

**MEMORANDUM OF AGREEMENT &
AGREED COLLECTIVE BARGAINING AGREEMENT EXTENSION
COVERING THE PERIOD OF MAY 1, 2011 - APRIL 30, 2012**

This is a Memorandum of Agreement between the City of Park Ridge ("City") and the Illinois Council of Police ("Union") and an agreed collective bargaining agreement extension. The parties hereby agree as follows.

- 1) During the period of May 1, 2011 through April 30, 2012, the following items will occur. All bargaining unit employees will receive a 0% wage increase between May 1, 2011 and April 30, 2012 except that the Step increase shall remain as depicted in Article XIV of this Memorandum of Agreement.
- 2) The parties agree to extend all of the terms of the current collective bargaining agreement for one (1) additional year, expiring on April 30, 2012, except as otherwise stated herein.

ARTICLE V

Hours of Work and Overtime

Evening/Saturday Meeting Overtime

Evening/Saturday Meeting Overtime

Regular full-time employees who are hourly or FLSA non-exempt and are required to attend evening or Saturday meetings, or are called out to perform work duties which are outside of the normal scheduled workday, shall be eligible for overtime or compensatory compensation, employees' choice. Hours spent at the above meetings will be counted towards the hours worked in that week. Overtime shall be paid after thirty seven and one half (37 ½) hours in the respective work week. This portion of this Memorandum of Agreement shall be included in the permanent Agreement.

A minimum of two (2) hours shall be paid for evening or Saturday meetings or performance of work duties outside normal schedule lasting up to two (2) hours. Meetings lasting between two (2) and three (3) hours shall be compensated at a three (3) hour minimum. Meetings lasting three (3) or more hours shall be compensated for all hours worked. This portion of this Memorandum of Agreement shall be included in the permanent Agreement.

All evening, Saturday meetings, and work duties performed outside the normal scheduled workday, *must* be preapproved by employee's supervisor in order to receive guaranteed minimum pay depicted in this Article V. This portion of this Memorandum of Agreement shall be included in the permanent Agreement.

ARTICLE X

Holidays

An employee who is not regularly scheduled, but works a holiday shall be paid at a double-time rate or two (2) times the regular rate of pay. Premium pay for a holiday shall be for the actual day of the holiday, not the day of observance by the City. This portion of this Memorandum of Agreement shall be included in the permanent Agreement.

ARTICLE XIV

Wages

Reinstate step increases for bargaining unit employees currently within the range for fiscal year 2011/12. For those employees at or above Step F, they shall receive a lump sum bonus equal to the wage increase of non-bargaining unit employees approved by City Council effective May 1, 2011. The Step Increases are a part of the permanent Agreement.

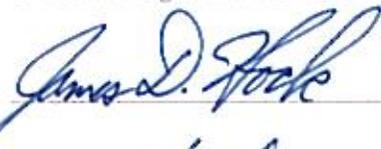
- 3) In the event of a conflict between the terms of this Memorandum and the terms of the existing collective bargaining agreement, this Memorandum shall govern, so long as it remains in effect.
- 5) This Memorandum shall be effective upon execution and shall terminate as of April 30, 2012.

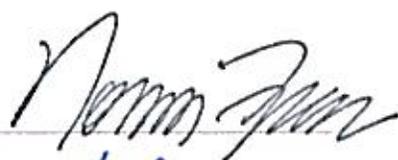
There shall be a reopener for wages only beginning May 1, 2012.

The City shall not lay off any bargaining unit employees for the duration of this Memorandum of Agreement.

Agreed:

City of Park Ridge, Illinois ICOPS

By: 
Date: 5/2/11

By: 
Date: 5/2/11