

**SIDE LETTER OF AGREEMENT
VILLAGE OF WESTERN SPRINGS POLICE DEPARTMENT AND
METROPOLITAN ALLIANCE OF POLICE,
WESTERN SPRINGS POLICE CHAPTER 360**

**April 1, 2017 to March 31, 2020
Labor Agreement**

WHEREAS, the Police Chief has determined to change the work schedule to reflect, beginning March 3, 2019, a work schedule with a twelve (12) hour work day;

WHEREAS, the parties acknowledge that the schedule is intended to be cost neutral; and

WHEREAS, the parties understand that certain adjustments are necessary to accommodate a twelve (12) hour work schedule.

As such, the parties acknowledge that the follows conditions will apply:

1. A normal workday consists of twelve (12) hours, which includes two (2) paid 30 minutes meal breaks along with two fifteen (15) minute breaks. The shifts, workdays and hours assigned to officers will be based on an annual schedule.
2. The Chief will establish the actual rotations of all shifts.
3. The twelve (12) work-day schedule will be on trial, non-precedential basis for one (1) year and will be subject to review by the Chief at the end of the year.
4. The twelve (12) hour workday schedule will be based on a 28 day work cycle consisting of twelve (12) twelve (12) hour shifts and (2) 8 hour shifts per cycle.
5. The parties acknowledge and agree that benefit time, such as vacation, sick leave, compensatory time, holidays and the safety day shall be used on an hour for hour basis subject to the minimum increments set forth in the Labor Agreement between the parties.
6. Accrual of benefit time (vacation, personal, safety, holiday and sick leave) shall be in accordance with the Labor Agreements subject to the understanding that a day of sick leave equal eight (8) hours.
7. A day of bereavement leave can be either eight (8) or twelve (12) hours depending on the scheduled day on which the bereavement day falls.
8. Officers are required to work 2080 hours per year.

9. Except as otherwise outlined in this Side Letter, the terms of the Labor Agreement between the parties remain in effect.
10. The Unions agree they will not file or pursue a grievance or any other actions against the Employer for: a) altering the current eight (8) and a half hour work schedule to a twelve (12) hour work-day shift and schedule; or b) altering the twelve (12) hour schedule to a different schedule with a workday between (8) and (12) hours if the Chief decides, at the end of the trial period, to discontinue the twelve hour schedule.



Brian Budds
Western Springs
Chief of Police



Dean Harrison
Metropolitan Alliance of Police
Chapter 360 President

2/12/19
Date

2/12/19
Date