

# ILLINOIS FOP LABOR COUNCIL

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and

## CITY OF URBANA

Patrol Officers and Sergeants

July 1, 2017 – June 30, 2020

Springfield - Phone: 217-698-9433 / Fax: 217-698-9487  
Western Springs - Phone: 708-784-1010 / Fax: 708-784-0058

Web Address: [www.fop.org](http://www.fop.org)

24-hour Critical Incident Hot Line: 877-IFOP911



**City of Urbana & Fraternal Order of Police Contract**  
July 1, 2017 through June 30, 2020

- the precise information to be disclosed;
- the duration of the consent.

**ARTICLE 22 - CIVILIAN POLICE REVIEW BOARD**

**Section 22.1 Civilian Police Review Board**

The City, at its sole discretion and without further negotiation, may adopt and maintain a Civilian Police Review Board (CPRB). If the City enacts a CPRB, the City agrees the resulting Board shall adhere to certain policies and procedures set forth in Section 22.2 of this Article 22.

**Section 22.2 Provisions**

- A. Police officers subject to a CPRB proceeding shall not be required to appear before the CPRB; their appearance shall be optional. However, should an officer appear before the CPRB, that officer does not waive his or her rights under the Uniform Peace Officers' Disciplinary Act in a CPRB proceeding.
- B. A complaint brought against a police officer by a member of the public shall be investigated by the Police Department in accordance with Department Policy.
- C. The results of the Police Department investigation will be shared with the CPRB. However, CPRB members shall maintain confidentiality of any and all officer records, files, and medical information shared with the CPRB.

**ARTICLE 23 - EFFECT OF AGREEMENT**

**Section 23.1 Waiver**

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the City and the Lodge, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to, or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement; provided, however that nothing contained in the Agreement shall be construed as a waiver of either party's rights and obligations under the Illinois Public Labor Relations Act. In this latter regard, should the City endeavor to change policy with respect to any subject or matter not specifically referred to or covered in this Agreement, and should said change in policy directly affect wages, hours of work, and/or terms and conditions of employment, as well as the impact thereon, then the City agrees to bargain collectively with the Union regarding the affected wages, hours, of work, and/or terms and conditions of employment. However, nothing herein shall prohibit the City from