

**Memorandum of Understanding Between the DuPage County Sheriff and County of  
DuPage and American Federation of State, County and the Municipal Employees, Council  
31, AFL-CIO, on behalf of Local 3328**

The DuPage County Sheriff and the County of DuPage ("Employers") and American Federation of State, County and Municipal Employees, Council 31, AFL-CIO, on behalf of Local 3328 ("Union") enter this Memorandum of Understanding ("MOU") on the \_\_\_\_ day of January, 2024.

1. The Employers and the Union are parties to a collective bargaining agreement (the "CBA") which is set to expire on November 30, 2024.
2. Section 16.2, Minimum Wages, paragraph (a) of the CBA addresses starting pay and minimum hourly wages or weekly salary for bargaining unit members in eight (8) different job titles, specifically: Full-Time Licensed Practical Nurse; Part-Time Licensed Practical Nurse; Full-Time Registered Nurse; Part-Time Registered Nurse; Part-Time Dental Assistant; Part-Time Licensed Professional Counselor; Full-Time Licensed Clinical Professional Counselor; and Full-Time Licensed Clinical Psychologist.
3. The Employers and Union desire to amend Section 16.2, Minimum Wages, to be consistent with, and include the Mental Health Professionals as defined in Section 1.4. Definitions of the CBA, which provides that "Mental Health Professionals includes employees holding licensure as either a Licensed Clinical Psychologist, a Licensed Clinical Professional Counselor, a Licensed Professional Counselor, a Licensed Clinical Social Worker or a Licensed Social Worker", specifically adjusting Section 16.2 to change "Part-Time Licensed Professional Counselor" and "Full-Time Licensed Clinical Professional Counselor" to "Part-Time Licensed Professional Counselor/Licensed Social Worker" and "Full-Time Licensed Clinical Professional Counselor/Licensed Clinical Social Worker".
4. The Employers and the Union desire to add two additional job titles to Section 16.2 – Minimum Wages, specifically: "Full-Time Licensed Professional Counselor/Licensed Social Worker" and "Part-Time Licensed Clinical Professional Counselor/Licensed Clinical Social Worker".
5. The Parties agree that effective the first pay period after the entering into of this MOU, Section 16.2, Paragraph (a) shall reflect that the Minimum Hourly Rate/Weekly Salary of the Full-Time Licensed Professional Counselor/Licensed Social Worker and Part-Time Licensed Clinical Professional Counselor/Licensed Clinical Social Worker shall be:

<u>Title</u>	<u>Minimum Hourly Rate/Weekly Salary</u>
Full-Time Licensed Professional Counselor/ Licensed Social Worker	\$1,159.20 per week

Part-Time Licensed Clinical Professional Counselor/  
Licensed Clinical Social Worker

\$33.77 per hour

Section 16.2, Paragraph (a), as amended by this MOU, is attached hereto, and made a part hereof, as Exhibit A.

6. The Parties agree that the language of Section 16.2, Paragraph (a), wherein the Employers reserve the right to establish the starting pay for new hires shall remain in full force and effect as to the eight (8) listed job titles (as amended), as well as to the job titles of Full-Time Licensed Professional Counselor/Licensed Social Worker and Part-Time Licensed Clinical Professional Counselor/Licensed Clinical Social Worker. The Parties further agree that the language of Section 16.2, Paragraph (a), wherein the minimum hourly wage or weekly salary for bargaining unit members in the job titles of Full-Time Licensed Practical Nurse, Part-Time Licensed Practical Nurse, Full-Time Registered Nurse, Part-Time Registered Nurse, Part-Time Dental Assistant, Part-Time Licensed Professional Counselor (as amended), Full-Time Licensed Clinical Professional Counselor (as amended), and Full-Time Licensed Clinical Psychologist shall also remain in effect.
7. The Parties agree that all other provisions of the CBA shall remain in full force and effect.
8. The Parties agree that this MOU is effective only after the County of DuPage Board ratifies a resolution adopting this MOU. Otherwise, this MOU is null and void.

**AFSCME COUNCIL 31**  
on behalf of Local 3328

**County of DuPage**

**Signature on file**

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

Its: Staff Representative

Date: 1/3/24

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

**Deborah A. Conroy**  
**Chair, DuPage County Board**

**Sheriff of DuPage County**

By: **Signature on file**

**James Mendrick**  
**Sheriff of DuPage County**

## Exhibit A

### Section 16.2 – Minimum Wages

a) The Employers reserve the right to establish the starting pay for any new hires. Effective the first pay period following execution of this Memorandum of Agreement the minimum hourly wage or weekly salary for bargaining unit members shall be as follows:

<u>Title</u>	<u>Minimum Hourly Rate/Weekly Salary</u>
Full-Time Licensed Practical Nurse	\$27.50 per hour
Part-Time Licensed Practical Nurse	\$27.50 per hour
Full-Time Registered Nurse	\$36.30 per hour
Part-Time Registered Nurse	\$36.30 per hour
Part-Time Dental Assistant	\$20.70 per hour
Full-Time Licensed Professional Counselor/Licensed Social Worker	\$1,159.20 per week
Part-Time Licensed Professional Counselor/Licensed Social Worker	\$28.98 per hour
Full-Time Licensed Clinical Professional Counselor/Licensed Clinical Social Worker	\$1,351 per week
Part-Time Licensed Clinical Professional Counselor/Licensed Clinical Social Worker	\$33.77 per hour
Full-Time Licensed Clinical Psychologist	\$1,643 per week