

Other Action Item

20-21-1123

FI-R-0017-21A

RATIFICATION OF SIDE LETTER AGREEMENT BETWEEN  
THE COUNTY OF DUPAGE, THE DUPAGE COUNTY SHERIFF AND  
THE METROPOLITAN ALLIANCE OF POLICE, CHAPTER #126

WHEREAS, the Illinois Public Employee Labor Relations Act (5 ILCS 315/1 et seq.) has established regulations regarding union recognition and collective bargaining with a union in the State of Illinois, and

WHEREAS, the Employers and Union are parties to a collective bargaining agreement which expires November 30, 2022 (“Agreement”); and

WHEREAS, the Employers and the Union desire to amend Section 18.1, Step Increases, and Appendix A of the Agreement, by eliminating the first four steps of the Wage Schedule; and

WHEREAS, the Employers and the Union desire to extend the terms of the collective bargaining agreement through November 30, 2024, to amend Section 27.1, Duration and Term of Agreement, and to provide for wage increases of 2.25% effective December 1, 2022 and 2.25% effective December 1, 2023.

NOW, THEREFORE, BE IT RESOLVED that the County Board does accept and ratify and otherwise approves the Side Letter Agreement attached hereto between the County of DuPage, the DuPage County Sheriff and MAP, DuPage County Sheriff’s Police Chapter No. 126; and

BE IT FURTHER RESOLVED that the County Board Chairman be authorized to execute said contract on behalf of the County; and

BE IT FURTHER RESOLVED that the County Clerk transmit a copy of this resolution to the Human Resources Department, County Board Office, the DuPage County Sheriff, the State’s Attorney, the Auditor, and Michael Durkin.

Enacted and approved this 23rd day of November, 2021 at Wheaton, Illinois.

\_\_\_\_\_  
DANIEL J. CRONIN, CHAIRMAN  
DU PAGE COUNTY BOARD

Attest: \_\_\_\_\_  
JEAN KACZMAREK, COUNTY CLERK

**SIDE LETTER AGREEMENT**  
**BETWEEN THE DUPAGE COUNTY SHERIFF/COUNTY OF DUPAGE AND**  
**THE METROPOLITAN ALLIANCE OF POLICE, CHAPTER #126**

THIS SIDE LETTER AGREEMENT is entered into by and between the DuPage County Sheriff/County of DuPage (“Employers”) and the Metropolitan Alliance of Police, Chapter #126 (“Union”) this 23rd day of November, 2021.

WHEREAS, the Employers and Union are parties to a collective bargaining agreement which expires November 30, 2022 (“Agreement”); and

WHEREAS, the Employers and the Union desire to amend Section 18.1, Step Increases, and Appendix A of the Agreement, by eliminating the first four steps of the Wage Schedule; and

WHEREAS, the Employers and the Union desire to extend the terms of the collective bargaining agreement through November 30, 2024, to amend Section 27.1, Duration and Term of Agreement, and to provide for wage increases of 2.25% effective December 1, 2022 and 2.25% effective December 1, 2023.

NOW, THEREFORE, in consideration of the mutual promises contained hereinafter, and other good and valuable consideration, the sufficiency of which is hereby acknowledged by the parties, the Employers and the Union agree as follows:

1. Section 18.1, Step Increases, of the Agreement shall be amended as follows:

**Section 18.1- Step Increases**

Separate pay scales have been established for those deputies and corporals assigned to the Sheriff’s Administrative Bureau, not including deputies who are assigned to CRU or to the Civil Division (appearing under the heading “Deputies and Corporals Assigned to the Administrative Bureau”) and for all other deputies, corporals, and detectives (appearing under the heading “Deputies, Corporals, and Detectives Not Assigned to the Administrative Bureau”), (*e.g.* deputy sheriffs below the rank of sergeant in the Sheriff’s Law Enforcement Bureau, Fugitive Apprehension Unit, School Liaison Unit, TAC Unit, ISATT, DuMEG, and other deputies assigned to outside law enforcement task forces) and deputies assigned to CRU or to the Civil Division, as shown on the Wage Schedule attached to the Agreement as Appendix A.

The Employers reserve the right to establish the starting pay for any new lateral hire, as defined hereinafter, by placing such lateral hire on the Wage Schedule on a step other than Step 1, in Appendix A. The Employers also reserve the right to establish the starting pay for any deputy who transfers to the bargaining unit from the Corrections Bureau, per past practice. Any new hire or lateral transfer shall start with zero seniority for the purposes of scheduling or otherwise selecting seniority-driven benefits (*e.g.*, vacation pick, personal day selection). In addition, any sheriff’s deputy who is a lateral hire, as defined hereinafter, and who is assigned to the Law Enforcement Bureau, whose hire date

is on or after December 1, 2021, but prior to December 1, 2024, shall receive a signing bonus, as follows: \$5,000.00, to be paid following completion of the deputy's first year of employment, on the first anniversary of the deputy's hire date; an additional \$5,000.00, to be paid upon completion of the deputy's second year of employment, on the second anniversary of the deputy's hire date; and an additional \$5,000.00, to be paid upon completion of the deputy's third year of employment, on the third anniversary of the deputy's hire date. The signing bonus described hereinabove shall sunset on December 1, 2024, and thereafter shall not remain in effect. For purposes of this Agreement, the term "lateral hire" shall mean a sheriff's deputy who was hired by the Employers based upon having a minimum of two years of service as a full-time sworn officer of another Illinois sheriff's office or Illinois police department and who had been certified by the Illinois Law Enforcement Training Standards Board at the time of hire by the Employers.

The step increases for deputies and corporals assigned to the Administrative Bureau shall be as follows: Retroactive and effective during the pay period which includes December 1, 2019, employees will receive a 2.0% across-the-board step increase, except that no employee shall be advanced to the new step at twenty (20) years of service until during the pay period which included December 1, 2020 (a new Step 15 at 20 years of service having been added to Appendix A). Retroactive and effective during the pay period which includes December 1, 2020, employees will receive a 2.25% across-the-board step increase. Effective during the pay period which includes December 1, 2021, employees will receive a 2.5% across-the-board step increase, in accordance with the revised pay scale attached hereto as Appendix A (*i.e.*, the elimination of four duplicate steps). Effective during the pay period which includes December 1, 2022, employees will receive a 2.25% across-the-board wage increase. Effective during the pay period which includes December 1, 2023, employees will receive a 2.25% across-the-board wage increase.

The step increases for all other deputies, corporals and detectives shall be as follows: retroactive and effective during the pay period which included December 1, 2019, employees will receive a 2.0% across-the-board step increase, except that no employee shall be advanced to the new step at eighteen (18) years of service until during the pay period which included December 1, 2020 (a new Step 15 at 18 years of service having been added to Appendix A). Retroactive and effective during the pay period which included December 1, 2020, employees will receive a 2.25% across-the-board step increase. Effective during the pay period which includes December 1, 2021, employees will receive a 2.5% step increase (the Step at 15 years of service being eliminated, effective 12/1/2021). Effective during the pay period which includes December 1, 2022, employees will receive a 2.25% across-the-board wage increase. Effective during the pay period which includes December 1, 2023, employees will receive a 2.25% across-the-board wage increase.

All bargaining unit members who had separated from employment in good standing (retirement, promotion, or separation in good standing) shall receive prorated retroactive

payments based upon separation/promotion/retirement date, under the same terms and conditions as current bargaining unit members.

Retroactive to and effective during the pay period which included December 1, 2019, employees in the position of full-time or part-time court security officer shall receive a wage increase of 2.0% and shall be paid a wage of \$18.39 per hour; retroactive to and effective during the pay period which included December 1, 2020, full-time or part-time court security officers shall receive a wage increase of 2.25% and shall be paid a wage of \$18.80 per hour; and effective during the pay period which includes December 1, 2021, full-time or part-time court security officers shall receive a wage increase of 2.5% and shall be paid a wage of \$19.27 per hour. Effective during the pay period which includes December 1, 2022, employees will receive a 2.25% across-the-board wage increase. Effective during the pay period which includes December 1, 2023, employees will receive a 2.25% across-the-board wage increase.

2. That portion, entitled “Deputies, Corporals, and Detectives Not Assigned to the Administrative Bureau,” of Appendix A, entitled “Wages,” of the Agreement shall be amended effective December 1, 2021 by eliminating the first four steps of the current wage schedule, with current Step 4 becoming Step 1, and all subsequent steps being renumbered accordingly. In addition, on December 1, 2021, current bargaining unit members not assigned to the Administrative Bureau with less than four (4) years of completed service shall be placed at Step 1 of the revised Wage Schedule. Furthermore, effective December 1, 2021, the Wage Schedule for bargaining unit members with four (4) years or more completed service who are not assigned to the Administrative Bureau shall be modified accordingly, in order to provide those employees with the salary that is the equivalent of an additional year of service (*e.g.*, a deputy with seven (7) years of service shall be paid \$85,386, rather than \$80,471).

In future years, commencing on December 1, 2024, for bargaining unit members who are not assigned to the Administrative Bureau and who were hired on or after November 30, 2017 but before December 1, 2021, adjustments to the Wage Schedule will need to continue to be made, in order to allow employees hired within that four (4) year time period to remain grouped together, for as long as necessary, in order to advance one step on the Wage Schedule on each anniversary of their hire date, through the completion of ten (10) years of service.

A copy of the revised Appendix A – Wages is attached to this Side Letter as Attachment One.

3. Section 27.1, Duration and Term of Agreement, of the Agreement shall be amended as follows:

**Section 27.1 - Duration and Term of Agreement**

Unless otherwise specified herein, this Agreement shall be effective as of November 30, 2020, and shall terminate at 11:59 p.m. on the 30<sup>th</sup> day of November 2024. It shall be automatically renewed from year to year thereafter unless either party notifies the other in writing at least ninety (90) days prior to the date of expiration or anniversary date that it

desires to modify this Agreement. In the event that such notice is given, negotiations shall begin no later than sixty (60) days prior to the anniversary date.

Notwithstanding any other provision of this Article or agreement to the contrary, this Agreement shall remain in full force and effect after the expiration date and until a new agreement is reached unless either party gives at least ten (10) days written notice to the other party of its desire to terminate this Agreement, provided such termination date shall not be before the anniversary date set forth in the preceding paragraph.

4. All other provisions of the Agreement shall remain in full force and effect.

5. By signing below, the Union and Employer represent the persons executing this document have the authority to do so and the lawful authority to bind the Parties to this Agreement.

This Agreement will take effect on December 1, 2021.

\_\_\_\_\_  
James Mendrick,  
DuPage County Sheriff

Date: \_\_\_\_\_

County of DuPage

By: \_\_\_\_\_

Date: \_\_\_\_\_

\_\_\_\_\_  
Keith George, President  
Metropolitan Alliance of Police

Date: \_\_\_\_\_

\_\_\_\_\_  
Metropolitan Alliance of Police  
Chapter #126

Date: \_\_\_\_\_

**ATTACHMENT ONE  
APPENDIX A – WAGES**

**Deputies, Corporals, and Detectives Not Assigned to the Administrative Bureau**

Effective 12/1/2019 through 11/30/2020 (FY2020)

Effective 12/1/2020 through 11/30/21 (FY2021)

YRS Service	FY20 Step	Deputy	Corporal	Detective
0	1	\$59,416	\$60,901	\$62,386
1	2	\$60,684	\$62,201	\$63,718
2	3	\$62,568	\$64,131	\$65,697
3	4	\$64,964	\$66,589	\$68,211
4	5	\$67,442	\$69,128	\$70,828
5	6	\$70,554	\$72,319	\$74,084
6	7	\$73,668	\$75,511	\$77,352
7	8	\$76,781	\$78,700	\$80,618
8	9	\$81,470	\$83,507	\$85,544
9	10	\$84,066	\$86,169	\$88,270
10	11	\$85,303	\$87,436	\$89,568
11	12	\$87,185	\$89,364	\$91,543
12	12	\$87,185	\$89,364	\$91,543
13	13	\$89,694	\$91,936	\$94,179
14	13	\$89,694	\$91,936	\$94,179
15	14	\$96,342	\$98,750	\$101,159
16	14	\$96,342	\$98,750	\$101,159
17	14	\$96,342	\$98,750	\$101,159
18+	15	\$99,514	\$101,922	\$104,331

YRS Service	FY21 Step	Deputy	Corporal	Detective
0	1	\$60,753	\$62,271	\$63,790
1	2	\$62,049	\$63,600	\$65,152
2	3	\$63,976	\$65,574	\$67,175
3	4	\$66,425	\$68,087	\$69,746
4	5	\$68,960	\$70,684	\$72,421
5	6	\$72,142	\$73,946	\$75,751
6	7	\$75,326	\$77,210	\$79,092
7	8	\$78,508	\$80,471	\$82,432
8	9	\$83,304	\$85,386	\$87,469
9	10	\$85,958	\$88,107	\$90,256
10	11	\$87,222	\$89,404	\$91,584
11	12	\$89,146	\$91,375	\$93,603
12	12	\$89,146	\$91,375	\$93,603
13	13	\$91,712	\$94,004	\$96,298
14	13	\$91,712	\$94,004	\$96,298
15	14	\$98,510	\$100,972	\$103,435
16	14	\$98,510	\$100,972	\$103,435
17	14	\$98,510	\$100,972	\$103,435
18+	15	\$101,753	\$104,216	\$106,678

Effective 12/1/2021 through 11/30/2022 (FY2022)

YRS Service	FY22 Step	Deputy	Corporal	Detective
0-3	1	\$70,684	\$72,451	\$74,232
4	2	\$73,945	\$75,795	\$77,644
5	3	\$77,209	\$79,140	\$81,069
6	4	\$80,471	\$82,483	\$84,492
7	5	\$85,386	\$87,521	\$89,656
8	6	\$88,107	\$90,310	\$92,512
9	7	\$89,402	\$91,639	\$93,873
10	8	\$91,375	\$93,659	\$95,943
11	9	\$91,375	\$93,659	\$95,943
12	10	\$94,005	\$96,354	\$98,705
13	11	\$100,973	\$103,496	\$106,020
17+	12	\$104,297	\$106,821	\$109,345

Effective 12/1/2022 through 11/30/2023 (FY2023)

YRS Service	FY23 Step	Deputy	Corporal	Detective
0	1	\$72,274	\$74,081	\$75,902
1-4	2	\$75,609	\$77,500	\$79,391
5	3	\$78,946	\$80,921	\$82,893
6	4	\$82,282	\$84,339	\$86,393
7	5	\$87,307	\$89,490	\$91,673
8	6	\$90,089	\$92,342	\$94,594
9	7	\$91,414	\$93,701	\$95,985
10	8	\$93,431	\$95,766	\$98,102
11	9	\$93,431	\$95,766	\$98,102
12	10	\$96,120	\$98,522	\$100,926
13	11	\$103,245	\$105,825	\$108,405
17+	12	\$106,644	\$109,224	\$111,805

Effective 12/1/2023 through 11/30/24 (FY2024)

YRS Service	FY24 Step	Deputy	Corporal	Detective
0	1	\$73,900	\$75,748	\$77,610
1	2	\$77,310	\$79,244	\$81,177
2-5	3	\$80,722	\$82,742	\$84,758
6	4	\$84,133	\$86,237	\$88,337
7	5	\$89,271	\$91,504	\$93,736
8	6	\$92,116	\$94,420	\$96,722
9	7	\$93,471	\$95,809	\$98,145
10	8	\$95,533	\$97,921	\$100,309
11	9	\$95,533	\$97,921	\$100,309
12	10	\$98,283	\$100,739	\$103,197
13	11	\$105,568	\$108,206	\$110,844
17+	12	\$109,043	\$111,682	\$114,321

## Deputies and Corporals Assigned to the Administrative Bureau

Effective 12/1/2019 through 11/30/2020 (FY2020)

YRS Service	FY20 Step	Deputy	Corporal
0	1	\$57,436	\$58,873
1	2	\$58,662	\$60,128
2	3	\$60,484	\$61,996
3	4	\$62,800	\$64,370
4	5	\$65,196	\$66,825
5	6	\$68,204	\$69,911
6	7	\$71,214	\$72,995
7	8	\$74,223	\$76,079
8	9	\$78,756	\$80,726
9	10	\$81,265	\$83,298
10	10	\$81,265	\$83,298
11	11	\$83,059	\$85,135
12	11	\$83,059	\$85,135
13	12	\$85,449	\$87,585
14	12	\$85,449	\$87,585
15	13	\$88,197	\$90,404
16	13	\$88,197	\$90,404
17	14	\$92,008	\$94,308
18	14	\$92,008	\$94,308
19	14	\$92,008	\$94,308
20+	15	\$95,035	\$97,411

Effective 12/1/2020 through 11/30/2021 (FY2021)

YRS Service	FY21 Step	Deputy	Corporal
0	1	\$58,729	\$60,198
1	2	\$59,982	\$61,481
2	3	\$61,845	\$63,391
3	4	\$64,213	\$65,818
4	5	\$66,663	\$68,329
5	6	\$69,739	\$71,484
6	7	\$72,817	\$74,638
7	8	\$75,893	\$77,791
8	9	\$80,528	\$82,542
9	10	\$83,094	\$85,173
10	10	\$83,094	\$85,173
11	11	\$84,927	\$87,051
12	11	\$84,927	\$87,051
13	12	\$87,372	\$89,556
14	12	\$87,372	\$89,556
15	13	\$90,182	\$92,438
16	13	\$90,182	\$92,438
17	14	\$94,078	\$96,430
18	14	\$94,078	\$96,430
19	14	\$94,078	\$96,430
20+	15	\$97,173	\$99,603

Effective 12/1/2021 through 11/30/2022 (FY2022)

YRS Service	FY22 Step	Deputy	Corporal
0	1	\$60,197	\$61,703
1	2	\$61,482	\$63,018
2	3	\$63,391	\$64,975
3	4	\$65,819	\$67,464
4	5	\$68,330	\$70,037
5	6	\$71,482	\$73,271
6	7	\$74,637	\$76,504
7	8	\$77,791	\$79,735
8	9	\$82,541	\$84,606
9	10	\$85,171	\$87,302
10	11	\$87,051	\$89,227
11	12	\$89,556	\$91,795
12	13	\$92,436	\$94,749
13	14	\$96,430	\$98,841
17+	15	\$99,603	\$102,093



Effective 12/1/2022 through 11/30/23 (FY2023)

YRS Service	FY23 Step	Deputy	Corporal
0	1	\$61,551	\$63,091
1	2	\$62,865	\$64,436
2	3	\$64,817	\$66,437
3	4	\$67,300	\$68,982
4	5	\$69,867	\$71,613
5	6	\$73,090	\$74,920
6	7	\$76,316	\$78,225
7	8	\$79,541	\$81,529
8	9	\$84,398	\$86,510
9	10	\$87,087	\$89,266
10	11	\$89,010	\$91,235
11	12	\$91,571	\$93,860
12	13	\$94,516	\$96,881
13	14	\$98,600	\$101,065
17+	15	\$101,844	\$104,390

Effective 12/1/2023 through 11/30/24 (FY2024)

YRS Service	FY24 Step	Deputy	Corporal
0	1	\$62,936	\$64,511
1	2	\$64,279	\$65,886
2	3	\$66,275	\$67,932
3	4	\$68,814	\$70,534
4	5	\$71,439	\$73,224
5	6	\$74,735	\$76,606
6	7	\$78,033	\$79,985
7	8	\$81,331	\$83,363
8	9	\$86,297	\$88,456
9	10	\$89,046	\$91,274
10	11	\$91,013	\$93,288
11	12	\$93,631	\$95,972
12	13	\$96,643	\$99,061
13	14	\$100,819	\$103,339
17+	15	\$104,135	\$106,739

**55 ILCS 5/3-6012.1 Court Security Officers**

Retroactive to and effective during the pay period which includes December 1, 2019, full-time and part-time Section - 6012.1 Court Security Officers shall receive an hourly wage increase of 2.0% and shall be compensated \$18.39/hour.

Retroactive to and effective during the pay period which includes December 1, 2020, such employees shall receive an hourly wage increase of 2.25% and shall be compensated \$18.80/hour.

Effective during the pay period which includes December 1, 2021, such employees shall receive an hourly wage increase of 2.5% and shall be compensated \$19.27 /hour.

Effective during the pay period which includes December 1, 2022, such employees shall receive an hourly wage increase of 2.25% and shall be compensated \$19.70 /hour.

Effective during the pay period which includes December 1, 2023, such employees shall receive an hourly wage increase of 2.25% and shall be compensated \$20.14 /hour.