

VILLAGE OF STICKNEY

6533 West Pershing Road
Stickney, Illinois 60402-4048
Phone - 708-749-4400
Fax - 708-749-4451



Kathleen Fuentes
Mitchell Milenkovic

Village Trustees
Mary Hrejsa
Sam Savopoulos

James Lazansky
Jeff White



Deborah E. Morelli
Village President

Kurt Kasnicka
Village Treasurer

Audrey McAdams
Village Clerk

REGULAR MEETING BOARD OF TRUSTEES

Tuesday, December 15, 2015

7:00 p.m.

Meeting Agenda

1. Call to Order
2. Pledge of Allegiance
3. Roll Call
4. Approve Minutes of Previous Regular Meeting
5. Authorize Payment of Bills
6. Accept the Report of the Illinois Department of Revenue
7. Accept the Report of the Illinois Department of Transportation
8. Pass and Approve Ordinance No. 2015-21, An Ordinance Amending Chapter 22, Section 22-76 and Chapter 70, Sections 70-39, 70-40, 70-41, 70-42 and 70-43 of the Municipal Code, Village of Stickney, Illinois Regarding Dumpsters
9. Discussion and Possible Action of Tax Increment Financing (TIF) Consulting Services - Commercial Corridors Revitalization
10. Accept the Memorandum of Understanding between the Village of Stickney and the Illinois Fraternal Order of Police Labor Council on behalf of the Telecommunicator Division
11. Report from the Mayor
12. Report from the Clerk
13. Trustee Reports/Committee Reports
14. Reports from Department Heads
15. Audience Questions
16. Adjournment

Posted December 10, 2015

December 1, 2015

**State of Illinois
County of Cook
Village of Stickney**

The Board of Trustees of the Village of Stickney met in regular session on Tuesday, December 1, 2015 at 7:00 p.m. in the Stickney Village Hall, 6533 W. Pershing Road, Stickney, Illinois.

**Upon the roll call, the following Trustees were present:
Trustees Fuentes, Hrejsa, Lazansky, Milenkovic, Savopoulos and White**

Trustee Milenkovic moved, duly seconded by Trustee Savopoulos, to approve the minutes of the previous regular session on Tuesday, November 17, 2015.

**Upon the roll call, the following Trustees voted:
Ayes: Trustees Fuentes, Hrejsa, Lazansky, Milenkovic, Savopoulos and White
Nays: None
Mayor Morelli declared the motion carried.**

Trustee White moved, duly seconded by Trustee Savopoulos that the bills, approved by the various committees of the Board, be approved for payment, and to approve warrants which authorize the Village Treasurer to draw checks to pay the bills, to be signed by the authorized signers, as provided for by the Ordinances of the Village of Stickney.

**Upon the roll call, the following Trustees voted:
Ayes: Trustees Fuentes, Hrejsa, Lazansky, Milenkovic, Savopoulos and White
Nays: None
Mayor Morelli declared the motion carried.**

Trustee White moved, duly seconded by Trustee Lazansky to pass and approve Ordinance 2015-19, "The Tax Levy Ordinance for the Fiscal Year, beginning May 1, 2015 and ending April 30, 2016."

**Upon the roll call, the following Trustees voted:
Ayes: Trustees Fuentes, Hrejsa, Lazansky, Milenkovic, Savopoulos and White
Nays: None
Mayor Morelli declared the motion carried.**

Trustee Lazansky moved, duly seconded by Trustee White to approve Resolution 24-2015, "A Resolution to Increase Loss of Bond & Interest Fund to 8.00% for the 2015 Tax Year."

**Upon the roll call, the following Trustees voted:
Ayes: Trustees Fuentes, Hrejsa, Lazansky, Milenkovic, Savopoulos and White
Nays: None
Mayor Morelli declared the motion carried.**

Prior to the vote, Trustee Savopoulos asked if this was going to be a temporary increase. Treasurer Kurt Kasnicka explained that this is the second year that we are doing this. Last year we had to transfer \$74,000.00 on November 30th to make the bond payment on December 1. This year we only had to transfer \$48,000.00. By doing this one more time we are at the point to be within reach in future years where we will not have to do this additional amount for the loss amount for the county. We should be in the \$20,000.00 range. Next year we will have to do additional funding for the Police Pension Fund.

Trustee Lazansky moved, duly seconded by Trustee Savopoulos to accept the Memorandum of Understanding between the Village of Stickney and the Illinois Fraternal Order of Police Labor Council on Behalf of the Patrol, Corporal and Sergeant Divisions.

Upon the roll call, the following Trustees voted:

Ayes: Trustees Fuentes, Hrejsa, Lazansky, Milenkovic, Savopoulos and White

Nays: None

Mayor Morelli declared the motion carried.

MAYOR'S REPORT: The mayor thanked a long list of organizations and individuals that helped on Saturday with the decorating of the Christmas trees. The Girl Scouts from St. Daniel's donated to the collection for the troops.

CLERK'S REPORT: The clerk informed the audience that she placed copies of the Stickney Village Board meeting dates for 2016 on the podium. A reminder was given for the Stickney Police Department blood drive on December 2, 2016. In addition, the clerk explained that she had asked Treasurer Kurt Kasnicka for current totals of the village funds that are due from the State of Illinois so she could send out letters to key people in the state. This was as the result of a request from the Illinois Municipal League. The following reflects the totals:

9-1-1 Wireless	3 months @ \$3,000	Total \$ 9,000.00
Motor Fuel Tax	4 months @ \$13,500	Total \$54,000.00
State Use Tax September	\$13,471.18	
October	\$12,489.67	
November	\$11,412.64	Total \$37,373.49
Video Gaming	5 months @ \$4,500.00	Total \$22,500.00
Grand Total due to the Village of Stickney		\$122,873.49

TRUSTEES REPORTS: Trustee Fuentes gave the fire department report for the month of November, 2015 as follows: Ambulance calls; 50: Mutual Aid Calls; 14: Service Calls; 2: Fire Calls; 9: Hazardous Condition Calls; 0: Motor Vehicle Accidents; 8: Working Fires; 0: Brush/Trash Fire Calls; 0: Car Fires; 0: Total calls for the month of November: 83; Total calls for 2015: 997.

In addition, she reminded us of the final push for the children's coat drive. They are collecting new or gently used kid's coats. There will be collection containers in the Village Hall and also the library. They are looking for hats, coats, scarfs and gloves.

Trustee Hrejsa notified the audience that on December 5, there will be a senior Christmas luncheon at the Stickney firehouse from 11:00 to 1:30. There will be entertainment and a raffle. In addition, there will be a Family Holiday Party from 3:30 to 6:30 at the Recreation Center. There will be a raffle. Sign up was required to attend this.

Trustee Lazansky suggested that people should be aware that the Secretary of State no longer sends out reminders to vehicle owners to purchase their license plate stickers. People who are late will receive a \$20.00 fine.

Trustee Milenkovic told us that he met with a couple of technicians at 4308 Wenonah where our air plane noise monitor is stationed. The technicians replaced all the electronics in the box along with the antenna and cable. We should be getting more accurate results. We are currently at 52 decibels. We would need to be at 60 or 65 to receive any income from this program. The trustee then addressed the task force report on drones. He invited people to visit the web site to read the full report.

Trustee White addressed the report from our lobbyist. We were informed that we are in the same stalemate budget position. The trustee referred to the financial figures that were previously given by the clerk concerning the funds due from the state. He was hopeful that we actually will receive the funds that we are due. The Trustee informed us that some of our local legislators have filed their petitions for the March election primary. We also learned that the motor fuel municipal tax that became effective in September has recently brought in \$11,527.00 from Tuxedo Junction and Shell brought in \$3,224.00. The first two months that we have had this tax has brought in \$29,418.00.

DEPARTMENT REPORTS: Police Chief John Sladetz updated us on the 9-1-1 consolidation that the state has passed. This is to consolidate all the dispatch centers across the state if their population is under 25,000. This is to take place by July 2017. We would have to join either the Southwest Central Dispatch or Oak Lawn Central Dispatch. His department has been to a total of eight of the special meetings held in Springfield. He noted that there are no other Cook County municipalities attending. The meetings are ambiguous. The police department is a Toys for Tots drop off location. Donations are down.

Public Works Supervisor Jeff Boyajian addressed the first snow of the season. They will continue to pick up leaves until next Friday. Yard waste pickup will end next week. The Mayor thanked his department for setting up the Christmas trees.

Fire Chief Larry Meyer explained to us that the fire department answered a particularly bad call last week. A tire service call ended up in the death of the repairman who was changing the tire on an end loader when a 1,500 pound tire crushed him against his vehicle. The fire department answered a call at Tuxedo Junction for a drug overdose. The individual was given Narcan to reverse the effects. In addition, the fire department was involved with a meeting with Koppers who have been directed by the EPA to erect containment around the entire plant. They have to install this barrier that will directly affect us. The driveway pitches will be changed that may damage some of our trucks.

There being no further business, Trustee Lazansky moved, duly seconded by Trustee White that the meeting be adjourned. Upon which the Board adopted the motion at 7:41 p.m.

Respectfully submitted,

Audrey McAdams, Village Clerk

Approved by me this of 2015

Deborah E. Morelli, Village Mayor



SALES TAX
 FOR SEPTEMBER, 2015
 \$40,864.09

VENDOR WARRANT DETAIL

STICKNEY VILLAGE TREASURER

[Return Back](#)

Warrant/EFT#: EF 0004154				
Fiscal Year:	2016	Issue Date:	12/09/15	
Warrant Total:	\$40,864.09	Warrant Status:		
Agency	Contract	Invoice	Voucher	Agency Amount
492 - REVENUE		AG886085	6AG886085	\$40,864.09


IOC Accounting Line Details						
Fund	Agency	Organization	Appropriation	Object	Amount	Appropriation Name
0189	492	27	44910055	4491	\$40,864.09	DISTRIBUTE MUNI/CNTY SALES TAX

Payment Voucher Description	
Line	Text
1	IL DEPT. OF REVENUE AUTHORIZED THIS PAYMENT ON 12/08/2015
2	MUNICIPAL 1 % SHARE OF SALES TAX


3	LIAB MO: SEP. 2015 COLL MO: OCT. 2015 VCHR MO: DEC. 2015
4	?S PHONE: 217 785-6518 EMAIL: REV.LOCALTAX@ILLINOIS.GOV
61	MUNICIPAL 1 % SHARE OF SALES TAX

[Click here for assistance with this screen.](#)

CONTACT

 201 Statehouse
Springfield, IL 62704

 855 IL-ASK-US

 Email

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IDENTITY PROTECTION POLICY

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Updated 12/09/15 at 9:48 PM



MOTOR FUEL TAX
 FOR JULY, 2015
 \$ 17,117.89

VENDOR WARRANT DETAIL

STICKNEY VILLAGE TREASURER OF

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Warrant/EFT#: EF 0020622

Fiscal Year: 2016

Issue Date: 12/08/15

Warrant Total: \$17,117.89

Warrant Status:

Agency	Contract	Invoice	Voucher	Agency Amount
494 - TRANSPORTATION			6MT000392	\$17,117.89

IOC Accounting Line Details

Fund	Agency	Organization	Appropriation	Object	Amount	Appropriation Name
0414	494	90	44910000	4491	\$17,117.89	DISTRB ITEMS: MUNICIPALITIES

Agency Contact Information

217-782-6496

[Click here for assistance with this screen.](#)

ORDINANCE NO. 2015-21

AN ORDINANCE AMENDING CHAPTER 22, SECTION 22-76 AND CHAPTER 70, SECTIONS 70-39, 70-40, 70-41, 70-42 AND 70-43 OF THE MUNICIPAL CODE, VILLAGE OF STICKNEY, ILLINOIS REGARDING DUMPSTERS

WHEREAS, the Village of Stickney (the "Village") is a home rule municipal corporation in accordance with Article VII, Section 6(a) of the Constitution of the State of Illinois of 1970; and

WHEREAS, the Village has the authority to adopt ordinances and to promulgate rules and regulations that pertain to its government and affairs, and to review, interpret and amend its ordinances, rules and regulations; and

WHEREAS, the Village President (the "President") and the Board of Trustees of the Village (the "Village Board" and with the President, the "Corporate Authorities") are committed to ensuring the health, safety and welfare of Village residents; and

WHEREAS, residents of the Village and businesses operating within the Village occasionally require the use of dumpsters and other storage receptacles (the "Dumpsters") for construction and remodeling projects; and

WHEREAS, Dumpsters can create property damage and parking congestion; and

WHEREAS, the Municipal Code, Village Of Stickney, Illinois (the "Village Code") does not currently regulate the placement and use of Dumpsters or companies that furnish Dumpsters to individuals or businesses within the Village; and

WHEREAS, based upon the foregoing, the Corporate Authorities have determined that it is necessary, advisable and in the best interests of the Village and its residents to amend Chapter 22, Section 22-76 and Chapter 70, Sections 70-39, 70-40, 70-41, 70-42 and 70-43 of the Village Code as set forth below;

NOW, THEREFORE, BE IT ORDAINED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF STICKNEY, COOK COUNTY, ILLINOIS, as follows:

**ARTICLE I.
IN GENERAL**

SECTION 1. INCORPORATION CLAUSE.

The Corporate Authorities hereby find that all of the recitals hereinbefore stated as contained in the preambles to this Ordinance are full, true and correct and do hereby, by reference, incorporate and make them part of this Ordinance as legislative findings.

SECTION 2. PURPOSE.

The purpose of this Ordinance is to amend Chapter 22, Section 22-76 and Chapter 70, Sections 70-39, 70-40, 70-41, 70-42 and 70-43 of the Village Code to regulate the placement and use of Dumpsters and companies that furnish Dumpsters to individuals and businesses within the Village and to authorize the President or her designee to take all actions necessary to carry out the intent of this Ordinance.

ARTICLE II.

AMENDMENT OF CHAPTER 22, SECTION 22-76 AND CHAPTER 70, SECTIONS 70-39, 70-40, 70-41, 70-42 AND 70-43 OF THE MUNICIPAL CODE, VILLAGE OF STICKNEY, ILLINOIS

SECTION 3.0. AMENDMENT OF CHAPTER 22, SECTION 22-76.

That the Village Code is hereby amended, notwithstanding any provision, ordinance, resolution or Village Code section to the contrary, by amending Chapter 22, Section 22-76, which Section shall be amended as follows:

S

Scavengers and/or dumpster providers500.00

Plus \$10,000.00 bond* to secure compliance with the Village Code and evidence of public liability insurance in limits of \$100,000.00/\$300,000.00

SECTION 3.1. AMENDMENT OF CHAPTER 70, SECTION 70-39.

That the Village Code is hereby amended, notwithstanding any provision, ordinance, resolution or Village Code section to the contrary, by deleting Chapter 70, Section 70-39, and replacing said Section with the following:

Sec. 70-39. Applicability.

The restrictions imposed herein shall apply to all dumpsters, storage containers, or any similar obstruction placed on any public street, public sidewalk or public alley at any time, or moved across public right-of-way for placement on private property.

SECTION 3.2. AMENDMENT OF CHAPTER 70, SECTION 70-40.

That the Village Code is hereby amended, notwithstanding any provision, ordinance, resolution or Village Code section to the contrary, by deleting Chapter 70, Section 70-40, and replacing said Section with the following:

Sec. 70-40. - Registration required.

All persons, companies, corporations or entities providing any dumpster or storage container in the village must obtain a business license in accordance with Section 22-76 and submit a bond with corporate surety conditioned to indemnify the Village for any damage done to any Village property, including curbs and pavement. Such bond shall be in the principal amount of \$10,000 payable to the Village in the event of any breach of the conditions of such bond.

SECTION 3.3. AMENDMENT OF CHAPTER 70, SECTION 70-41.

That the Village Code is hereby amended, notwithstanding any provision, ordinance, resolution or Village Code section to the contrary, by deleting Chapter 70, Section 70-41, and replacing said Section with the following:

Sec. 70-41. – Permit required; fee.

(1) A container permit shall be valid for ten days and is renewable. A container permit is required for all such obstructions, whether placed on public or private property. The permit must be obtained by the owner or authorized agent of the owner of the property where the dumpster, foldable dumpster or container will be placed or utilized.

(2) The container permit fee shall be \$50.00.

(3) The service providing the dumpster, foldable dumpster or container must have a current business license with the Village in order for the Village to issue a container permit.

SECTION 3.4. AMENDMENT OF CHAPTER 70, SECTION 70-42.

That the Village Code is hereby amended, notwithstanding any provision, ordinance, resolution or Village Code section to the contrary, by deleting Chapter 70, Section 70-42, and replacing said Section with the following:

Sec. 70-42. – Location and placement.

(1) All containers must be located on private property. The placement of containers on public alleys or parkway is strictly prohibited. Where it is not possible to place a dumpster on private property, a maximum 20-yard dumpster may be placed in the street in accordance with the provisions of this Section. Storage units, foldable dumpsters or other containers are prohibited from obstructing any portion of the public way.

(2) No such obstruction shall be allowed to be placed in any manner so as to block any public street, sidewalk or alley for use by vehicles, pedestrians or bicycles. No such obstruction shall be allowed to be placed within 15 feet from the corner of any street or alley.

(3) It is the responsibility of the permit applicant to ensure that the placement of the obstruction does not interfere with snow removal, street cleaning or capital improvements.

SECTION 3.5. AMENDMENT OF CHAPTER 70, SECTION 70-43.

That the Village Code is hereby amended, notwithstanding any provision, ordinance, resolution or Village Code section to the contrary, by deleting Chapter 70, Section 70-43, and replacing said Section with the following:

Sec. 70-43. – Care of the public way.

(1) The owner or authorized agent of any property owner obstructing the public way with a dumpster or container must place a flashing barricade, obtained by the owner, on either side of the obstruction.

(2) Any container traversing the public parkway must have padding, plywood or a like material placed under the unit to prevent damage to or depressions in the public way.

(3) The container permit applicant is responsible for any damage to the public right-of-way. The applicant will be notified of the cost of repair, based on the current cost assessed by the department of public works. Failure to pay the cost of repairs within 30 days will result in a \$750.00 fine.

SECTION 3.6. OTHER ACTIONS AUTHORIZED.

The officers, employees and/or agents of the Village shall take all action necessary or reasonably required to carry out, give effect to and consummate the amendments contemplated by this Ordinance and shall take all action necessary in conformity therewith. The officers, employees and/or agents of the Village are specifically authorized and directed to draft and disseminate any and all necessary forms or notices to be utilized in connection with the intent of this Ordinance.

**ARTICLE III.
HEADINGS, SAVINGS CLAUSES, PUBLICATION,
EFFECTIVE DATE**

SECTION 4. HEADINGS.

The headings of the articles, sections, paragraphs and subparagraphs of this Ordinance are inserted solely for the convenience of reference and form no substantive part of this Ordinance nor should they be used in any interpretation or construction of any substantive provision of this Ordinance.

SECTION 5. SEVERABILITY.

The provisions of this Ordinance are hereby declared to be severable and should any provision of this Ordinance be determined to be in conflict with any law, statute or regulation by a court of competent jurisdiction, said provision shall be excluded and deemed inoperative, unenforceable and as though not provided for herein and all other provisions shall remain unaffected, unimpaired, valid and in full force and effect.

SECTION 6. SUPERSEDER.

All code provisions, ordinances, resolutions, rules and orders, or parts thereof, in conflict herewith are, to the extent of such conflict, hereby superseded.

SECTION 7. PUBLICATION.

A full, true and complete copy of this Ordinance shall be published in pamphlet form or in a newspaper published and of general circulation within the Village as provided by the Illinois Municipal Code, as amended.

SECTION 8. EFFECTIVE DATE.

This Ordinance shall be effective and in full force immediately after its passage and approval.

PASSED this ____ day of _____, 2015.

AYES:

NAYS:

ABSENT:

ABSTENTION:

APPROVED by me this ____ day of _____, 2015.

Deborah Morelli, President

ATTESTED AND FILED in my
office this ____ day of _____, 2015.

Audrey McAdams, Village Clerk



ILLINOIS FOP
LABOR COUNCIL

974 Clock Tower Drive – Springfield, IL 62704-1304
T: 217-698-9433 F: 217-698-9487

5600 South Wolf Road, Suite 120 -- Western Springs, IL 60558-2268
T: 708-784-1010 F: 708-784-0058

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MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Village of Stickney (“Village”), and the Illinois Fraternal Order of Police Labor Council (“Union”) on behalf of the Telecommunicators Division of the Police Department, only, parties to a collective bargaining Agreement (“CBA”) which CBA has been filed with the Illinois Labor Relations Board, State Panel.

WHEREAS, the parties have conferred regarding modifications of the terms and conditions set forth in the existing CBA (May 1, 2014 through April 30, 2017) relative to the Telecommunicators Division only;

WHEREAS, the parties have reached certain understandings between them; and

WHEREAS, the parties now desire to reduce those said understandings to writing.

NOW THEREFORE, in consideration of the foregoing, the parties hereto agree as follows:

1. **Section 20.3: Hours of Work**

An employees’ normal work day shall consist of twelve (12) consecutive hours of work, the normal work schedule shall consist of not more than eighty-four (84) hours per fourteen (14) day work cycle. Each twelve (12) hour work day shall be interrupted by a thirty (30) minute paid lunch break and three (3) fifteen (15) minute coffee breaks;

2. **Section 20.8: Overtime Compensation**

All hours worked in excess of the normal twelve (12) hours per day shall be compensated at the overtime rate of time and one half (1-1/2) times the employees regular hourly rate of pay or compensatory time equivalent (at the employees option) For purposes of calculating overtime, all compensated hours shall be considered hours worked;

3. **Section 20.9: Overtime Assignment**

Available overtime assignments will be distributed to employees in the following manner.

When the occasion for overtime arises, it shall be offered to the full-time bargaining unit members by seniority who are working at the time such assignment becomes available on the basis of job assignment (i.e.: Telecommunicator), if it is with sixteen (16) hours or less notice. The shift immediately preceding the shift where the overtime is required will be responsible for the first six (6) hours of overtime. The shift immediately succeeding the shift where the overtime is needed shall be responsible for the concluding six (6) hours of overtime. It shall be offered to the full-time bargaining unit member, of each respective shift, with the most seniority who shall have the right of first refusal. If refused, it shall then be offered to bargaining unit members in descending order of seniority. If the overtime assignment still remains available, the supervisor shall then require a member by inverse seniority (excluding probationary employees) to work the overtime.

When overtime becomes available and the Employer has over sixteen (16) hours notice, it shall be offered to the full-time bargaining unit members by seniority in the police department and in accordance with the paragraph set forth above.

All overtime shift assignments will be equally split among bargaining unit members in accordance with the policy above. No such overtime assignment will occasion the employee to be forced to work in excess of eighteen (18) consecutive hours on a twelve (12) hour schedule day;

4. **Section 21.1: Paid Sick Time**

Employees within the Telecommunicators Division shall receive paid sick time on an annual basis, in accordance with the employee's anniversary date and the schedule listed below:

<u>Years of Service</u>	<u>Sick Days</u>
3 Months-1 Year	4 work days.....(48 hours)
1 Year - 3 Years	10 work days....(120 hours)
3 Years - 6 Years	11.5 work days..(138 hours)
6 Years - 10 Years	16.5 work days..(198 hours)
10 Years - 15 Years	22 work days....(264 hours)
Over 15 Years	27 work days....(324 hours)

5. **Section 21.2: Illness Bank**

If an employee suffers an illness or injury that exceeds the employees annual sick leave allowance for that year, the employee can elect to utilize his/her illness bank to provide paid sick leave to the employee for the duration of the illness or injury, or until such leave is exhausted, subject to the provisions set forth in Section 21. 3.

All unused and accumulated paid sick time that remains in an employees' annual allocation shall be placed in a separate illness bank for that employee. Such bank shall have a maximum allowance of one thousand two hundred (1,200) hours. At the employee's option, three hundred twenty (320) hours of unused sick time can be used toward retirement (but such time, if not utilized toward retirement, shall not be compensated for), provided that the employee, where reasonably practical, gives the Village six (6) months advance notice of his or her intent to retire. Any remaining sick time cannot be used toward retirement, and the employee will not be compensated for such remaining time upon his or her termination of employment;

6. **Section 22.2: Holiday Compensation**

All employees within the Telecommunicators Division shall receive eight (8) extra hours of pay, of which shall be added to their base salary, or compensation time off (at the employee's option) for each of the holidays listed in Section 22.1, whether or not the employee works on the holiday. In addition, employees working on any of the holidays provided for in Section 22.1 above shall receive time and one-half their straight time hourly rate of pay for all hours worked on said days;

7. **Section 22.3: Personal Days**

In consideration of the employees (Telecommunicators) who work a twelve (12) hour day, the Village agrees to grant each employee working such schedule six (6) personal days (seventy-two (72) hours) each year. The selection of personal days off will be authorized at one (1) personal day per every two months, unless approved by a supervisor. Bargaining unit members selecting personal days off will be done in accordance with their seniority and unit of assignment;

8. **Section 23.3: Vacations**

The following paid vacation leave schedule for the Telecommunicators Division is in effect. Employees will make their vacation selections on the basis of departmental seniority within their assigned unit of work. (i.e.: patrol, dispatch, supervisors)

More than 1 Year but less than 2 Years4 Days (48 hours)
More than 2 years but less than 5 years8 Days (96 hours)
More than 5 years but less than 15 years 12 Days (144 hours)
More than 15 years but less than 20 years 16 Days (192 hours)
More than 20 years but less than 25 years 20 Days (240 hours)
25 years and over.....	24 Days (288 hours)

9. The parties intend that claimed failures to abide by the terms of this Memorandum of Understanding may be addressed through the Grievance Procedure set forth in the CBA;

10. The parties agree and understand that the provisions contained within this Memorandum of Understanding, and amendments to the CBA, are agreed to for the trial implementation of a twelve (12) hour shift schedule and that they shall not be deemed a "past practice" nor be deemed to bind either party from asserting a different position, or reverting to the original contract language, upon expiration of this Memorandum of Understanding or in any future negotiation of a successor collective bargaining CBA.

11. The parties agree that this Memorandum of Understanding shall be effective January 1, 2016 and shall expire at 23:59 hours (11:59 p.m.) on December 31, 2016, and be of no further effect unless an extension of this Memorandum of Understanding is agreed to in writing by the parties on or before December 1, 2016.

**Illinois Fraternal Order of Police
Labor Council**

Village of Stickney

By: _____

By: _____

Date: _____

Date: _____

By: _____

By: _____

Date: _____

Date: _____

By: _____

By: _____

Date: _____

Date: _____

By: _____

By: _____

Date: _____

Date: _____