

RESOLUTION NO. 2015- 3449

**A RESOLUTION AUTHORIZING THE EXECUTION OF
A MEMORANDUM OF UNDERSTANDING BETWEEN THE VILLAGE OF LISLE AND
THE METROPOLITAN ALLIANCE OF POLICE, LISLE CHAPTER 87 MODIFYING
APPENDIX D PERFORMANCE EVALUATION TOOL OF THE PARTIES'
COLLECTIVE BARGAINING AGREEMENT**

WHEREAS, the Collective Bargaining Agreement between the Village of Lisle and the Metropolitan Alliance of Police (MAP), Lisle Chapter 87, for the term May 1, 2012 through April 30, 2015, includes the police officer's performance evaluation (Appendix D Performance Evaluation Tool); and

WHEREAS, a portion of the police officer's performance evaluation includes numeric traffic and parking citation work volume and initiative categories; and

WHEREAS, effective January 1, 2015, 65 ILCS 5/11-1-12 now prohibits a municipality from requiring police officers to issue a certain number of citations within a designated time period; and

WHEREAS, a municipality may not, for purposes of evaluating a police officer's job performance, compare the number of citations issued by the police officer to the number of citations issued by any other police officer who has similar job duties; and.

WHEREAS, the statute, in no way prohibits a municipality from evaluating a police officer based on the police officer's points of contact, including, but not limited to, the number of traffic stops completed, arrests, written warnings, and crime prevention measures.

WHEREAS, Article XXIX of the Collective Bargaining Agreement provides that the Village and Union immediately negotiate on a substitute for an invalidated Article, Section or portion thereof; and

WHEREAS, the Village management and representatives of MAP #87 have met and bargained in good faith and have reached agreement on substitute categories for the invalid work volume and initiative categories in Appendix D Performance Evaluation Tool of the Collective Bargaining Agreement.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Board of Trustees of the Village of Lisle, County of DuPage, State of Illinois as follows:

Section 1: The Memorandum of Understanding between the Village of Lisle and the Metropolitan Alliance of Police, Lisle Chapter 87 modifying Appendix D Performance Evaluation Tool of the parties' Collective Bargaining Agreement ratified and signed by the Union as attached hereto as Exhibit 1 is hereby approved.

Section 2: The Mayor is hereby authorized to sign and the Village Clerk to attest to the Memorandum of Understanding between the Village of Lisle and the Metropolitan Alliance of Police, Lisle Chapter #87 on behalf of the Village of Lisle.

Section 3: That the invalidity of any section, part, provision, term, or phrase of this resolution shall not affect the validity of the remainder hereof.

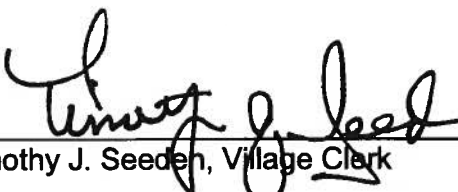
BE IT FURTHER RESOLVED that this resolution shall be entered upon the journals of the Board of Trustees of the Village of Lisle.

PASSED AND APPROVED THIS 20TH DAY OF APRIL, 2015.



Joseph J. Broda, Mayor

ATTEST:



Timothy J. Seeden, Village Clerk



VOTES:

AYES: TRUSTEES: BOYLE, CARBALLO, CAWIEZEL, HETTICH AND MAYOR BRODA

NAYS: NONE

ABSENT: TRUSTEES: GETZ AND MANDEL

ABSTAIN: NONE

Schedule of Exhibits

Exhibit 1 – Memorandum of Understanding between Village of Lisle, Illinois and Metropolitan Alliance of Police, Lisle Chapter 87 – Appendix D Performance Evaluation Tool Revisions to the Collective Bargaining Agreement.

MEMORANDUM OF UNDERSTANDING

BETWEEN

VILLAGE OF LISLE, ILLINOIS

AND

METROPOLITAN ALLIANCE OF POLICE, LISLE CHAPTER 87

This Memorandum of Understanding is entered into between the Village of Lisle, Illinois (herein "Village") and the Metropolitan Alliance of Police, Lisle Chapter 87 (herein "Union"). This Memorandum of Understanding, which is based upon the mutual promises and representations of each party, is intended to modify the Collective Bargaining Agreement (herein "CBA") between the Village and the Union, which by its terms expires on April 30, 2015.

I. MODIFICATION OF CONTRACT

Upon the signing and dating of this Memorandum of Understanding, the parties' CBA shall be modified to incorporate the changes listed below:

- A. Page 97 Appendix D Performance Evaluation Tool, the language in the fourth sentence of the third paragraph shall be revised as follows: (i.e. Officers will receive a prorated number of points for all five categories in Work Volume & Initiative.)
- B. Page 104 Appendix D Performance Evaluation Tool – Work Volume & Initiative categories for patrol officers shall be amended as follows:

WORK VOLUME & INITIATIVE

ASSIGNMENT: PATROL OFFICER

DAY SHIFT			
Category	Below Average 0-1,999 pts	Meets Average 2.0-2.99 pts	Exceeds Average 3.0 pts
Traffic Stops	0 - 239	240-359	360+
Premise Checks	0 - 126	127-158	159+
DUI	0 - 1	2	3 +
Felony/Misdemeanor Arrests	0 - 30	31 - 37	38 +
Ordinance Arrests	0 - 16	17 - 21	22 +

NIGHT SHIFT			
Category	Below Average 0-1.999 pts	Meets Average 2.0-2.99 pts	Exceeds Average 3.0 pts
Traffic Stops	0 - 239	240-359	360+
Premise Checks	0 - 126	127-158	159+
DUI	0 - 3	4 - 5	6 +
Felony/Misdemeanor Arrests	0 - 30	31 - 37	38 +
Ordinance Arrests	0 - 16	17 - 21	22 +

Definitions:

A **traffic stop** will be defined as: the act of an officer initiating a stop on a vehicle for any lawful reason, whether or not that stop results in an arrest.

A **premise check** will be defined as any of the following officer initiated activities: building checks, parking tickets/warnings, field interviews (field contact cards), gang contact cards, self-initiated sex offender registration/sex offender checks, suspicious vehicles/suspicious persons initiated by an officer (but not dispatcher), foot patrols, bar checks, and vacation checks.

II. ADDITIONAL AGREEMENT

In addition to the modifications to the parties existing CBA listed above, the parties also agree to the following item:

Proration of Revised Work Volume & Initiative Categories for Patrol Officers – Without establishing a precedent for the future, for the October 1, 2014 – September 30, 2015 evaluation period only, the Village agrees to a prorated calculation of nine (9) months for all five of the Work Volume & Initiative Categories.

III. ENFORCEMENT

The terms of this Memorandum of Understanding shall be enforced as though such terms appeared in the parties' CBA.

Executed this 20th of APRIL 2015.

VILLAGE OF LISLE:

METROPOLITAN ALLIANCE OF POLICE,
LISLE POLICE CHAPTER 87:

By: Joseph J. Broda
Joseph J. Broda
Mayor

By: David Taylor
MAP#87 PRESIDENT