



VILLAGE OF
INDIAN HEAD PARK
ILLINOIS

AGENDA

**Meeting of the President and Board of Trustees
Village of Indian Head Park
201 Acacia Drive
Indian Head Park, IL 60525**

**Notice and Agenda
Regular Meeting
7:00 p.m. July 9, 2020**

Pursuant to Public Act 101-0640 as well as the Disaster Proclamation and Executive Orders issued by Governor Pritzker, this meeting will be held in person with a limited physical attendance. As set forth below, those not willing or able to physically attend can still fully participate. Meetings must still be held in a manner that is "open and convenient" to the public and there still needs to be an opportunity for public comment. There are changes from our normal meeting procedures, but we will not conduct business privately. Consideration is being given to how the public can at least see or listen to the meeting virtually without needing to attend in person. Instructions for how the public can see, listen and/or participate in meetings are listed immediately below this statement.

The public can submit comments. Importantly, the public body has adopted temporary public comment rules to ensure the means chosen to provide an opportunity for public comment complies with the Open Meeting Act provision that any person shall be permitted an opportunity to address public officials under the rules established and recorded by the public body.

**Attendance limit 15 persons in addition to Elected Officials and Staff
Seats are on a first come first served basis**

PUBLIC COMMENTS MAY BE SUBMITTED

VIA EMAIL AT ADMIN@INDIANHEADPARK-IL.GOV

VIA TEXT MESSAGE 708-497-9745

VIA Zoom <https://zoom.us/j/9500916471>

**Persons may view the meeting on Comcast Channel 6,
Facebook Live, and ZOOM**

- I. Call to Order and Roll Call
- II. Mayor's Report
 - A. Coronavirus/Restore Illinois Update
 - B. Sidewalk
 - C. I-294 Tollway Update
 - D. 2020 Census

- III. Public Comments
- IV. Consent Agenda-Motion to Establish
- V. Consent Agenda Approval

Vote to establish (must be unanimous), then a vote on the Consent Agenda.

(All items are considered to be routine by the Village Board and will be enacted by one motion. There will be no separate discussion of these items unless a Council Member or member of the public so requests, in which event the item will be removed from the Consent Agenda and considered in its normal sequence on the agenda. The purpose of this is to consolidate and approve several routine administrative items into one motion.)

- Go to Minutes A. Approval of Regular Meeting Minutes of June 11, 2020
- Go to Financials B. Approval of Payables for the Period Ending June 30, 2020 in the amount of \$328,454.54
- C. Approval of Preliminary Financial Report - Month Ending June 30, 2020
- Go to resolution D. Resolution approving release of Closed Session Minutes January 10, June 13, 2019

VI. New Business

- Go to Agreement A. Resolution 04-2020 Approving Collective Bargaining Agreement
- Go to Ordinance B. Ordinance 2020-18 Elimination of Temporary Commander
- Go to Ordinance C. Ordinance 2020-19 Establishing Deputy Chief of Police
- D. Ordinance 2020-20 Sanitary Sewer Bids
- Go to Memo E. Ordinance 2020-21 Road Construction
- F. Discussion Acacia Drive Reconstruction
- G. Garbage Bids/Leaf Vacuuming Acceptance of Bid

VII. Reports

- 1. Trustees
- 2. Village Clerk
- 3. Village Treasurer
- 4. Village Attorney
- 5. Village Administrator
 - i. Restore Illinois
 - ii. Town Hall Meeting-Garbage/Leak Vacuuming
 - iii. Overnight Commercial Vehicle Parking
- 6. Department Head Reports
 - i. Police
 - ii. Public Works
 - iii. Finance

VIII. Public Comments

IX. Closed Session- If required

X. Adjournment

To: Mayor Hinshaw and Board of Trustees
From: John J. DuRocher, Village Administrator
Subject: Board Meeting Agenda and Report
Date: July 7, 2020

We are starting the conversion to meeting on site with some attending remotely. If you want to physically come to the Board room that is wonderful, but please note social distancing will be required. The Mayor and I will be there in addition to Linda and Nick (our cable TV operator).

However, it is still a public meeting and the public will be able to attend. We can accommodate all of the Board and staff that wish to attend plus an additional 15 persons.

We will be broadcasting the meeting on Channel 6 and on Facebook Live in addition to Zoom.

Here is the link for the meeting:

<https://zoom.us/j/9500916471>

On to the meeting.

The consent agenda.

Please remember that items I place on the consent agenda are considered to be routine. If there is any item you wish to discuss in detail, please ask to have it removed. I will be commenting on specific items in this memo.

As always, the Mayor will run the meeting, Sharon will continue to take the roll and take the minutes. I will monitor the Zoom session, Linda will field questions submitted via email, the Mayor will respond to text questions.

To: Mayor Hinshaw and Board of Trustees
From: John J. DuRocher, Village Administrator
Subject: Collective Bargaining Agreement
Date: July 7, 2020

BACKGROUND

We have been in negotiations since January 2010. You have been provided the red-lined version. Attached is the clean version. There have been no changes since the final red-lined version.

FISCAL IMPACT

Addressed in this year's budget.

RECOMMENDATION

I recommend its approval.

To: Mayor Hinshaw and Board of Trustees
From: John J. DuRocher, Village Administrator
Subject: Elimination of Temporary Commander Position
Date: July 7, 2020

BACKGROUND

About two and a half years ago, we established the position of Temporary Commander, this was meant to be a temporary position with a tenure of 18 months per officer holding the position. Chief Stelter and I are of the opinion that the position of Deputy Chief would be more suited to meet our needs.

Eliminating this position is more of a housekeeping item than anything else.

ANALYSIS

This brings us in line with the command structure in other communities surrounding us.

FISCAL IMPACT

None

RECOMMENDATION

I recommend passing the attached ordinance.

To: Mayor Hinshaw and Board of Trustees
From: John J. DuRocher, Village Administrator
Subject: Establishing the Position of Deputy Chief
Date: July 7, 2020

BACKGROUND

As I stated in previous memo, we are looking to eliminate the Temporary Commander position and replacing with the position of Deputy Chief.

This makes us more in line with a command structure in in other municipalities.

This position will be a salaried position and will report directly to the Chief of Police. As with the Temporary Commander position, and in accordance with Illinois law, the Chief holds appointing rights.

based on our non-home rule status and our population, we cab appoint one individual to this position.

This position is not subject to the Police and Fire Commission process.

ANALYSIS

This is basically a title shift but gives the occupant clear authority within the department. It also creates a position that we can specifically groom a current employee to take over in the future.

FISCAL IMPACT

We expect this to be revenue neutral.

RECOMMENDATION

Pass the ordinance.

To: Mayor Hinshaw and Board of Trustees
From: John J. DuRocher, Village Administrator
Subject: Bids for Sanitary Sewer Work and Road Reconstruction
Date: July 7, 2020

BACKGROUND

The Village has within its budget funding for the sanitary sewer repair work mandated by the Water Reclamation District and for road repairs. For the sanitary sewer work we have \$90,000 budgeted for the road work, we have \$232,000 budgeted for construction.

Bids were received today and the respective bid tabs are attached.

For the sanitary sewer work, the low apparent bidder is Insituform with a bid of \$101,841 or \$11,841 higher than budgeted.

For the road work the low bid came from Austin Tyler in the amount of \$181,427.40 or about \$50,000 under hat we budgeted,

ANALYSIS

In looking at the budget for the water and sewer department, we will not be spending all of the capital work budgeted for the water side of the budget, so a funding transfer is appropriate.

On the road paving side, my issue is with Austin Tyler as I am only minimally satisfied with their work and they still have some outstanding repairs to make regarding last year's water main replacement program. However, I do believe that a part of my dissatisfaction can be alleviated by having a different resident engineer representing the Village on this one (Thomas Engineering as opposed to Strand.)

Thomas Engineering's recommendations to the sanitary sewer work is attached. I will forward the road recommendation as soon as it is ready.

FISCAL IMPACT

Funds for these projects are included in this year's capital budget.

RECOMMENDATION

Attached are the bid tabs. I will be drafting respective ordinances for your approval/

VILLAGE OF INDIAN HEAD PARK, ILLINOIS
201 Acacia Drive
Indian Head Park, Illinois 60525

BOARD OF TRUSTEES
OPEN SESSION MINUTES

June 11, 2020

“Pursuant to 5ILCS 120/2.06(3) minutes of the public meetings shall include, but need not be limited to a general description of all matters proposed, discussed, or decided and a record of the votes taken.”

CALL TO ORDER: Mayor Hinshaw

The regular meeting of the Village of Indian Head Park Board of Trustees was held on Thursday, June 11, 2020, at the Municipal Facility, 201 Acacia Drive, and was convened at 7:00 P.M. by Mayor Hinshaw. Due to the restrictions of the State of Illinois regarding gatherings of people during the Covid-19 pandemic, this meeting was conducted remotely via Zoom.

ROLL CALL: Sharon Allison, Village Clerk (attended remotely via Zoom)

PRESENT (and constituting a quorum):

- Mayor Tom Hinshaw (physically present)
- Trustee Sean Conboy (attended remotely via Zoom)
- Trustee Shawn Kennedy (attended remotely via Zoom)
- Trustee Christian Metz (attended remotely via Zoom)
- Trustee Brenda O’Laughlin (attended remotely via Zoom)
- Trustee Amy Wittenberg (attended remotely via Zoom)

ALSO PRESENT:

- John DuRocher, Village Administrator (physically present)
- Patrick Brankin, General Counsel, Schain, Banks, Kenny & Schwartz (attended remotely via Zoom)
- Maureen Garcia, Village Treasurer (attended remotely via Zoom)
- Steven Stelter, Police Chief (attended remotely via Zoom)
- Linda Merrifield, Deputy Clerk and Administrative Assistant (physically present)
- Don Lorenzen, Public Works Superintendent (attended remotely via Zoom)
- Andy Ferrini, Village Administrator Intern (attended remotely via Zoom)
- Nick Tantillo, Cable Station Manager (physically present)
- Justin Fuller, Water Superintendent (attended remotely via Zoom)

VISITORS: Several Zoom Participants

ADOPTION OF TEMPORARY RULES REGARDING PUBLIC PARTICIPATION

Motion was made to adopt the following temporary rules for this Board meeting only by Trustee Kennedy; seconded by Trustee Wittenberg.

- a. The maximum capacity for the Board room shall be 10, including elected officials and required staff.**
- b. Prior commenting, each person shall state his/her name and address for the record, at the beginning of such address.**
- c. Each person shall be granted no more than three minutes for the entire meeting unless such time is extended by the Mayor.**
- d. Persons submitting questions may only do so via text or email to the provided numbers.**

Motion carried by roll call vote (5-0). Trustee Conboy, Kennedy, Metz, O'Laughlin, and Wittenberg voted Yay. No Nay votes. Trustee Farrell-Mayer was absent.

MAYOR'S REPORT:

Coronavirus:

The Cook County Department of Public Health has determined that Indian Head Park has 37 confirmed cases of Covid-19 with 6 deaths. I believe that most of these cases are at the Briar Place nursing and rehabilitation home. We are still asking that everyone practice social distancing, wear a mask, wash your hands, and stay home if you are sick. In our area, Pillars Community Nurse Association in LaGrange is offering Covid-19 testing.

Sidewalks—4 main areas:

Acacia—The state has approved our project, so in about a month our village engineer Strand will get the options to us. We hope to have plans ready by the July meeting which would then lead to an August vote. Construction is planned for 2021.

Plainfield Road—The kick-off meeting recently took place for the Phase 1 of the Plainfield Road sidewalk from the tollway bridge in Indian Head Park to East Avenue in Countryside. Phase I will take about 18 months and be completed at the end of 2021.

Wolf Road—This Phase I project is from Plainfield Road south to 79th Street. It is expected to start around August 1, 2020, and be completed in about 18 months.

Joliet Road—No new updates.

I-294 Update:

Work in our area has begun on the sound walls in Countryside, sewer system in Burr Ridge, and ramps on I-55 and I-294.

2020 Census:

We are at 79% completion of the census in IHP, making us 2nd in completion in the township. The Township is at 68% completion. I strongly encourage every person to be counted in the census.

Vehicle Stickers:

Vehicle Stickers are on sale. They expire at the end of June. They can be purchased on-line.

Water Bills:

Water Bills are due today. They can be paid on-line.

PUBLIC COMMENTS: (Via Zoom)

Jake Dilberto, Chief Operating Officer, and Karen Coley, President and CEO of SBC Waste Solutions, approached the Village Board as prospective suppliers of the garbage pick-up and leaf vacuuming in IHP. They introduced themselves and described their goal as the future waste management team of the Village. The vote will be taken later in this meeting.

A resident thanked Administrator DuRocher for his handling of a garbage pick-up situation at the 111 Acacia Building.

Another resident reported that some residents and businesses are not abiding by the “wear masks” rule. Administrator DuRocher stated that he would look into this complaint, send police to warn people, issue a ticket, and/or revoke a business license as a last resort measure for those who do not comply.

CONSENT AGENDA:

Motion to Establish Consent Agenda as Printed moved by Trustee Kennedy; seconded by Trustee O’Laughlin.

Motion carried by roll call vote (5-0). Trustees Conboy, Metz, Kennedy, O’Laughlin, and Wittenberg voted Yay. No Nay Votes. Trustee Farrell-Mayer absent.

Motion to Approve Consent Agenda as Established moved by Trustee Kennedy; seconded by Trustee O’Laughlin.

- A. Approval of Regular Meeting Minutes of May 14, 2020
- B. Approval of Special Meeting Minutes of May 28, 2020
- C. Approval of Payables for the Period Ending May 31, 2020, in the amount of \$333,509.75
- D. Approval of Preliminary Financial Report Ending May 31, 2020
- E. Approval of Subscriber Agreement with the Clerk of the Circuit Court of Cook County

Financial Report was presented by Treasurer Garcia. Cash on Hand on April 30,2020, was \$2,468,057.05. Payables amounted to \$333,509.75. Total Revenues amounted to \$764,826.91. Ending Balance on May 31, 2020, was \$2,899,374.21.

Motion carried by roll call vote (5-0). Trustees Conboy, Kennedy, Metz, O’Laughlin, and Wittenberg voted Yay. No Nay votes. Trustee Farrell-Mayer absent.

NEW BUSINESS:

A. RESOLUTION 03-2020—REJOINING THE WEST CENTRAL MUNICIIPAL CONFERENCE

Motion to pass Resolution 03-2020 regarding the Village rejoining the West Suburban Municipal Conference made by Trustee Wittenberg; seconded by Trustee O’Laughlin.

Administrator DuRocher explained that IHP was a member of this group until 5 years ago. He feels that we should rejoin, as all of the neighboring municipalities are presently members. The cost, which is already budgeted, will be \$7500.

Motion carried by roll call vote (5-0). Trustees Conboy, Kennedy, Metz, O’Laughlin, and Wittenberg voted Yay. No Nay votes. Trustee Farrell-Mayer absent.

B. ORDINANCE 2020-06—REGULATION OF NATIVE PLANTINGS

Motion to pass Ordinance 2020-06 regulating native plantings in the Village was made by Trustee Wittenberg; seconded by Trustee Conboy.

Administrator DuRocher reported that Milkweed would be removed from the list of noxious plants. They attract and support the life of the monarch butterfly population and are thus beneficial. A second issue in this ordinance pertains to buckthorn. After considerable conversation among the Board about the removal of invasive trees/bushes of buckthorn and honeysuckle on Village property and ultimately upon resident property, it was decided to table the vote on this ordinance to a future meeting.

Motion to table Ordinance 2020-06 was made by Trustee Wittenberg; seconded by Trustee O’Laughlin.

Motion carried by roll call vote (5-0). Trustees Conboy, Kennedy, Metz, O’Laughlin, and Wittenberg voted Yay. No Nay votes. Trustee Farrell-Mayer absent.

C. ORDINANCE 20213—WATER RATE INCREASE

Motion to pass Ordinance 2020-13, an Ordinance setting water rates in the Village was moved by Trustee Wittenberg; seconded by Trustee Metz.

Administrator DuRocher explained that our water source, the City of Countryside, is passing along a water increase that their source, the City of McCook, received from their source, the City of Chicago.

Motion carried by roll call vote (5-0). Trustees Conboy, Kennedy, Metz, O’Laughlin, and Wittenberg voted Yay. No Nay votes. Trustee Farrell-Mayer absent.

D. ORDINANCE 2020-14—ANNEXATION ORDINANCE FOR 7079 70TH PLACE

Motion to pass Ordinance 2020-14, an annexation ordinance for 7079 70th Place, was moved by Trustee Wittenberg; seconded by Trustee O’Laughlin.

Counselor Brankin explained that by state statute, this property is allowed to be annexed by an ordinance by the Village. According to Administrator DuRocher all necessary notifications have been provided, particularly to the property seller and the potential property buyer. The property will be listed as R-1 zoning, single family residence.

Motion carried by roll call vote (5-0). Trustees Conboy, Kennedy, Metz, O’Laughlin, and Wittenberg voted Yay. No Nay votes. Trustee Farrell-Mayer absent.

E. ORDINANCE 2020-15—POLICE DEPARTMENT ADMINISTRATIVE TOWING FEES

Motion to pass Ordinance 2020-15, an Ordinance establishing administrative towing fees in the Village was moved by Trustee O’Laughlin; seconded by Trustee Wittenberg.

Administrator DuRocher stated that this ordinance is a request of the Police Department. The ordinance will establish a towing fee schedule to charge an owner if towing of a vehicle has to be arranged by the Village. Counselor Brankin stated that this is a common ordinance among local municipalities. Chief Stelter spoke in favor of this ordinance.

Motion carried by roll call vote (5-0). Trustees Conboy, Kennedy, Metz, O’Laughlin, and Wittenberg voted Yay. No Nay votes. Trustee Farrell-Mayer absent.

F. ORDINANCE 2020-17—REMOTE MEETING PARTICIPATION

Motion to pass Ordinance 2020-17, an ordinance allowing for the remote electronic participation in meetings, was moved by Trustee Kennedy; seconded by Trustee Metz

Administrator DuRocher explained that once the pandemic has passed, this ordinance will allow for remote attendance and voting, at a meeting. An exception by state law—if official is on vacation, he/she can attend meeting remotely, but cannot vote. A slight addition was made to the ordinance—an absent member must notify the Village President, Administrator, or Village Clerk about the absence at least a day before the meeting to be missed. This addition was moved by Trustee Kennedy and seconded by Trustee Metz.

Motion carried by roll call vote (5-0). Trustees Conboy, Kennedy, Metz, O’Laughlin, and Wittenberg voted Yay. No Nay votes. Trustee Farrell-Mayer absent.

G. GARBAGE BIDS/LEAF VACUUMING—ACCEPTANCE OF BIDS

Motion to accept the bid for garbage removal services as submitted by SBC and to direct the Village Attorney to prepare such agreements as necessary for approval at the next Board meeting moved by Trustee Metz; seconded by Trustee Kennedy.

Andy Ferrini, the Village Administrator Intern, a graduate student at Northern Illinois University, presented an outline of the staff recommendation of SBC to handle garbage pick-up and leaf-vacuuming for the Village. SBC will cover all resident homes and the 111 Acacia Building. Tote sizes, recycling, a Village Clean-Up Day, debris pick-up, and leaf vacuuming were discussed. Karen Coley and Jake Dilberti answered questions about the company structure, the owners of the business, and the location of the facility in Broadview. A lively question- and-answer session followed.

Motion carried by roll call vote (4-1). Trustees Kennedy, Metz, O’Laughlin, and Wittenberg Voted Yay. Trustee Conboy voted Nay. Trustee Farrell-Mayer absent.

H. DISCUSSION—KEEPING OF CHICKENS IN THE VILLAGE

Administrator DuRocher stated that this issue of keeping chickens is basically a modification of the current code of ordinances. Several residents are requesting this policy change of code. DuRocher feels that a chicken coop is basically a structure, and our current code does not allow structures in our back yards. He, therefore, feels that this issue should be brought up before the Planning and Zoning Commission. Trustees questioned about other residents who might consider a coop to be a shed, and sheds are not allowed in IHP. Others wondered how chickens would be disposed of after their useful life (egg laying?).

A consensus of the Board was requested by Trustee Wittenberg and seconded by Trustee Kennedy to bring this discussion to the Planning and Zoning Committee for further discussion. A consensus was reached by voice vote.

REPORTS:

TRUSTEES: Trustee Metz reported that the Heritage Center has re-opened for 2 people who are wearing masks at a time. He also stated that Yoga on the Green may start up again; watch for new developments on social media.

No other Trustee Reports.

VILLAGE CLERK: None

VILLAGE TREASURER: None

VILLAGE ATTORNEY: None. The Board will be meeting in closed session after this meeting.

VILLAGE ADMINISTRATOR:

- The State in its Restore Illinois program gave \$45,000 to IHP for lost revenue.
- A Town Hall meeting will take place in July/August to provide information to the residents regarding the new waste hauling and leaf vacuuming process.

- Parking overnight in a resident's driveway with a commercial vehicle that advertises a business is not allowed, according to a recent Ordinance. These vehicles must be kept in a garage. IHP will start enforcing this Ordinance more diligently in the near future.
- Andy Ferrini looked into potential revenue sources that may be available to the Village as a result of loss of revenue due to the economic status of the pandemic. The following taxes may be considered: PUSH Tax (on video games); Ride Share Tax (on Uber and Lyft); and Streaming Tax (on streaming services such as Netflix, Amazon Prime, etc.). We will continue to monitor these possibilities for additional revenue as time goes by.
ComEd is offering a grant program that will allow IHP to convert present street lights to LED lights. We will continue to monitor this program.
- Under Finance, DuRocher announced that, as of this moment, 1401 residents have purchased their vehicle stickers. And 178 residents now pay their water bills via auto pay.
- Don Lorenzen, our village certified arborist, has applied for the Tree City Award for IHP. We have maintained this award status for the past 28 years.
- IHP has an Ordinance against fences in the Village. We will start notifying residents with fences that they will be expected to take them down in the future.
- Regarding Public Works, we are in the process of bidding out sewer repairs, the ditch program and the road program. A final Punch List in in process for last year's water main work in Old Town.

POLICE REPORT: Chief Stelter gave his 90-Days-on-the-Job Report. He feels that Covid-19 certainly affected how much he had been able to accomplish in his 90-day plan. Here is what he has done: met with all officers, got new patches, inspected old gear and purchased new gear, got rid of about 300 old uniforms, traded in old guns from the armory for newer more efficient weapons, got an AED (heart attack) in each squad car, assisted in 4 different municipalities in protest marches. He is presently re-doing the police manual specific to IHP. Chief Stelter stated that he has enjoyed working in IHP with very efficient, professional people.

PUBLIC COMMENTS: None

At 8:57 P.M. Trustee Wittenberg motioned to adjourn to closed session for the purposes of discussion regarding the purchase or lease of real estate per 5 ILCS 120/2(c)5 and to adjourn the open meeting immediately thereafter; seconded by Trustee Kennedy.

Motion carried by roll call vote (5-0). Trustees Conboy, Kennedy, Metz, O'Laughlin, and Wittenberg voted Yay. No Nay Votes. Trustee Farrell-Mayer absent.

**Sharon Allison
Village Clerk**

Current Bank Balances
June 2020

| Countryside Bank Account | May 30, 2020 Ending Balance | June 30, 2020 Ending Balance |
|---------------------------------|--|---|
| AP Operating Acct | \$ 12,774.37 | \$ 11,096.92 |
| Revenue Deposit Acct | \$ 993,984.67 | \$ 941,665.64 |
| Payroll Acct | \$ 11,088.85 | \$ 14,964.65 |
| State Shared Revenues | \$ 920,483.85 | \$ 966,854.57 |
| Bond Payments Acct | \$ 99,098.99 | \$ 103,980.19 |
| PD Seizure Acct | \$ 39,066.12 | \$ 39,066.12 |
| Water & Sewer | \$ 628,562.47 | \$ 700,339.77 |
| Motor Fuel Tax | \$ 1,000.00 | \$ 1,000.00 |
| MONTH END TOTAL | <u>\$ 2,706,059.32</u> | <u>\$ 2,778,967.86</u> |
| | | |
| Illinois Funds Account | | |
| Savings 2160 | \$ 42,639.00 | \$ 42,654.82 |
| Savings 1838 | \$ 94,685.39 | \$ 94,720.48 |
| MONTH END TOTAL | <u>\$ 137,324.39</u> | <u>\$ 137,375.30</u> |
| | | |
| Investments | | |
| CD 313/1 - Matures 7/31/20 | \$ 25,990.50 | \$ 25,990.50 |
| CD 374/1 - Matures 1/13/21 | \$ 30,000.00 | \$ 30,224.25 |
| CDARS | <u>\$ 55,990.50</u> | <u>\$ 56,214.75</u> |
| | | |
| GRAND TOTAL | <u>\$ 2,899,374.21</u> | <u>\$ 2,972,557.91</u> |

VILLAGE OF INDIAN HEAD PK
CASH REQUIREMENTS REPORT
Thursday June 11, 2020

DATE: 06/11/20
SORT BY Ven Name

| VEND # | NAME | INVOICE # | INVOICE DATE | DUE DATE | AMOUNT | BANK-G/L # | COMMENTS |
|--------|---|------------|---------------------|----------|----------|----------------|---------------------------|
| ACCU | ACCURATE OFFICE SUPPLY CO | 515150 | 06/01/20 | 06/11/20 | 49.04 | 01-00-1012-000 | MAINTENANCE SUPPLIES |
| | | 515329 | 06/03/20 | 06/11/20 | 39.57 | 01-00-1012-000 | MAINTENANCE SUPPLIES |
| | | 515477 | 06/03/20 | 06/11/20 | 369.02 | 01-00-1012-000 | MAINTENANCE SUPPLIES |
| | | 515778 | 06/09/20 | 06/11/20 | 82.88 | 01-00-1012-000 | MAINTENANCE/OFFICE SUPPLI |
| | | 516112 | 06/10/20 | 06/11/20 | 67.50 | 01-00-1012-000 | OFFICE SUPPLIES |
| | | | Vendor Check Total: | | 608.01 | | |
| AIS | ALL INFORMATION SERVICES, INC | 68178 | 06/02/20 | 06/11/20 | 20.00 | 01-00-1012-000 | CLOUD HOSTING JUL 2020 |
| | | 68187 | 06/02/20 | 06/11/20 | 192.50 | 01-00-1012-000 | SUPPORT |
| | | | Vendor Check Total: | | 212.50 | | |
| ANDER | ANDERSON PEST SOLUTIONS | 5483764 | 06/02/20 | 06/11/20 | 53.04 | 01-00-1012-000 | PEST CONTROL |
| | | 5483766 | 06/02/20 | 06/11/20 | 53.56 | 01-00-1012-000 | PEST CONTROL |
| | | 5486668 | 06/02/20 | 06/11/20 | 42.51 | 01-00-1012-000 | PEST CONTROL |
| | | | Vendor Check Total: | | 149.11 | | |
| AMERI | AT&T | 052820 | 05/28/20 | 06/11/20 | 1524.38 | 01-00-1012-000 | TELEPHONE |
| | | 052820B | 06/03/20 | 06/11/20 | 99.40 | 01-00-1012-000 | TELEPHONE |
| | | | Vendor Check Total: | | 1623.78 | | |
| AT&T | AT&T | 2781745509 | 05/19/20 | 06/11/20 | 713.96 | 01-00-1012-000 | TELEPHONE |
| | | 3221094505 | 05/19/20 | 06/11/20 | 202.05 | 01-00-1012-000 | TELEPHONE |
| | | | Vendor Check Total: | | 916.01 | | |
| ATTC | AT&T CAPITAL SERVICES, INC. | 3118299 | 06/01/20 | 06/11/20 | 390.36 | 01-00-1012-000 | TELEPHONE EQUIPMENT |
| | | | Vendor Check Total: | | 390.36 | | |
| ATM | AT&T MOBILITY | x06032020 | 06/03/20 | 06/11/20 | 181.20 | 01-00-1012-000 | MOBILE SVCS |
| | | | Vendor Check Total: | | 181.20 | | |
| BHIGG | BRIAN HIGGINS | 060520 | 06/05/20 | 06/11/20 | 143.55 | 01-00-1012-000 | WATER SECURITY DEPOSIT RE |
| | | | Vendor Check Total: | | 143.55 | | |
| CAPER | CAPERS North America, LLC | INV-0744 | 06/01/20 | 06/11/20 | 1000.00 | 01-00-1012-000 | JULY 2020 |
| | | | Vendor Check Total: | | 1000.00 | | |
| MENAR | CAPITAL ONE COMMERCIAL | 051920 | 05/19/20 | 06/11/20 | 545.36 | 01-00-1012-000 | MAINTENANCE/SUPPLIES |
| | | | Vendor Check Total: | | 545.36 | | |
| CMFPC | CHICAGO METROPOLITAN FIRE PREVENTION CO | 060220 | 06/08/20 | 06/11/20 | 205.50 | 01-00-1012-000 | B/A CANCELLED |
| | | IN00334340 | 05/31/20 | 06/11/20 | 35.00 | 01-00-1012-000 | ANNUAL FIRE ALARM TEST/IN |
| | | IN00334500 | 05/31/20 | 06/11/20 | 215.00 | 01-00-1012-000 | ANNUAL FIRE ALARM TEST/IN |
| | | IN00334501 | 05/31/20 | 06/11/20 | 273.00 | 01-00-1012-000 | ANNUAL FIRE ALARM TEST/IN |
| | | | Vendor Check Total: | | 317.50 | | |
| CTRY1 | CITY OF COUNTRYSIDE | 060120 | 06/01/20 | 06/11/20 | 42080.08 | 01-00-1012-000 | MAY 2020 |
| | | | Vendor Check Total: | | 42080.08 | | |
| COMED | COMMONWEALTH EDISON-PW | 052720 | 05/27/20 | 06/11/20 | 12.90 | 01-00-1012-000 | 0 S 72ND ST LITE RT/25, E |
| | | 052720B | 05/27/20 | 06/11/20 | 2110.52 | 01-00-1012-000 | 0 WOLF LITE RT/23,JOLIET |
| | | | Vendor Check Total: | | 2123.42 | | |
| CORE | CORE & MAIN | M403056 | 05/27/20 | 06/11/20 | 1205.00 | 01-00-1012-000 | MATERIALS |

VILLAGE OF INDIAN HEAD PK
 C A S H R E Q U I R E M E N T S R E P O R T
 Thursday June 11, 2020

DATE: 06/11/20
 SORT BY Ven Name

| VEND # | NAME | INVOICE # | INVOICE DATE | DUE DATE | AMOUNT | BANK-G/L # | COMMENTS |
|--------|---------------------------------------|------------|---------------------|----------|---------|----------------|---------------------------|
| | | | Vendor Check Total: | | 1205.00 | | |
| DONM | DON MORRIS ARCHITECTS P.C. | 053120 | 05/31/20 | 06/11/20 | 2345.00 | 01-00-1012-000 | MAY 2020 BLDG REVIEWS/INS |
| | | | Vendor Check Total: | | 2345.00 | | |
| ECOCL | ECO CLEAN MAINTENANCE, INC. | 8742 | 05/29/20 | 06/11/20 | 1325.00 | 01-00-1012-000 | MAY 2020 |
| | | | Vendor Check Total: | | 1325.00 | | |
| ETPLA | ETP LABS, INC. | 20-134505 | 05/18/20 | 06/11/20 | 40.00 | 01-00-1012-000 | TOTAL COLIFORM |
| | | | Vendor Check Total: | | 40.00 | | |
| FAMIL | FAMILY LANDSCAPING & TREEWERKS, INC | 24679 | 06/04/20 | 06/11/20 | 2444.00 | 01-00-1012-000 | TREE SERVICE |
| | | | Vendor Check Total: | | 2444.00 | | |
| FULLR | FULLER'S CAR WASH OF COUNTRYSIDE | 7265 | 05/31/20 | 06/11/20 | 122.81 | 01-00-1012-000 | MAY 2020 WASHINGS |
| | | | Vendor Check Total: | | 122.81 | | |
| GROOT | GROOT | 5577312 | 06/01/20 | 06/11/20 | 811.30 | 01-00-1012-000 | DISPOSAL/TRANSPORTATION |
| | | | Vendor Check Total: | | 811.30 | | |
| HINDS | HINSDALE NURSERIES | 1674224 | 05/27/20 | 06/11/20 | 54.00 | 01-00-1012-000 | TOPSOIL |
| | | | Vendor Check Total: | | 54.00 | | |
| INFIN | INFINITY SIGNS | 11951 | 05/29/20 | 06/11/20 | 182.50 | 01-00-1012-000 | SOCIAL DISTANCING MARKERS |
| | | | Vendor Check Total: | | 182.50 | | |
| INTOX | INTOXIMETERS | 657319 | 06/02/20 | 06/11/20 | 125.00 | 01-00-1012-000 | DRYGAS |
| | | | Vendor Check Total: | | 125.00 | | |
| KONIC | KONICA MINOLTA BUSINESS SOLUTIONS USA | 266410781 | 05/31/20 | 06/11/20 | 178.25 | 01-00-1012-000 | COPIER |
| | | | Vendor Check Total: | | 178.25 | | |
| LAGHL | LAGRANGE HIGHLANDS SANITARY DISTRICT | 060120 | 06/01/20 | 06/11/20 | 58.80 | 01-00-1012-000 | WATER USAGE |
| | | | Vendor Check Total: | | 58.80 | | |
| SANDE | MARGARET SANDEEN | 060320 | 06/03/20 | 06/11/20 | 57.42 | 01-00-1012-000 | REFUND WATER SECURITY DEP |
| | | | Vendor Check Total: | | 57.42 | | |
| MARTI | MARTIN IMPLEMENT SALES INC | E08517 | 05/28/20 | 06/11/20 | 530.32 | 01-00-1012-000 | TRIMMER |
| | | | Vendor Check Total: | | 530.32 | | |
| METIN | METROPOLITAN INDUSTRIES, INC. | INV017406 | 05/29/20 | 06/11/20 | 300.00 | 01-00-1012-000 | MAY 2020-APRIL 2021 METRO |
| | | | Vendor Check Total: | | 300.00 | | |
| MUNIC | MUNICIPAL CODE CORP | 00344559 | 06/08/20 | 06/11/20 | 995.00 | 01-00-1012-000 | 06/01/20-05/31/21 MYMUNIC |
| | | | Vendor Check Total: | | 995.00 | | |
| OHERD | RAY O'HERRON CO., INC. | 2030370-IN | 06/02/20 | 06/11/20 | 64.00 | 01-00-1012-000 | UNIFORMS |
| | | | Vendor Check Total: | | 64.00 | | |
| REIN | REIN ELECTRIC | 060520 | 06/05/20 | 06/11/20 | 283.55 | 01-00-1012-000 | REFUND BLDG PERMIT #3829 |

VILLAGE OF INDIAN HEAD PK
C A S H R E Q U I R E M E N T S R E P O R T
Thursday June 11, 2020

DATE: 06/11/20
SORT BY Ven Name

| VEND # | NAME | INVOICE # | INVOICE DATE | DUE DATE | AMOUNT | BANK-G/L # | COMMENTS |
|---------------------------|------------------------------------|------------|---------------------|----------|----------|----------------|--------------------------|
| | | | Vendor Check Total: | | 283.55 | | |
| SIKIC | SIKICH LLP | 445462 | 06/04/20 | 06/11/20 | 4000.00 | 01-00-1012-000 | AUDIT |
| | | | Vendor Check Total: | | 4000.00 | | |
| SUBLM | SUBURBAN LIFE MEDIA | 133197 | 06/04/20 | 06/11/20 | 52.00 | 01-00-1012-000 | ONE YEAR SUBSCRIPTION |
| | | | Vendor Check Total: | | 52.00 | | |
| TAMEL | TAMELING INDUSTRIES INC | 0141075-IN | 05/21/20 | 06/11/20 | 350.00 | 01-00-1012-000 | TOPSOIL/SEED MIX/WEEDMAT |
| | | | Vendor Check Total: | | 350.00 | | |
| TBRES | THOMAS J. BRESCIA | 060220 | 06/02/20 | 06/11/20 | 850.00 | 01-00-1012-000 | APRIL 2020 |
| | | 060220B | 06/02/20 | 06/11/20 | 850.00 | 01-00-1012-000 | MAY 2020 |
| | | 060220C | 06/02/20 | 06/11/20 | 850.00 | 01-00-1012-000 | JUNE 2020 |
| | | | Vendor Check Total: | | 2550.00 | | |
| HINSH | TOM HINSHAW | 961812 | 05/01/20 | 06/11/20 | 93.50 | 01-00-1012-000 | RT 66 CLOCK |
| | | | Vendor Check Total: | | 93.50 | | |
| USA | USABLUEBOOK | 247197 | 05/26/20 | 06/11/20 | 413.85 | 01-00-1012-000 | EQUIPMENT |
| | | | Vendor Check Total: | | 413.85 | | |
| VLC | VULCAN CONSTRUCTION MATERIALS, LLC | 32307133 | 05/29/20 | 06/11/20 | 431.63 | 01-00-1012-000 | STONES |
| | | | Vendor Check Total: | | 431.63 | | |
| WFORD | WESTFIELD FORD | 489335 | 05/14/20 | 06/11/20 | 590.45 | 01-00-1012-000 | VEHICLE REPAIRS |
| | | | Vendor Check Total: | | 590.45 | | |
| GASCI | WEX BANK | 65745078 | 05/31/20 | 06/11/20 | 1548.11 | 01-00-1012-000 | POLICE MAY 2020 FUEL |
| | | 65789043 | 05/31/20 | 06/11/20 | 779.84 | 01-00-1012-000 | PW MAY 2020 FUEL |
| | | | Vendor Check Total: | | 2327.95 | | |
| Grand Total all Invoices: | | 56 | | | 72222.21 | | |
| Total Invoices for | ACCURATE OFFICE SUPPLY CO | 5 | | | 608.01 | | |
| Total Invoices for | ALL INFORMATION SERVICES, INC | 2 | | | 212.50 | | |
| Total Invoices for | ANDERSON PEST SOLUTIONS | 3 | | | 149.11 | | |
| Total Invoices for | AT&T | 4 | | | 2539.79 | | |
| Total Invoices for | AT&T CAPITAL SERVICES, INC. | 1 | | | 390.36 | | |
| Total Invoices for | AT&T MOBILITY | 1 | | | 181.20 | | |
| Total Invoices for | BRIAN HIGGINS | 1 | | | 143.55 | | |
| Total Invoices for | CAPERS North America, LLC | 1 | | | 1000.00 | | |
| Total Invoices for | CAPITAL ONE COMMERCIAL | 1 | | | 545.36 | | |
| Total Invoices for | CHICAGO METROPOLITAN FIRE PREV | 4 | | | 317.50 | | |
| Total Invoices for | CITY OF COUNTRYSIDE | 1 | | | 42080.08 | | |
| Total Invoices for | COMMONWEALTH EDISON-PW | 2 | | | 2123.42 | | |
| Total Invoices for | CORE & MAIN | 1 | | | 1205.00 | | |
| Total Invoices for | DON MORRIS ARCHITECTS P.C. | 1 | | | 2345.00 | | |
| Total Invoices for | ECO CLEAN MAINTENANCE, INC. | 1 | | | 1325.00 | | |
| Total Invoices for | ETP LABS, INC. | 1 | | | 40.00 | | |
| Total Invoices for | FAMILY LANDSCAPING & TREWERKS | 1 | | | 2444.00 | | |
| Total Invoices for | FULLER'S CAR WASH OF COUNTRYSI | 1 | | | 122.81 | | |
| Total Invoices for | GROOT | 1 | | | 811.30 | | |
| Total Invoices for | HINSDALE NURSERIES | 1 | | | 54.00 | | |
| Total Invoices for | INFINITY SIGNS | 1 | | | 182.50 | | |
| Total Invoices for | INTOXIMETERS | 1 | | | 125.00 | | |
| Total Invoices for | KONICA MINOLTA BUSINESS SOLUTI | 1 | | | 178.25 | | |
| Total Invoices for | LAGRANGE HIGHLANDS SANITARY DI | 1 | | | 58.80 | | |
| Total Invoices for | MARGARET SANDEEN | 1 | | | 57.42 | | |
| Total Invoices for | MARTIN IMPLEMENT SALES INC | 1 | | | 530.32 | | |
| Total Invoices for | METROPOLITAN INDUSTRIES, INC. | 1 | | | 300.00 | | |

VILLAGE OF INDIAN HEAD PK
 CASH REQUIREMENTS REPORT
 Thursday June 11, 2020

DATE: 06/11/20
 SORT BY Ven Name

| VEND # | NAME | INVOICE # | INVOICE DATE | DUE DATE | AMOUNT | BANK-G/L # | COMMENTS |
|--------|---|-----------|--------------|----------|---------|------------|----------|
| Total | Invoices for MUNICIPAL CODE CORP | 1 | | | 995.00 | | |
| Total | Invoices for RAY O'HERRON CO., INC. | 1 | | | 64.00 | | |
| Total | Invoices for REIN ELECTRIC | 1 | | | 283.55 | | |
| Total | Invoices for SIKICH LLP | 1 | | | 4000.00 | | |
| Total | Invoices for SUBURBAN LIFE MEDIA | 1 | | | 52.00 | | |
| Total | Invoices for TAMELING INDUSTRIES INC | 1 | | | 350.00 | | |
| Total | Invoices for THOMAS J. BRESCIA | 3 | | | 2550.00 | | |
| Total | Invoices for TOM HINSHAW | 1 | | | 93.50 | | |
| Total | Invoices for USABUEBOOK | 1 | | | 413.85 | | |
| Total | Invoices for VULCAN CONSTRUCTION MATERIALS, | 1 | | | 431.63 | | |
| Total | Invoices for WESTFIELD FORD | 1 | | | 590.45 | | |
| Total | Invoices for WEX BANK | 2 | | | 2327.95 | | |

VILLAGE OF INDIAN HEAD PK
 C A S H R E Q U I R E M E N T S R E P O R T
 Thursday June 11, 2020

DATE: 06/11/20
 SORT BY Ven Name

| FUND - FUND NAME | AMOUNT | INVOICES | CHECKS |
|-------------------|----------|----------|--------|
| 01 - GENERAL FUND | 72222.21 | 56 | 40 |

Grand Total all Invoices: 72222.21

Number of Funds involved: 1
 Number of Vendors involved: 40

Total checks required: 40 72222.21
 Direct Pay vendors: 0 .00
 Manual checks to post: 0 .00

DATE: 06/29/20
 SORT BY Ven Name

VILLAGE OF INDIAN HEAD PK
 CASH REQUIREMENTS REPORT
 Monday June 29, 2020

| VEND # | NAME | INVOICE # | INVOICE DATE | DUE DATE | AMOUNT | BANK-G/L # | COMMENTS |
|--------|---------------------------------|--------------|---------------------|----------|----------|----------------|---------------------------|
| ACCU | ACCURATE OFFICE SUPPLY CO | 516625 | 06/16/20 | 06/29/20 | 101.64 | 01-00-1012-000 | OFFICE/MAINTENANCE SUPPLI |
| | | 517042 | 06/19/20 | 06/29/20 | 42.26 | 01-00-1012-000 | OFFICE SUPPLIES |
| | | 517408 | 06/24/20 | 06/29/20 | 126.00 | 01-00-1012-000 | OFFICE SUPPLIES |
| | | | Vendor Check Total: | | 269.90 | | |
| AWWA | AMERICAN WATER WORKS ASSOC | 7001772380 | 06/25/20 | 06/29/20 | 350.00 | 01-00-1012-000 | MEMBERSHIP |
| | | | Vendor Check Total: | | 350.00 | | |
| AT&T | AT&T | 9091055503 | 06/19/20 | 06/29/20 | 713.96 | 01-00-1012-000 | TELEPHONE |
| | | 9532925504 | 06/19/20 | 06/29/20 | 202.05 | 01-00-1012-000 | TELEPHONE |
| | | | Vendor Check Total: | | 916.01 | | |
| ATT | AT&T | 060120 | 06/01/20 | 06/29/20 | 98.99 | 01-00-1012-000 | INTERNET |
| | | | Vendor Check Total: | | 98.99 | | |
| BADGE | BADGER METER | 80053895 | 05/29/20 | 06/29/20 | 462.24 | 01-00-1012-000 | HOSTING |
| | | | Vendor Check Total: | | 462.24 | | |
| CALPL | CALUMET CITY PLUMBING CO., INC. | 40747 | 05/26/20 | 06/29/20 | 5034.00 | 01-00-1012-000 | PUMP HOUSE WATER REPAIR |
| | | 40822 | 06/03/20 | 06/29/20 | 4090.80 | 01-00-1012-000 | REPAIR 6449 BIG BEAR |
| | | 40832 | 06/04/20 | 06/29/20 | 4808.00 | 01-00-1012-000 | WATER LEAK REPAIR 7045 JO |
| | | 40895 | 06/23/20 | 06/29/20 | 4300.00 | 01-00-1012-000 | REPAIR 6357 BLACKHAWK TRA |
| | | | Vendor Check Total: | | 18232.80 | | |
| MENAR | CAPITAL ONE COMMERCIAL | 061920 | 06/19/20 | 06/29/20 | 481.37 | 01-00-1012-000 | MATERIALS/SUPPLIES |
| | | | Vendor Check Total: | | 481.37 | | |
| CHASE | CHASE CARD SERVICES | 062020 | 06/20/20 | 06/29/20 | 2439.01 | 01-00-1012-000 | CREDIT CARD CHARGES |
| | | | Vendor Check Total: | | 2439.01 | | |
| CTRIB | CHICAGO TRIBUNE MEDIA GROUP | 020812412000 | 05/14/20 | 06/29/20 | 80.02 | 01-00-1012-000 | PUBLIC NOTICE |
| | | | Vendor Check Total: | | 80.02 | | |
| CINCI | CINCINNATI INSURANCE COMPANIES | 070120 | 06/15/20 | 06/29/20 | 22.77 | 01-00-1012-000 | JULY 2020 |
| | | | Vendor Check Total: | | 22.77 | | |
| COMCA | COMCAST CABLE | 060920 | 06/15/20 | 06/29/20 | 5.28 | 01-00-1012-000 | ADAPTER |
| | | 061120 | 06/11/20 | 06/29/20 | 153.35 | 01-00-1012-000 | INTERNET |
| | | | Vendor Check Total: | | 158.63 | | |
| COMMO | COMED | 061120 | 06/11/20 | 06/29/20 | 556.78 | 01-00-1012-000 | PMPSTN & WELL #2 |
| | | 061120B | 06/11/20 | 06/29/20 | 55.13 | 01-00-1012-000 | WTRMTR VAULT |
| | | | Vendor Check Total: | | 611.91 | | |
| DESP | DESPLAINES VALLEY NEWS | 061620 | 06/16/20 | 06/29/20 | 15.00 | 01-00-1012-000 | 1 YEAR SUBSCRIPTION |
| | | | Vendor Check Total: | | 15.00 | | |
| LOREN | DON LORENZEN | 061520 | 06/16/20 | 06/29/20 | 120.00 | 01-00-1012-000 | CLASSES |
| | | | Vendor Check Total: | | 120.00 | | |
| DORNE | DORNER PRODUCTS, INC. | 153182-IN | 06/17/20 | 06/29/20 | 17129.00 | 01-00-1012-000 | PUMP HOUSE REPAIRS |
| | | | Vendor Check Total: | | 17129.00 | | |
| ETPLA | ETP LABS, INC. | 20-134559 | 06/08/20 | 06/29/20 | 40.00 | 01-00-1012-000 | TOTAL COLIFORM |

DATE: 06/29/20
 SORT BY Ven Name

VILLAGE OF INDIAN HEAD PK
 CASH REQUIREMENTS REPORT
 Monday June 29, 2020

| VEND # | NAME | INVOICE # | INVOICE DATE | DUE DATE | AMOUNT | BANK-G/L # | COMMENTS |
|--------|---------------------------------------|------------|---------------------|----------|---------|----------------|---------------------------|
| | | | Vendor Check Total: | | 40.00 | | |
| ICCMA | ILLINOIS CITY/COUNTY MGNT ASSOCIATION | 061720 | 06/17/20 | 06/29/20 | 323.67 | 01-00-1012-000 | MEMBERSHIP |
| | | | Vendor Check Total: | | 323.67 | | |
| ILLPS | ILLINOIS PROSECUTOR SERVICES, LLC | 061720 | 06/17/20 | 06/29/20 | 145.00 | 01-00-1012-000 | COMPLAINT GUIDE |
| | | | Vendor Check Total: | | 145.00 | | |
| ILAWW | ILLINOIS SECTION AWWA | 200054779 | 06/22/20 | 06/29/20 | 56.00 | 01-00-1012-000 | SEMINAR 6/25/20 |
| | | 200054780 | 06/22/20 | 06/29/20 | 56.00 | 01-00-1012-000 | SEMINAR 6/30/20 |
| | | | Vendor Check Total: | | 112.00 | | |
| INFRA | INFRASEARCH, INC. | 1855 | 06/16/20 | 06/29/20 | 1400.00 | 01-00-1012-000 | LEAK LOCATE |
| | | | Vendor Check Total: | | 1400.00 | | |
| J&L | J & L ELECTRONIC SERVICE, INC. | 1002860 | 06/09/20 | 06/29/20 | 348.00 | 01-00-1012-000 | CORD REPLACEMENT |
| | | | Vendor Check Total: | | 348.00 | | |
| O'REI | JACQUELINE O'REILLY | 061520 | 06/15/20 | 06/29/20 | 94.13 | 01-00-1012-000 | REFUND WATER SECURITY DEP |
| | | | Vendor Check Total: | | 94.13 | | |
| JCSS | JOHNSON CONTROLS SECURITY SOLUTION | 34421778 | 06/06/20 | 06/29/20 | 157.60 | 01-00-1012-000 | 07/01-20-09/30/20 |
| | | | Vendor Check Total: | | 157.60 | | |
| CREIG | KATHLEEN CREIGHTON | 061220 | 06/12/20 | 06/29/20 | 65.00 | 01-00-1012-000 | REFUND VEHICLE STICKER |
| | | | Vendor Check Total: | | 65.00 | | |
| KONIC | KONICA MINOLTA BUSINESS SOLUTIONS USA | 9006858491 | 06/14/20 | 06/29/20 | 55.26 | 01-00-1012-000 | 05/15/20-6/14/20 |
| | | | Vendor Check Total: | | 55.26 | | |
| LAGHL | LAGRANGE HIGHLANDS SANITARY DISTRICT | 062320 | 06/23/20 | 06/29/20 | 1287.24 | 01-00-1012-000 | WATER USAGE |
| | | | Vendor Check Total: | | 1287.24 | | |
| LALOC | LAGRANGE LOCK & SAFE | 19300 | 06/17/20 | 06/29/20 | 79.50 | 01-00-1012-000 | KEYS |
| | | | Vendor Check Total: | | 79.50 | | |
| LANER | LANER MUCHIN, LTD | 587486 | 06/01/20 | 06/29/20 | 176.25 | 01-00-1012-000 | PROFESSIONAL SVCS |
| | | | Vendor Check Total: | | 176.25 | | |
| NCPER | NCPERS GROUP LIFE INS. | 4989072020 | 06/19/20 | 06/29/20 | 32.00 | 01-00-1012-000 | JULY 2020 |
| | | | Vendor Check Total: | | 32.00 | | |
| NICOR | NICOR | 061820 | 06/18/20 | 06/29/20 | 45.58 | 01-00-1012-000 | NATURAL GAS |
| | | | Vendor Check Total: | | 45.58 | | |
| OHC | OCCUPATIONAL HEALTH CENTERS | 1012417320 | 06/23/20 | 06/29/20 | 425.00 | 01-00-1012-000 | EMPLOYEE TEST |
| | | | Vendor Check Total: | | 425.00 | | |
| PEAK | PEAK SIGNAL | 03543 | 06/01/20 | 06/29/20 | 135.00 | 01-00-1012-000 | WATER METER VAULT |
| | | 03544 | 06/01/20 | 06/29/20 | 135.00 | 01-00-1012-000 | HERITAGE CENTER |

VILLAGE OF INDIAN HEAD PK
C A S H R E Q U I R E M E N T S R E P O R T
Monday June 29, 2020

DATE: 06/29/20
SORT BY Ven Name

| VEND # | NAME | INVOICE # | INVOICE DATE | DUE DATE | AMOUNT | BANK-G/L # | COMMENTS |
|---------------------------|-----------------------------------|---------------|---------------------|----------|----------|----------------|---------------------------|
| | | | Vendor Check Total: | | 270.00 | | |
| PRIOR | PRIORITY PRINT | 20200892 | 06/22/20 | 06/29/20 | 126.60 | 01-00-1012-000 | WINDOW ENVELOPES |
| | | | Vendor Check Total: | | 126.60 | | |
| OHERD | RAY O'HERRON CO., INC. | 2029508 | 05/28/20 | 06/29/20 | 176.89 | 01-00-1012-000 | UNIFORMS |
| | | 2032175-IN | 06/10/20 | 06/29/20 | 124.96 | 01-00-1012-000 | UNIFORMS |
| | | | Vendor Check Total: | | 301.85 | | |
| SCHAI | SCHAIN BANKS KENNY & SCHWARTZ LTD | 54343 | 06/12/20 | 06/29/20 | 4187.50 | 01-00-1012-000 | PROFESSIONAL SVCS MAY 202 |
| | | | Vendor Check Total: | | 4187.50 | | |
| SPRIN | SPRINT | 230000518-219 | 06/10/20 | 06/29/20 | 205.31 | 01-00-1012-000 | CELL PHONES |
| | | | Vendor Check Total: | | 205.31 | | |
| TAMEL | TAMELING INDUSTRIES INC | 0141874-IN | 06/04/20 | 06/29/20 | 134.00 | 01-00-1012-000 | TOPSOIL |
| | | | Vendor Check Total: | | 134.00 | | |
| TEG | THOMAS ENGINEERING GROUP | 20-142 | 06/02/20 | 06/29/20 | 2083.69 | 01-00-1012-000 | MAY 2020 ENGINEERING SVCS |
| | | 20-143 | 06/02/20 | 06/29/20 | 11376.61 | 01-00-1012-000 | ROAD REPAIR PROJECT |
| | | 20-144 | 06/02/20 | 06/29/20 | 2917.54 | 01-00-1012-000 | ANNUAL RPT MWRD IICP COMP |
| | | | Vendor Check Total: | | 16377.84 | | |
| TCC | TRAFFIC CONTROL CORPORATION | 634168 | 06/12/20 | 06/29/20 | 3150.00 | 01-00-1012-000 | ELAN CITY RADAR |
| | | | Vendor Check Total: | | 3150.00 | | |
| TULLY | TULLY BROTHERS PAVING INC. | 20/2507 | 06/24/20 | 06/29/20 | 3805.00 | 01-00-1012-000 | ROAD PATCHING |
| | | | Vendor Check Total: | | 3805.00 | | |
| ULINE | ULINE | 120820801 | 06/09/20 | 06/29/20 | 67.16 | 01-00-1012-000 | SUPPLIES |
| | | | Vendor Check Total: | | 67.16 | | |
| UNDER | UNDERGROUND PIPE & VALVE, CO. | 043101 | 06/19/20 | 06/29/20 | 544.00 | 01-00-1012-000 | MATERIALS |
| | | | Vendor Check Total: | | 544.00 | | |
| USA | USABLUEBOOK | 261926 | 06/09/20 | 06/29/20 | 50.14 | 01-00-1012-000 | PARTS |
| | | | Vendor Check Total: | | 50.14 | | |
| VOL | VILLAGE OF LEMONT | 2021-00008004 | 06/04/20 | 06/29/20 | 100.00 | 01-00-1012-000 | RANGE RENTAL-MAY 2020 |
| | | | Vendor Check Total: | | 100.00 | | |
| WECMC | WEST CENTRAL MUNICIPAL CONFERENCE | 00009745-IN | 06/18/20 | 06/29/20 | 7247.85 | 01-00-1012-000 | FY2020-2021 MEMBERSHIP DU |
| | | | Vendor Check Total: | | 7247.85 | | |
| WSC | WILLOW SPRING CLEANERS | 062420 | 06/24/20 | 06/29/20 | 390.00 | 01-00-1012-000 | UNIFORM ALTS |
| | | | Vendor Check Total: | | 390.00 | | |
| Grand Total all Invoices: | | 59 | | | 83131.13 | | |
| Total Invoices for | ACCURATE OFFICE SUPPLY CO | 3 | | | 269.90 | | |
| Total Invoices for | AMERICAN WATER WORKS ASSOC | 1 | | | 350.00 | | |
| Total Invoices for | AT&T | 3 | | | 1015.00 | | |
| Total Invoices for | BADGER METER | 1 | | | 462.24 | | |
| Total Invoices for | CALUMET CITY PLUMBING CO., INC | 4 | | | 18232.80 | | |
| Total Invoices for | CAPITAL ONE COMMERCIAL | 1 | | | 481.37 | | |
| Total Invoices for | CHASE CARD SERVICES | 1 | | | 2439.01 | | |

DATE: 06/29/20
 SORT BY Ven Name

VILLAGE OF INDIAN HEAD PK
 CASH REQUIREMENTS REPORT
 Monday June 29, 2020

| VEND # | NAME | INVOICE # | INVOICE DATE | DUE DATE | AMOUNT | BANK-G/L # | COMMENTS |
|--------|---|-----------|--------------|----------|----------|------------|----------|
| Total | Invoices for CHICAGO TRIBUNE MEDIA GROUP | 1 | | | 80.02 | | |
| Total | Invoices for CINCINNATI INSURANCE COMPANIES | 1 | | | 22.77 | | |
| Total | Invoices for COMCAST CABLE | 2 | | | 158.63 | | |
| Total | Invoices for COMED | 2 | | | 611.91 | | |
| Total | Invoices for DESPLAINES VALLEY NEWS | 1 | | | 15.00 | | |
| Total | Invoices for DON LORENZEN | 1 | | | 120.00 | | |
| Total | Invoices for DORNER PRODUCTS, INC. | 1 | | | 17129.00 | | |
| Total | Invoices for ETP LABS, INC. | 1 | | | 40.00 | | |
| Total | Invoices for ILLINOIS CITY/COUNTY MGNT ASSO | 1 | | | 323.67 | | |
| Total | Invoices for ILLINOIS PROSECUTOR SERVICES, | 1 | | | 145.00 | | |
| Total | Invoices for ILLINOIS SECTION AWWA | 2 | | | 112.00 | | |
| Total | Invoices for INFRESEARCH, INC. | 1 | | | 1400.00 | | |
| Total | Invoices for J & L ELECTRONIC SERVICE, INC. | 1 | | | 348.00 | | |
| Total | Invoices for JACQUELINE O'REILLY | 1 | | | 94.13 | | |
| Total | Invoices for JOHNSON CONTROLS SECURITY SOLU | 1 | | | 157.60 | | |
| Total | Invoices for KATHLEEN CREIGHTON | 1 | | | 65.00 | | |
| Total | Invoices for KONICA MINOLTA BUSINESS SOLUTI | 1 | | | 55.26 | | |
| Total | Invoices for LAGRANGE HIGHLANDS SANITARY DI | 1 | | | 1287.24 | | |
| Total | Invoices for LAGRANGE LOCK & SAFE | 1 | | | 79.50 | | |
| Total | Invoices for LANER MUCHIN, LTD | 1 | | | 176.25 | | |
| Total | Invoices for NCPERS GROUP LIFE INS. | 1 | | | 32.00 | | |
| Total | Invoices for NICOR | 1 | | | 45.58 | | |
| Total | Invoices for OCCUPATIONAL HEALTH CENTERS | 1 | | | 425.00 | | |
| Total | Invoices for PEAK SIGNAL | 2 | | | 270.00 | | |
| Total | Invoices for PRIORITY PRINT | 1 | | | 126.60 | | |
| Total | Invoices for RAY O'HERRON CO., INC. | 2 | | | 301.85 | | |
| Total | Invoices for SCHAIN BANKS KENNY & SCHWARTZ | 1 | | | 4187.50 | | |
| Total | Invoices for SPRINT | 1 | | | 205.31 | | |
| Total | Invoices for TAMELING INDUSTRIES INC | 1 | | | 134.00 | | |
| Total | Invoices for THOMAS ENGINEERING GROUP | 3 | | | 16377.84 | | |
| Total | Invoices for TRAFFIC CONTROL CORPORATION | 1 | | | 3150.00 | | |
| Total | Invoices for TULLY BROTHERS PAVING INC. | 1 | | | 3805.00 | | |
| Total | Invoices for ULINE | 1 | | | 67.16 | | |
| Total | Invoices for UNDERGROUND PIPE & VALVE, CO. | 1 | | | 544.00 | | |
| Total | Invoices for USABLUEBOOK | 1 | | | 50.14 | | |
| Total | Invoices for VILLAGE OF LEMONT | 1 | | | 100.00 | | |
| Total | Invoices for WEST CENTRAL MUNICIPAL CONFERE | 1 | | | 7247.85 | | |
| Total | Invoices for WILLOW SPRING CLEANERS | 1 | | | 390.00 | | |

VILLAGE OF INDIAN HEAD PK
C A S H R E Q U I R E M E N T S R E P O R T
Monday June 29, 2020

DATE: 06/29/20
SORT BY Ven Name

| FUND - FUND NAME | AMOUNT | INVOICES | CHECKS |
|-------------------|----------|----------|--------|
| 01 - GENERAL FUND | 83131.13 | 59 | 46 |

Grand Total all Invoices: 83131.13

Number of Funds involved: 1
Number of Vendors involved: 46

Total Checks required: 46 83131.13
Direct Pay vendors: 0 .00
Manual Checks to post: 0 .00

June 2020

| NAME | DATE | ACCT # | AMOUNT |
|---|------------------|---------------|---------------------|
| ACH WITHDRAWALS | | | |
| IPBC | | 6108 | \$27,782.45 |
| DELTA DENTAL | | 2013 | \$1,043.13 |
| IMRF | | 6107 | \$20,395.22 |
| STATE BANK OF COUNTRYSIDE | | 6252 | \$0.00 |
| MERCH BANKCARD FEE/HEARTLAND | | | \$597.50 |
| TRANSFER FEE | | | \$0.00 |
| WIRE TRANSFER FEE | | | \$0.00 |
| CREDIT CARD PAYMENT - CHASE | | | \$0.00 |
| ADP - PAYROLL | | | \$463.44 |
| ICMA 457K | | 2200 | \$1,979.42 |
| FSA | | | \$944.27 |
| SERIES 2009 BOND PAYMENT | | | \$0.00 |
| SERIES 2014 BOND PAYMENT | | | \$0.00 |
| TOTAL ACH DEBITS | | | \$53,205.43 |
| MANUALLY ENTERED CHECKS | | | \$0.00 |
| TOTAL MANUALLY ENTERED CHECKS | | | \$0.00 |
| CHECK RUNS (SEE ATTACHED FOR DETAIL) | 6/11/2020 | | \$72,222.21 |
| | 6/29/2020 | | \$83,131.13 |
| TOTAL CHECK RUNS | | | \$155,353.34 |
| TOTAL ALL NON-PAYROLL EXPENSES | | | \$208,558.77 |
| PAYROLL | | | |
| | 6/3/2020 | | \$41,559.43 |
| | 6/17/2020 | | \$43,077.14 |
| TOTAL PAYROLL | | | \$84,636.57 |
| TAXES | | | |
| | 6/3/2020 | | \$17,406.17 |
| | 6/17/2020 | | \$17,856.03 |
| TOTAL TAXES | | | \$35,262.20 |
| GRAND TOTAL ALL WARRANTS | | | \$328,457.54 |

Village of Indian Head Park Financial Summary For the Month Ending June, 2020

| | | |
|------------------------|---------------|----------------|
| Cash on Hand | May 31, 2020 | \$2,899,374.21 |
| Total All Warrants for | June 2020 | \$328,457.54 |
| Total Revenues | June 2020 | \$401,641.24 |
| Ending Balance | June 30, 2020 | \$2,972,557.91 |

| June 2020 | Account | Title | Year To Date | Fiscal Budget | Difference | Last Year YTD | |
|-----------------------|----------------|----------------------------|--------------|---------------|----------------|----------------|--------------|
| GENERAL FUND REVENUES | | | | | | | |
| REAL ESTATE TAXES | | | | | | | |
| | 01-00-4103-000 | Corporate Purpose | \$1,999.10 | \$556,919.00 | \$554,919.90 | \$4,403.33 | |
| | 01-00-4105-000 | Police Protection | \$420.71 | \$123,600.00 | \$123,179.29 | \$886.75 | |
| | 01-00-4107-000 | Streets & Bridges | \$4.91 | \$0.00 | (\$4.91) | \$0.00 | |
| | 01-00-4109-000 | IMRF | \$490.82 | \$144,200.00 | \$143,709.18 | \$758.75 | |
| | 01-00-4111-000 | Liability Insurance | \$411.93 | \$120,221.00 | \$119,809.07 | \$913.86 | |
| | 01-00-4113-000 | Audit | \$42.09 | \$12,360.00 | \$12,317.91 | \$81.27 | |
| | 01-00-4115-000 | FICA | \$315.53 | \$92,700.00 | \$92,384.47 | \$633.53 | |
| Subtotal | | | | \$3,685.09 | \$1,050,000.00 | \$1,046,314.91 | \$7,677.49 |
| UTILITY TAXES | | | | | | | |
| | 01-00-4202-000 | Electricity Taxes | \$13,544.94 | \$101,000.00 | \$87,455.06 | \$20,481.12 | |
| | 01-00-4205-000 | Natural Gas Taxes | \$8,003.18 | \$38,000.00 | \$29,996.82 | \$12,267.78 | |
| | 01-00-4209-000 | Telecommunication | \$10,629.27 | \$73,000.00 | \$62,370.73 | \$33,139.36 | |
| Subtotal | | | | \$32,177.39 | \$212,000.00 | \$179,822.61 | \$65,888.26 |
| FRANCHISE REVENUES | | | | | | | |
| | 01-00-4305-000 | CATV Franchise | \$0.00 | \$91,000.00 | \$91,000.00 | (\$1,398.18) | |
| Subtotal | | | | \$0.00 | \$91,000.00 | \$91,000.00 | (\$1,398.18) |
| STATE SHARED REVENUES | | | | | | | |
| | 01-00-4402-000 | State Gaming Tax | \$3,652.99 | \$71,100.00 | \$67,447.01 | \$22,988.28 | |
| | 01-00-4403-000 | State Income Tax | \$62,189.34 | \$337,731.00 | \$275,541.66 | \$128,368.79 | |
| | 01-00-4405-000 | State Sales Tax | \$35,176.56 | \$165,000.00 | \$129,823.44 | \$79,136.48 | |
| | 01-00-4406-000 | State Local Use Tax | \$21,512.73 | \$93,559.00 | \$72,046.27 | \$44,129.31 | |
| | 01-00-4407-000 | Personal Property Repl Tax | \$184.45 | \$1,000.00 | \$815.55 | \$336.88 | |
| | 01-00-4408-000 | Non Home Rule Tax | \$15,271.18 | \$81,000.00 | \$65,728.82 | \$29,925.01 | |
| | 01-00-4413-000 | Cannabis Use Tax | \$318.50 | \$2,736.00 | \$2,417.50 | \$0.00 | |
| Subtotal | | | | \$138,305.75 | \$752,126.00 | \$613,820.25 | \$304,884.75 |
| LICENSES & PERMITS | | | | | | | |
| | 01-00-4503-000 | Building Permits | \$16,218.47 | \$55,000.00 | \$38,781.53 | \$11,085.77 | |
| | 01-00-4505-000 | Business Licenses | \$5,925.00 | \$90,000.00 | \$84,075.00 | \$109,635.25 | |
| | 01-00-4506-000 | Liquor Licenses | \$12,700.00 | \$26,000.00 | \$13,300.00 | \$12,100.00 | |
| | 01-00-4509-000 | Misc. Licenses | \$0.00 | \$0.00 | \$0.00 | \$10.00 | |
| | 01-00-4511-000 | Alarm Fees | \$525.00 | \$1,200.00 | \$675.00 | \$0.00 | |
| Subtotal | | | | \$35,368.47 | \$172,200.00 | \$136,831.53 | \$132,831.02 |
| FINES & FORFEITS | | | | | | | |
| | 01-00-4602-000 | Court & Traffic Fines | \$5,661.97 | \$57,000.00 | \$51,338.03 | \$12,502.09 | |
| | 01-00-4603-000 | Local Adjudication Fines | \$0.00 | \$750.00 | \$750.00 | \$0.00 | |
| Subtotal | | | | \$5,661.97 | \$57,750.00 | \$52,088.03 | \$12,502.09 |
| CHARGES FOR SERVICES | | | | | | | |
| | 01-00-4710-000 | Smoke Signals Advertising | \$275.00 | \$1,000.00 | \$725.00 | \$0.00 | |
| | 01-00-4712-000 | Misc. Reimbursements | \$558.93 | \$0.00 | (\$558.93) | \$346.92 | |
| | 01-00-4713-000 | Health Inspections | \$0.00 | \$2,200.00 | \$2,200.00 | \$0.00 | |
| | 01-00-4714-000 | Elevator Inspections | \$0.00 | \$6,800.00 | \$6,800.00 | \$600.00 | |
| Subtotal | | | | \$833.93 | \$10,000.00 | \$9,166.07 | \$946.92 |

| June 2020 | Account | Title | Year To Date | Fiscal Budget | Difference | Last Year YTD | |
|--------------------------------|----------------|----------------------------------|--------------|----------------|----------------|----------------|----------------|
| OTHER INCOME | | | | | | | |
| | 01-00-5102-000 | Interest Income | \$185.31 | \$0.00 | (\$185.31) | \$1,490.20 | |
| | 01-00-5105-000 | Misc. Income | \$519.51 | \$9,900.00 | \$9,380.49 | \$446.76 | |
| | 01-00-5106-000 | Rebuild Illinois Grants | \$41,838.01 | \$0.00 | (\$41,838.01) | \$0.00 | |
| | 01-00-5108-000 | Cable Station Grant | \$0.00 | \$50,000.00 | \$50,000.00 | \$0.00 | |
| | 01-00-5116-000 | Heritage Center Donations | \$0.00 | \$0.00 | \$0.00 | \$80.00 | |
| | 01-00-5118-000 | Misc. Donations | \$10,000.00 | \$0.00 | (\$10,000.00) | \$0.00 | |
| Subtotal | | | | \$52,542.83 | \$59,900.00 | \$7,357.17 | \$2,016.96 |
| INTERFUND TRANSFERS | | | | | | | |
| | 01-00-5706-000 | Transfer from Motor Fuel Tax Fnd | \$0.00 | \$14,000.00 | \$14,000.00 | \$0.00 | |
| | 01-00-5709-000 | Transfer From Capital Improvemen | \$0.00 | \$914,954.00 | \$914,954.00 | \$0.00 | |
| Subtotal | | | | \$0.00 | \$928,954.00 | \$928,954.00 | \$0.00 |
| CHARGES FOR SERVICES | | | | | | | |
| | 02-00-4716-000 | Water Usage | \$150,015.39 | \$1,000,000.00 | \$849,984.61 | \$196,419.43 | |
| | 02-00-4718-100 | Finance Charges-Sewer | \$0.00 | \$0.00 | \$0.00 | \$558.70 | |
| | 02-00-4718-200 | Finance Charges-Water | \$0.00 | \$0.00 | \$0.00 | \$3,510.04 | |
| | 02-00-4722-000 | Sewer Charges | \$15,306.66 | \$99,000.00 | \$83,693.34 | \$17,769.62 | |
| | 02-00-4723-000 | Water Flat Rate | \$62,432.57 | \$372,000.00 | \$309,567.43 | \$61,606.34 | |
| | 02-00-4725-000 | Sewer Flat Rate | \$20,691.35 | \$123,288.00 | \$102,596.65 | \$20,423.23 | |
| Subtotal | | | | \$248,445.97 | \$1,594,288.00 | \$1,345,842.03 | \$300,287.36 |
| OTHER INCOME | | | | | | | |
| | 02-00-5105-000 | Miscellaneous Income | \$0.00 | \$361,000.00 | \$361,000.00 | \$64.98 | |
| Subtotal | | | | \$0.00 | \$361,000.00 | \$361,000.00 | \$64.98 |
| MOTOR & FUEL REVENUES | | | | | | | |
| | 10-00-4415-000 | State Allotment | \$20,241.74 | \$130,000.00 | \$109,758.26 | \$24,877.42 | |
| | 10-00-4417-000 | Local Gas Tax | \$0.00 | \$25,000.00 | \$25,000.00 | \$0.00 | |
| Subtotal | | | | \$20,241.74 | \$155,000.00 | \$134,758.26 | \$24,877.42 |
| SPECIAL PARKS REVENUES | | | | | | | |
| | 16-00-4102-000 | Real Estate Taxes | \$87.65 | \$25,000.00 | \$24,912.35 | \$200.90 | |
| Subtotal | | | | \$87.65 | \$25,000.00 | \$24,912.35 | \$200.90 |
| DEBT SERVICE REVENUES | | | | | | | |
| | 40-00-4102-000 | Real Estate Taxes | \$719.14 | \$218,731.00 | \$218,011.86 | \$1,707.15 | |
| Subtotal | | | | \$719.14 | \$218,731.00 | \$218,011.86 | \$1,707.15 |
| CAPITAL IMPROVEMENT FUND REV | | | | | | | |
| | 50-00-5106-000 | Vehicle Stickers Sales | \$166,667.32 | \$193,000.00 | \$26,332.68 | \$169,710.00 | |
| Subtotal | | | | \$166,667.32 | \$193,000.00 | \$26,332.68 | \$169,710.00 |
| PUBLIC WORKS FACILITY REVENUES | | | | | | | |
| | 53-00-4803-000 | American Tower (Nextel) Rental | \$5,331.68 | \$31,980.00 | \$26,648.32 | \$5,126.62 | |
| | 53-00-4809-000 | Crown Castle (Sprint) Rental | \$4,427.36 | \$24,020.00 | \$19,592.64 | \$4,298.40 | |
| Subtotal | | | | \$9,759.04 | \$56,000.00 | \$46,240.96 | \$9,425.02 |
| TOTAL REVENUE | | | | \$714,496.29 | \$5,936,949.00 | \$5,222,452.71 | \$1,031,622.14 |

| June 2020 | Account | Title | Year To Date | Fiscal Budget | Difference | Last Year YTD |
|---------------------------|----------------|-------------------------------|--------------|---------------|--------------|---------------|
| PRESIDENT & VILLAGE BOARD | | | | | | |
| OUTSIDE SERVICES | | | | | | |
| | 01-11-6243-000 | Meetings/Conf/Training Exp | \$0.00 | \$5,000.00 | \$5,000.00 | \$0.00 |
| | 01-11-6245-000 | Membership Fees | \$7,247.85 | \$11,000.00 | \$3,752.15 | \$0.00 |
| | 01-11-6247-000 | Misc. Expense | \$0.00 | \$250.00 | \$250.00 | \$13.96 |
| Subtotal | | | \$7,247.85 | \$16,250.00 | \$9,002.15 | \$13.96 |
| CAPITAL OUTLAY | | | | | | |
| | 01-11-6426-000 | Office Equipment/Furniture | \$93.50 | \$7,000.00 | \$6,906.50 | \$0.00 |
| Subtotal | | | \$93.50 | \$7,000.00 | \$6,906.50 | \$0.00 |
| ADMINISTRATION | | | | | | |
| PERSONNEL SERVICES | | | | | | |
| | 01-21-6102-000 | Regular Salaries | \$30,632.75 | \$238,050.00 | \$207,417.25 | \$42,555.01 |
| | 01-21-6104-000 | Overtime | \$345.25 | \$2,800.00 | \$2,454.75 | \$521.76 |
| | 01-21-6105-000 | Social Security/Medicare | \$2,414.10 | \$16,000.00 | \$13,585.90 | \$2,920.35 |
| | 01-21-6107-000 | Pension Related | \$4,275.73 | \$36,000.00 | \$31,724.27 | \$5,006.15 |
| | 01-21-6108-000 | Health Benefits | \$4,756.54 | \$35,000.00 | \$30,243.46 | \$5,852.24 |
| Subtotal | | | \$42,424.37 | \$327,850.00 | \$285,425.63 | \$56,855.51 |
| OUTSIDE SERVICES | | | | | | |
| | 01-21-6215-000 | Codification Services | \$995.00 | \$2,500.00 | \$1,505.00 | \$995.00 |
| | 01-21-6216-000 | Website Maintenance | \$0.00 | \$8,700.00 | \$8,700.00 | \$0.00 |
| | 01-21-6230-000 | Equipment Maintenance | \$178.25 | \$2,500.00 | \$2,321.75 | \$148.61 |
| | 01-21-6243-000 | Meeting/Conf/Training Expense | \$63.99 | \$10,000.00 | \$9,936.01 | \$77.68 |
| | 01-21-6245-000 | Membership Fees | \$668.67 | \$3,000.00 | \$2,331.33 | \$54.00 |
| | 01-21-6247-000 | Misc. Expense | \$173.57 | \$500.00 | \$326.43 | \$141.80 |
| | 01-21-6250-000 | Postage | \$67.35 | \$1,200.00 | \$1,132.65 | (\$33.88) |
| | 01-21-6252-108 | Prof Services-Consulting | \$0.00 | \$1,500.00 | \$1,500.00 | \$0.00 |
| | 01-21-6252-109 | Prof Services-Data Processing | \$5,778.45 | \$13,500.00 | \$7,721.55 | \$5,553.31 |
| | 01-21-6252-110 | Prof Services- IT Consulting | \$974.25 | \$9,000.00 | \$8,025.75 | \$1,297.00 |
| | 01-21-6254-000 | Publications/Legal Notices | \$172.05 | \$1,000.00 | \$827.95 | \$0.00 |
| | 01-21-6273-000 | Telephone/Communication | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Subtotal | | | \$9,071.58 | \$53,400.00 | \$44,328.42 | \$8,233.52 |
| MATERIALS & SUPPLIES | | | | | | |
| | 01-21-6305-000 | Grant Expenses | \$0.00 | \$50,000.00 | \$50,000.00 | \$0.00 |
| | 01-21-6338-000 | Office Supplies | \$484.28 | \$5,000.00 | \$4,515.72 | \$1,229.06 |
| | 01-21-6342-000 | Periodicals | \$15.00 | \$300.00 | \$285.00 | \$69.00 |
| Subtotal | | | \$499.28 | \$55,300.00 | \$54,800.72 | \$1,298.06 |
| CAPITAL OUTLAY | | | | | | |
| | 01-21-6410-000 | Computer Software | \$95.63 | \$2,500.00 | \$2,404.37 | \$0.00 |
| | 01-21-6426-000 | Office Equipment | \$0.00 | \$12,000.00 | \$12,000.00 | \$0.00 |
| Subtotal | | | \$95.63 | \$14,500.00 | \$14,404.37 | \$0.00 |

| June 2020 | Account | Title | Year To Date | Fiscal Budget | Difference | Last Year YTD |
|----------------------|----------------|-----------------------------------|--------------|---------------|--------------|---------------|
| PUBLIC WORKS | | | | | | |
| PERSONNEL SERVICES | | | | | | |
| | 01-31-6102-000 | Regular Salaries | \$15,911.08 | \$114,000.00 | \$98,088.92 | \$19,917.43 |
| | 01-31-6104-000 | Overtime | \$952.12 | \$20,000.00 | \$19,047.88 | \$4,723.02 |
| | 01-31-6105-000 | Social Security/Medicare | \$831.42 | \$10,251.00 | \$9,419.58 | \$1,012.94 |
| | 01-31-6107-000 | Pension | \$1,392.65 | \$20,100.00 | \$18,707.35 | \$1,399.23 |
| | 01-31-6108-000 | Health Benefits | \$3,354.64 | \$20,060.00 | \$16,705.36 | \$2,468.07 |
| Subtotal | | | | \$22,441.91 | \$184,411.00 | \$161,969.09 |
| OUTSIDE SERVICES | | | | | | |
| | 01-31-6221-000 | Drainage Maintenance | \$265.16 | \$5,000.00 | \$4,734.84 | \$0.00 |
| | 01-31-6224-000 | Street Light Maintenance | \$0.00 | \$5,000.00 | \$5,000.00 | \$0.00 |
| | 01-31-6228-000 | Equipment Rental | \$0.00 | \$3,000.00 | \$3,000.00 | \$0.00 |
| | 01-31-6230-000 | Equipment/Vehicle Maintenance | \$206.93 | \$21,000.00 | \$20,793.07 | \$412.61 |
| | 01-31-6243-000 | Meeting/Conf/Training Expense | \$120.00 | \$1,000.00 | \$880.00 | \$0.00 |
| | 01-31-6245-000 | Membership Fees | \$0.00 | \$550.00 | \$550.00 | \$15.00 |
| | 01-31-6247-000 | Misc. Expense | \$0.00 | \$250.00 | \$250.00 | \$0.00 |
| | 01-31-6252-112 | Prof Services-Engineering | \$348.00 | \$25,000.00 | \$24,652.00 | \$787.09 |
| | 01-31-6252-113 | Engineering-Developer/Prop.Owner | \$0.00 | \$86,500.00 | \$86,500.00 | \$0.00 |
| | 01-31-6252-117 | Landscaping/Leaf Rem | \$0.00 | \$5,000.00 | \$5,000.00 | \$0.00 |
| | 01-31-6252-131 | Prof Services-Tree Consultant | \$0.00 | \$3,000.00 | \$3,000.00 | \$0.00 |
| | 01-31-6265-000 | Streets & Pkwy Maintenance | \$2,889.33 | \$6,000.00 | \$3,110.67 | \$2,231.56 |
| | 01-31-6272-000 | Storm Sewers Maintenance | \$6,442.20 | \$10,000.00 | \$3,557.80 | \$0.00 |
| | 01-31-6273-000 | Telephone/Communication | \$648.50 | \$3,500.00 | \$2,851.50 | \$1,040.95 |
| | 01-31-6274-000 | Liability Insurance Allocation | \$0.00 | \$8,000.00 | \$8,000.00 | \$0.00 |
| | 01-31-6275-000 | Tree Maintenance | \$2,444.00 | \$15,000.00 | \$12,556.00 | \$3,518.00 |
| Subtotal | | | | \$13,364.12 | \$197,800.00 | \$184,435.88 |
| MATERIALS & SUPPLIES | | | | | | |
| | 01-31-6308-000 | Clothing & Uniforms | \$0.00 | \$1,500.00 | \$1,500.00 | \$0.00 |
| | 01-31-6316-000 | Gas & Oil | \$1,020.98 | \$10,000.00 | \$8,979.02 | \$1,342.67 |
| | 01-31-6317-000 | Utility Expense | \$0.00 | \$8,600.00 | \$8,600.00 | \$212.33 |
| | 01-31-6322-000 | Materials to Maintain Drainage | \$544.00 | \$3,500.00 | \$2,956.00 | \$0.00 |
| | 01-31-6328-100 | Materials to Maintain Storm Sewer | \$209.16 | \$1,000.00 | \$790.84 | \$0.00 |
| | 01-31-6330-000 | Materials to Maintain Sts/Pkwy | \$0.00 | \$4,000.00 | \$4,000.00 | \$0.00 |
| | 01-31-6332-000 | Materials to Maintain Veh/Equip | \$0.00 | \$5,500.00 | \$5,500.00 | \$132.72 |
| | 01-31-6338-000 | Office Supplies | \$99.92 | \$1,750.00 | \$1,650.08 | \$111.86 |
| | 01-31-6345-000 | Safety Equipment | \$564.97 | \$2,300.00 | \$1,735.03 | \$0.00 |
| | 01-31-6346-000 | Tools & Hardware | \$214.60 | \$1,000.00 | \$785.40 | \$541.16 |
| | 01-31-6348-000 | Tree Program | \$1,377.00 | \$500.00 | (\$877.00) | \$235.00 |
| Subtotal | | | | \$4,030.63 | \$39,650.00 | \$35,619.37 |
| CAPITAL OUTLAY | | | | | | |
| | 01-31-6414-000 | Construction Storm Sewer | \$0.00 | \$14,354.00 | \$14,354.00 | \$0.00 |
| | 01-31-6426-000 | Office Equipment | \$0.00 | \$1,000.00 | \$1,000.00 | \$0.00 |
| | 01-31-6438-000 | Vehicles/Other Equipment | \$0.00 | \$20,000.00 | \$20,000.00 | \$0.00 |
| Subtotal | | | | \$0.00 | \$35,354.00 | \$35,354.00 |

| June 2020 | Account | Title | Year To Date | Fiscal Budget | Difference | Last Year YTD | |
|----------------------|----------------|---------------------------------|--------------|----------------|----------------|----------------|--------------|
| POLICE | | | | | | | |
| PERSONNEL SERVICES | | | | | | | |
| | 01-41-6102-000 | Regular Salaries | \$135,306.49 | \$1,340,000.00 | \$1,204,693.51 | \$121,433.50 | |
| | 01-41-6104-000 | Overtime | \$17,546.52 | \$0.00 | (\$17,546.52) | \$18,205.28 | |
| | 01-41-6105-000 | Social Security/Medicare | \$11,391.44 | \$0.00 | (\$11,391.44) | \$10,496.24 | |
| | 01-41-6107-000 | Pension | \$18,517.97 | \$0.00 | (\$18,517.97) | \$16,179.35 | |
| | 01-41-6108-000 | Health Benefits | \$17,766.22 | \$0.00 | (\$17,766.22) | \$8,855.00 | |
| | 01-41-6110-000 | PSEBA Insurance | \$1,225.90 | \$0.00 | (\$1,225.90) | \$1,227.12 | |
| Subtotal | | | | \$201,754.54 | \$1,340,000.00 | \$1,138,245.46 | \$176,396.49 |
| OUTSIDE SERVICES | | | | | | | |
| | 01-41-6202-000 | Dispatch Assessment | \$0.00 | \$24,000.00 | \$24,000.00 | \$2,277.78 | |
| | 01-41-6230-000 | Equipment/Vehicle Maintenance | \$6,177.53 | \$50,000.00 | \$43,822.47 | \$2,632.29 | |
| | 01-41-6243-000 | Meeting/Conf/Training Expense | \$2,180.00 | \$18,000.00 | \$15,820.00 | \$1,505.00 | |
| | 01-41-6244-000 | Cannabis Training | \$0.00 | \$3,648.00 | \$3,648.00 | \$0.00 | |
| | 01-41-6245-000 | Membership Fees | \$0.00 | \$2,500.00 | \$2,500.00 | \$0.00 | |
| | 01-41-6246-000 | Lexipol Policy Manual | \$0.00 | \$3,500.00 | \$3,500.00 | \$0.00 | |
| | 01-41-6247-000 | Misc. Expense | \$145.00 | \$1,500.00 | \$1,355.00 | \$162.50 | |
| | 01-41-6248-000 | Computer Software | \$2,000.00 | \$12,000.00 | \$10,000.00 | \$2,000.00 | |
| | 01-41-6250-000 | Postage | \$0.00 | \$500.00 | \$500.00 | \$50.00 | |
| | 01-41-6252-103 | Prof Services-Animal Control | \$0.00 | \$250.00 | \$250.00 | \$0.00 | |
| | 01-41-6252-110 | IT Consultant | \$1,071.75 | \$9,000.00 | \$7,928.25 | \$1,365.75 | |
| | 01-41-6273-000 | Telephone/Communication | \$2,548.95 | \$20,000.00 | \$17,451.05 | \$3,682.00 | |
| | 01-41-6274-000 | Liability Insurance Allocation | \$0.00 | \$30,000.00 | \$30,000.00 | \$0.00 | |
| Subtotal | | | | \$14,123.23 | \$174,898.00 | \$160,774.77 | \$13,675.32 |
| MATERIALS & SUPPLIES | | | | | | | |
| | 01-41-6308-000 | Clothing & Uniforms | \$2,949.63 | \$15,000.00 | \$12,050.37 | \$2,764.73 | |
| | 01-41-6316-000 | Gas & Oil | \$3,102.84 | \$24,000.00 | \$20,897.16 | \$4,283.13 | |
| | 01-41-6332-000 | Materials to Maintain Veh/Equip | \$0.00 | \$2,000.00 | \$2,000.00 | \$884.28 | |
| | 01-41-6338-000 | Office Supplies | \$4,052.62 | \$2,500.00 | (\$1,552.62) | \$190.11 | |
| | 01-41-6345-000 | Safety Equipment | \$679.88 | \$3,000.00 | \$2,320.12 | \$145.00 | |
| Subtotal | | | | \$10,784.97 | \$46,500.00 | \$35,715.03 | \$8,267.25 |
| CAPITAL OUTLAY | | | | | | | |
| | 01-41-6426-000 | Office Equipment | \$0.00 | \$4,000.00 | \$4,000.00 | \$0.00 | |
| | 01-41-6438-000 | Vehicles/Other Equipment | \$8,165.45 | \$47,000.00 | \$38,834.55 | \$0.00 | |
| Subtotal | | | | \$8,165.45 | \$51,000.00 | \$42,834.55 | \$0.00 |

| June 2020 | Account | Title | Year To Date | Fiscal Budget | Difference | Last Year YTD | |
|------------------------------|----------------|----------------------------------|--------------|---------------|-------------|---------------|------------|
| BUILDINGS & GROUNDS | | | | | | | |
| OUTSIDE SERVICES | | | | | | | |
| | 01-51-6234-000 | Garage Maintenance | \$246.16 | \$6,500.00 | \$6,253.84 | \$105.56 | |
| | 01-51-6239-000 | Maint/Improvements-Heritage Ctr | \$297.81 | \$5,000.00 | \$4,702.19 | \$913.11 | |
| | 01-51-6249-000 | Village Hall/Police Maintenance | \$1,172.74 | \$2,000.00 | \$827.26 | \$278.87 | |
| | 01-51-6251-000 | Custodial Services | \$3,821.13 | \$18,200.00 | \$14,378.87 | \$3,008.39 | |
| Subtotal | | | | \$5,537.84 | \$31,700.00 | \$26,162.16 | \$4,305.93 |
| MATERIALS & SUPPLIES | | | | | | | |
| | 01-51-6314-000 | Garage Supplies | \$0.00 | \$1,000.00 | \$1,000.00 | \$0.00 | |
| | 01-51-6318-000 | Landscape Supplies | \$0.00 | \$2,000.00 | \$2,000.00 | \$0.00 | |
| | 01-51-6336-000 | Maint Supplies-Vill Hall/Police | \$284.48 | \$3,000.00 | \$2,715.52 | \$0.00 | |
| | 01-51-6337-000 | Kelli's Playground/Sacajawea Par | \$46.99 | \$1,000.00 | \$953.01 | \$384.00 | |
| | 01-51-6338-000 | Heritage Center | \$135.00 | \$1,000.00 | \$865.00 | \$41.27 | |
| | 01-51-6339-000 | Wolf & Plainfield Park | \$0.00 | \$0.00 | \$0.00 | \$0.00 | |
| Subtotal | | | | \$466.47 | \$8,000.00 | \$7,533.53 | \$425.27 |
| CAPITAL OUTLAY | | | | | | | |
| | 01-51-6403-000 | Economic Development Consultant | \$0.00 | \$0.00 | \$0.00 | \$9,373.75 | |
| | 01-51-6404-000 | Blacktop Mun Fac Parking Lot | \$0.00 | \$1,000.00 | \$1,000.00 | \$0.00 | |
| | 01-51-6405-000 | Capital Improvements | \$0.00 | \$0.00 | \$0.00 | \$0.00 | |
| | 01-51-6406-000 | Buildings-Village Hall/Police | \$0.00 | \$35,000.00 | \$35,000.00 | \$0.00 | |
| | 01-51-6427-000 | Other Equipment | \$0.00 | \$5,000.00 | \$5,000.00 | \$0.00 | |
| | 01-51-6448-000 | Blackhawk Pk Improvements | \$0.00 | \$4,000.00 | \$4,000.00 | \$0.00 | |
| Subtotal | | | | \$0.00 | \$45,000.00 | \$45,000.00 | \$9,373.75 |
| BUILDING DEPARTMENT | | | | | | | |
| OUTSIDE SERVICES | | | | | | | |
| | 01-55-6252-000 | Prof Services-Health Inspections | \$0.00 | \$1,600.00 | \$1,600.00 | \$0.00 | |
| | 01-55-6252-106 | Prof Services-Building Inspect | \$2,150.00 | \$24,100.00 | \$21,950.00 | \$5,960.00 | |
| | 01-55-6252-110 | Prof Services-Electrical Insp | \$0.00 | \$2,000.00 | \$2,000.00 | \$0.00 | |
| | 01-55-6252-111 | Prof Services-Elevator Insp | \$0.00 | \$2,000.00 | \$2,000.00 | \$172.00 | |
| | 01-55-6252-112 | Prof Services-Engineering | \$0.00 | \$1,500.00 | \$1,500.00 | \$0.00 | |
| | 01-55-6252-121 | Prof Services-Plan Review/Plan | \$1,825.00 | \$10,000.00 | \$8,175.00 | \$0.00 | |
| | 01-55-6252-122 | Prof Services-Plumbing Inspect | \$0.00 | \$1,500.00 | \$1,500.00 | \$0.00 | |
| Subtotal | | | | \$3,975.00 | \$42,700.00 | \$38,725.00 | \$6,132.00 |
| PLANNING & ZONING COMMISSION | | | | | | | |
| OUTSIDE SERVICES | | | | | | | |
| | 01-61-6254-000 | Publications/Legal Notices | \$0.00 | \$1,000.00 | \$1,000.00 | \$0.00 | |
| Subtotal | | | | \$0.00 | \$1,000.00 | \$1,000.00 | \$0.00 |
| MATERIALS & SUPPLIES | | | | | | | |
| | 01-61-6338-000 | Office Supplies | \$0.00 | \$250.00 | \$250.00 | \$0.00 | |
| Subtotal | | | | \$0.00 | \$250.00 | \$250.00 | \$0.00 |

| June 2020 | Account | Title | Year To Date | Fiscal Budget | Difference | Last Year YTD |
|--------------------------|----------------|-------------------------------|--------------|---------------|--------------|---------------|
| FIRE & POLICE COMMISSION | | | | | | |
| OUTSIDE SERVICES | | | | | | |
| | 01-81-6243-000 | Meeting/Conf/Training Expense | \$0.00 | \$2,000.00 | \$2,000.00 | \$0.00 |
| | 01-81-6245-000 | Membership Fees | \$0.00 | \$375.00 | \$375.00 | \$0.00 |
| | 01-81-6252-118 | Prof Services-Legal | \$0.00 | \$1,000.00 | \$1,000.00 | \$0.00 |
| | 01-81-6252-130 | Prof Services-Testing | \$0.00 | \$3,500.00 | \$3,500.00 | \$0.00 |
| | 01-81-6254-000 | Publications/Legal Notices | \$0.00 | \$500.00 | \$500.00 | \$0.00 |
| Subtotal | | | | \$0.00 | \$7,375.00 | \$7,375.00 |
| GENERAL ACCOUNTS | | | | | | |
| OUTSIDE SERVICES | | | | | | |
| | 01-92-6216-000 | Community Relations | \$0.00 | \$7,200.00 | \$7,200.00 | \$500.00 |
| | 01-92-6217-000 | Concerts in the Park | \$0.00 | \$1,000.00 | \$1,000.00 | \$0.00 |
| | 01-92-6226-000 | Employee Relations | \$142.37 | \$3,000.00 | \$2,857.63 | \$120.00 |
| | 01-92-6252-118 | Prof Services-Legal | \$6,305.00 | \$39,000.00 | \$32,695.00 | \$4,548.20 |
| | 01-92-6252-120 | Adjudication | \$0.00 | \$750.00 | \$750.00 | \$0.00 |
| | 01-92-6252-123 | Prof Services-Prosecutor | \$2,550.00 | \$11,000.00 | \$8,450.00 | \$850.00 |
| | 01-92-6267-000 | Smoke Signals | \$2,104.90 | \$5,000.00 | \$2,895.10 | \$1,364.90 |
| | 01-92-6273-000 | Telephone/Communications | \$1,916.33 | \$17,000.00 | \$15,083.67 | \$1,232.09 |
| | 01-92-6274-000 | IRMA Deductible | \$0.00 | \$7,500.00 | \$7,500.00 | \$0.00 |
| | 01-92-6275-000 | Insurance Premium | \$0.00 | \$60,000.00 | \$60,000.00 | \$0.00 |
| | 01-92-6276-000 | Unemployment Insurance | \$167.66 | \$2,500.00 | \$2,332.34 | \$173.97 |
| | 01-92-6278-000 | Audit Expense | \$2,000.00 | \$16,000.00 | \$14,000.00 | \$0.00 |
| Subtotal | | | \$15,186.26 | \$169,950.00 | \$154,763.74 | \$8,789.16 |

| June 2020 | Account | Title | Year To Date | Fiscal Budget | Difference | Last Year YTD | |
|----------------------|----------------|----------------------------------|--------------|---------------|--------------|---------------|-------------|
| WATER EXPENSES | | | | | | | |
| PERSONNEL SERVICES | | | | | | | |
| | 02-85-6102-000 | Regular Salaries | \$18,708.38 | \$130,294.04 | \$111,585.66 | \$20,858.38 | |
| | 02-85-6104-000 | Overtime | \$2,590.10 | \$20,000.00 | \$17,409.90 | \$1,884.85 | |
| | 02-85-6105-000 | Social Security/Medicare | \$1,731.27 | \$11,497.49 | \$9,766.22 | \$2,285.30 | |
| | 02-85-6107-000 | Pension | \$3,362.11 | \$19,531.08 | \$16,168.97 | \$3,271.18 | |
| | 02-85-6108-000 | Health Benefits | \$7,148.04 | \$38,000.00 | \$30,851.96 | \$5,374.15 | |
| Subtotal | | | | \$33,539.90 | \$219,322.61 | \$185,782.71 | \$33,673.86 |
| OUTSIDE SERVICES | | | | | | | |
| | 02-85-6228-000 | Equipment Rental | \$0.00 | \$750.00 | \$750.00 | \$0.00 | |
| | 02-85-6230-000 | Equipment/Vehicle Maintenance | \$797.37 | \$4,500.00 | \$3,702.63 | \$0.00 | |
| | 02-85-6243-000 | Meeting/Conf/Training Expense | \$112.00 | \$1,800.00 | \$1,688.00 | \$397.00 | |
| | 02-85-6245-000 | Membership Fees | \$350.00 | \$500.00 | \$150.00 | \$0.00 | |
| | 02-85-6247-000 | Misc. Expense | \$0.00 | \$200.00 | \$200.00 | \$148.50 | |
| | 02-85-6250-000 | Postage | \$807.49 | \$3,000.00 | \$2,192.51 | \$376.69 | |
| | 02-85-6251-000 | Software Maintenance | \$462.24 | \$2,000.00 | \$1,537.76 | \$0.00 | |
| | 02-85-6252-112 | Prof Services-Engineering | \$348.00 | \$122,500.00 | \$122,152.00 | \$787.10 | |
| | 02-85-6252-116 | Prof Services-Laboratory | \$80.00 | \$4,000.00 | \$3,920.00 | \$40.00 | |
| | 02-85-6252-125 | Prof Services-Reservoir Inspect | \$0.00 | \$25,000.00 | \$25,000.00 | \$0.00 | |
| | 02-85-6253-000 | Insurance Allocation | \$0.00 | \$15,000.00 | \$15,000.00 | \$0.00 | |
| | 02-85-6256-000 | Pump House Maintenance | \$1,073.81 | \$7,500.00 | \$6,426.19 | \$814.79 | |
| | 02-85-6257-000 | Pump Maintenance | \$0.00 | \$2,500.00 | \$2,500.00 | \$0.00 | |
| | 02-85-6273-000 | Telephone/Communication | \$726.19 | \$12,000.00 | \$11,273.81 | \$1,308.26 | |
| | 02-85-6279-000 | Water System Maintenance | \$27,069.45 | \$60,000.00 | \$32,930.55 | \$2,700.14 | |
| Subtotal | | | | \$31,826.55 | \$261,250.00 | \$229,423.45 | \$6,572.48 |
| MATERIALS & SUPPLIES | | | | | | | |
| | 02-85-6306-000 | Chemicals/Lab Equipment | \$0.00 | \$500.00 | \$500.00 | \$0.00 | |
| | 02-85-6308-000 | Clothing & Uniforms | \$0.00 | \$1,000.00 | \$1,000.00 | \$0.00 | |
| | 02-85-6316-000 | Gas & Oil | \$0.00 | \$4,120.00 | \$4,120.00 | \$0.00 | |
| | 02-85-6317-000 | Electricity/Gas | \$1,448.24 | \$6,500.00 | \$5,051.76 | \$482.02 | |
| | 02-85-6324-000 | Materials to Maintain Pump House | \$0.00 | \$1,500.00 | \$1,500.00 | \$0.00 | |
| | 02-85-6332-000 | Materials to Maintain Veh/Equip | \$0.00 | \$500.00 | \$500.00 | \$0.00 | |
| | 02-85-6334-000 | Materials to Maintain Water Syst | \$10,499.59 | \$12,000.00 | \$1,500.41 | \$349.61 | |
| | 02-85-6338-000 | Office Supplies | \$105.65 | \$1,250.00 | \$1,144.35 | \$0.00 | |
| | 02-85-6345-000 | Safety Equipment | \$564.97 | \$1,000.00 | \$435.03 | \$0.00 | |
| | 02-85-6346-000 | Tools & Hardware | \$122.35 | \$500.00 | \$377.65 | \$0.00 | |
| | 02-85-6352-000 | Water Cost-Countryside | \$80,556.48 | \$500,000.00 | \$419,443.52 | \$81,598.00 | |
| Subtotal | | | | \$93,297.28 | \$528,870.00 | \$435,572.72 | \$82,429.63 |
| CAPITAL OUTLAY | | | | | | | |
| | 02-85-6418-000 | Construction-Water System | \$17,129.00 | \$250,000.00 | \$232,871.00 | \$19,358.00 | |
| | 02-85-6419-000 | Water Sewer Capital Undesignated | \$881.76 | \$150,000.00 | \$149,118.24 | \$9,281.79 | |
| | 02-85-6426-000 | Office Equipment | \$0.00 | \$1,000.00 | \$1,000.00 | \$0.00 | |
| | 02-85-6438-000 | Vehicles/Other Equipment | \$0.00 | \$5,455.00 | \$5,455.00 | \$0.00 | |
| | 02-85-6506-100 | IEPA Loan Principal | \$0.00 | \$200,000.00 | \$200,000.00 | \$0.00 | |
| | 02-85-6700-000 | Water IEPA Capital | \$0.00 | \$0.00 | \$0.00 | \$0.00 | |
| Subtotal | | | | \$18,010.76 | \$606,455.00 | \$588,444.24 | \$28,639.79 |

| June 2020 | Account | Title | Year To Date | Fiscal Budget | Difference | Last Year YTD |
|--------------------------------|----------------|----------------------------------|--------------|---------------|--------------|---------------|
| SEWER EXPENSES | | | | | | |
| PERSONNEL SERVICES | | | | | | |
| | 02-90-6102-000 | Regular Salaries | \$12,228.51 | \$85,000.00 | \$72,771.49 | \$13,411.06 |
| | 02-90-6104-000 | Overtime | \$520.07 | \$10,000.00 | \$9,479.93 | \$2,390.19 |
| | 02-90-6105-000 | Social Security/Medicare | \$1,010.93 | \$6,120.00 | \$5,109.07 | \$1,272.34 |
| | 02-90-6107-000 | Pension | \$1,969.45 | \$14,240.50 | \$12,271.05 | \$1,871.95 |
| | 02-90-6108-000 | Health Benefits | \$3,793.42 | \$22,680.00 | \$18,886.58 | \$2,906.08 |
| Subtotal | | | | \$19,522.38 | \$138,040.50 | \$118,518.12 |
| OUTSIDE SERVICES | | | | | | |
| | 02-90-6230-000 | Equipment/Vehicle Maintenance | \$0.00 | \$500.00 | \$500.00 | \$0.00 |
| | 02-90-6243-000 | Meeting/Conf/Training Expense | \$0.00 | \$850.00 | \$850.00 | \$0.00 |
| | 02-90-6247-000 | Misc. Expense | \$0.00 | \$100.00 | \$100.00 | \$0.00 |
| | 02-90-6250-000 | Postage | \$0.00 | \$100.00 | \$100.00 | \$0.00 |
| | 02-90-6251-000 | Illinois EPA NPDES Fees | \$0.00 | \$1,000.00 | \$1,000.00 | \$0.00 |
| | 02-90-6252-112 | Prof Services-Engineering | \$3,265.54 | \$30,000.00 | \$26,734.46 | \$6,631.34 |
| | 02-90-6252-125 | Prof Services-Sewer System | \$0.00 | \$15,000.00 | \$15,000.00 | \$0.00 |
| | 02-90-6252-128 | Prof Services-MWRD I&I Program | \$25,123.67 | \$25,000.00 | (\$123.67) | \$0.00 |
| | 02-90-6253-000 | Insurance Allocation | \$0.00 | \$5,000.00 | \$5,000.00 | \$0.00 |
| Subtotal | | | | \$28,389.21 | \$77,550.00 | \$49,160.79 |
| MATERIALS & SUPPLIES | | | | | | |
| | 02-90-6316-000 | Gas & Oil | \$0.00 | \$300.00 | \$300.00 | \$0.00 |
| | 02-90-6328-000 | Materials to Maintain Sewer Syst | \$0.00 | \$100.00 | \$100.00 | \$0.00 |
| | 02-90-6332-000 | Materials to Maintain Veh/Equip | \$0.00 | \$100.00 | \$100.00 | \$0.00 |
| | 02-90-6338-000 | Office Supplies | \$0.00 | \$200.00 | \$200.00 | \$0.00 |
| | 02-90-6345-000 | Safety Equipment | \$0.00 | \$300.00 | \$300.00 | \$0.00 |
| | 02-90-6346-000 | Tools & Hardware | \$0.00 | \$300.00 | \$300.00 | \$0.00 |
| Subtotal | | | | \$0.00 | \$1,300.00 | \$1,300.00 |
| CAPITAL OUTLAY | | | | | | |
| | 02-90-6422-000 | Maint. Sanitary Sewer | \$0.00 | \$75,000.00 | \$75,000.00 | \$0.00 |
| | 02-90-6426-000 | Office Equipment | \$0.00 | \$2,000.00 | \$2,000.00 | \$0.00 |
| | 02-90-6438-000 | Vehicles/Other Equipment | \$0.00 | \$5,000.00 | \$5,000.00 | \$0.00 |
| Subtotal | | | | \$0.00 | \$82,000.00 | \$82,000.00 |
| WATER & SEWER GENERAL ACCOUNTS | | | | | | |
| OUTSIDE SERVICES | | | | | | |
| | 02-92-6278-000 | Audit Expense | \$2,000.00 | \$13,000.00 | \$11,000.00 | \$0.00 |
| Subtotal | | | | \$2,000.00 | \$13,000.00 | \$11,000.00 |

| June 2020 | Account | Title | Year To Date | Fiscal Budget | Difference | Last Year YTD |
|---|----------------|----------------------------------|----------------|----------------|----------------|---------------|
| MOTOR FUEL TAX EXPENSES | | | | | | |
| | 10-95-6224-000 | Street Light Electricity | \$2,123.42 | \$20,600.00 | \$18,476.58 | \$3,960.99 |
| | 10-95-6225-000 | Street Light Maintenance | \$0.00 | \$2,546.00 | \$2,546.00 | \$0.00 |
| | 10-95-6252-112 | Prof Services-Engineering | \$0.00 | \$1,000.00 | \$1,000.00 | \$0.00 |
| | 10-95-6252-120 | Prof Services-P.A.S.E.R. | \$0.00 | \$1,500.00 | \$1,500.00 | \$0.00 |
| | 10-95-6252-129 | Snow Removal Labor | \$0.00 | \$10,000.00 | \$10,000.00 | \$837.00 |
| | 10-95-6252-130 | Tr. to Gen-Snow Rem Equip Rentl | \$0.00 | \$10,000.00 | \$10,000.00 | \$0.00 |
| | 10-95-6252-139 | Parkway Maintenance Labor | \$0.00 | \$10,354.00 | \$10,354.00 | \$0.00 |
| | 10-95-6252-140 | Tr. to Gen-Pkwy Maint Equip Rent | \$0.00 | \$4,000.00 | \$4,000.00 | \$0.00 |
| | 10-95-6252-141 | Drainage Maintenance | \$0.00 | \$33,000.00 | \$33,000.00 | \$0.00 |
| | 10-95-6260-000 | Road Maintenance-Contractual | \$0.00 | \$63,000.00 | \$63,000.00 | \$0.00 |
| | 10-95-6344-000 | Salt | \$0.00 | \$25,000.00 | \$25,000.00 | \$0.00 |
| Subtotal | | | \$2,123.42 | \$181,000.00 | \$178,876.58 | \$4,797.99 |
| E-911 EXPENSES | | | | | | |
| | 11-95-6204-000 | Ameritech Line Charges | \$0.00 | \$0.00 | \$0.00 | (\$1,937.60) |
| Subtotal | | | \$0.00 | \$0.00 | \$0.00 | (\$1,937.60) |
| SPECIAL PARKS EXPENSES | | | | | | |
| | 16-95-6264-000 | SEASPAR Membership Fee | \$0.00 | \$25,000.00 | \$25,000.00 | \$11,792.00 |
| Subtotal | | | \$0.00 | \$25,000.00 | \$25,000.00 | \$11,792.00 |
| DEBT SERVICE EXPENSES | | | | | | |
| INTEREST & BOND REDEMPTION | | | | | | |
| | 40-95-6506-000 | Bond Interest-Road Bond | \$28,209.38 | \$59,518.00 | \$31,308.62 | \$29,759.38 |
| | 40-95-6506-100 | Bond Principal-Road Bond | \$0.00 | \$155,000.00 | \$155,000.00 | \$0.00 |
| | 40-95-6506-200 | Fees-Road Bond | \$0.00 | \$800.00 | \$800.00 | \$0.00 |
| Subtotal | | | \$28,209.38 | \$215,318.00 | \$187,108.62 | \$29,759.38 |
| CAPITAL IMPROVEMENT EXPENSES | | | | | | |
| | 50-95-6601-000 | Vehicle Stickers-Admin | \$703.40 | \$2,000.00 | \$1,296.60 | \$386.73 |
| | 50-95-6608-000 | Vehicle Stickers-Road Related | \$13,460.30 | \$148,400.00 | \$134,939.70 | \$27,355.53 |
| | 50-95-6609-000 | Streets - Capital | \$13,226.46 | \$374,400.00 | \$361,173.54 | \$3,785.68 |
| | 50-95-6610-000 | Economic Dev/Facade/Traingle/Bro | \$0.00 | \$50,000.00 | \$50,000.00 | \$0.00 |
| Subtotal | | | \$27,390.16 | \$574,800.00 | \$547,409.84 | \$31,527.94 |
| PUBLIC WORKS FACILITY EXPENSES | | | | | | |
| | 53-95-6521-000 | 2009 G.O. Bond - Interest | \$4,307.00 | \$8,314.00 | \$4,007.00 | \$8,262.00 |
| | 53-95-6521-100 | 2009 G.O. Bond - Principal | \$0.00 | \$146,000.00 | \$146,000.00 | \$0.00 |
| | 53-95-6521-200 | Fees | \$0.00 | \$400.00 | \$400.00 | \$0.00 |
| Subtotal | | | \$4,307.00 | \$154,714.00 | \$150,407.00 | \$8,262.00 |
| GRAND TOTAL EXPENSES | | | \$647,878.67 | \$5,928,508.11 | \$5,280,629.44 | \$597,868.29 |
| GRAND NET SUM OF BUDGETED VS ACTUAL REVENUE & EXPENSES | | | \$5,995,125.73 | | | |

**THE VILLAGE OF INDIAN HEAD PARK
COOK COUNTY, ILLINOIS**

**RESOLUTION NUMBER
05-2020**

**A RESOLUTION
AUTHORIZING THE RELEASE OF
CERTAIN CLOSED SESSION MINUTES**

**Passed and approved by the Mayor and Board of Trustees
The 9th day of July, 2020**

RESOLUTION NO. 05-2020

A RESOLUTION TO AUTHORIZE THE RELEASE OF CERTAIN
CLOSED SESSION MINUTES OF MEETINGS OF THE BOARD OF
TRUSTEES OF THE VILLAGE OF INDIAN HEAD PARK, ILLINOIS

WHEREAS, the Illinois Open Meetings Act (5 ILCS 120/1 *et seq.*) requires the Village to keep written minutes of all closed session meetings;

WHEREAS, the Board of Trustees has reviewed certain minutes and has determined that it is desirable and in the best interest of the Village to release the following closed session minutes of the Village Board of Trustees that are no longer deemed to be confidential;

NOW, THEREFORE, BE IT RESOLVED by the President and Board of Trustees of the Village of Indian Head Park, Cook County, Illinois, as follows:

Section 1: The facts and statements contained in the preambles to this Resolution are found to be true and correct and are hereby adopted as part of this Resolution.

Section 2: It is hereby determined that the need for confidentiality no longer exists as to the following closed session and they are hereby released:

January 10, 2019

June 13, 2020

Section 3: Effective Date: This resolution shall be in full force and effect upon its passage and approval in accordance with law.

ADOPTED this 9^h day of July, 2020 pursuant to a roll call vote as follows:

| Name | Aye | Nay | Absent | Abstain |
|------------------------------|-----|-----|--------|---------|
| Trustee Conboy | | | | |
| Trustee Farrell-Mayer | | | | |
| Trustee Kennedy | | | | |
| Trustee Metz | | | | |
| Trustee O'Laughlin | | | | |
| Trustee Wittenberg | | | | |
| Mayor Hinshaw (if necessary) | | | | |

Approved by me this 9th day of July 2020

Tom Hinshaw,
 Mayor of the
 Village of Indian Head Park,
 Cook County Illinois

ATTESTED and filed in my office,
 This 9th day of July 2020

Sharon Allison,
 Clerk of the
 Village of Indian Head Park,
 Cook County, Illinois

**Village of Indian Head Park
201 Acacia Drive
Indian Head Park, IL 60525**

**CLOSED SESSION MINUTES
BOARD OF TRUSTEES MEETING
January 10, 2019**

A closed session of the board of trustees of the Village of Indian Head Park was called pursuant to Section 2(c)(21) of the Open Meetings Act to discuss the review/approval of closed session minutes on Thursday, January 10, 2019, at the Village of Indian Head Park Village Hall, 201 Acacia Drive, Indian Head Park, Illinois 60525. The closed session was called to order at 8:39 p.m.

The following trustees and village officers were physically present at the closed session:

Village President Tom Hinshaw
Trustee Sean Conboy
Trustee Rita Farrell-Mayer
Trustee Glenn Mann
Trustee Chris Metz
Trustee Brenda O'Laughlin
Trustee Amy Jo Wittenberg
Village Attorney Patrick Brankin
Village Administrator John DuRocher

The following were discussed:

Approval/Review of Closed Session Minutes

The following sets of minutes were recommended for approval and retention:

2/1/17, 4/13/17, 9/14/17, 10/12/17, and 12/14/17

Mayor Hinshaw stated that we are working through the backlog of closed session minutes.

Trustee Farrell-Mayer made a motion, seconded by Trustee Wittenberg, to approve the closed session minutes of 2/1/17, 4/13/17, 9/14/17, 10/12/17, and 12/14/17.

Motion passed by voice vote unanimously.

At 8:44 p.m. a motion was made by Trustee Wittenberg to adjourn the closed session and return to open session. The motion was seconded by Trustee Mann. The motion was passed by a voice vote.

John J. DuRocher
Village Administrator/Recording Secretary

VILLAGE OF INDIAN HEAD PARK, ILLINOIS
201 Acacia Drive
Indian Head Park, Illinois 60525

BOARD OF TRUSTEES
CLOSED SESSION MEETING MINUTES

June 13, 2019

“Pursuant to 5ILCS 120/2.06(3) minutes of the public meetings shall include, but need not be limited to a general description of all matters proposed, discussed, or decided and a record of the votes taken.”

CALL TO ORDER: Mayor Hinshaw

The Closed Session Meeting of the Village of Indian Head Park Board of Trustees was held on Thursday, June 13, 2019, at the Municipal Facility, 201 Acacia Drive and was convened at 10:03 P.M. by Mayor Hinshaw.

PRESENT (and constituting a quorum):

- Mayor Tom Hinshaw
- Trustee Sean Conboy
- Trustee Shawn Kennedy
- Trustee Chris Metz
- Trustee Amy Wittenberg

ABSENT:

- Trustee Rita Farrell-Mayer
- Trustee Brenda O’Laughlin

ALSO PRESENT:

- John DuRocher, Village Administrator
- Robert Kenny, General Counsel, Schain, Banks, Kenny & Schwartz

A review of past minutes of Closed Sessions took place. Eleven sets of minutes will be reviewed for release for the July meeting.

At 10:18 P.M. Trustee Metz motioned to adjourn the Closed Session; seconded by Amy Wittenberg. Motion carried by voice vote.

RESOLUTION NO. R-04-2020

A RESOLUTION APPROVING A COLLECTIVE BARGAINING
AGREEMENT BETWEEN
THE VILLAGE OF INDIAN HEAD PARK AND
METROPOLITAN ALLIANCE OF POLICE,
INDIAN HEAD PARK, CHAPTER #501

PASSED AND APPROVED
BY
THE PRESIDENT AND BOARD OF
TRUSTEES THE 9th DAY OF JULY 2020

RESOLUTION NO. R-04-2020

A RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT
 BETWEEN
 THE VILLAGE OF INDIAN HEAD PARK AND
 METROPOLITAN ALLIANCE OF POLICE,
 INDIAN HEAD PARK, CHAPTER #501

NOW, THEREFORE, BE IT RESOLVED by the Trustees of the Village of Indian Head Park as follows:

Section 1. The at the Collective Bargaining Agreement between the Village of Indian Head Park and Metropolitan Alliance of Police, Indian Head Park Chapter #50 I for the period of May 1, 2019 - April 30, 2022, a copy of which is attached hereto as Exhibit A is hereby approved.

Section 2. The Village President and Village Clerk are hereby authorized and directed to execute and attest respectively, said collective bargaining agreement.

ADOPTED this 9th day of July, 2020, pursuant to a roll call vote as follows:

| Name | Aye | Nay | Absent | Abstain |
|------------------------------|-----|-----|--------|---------|
| Trustee Conboy | | | | |
| Trustee Farrell-Mayer | | | | |
| Trustee Kennedy | | | | |
| Trustee Metz | | | | |
| Trustee O’Laughlin | | | | |
| Trustee Wittenberg | | | | |
| Mayor Hinshaw (if necessary) | | | | |

Tom Hinshaw

Mayor, Village of Indian Head Park

ATTEST:

Sharon Allison

Clerk, Village of Indian Head Park

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE VILLAGE OF INDIAN HEAD PARK

AND

**METROPOLITAN ALLIANCE OF POLICE INDIAN
HEAD PARK CHAPTER# 501**

MAY 1, 2019 - APRIL 30, 2022

TABLE OF CONTENTS

PREAMBLE 1

ARTICLE I. RECOGNITION 1

 Section 1.1 Recognition of the Bargaining Agent 1

 Section 1.2 Part-Time Police Officers 1

 Section 1.3 Definitions..... 1

ARTICLE II. MANAGEMENT RIGHTS 2

ARTICLE III. UNION SECURITY..... 3

 Section 3.1 Dues Deductions 3

 Section 3.2 Indemnification 3

 Section 3.3 Bulletin Board..... 3

 Section 3.4 MAP Business..... 3

 Section 3.5 MAP Chapter Officers 3

 Section 3.6 Access to Village Premises..... 3

 Section 3.7 Attendance at MAP Meeting 4

ARTICLE IV. NO STRIKE, NO LOCKOUT 4

 Section 4.1 No Strike 4

 Section 4.2 No Lockout 4

ARTICLE V. SENIORITY, LAYOFF AND RECALL 4

 Section 5.1 Layoff and Recall..... 4

 Section 5.2 Definition of Seniority 5

 Section 5.3 Seniority Lists 5

 Section 5.4 Purpose of Seniority..... 5

 Section 5.5 Termination of Seniority..... 5

ARTICLE VI. GRIEVANCE PROCEDURE 6

 Section 6.1 Definition of Grievance 6

 Section 6.2 Grievance Procedure..... 6

 Section 6.3 Time Limits..... 8

 Section 6.4 Investigation and Discussion 8

 Section 6.5 Completion of Assigned Task..... 8

 Section 6.6 Actions of Bargaining Unit Members..... 8

 Section 6.7 MAP Participation 9

ARTICLE VII. HOURS OF WORK AND OVERTIME 9

 Section 7.1 Purpose..... 9

 Section 7.2 Shift Schedule 9

 Section 7.3 Shift Selection and Shift Assignment 9

 Section 7.4 Normal Work Schedule..... 10

 Section 7.5 Overtime Hours..... 10

 Section 7.6 Compensatory Time..... 10

 Section 7.7 Overtime Scheduling 11

| | | |
|--|--|-----------|
| Section 7.8 | Court Time | 11 |
| Section 7.9 | Emergency Call-Out Pay | 12 |
| Section 7.10 | No Pyramiding | 12 |
| ARTICLE VIII. VACATIONS..... | | 12 |
| Section 8.1 | Eligibility and Allowances..... | 12 |
| Section 8.2 | Vacation Pay | 12 |
| Section 8.3 | Vacation Scheduling..... | 12 |
| Section 8.4 | Vacation Carryover | 13 |
| ARTICLE IX. HOLIDAYS..... | | 13 |
| Section 9.1 | Holidays | 13 |
| Section 9.2 | Personal Days..... | 13 |
| Section 9.3 | Holiday Pay..... | 14 |
| Section 9.4 | Holiday Payment Option..... | 14 |
| ARTICLE X. INSURANCE..... | | 14 |
| Section 10.1 | Insurance | 14 |
| Section 10.2 | Police Officer Contribution for Insurance Benefits | 15 |
| Section 10.3 | Life Insurance | 15 |
| Section 10.4 | Additional Insurance Benefits..... | 15 |
| Section 10.5 | Terms of Insurance Policies to Govern..... | 15 |
| Section 10.6 | Flexible Spending Accounts | 15 |
| ARTICLE XI. SICK LEAVE | | 16 |
| Section 11.1 | Purpose..... | 16 |
| Section 11.2 | Sick Leave Accrual | 16 |
| Section 11.3 | Sick Leave Usage..... | 16 |
| ARTICLE XII. LEAVES OF ABSENCE..... | | 17 |
| Section 12.1 | Bereavement Leave..... | 17 |
| Section 12.2 | Jury Leave | 17 |
| Section 12.3 | Administrative Leave..... | 17 |
| Section 12.4 | Military Leave..... | 17 |
| Section 12.5 | Family and Medical Leave..... | 17 |
| ARTICLE XIII. WAGES..... | | 18 |
| Section 13.1 | Wage Schedule..... | 18 |
| Section 13.2 | FTO Pay | 18 |
| Section 13.3 | Officer in Charge Pay | 18 |
| Section 13.4 | Specialty Pay..... | 18 |
| ARTICLE XIV. DISCIPLINE..... | | 19 |
| Section 14.1 | Discipline | 19 |
| Section 14.2 | Grievances Regarding Discipline | 20 |
| Section 14.3 | Garrity Warnings | 20 |

| | |
|--|-----------|
| ARTICLE XV. ALCOHOL AND DRUG TESTING PROCEDURES | 20 |
| Section 15.1 Statement of Policy | 20 |
| Section 15.2 Prohibitions | 20 |
| Section 15.3 Drug and Alcohol Testing Procedures | 21 |
| Section 15.4 Order to Submit to Testing | 21 |
| Section 15.5 Tests to be Conducted | 21 |
| Section 15.6 Right to Contest | 23 |
| Section 15.7 Voluntary Requests for Assistance | 23 |
| Section 15.8 Discipline | 23 |
| Section 15.9 Officer Involved Shooting Incident: | 24 |
| ARTICLE XVI. MISCELLANEOUS PROVISION | 24 |
| Section 16.1 Ratification and Amendment | 24 |
| Section 16.2 No Discrimination | 24 |
| Section 16.3 Outside Employment | 24 |
| Section 16.4 Probationary Period | 24 |
| Section 16.5 Travel Reimbursement | 25 |
| Section 16.6 Medical Examinations | 25 |
| Section 16.7 Tuition/Training Reimbursement Obligation | 25 |
| Section 16.8 Body Cameras & Vehicle Video Surveillance | 25 |
| ARTICLE XVII. LABOR MANAGEMENT MEETINGS | 25 |
| Section 17.1 Labor Management Meetings. | 25 |
| Section 17.2 Meetings Exclusive of Grievance Procedure. | 26 |
| ARTICLE XVIII. UNIFORM ALLOWANCE..... | 26 |
| ARTICLE XIX. INDEMNIFICATION..... | 26 |
| ARTICLE XX. SAVINGS CLAUSE..... | 26 |
| ARTICLE XXI. ENTIRE AGREEMENT | 26 |
| ARTICLE XXII. TERMINATION..... | 27 |
| APPENDIX A WAGE SCHEDULE | 28 |

PREAMBLE

This Agreement is made and entered into by and between the VILLAGE OF INDIAN HEAD PARK (hereinafter referred to as the "Village" or the "Employer") and the METROPOLITAN ALLIANCE OF POLICE, INDIAN HEAD PARK, CHAPTER 501 (hereinafter collectively referred to as "MAP").

The purpose of this Agreement is to provide an orderly collective bargaining relationship between the Employer and MAP representing the employees in the bargaining unit, and to make clear the basic terms upon which such relationship depends. It is the intent of both the Employer and MAP to work together to provide and maintain satisfactory terms and conditions of employment, and to prevent as well as to adjust misunderstandings and grievances relating to employees' wages, hours and working conditions.

In consideration of the mutual promises, covenants and Agreement contained herein, the parties hereto, by their duly authorized representative and/or agents, do mutually covenant and agree as follows:

ARTICLE I. RECOGNITION

Section 1.1 Recognition of the Bargaining Agent

The Village recognizes the Union as the sole and exclusive bargaining representative for the purpose of collective bargaining on any and all matters relating to wages, hours and all other terms and conditions of employment of all police officers in the bargaining unit. The bargaining unit shall include: all full-time sworn police officers in the rank of patrol officers, including probationary officers.

Positions EXCLUDED from the above-described bargaining unit shall include: all full-time sworn police officers above the rank of patrol officer; part-time police officers, auxiliary police officers, special police officers, clerks, dispatchers/telecommunicators and other civilian employees, all non-sworn personnel, and all managerial, supervisory and confidential employees, and short-term employees, as defined by the Illinois Public Labor Relations Act, as amended.

Section 1.2 Part-Time Police Officers

The Village may continue its current practice of employing and utilizing part-time police officers to perform their historic functions, and shall be entitled to establish rates of pay, benefits, hours of work, schedules and other terms and conditions of employment for such part-time police officers at the Village's sole discretion.

Section 1.3 Definitions

Words shall have their common definition unless specifically defined otherwise. For the purposes of this contract the following words are defined:

"Day" includes Saturdays, Sundays and holidays unless specifically excluded. "Fiscal Year" is May 1st of each year until April 30th of the following year.

The pronouns "he, him, and his" shall refer to both males and females equally. The term "police officer" as used in this Agreement shall refer to full-time sworn police officers who are members of the bargaining unit, unless the context in which such term is used requires otherwise.

"Week" is a seven (7) day period usually beginning on Sunday and ending on Saturday.

ARTICLE II. MANAGEMENT RIGHTS

Except as specifically limited by the express provisions of this Agreement, the Village retains all legal rights to manage and direct the affairs of the Village in all its various aspects, and to manage and direct its police officers, including but not limited to the following: to hire, demote, suspend or discharge police officers ; to plan, direct, control and determine the budget and all the operations, services, policies, practices and missions of the Village; to supervise and direct the working forces; to establish the qualifications for and to employ police officers; to deploy police officers both internally and externally to other police-related assignments; to schedule and assign work; to maintain a capable and efficient police force; to establish and eliminate specialty positions and to select personnel to fill them; to transfer and reassign police officers; to establish work and productivity standards and, from time to time, to change those standards; to assign overtime; to purchase goods and contract out services; to determine the methods, means, organization and number of personnel by which departmental operations and services shall be made or performed; to make, alter and enforce rules, regulations, orders, policies and procedures, including the Village's Personnel Policy Manual and the General Orders and Rules and Regulations of the Village's Police Department; to evaluate, promote or demote and to establish the standards for such promotions; to establish performance standards for police officers; to discipline, suspend and/or discharge non-probationary police officers for just cause; to discharge probationary police officers; to change or eliminate existing methods, practices, equipment or facilities or introduce new ones without having to negotiate over the effects of such change; to determine fitness and training needs and to assign police officers to training; to determine work hours (shift hours) and to change them from time to time; to determine and implement internal investigation procedures; to take any and all actions necessary to carry out the mission of the Village and the Police Department.

In the event of a civil emergency, which may include but are not limited to, riots, civil disorders, tornado conditions, floods or other catastrophes, as may be declared by the Village President or Chief of Police, or their authorized designees, the provisions of this Agreement, other than compensation provisions, may be suspended by the Chief of Police, if necessary, provided that all provisions of this Agreement shall be immediately reinstated once the civil emergency condition ceases to exist.

**ARTICLE III.
UNION SECURITY**

Section 3.1 Dues Deductions

Upon receipt of proper written authorization from a police officer, the Employer shall deduct each month's MAP dues in the amount certified by the Treasurer of MAP from the pay of such police officer covered by this Agreement from the first two paychecks each month. Such money shall be submitted to the Metropolitan Alliance of Police within fifteen (15) days after the deductions have been made. MAP shall advise the Employer of any increase in dues in writing, at least thirty (30) days prior to its effective date.

Section 3.2 Indemnification

MAP shall indemnify, defend and hold harmless the Village, its elected representatives, officers, administrators, agents and officers from and against any and all claims, demands, actions, complaints, suits or other forms of liability (monetary or otherwise) that arise out of or by reason of any action taken or not taken by the Village for the purpose of complying with the provisions of this Article, or in reliance on any written check-off authorization furnished under any of such provisions, provided that the Village does not initiate or prosecute such action.

Section 3.3 Bulletin Board

The Village will make bulletin board space available in or proximate to the break room for posting of MAP notices. MAP shall limit its posting of notices and other materials to such bulletin board. MAP shall not use the bulletin board space for posting abusive, or inflammatory, or partisan and/or political material. The size of the bulletin board shall not exceed eighteen (18) inches by twenty-four (24) inches.

Section 3.4 MAP Business

MAP's Chapter officers holding the positions of President, Vice President and Secretary may conduct Union business while on meal and work breaks as defined by this Agreement provided it does not disrupt or interfere with the activities of employees who are on working time. No police officer may conduct or engage in MAP business while on duty, unless on a meal or work break.

Section 3.5 MAP Chapter Officers

MAP shall provide to the Village and keep current a written list of any designated Chapter officers who are authorized to deal with the Village on behalf of the bargaining unit.

Section 3.6 Access to Village Premises

The Village agrees that non-employee MAP representatives shall have reasonable access to the premises of the Village during business hours after receiving permission from the Chief of Police or his designee. Such visitation shall be for the reasons of administration of this Agreement or other reasonable MAP business. The Chapter agrees that such activity shall not interfere with the

normal work duties of the officers. The Village reserves the right to designate the time and meeting place of such meeting.

Section 3.7 Attendance at MAP Meeting

The Village agrees that not more than two (2) designated Chapter representatives from the bargaining unit, each of whom work on separate shifts, shall be permitted to use available time off options or to arrange duty trades to attend meetings of the local Chapter, or to attend MAP meetings at the state or national level, provided that the required notice for such time off or duty trades is provided to the Village.

**ARTICLE IV.
NO STRIKE, NO LOCKOUT**

Section 4.1 No Strike

Neither MAP nor any officers, agents or employees of MAP will call, initiate, institute, authorize, instigate, promote, sponsor, engage in, participate in, condone, sanction or ratify any strike, sympathy strike, secondary boycott, slowdown, speed-up, sit down, concerted stoppage of work, concerted refusal to work overtime, concerted, abnormal or unapproved enforcement of procedures or policies, work-to-the-rule situation, mass resignations, mass absenteeism, organized interference, secondary boycott, or picketing which in any way results in the interruption or disruption of the operations of the Village, regardless of the reason for doing so. No bargaining unit member shall refuse to cross any picket line, by whoever established. Each police officer that holds the position of officer or steward of MAP occupies a position of special trust and responsibility in maintaining and bringing about compliance with the provisions of this Article. In addition, in the event of any action prohibited by this Section of this Article, the officers and agents of the Union shall disavow such action and shall publicly and privately demand that employees return to work, and shall use their best efforts to achieve a prompt resumption of normal operations. Any police officer who violates the provisions of this Section shall be subject to discipline, to be imposed by the Police Chief or his designee.

Section 4.2 No Lockout

The Village will not lock out any police officers during the term of this Agreement as a result of a labor dispute with MAP.

**ARTICLE V.
SENIORITY, LAYOFF AND RECALL**

Section 5.1 Layoff and Recall

All layoffs will be determined on a seniority basis. Those police officers with the lowest amount of seniority may be temporarily laid-off in the event that the Employer deems it necessary. Except in the event of an emergency, the Employer agrees to inform a MAP Chapter officer and the affected employee(s) in writing not less than fourteen (14) calendar days prior to such layoff. Such notice shall include the name(s) of all bargaining unit employees affected by that layoff decision.

When the force of the Police Department is reduced, the police officer or member reduced in rank or removed from service of the Police Department shall have rights of reinstatement as provided for in the Illinois Compiled Statutes. Upon determination that a vacancy exists and there are police officers that have been furloughed due to a reduction-in-force, the police officers on furlough shall be recalled to fill such position and seniority will prevail in determining which furloughed police officer shall have the right to be re-employed if the Police Officer is otherwise fully qualified.

Officers who are laid off shall be placed on a recall list which shall expire two (2) years after the date of layoff. If there is a recall, officers who are still on the recall list shall be recalled in the reverse order of the layoff, provided they are fully qualified to perform the work to which they are recalled without further training. Officers who are eligible for recall shall be given notice thereof by certified or registered mail, return receipt requested, at the last known address of the employee. It is the responsibility of the officer to keep the Village advised in writing of any change in address of the officer. The officer must notify the Chief of Police of his intention to return to work within ten (10) days of receiving a notice of recall. The officer must report to work no later than twenty-one (21) days after the employee's receipt of notification of recall. If an officer fails to timely respond to the recall notice or report to work within the time required, he shall be removed from the recall list.

Section 5.2 Definition of Seniority

Seniority shall be determined as the police officer's continuous length of service as a police officer in the Department from the date of last hire as a full-time police officer. Time spent in the armed forces, on military leaves of absence, and authorized leaves not to exceed thirty (30) days, and time lost due to duty-related disability (not to exceed eighteen (18) months) shall be included. In cases of employees hired on the same date, seniority shall be determined by referring to the employee who was ranked higher on the initial eligibility list.

Section 5.3 Seniority Lists

A current up to date seniority list showing the names and length of service of each police officer shall be provided and posted by the Employer annually on a designated bulletin board by December 1st of each year.

Section 5.4 Purpose of Seniority

Police officers shall be allowed preference according to seniority on all sections of this Agreement which specifically designate seniority as the determining factor.

Section 5.5 Termination of Seniority

A police officer shall not accumulate seniority rights upon separation from the services due to dismissal, suspension time in excess of 15 continuous days, layoff or retirement. Full seniority rights shall be reinstated under the following conditions:

A police officer is suspended or dismissed and later reinstated by a court of competent jurisdiction.

A police officer is separated due to layoff or reduction-in-force and is later reinstated under the conditions provided for in the Illinois State Statutes.

ARTICLE VI. GRIEVANCE PROCEDURE

Section 6.1 Definition of Grievance

A grievance is defined as a complaint arising under and during the term of this Agreement raised by a police officer or MAP involving an alleged violation, misinterpretation or misapplication of an express provision of this Agreement. Additionally, any matters involving discipline shall be considered grievable and advanced directly to Step Two, according to the procedures listed in Section 6.2 hereinafter, except that oral and written reprimands shall not be processed beyond Step Three of the Grievance Procedure.

Section 6.2 Grievance Procedure

Recognizing that grievances should be raised and settled promptly, a grievance must be raised by the affected police officer and/or MAP Officer within seven (7) calendar days after the occurrence of the event giving rise to the grievance, or within seven (7) calendar days after the date when the police officer or MAP Officer should, using reasonable diligence, have become aware of the event giving rise to the grievance, in accordance with the following procedure:

Step One: Immediate Supervisor

The police officer shall give written notification of his grievance to his immediate unit supervisor. Such notification shall specifically state that the matter is a grievance under this Agreement and shall include a description of the event giving rise to the grievance, the date of the event, and the specific provision of the Agreement alleged to have been violated and the relief requested. Because the parties recognize that a police officer may have difficulty contacting his superior officer, it is agreed that the grievant may submit written notification of the grievance to any superior officer. The notification will be deemed received for purposes of the grievance procedure when stamped and received by the superior officer. The superior officer shall answer the grievance in writing within seven (7) calendar days.

Step Two: Appeal to Chief

If the grievance is not settled in Step One, or if a timely answer is not given, the police officer may, within Seven (7) calendar days following the superior officer's answer or expiration of the time limit set forth in Step One, file with the Chief of Police or his designee a written appeal signed by the police officer. The written appeal shall include a description of the event giving rise to the grievance, the date of the event, and the provision of the Agreement alleged to have been violated and the basis upon which the grievant believes the grievance was improperly denied at the previous step. The police officer and a representative of MAP (if requested by the police

officer) may meet with the Chief or his designee to discuss the grievance at a mutually agreeable time. If no agreement is reached in such discussion, the Chief or his designee shall give a written answer within seven (7) calendar days of the date of the discussion.

Step Three: Appeal to the Village Administrator

If the grievance is not settled in Step Two, or if a timely answer is not given, the police officer may, within seven (7) calendar days of the date he receives an answer from the Chief or the expiration of the time limit set forth in Step Two, file with the Village Administrator a written appeal signed by the police officer. The police officer and a representative of MAP (if requested by police officer) will meet with the Village Administrator or his designee to discuss the grievance at a mutually agreeable time. If no agreement is reached in such discussion, the Village Administrator or his designee will give his answer in writing within seven (7) calendar days of the date of the discussion.

Step Four: Arbitration

If the grievance is not settled in accordance with the foregoing procedure or if a timely answer is not given, MAP may refer the grievance to arbitration by giving written notice to the Village Administrator within fourteen (14) calendar days after receipt of the Village Administrator's answer in Step Three or the expiration of the time limit set forth in Step Three.

If the parties are unable to agree upon an arbitrator within ten (10) working days after the Village receives the notice of referral, they shall jointly request the Federal Mediation and Conciliation Service to submit a panel of seven (7) arbitrators, all of whom shall be members in good standing of the National Academy of Arbitrators, and all of whom shall maintain business offices in the States of Illinois, Wisconsin or Indiana. Upon receipt of the panel, MAP and the Village will determine by coin toss who is to strike first. MAP and Village shall then alternate striking a name, and the person whose name remains shall be the arbitrator, provided that either party, before striking any names, shall have the right to reject one panel of arbitrators in its entirety and request that a new panel be submitted.

The arbitrator shall be notified of his selection by a joint letter from MAP and the Village and shall be asked to set a time and a place for the hearing, subject to the availability of Village and MAP representatives. Upon the request of either party, the arbitrator shall have the power to require the presence of a reasonable number of witnesses or documents. Hearings shall be conducted in the Village Hall of the Village of Indian Head Park, unless otherwise mutually agreed.

The arbitrator shall have no power, in his decision or award, to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the specific issue submitted to him as raised and presented in writing at Step One and shall have no authority to make his decision on any issue not so submitted. More than one grievance may be submitted to the same arbitrator if both parties mutually agree in writing. The arbitrator

shall submit in writing his decision within thirty (30) calendar days following close of the hearing or submission of briefs by the parties, whichever is later, unless the parties agree to an extension. In the event the arbitrator finds a violation of the Agreement, he shall determine an appropriate remedy. However, the arbitrator shall have no authority to make any decision or award that is in any way contrary to or inconsistent with the applicable laws or rules and regulations of administrative bodies that have the force and effect of law. Nor shall the arbitrator have any authority to limit or interfere with the powers, duties and responsibilities of the Village or its Board of Police Commissioners under applicable statutory and case law.

Any decision or award of the arbitrator rendered consistent with this Article shall be final and binding on the parties. The costs of the arbitration, including the fee and expenses of the arbitrator and the cost of the court reporter and a written transcript, if any, shall be divided equally between the Village and MAP. Each Party shall be responsible for compensating its own representatives and witnesses.

Section 6.3 Time Limits

No grievance shall be entertained or processed unless it is filed within the time limits set forth in Section 6.2. If a grievance is not presented by the police officer or MAP within the time limits set above, it shall be considered waived and may not be further pursued by the police officer or MAP. If a grievance is not appealed within the time limits for appeal set forth above, it shall be deemed settled on the basis of the last answer of the Village and shall not be subject to further appeal. If the Village fails to provide an answer within the time limits so provided, the grievance shall be deemed denied and MAP may immediately appeal to the next step.

Section 6.4 Investigation and Discussion

All grievance discussions and investigations shall take place in a manner that does not interfere with Village operations and no such discussions or investigations shall take place while any police officer so involved in such discussion or investigation is on duty, unless such police officer receives permission from his supervisor. No time spent on grievances or other MAP related matters by police officers shall be considered time worked for compensation purposes unless the Police Chief provides written authorization to the contrary.

Section 6.5 Completion of Assigned Task

It is agreed and understood that any circumstance giving rise to a grievance shall not excuse a member of the bargaining unit from his or her responsibility to fulfill an order or directive.

Section 6.6 Actions of Bargaining Unit Members

No member of the bargaining unit who is serving in an acting capacity as a supervisor shall have authority to receive or respond to a grievance being submitted or processed in accordance with the procedures set forth in this Article.

Section 6.7 MAP Participation

MAP has the right to be present and to participate at each step of the grievance procedure, at MAP's option.

ARTICLE VII. HOURS OF WORK AND OVERTIME

Section 7.1 Purpose

This Article defines the normal hours of work, and establishes the basis for the calculation of overtime. It is not, however, a guarantee of hours of work per day, work period, month or year. It is not intended to establish a right to compensation in any form for time not worked except as specifically provided for in this Article.

Section 7.2 Shift Schedule

The Police Chief shall establish and post the work schedules for police officers that may be changed from time to time by the Village as circumstances warrant after notice and discussion with the Union in the event of a permanent change. The Police Chief shall endeavor to provide all police officers covered by this Agreement with a tentative written work schedule at least thirty (30) days prior to its effective date. The normal shift schedule shall be based upon a twenty-eight (28) day departmental work cycle.

Section 7.3 Shift Selection and Shift Assignment

Patrol personnel will be allowed to submit their shift assignment preference for the following year by submitting such preferences in writing to the Chief of Police or his designee before October 1st of the year preceding the year in which such assignments are to be effective. The Chief of Police or his designee shall endeavor to post schedules for ninety (90) day periods, and shall post the shift assignments at least thirty (30) days in advance of the beginning of the shift schedule. In making shift assignments, the Chief of Police or his designee shall utilize the relative seniority of the officers. The Chief of Police or his designee shall retain the right to make final decisions on shift assignments, provided that shift assignments shall not be made for arbitrary, capricious or discriminatory reasons.

Once shift assignments are made for any period, the Chief of Police or his designee shall have the right to transfer officers to shifts other than the shifts to which they were initially assigned for reasons having to do with the operational needs of the Department, such as the need for qualified patrol officers to fill other assignments (i.e. Investigations), seniority imbalances among shifts for officers with less than two (2) years' experience, or the need for closer supervision of patrol officers who have experienced performance problems. If an officer with less than two (2) years' experience is moved to another shift, he shall be replaced by the least senior officer who has more than two (2) years' experience. A patrol officer shall be given as much advance notice as practicable before being transferred. The Chief shall not change an employee's assigned shift more than two (2) times during a twenty-eight (28) day work cycle (e.g. an officer who was assigned to the day shift may be moved to afternoons and then midnights, but not moved a third time within

the twenty-eight (28) day cycle; but if an employee who is assigned to days is moved to afternoons and then returned to days, that counts only as one (1) change).

The Village shall establish the days, work hours and work schedules for employees, which may be changed from time to time by the Village based upon operational needs of the Police Department. Patrol officers may exchange shifts with an officer from another team with approval of the Chief of Police or his designee. Such requests must be submitted in writing and signed by both affected employees as well as their immediate supervisor.

Section 7.4 Normal Work Schedule

The current work day for police officers consists of eight (8) hour workdays. The normal work day does not include travel time to and from the police officers' worksite. The normal work schedule and length of work days may be changed by the Village upon thirty (30) days' notice to the police officers affected by such change, except that in emergency conditions, no such advance notice shall be required. In the event that it becomes necessary to temporarily change the normal work day, work week or work cycle of an employee, the effected employee(s) will be afforded at least forty-eight (48) hours' notice of the change, except in emergencies.

Should a police officer's meal be interrupted based upon an emergency or other official assignment of work, that police officer shall be entitled to the remaining meal time at a later time during the shift.

Section 7.5 Overtime Hours

Time worked by any police officer in excess of eighty (80) hours in any fourteen (14) day pay period, as established by the Village, shall be paid for at time and one-half the police officer's regular straight time hourly rate. Time worked shall be calculated in fifteen (15) minute blocks, with seven (7) minutes being rounded down and eight (8) minutes being rounded up.

For purposes of overtime calculation, "time worked" shall mean and include all hours compensated except for sick time in excess of forty-eight (48) hours in a calendar year.

Section 7.6 Compensatory Time

All overtime hours worked shall be compensated by wages, unless the Village offers compensatory time for such overtime assignment. If offered by the Village for a particular overtime assignment, and at the police officers' discretion, a police officer may opt to earn compensatory time in lieu of payment for overtime. Said compensatory time shall be earned at one and one-half (1½) times the police officer's regular hourly rate of pay for each hour of overtime worked. Compensatory time shall be used at the police officer's discretion for paid time off at a later date with the approval of the Chief of Police or as a cash payment through the payroll system at the request of the police officer. Covered police officers may accumulate up to eighty (80) hours of compensatory time.

An employee with accrued compensatory time desiring to schedule compensatory time off shall submit a request form at least forty-eight (48) hours prior to the beginning of the shift that he/she proposes to take off, provided that the Chief of Police or his designee can waive this advance notice requirement on a case-by-case basis. Compensatory time off request(s) may be denied if the

foreseeable effect as of the time that it is requested would be to create an overtime situation or an undue burden on operations.

Section 7.7 Overtime Scheduling

The Chief of Police or his designee shall have the right to require overtime work and police officers may not refuse such mandatory overtime assignments. Whenever practicable, overtime assignments will be scheduled on a voluntary basis, except for emergency situations or except where qualified volunteers are not readily available. The Village may continue its current practice of utilizing part-time police officers for any police assignments, including assignments which may have been created by absences of full-time police officers.

When assigning overtime, the Village will first schedule full-time officers for their regular days. Whatever openings are available, full-time officers shall be allowed to select two 8 hour slots for overtime, each 28 day cycle. Thereafter, part-time employees shall be scheduled. All remaining overtime may be offered to full-time or part-time officers, at the discretion of the Chief of Police or his designee.

Overtime may be offered to police officers in the bargaining unit, and if so, it shall be offered on a rotating seniority basis. If no police officer volunteers, and it is necessary to order a police officer to stay past his shift or report for duty early, then overtime will be ordered on the basis of reverse seniority of those officers on the current shift or the on-coming shift, at the discretion of the supervisor. Overtime assignments that require special skill, ability or experience are not offered on a seniority basis.

In the event that an overtime opportunity becomes available and necessary to be filled, the on-duty supervisor will send a group email/text message to all officers to notify them of the existence of the overtime opportunity. Volunteers will be selected to perform the available work on the basis of seniority among those who volunteer to work within thirty (30) minutes of receipt of the email/text message.

Police officers accepting a voluntary overtime assignment must be available for the complete duration of such assignment.

Section 7.8 Court Time

A police officer that is required by the Village to be in court while scheduled to be off duty shall be compensated at his overtime hourly rate of pay for hours spent on court time, with a minimum of four (4) hours compensation. The location of the court shall be considered the police officer's worksite for the duration of the court call.

A police officer who is called to testify due to his official capacity and who is compensated by the Village for his time shall turn over to the Village any witness fees paid.

Section 7.9 Emergency Call-Out Pay

A "call out" is defined as an official assignment of work that does not continuously precede or follow a police officer's regularly scheduled working hours. A minimum of two (2) hours pay will be guaranteed for all "call-outs."

Section 7.10 No Pyramiding

Compensation shall not be paid (nor compensatory time taken) more than once for the same hours under any provision of this Article or Agreement.

**ARTICLE VIII.
VACATIONS**

Section 8.1 Eligibility and Allowances

Police officers earn vacation as follows:

| Length of Continuous Service | Hours per Year | Hours per Month | Hours per Pay Period |
|--|-----------------------|------------------------|-----------------------------|
| Less than 5 years | 80 | 6.67 | 3.08 |
| Upon reaching 5 th anniversary of employment | 120 | 10 | 4.62 |
| Upon reaching 10 th anniversary of employment | 160 | 13.33 | 6.15 |
| Upon reaching 20 th anniversary of employment | 200 | 16.66 | 7.69 |

Police officers will be credited for the vacation hours earned in accordance with the above schedule for each period of employment or partial period of employment, based upon their number of years of service. Accrual rates will be adjusted each anniversary date based upon the number of years of service completed in the prior year.

Section 8.2 Vacation Pay

The rate of vacation pay shall be the police officer's regular straight-time rate of pay in effect for the police officer's regular job classification on the payday immediately preceding the police officer's vacation.

Section 8.3 Vacation Scheduling

Police Officers shall make their annual vacation request prior to December 1st for the entire following calendar year. Annual vacation requests must be made in one (1) week or two (2) week increments.

The Chief of Police may "block out" certain weeks due to the needs of Departmental scheduling, including scheduling vacations for officers holding a rank higher than bargaining unit members. Except for "blocked out" weeks, at least one (1) bargaining unit member shall be given the right

to take a given week as a vacation, if requested as part of the Department's annual vacation pick. In the case of conflicting requests for vacation among bargaining unit members, seniority shall prevail.

The annual vacation schedule shall be posted on or before January 15th of each year. Police officers with accrued vacation remaining may then submit requests for the use of any remaining vacation time that had not been assigned in the annual vacation schedule. Unless otherwise authorized by the Chief of Police, police officers shall utilize vacation in increments of not less than one (1) workday. Once a vacation schedule is established, no police officer shall be 'bumped' as a result of another police officer's subsequent request, regardless of seniority. This paragraph shall not preclude the Chief of Police from canceling vacations during an emergency.

Section 8.4 Vacation Carryover

Employees must use vacation time within one (1) year of the date on which it was earned. Unused vacation time will be forfeited, except that the Chief of Police may grant permission to carry-over no more than five (5) days' vacation, which must be used within three (3) months of the carryover, or else forfeited.

**ARTICLE IX.
HOLIDAYS**

Section 9.1 Holidays

The following days are designated holidays:

| | |
|--------------------|-----------------------------|
| New Year's Day | January 1 st |
| Memorial Day | Last Monday in May |
| Independence Day | July 4 th |
| Labor Day | First Monday in September |
| Veterans Day | November 11 th |
| Thanksgiving Day | Fourth Thursday in November |
| After Thanksgiving | Day after Thanksgiving |
| Christmas Eve Day | December 24 th |
| Christmas Day | December 25 th |

Holidays shall be observed on the actual day of the holiday. If State or Federal law changes any of the dates for the above holidays, the new date will be observed in place of the date listed above.

Section 9.2 Personal Days

Police officers shall be credited with sixteen (16) hours for personal days at the beginning of each contract year. Regular full-time police officers hired during the fiscal year will be credited with personal days on a pro-rated basis for the remainder of the contract year. Personal days shall be taken at the discretion of the police officer, provided the scheduled days are approved in advance by the designated supervisors. To that effect, officers must request personal days at least seven (7) days in advance, whenever possible, and personal days shall be taken in no less than four (4) hour increments. Personal days must be utilized within the contract year and may not be accumulated

or reimbursed in a form of any extra compensation. Any personal day not utilized prior to the end of the contract year or prior to an employee's termination or notice of resignation is to be considered lost. Employees shall not be eligible to receive personal days until they have completed six (6) months of continuous service.

Section 9.3 Holiday Pay

All bargaining unit members shall be entitled to receive eight (8) hours straight pay for each of the days designated as holidays in Section 9.1 hereinabove. In order to qualify for holiday pay, an officer must work the day before and the day after the holiday as scheduled, except for RDO and vacation days.

When required to work on a holiday designated in Section 9.1, police officers shall be paid at their overtime rate (1.5x) for the hours actually worked plus they will receive holiday pay (at their regular straight time rate) for a total of two and one half times (2.5x) their regular straight time rate for hours actually worked on the designated holiday (up to 8 hours). By contrast, employees who do not actually perform work on a designated holiday will receive straight time pay for the designated holiday (up to 8 hours). Holiday Payment Option

Section 9.4 Holiday Payment Option

If requested and approved by the Chief (or designee) in writing at the start of the fiscal year, the officer may receive up to seventy two (72) hours of paid time off in a lump sum payment for annual holiday pay in lieu of receiving the holiday pay during the course of the year as referenced in Section 9.3. An officer who exercises his rights pursuant to this Section 9.4 will not receive additional holiday pay during the course of the year but he will be paid one and one-half times his regular rate of pay (1.5x) for hours actually worked on the designated holidays referenced above.

ARTICLE X. INSURANCE

Section 10.1 Insurance

All covered police officers are eligible to participate in the Village's HMO health, dental and life insurance programs effective the first day of the month following their employment on a full-time basis. The Village reserves the right to change insurance carriers, benefit levels, or to self-insure as it deems appropriate, as long as the new coverage and benefits for bargaining unit police officers are substantially similar to those which predated the change. Notwithstanding the previous sentence, if the premium for family coverage for the Village's HMO Plan is \$24,750 or greater as of January 1, 2017, the Village and MAP agree to negotiate the benefit levels or plan design changes for the Village's health program, effective July 1, 2017, in order to avoid the "Cadillac Tax" of the Affordable Care Act, such negotiations to commence upon fourteen (14) days' notice to the other party. If the insurance carrier discontinues certain benefit levels or coverages, the Village is not required to continue the benefit or coverage at the prior level.

Section 10.2 Police Officer Contribution for Insurance Benefits

During the duration of this contract, police officers shall contribute, on a bi-weekly basis, deducted from their wages, ten (10%) percent of the HMO health insurance premium for employee coverage, and ten (10%) percent of the HMO health insurance premium for dependent coverage (spouse and/or child/children), for whichever coverage the employee elects, and 100% of the dental insurance premium.

Section 10.3 Life Insurance

The Village shall provide to all covered police officers life insurance in the amount of \$50,000.

Section 10.4 Additional Insurance Benefits

Upon mutual agreement between the police officer and the Village, and in accordance with the terms and conditions of the insurance policy, the Village will continue health insurance coverage during any unpaid leave of absence in excess of thirty (30) days at the police officer's expense, except as provided for police officers on approved leave under the Family and Medical Leave Act ("FMLA"), if any. COBRA continuation rights may apply in the event coverage is not extended through the Village due to a reduction of hours or other loss of eligibility to participate in the Village's group insurance plan.

Section 10.5 Terms of Insurance Policies to Govern

The extent of coverage under the insurance policies referred to in this Agreement shall be governed by the terms and conditions set forth in said policies or plans. Any questions or disputes concerning said insurance policies or plans or benefits thereunder shall be resolved in accordance with the terms and conditions set forth in said policies or plans and shall not be subject to the grievance and arbitration procedure set forth in this Agreement. The failure of any insurance carrier(s) or plan administrator(s) to provide any benefit for which it has contracted or is obligated shall result in no liability to the Village, nor shall such failure be considered a breach by the Village of any obligation undertaken under this or any other Agreement. Nothing in this Agreement shall be construed to relieve any insurance carrier(s) or plan administrator(s) from any liability it may have to the Village, employee or beneficiary of any employee, and nothing in this Section shall relieve the Village of its obligation to provide and maintain coverages as specified in this Article. No retired police officer may change coverage from single to married or dependent after retirement.

Section 10.6 Flexible Spending Accounts

A Flexible Spending Account is a program that allows the officers to pay for certain medical and dependent care expenses on a pre-tax basis. Under this program, the employee elects to contribute up to a maximum of two thousand four hundred (\$2,400.00) dollars into his or her flexible spending account for the year. This election must be made before the year begins. Throughout the year, the Participant can be reimbursed for medical expenses (or dependent care expenses) from the account up to aforementioned maximum amount.

ARTICLE XI. SICK LEAVE

Section 11.1 Purpose

The purpose of sick leave is to provide the police officer with protection against loss of income due to personal sickness or injury, or for necessary medical care of a police officer's immediate family, or medical consultations that prevent the performance of normal job duties.

Sick leave may be taken because of personal illness, disability, or for the necessary medical care of the police officer's family. Sick leave may also be used for medical consultations for illness or injury and in situations where the use of a prescription drug could impair performance or safety. Police officers shall schedule physical exams and non-emergency medical consultations for non-duty time.

Section 11.2 Sick Leave Accrual

Police officers accrue sick leave benefits at the rate of eight (8) hours for each month of employment. A police officer shall have the right to accrue up to 1600 hours of sick leave. Police officers do not accrue sick leave benefits during a leave without pay that exceeds thirty (30) days. Sick leave must be used in minimum increments of one (1) hour.

There is no payout of earned sick leave upon departure of service. However upon retirement unused sick time will be applied as I.M.R.F. service credits, as allowed by I.M.R.F.

Section 11.3 Sick Leave Usage

Each police officer needing to take a day of sick leave shall notify his/her supervisor or their designee at least two (2) hours prior to the beginning of that police officer's shift, of the estimated amount of sick leave time required, and the reason for the leave. Failure to so notify the supervisor shall cause the supervisor to categorize that day as absent without leave, unless additional justifiable information is provided. If the absence is longer than one (1) day, the employee shall notify the supervisor daily during such absence.

The Chief of Police may require a doctor's certificate when a police officer is absent for a period of three (3) or more consecutive work days. The Chief may also request the opinion of a second doctor at the Village's expense to determine whether the police officer suffers from a chronic physical or mental condition that impairs his/her ability to perform the essential functions of the job.

Sick leave is not to be used by employees as vacations or simply to take time off with pay. Rather, sick leave may only be used for the purposes described in Section 11.1 hereinabove. The Employer will notify the officers of the Chapter (i.e., President and Secretary) if the Employer suspects any employee of abusing sick leave, and the Chapter's officers shall cooperate with the Village in counseling such individuals, in an effort to minimize such sick leave abuse. Employees who continue to abuse sick leave will be subject to disciplinary action, up to and including discharge.

Police officers who use all of their accumulated sick leave and require more time off work due to illness or injury may, with the approval of the Chief of Police, use accumulated vacation or compensatory time off. In accordance with Village policy, the police officer may request leave without pay or apply for Family and Medical Leave (“FMLA”) if eligible.

ARTICLE XII. LEAVES OF ABSENCE

Section 12.1 Bereavement Leave

Police officers will be given paid leave to attend the funeral of an immediate family member and to attend to necessary business associated with the death of the family member and funeral. "Immediate family" includes the police officer's spouse, child (natural or adopted) stepchild, parent, brother or sister, mother or father-in-law, grandparents or guardian. An employee may request funeral leave from the Chief of Police for a brother-in-law or sister-in-law, subject to the Chief's discretion.

The length of such leave shall be as authorized by the Chief of Police, but shall not exceed a maximum of three (3) working days, unless required by law.

Section 12.2 Jury Leave

Police officers shall be granted time off with pay, minus all jury duty pay, to serve on a jury.

Section 12.3 Administrative Leave

The Chief of Police may place a police officer on administrative leave with pay for an indefinite period of time. Such leave shall be on a case-by-case basis as determined by the Chief of Police to be in the best interests of the Village during the pendency of an investigation or other administrative proceedings.

Section 12.4 Military Leave

Police officers who are members of the National Guard or federal reserve military units may be absent from their regularly scheduled duties for a period of up to fifteen (15) days per calendar year when they are performing ordered military training duty and while going to and from that duty. Police officers shall be compensated for the difference between their regular Village compensation and the military pay received during the military leave for up to fifteen (15) days. The provisions of USERRA and ISERRA shall govern police officers who are called to active duty and time off under this Section 12.4 will run concurrently with time off available pursuant to USERRA and/or ISERRA.

Section 12.5 Family and Medical Leave

Police officers who have worked for the Village for at least twelve (12) months may be eligible for Family and Medical Leave in accordance with the Village's policy and procedure for the Family and Medical Leave Act (“FMLA”); eligibility is construed by law. The twelve (12) month

period for purposes of FMLA leave shall be calculated using the "rolling 12 months" method, if eligible.

ARTICLE XIII. WAGES

Section 13.1 Wage Schedule

Covered officers who are employed on the date of ratification of this Agreement shall be compensated in accordance with the wage schedule attached to this Agreement as Appendix "A." On the first day of the first payroll period of each calendar year, after one year of "satisfactory service" at their current step, each police officer covered by this Agreement shall advance to the next step in the wage schedule. "Satisfactory service" shall require an annual evaluation rating of at least "meets expectations."

The Parties agree and acknowledge that the Employer has the discretion to compensate a lateral police officer a rate that is up to two (2) steps higher than the rates reflected in the wage schedule referenced at Appendix A.

Section 13.2 FTO Pay

Effective upon execution of this Agreement, for each work week an officer is assigned to function as a Field Training Officer for a probationary police officer and actually performs such function for a full shift, such officer shall be compensated one (1) hour of pay at their regular rate of pay.

Section 13.3 Officer in Charge Pay

An eligible officer selected by the Chief who also agrees to serve on a particular shift to act as an Officer in Charge ("OIC") who serves in that capacity for at least four (4) hours, shall receive one (1) additional hour of pay at his regular rate for such services.

To be eligible for OIC pay pursuant to this Section 13.3, the officer must have either: (a) satisfactorily worked a minimum of two (2) years of consecutive full time service with the Department beyond completion of the probation period, or (b) have completed a total of twenty (20) years of full time police employment (all agencies combined).

Section 13.4 Specialty Pay

Effective 5/1/20, up to two (2) full time officers will receive a Specialty Pay Stipend in the amount of \$250 per fiscal year when designated by the Chief to serve on the Major Crimes Assistance Taskforce ("MCAT") or the South Suburban Major Crimes Taskforce ("SSMCTF") for the entire fiscal year. If a full time officer is designated to service on both teams for the entire fiscal year, that officer may receive a total of \$500 for the fiscal year pursuant to this Section 13.4.

ARTICLE XIV. DISCIPLINE

Section 14.1 Discipline

All police officers are expected to exercise sound judgment, common sense, dedication, and courtesy in the performance of their duties. The primary mission of every police officer is to provide courteous, orderly, efficient, and economic delivery of services to the citizens of the Village.

Acts, errors, or omissions that discredit the public service or impair the provision of orderly services to the citizens of the Village or violate the Rules and Regulations or the policies or procedures of the Police Department or the Village may result in discipline, including termination.

The Chief of Police shall have full discretion and authority to impose disciplinary action in accordance with Village policy, state law, and the circumstances of the particular case. The severity of the discipline issued by the Chief of Police shall be subject to the grievance procedure contained in Article VI of this Agreement.

In the event that discipline is necessary, the following types of disciplinary actions may be used, depending on the particular situation:

Verbal Warning:

A verbal warning is a counseling session between the police officer's supervisor and the police officer on the subject of the police officer's conduct and performance, or his/her failure to observe a rule, regulation, or administrative instruction. It is intended to increase a police officer's efficiency and value to the Village by changing the police officer's conduct, attitude, habits, or work methods. Following the counseling session the supervisor shall document the verbal warning. The supervisor shall provide a copy of the document to the police officer.

Written Reprimand:

A written reprimand is a formal written disciplinary action for misconduct, inadequate performance, or repeated lesser infractions. Written reprimands shall be placed in the police officer's personnel file with a copy provided to the police officer.

Suspension:

A suspension is a temporary, unpaid absence from duty that may be imposed as a penalty for significant misconduct or repeated lesser infractions. Suspensions may be issued by the Chief of Police, but shall not exceed thirty (30) days without pay.

Discharge/Termination:

A non-probationary police officer may be discharged from service as a police officer for just cause by the Chief of Police. Probationary officers may be discharged without cause.

Any disciplinary action taken by the department that does not result in a loss of pay, benefits, or seniority, shall not be subject to the grievance procedure beyond Step Three of Article VI of this Agreement.

Section 14.2 Grievances Regarding Discipline

It is understood that all discipline, including suspensions and discharge, shall be subject to the grievance procedure provided in this Agreement, and not subject to appeal or hearing before the Board of Fire and Police Commissioners. Grievances regarding suspension or termination may be grieved to arbitration under Step Four of the grievance procedure provided in this Agreement, but grievances regarding oral or written reprimands may only be grieved up to Step Three of the grievance procedure provided in this Agreement.

Section 14.3 Garrity Warnings

If an employee becomes a suspect or the target of a criminal investigation, such employee shall be orally notified of their constitutional rights prior to any further interview as part of the internal investigation (i.e., Garrity warning to be issued).

ARTICLE XV. ALCOHOL AND DRUG TESTING PROCEDURES

Section 15.1 Statement of Policy

It is the policy of the Village of Indian Head Park that the public has the reasonable right to expect persons employed by the Village to be free from the effects of drugs and alcohol. The Village, as the employer, has the right to expect its employees to report for work fit and able for duty. The purposes of this policy shall be achieved in such manner as not to violate any established rights of the officers.

Section 15.2 Prohibitions

Officers shall be prohibited from:

- (a) Consuming or possessing cannabis or any cannabis infused product while on or off duty;
- (b) consuming or possessing alcohol (unless in accordance with duty requirements), or illegal drugs at any time during the work day or anywhere on any Village premises or job sites, including all Village buildings, properties, vehicles and the officer's personal vehicle while engaged in Village business;

- (c) illegally selling, purchasing or delivering any illegal drug, alcohol or cannabis during the work day or on the Employer's premises;
- (d) being under the influence of alcohol or illegal drugs during the course of the work day;
- (e) failing to report to their supervisor any known adverse side effects of medication or prescription drugs which they are taking.

Section 15.3 Drug and Alcohol Testing Procedures

Where the Village has reasonable suspicion to believe that an officer is then under the influence of alcohol or illegal drugs during the course of the work day and after an officer involved shooting incident (as defined in Section 15.9 below), the Village shall have the right to require the officer to submit to alcohol or drug testing as set forth in this Agreement. At least one (1) non-bargaining unit supervisory personnel, who is not a member of the bargaining unit represented by MAP, must articulate his reasonable suspicion concerning the affected employee prior to any order to submit to the testing authorized herein. The Police Department may engage in random testing annually of a maximum of twenty-five percent (25%) of departmental employees for alcohol and fifty percent (50%) of departmental employees for illegal drugs. The foregoing shall not limit the right of the Village to conduct tests as it may deem appropriate for persons seeking employment as police officers prior to their date of hire, or for promotion.

Section 15.4 Order to Submit to Testing

At the time an officer is ordered to submit to testing authorized by this Agreement, the Village shall provide the officer with a written notice of the order, setting forth all of the objective facts and reasonable inferences drawn from those facts which have formed the basis of the order to test. The officer shall be permitted to consult with a representative of MAP at the time the order is given but such consultation shall not delay the time in which such officer shall be required to submit to testing. No questioning of the officer shall be conducted without first affording the officer the right to MAP representation and/or legal counsel. Refusal to submit to such testing may subject the employee to discipline, but the officer's taking of the test shall not be construed as a waiver of any objection or rights that he may have.

Section 15.5 Tests to be Conducted

In conducting the testing authorized by this Agreement, the Village shall:

- (a) use only a clinical laboratory or hospital facility that is licensed pursuant to the Illinois Clinical Laboratory Act that has or is capable of being accredited by the National Institute of Drug Abuse (NIDA);
- (b) insure that the laboratory or facility selected conforms to all NIDA standards;
- (c) establish a chain of custody procedure for both the sample collection and testing that will insure the integrity of the identity of each sample and test

result. No officer covered by this Agreement shall be permitted at any time to become a part of such chain of custody;

- (d) collect a sufficient sample of urine or material from an officer to allow for initial screening, a confirmatory test and a sufficient amount to be set aside reserved for later testing if requested by the officer;
- (e) collect samples in such a manner as to preserve the individual officer's right to privacy, insure a high degree of security for the sample and its freedom from adulteration. Officers submitting a sample shall be observed by a member of the same sex to be designated by a supervisory officer;
- (f) confirm any sample that tests positive in the initial screening for drugs by testing the second portion of the same sample by gas chromatography mass spectrometry (GCMS) or an equivalent or better scientifically accurate and accepted method that provides quantitative data about the detected drug or drug metabolites;
- (g) provide the officer tested with an opportunity to have the additional sample tested by a clinical laboratory or hospital facility of the officer's own choosing that meets the requirements of subparagraphs (a) and (b) hereinabove, at the officer's own expense, provided the officer notifies the Chief of Police within seventy-two (72) hours of receiving the results of the tests;
- (h) Require that the laboratory or hospital facility report to the Village that a urine sample is positive only if both the initial screening and confirmation test are positive for a Particular drug. The parties agree that should any information concerning such testing or the results thereof be obtained by the Village inconsistent with the understandings expressed herein (e.g. billings for testing that reveal the nature or number of test administered), the Village will not use such information in any manner or forum adverse to the officer's interests;
- (i) require that with regard to alcohol testing, for the purpose of determining whether the officer is under the influence of alcohol, a blood/alcohol content of .02 shall apply in determining whether test results shall be considered to be positive;
- (j) provide each officer tested with a copy of all information and reports received by the Village in connection with the testing and the results;
- (k) insure that no officer is the subject of any adverse employment action except temporary reassignment or relief from duty with pay during the pendency of any testing procedure. Any such reassignment or relief from duty shall be immediately discontinued in the event of a negative test result.

Section 15.6 Right to Contest

MAP and/or the officer, with or without MAP, shall have the right to file a grievance concerning any testing permitted by this Agreement, contesting the basis for the order to submit to the tests, the right to test, the administration of the tests, the significance and accuracy of the tests, the consequences of the testing or results or any other alleged violation of this Agreement. Such grievances shall be commenced at Step 2 of the Grievance Procedure. It is agreed that the parties in no way intend or have in any manner restricted, diminished or otherwise impaired any legal rights that officers may have with regard to such testing. Officers retain any such rights as may exist and may pursue the same in their own discretion, with or without the assistance of MAP.

Section 15.7 Voluntary Requests for Assistance

The Village shall take no adverse employment action against an officer who voluntarily seeks treatment, counseling or other support for an alcohol or drug related problem, other than the Village may require reassignment of the officer. The Village shall make available through its Employee Assistance Program a means by which the officer may obtain referrals and treatment. All such requests shall be confidential and any information received by the Village, through whatever means, shall not be used in any manner adverse to the officer's interests, except reassignment as described above.

Section 15.8 Discipline

In the first instance that an officer tests positive on both the initial and confirmatory test for drugs or is found to be under the influence of alcohol, such officer shall be subject to disciplinary action by the Village, up to and including discharge. In addition, if an employee is not discharged, the employee shall be required to:

- (a) agree to appropriate treatment as determined by the physician(s) involved;
- (b) discontinue his use of illegal drugs or abuse of alcohol;
- (c) complete the course of treatment prescribed, including an "after-care" group for a period of up to twelve (12) months;
- (d) Agree to submit to random testing during hours of work during the period of "after-care."

Officers who do not act in accordance with the foregoing, or who test positive a second or subsequent time for the presence of illegal drugs or alcohol during the hours of work shall be subject to discipline, up to and including discharge.

The foregoing shall not be construed as an obligation on the part of the Village to retain an officer on active status throughout the period of rehabilitation if it is appropriately determined that the officer's current use of alcohol or drugs prevents the individual from performing the duties of a police officer or whose continuance on active status would constitute a direct threat to the property or safety of others. Such officers shall be afforded the opportunity to use accumulated paid leave or take an unpaid leave of absence pursuant to Village policy, at the officer's option, pending

treatment. The foregoing shall not limit the Village's right to discipline officers for any other type of misconduct.

Section 15.9 Officer Involved Shooting Incident:

Following an officer involved shooting incident where an officer has discharged his firearm, that police officer will be required to submit to a drug test prior to the end of the officer's shift in accordance with the same procedures set forth above in this Article.

**ARTICLE XVI.
MISCELLANEOUS PROVISION**

Section 16.1 Ratification and Amendment

This Agreement shall become effective when ratified by the Village and MAP and signed by authorized representatives thereof and may be amended or modified during its term only with mutual written consent of both parties.

Section 16.2 No Discrimination

Neither the Village nor MAP shall discriminate against any police officer because of race, sex, creed, color, religion, or national origin. MAP agrees to represent all police officers fairly and without regard to MAP affiliation, non-affiliation, or dis-affiliation.

Section 16.3 Outside Employment

Police officers shall not, directly or indirectly, engage in any outside employment or have any financial interests that may conflict, in the Village's opinion, with the best interests of the Village or interfere with the police officer's ability to perform the assigned Village job.

A police officer, who chooses to have an additional job, contractual commitment or self-employment, may do so provided the police officer obtains prior approval from the Chief of Police.

Section 16.4 Probationary Period

All newly hired police officers shall enter a probationary period that is considered an integral part of the selection and evaluation process. During the probationary period a police officer shall be required to demonstrate suitability for the position through actual work performance.

The normal probationary period shall be eighteen (18) months from the police officer's date of hire. Such probationary period may be extended if mutually agreed between the police officer and the Village. A probationary officer may be discharged without just cause and the grievance procedure of this Agreement shall not be applicable.

When the Chief of Police determines that a police officer has satisfactorily completed the probationary period, the Chief of Police or his/her designee shall prepare a written performance evaluation. If the probationary period is satisfactorily completed, the police officer shall be certified to regular employment status.

Section 16.5 Travel Reimbursement

Police Officers shall be reimbursed at the rate set by the Internal Revenue Service for mileage actually incurred to travel to and from required training that is not within a reasonable commuting distance from the Police Station when the officer is required to use his own vehicle because a duty vehicle is not available. Officers will only be reimbursed for any mileage under this Section 16.5 when the miles actually incurred beyond the officer's regular commuting distance on the travel day at issue.

Section 16.6 Medical Examinations

The Village may require a doctor's release as a condition of a police officer's continued employment to ensure that the police officer may safely perform all of his essential job functions (either with or without a reasonable accommodation if medically necessary due to a documented disability or pregnancy related condition). A doctor's release of this sort also may be required prior to reinstatement of a police officer following a leave of absence or absence in excess of three (3) consecutive working days and/or in other instances when the Chief of Police (or designee) has a reasonable basis to believe an officer may be impaired and/or unfit for duty.

Examinations administered by a physical/health care provider(s) selected by the Village will be paid by the Village to the extent not covered by the Village's group health insurance plan. The officer involved is entitled to a copy of the results of the examination when reasonably requested.

Section 16.7 Tuition/Training Reimbursement Obligation

Any officer who resigns or leaves the Department for any reason other than involuntary layoff prior to completion of two (2) years of service will be required to reimburse the Village for the tuition costs it incurred to have the officer enrolled in the police academy.

Section 16.8 Body Cameras & Vehicle Video Surveillance

If the Village adopts a Policy related to the use of body cameras and/or vehicle video surveillance during the term of this Agreement, the Village agrees to bargain the impact of the Policy to the extent required by law.

ARTICLE XVII. LABOR MANAGEMENT MEETINGS

Section 17.1 Labor Management Meetings.

MAP and the Employer mutually agree that in the interest of harmonious management and employee relations, it is desirable that meetings be held as needed between local representatives and representatives of the Employer. Such meetings may be requested by either party in writing at least seven (7) days in advance of the requested date of such meeting, and at least quarterly and must be accompanied by a written agenda. Meetings shall be scheduled by mutual agreement of MAP and the Employer after such written request has been received. Such meeting shall be limited to:

- (a) discussions on the implementation of general administration of this Agreement;
- (b) a sharing of general information of interest to the parties;
- (c) Notifying MAP in changes in bargaining conditions of employment contemplated by the Employer which may affect bargaining unit members.

Section 17.2 Meetings Exclusive of Grievance Procedure.

It is expressly understood and agreed that such labor management meetings shall be exclusive of the grievance procedure. Grievances being processed under the grievance procedure shall not be considered at labor management conferences, nor shall negotiations for the purpose of altering any or all terms of this Agreement be carried on at such meetings.

**ARTICLE XVIII.
UNIFORM ALLOWANCE**

The Employer agrees to maintain the uniform and clothing allowance system, which is currently in existence. The current system allots \$1,000.00 per fiscal year for use by each bargaining unit member in order to obtain or replace required and necessary uniforms and related equipment, and to repair or replace items of personal property worn by the officer during the course of the officer's duties which may be lost or damaged.

**ARTICLE XIX.
INDEMNIFICATION**

The Employer shall be responsible for, hold officers harmless from and pay for damages or monies which may be adjudged, assessed or otherwise levied against any officer covered by this Agreement, in accord with the provisions of 65 ILCS 5/1-4-6. The Employer shall not be required to defend, indemnify, by responsible for, hold officers harmless from or pay for damages or monies arising from claims, judgments or awards for punitive or exemplary damages. Officers shall be required to cooperate with the Employer during the course of the investigation administration or litigation of any claim arising under this Article, in order to be eligible for such indemnification.

**ARTICLE XX.
SAVINGS CLAUSE**

In the event any Article, Section or provision of this Agreement should be held invalid and unenforceable by virtue of legislative action or by any board, agency or court of competent jurisdiction, such decision shall apply only to the specific Article, Section or provision thereof so affected and the remaining provisions of this Agreement shall remain in full force and effect.

**ARTICLE XXI.
ENTIRE AGREEMENT**

This Agreement constitutes the complete and entire Agreement between the parties and concludes collective bargaining between the parties for its term. This Agreement supersedes and cancels all

prior practices and agreements, whether written or oral, which conflict with the express terms of this Agreement. If a past practice is not addressed in this Agreement, the Village reserves the right, as provided in Article II, "Management Rights," to change or modify it. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity make demands and proposals with respect to any subject or matter not removed by law or ordinance from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right opportunity are set forth in this Agreement. Therefore, the Village and MAP, for the life of the Agreement, each voluntarily 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 by this Agreement. MAP specifically waives any right it may have to impact or effects bargaining for the life of this Agreement.

ARTICLE XXII. TERMINATION

This Agreement shall be effective as of the day after it is executed by both parties and shall remain in force and effect until April 30, 2022. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing by certified mail, or hand delivery, at least one hundred twenty (120) days prior to the termination date that it desires to modify this Agreement. The notice shall be considered as given as of the date shown on the post mark, or the date of hand delivery, in which case a written, dated receipt shall be made. In the event that such notice is given, negotiations shall begin no later than ninety (90) days prior to the expiration date. Notwithstanding any provision of this Article or Agreement to the contrary, this Agreement shall remain in full force and effect after any expiration date while negotiations or resolution of impasse procedures are continuing for a new Agreement, or part thereof, between the parties.

Executed this _____ day of July, 2020 after ratification by MAP's membership and after receiving official approval by the Village President and Board of Trustees of the Village.

**APPENDIX A
WAGE SCHEDULE**

Police officers shall receive a pay increase as indicated on the following scale (retroactive to 5/1/19 for those actively employed as a full time officer on that date and the date of ratification of this successor CBA):

| STEP | 5/1/18 | Effective 5/1/19 2.25% INCREASE | 5/1/20 2.25% INCREASE | 5/1/21 2.25% INCREASE |
|---------------|---------------|--|--------------------------------------|--------------------------------------|
| NEW HIRE RATE | \$ 55,877.00 | \$ 60,000.00 | \$ 61,350.00 | \$ 62,730.38 |
| 2 | \$ 59,901.00 | \$ 61,248.77 | \$ 62,626.87 | \$ 64,035.97 |
| 3 | \$ 63,902.00 | \$ 65,339.80 | \$ 66,809.94 | \$ 68,313.16 |
| 4 | \$ 67,946.00 | \$ 69,474.79 | \$ 71,037.97 | \$ 72,636.32 |
| 5 | \$ 71,968.00 | \$ 73,587.28 | \$ 75,242.99 | \$ 76,935.96 |
| 6 | \$ 75,990.00 | \$ 77,699.78 | \$ 79,448.02 | \$ 81,235.60 |
| 7 | \$ 80,011.00 | \$ 81,811.25 | \$ 83,652.00 | \$ 85,534.17 |
| 8 | \$ 84,032.00 | \$ 85,922.72 | \$ 87,855.98 | \$ 89,832.74 |

ORDINANCE NO. 2020-18

AN ORDINANCE ELIMINATING THE RANK OF TEMPORARY COMMANDER IN THE
VILLAGE OF INDIAN HEAD PARK'S POLICE DEPARTMENT

PASSED AND APPROVED BY THE PRESIDENT AND BOARD OF TRUSTEES
THE 9th DAY OF JULY 2020

Published in pamphlet form by Authority of
the Corporate Authorities of the Village of
Indian Head Park, Illinois, the 9th day of July
2020

ORDINANCE NO. 2020-18

AN ORDINANCE ELIMINATING THE RANK OF TEMPORARY COMMANDER IN THE VILLAGE OF INDIAN HEAD PARK'S POLICE DEPARTMENT

WHEREAS, the Village of Indian Head Park, Illinois previously established the rank of Temporary Commander within its Police Department., and

WHEREAS, through evaluation of the Police Department and an analysis of the needs of the Police Department, it has been determined that the Village would be best served by persons(s) serving in other ranks and capacities., and

WHEREAS, the Chief of Police of the Indian Head Park Police department desires to establish a command structure to meet the needs of the department with a more permanent raking structure. and

WHEREAS, the Village is authorized to create or eliminate such offices,

NOW, THEREFORE, be it ordained by the corporate authorities of the Village of Indian Head Park the following:

Section 1. The Temporary Office of Commander is hereby eliminated.

Section 2. Upon the approval of this ordinance any officer holding the rank of Temporary Commander shall return to the rank of Patrol Officer within 60 days of the passage of this ordinance.

ADOPTED this 9th day of July 2020, pursuant to a roll call vote as follows:

| | Aye | Nay | Absent | Abstain |
|------------------------------|-----|-----|--------|---------|
| Trustee Conboy | | | | |
| Trustee Farrell-Mayer | | | | |
| Trustee Kennedy | | | | |
| Trustee Metz | | | | |
| Trustee O'Laughlin | | | | |
| Trustee Wittenberg | | | | |
| Mayor Hinshaw (if necessary) | | | | |

APPROVED by me this 9th day of July 2020.

Tom Hinshaw
President of the
Village of Indian Head Park, Cook County, Illinois

ATTESTED and filed in my office, and published
in pamphlet form this 9th day of July 2020.

Sharon Allison
Clerk of the
Village of Indian Head Park, Cook County, Illinois

ORDINANCE NO. 2020-19

AN ORDINANCE ESTABLISHING THE RANK OF DEPUTY CHIEF OF POLICE IN THE
VILLAGE OF INDIAN HEAD PARK'S POLICE DEPARTMENT

PASSED AND APPROVED BY THE PRESIDENT AND BOARD OF TRUSTEES
THE 9th DAY OF JULY 2020

Published in pamphlet form by Authority of
the Corporate Authorities of the Village of
Indian Head Park, Illinois, the 9th day of July
2020

ORDINANCE NO. 2020-19

AN ORDINANCE ESTABLISHING THE RANK OF DEPUTY CHIEF OF POLICE IN THE
VILLAGE OF INDIAN HEAD PARK'S POLICE DEPARTMENT

WHEREAS, the Village of Indian Head Park, Illinois Municipal Code allows for the Police Department to have three sworn Police Officers holding the rank of Police Sergeant, and

WHEREAS, through attrition, the Village has no persons serving in that rank, and

WHEREAS, Non-Home Rule municipalities having under 130,000 residents and having less than 25 full time sworn officers may have one Deputy Chief of Police.

WHEREAS, the Chief of Police of the Indian Head Park Police department desires to establish a command structure and to have the ability to appoint an officer from those full-time officers currently employed in the Village's Police Department to assist her/him in the management of the department, and

WHEREAS, the Village is authorized to create such offices,

NOW, THEREFORE, be it ordained by the corporate authorities of the Village of Indian Head Park the following:

Section 1. The rank of Deputy Chief of Police is hereby established.

Section 2. The Chief of Police is authorized to appoint one person to that office.

Section 3: The person so appointed shall serve in a management capacity assisting the Chief of Police as needed.

Section 4. Upon the appointed individual's leaving the position of Deputy Chief of Police, that individual shall return to their former rank as a Patrol Officer.

ADOPTED this 9th day of July 2020, pursuant to a roll call vote as follows:

| | Aye | Nay | Absent | Abstain |
|------------------------------|-----|-----|--------|---------|
| Trustee Conboy | | | | |
| Trustee Farrell-Mayer | | | | |
| Trustee Kennedy | | | | |
| Trustee Metz | | | | |
| Trustee O'Laughlin | | | | |
| Trustee Wittenberg | | | | |
| Mayor Hinshaw (if necessary) | | | | |

APPROVED by me this 9th day of July 2020.

Tom Hinshaw
President of the
Village of Indian Head Park, Cook County, Illinois

ATTESTED and filed in my office, and published
in pamphlet form this 9th day of July 2020.

Sharon Allison
Clerk of the
Village of Indian Head Park, Cook County, Illinois

July 7, 2020

Mr. John J. DuRocher
Village Administrator
Village of Indian Head Park
201 Acacia Drive
Indian Head Park, IL 60525-4498

Re: 2020 Sanitary Sewer Rehabilitation Project
Bid Analysis and Award Recommendation

Dear Mr. DuRocher:

Thomas Engineering Group, LLC (TEG) prepares this memo to recommend a qualified vendor for performing contractual sewer lining and rehabilitation services for the Village of Indian Head Park's (Village) 2020 Sanitary Sewer Rehabilitation Project (Project).

On Tuesday, July 7, 2020, the Village received a total of five (5) competitive bid proposals from interested contractors. All base bids were opened and read aloud. Insituform Technologies USA, LLC, headquarters located at 17988 Edison Avenue, Chesterfield, Missouri, submitted a bid proposal in the exact amount of \$101,841.00. The engineer's estimate of probable cost was approximately \$130,849.00. All bid proposals ranged from \$101,841.00 to \$166,376.00.

TEG has compiled the bid proposal information and offers the following recommendation to the Village for awarding the Project. A Bid Tabulation worksheet (attached) was developed for evaluation of the bid values submitted at the bid opening. TEG's evaluation of bids included consideration of bid proposal completeness, line item prices, and total cost.

Insituform® cured-in-place pipe (CIPP) has been used for more than 45 years to protect a wide variety of structures and pipelines from corrosion, restore structural integrity, reduce infiltration, eliminate leaking joints, improve water quality and increase pipeline flow capacity. They perform work throughout the Chicagoland areas and have performed work similar to the Village's Project for other municipalities. In addition, TEG staff has worked directly with Insituform.

Based on the full evaluation and attached Bid Tabulation, we believe that Insituform Technologies USA, LLC submitted the lowest overall cost proposal that meets all technical requirements of the contract and hereby recommend that a contract be awarded to Insituform in the amount of \$101,841.00.

If you have any questions or comments, please feel free to call me at (847) 815-9500 or e-mail at kevinv@thomas-engineering.com.

Sincerely,
thomas engineering group, llc



Kevin C. VanDeWoestyne, P.E., ENV SP
Municipal Department Head

Attachments



BID TABULATION

2020 SANITARY SEWER REHABILITATION PROJECT

TUESDAY, JULY 7, 2020

| COUNTY: Cook OWNER: Village of Indian Head Park PROJECT: 2020 Sanitary Sewer Rehabilitation PREPARED: Thomas Engineering Group, LLC | | | | ENGINEER'S ESTIMATE OF PROBABLE COST | | BENCHMARK CONSTRUCTION CO., INC. BARTLETT, IL | | NATIONAL POWER RODDING CHICAGO, IL | | INSITUFORM TECHNOLOGIES USA, LLC CHESTERFIELD, MO | | VISU-SEWER OF ILLINOIS, LLC BRIDGEVIEW, IL | | HOERR CONSTRUCTION, INC. GOODFIELD, IL | | |
|--|---|-------|----------|--------------------------------------|-------------|---|-------------|------------------------------------|-------------|---|-------------|--|-------------|--|-------------|---------------------|
| ITEM NO. | ITEM DESCRIPTION | UNIT | QUANTITY | UNIT PRICE | TOTAL | UNIT PRICE | TOTAL | UNIT PRICE | TOTAL | UNIT PRICE | TOTAL | UNIT PRICE | TOTAL | UNIT PRICE | TOTAL | |
| 1 | PRE-CONSTRUCTION CLEANING AND TELEVISIONING | FOOT | 2,300.0 | \$4.00 | \$9,200.00 | \$12.00 | \$27,600.00 | \$5.00 | \$11,500.00 | \$4.00 | \$9,200.00 | \$5.00 | \$11,500.00 | \$3.80 | \$8,740.00 | |
| 2 | CURED-IN-PLACE PIPELINING (6") | FOOT | 217.0 | \$35.00 | \$7,595.00 | \$30.00 | \$6,510.00 | \$50.00 | \$10,850.00 | \$37.00 | \$8,029.00 | \$34.00 | \$7,378.00 | \$50.00 | \$10,850.00 | |
| 3 | CURED-IN-PLACE PIPELINING (8") | FOOT | 1,299.0 | \$40.00 | \$51,960.00 | \$35.00 | \$45,465.00 | \$48.00 | \$62,352.00 | \$33.40 | \$43,386.60 | \$33.50 | \$43,516.50 | \$52.00 | \$67,548.00 | |
| 4 | CURED-IN-PLACE PIPELINING (10") | FOOT | 687.0 | \$42.00 | \$28,854.00 | \$39.00 | \$26,793.00 | \$52.00 | \$35,724.00 | \$22.20 | \$15,251.40 | \$26.50 | \$18,205.50 | \$31.00 | \$21,297.00 | |
| 5 | LATERAL REINSTATEMENTS | EACH | 34.0 | \$110.00 | \$3,740.00 | \$180.00 | \$6,120.00 | \$175.00 | \$5,950.00 | \$161.00 | \$5,474.00 | \$75.00 | \$2,550.00 | \$100.00 | \$3,400.00 | |
| 6 | CUT PROTRUDING TAPS | EACH | 5.0 | \$400.00 | \$2,000.00 | \$500.00 | \$2,500.00 | \$500.00 | \$2,500.00 | \$250.00 | \$1,250.00 | \$135.00 | \$675.00 | \$400.00 | \$2,000.00 | |
| 7 | SEWER FLOW CONTROL (BY-PASS PUMPING) | L SUM | 1.0 | \$10,000.00 | \$10,000.00 | \$1,500.00 | \$1,500.00 | \$3,000.00 | \$3,000.00 | \$890.00 | \$890.00 | \$3,000.00 | \$3,000.00 | \$1,000.00 | \$1,000.00 | |
| 8 | TRAFFIC CONTROL AND PROTECTION | L SUM | 1.0 | \$10,000.00 | \$10,000.00 | \$4,000.00 | \$4,000.00 | \$5,000.00 | \$5,000.00 | \$860.00 | \$860.00 | \$300.00 | \$300.00 | \$500.00 | \$500.00 | |
| 9 | SEAL AND ADJUST MANHOLE FRAME | EACH | 5.0 | \$1,500.00 | \$7,500.00 | \$1,600.00 | \$8,000.00 | \$5,900.00 | \$29,500.00 | \$3,500.00 | \$17,500.00 | \$6,000.00 | \$30,000.00 | \$3,500.00 | \$17,500.00 | |
| AS READ | | | | | | N/A | | \$128,488.00 | | \$166,376.00 | | \$101,841.00 | \$6,000.00 | \$117,125.00 | | \$132,835.00 |
| TOTAL BID | | | | | | \$130,849.00 | | \$128,488.00 | | \$166,376.00 | | \$101,841.00 | | \$117,125.00 | | \$132,835.00 |
| OFFERED ALTERNATIVE BID | | | | | | N/A | | Y | | Y | | Y | | Y | | Y |

BID TABULATION SHEET

VILLAGE OF INDIAN HEAD PARK

2020 SANITARY SEWER REHABILITATION PROJECT

July 7, 2020, 10:00 AM

| Number | Company | Total As Read Bid Amount | |
|--------|----------------|--------------------------|---------------------|
| ① | HOERR | \$ 132,835.00 | BID BOND A 1,2,3 |
| ② | VISU-SEWER | \$ 117,125.00 | BID BOND A 1,2,3 |
| ③ | INSITUFORM | \$ 101,841.00 | BID BOND A 1,2,3 |
| ④ | NATIONAL POWER | \$ 166,376.00 | BID BOND A 1,2,3 |
| ⑤ | BENCHMARK | \$ 128,488.00 | BID BOND A 1,2,3 |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

Read by: KEVIN VAN DER WOEESTYNE

Date: 7/7/2020

Recorded by: LINDA MERRIFIELD

Date: 7/7/2020

BID TABULATION SHEET

VILLAGE OF INDIAN HEAD PARK

2020 SANITARY SEWER REHABILITATION PROJECT

July 7, 2020, 10:00 AM

| Number | Company | Total As Read Bid Amount | |
|--------|----------------|--------------------------|---------------------|
| ① | HOERR | \$ 132,835.00 | BID BOND A 1,2,3 |
| ② | VISU-SEWER | \$ 117,125.00 | BID BOND A 1,2,3 |
| ③ | INSITUFORM | \$ 101,841.00 | BID BOND A 1,2,3 |
| ④ | NATIONAL POWER | \$ 166,376.00 | BID BOND A 1,2,3 |
| ⑤ | BENCHMARK | \$ 128,488.00 | BID BOND A 1,2,3 |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

Read by: KEVIN VAN DER WOEESTYNE

Date: 7/7/2020

Recorded by: LINDA MERRIFIELD

Date: 7/7/2020

BID TABULATION SHEET
VILLAGE OF INDIAN HEAD PARK
2020 ROAD REPAIR PROJECT
July 7, 2020, 10:30 AM

| Number | Company | Total As Read Bid Amount | |
|--------|--------------------|--------------------------|----------|
| ① | ALAMP | \$ 239,424.42 | BID BOND |
| ② | BROTHERS ASPHALT | \$ 221,011.00 | BID BOND |
| ③ | LINDAWL BROTHERS | \$ 217,433.77 | BID BOND |
| ④ | M & J PAVING | \$ 219,471.05 | BID BOND |
| ⑤ | AUSTIN TYLER | \$ 181,427.40 | BID BOND |
| ⑥ | K5 | \$ 207,167.00 | BID BOND |
| ⑦ | JOHNSON PAVING | \$ 221,850.00 | BID BOND |
| ⑧ | CHICAGOLAND PAVING | \$ 200,000.00 | BID BOND |
| | | | |
| | | | |
| | | | |

Read by: KEVIN VANDEWEESTYNE

Date: 7/7/2020

Recorded by: LINDA MERRIFIELD

Date: 7/7/2020