418	29.824	31.324	32.797	33.535	33.871	34.287	35.841	37.633
	Bi-Weekly	2,071.17	2,165.02	2,273.45	2,385.89	2,505.92	2,623.73	2,682.77	2,709.64	2,743.00	2,867.29	3,010.66
	Annual	53,850	56,290	59,109	62,033	65,153	68,217	69,751	70,450	71,318	74,549	78,276
16	Hourly	27.791	29.108	30.490	31.947	33.488	35.040	35.829	36.187	36.638	38.297	40.212
	Bi-Weekly	2,223.28	2,328.64	2,439.20	2,555.74	2,679.01	2,803.23	2,866.36	2,894.93	2,931.02	3,063.76	3,216.95
	Annual	57,804	60,544	63,419	66,449	69,654	72,883	74,524	75,268	76,206	79,658	83,641
17	Hourly	29.824	31.324	32.797	34.323	36.018	37.800	38.651	39.038	39.519	41.313	43.378
	Bi-Weekly	2,385.89	2,505.92	2,623.73	2,745.81	2,881.46	3,024.01	3,092.09	3,123.06	3,161.53	3,305.02	3,470.27
	Annual	62,033	65,153	68,217	71,390	74,918	78,623	80,394	81,199	82,199	85,930	90,227
18	Hourly	31.947	33.488	35.040	36.783	38.479	40.379	41.288	41.702	42.215	44.131	46.338
	Bi-Weekly	2,555.74	2,679.01	2,803.23	2,942.62	3,078.35	3,230.29	3,303.06	3,336.16	3,377.20	3,530.50	3,707.03
	Annual	66,449	69,654	72,883	76,508	80,036	83,987	85,879	86,740	87,806	91,792	96,382
19	Hourly	35.040	36.783	38.479	40.378	42.287	44.315	45.312	45.766	46.331	48.433	50.855
	Bi-Weekly	2,803.23	2,942.62	3,078.35	3,230.21	3,383.00	3,545.17	3,624.94	3,661.28	3,706.50	3,874.64	4,068.38
	Annual	72,883	76,508	80,036	83,985	87,958	92,174	94,248	95,193	96,368	100,740	105,777
20	Hourly	38.479	40.378	42.287	44.314	46.406	48.671	49.768	50.264	50.886	53.193	55.853
	Bi-Weekly	3,078.35	3,230.21	3,383.00	3,545.09	3,712.47	3,893.67	3,981.45	4,021.12	4,070.86	4,255.47	4,468.24
	Annual	80,036	83,985	87,958	92,172	96,524	101,235	103,517	104,548	105,842	110,642	116,174
21	Hourly	42.287	44.314	46.406	48.672	50.981	53.462	54.663	55.211	55.896	58.427	61.349
	Bi-Weekly	3,383.00	3,545.09	3,712.47	3,893.75	4,078.45	4,276.97	4,373.03	4,416.88	4,471.65	4,674.18	4,907.88
	Annual	87,958	92,172	96,524	101,237	106,039	111,200	113,698	114,838	116,263	121,528	127,605
22	Hourly	46.406	48.672	50.981	53.461	55.947	58.640	59.962	60.561	61.312	64.090	67.294
	Bi-Weekly	3,712.47	3,893.75	4,078.45	4,276.88	4,475.74	4,691.24	4,796.94	4,844.88	4,904.94	5,127.18	5,383.53
	Annual	96,524	101,237	106,039	111,198	116,369	121,972	124,720	125,967	127,528	133,307	139,972

Effective June 1, 2024

SCHEDULE I
BUREAU OF HUMAN RESOURCES
FRATERNAL ORDER OF POLICE

Grade		Entry Rate	1st Step	2nd Step	3rd Step	4th Step	After 2 Years At 4th Step	After 1 Year at 1st Longevity Rate & 10 Years Service	After 1 Year at 2nd Longevity Rate & 12 Years Service	After 1 Year at 3rd Longevity Rate & 15 Years Service	After 1 Year at 4th Longevity Rate & 20 Years Service	After 1 Year at 5th Longevity Rate & 25 Years Service
		5th Step	6th Step	7th Step	8th Step	9th Step	10th Step					
9	Hourly	17.332	17.721	18.584	19.479	20.377	21.629	22.319	22.541	22.820	23.857	25.050
	Bi-Weekly	1,386.53	1,417.68	1,486.68	1,558.30	1,630.18	1,746.34	1,785.50	1,803.25	1,825.62	1,908.54	2,003.97
	Annual	36,049	36,859	38,653	40,515	42,384	45,404	46,422	46,884	47,466	49,621	52,102
10	Hourly	18.565	19.432	20.347	21.332	22.356	23.402	23.929	24.169	24.463	25.576	26.855
	Bi-Weekly	1,485.21	1,554.56	1,627.74	1,706.58	1,788.46	1,872.17	1,914.29	1,933.52	1,957.01	2,046.12	2,148.42
	Annual	38,615	40,418	42,321	44,370	46,500	48,676	49,770	50,271	50,882	53,199	55,859
11	Hourly	19.917	20.836	21.827	22.847	23.976	25.190	25.759	26.018	26.338	27.532	28.909
	Bi-Weekly	1,593.37	1,666.90	1,746.17	1,827.79	1,918.11	2,015.23	2,060.74	2,081.45	2,107.03	2,202.57	2,312.70
	Annual	41,427	43,339	45,400	47,522	49,871	52,395	53,579	54,117	54,783	57,266	60,129
12	Hourly	21.332	22.356	23.402	24.531	25.790	26.985	27.591	27.867	28.215	29.492	30.967
	Bi-Weekly	1,706.56	1,788.46	1,872.17	1,962.49	2,063.17	2,158.80	2,207.27	2,229.37	2,257.22	2,359.38	2,477.35
	Annual	44,370	46,500	48,676	51,025	53,642	56,128	57,389	57,963	58,688	61,344	64,411
13	Hourly	22.847	23.976	25.192	26.407	27.604	28.985	29.637	29.934	30.305	31.679	33.262
	Bi-Weekly	1,827.79	1,918.11	2,015.40	2,112.60	2,208.32	2,318.83	2,370.95	2,394.71	2,424.38	2,534.28	2,661.00
	Annual	47,522	49,871	52,399	54,927	57,416	60,289	61,644	62,262	63,033	65,890	69,185
14	Hourly	24.531	25.790	26.984	28.347	29.690	31.100	31.798	32.117	32.514	33.990	35.689
	Bi-Weekly	1,962.49	2,063.17	2,158.72	2,267.75	2,375.22	2,487.99	2,543.85	2,569.35	2,601.11	2,719.19	2,855.15
	Annual	51,025	53,642	56,126	58,961	61,755	64,687	66,139	66,803	67,628	70,698	74,233
15	Hourly	26.407	27.604	28.986	30.420	31.950	33.453	34.205	34.548	34.973	36.558	38.386
	Bi-Weekly	2,112.60	2,208.32	2,318.92	2,433.60	2,556.04	2,676.21	2,736.42	2,763.83	2,797.86	2,924.64	3,070.87
	Annual	54,927	57,416	60,291	63,273	66,456	69,581	71,146	71,859	72,744	76,040	79,842
16	Hourly	28.347	29.690	31.100	32.586	34.157	35.741	36.546	36.910	37.371	39.063	41.016
	Bi-Weekly	2,267.75	2,375.22	2,487.99	2,606.85	2,732.59	2,859.29	2,923.68	2,952.83	2,989.64	3,125.04	3,281.29
	Annual	58,961	61,755	64,687	67,778	71,047	74,341	76,015	76,773	77,730	81,251	85,314
17	Hourly	30.420	31.950	33.453	35.009	36.739	38.556	39.424	39.819	40.310	42.139	44.246
	Bi-Weekly	2,433.60	2,556.04	2,676.21	2,800.73	2,939.09	3,084.49	3,153.93	3,185.52	3,224.76	3,371.12	3,539.68
	Annual	63,273	66,456	69,581	72,818	76,416	80,196	82,002	82,823	83,843	87,649	92,031
18	Hourly	32.586	34.157	35.741	37.518	39.249	41.186	42.114	42.536	43.059	45.014	47.265
	Bi-Weekly	2,606.85	2,732.59	2,859.29	3,001.48	3,139.92	3,294.90	3,369.12	3,402.89	3,444.74	3,601.11	3,781.17
	Annual	67,778	71,047	74,341	78,038	81,637	85,667	87,597	88,474	89,562	93,628	98,309
19	Hourly	35.741	37.518	39.249	41.185	43.133	45.201	46.218	46.681	47.258	49.402	51.872
	Bi-Weekly	2,859.29	3,001.48	3,139.92	3,294.81	3,450.66	3,616.08	3,697.44	3,734.51	3,780.63	3,952.14	4,149.74
	Annual	74,341	78,038	81,637	85,665	89,717	94,017	96,133	97,097	98,295	102,755	107,893
20	Hourly	39.249	41.185	43.133	45.200	47.334	49.644	50.764	51.269	51.903	54.257	56.970
	Bi-Weekly	3,139.92	3,294.81	3,450.66	3,615.99	3,786.72	3,971.54	4,061.08	4,101.54	4,152.28	4,340.58	4,557.61
	Annual	81,637	85,665	89,717	94,015	98,454	103,260	105,587	106,639	107,959	112,854	118,497
21	Hourly	43.133	45.200	47.334	49.645	52.000	54.531	55.756	56.315	57.014	59.596	62.576
	Bi-Weekly	3,450.66	3,615.99	3,786.72	3,971.63	4,160.02	4,362.51	4,460.49	4,505.22	4,561.08	4,767.66	5,006.04
	Annual	89,717	94,015	98,454	103,262	108,160	113,424	115,972	117,135	118,588	123,959	130,157
22	Hourly	47.334	49.645	52.000	54.530	57.066	59.813	61.161	61.772	62.536	65.371	68.640
	Bi-Weekly	3,786.72	3,971.63	4,160.02	4,362.42	4,565.26	4,785.06	4,892.88	4,941.78	5,003.04	5,229.72	5,491.21
	Annual	98,454	103,262	108,160	113,422	118,697	124,411	127,214	128,486	130,078	135,973	142,771

APPENDIX B DUES FORM

ILLINOIS FRATERNAL ORDER OF POLICE
LABOR COUNCIL
974 CLOCK TOWER DRIVE
SPRINGFIELD, ILLINOIS 62704

I,_____JOE No._____,
understand that under the U.S. Constitution I have a right not to belong to a union. By my signature I hereby waive this right and opt to join the IL FOP Labor Council.

I hereby authorize my employer, County of Cook/Cook County Sheriff, to deduct from my wages the uniform amount of monthly dues set by the Illinois Fraternal Order of Police Labor Council, for expenses connected with the cost of negotiating and maintaining the collective bargaining agreement between the parties and to remit such dues to the Illinois Fraternal Order of Police Labor Council as it may from time to time direct. In addition, I authorize my Employer to deduct from my wages any back dues owed to the Illinois Fraternal Order of Police Labor Council from the date of my promotion to the rank of Police Officer, in such manner as it so directs.

Date:_____ Signed:_____

Address:_____

City:_____

State:_____Zip:_____

Telephone:_____

Personal E-mail:_____

Employment Start Date: _____

Title: POLICE OFFICER

Employer, please remit all dues deductions to:

Illinois Fraternal Order of Police Labor Council
Attn: Accounting
974 Clock Tower Drive
Springfield, Illinois 62704

(217) 698-9433

Dues remitted to the Illinois Fraternal Order of Police Labor Council are not tax deductible as charitable contributions for federal income tax purposes; however, they may be deductible on Schedule A of Form 1040 as a miscellaneous deduction. Please check with your tax preparer regarding deductibility.

COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C – VERSION II
PLAN DESIGN AND PAYROLL CONTRIBUTIONS CHANGES EFFECTIVE DECEMBER 1, 2022 AND DECEMBER 1, 2023

Cook County Benefits Overview

HMO	Current	Benefits Effective 12/1/2022
Out of Pocket Maximum	All Copays accumulate to OOP Max	All Copays accumulate to OOP Max
Out of Pocket Maximum	$1,600 single / $3,200 family	$1,600 single / $3,200 family
Inpatient Facility	$100 copay per admit	$100 copay per admit
Preventive	$0 copay (100% covered)	$0 copay (100% covered)
Other PCP / Urgent Care	$15 copay	$15 copay
Specialists	$20 copay	$20 copay
X-Ray / Diagnostic tests (performed in lab or hospital)	$0 copay	$0 copay
Accident / illness	$15 copay	$15 copay
Emergency Room	$75 copay	$100 copay

PPO	Current	Benefits Effective 12/1/2022
Deductible and Out of Pocket Maximum	Copay and Deductibles do accumulate to OOP Max	Copay and Deductibles do accumulate to OOP Max
Annual Deductible	$350 single / $700 family 2x Out of Network	$350 single / $700 family 2x Out of Network
Out of Pocket Maximum	$1,600 single /$3,200 family 2x Out of Network	$2,000 single /$4,000 family 2x Out of Network
Inpatient and Outpatient Facility	90% In network / 60% Out of network	90% In network / 60% Out of network*
Preventive	$0 copay (100% covered)	$0 copay (100% covered)
PCP	90% coinsurance after $25 copay / 60% out of network	90% coinsurance after $25 copay / 60% out of network
Specialists	90% coinsurance after $35 copay / 60% out of network	90% coinsurance after $35 copay / 60% out of network
X-Ray / Diagnostic tests (performed in lab or hospital)	90% in network 60% out of network	90% in network 60% out of network
Accident / Illness	90% coinsurance after $25 copay / 60% out of network	90% coinsurance after $25 copay / 60% out of network
Emergency Room – In / Out of Network	$75 copay	$100 copay

**** Effective 12/1/21, The County PPO plan will incorporate a Cook County Health tier ("Domestic Tier") wherein covered members will have lower out-of-pocket costs when choosing to access health care within CCH facilities. Facility charges will be 0% after the annual plan deductible is met. Hospital-based facility services not obtained at CCH will be paid based on their network status (in or out of network rate).***

COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C – VERSION II
PLAN DESIGN AND PAYROLL CONTRIBUTIONS CHANGES EFFECTIVE
DECEMBER 1, 2022 AND DECEMBER 1, 2023

Cook County Benefit Overview (Cont.)

Drug	Current (No Changes 12/1/22 or 12/1/23)
Prescription Drugs – Retail	• Generic: $15 copay • Brand Formulary: $30 copay • Brand Non-Formulary: $50 copay • Mail Order: 2 x retail
Generic Step Therapy	• PBM's generic step therapy program
Mandatory Maintenance Choice	• Mandatory mail-order for maintenance drugs

Vision	Current (No Changes 12/1/22 or 12/1/23)
Eye Examination	• $0 copay • Once per 12 months
*Eyeglass Lenses**	• $0 copay standard uncoated plastic • Once per 12 months
Frames	• $0 copay up to $100 / Amount over $100 less 10% • Once per 24 months
*Contact Lenses**	• $0 copay up to $100 • Once per 12 months

****Either eyeglass lenses OR contact lenses are covered every 12 months***

Cook County Benefit Overview (Cont.)

Dental – HMO	**Current (No Changes 12/1/22 or 12/1/23)**
Annual Deductible	$0 (None)
Benefit Period Maximum	None
Preventive	• Requires a Maximum Allowance • Includes 2 exams / cleanings per benefit period • Includes fluoride treatments under age 19
Basic Benefits	• Requires a copayment for each specific service • Copayments equal a discount of approximately 70%
Major Services	• Requires a copayment for each specific service • Copayments equal a discount of approximately 60%
Orthodontics	• Requires copayments • Copayments equal a discount of approximately 25% • Max one full course of treatment for dependent children under 19

Dental - PPO	**Current (No Changes 12/1/22 or 12/1/23)**
Annual Deductible	• $25 Individual / $100 Family (in network) • $50 Individual / $200 Family (out of network)
Preventive (2 exams/cleanings per Benefit Period)	• 100% of Maximum Allowance (in network) • 80% of Maximum Allowance (out of network)
Primary Services (X-Rays, Space Maintainers)	• 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (out of network)
Restorative Services (Routine Fillings)	• 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (out of network)
Emergency Services	• 80% of Maximum Allowance (in network) • 80% of Maximum Allowance (out of network)
Endodontics	• 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (out of network)
Periodontics	• 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (Out of network)
Oral Surgery	• 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (out of network)
Prosthetics	• 50% of Maximum Allowance (in and out of network)
Orthodontics	• 50% up to a lifetime max of $1,250 (in and out of network)

COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C – VERSION II
PLAN DESIGN AND PAYROLL CONTRIBUTIONS CHANGES EFFECTIVE
DECEMBER 1, 2022 AND DECEMBER 1, 2023

Employee Contributions – As a Percentage of Salary (Pre-Tax)

HMO	Current	Effective 12/1/2022	Effective 12/1/2023
Employee Only	1.50%	1.75%	2.25%
Employee + Spouse	2.00%	2.50%	3.25%
Employee + Child(ren)	1.75%	2.25%	2.75%
Employee + Family	2.25%	3.00%	4.00%

PPO	Current	Effective 12/1/2022	Effective 12/1/2023
Employee Only	2.50%	2.75%	3.25%
Employee + Spouse	3.00%	3.50%	4.25%
Employee + Child(ren)	2.75%	3.25%	3.75%
Employee + Family	3.25%	4.00%	5.00%

Dental	Current (No Changes 12/1/22 or 12/1/23)
HMO	$0
PPO	$0

Vision	Current (No Changes 12/1/22 or 12/1/23)
Vision Plan	$0

APPENDIX D GRIEVANCE FORM

(use additional sheets where necessary)

Grievance No.:	Date Filed:	JDE No.:

Department:_____

Facility:_____ Star No.:_____

Grievant's Name:_____
Last First M.I.

STEP ONE

Date of Incident or Date Knew of Facts Giving Rise to Grievance:_____

Article(s)/Sections(s) violated: _____ and all applicable Articles

Briefly state the facts:

Remedy Sought: ____ in part and in whole, make grievant(s) whole.

Given To:_____ Date:_____

Grievant's Signature FOP Representative Signature

EMPLOYER'S RESPONSE

Employer Representative Signature Position

Person to Whom Response Given Date

STEP TWO

Reasons for Advancing Grievance:_____

Given To:_____ Date:_____

Grievant's Signature FOP Representative Signature

EMPLOYER'S RESPONSE

Employer Representative Signature Position

Person to Whom Response Given Date

SHERIFF'S DRUG FREE WORKPLACE POLICY

APPENDIX E

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I. PURPOSE

The illegal manufacture, distribution, dispensing, sale, transfer, possession or use of drugs or controlled substances is prohibited by federal, state and local law. The Federal Drug-Free Workplace Act of 1988, Title 41, Sections 702-704 are applicable to Cook County Government as a grantee of federal funds. The Cook County board of commissioners has adopted a resolution that established a policy to maintain all county government workplaces a drug-free workplaces.

The Department recognizes that pervasive illegal drug use has become a national crisis. Drug use in the workplace poses enormous problems in the areas of public health and safety as well as substantial social and economic costs. The Department must play a key role in "The War On Drugs," not only in terms of its public responsibilities as a law enforcement agency, but also in terms of its responsibilities for employee health and well-being. It is imperative that all sworn employees have the physical stamina and psychological stability to promptly perform all required duties under conditions of duress and possibly even great danger.

The overriding purpose of the criminal justice system is to protect community safety through the apprehension, adjudication and incarceration of law breakers. Because of the special status of peace officers in our society, drug use by any officer has a particularly devastating effect on all of law enforcement

Community confidence in law enforcement agencies could be severely damaged if those charged with safeguarding it were, because of their own drug use, either restrained in or unsympathetic to their mission of interdicting drugs. But drug use by sworn officers could be nothing short of disastrous if it impacts on public safety and the ability of officers to perform their duties. The purpose of this order is to:

A. Establish a policy to detect, deter and eventually eliminate drug use by sworn employees;

B. Promulgate Department policy that prohibits the presence of either of the following in an employee's system:

   1. Illegal drugs and controlled substances or their metabolites;

   2. Legally prescribed drugs in excess of prescribed limits.

C. Set forth policy and procedures governing random, mandatory and reasonable suspicion drug testing of all swum employees;

D. Achieve the goal of a safe, efficient and drug-free workplace through a fair, equitable, consistent, confidential and reasonable drug testing policy that ensures due consideration of the rights of employees as well as their privacy, integrity, reliability and dignity throughout the process for the protection of both employees and the public;

E. Encourage swum employees who have drug use problems to participate in the Employee Assistance Program or a drug rehabilitation program prior to detection via the Department's drug testing program;

F. Provide for confidentiality of testing results;

G. Decrease absenteeism, injuries on the job, liability and financial burden on employee health and benefit programs;

H. Ensure the professional credibility, unimpeachable integrity and judgment of sworn employees by providing sanctions for prohibited off-duty conduct which undermines public trust and is inconsistent with on-duty representations;

I. Promote public confidence in the safety and integrity of all sworn personnel ensure their fitness for duty,

J. Discourage and deter any temptation to deviate from acceptable behavior by the implementation of a drug testing program and subsequent disciplinary sanctions that guarantee that the only acceptable course of conduct is complete abstinence from illegal drug and controlled substance abuse;

K. Balance the interests of the Department, employees and the general public with a fair, confidential and accurate drug testing program;

L. Recognize the establishment of the Drug Testing unit within the Sheriff's Office as a critical component of the efforts to combat drug abuse in our society;

M. Describe responsibilities and procedures relative to the Drug Testing Program; and

N. Institute the use of the Drug Testing Program Notification Form (RDT-92-1 C0) and the Drug Screen Specimen Affidavit Form (RDT-92-101).

II. POLICY STATEMENT

The Department recognizes that the vast majority of its sworn employees are not drug users and will not become drug users. A few are not drug-free, and some could possibly fall prey to the insidious spread of drug use, absent the strong preventive and deterrent effect of a drug testing program. This policy has not arisen from distrust, but rather from the desire to provide a better working environment.

It is imperative that all sworn employees possess the judgment, dexterity, physical stamina and psychological stability and are capable of devoting constant and uninterrupted attention to the performance of all required duties without risk of harm to themselves, other employees or the public. As a result of its responsibilities, as well as the sensitive nature of its work, the Department has an obligation to eliminate illegal drug use from its workplace.

It is therefore the policy of the Department to take all reasonable measures to maintain a work environment free of the unlawful use of drugs or controlled substances and prevent and otherwise pervasive societal problem from invading the ranks of its sworn employees.

A. This policy applies to all sworn employees of the Department. For the purposes of this policy and directive, sworn employees (or employees) are defined as persons of any rank or title who are required, or authorized, to carry firearms while on or off duty, and who derive their peace officer powers from their status as deputy sheriffs by virtue of appointment by the Sheriff of Cook County.

B. The terms "drug" or "controlled substance" include, but are not limited to, the following substances and their respective metabolites:

   1. Cannabis as defined in Chapter 56 1/2, Section 703, Illinois Revised Statues, or as amended;

   2. Controlled substances as defined in Chapter 56 1/2, Section 1100, et seq., Illinois Revised Statutes, or as amended.

C. The unlawful involvement with drugs; the presence is an employee's system of drugs or controlled substances or their metabolites; the use of cannabis or non-prescribed controlled substances by sworn employees of the Department, at any time, while on or off-duty, are strictly prohibited.

D. Violations of this policy, substantiated by a confirmed positive drug test, will result in disciplinary action leading to the dismissal of a sworn exempt employee or probationary merit employee; or the referral of charges to the Merit Board, by the Sheriff or his designee, seeking the discharge of a sworn merit employee.

E. This policy does not apply to the use of controlled substances within the limits of a medically valid prescription except where such use is found to be an excessive or abusive use of prescribed controlled substances; legal drugs illegally obtained; multiple prescriptions for controlled substances from one or more physicians; or not in accordance with the "good faith" definition provided in Chapter 56 112, Section 1102, Illinois Revised Statutes.

F. All sworn employees of the Department shall be subject to urinalysis drug testing on a mandatory, random or reasonable suspicion basis. Employees selected for drug testing are required to cooperate fully in the testing process. The actions listed below, whether they occur during or after the collection or analysis of drug specimens, are violations of this policy. Any such action will be used as a basis for the initiation for a disciplinary action in accordance with Article II, Section D. of this directive.

   1. Refusal to submit to testing;

   2. Failure to cooperate;

.3. Tampering or attempting to tamper with urine specimens;

4. Adulteration of a test sample;

5. Submission of or attempt to submit a false test sample;

6. Any other activities designed to interfere with, impede or otherwise obstruct drug testing.

G. "Reasonable suspicion" is defined as a belief based on objective facts sufficient to lead a reasonably prudent supervisor to find that sworn employee is using, or has used, drugs in violation of this policy. The suspicion must be drawn from specific, objective, articulate fads and reasonable, rational inferences drawn from those facts in light of experience. The facts must lead the supervisor to believe that the employee's ability to perform the functions of the job is impaired, or that the employee's ability to perform his/her job safely is reduced.

1. Reasonable suspicion drug testing shall be conducted when sworn employee has exhibited unusual work habits or behavioral traits and is incapable of performing required duties and a manager or supervisor has furnished written documentation citing specific instances of reasonable and articulable suspicion that the employee is under the influence of drugs or has otherwise violated this policy.

2. Factors to be considered by command and supervisory personnel in determining whether a finding of reasonable suspicion is appropriate may include, but are not limited to, any of the following, alone or in combination.

a. Observable phenomena, such as direct observation of drug use and/or the physical symptoms or manifestations of being under the influence of drugs;

b. Abnormal conduct or erratic behavior while on-duty;

c. Excessive unexcused absenteeism, tardiness or deterioration in work performance;

d. Slurred speech or unsteady walking or movement;

e. Illegal possession of drugs or controlled substances or an arrest for violation of a drug statute;

f. Information obtained from reliable an credible sources with personal knowledge which has been independently corroborated.

H. In addition to random and reasonable suspicion drug testing, mandatory drug testing shall be conducted when a sworn employee:

1. Is appointed to an exempt position, subject to promotion to a career service rank, or is applying for assignment to certain specialized Department units (when notice has been given that a physical examination is required);

2. Qualifies for an extra-departmental training program of more than two weeks duration;

3. Is returning to the Department after an absence of 30 days or more:

   a. from leave of absence or suspension;

   b. pursuant to an order of court or an order of the Merit Board; or

   c. to be reemployed.

4. Is involved in an accident involving a Department vehicle that results in a fatality or injury which demands immediate medical attention away from the scene of the accident or at leave $5,000.00 in property damage and sufficient facts exist to support a supervisory finding of reasonable suspicion or when the circumstances require testing in accordance with existing statutes.

I. Sworn employees acting in their official capacity as peace officers in undercover roles and as a direct result of their official assignments shall not be disciplined under this policy. However, any employee who has reason to believe that an on-duty official capacity activity has, or will, result in the present of a drug or controlled substance in his/her system must submit a confidential written report to the Department Head within 24 hours from the time of exposure. Consideration of reported claims of on-duty exposures shall be limited to life threatening and tactically unavoidable circumstances which are documented and submitted in accordance with the time limits established herein. Failure to report a possible on-duty exposure will negate any claim that a subsequent confirmed positive drug test was the result of on-duty activity.

J. The provisions of this policy shall not prevent the Department from conducting medical screenings, with the express written consent of the employee, to monitor exposure to toxic or other unhealthy substances in the workplace or in the performance of their responsibilities. Any such screening shall be limited to the specific substances expressly identified in the employee consent form.

III. MANAGEMENT RESPONSIBILITIES

Commanders and supervisors are responsible for the reasonable enforcement of this policy.

A. Commanders and supervisors shall request approval by the Department head that a swam employee be required to submit to a drug test when they have a reasonable suspicion that the employee is under the influence of drugs while on-duty or otherwise in violation of this order and policy.

B. Any commander or supervisor requesting that an employee be required to submit to a drug test must document, in writing, the facts constituting reasonable suspicion.

C. A summarized copy of the written report, including the facts constituting reasonable suspicion, shall be furnished to the employee when the employee is ordered to submit to a reasonable suspicion drug test approved by the department head.

D. Commanders and supervisors encountering an employee who refuses an order to submit to a drug analysis upon direct order shall advise the employee of the requirements of this order and the disciplinary consequences of this policy.

E. Employees reasonably believed to be under the influence of drugs or controlled substances shall be prevented from engaging in further work, Command and supervisory personnel shall arrange for the safe transportation of such employees from the workplace.

IV. EMPLOYEE RESPONSIBILITIES

While the use of medically prescribed drugs is not per se a violation of this policy, failure by the employee to notify his/her supervisor, before beginning work, when taking prescribed drugs which could foresee ably interfere with the safe and effective performance of duties or operation of Department equipment can result in discipline. In the event there is a question regarding an employee's ability to safely and effectively perform assigned duties while using prescribed drugs, clearance from a qualified physician shall be required. Each employee shall:

A. Not report for duty when his/her ability to perform job duties is impaired due to on or off duty drug use;

B. Notify the department of his/her conviction for a violation of any criminal drug statute regulating the manufacture, distribution, dispensation, possession or use of a drug or controlled substance within 24 hours of such conviction;

C. Promptly obey an order to submit to a drug testing procedure required by this order.

V. CONFIDENTIALITY

All information, interviews, reports, statements, memoranda and test results, written or otherwise, received by the Department through the drug testing program are the property of the Department and are confidential communications. They shall not be used or received in evidence in any criminal proceeding against the employee, obtained in discovery, or disclosed in any public or private proceedings, except in accordance with the provisions of this order.

A. Laboratory reports and test results shall not be placed in an employee's general personnel file, but shall be kept in a separate confidential medical folder that shall be securely kept under the control of the Drug Testing Unit. The Unit is authorized

to release the contents of the confidentiality medical folder to the Department Head or Commander of Internal Investigations.

B. Disclosure of a positive confirmed drug test result without employee consent is authorized when it is:

1. Required in a disciplinary action;

2. Compelled by law or by judicial or administrative process (providing that the employee is given timely written notice by the Department);

3. The information is needed by medical personnel for the emergency diagnosis or treatment of the employee, and the employee is unable to authorize disclosure.

C. No physician-patient relationship is created between an employee and the Department or any person performing or evaluating a drug test, solely by the establishment, implementation or administration of the drug testing programs conducted in accordance with this order and policy.

VI. TESTING LABORATORY CERTIFICATION

A. The initial screening of urine specimens and confirmation testing of positive immunoassays required by this policy shall only be conducted by a licensed laboratory that meets the standards appropriate to the application of analytical forensic toxicology. The laboratory must conform to the guidelines of, can be certified to perform urine drug testing by, the National Institute of Drug Abuse (NIDA) and must be licensed by the US Department of Health and Human Services (HHS). The laboratory must meet the strict standards established in the Mandatory Guidelines for Federal Workplace Drug Testing Programs (53FR 11979, 11969) published on April 11, 1988, as amended. The laboratory must have in its possession a letter of certification from HHS/NIDA and be listed in the Federal Register. In addition, the laboratory must be licensed and/or accredited by the:

1. College of American Pathologists, American Association for Clinical Chemistry, Forensic Urine Drug Testing Accreditation Program;

2. U.S. Department of Health and Human Services Clinical Laboratory License;

3. State of Illinois, Department of Public Health License (Illinois Clinical Laboratory Act);

4. State of Illinois, Department of Professional Regulation, Controlled Substance License;

5. U.S. Department of Justice, Drug Enforcement Administration Controlled Substance Registration.

6. State of Illinois, Department of Public Health License;

B. The laboratory contracted for the testing of specimens submitted in accordance with this order shall be required to provide for and employ the following policies, procedures and personnel:

1. Initial drug screening tests utilizing the EMIT or equally reliable method.

2. Confirmation testing utilizing the Gas Chromatography Mass Spectrometry (GC/MS) method;

3. Rigorous chain of custody procedures for collection of specimens and for handling specimens during testing and storage;

4. Stringent standards for making the drug testing site secure, for restricting access to all but authorized personnel and providing an escort for any others who are authorized to be on the premises;

5. Precise requirements for quality assurance and performance testing specific to urine specimens for the presence of controlled substances or illegal drugs and their metabolites;

6. Specific educational and experience requirements for laboratory personnel to ensure their competence and credibility as experts on forensic urine drug testing, particularly to qualify them as witnesses in legal proceedings which challenge the finding of the laboratory.

VII. DRUG TESTING UNIT

The administrator of the Drug Testing Unit shall be responsible for the operation of the drug testing program established by this order in accordance with the Mandatory Guidelines in Appendix "A' "f this order and shall also be responsible for:

A. Assuring that privacy intrusions are minimized during the collection of urine specimens and that are stored and transported to testing. laboratories under such conditions that the quality of the specimens shall not be jeopardized;

B. Ensuring that the identities of employees whose test show positive for the presence of an drug or controlled substance are limited to the Department Head or the commander of Internal Investigations;

C. Ensuring the development of a computer generated program to select employees for random drug testing;

D. Assuring rigorous chain-of-custody procedures for the collection, handling and proper documentation of test specimens during testing and storage;

E. Ensuring the generation of the random selection listing of personnel to identify employees who are to be directed to submit to drug testing on particular dates and shifts;

F. Ensuring the notification of the commanders or supervisors of each employee to be tested;

G. Developing standard operating procedures to ensure the efficient operation and integrity of the Drug Testing Program;

H. Ensuring the notification of an employee's unit of assignment upon completion of the employee's specimen collection;

I. Coordination and liaison with the certified testing laboratory contracted by the Department;

J. Evaluating the program and collecting and compiling anonymous statistical data including, but not limited to, reporting the number of:

1. Random, reasonable suspicion and mandatory tests;

2. Verified positive test results;

3. Disciplinary actions initiated as a result of confirmed positive test results and other violations of this policy.

K. Assisting in development employee drug education and prevention programs.

VIII. RANDOM DRUG TESTING SELECTION PROCEDURES

A. The random selection of employees to be tested shall be based on a computer generated listing which shall ensure that there are no "safe periods" for any sworn employee. Each workday shall present every affected employee with a new opportunity of being required to submit to the random testing program, with a substantially equal statistical chance for all employees on each new day, regardless of samples previously submitted. The selection process shall employ objective, neutral criteria and shall not permit subjective factors to play a role in the methodology.

B. The number of random tests to be performed in any year shall be determined by a formula based on testing twenty (20) per cent of the sworn employees who are in the common selection pool.

C. The collection of specimens for random testing shall be evenly distributed throughout the year. The number of specimens collected weekly, monthly or quarterly shall remain relatively constant.

D. Random testing shall be conducted on different days of the week throughout the annual cycle to prevent employees from anticipating patterns in collection schedules.

E. The computerized random selection listing shall be generated from the common selection pool of all sworn employees utilizing a confidential identification number uniquely assigned to each individual employee. The association with and identification of the employee's name shall be known only to the Administrator of the Drug Testing Unit until such time as the daily selection for testing list is prepared for notification.

IX. EMPLOYEE NOTIFICATION PROCEDURES

When a commander or supervisor receives notification form the Drug Testing Unit, he/she prepare a Drug Testing notification Form (RDT-92-100) in triplicate and read and explain the contents of the form to the affected employee. The Drug Testing Notification Form shall be distributed as follows:

A. Original to the affected employee for presentation at the Drug Testing Unit for its retention;

B. Second copy shall be retained by the affected employee;

C. Third copy shall be retained by the commander or supervisor of the affected employee in the unit of assignment or detail for 30 days.

D. The commander/supervisor of an affected employee, when notified that the employee is leaving the unit of assignment to submit the required specimen, shall immediately contact and inform the Drug Testing Unit that the employee is enrooted to the testing site.

X. DUTIES OF EMPLOYEES SELECTED FOR DRUG TESTING

A sworn employee who is selected to be tested shall fully cooperate in the completion of all phases of the testing process and shall adhere to the following procedures:

A. Upon notification that he/she has been selected for drug testing, the employee shall be required to report to the Drug Testing unit office site before the conclusion of his/her tour of duty on which the notification was received. As soon as the employee is physically able to submit the specimen, the employee shall notify the commander/supervisor of his/her unit of assignment or detail.

The sworn employee shall then immediately proceed to the Drug Testing Unit office site. Affected personnel shall report in accordance with the following schedule:

1. First shift perennial shall report no earlier than 0500 hours and no later than 0700 hours;

2. Second shift personnel shall report no earlier than 0900 hours and no later than 1400 hours;

3. Third shift personnel shall report no earlier than 1700 hours and no later than 2000 hours.

B. Upon arrival at the Drug Testing Unit office, employees shall identify themselves, present their photo identification card and the original Drug Testing Program notification Form.

C. Answer all pre-test questions relating to their medical history regarding the use of any/all prescribed drug(s) and the names) of any prescribing physician(s).

D. Upon completion of the specimen collection process, the employee shall immediately return to duty status.

E. An affected employee's tour of duty shall not be considered completed until he/she has submitted the required urine specimen.

XI. TESTING RESULT PROCEDURES

A. Confirmation and Reporting of Test Results.

1. All employees shall be notified, in writing, of the results of their drug screening test, whether negative or positive;

2. A drug screening specimen that initially yields a positive result shall be tested a second time using a gas chromatography/mass spectrometry (GC/MS) test.

3. If the second test confirms the initial positive test result, the employee shall be notified of the results in writing. The notification shall identify the particular drug(s) or controlled substance(s) or their metabolites and shall specify the concentration level.

4. An employee whose confirmation test as specified in paragraph 3, is deemed positive may, at the employee's own expense, have additional testing conducted on the original test sample (or its unopened companion sample). The employee shall have forty-eight (48) hours to notify the Drug Testing Unit, in writing, that he/she intends to have the confirmation verified by a laboratory of his/her own choice. The laboratory must be certified by the federal Department of Health and Human Service (HHS) National Institute Drug Abuse (NIDA) and must beat the requirements established by Article VI of this Order.

5. Any employee who is the subject of a drug test that results in a positive confirmed test shall, upon written request, have access to any test or laboratory records relating to his or her drug test.

6. Confirmed positive test specimens shall be delivered to the laboratory of the employee's choice by the laboratory that performed the test for the Department. The original laboratory shall be responsible for the transfer of the portion of the specimen to be retested and for the integrity of the chain of custody during such transfer.

7. Quantitation for a retest is not subject to a specific cutoff level requirement, but must provide date sufficient to confirm the presence of the drug or metabolite. Because some analytes may deteriorate or are lost during storage, detected levels of the drug below the detection limits established by this, but equal or greater than the established sensitivity of the assay must, as technically appropriate, be reported and considered corroborative of the original positive results.

8. An original copy of the results of the retest conducted by the employee's chosen laboratory shall be delivered to the Drug Test Unit within ten (10) calendar days from the date the specimen was delivered to the employee selected laboratory by the Department laboratory.

9. If the HHS/NIDA certified laboratory selected by the employee disputes the positive finding(s) of the laboratory utilized by the Department within the time allotted, using the same testing procedure used by the original laboratory, then further action shall be taken against the employee. If the retest result is negative, the Department shall reimburse the employee for the expenses incurred for the retest Such reimbursement shall be limited to the current cost to the Department for GC/MS confirmation testing.

10. If the laboratory selected by the employee fails to dispute the positive finding(s) within the allotted time, or if the employee fails or refuses to elect the confirmatory testing procedure within the time or in the manner prescribed herein, or if the employee fails to present the results of the second laboratory's test within the allotted time, the Drug Testing unit will proceed with the preliminary investigation previously initiated as a result of the initial confirmation finding of the original laboratory.

B. Upon receipt of notification of a positive test result, the administrator of the Drug Testing Unit shall;

1. Notify the affected employee and request that he/she furnish documentation relating to the use of any legally prescribed drugs (e.g., prescription bottles bearing prescription numbers, prescribing physician's statement, etc.)

2. When necessary, initiate a preliminary investigation to determine the validity of the employee's statement and evidence provided in support of a claim that he/she is presently taking prescribed drugs.

   a. If the preliminary investigation reveals that the drugs have been legal prescribed and are being consumed at a therapeutic level in

accordance with prescription directions, no further action shall be taken.

b. In all other instances, the Department Head or the Commander of the Internal Investigation Section shall be notified when the confirmed test results indicate positive evidence of drug usage by the employee. No action shall be taken as the result of a positive test result solely on the basis of an initial screening test procedure.

XII. SEARCHES FOR ILLEGAL DRUGS

In the course of investigations related to this policy, investigative personnel any conduct searches of Department-owned property including, but not limited to lockers, desks, briefcases, toolboxes, offices, vehicles, etc. Searches of Department owned property may occur on or off Department premises.

Searches of employer owned property may only occur on Department premises or in Department owned vehicles. By accepting employment with, or performing services for the Department, all employees are deemed to have consented to such searches and no further consent shall be necessary.

XIII. EMPLOYEE ASSISTANCE PROGRAM

The Department fully supports the Employee Assistance Program (EAP) and encourages employees who are using illegal or unauthorized drugs or controlled substances to seek the confidential services of the Program. The EAP plays an important role by providing employees an opportunity to eliminate the use of illegal drugs or controlled substances. Referrals can be made to appropriate treatment and rehabilitative facilities who shall follow-up with individuals during their rehabilitation period to track their progress and encourage successful completion of the program. Enrollment in, or current participation in, an EAP or other rehabilitation program will not excuse an employee from drug testing programs initiated by this policy and order nor shall such participation preclude disciplinary action against an employee who tests positive for drug use during the course of any testing procedure required by this order.

IX. CONFLICT RESOLUTION AND INCLUSION OF APPENDICES

A. This order and policy supersedes and take precedence or any existing orders or directives. Any conflict between this order and policy shall be resolved in favor of this order.

B. Appendices referred to or cited in this order are parts of this order shall have the same force and effect as any other part of this order and policy.

XV. SAVINGS CLAUSE

If any provision of this policy/order or any application thereof should be rendered or declared unlawful, invalid or unenforceable by virtue of any judicial action, or by any

existing or subsequently enacted Federal of State legislation or any other competent authority, such legislation or finding shall not affect the enforceability of any other provisions of this policy/order which shall remain in full force and effect.

BY ORDER OF:

THOMAS DART
SHERIFF OF COOK COUNTY

******MANDATORY GUIDELINES FOR DRUG TESTING******

THIS DRAFT PROPOSAL IS BASED ON THE MANDATORY GUIDELINES FOR FEDERAL WORKPLACE DRUG TESTING PROGRAMS (53 FR 11979, 11989).

INTENDED FOR INCLUSION AS APPENDIX "A" OF THE "DRUG FREE WORKPLACE" POLICY AND GENERAL ORDER FOR THE COOK COUNTY SHERIFF'S CORRECTIONS, COURT SERVICES AND POLICE DEPARTMENTS.

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ARTICLE 100 - GENERAL

101 APPLICABILITY

(a) These mandatory guidelines apply to all drug testing procedures conducted by this Department in accordance with existing policies and directives.

(b) Only laboratories certified under the standards established by the federal Department of Health and Human Services (HHS) and the National Institute for Drug Abuse (NIDA) are authorized to perform urine drug testing for the Department.

102 DEFINITION

For the purpose of these Guidelines the following definitions are adopted:

Administrator:
The person responsible for the supervision of the Drug Testing Unit and collection site operation.

Aliquot:
A portion of urine specimen used for testing purposes.

Chain of Custody:
Procedures to account for the integrity of each urine specimen by tracking its handling and storage from the point of specimen collection to final disposition of the specimen. These procedure shall require than a approved chain of custody form, be used from time of collection to receipt by the laboratory and that upon receipt by the laboratory an appropriate laboratory chain of custody form(s) account for the sample or sample aliquots within the laboratory. Chain of custody forms shall, at minimum, include an entry documenting date and purpose of each time a specimen or aliquot is handled or transferred and identifying every individual in the chain of custody.

Collection Site:
A place designated by the Department where individuals present themselves for the purpose of providing a specimen of their urine to be analyzed forth presence of drugs or their metabolites.

Collection Site Person:
A person who instructs and assists individuals at a collection site and who received and make an initial examination of the urine specimen provided by those individuals. A collection site person shall have successfully completed training to carry out this function.

Confirmatory Test: A second analytical procedure to identify the presence of specific drugs, controlled substances, or their respective metabolites that is independent of the initial test an which uses a different technique and chemical principle from that of the initial test in order to ensure reliability and accuracy. (At this time, gas chromatography/mass spectrometry (GC/MS) is the only authorized confirmation method).

Initial Testing: (also known as Screening Test):
An immunoassay screen to eliminate "negative" urine samples from further testing or consideration.

Permanent Record Book:
A permanently bound book in which identifying data on each specimen collected at a collection site are permanently recorded in the sequence of collection.

Reason to Believe:
Reason to believe that a particular individual may alter or substitute the urine specimen.

103 FUTURE REVISIONS

In order to ensure the full reliability an accuracy of initial and confirmation drug tests, the accurate reporting of test results, and the integrity and efficiency of testing programs, the Department may make changes in these Guidelines to reflect improvements in the availability science and technology. These changes will be discussed with the affected employees Union prior to implementation and will be published as adopted from time to time.

ARTICLE 200 - SCIENTIFIC AND TECHNICAL REQUIREMENTS

201 - THE DRUGS

(a) Department policy and directives define "drugs" and "controlled substances" as those substances and their respective metabolites, including but not limited to, cannabis as defined in Chapter 56 1/2, Section 703, Illinois Revised Statutes and controlled substances as defined in Chapter 56 1/2, Section 1102, paragraph (f), Illinois Revised Statutes. It does not include drugs used pursuant to a valid prescription or when used as otherwise authorized by law. While this definition encompasses many drugs, it is not feasible to test routinely for all of them. Department drug testing programs shall test for drugs as follows:

(1) Random drug testing programs shall at a minimum test for marijuana and cocaine;

(2) Drug testing programs are also authorized to test for opiates, amphetamines, phencyclidine or any drug as defined in 201(a) of these guidelines.

(b) Urine specimens collected pursuant to the policies and directives of the Department shall be used only to test for those drugs included in these Guidelines and may not be used to conduct any other analysis or test unless otherwise authorized by law.

(c) These Guidelines are not intended to limit additional categories of drugs in the drug testing of sworn employees.

202 - SPECIMEN COLLECTION PROCEDURES

(a) Designation of Collection Site. The drug testing program shall have one or more designated collection sites which have all necessary personnel, materials, equipment, facilities, and supervision to provide for the collection, security, temporary storage, and shipping or transportation of urine specimens to a certified drug testing laboratory.

(b) Security. Procedure shall be provided for the designated collection site to be secure. If a collection site facility is dedicated solely to urine collection, it shall be secure at all times. If a facility cannot be dedicated solely to drug testing, the portion of the facility use for testing shall be secured during drug testing.

(c) Chain of Custody. Chain of custody standardized forms shall be properly executed by authorized collection site personnel upon receipt of specimens. Handling and transportation of urine specimens from one authorized individual or place to another shall always be accomplished through chain of custody procedures. Every effort shall be made to minimize the number of persons handling specimens.

(d) Access to Authorize Personnel Only. No authorized personnel shall be permitted in any part of the designated collection site when urine specimens are collected or stored. With the exception of personnel authorized to conduct inspections, all authorized visitors and maintenance and service personnel shall be escorted at all times. Documentation of individuals accessing these areas, dates, and time of entry and purpose of entry must be maintained.

(e) Privacy. Procedures for collecting urine specimens shall allow individual privacy unless there is reason to believe that a particular individual may alter or substitute the specimen to be provided.

(f) Integrity and Identity of Specimen. Collection site personnel shall take precautions to ensure that a urine specimen not be adulterated or diluted during the collection procedure and that information on the urine bottle and in the record book can identify the individual from whom the specimen was collected. The following minimum precautions shall be taken to ensure that unadulterated specimens are obtained and correctly identified:

1. To deter the dilution of specimens at the collection site, toilet bluing agents shall be placed in toilet tanks wherever possible so the reservoir of water in the toilet bowl always remains blue. There shall be no other source of water (e.g., no shower or sink) in the enclosure where urination occurs.

2. When an individual arrives at the collection site, the collection site person shall request the individual to present photo identification. If the individual does not have proper photo identification, the collection site person shall contact the supervisor of the individual, the coordinator of the drug-testing program, or any other official who can positively identify the individual. If the individual's identity cannot be established, the collection site person

shall not proceed with the collection. Individuals may also be required to furnish fingerprints for recording and establishing positive identification.

3. If the individual fails to arrive at the assigned time, the collection site person shall contact the appropriate authority to obtain guidance on the action to be taken.

4. The collection site person shall ask the individual to remove any unnecessary outer garments such as a coat or jacket that might conceal items or substances that could be used to tamper with or adulterate the individual's urine specimen. The collection site person shall ensure that all personal belongings such as a purse or briefcase remain with the outer garments. The individual may retain his or her wallet

5. The individual shall be instructed to wash and dry his or her hands prior to urination.

6. After washing hands, the individual shall remain in the presence of the collection site person and shall not have access to any water fountain, faucet, soap dispenser, cleaning agent or any other materials which could be used to adulterate the specimen.

7. The individual may provide his/her specimen in the privacy of a stall or otherwise partitioned area that allows for individual privacy.

8. The collection site person shall note any unusual behavior or appearance in the permanent record book.

9. In the exceptional event that Department collection site is not accessible and there is an immediate requirement for specimen collection (e.g., accident investigation), a public rest room may be used according to the following procedures: A collection site person of the same gender as the individual shall accompany the individual into the public rest room which shall be made secure during the collection procedure. If possible, a toilet bluing agent shall be placed in the bowl and any accessible toilet tank. The collection site person shall remain in the rest room, but outside the. stall, until the specimen in collected. If no bluing agent is available to deter specimen dilution, the collection site person shall instruct the individual not to flush the toilet until the specimen is delivered to the collection site person.. After the collection site person has possession of the specimen, the individual will be instructed to flush the toilet and to participate with the collection site person in completing the chain of custody procedures.

10. Upon receiving the specimen from the individual, the collection site person shall determine that it contains at least 60 milliliters of urine. If there is less than 60 milliliters of urine in the container, additional urine shall be collected in a separate container to reach a total of 60 milliliters. (The temperature of the partial specimen in each separate container shall be

measured in accordance with paragraph (f) (12) of this section, and the partial specimens shall be combined on one container.) The individual may be given a reasonable amount of liquid to drink for this purpose(e.g., a glass of water). If the individual fails for any reason to provide 60 milliliters of urine, the collection site person shall canted the appropriate authority to obtain guidance on the action to be taken.

11. After the specimen has been provided and submitted to the collection site person, the individual shall be allowed to wash his or her hands.

12. Immediately after the specimen is collected, collection site person shall measure the temperature of the specimen. The temperature measuring device used must accurately reflect the temperature of the specimen and not contaminate the specimen. The time from urination to temperature measurement is critical and in no case shall exceed four (4) minutes.

13. If the temperature of a specimen is outside the range et 32.5-37.7 degrees centigrade or 90.5-99.8 degrees Fahrenheit, that is reason to believe that the individual may have altered or substituted the specimen, and another specimen shall be collected under the direct observation of a same gender collection site person and both specimens shall be forwarded to the laboratory for testing. An individual may volunteer to have his or her oral temperature taken to provide evidence to counter the reason to believe the individual may have altered or substituted the specimen caused by the specimen's temperature falling outside the prescribed range.

14. Immediately after the specimen is collected, the collection site person shall also inspect the specimen to determine its color and look for any signs of contaminants. Any unusual findings will be noted in the permanent record book.

15. All specimens suspected of being adulterated shall be forwarded to the laboratory for testing.

16. Whenever there is reason to believe that particular individual may alter or substitute the specimen to be provided, a second specimen shall be obtained as soon as possible under the direct observation of a same gender collection site person.

17. Both the individual being tested and the collection site person shall keep the specimen in view at all times prior to its being sealed and labeled. If the specimen is transferred to a second bottle, the collection site person shall require the individual to observe the transfer of the specimen and the placement of the tamperproof seal over the bottle cap and down the sides of the bottle.

18. The collection site person and the individual shall be present at the same time during procedures outlined in paragraphs (f) (19) - (f) (22) of this section.

19. The collection. site person shall place securely on the bottle an identification label which contains the date, the individual's specimen number, and any other identifying information provided or required by the department.

20. The individual shall initial the identification label on the specimen bottle for the purpose of certifying that it is the specimen collected from him or her.

21. The collection site person shall enter in the permanent record book all information identifying the specimen. The collection site person shall sign the permanent record bock next to the identifying information.

22. The individual shall be required to read and sign a statement in the permanent record book certifying that the specimen identified as having been collected from him or her is in fact the specimen he or she provided.

23. A higher level supervisor shall review and concur in advance with any decision by a collection site person to obtain a specimen under the direct observation of a same gender collection site person based on a reason to believe that the individual may alter or substitute the specimen to be provided.

24. The collection site person shall complete the chain of custody form.

25. The urine specimen and chain of custody form are now ready for shipment or pickup. If the specimen is not immediately prepared for shipment, it shall be appropriately safeguarded during temporary storage.

26. While any part of the above chain of custody is being performed, it is essential that he urine specimen and custody documents be under the control of the involved collection site person. If the involved collection site person leaves his or her work station momentarily, the specimen and custody form shall be taken with him or her or be secured. After the collection site person returns to the work station, the custody process will continue. If the collection site person is leaving for an extended period of time, the specimen shall be packaged for shipment before he or she leaves the site.

(g) Collection Control. To the maximum extent possible, collection site personnel shall keep the individual's specimen within sight both before and after the individual has urinated. After the specimen is collected, it shall be properly sealed and labeled. An approved chain of custody form shall be used for maintaining control and accountability of each specimen form the point of collection to final disposition of the specimen. The date and purpose shall be documented on an approved chain form each and every time a specimen is handled or transferred and

every individual in the chain shall be identified. Every effort shall be made to minimize the number of person handling specimens.

(h) Transportation to Laboratory. Collection site personnel shall arrange to ship the collected specimens to the drug testing laboratory. The specimens shall be placed in containers designed to minimize the possibility of damage during shipment, for example, specimen boxes or padded mailers; and those containers shall be securely sealed to eliminate the possibility of undetected tampering. On the tape sealing the container, the collection site person shall sign and enter the date specimens were sealed in the containers for shipment. The collection site personnel shall ensure that the chain of custody documentation is attached to each container sealed for shipment to the drug testing laboratory.

203 - SHORT AND LONG TERM SPECIMEN STORAGE

a. Short-Term Refrigerate Storage. Specimens shall be placed insecure refrigeration units. Temperatures shall not exceed six (6) degrees centigrade. Emergency power equipment shall be available in case of prolonged power failure.

b. Long Term Refrigerated Storage. Long-term frozen storage (-20 degree centigrade or less) ensures that positive urine specimens will be available for any necessary retest during administrative or disciplinary proceedings. Unless otherwise authorized in writing by higher authority, collection sites and/or drug testing laboratories shall retain and place in properly secured long-term frozen storage for a minimum of one (1) year all specimens confirmed positive. Within this one (1) year period, the Department may request the laboratory to retain the specimen for an additional period of time but if no such request is made, the laboratory may discard the specimen after the end of the one (1) year period, except that the laboratory shall be required to maintain any specimens under legal challenge for an indefinite period of time.

204 - TEST LEVELS

a. Initial Test Level. The initial test level shall use an immunoassay which meets the requirements of the Food and Drug Administration for commercial distribution. The following initial cutoff levels shall be used when screening specimens to determine whether they are negative for these drugs or classes of drugs:

b. Confirmatory Test Levels. All specimens identified as positive on the initial test shall be confirmed using gas chromatography/mass spectrometry (GC/MS) techniques at the cutoff values listed in this section for each drug. All confirmations shall be by quantitative analysis. Concentrations which exceed the linear region of the standard curve shall be documented in the laboratory record as "greater than highest standard curve value."

c. Test Level Revisions. The test levels listed in this section are subject to change by the Department as advances in technology or other considerations warrant

identification of these substances at other concentrations. Any changes in these test levels will be published in a timely fashion.

	Initial test level (ng/ml)	Confirmatory test level (ng/ml)
Amphetamines	1,000	500
Cocaine	300	150
Benzodiazepines [1]	300	150
Methaqualone	300	150
TEC (Cannabinoids) [2]	20	15
Barbiturates	300	150
Methadone	300	150
Phencyclidine (PCP)	25	25
Opiates [3]	300	300
Propoxphene	300	150

1 Benzoyleogonine

2 Delta-9-tetrahydrocannabino-9-carboxylic acid

3 25 NG/ML IF IMMUNOASSAY SPECIFIC FOR FREE MORPHINE

205 - REPORTING TEST RESULTS

a. The laboratory shall report test results to the administrator of the Drug Testing Unit within an average of five (5) working days aver the receipt of the specimen by the laboratory. Before any test result is reported (the results of initial tests, confirmatory tests, or quality control date), it shall be reviewed and the test certified as an accurate report by the responsible individual. The report shall. identify the drugs/metabolites tested for, whether positive or negative, and the cutoff for each, the specimen number assigned by the Department, and the drug testing laboratory specimen identification number. The results (positive and negative) for all specimens submitted at the same time to the laboratory sell be reported bade to the Administrator at the same time.

b. The testing laboratory shall report as negative all specimens which are negative on the initial test or negative on the confirmatory test. Only specimens confirmed positive shall be reported positive for a specific drug.

c. The administrator may request from the laboratory and the laboratory shall provide quantitation of test results.

d. The laboratory may transmit results to the Administrator by various electronic means (e.g., computer, tele printers, or facsimile) in a manner designed to ensure confidentiality of the information. Results may not be provided verbally by

telephone. The laboratory must ensure the security of the date transmission and limit access to any data transmission, storage, and retrieval system.

e. The laboratory shall send only to the Administrator a certified copy of the original chain of custody form signed by the individual responsible for day-to-day management of the drug testing laboratory or the individual responsible for attesting to the validity of the test reports.

f. Unless otherwise directed by the Department or the administrator in writing, all records pertaining to a given urine specimen shall be retained by the drug testing laboratory for a minimum of two (2) years.

g. The drug testing laboratory shall never be furnished with the name of the individual to whom a particular drug specimen is associated with. The only exception to this rule will be in those cases in which the individual is the subject of a hearing for disciplinary action as a result of a confirmed positive drug test which will require the testimony of laboratory personnel. The confidentiality provision of the Department's policy and current written directives will take precedence over this section of the Guidelines.

* * * * *

MOU

Shut Down Days

The Employers agree that they will not implement any shutdown days from the date of execution of this side letter through the termination of the collective bargaining agreement. This Agreement shall automatically expire upon Cook County Board of Commissioners' ratification of the successor agreement. This agreement is non-precedential and shall not be used by either party in any proceeding except to enforce its terms. Further, the parties agree that by executing this agreement neither the Union nor the Employers waive any positions, rights, claims or defenses regarding shutdown days.

MOU

SHAVE CARD

a) Officers shall be permitted to wear facial hair for medical reasons while in uniform provided it is in conformance with the Department's standards in the General Orders of the Sheriffs Orders governing this issue, provided they allow for neatly trimmed facial hair.

b) Officers who wear facial hair and cannot conform to the Department's standards and/or General Orders shall submit a doctor's note to their Division Unit supervisor. The note shall inform the Employer that the Officer has a medical reason for not being able to comply with the Department's standards. Such employees will receive a shaving exemption card ("No Shave Card") which will notify the Supervisor(s) of any officer that is excused from the general facial hair restrictions of the Employer. The officer must still comply with the Sheriffs Orders of personal appearance and keep any facial hair in conformance with set standards.

c) After the Employer has issued the shaving restriction card as set forth above, the Officer shall not be required to request a new card unless the medical restrictions have changed for that Officer.

d) The Employer also shall issue a shaving restrictions card to an Officer who has a recognized religious belief that prevents the Officer from shaving and otherwise conforming to the applicable standards and General Orders on this issue.

MOU

LIMITED "ME TOO"

If the Employer, subsequent to the ratification of this Agreement and prior to the expiration of this Agreement (i.e., November 30, 2020), enters into an agreement with any other union (including an interest arbitration award) that contains lower rate of employee contribution to health insurance (either in employee contribution to premium or through plan design changes that are more favorable to employees), then upon demand by the Union, those health insurance changes will be applied to members of this bargaining unit.

MOU

OVERPAYMENT

The parties agree that if at any time any member of this Collective Bargaining Agreement is overcompensated for any reason, the member shall be entitled to structure a payment plan in writing with the Employer, to payback what owed compensation. If an agreement cannot be reached between the member and the Employer, the Employer (upon providing notice to the member) shall be allowed to deduct what is owed at a percentage of no more than ten percent (10%) of the net salary received over two (2) bi-weekly pay periods per month until paid.

MOU

LIGHT DUTY ASSIGNMENTS

If multiple light duty positions are available, the Employer will give consideration to the location of an officer's residence when making the assignment.

MOU

PATROL OVERTIME AND MANDATION SELECTION
MOVEMENT BETWEEN DISTRICTS

In matters of overtime, the Employer shall select the most senior officer volunteer on duty and readily available for overtime by area (North/South Patrol). If overtime opportunity becomes available within same pay period and the most senior officer has already worked overtime in said period the employer will select next senior officer volunteer for overtime opportunity and so forth till pay period ends.

In matters of mandation, the Employer will exhaust all overtime volunteers for both patrol areas (North and South). The Employer may then extend overtime opportunity to any on duty Specialty Unit Officers or call any off-duty officers for overtime opportunity.

If all available options are exhausted the Employer will mandate the lowest senior officer by patrol area (North/South). If the Employer needs to mandate more than one officer it shall proceed to next lowest senior officer by area and said forth. If mandation is required on additional days within same pay period the Employer will move up the seniority list to next lowest senior officer who has not been mandated during the pay period. All lists reset by pay period.

In matters of movement between districts that are short or over staffed the Employer will move the lowest senior officer by area to any district on a daily basis due to staffing shortages. The Employer shall allow officer travel time at start of shift to outside District and allow officers travel time back to home District if available.

MOU

IOD Agreement

The Cook County Sheriff ("Employer") and the Illinois FOP Labor Council ("Union") agree the long-standing practice regarding the processing of injury-on-duty pay that has been followed at the Sheriff's Police Department (including those in the rank of Police Sergeant) for years. The parties agree that the past practice of allowing the bargaining unit members at the Police Department a thirty (30) day grace period where their regular salary is paid pursuant to 5 ILCS 345/1, *et seq.*, shall be continued. The Union agrees that its members shall notify their supervising officer of any on-duty injuries within forty-eight (48) hours of the occurrence of the injury in order to be eligible for the thirty (30) day grace period.

LETTER OF AGREEMENT
CENTRAL WARRANTS

LETTER OF AGREEMENT

CENTRAL WARRANTS 24-HOUR DESK OFFICER TRANSITION TO SCSU IN-FIELD OPERATIONS

This Letter of Agreement ("Agreement") is being entered into by and between the Cook County Sheriff ("Employer") and the Illinois Fraternal Order of Police Labor Council ("Union"), Representing Cook County Sheriff's Police Officers ("Officers").

In settlement of any and all claims, the Employer and Union (*collectively*, "the parties") agree as follows:

1. On or around September 1, 2018, the Central Warrants 24-Hour Desk ("CWU-Desk") will no longer function and the phone/LEADS operations previously handled by the Officers assigned to the CWU Desk will be assumed by the civilian staff at the Cook County Sheriff's Police Department's Emergency Communications 911-Center.

2. On or around September 1, 2018, Officers assigned to the CWU Desk shall be re-assigned into the field operations of the Fugitive Warrant division of the Street Crimes Suppression Unit ("SCSU") (0530-1330 hours) until a bid takes place, or unless otherwise agreed to by the parties. The initial re-assignment of the CWU Desk personnel is attached herewith in a Side Letter to this Letter of Agreement and is executed simultaneously. The parties agree that if for any reason the actual date for the move into the field operations is delayed, the parties will act reasonably, and such changes shall not affect the validity of this Agreement.

3. The Employer intends to assign a limited number of Officers to facilitate with the transition in operations to the 911-Center during the move or immediately after the move. The Employer shall assign this work to volunteers from the current personnel assigned to the CWU Desk. The parties agree that this shall be on a temporary basis and should not exceed sixty (60) days, unless agreed to by the parties. The parties further agree that assisting with warrants in the 911-Center is work that can be performed in a light-duty and/or transitional work assignment in the future. Moreover, to ensure the workload in Fugitive Warrant division of the SCSU is being performed in an efficient manner, the parties agree that the Sheriff will maintain personnel in Fugitive Warrants at level equivalent to the current percent of the entire bargaining unit of Officers, unless otherwise agreed to by the parties.

4. In exchange for the settlement of any and all claims Officers re-assigned to the field operations of the Fugitive Warrant division of the SCSU shall become eligible for Stipend Pay in accordance with the Collective Bargaining Agreement upon assuming and engaging in the in-field SCSU operations. The parties agree to act reasonably and provide notice to each other as issues arise with this transition.

5. By entering into this Agreement, any and all potential claims arising out of or relating to the Officers' return to in-field operations at the SCSU, hours and schedules of work, the assumption of duties by the civilians/911-Center or any other matters relating to the operation and elimination of the 24-Hour CWU Desk are settled. Any disputes regarding the application

and implementation of this Letter of Agreement shall be resolved through the grievance procedure in the parties' collective bargaining agreement.

AGREED:

Gary Bailey, Esq.
Authorized Representative for IFOP Labor Council
Representing Police Officers

8/28/18
Date

Abel Tomas
Authorized Representative for IFOP Labor Council
Representing Police Officers

9/13/18
Date

Peter Kramer, Esq.
Authorized Representative for the
Cook County Sheriff

8/13/18
Date

LETTER OF AGREEMENT BETWEEN THE COOK COUNTY SHERIFF AND THE ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL, REPRESENTING POLICE OFFICERS

VOLUNTARY SPECIAL DETAILS- DEPARTMENT APPROVED HIREBACK OPPORTUNITIES FOR PATROL-RELATED DETAILS

This Letter of Agreement ("Agreement") is being entered into by and between the Cook County Sheriff ("Primary Employer") and the Illinois FOP Labor Council ("Union"), representing Cook County Sheriff's Police Officers (*collectively*, "the parties").

The parties recognize that voluntary special details and department approved hirebacks (*hereinafter* "hireback opportunities") present economic opportunities for bargaining unit members outside of their tour of duty. The Primary Employer enters into contracts with separate and independent public or private entities to provide law-enforcement opportunities outside of one's tour of duty. The purpose of this Agreement is to ensure that the bargaining unit members observe their normal standards of conduct when volunteering for and working the hireback opportunities and recognize that they are subject to discipline when failing to do so. In addition, this Agreement outlines steps that shall be taken in an effort to promote the fair and efficient management of hireback opportunities offered by independent agencies. Accordingly, the Union agrees to the following:

1. Probationary Police Officers ("Probationary Officers") are not eligible for hireback opportunities due to their probationary status at the Primary Employer. However, Probationary Officers are permitted to voluntarily, at their sole discretion to work Election Details, at the rate provided by the applicable posting and ability to meet the minimum eligibility requirements.
2. For purposes of hireback opportunities, volunteers must meet the minimum eligibility requirements, as set forth in the applicable posting and Collective Bargaining Agreement ("CBA"). Selection from the list of candidates meeting said eligibility requirements (*hereinafter* "hireback pool") shall be determined by seniority. The parties agree that the most senior member in the hireback pool will have the opportunity to provide his/her desired date to work (only one day, not at preferred dates) and upon rotation through the remainder of the hireback pool, when it comes back to the most senior volunteer, he/she will then be provided the opportunity to provide another preferred date and this process will continue to rotate through the list until positions have been filled. In order to provide hireback opportunities in an equitable manner the hireback pool shall be for a period of two (2) months (where applicable) on a cycle/rolling schedule. At the end of the two (2) months, the hireback pool will re-set and anyone wishing to apply for any future hireback posting shall re-apply for the opportunity. If eligible, the candidate will be placed in the new hireback pool.
3. Notice of scheduled overtime assignments shall be posted in accordance with the respective CBAs and shall be granted to members in the hireback pool, in order of rotating seniority, first to the members of the patrol division, followed by the specialty units, and in the event that there are remaining spots that are not yet filled, a request will then be made to the Sergeants, followed by other supervisors at the CCSPD (i.e. Lieutenants and above) who have requested consideration to work the hireback.

4. Any bargaining unit member that is de-deputized at the time of the hireback opportunity or has a matter pending before the Cook County Sheriff's Merit Board, shall not be deemed eligible to work any hireback opportunity while de-deputized or while the case is still pending.
5. Bargaining unit members selected from the hireback pool that were placed on the schedule and received an assigned date(s) to work the hireback (i.e. after the official schedule has been posted by the OCSPD) are responsible for working said detail.
6. Bargaining unit members are permitted to swap or switch their assigned detail with other OCSP-assigned, in the same schedule period on a day-for-day basis. Officers making a switch or swap must notify the detail scheduler no less than seven calendar days prior to the first committed date, absent an emergency or as set forth below. Bargaining unit members are also required to utilize their County e-mail for matters pertaining to scheduling. Bargaining unit members agree to adhere to each of the following:
    a. For purposes of this Agreement, an emergency is considered to be a situation where a scheduled officer fails to notify the Employer in no less than seven (7) calendar days before his/her committed date, that he/she is unable to work his/her scheduled hireback. In cases of emergency, the Employer shall have the right to assign any employee to the hireback, even those not listed within the pool and irrespective of their seniority, to work the hireback.
    b. In the event that a scheduled bargaining unit member provides notice in advance of the seven-day period listed above, that he/she wishes to be taken off of the schedule for a non-emergency situation, the bargaining unit member committed to the hireback shall be required to contact the scheduler no later than seven (7) calendar days in advance of his/her committed date, and provide the scheduler with the name and date that he/she will be swapping with another member, on condition that the date and officer selected are already confirmed on the calendar. In other words, an officer is limited to swapping dates with officers that are already committed to work a hireback. Under no circumstances, can a committed officer swap a date with another officer if said officer is not committed to work the hireback.
    c. Where a scheduled bargaining unit member does not appear at the scheduled date and time of his/her assigned hireback shift; does not notify the Primary Employer that he/she is unavailable as set forth above, or violates any term of this Agreement, the parties agree that the member shall be barred from working any hireback opportunity for two (2) months. In the event that the same member repeats the violation for a second time, said member shall be barred from any hireback opportunity for four (4) months and if said conduct occurs again, the member shall be barred from any future hireback opportunity for the next one (1) year. Nothing in this Paragraph limits the Employer's right to immediately cease a member's involvement in any hireback opportunity on the basis of conduct unbecoming or safety and security concerns. In addition, nothing in this paragraph requires the Employer to be bound to any limitation as to the length of time that the employee may be barred from any hireback opportunity, when the triggering event relates to conduct unbecoming, safety or security. Where the triggering event relates to conduct unbecoming, safety or security, the Primary Employer will notify the Union about the triggering event as soon as practicable.
    d. When a relieving officer is late to the detail, it is the obligation of the currently assigned "on-duty" officer working the detail to notify the designated detail scheduler about the relieving officer's delay or absence. In such a case, the "on-duty" officer shall contact the on duty sergeant within the district of the detail to advise the supervisor about the delay or absence and to advise whether he/she can remain at the hire-back to work the shift or needs to be

refused. If the latter, the on duty Sergeant may contact any member that meets the minimum eligibility requirements as set forth in the applicable posting and that is immediately available and willing to work the hireback opportunity.

e. Members are required to contact the designated detail scheduler via their County e-mail for scheduling matters. The designated scheduler will contact the member (when able to do so) and if so required. Absent an emergency, the standard form of communication between members and schedulers for hireback opportunities shall be via County e-mail; not via phone calls, text messages or other modes of communication.

f. Members scheduled for the hireback must be punctual to the detail, appear in uniform and in possession of the required equipment (example: body worn camera, Taser, vest, etc.). In addition, when utilizing a department-issued vehicle, the member is required to have it properly fueled prior to the start of the detail.

7. Nothing in this Agreement is intended to limit the rights of the Employer or Union under the applicable CBA for future hire-backs or specialized details, cessation of such opportunities by the Department or members(s), and/or other provisions of the applicable contract.

8. In the event that either party wishes to modify or end this Agreement, the parties shall do so in writing and shall notify the other party of its desire to do so. Any modifications must be by mutual agreement and in writing, executed by Authorized representatives of the parties. The parties also agree to revisit the terms of this Agreement during negotiations for the successor contracts for the respective bargaining units.

9. This Agreement will become binding upon ratification of the Collective Bargaining Agreement by the County Board. Effective upon the ratification, any existing watchlists shall no longer be in effect. In addition, officers already scheduled and committed to work existing Firebacks shall be required to fulfill those commitments, irrespective of the ratification of this Agreement."

AGREED:

Gary Bailey, Esq., Illinois FOP Labor Council
Representing Police Officers

9/13/18
Date

Abel Torres, Authorized Representative for Illinois FOP Labor Council,
Representing Police Officers

9/13/18
Date

Peter Kramer, Esq., Authorized Representative for the Cook County Sheriff

8/31/18
Date