

MEMORANDUM OF UNDERSTANDING: SERGEANT BASE SALARY

THIS AGREEMENT entered into this the ^{15TH} ~~9TH~~ ^{ADJ} day of February, 2022, by the City of Urbana (hereafter "Employer") and the Illinois FOP Labor Council, Urbana Lodge #70 (hereafter "Union") on behalf of the Urbana Police Officers (individually, a "Party" and collectively, the "Parties") is as follows:

WHEREAS, the Parties have entered into a collective bargaining agreement which covers the period of time from July 1, 2020 thru June 30, 2023; and

WHEREAS, Appendix "B" relates to the wages of officers and sets forth the pay tables and compensation schedules; and

WHEREAS, a dispute has arisen with respect to the Parties' interpretation of language contained in Appendix "B"; and

WHEREAS, the Union filed a grievance related to said dispute on November 2, 2021, and

WHEREAS, the Union and the Employer have expressed willingness to resolve said dispute by incorporating mutually agreeable changes to the parties' collective bargaining agreement.

NOW, THEREFORE, in service to the Parties' desire and intent to effectuate the full, final, and complete resolution of matters between the Parties regarding a grievance filed by the Union on November 2, 2021 regarding the issue of interpretation of language in Appendix "B" of the current collective bargaining agreement ("CBA" or "Agreement") as it relates to a wage increase for sergeants, the Parties agree as follows:

1. The Union agrees to withdraw the aforementioned grievance filed on November 2, 2021. Such withdrawal is based upon the warranties and covenants entered into by the Parties and as stated in paragraphs 2 and 3 of this MOU, said terms and conditions given in consideration by the City to the Union in exchange for the withdrawal of the grievance.
2. A one-time adjustment will be made to the base wage of sergeants, namely: a one-thousand dollar (\$1,000) increase, retroactive to July 1, 2020. The only increase on July 1, 2021, shall be the 2.0% salary adjustment. The only increase on July 1, 2022, shall be the 2.50% salary adjustment. There shall not be an extra \$1,000 adjustment added to the wage tables on July 1, 2021 or July 1, 2022.
3. Appendix "B" shall be revised (as indicated below) to reflect this agreement as well as the change in the pay table for sergeants.

4. Incorporation of the above stated provisions into the CBA will be accomplished at the next available opportunity.
5. This Agreement shall not in any way be construed as setting any precedent and shall not be used, referred to or cited in any arbitrations, court or administrative except only as may be necessary to enforce specific provisions of this Agreement and the rights of the Parties hereto.
6. Each Party represents and warrants to the other that their respective undersigned representative is fully authorized to enter into and bind it to the terms of this Agreement.

APPENDIX B – WAGES

The base salaries listed herein reflect the following increases: 1.50% as of July 1, 2020, 2.00% as of July 1, 2021, and 2.50% as of July 1, 2022. The Sergeant base salary will receive a one-time base increase by an additional \$1,000 on top of the annual percent increase for the first year only (FY 20-21) of the 2020-2023 Agreement. There shall not be an extra \$1,000 adjustment added to the wage tables on July 1, 2021 or July 1, 2022.

The base salary for a probationary employee as defined in Article 11, Section 11.2 of this Agreement shall be \$1,200 less than the annual salary as herein established for a full-time Police Officer.

For the purposes of the Police Pension Fund only, base salary shall include, on an annual basis, the amount paid to employees covered by this Agreement under the City's longevity ordinance currently in effect.

Police Sergeant		7/1/2020 - 6/30/2021		7/1/2021 - 6/30/2022		7/1/2022 - 6/30/2023	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual
Base		40.8802	85,030.79	41.6978	86,731.41	42.7402	88,899.70
After 2	2.0%	41.6978	86,731.41	42.5317	88,466.04	43.5950	90,677.69
After 4	4.0%	42.5154	88,432.03	43.3657	90,200.67	44.4498	92,455.68
After 6	6.0%	43.3330	90,132.64	44.1997	91,935.29	45.3047	94,233.68
After 8	8.0%	44.1506	91,833.26	45.0336	93,669.92	46.1595	96,011.67
After 10	10.0%	44.9682	93,533.87	45.8676	95,404.55	47.0143	97,789.67
After 12	12.0%	45.7858	95,234.49	46.7015	97,139.18	47.8691	99,567.66
After 14	14.0%	46.6034	96,935.11	47.5355	98,873.81	48.7239	101,345.65
After 16	16.0%	47.4210	98,635.72	48.3694	100,608.44	49.5787	103,123.65
After 18	18.0%	48.2386	100,336.34	49.2034	102,343.06	50.4335	104,901.64
After 20	20.0%	49.0562	102,036.95	50.0374	104,077.69	51.2883	106,679.63
After 21	20.5%	49.2606	102,462.11	50.2458	104,511.35	51.5020	107,124.13
After 22	21.0%	49.4650	102,887.26	50.4543	104,945.01	51.7157	107,568.63
After 23	21.5%	49.6694	103,312.42	50.6628	105,378.66	51.9294	108,013.13
After 24	22.0%	49.8738	103,737.57	50.8713	105,812.32	52.1431	108,457.63
After 25	22.5%	50.0782	104,162.72	51.0798	106,245.98	52.3568	108,902.13
After 26	23.0%	50.2826	104,587.88	51.2883	106,679.63	52.5705	109,346.63
After 27	23.5%	50.4870	105,013.03	51.4968	107,113.29	52.7842	109,791.12
After 28	24.0%	50.6914	105,438.19	51.7053	107,546.95	52.9979	110,235.62
After 29	24.5%	50.8958	105,863.34	51.9138	107,980.61	53.2116	110,680.12
After 30	25.0%	51.1002	106,288.49	52.1222	108,414.26	53.4253	111,124.62

Police Sergeant (with mental health training)		7/1/2020 - 6/30/2021		7/1/2021 - 6/30/2022		7/1/2022 - 6/30/2023	
		40 Hour Week		40 Hour Week		40 Hour Week	
Years of Service	Longevity	Hourly	Annual	Hourly	Annual	Hourly	Annual
Base		41.0671	85,419.63	41.8885	87,128.02	42.9357	89,306.22
After 2	2.0%	41.8885	87,128.02	42.7262	88,870.58	43.7944	91,092.35
After 4	4.0%	42.7098	88,836.42	43.5640	90,613.14	44.6531	92,878.47
After 6	6.0%	43.5312	90,544.81	44.4018	92,355.70	45.5118	94,664.60
After 8	8.0%	44.3525	92,253.20	45.2396	94,098.27	46.3705	96,450.72
After 10	10.0%	45.1738	93,961.59	46.0773	95,840.83	47.2293	98,236.85
After 12	12.0%	45.9952	95,669.99	46.9151	97,583.39	48.0880	100,022.97
After 14	14.0%	46.8165	97,378.38	47.7529	99,325.95	48.9467	101,809.10
After 16	16.0%	47.6379	99,086.77	48.5906	101,068.51	49.8054	103,595.22
After 18	18.0%	48.4592	100,795.16	49.4284	102,811.07	50.6641	105,381.34
After 20	20.0%	49.2806	102,503.56	50.2662	104,553.63	51.5228	107,167.47
After 21	20.5%	49.4859	102,930.66	50.4756	104,989.27	51.7375	107,614.00
After 22	21.0%	49.6912	103,357.75	50.6851	105,424.91	51.9522	108,060.53
After 23	21.5%	49.8966	103,784.85	50.8945	105,860.55	52.1669	108,507.06
After 24	22.0%	50.1019	104,211.95	51.1039	106,296.19	52.3815	108,953.59
After 25	22.5%	50.3072	104,639.05	51.3134	106,731.83	52.5962	109,400.12
After 26	23.0%	50.5126	105,066.15	51.5228	107,167.47	52.8109	109,846.66
After 27	23.5%	50.7179	105,493.24	51.7323	107,603.11	53.0256	110,293.19
After 28	24.0%	50.9232	105,920.34	51.9417	108,038.75	53.2402	110,739.72
After 29	24.5%	51.1286	106,347.44	52.1511	108,474.39	53.4549	111,186.25
After 30	25.0%	51.3339	106,774.54	52.3606	108,910.03	53.6696	111,632.78

* Probationary salary is \$1,200 less than base.


** Base salaries reflect increase of 1.5% on 7/1/2020, 2% on 7/1/2021, and 2.5% on 7/1/2022.

An additional \$1,000 added to base for fiscal year beginning 7/1/2020 only.

For Management:

For the Union:


Chief Bryant Seraphin
Date 02/09/22
02/15/22



Officer Adam Marcotte
Date 2/9/22
2/15/22
