

SIDE LETTER AGREEMENT
BETWEEN THE DUPAGE COUNTY SHERIFF/COUNTY OF DUPAGE AND
THE METROPOLITAN ALLIANCE OF POLICE, CHAPTER #126

THIS SIDE LETTER AGREEMENT is entered into by and between the DuPage County Sheriff/County of DuPage (“Employers”) and the Metropolitan Alliance of Police, Chapter #126 (“Union”) this _____ day of March, 2023.

WHEREAS, the Employers and Union are parties to a collective bargaining agreement which originally expired November 30, 2022, and which has been modified by a Side Letter Agreement set to expire on November 30, 2024 (collectively, the “Agreement”); and

WHEREAS, the Employers and the Union desire to amend Section 18.1, Step Increases, and Appendix A of the Agreement.

NOW, THEREFORE, in consideration of the mutual promises contained hereinafter, and other good and valuable consideration, the sufficiency of which is hereby acknowledged by the parties, the Employers and the Union agree as follows:

1. Section 18.1, Step Increases, of the Agreement shall be amended as follows:

Section 18.1- Step Increases

Separate pay scales have been established for those deputies and corporals assigned to the Sheriff’s Administrative Bureau, not including deputies who are assigned to CRU or to the Civil Division (appearing under the heading “Deputies and Corporals Assigned to the Administrative Bureau”) and for all other deputies, corporals, and detectives (appearing under the heading “Deputies, Corporals, and Detectives Not Assigned to the Administrative Bureau”), (e.g. deputy sheriffs below the rank of sergeant in the Sheriff’s Law Enforcement Bureau, Fugitive Apprehension Unit, School Liaison Unit, TAC Unit, ISATT, DuMEG, and other deputies assigned to outside law enforcement task forces) and deputies assigned to CRU or to the Civil Division, as shown on the Wage Schedule attached to the Agreement as Appendix A.

The Employers reserve the right to establish the starting pay for any new lateral hire, as defined hereinafter, by placing such lateral hire on the Wage Schedule on a step other than Step 1, in Appendix A. The Employers also reserve the right to establish the starting pay for any deputy who transfers to the bargaining unit from the Corrections Bureau, per past practice. Any new hire or lateral transfer shall start with zero seniority for the purposes of scheduling or otherwise selecting seniority-driven benefits (e.g., vacation pick, personal day selection). In addition, any sheriff’s deputy who is a lateral hire, as defined hereinafter, and who is assigned to the Law Enforcement Bureau, whose hire date is on or after December 1, 2021, but prior to December 1, 2024, shall receive a signing bonus, as follows: \$5,000.00, to be paid following completion of the deputy’s first year of employment, on the first anniversary of the deputy’s hire date; an additional \$5,000.00, to be paid upon completion of the deputy’s second year of employment, on the second anniversary of the

deputy's hire date; and an additional \$5,000.00, to be paid upon completion of the deputy's third year of employment, on the third anniversary of the deputy's hire date. The signing bonus described hereinabove shall sunset on December 1, 2024, and thereafter shall not remain in effect. For purposes of this Agreement, the term "lateral hire" shall mean a sheriff's deputy who was hired by the Employers based upon having a minimum of two years of service as a full-time sworn officer of another Illinois sheriff's office or Illinois police department and who had been certified by the Illinois Law Enforcement Training Standards Board at the time of hire by the Employers.

The step increases for deputies and corporals assigned to the Administrative Bureau shall be as follows: Effective during the first pay period following April 15, 2023, employees' wages shall be adjusted to those appearing in Appendix A – Wages. Effective during the first pay period following December 1, 2023, employees will receive a 3.5% across-the-board wage increase.

The step increases for all other deputies, corporals and detectives shall be as follows: effective during the first pay period following April 15, 2023, employees' wages shall be adjusted to those appearing on Appendix A - Wages. Effective during the first pay period following December 1, 2023, employees will receive a 3.5% across-the-board wage increase.

Effective during the first pay period following April 15, 2023, employees in the position of full-time or part-time court security officer shall be paid a wage of \$19.85 per hour. Effective during the first pay period following December 1, 2023, employees in the position of full-time or part-time court security officer will receive a 3.5% across-the-board wage increase and shall be paid a wage of \$20.48 per hour.

2. That portion, entitled "Deputies, Corporals, and Detectives Not Assigned to the Administrative Bureau," of Appendix A, entitled "Wages," of the Agreement shall be amended effective the first pay period following April 15, 2023 by introducing a new Step Plan, which Step Plan shall include 9 steps. Employees will be placed on the new Step Plan effective the first pay period following April 15, 2023, as follows:

New hires shall be placed at Step 1;

any employee who was at Step 1, 2 or 3 on November 30, 2022 shall be placed at Step 1 on the new Step Plan; and thereafter, all employees who are at Step 1 shall advance, in tandem, one step on the Step Plan each year of additional service, as shown on Appendix A – Wages;

any employee who was at Step 4 on November 30, 2022 shall be placed at Step 2 on the new Step Plan;

any employee who was at Step 5 on November 30, 2022 shall be placed at Step 3 on the new Step Plan;

any employee who was at Step 6 on November 30, 2022 shall be placed at Step 4 on the new Step Plan;

any employee who was at Step 7 on November 30, 2022 shall be placed at Step 5 on the new Step Plan;

any employee who was at Step 8 or 9 on November 30, 2022 (based on years of service) shall be placed at Step 6 on the new Step Plan; and thereafter, those employees shall advance, in tandem, one step on the Step Plan each year of additional service, as shown on Appendix A – Wages;

any employee who was at Step 10 on November 30, 2022 shall be placed at Step 7 on the New Step Plan;

any employee who was at Step 11 on November 30, 2022 shall be placed at Step 8 on the new Step Plan;

any employee who was at Step 12 on November 30, 2022 shall be placed at Step 9 on the new Step Plan, along with any employee who has 14 or more years of service, as of April 15, 2023, as shown on Appendix A – Wages.

In addition, effective with the implementation of the new Step Plan in the first pay period following April 15, 2023, corporals in LEB shall be compensated the same as detectives at the same step.

A copy of the revised Appendix A – Wages is attached to this Side Letter as Attachment One.

3. All other provisions of the Agreement shall remain in full force and effect.
4. This Side Letter Agreement will take effect on April 15, 2023.
5. By signing below, the Union and Employer represent the persons executing this document have the authority to do so and the lawful authority to bind the Parties to this Side Letter Agreement.

IN WITNESS WHEREOF, the Employers and the Union have executed this Side Letter Agreement on the date first set forth hereinabove.

James Mendrick,
DuPage County Sheriff

County of DuPage

By: _____

President
Metropolitan Alliance of Police

Metropolitan Alliance of Police
Chapter #126

ATTACHMENT ONE
APPENDIX A – WAGES

Deputies, Corporals, and Detectives Not Assigned to the Administrative Bureau

Effective the first pay period following 4/15/2023:

Years of Service	Step	Deputy	Corporal/ Detective
0-5	1	\$79,525	\$83,502
6	2	\$82,885	\$87,029
7	3	\$87,948	\$92,345
8	4	\$90,750	\$95,288
9	5	\$92,084	\$96,688
10-11	6	\$94,116	\$98,822
12	7	\$96,825	\$101,666
13	8	\$104,002	\$109,202
14+	9	\$107,426	\$112,797

Effective the first pay period following 12/1/2023:

Years of Service	Step	Deputy	Corporal/ Detective
0	1	\$82,309	\$86,424
1-6	2	\$85,786	\$90,075
7	3	\$91,026	\$95,577
8	4	\$93,926	\$98,623
9	5	\$95,307	\$100,072
10	6	\$97,410	\$102,281
11-12	7	\$100,214	\$105,225
13	8	\$107,642	\$113,024
14+	9	\$111,186	\$116,745

Deputies and Corporals Assigned to the Administrative Bureau

Effective the first pay period following 4/15/2023:

Years of Service	Step	Deputy	Corporal
0	1	\$62,003	\$63,554
1	2	\$63,326	\$64,909
2	3	\$65,293	\$66,924
3	4	\$67,794	\$69,488
4	5	\$70,380	\$72,138
5	6	\$73,626	\$75,469
6	7	\$76,876	\$78,799
7	8	\$80,125	\$82,127
8	9	\$85,017	\$87,144
9	10	\$87,726	\$89,921
10	11	\$89,663	\$91,904
11	12	\$92,243	\$94,549
12	13	\$95,209	\$97,591
13	14	\$99,323	\$101,806
17+	15	\$102,591	\$105,156

Effective the first pay period following 12/1/2023:

Years of Service	Step	Deputy	Corporal
0	1	\$64,173	\$65,778
1	2	\$65,542	\$67,181
2	3	\$67,578	\$69,266
3	4	\$70,167	\$71,920
4	5	\$72,843	\$74,663
5	6	\$76,203	\$78,110
6	7	\$79,567	\$81,557
7	8	\$82,929	\$85,001
8	9	\$87,993	\$90,194
9	10	\$90,796	\$93,068
10	11	\$92,801	\$95,121
11	12	\$95,472	\$97,858
12	13	\$98,541	\$101,007
13	14	\$102,799	\$105,369
17+	15	\$106,182	\$108,836

55 ILCS 5/3-6012.1 Court Security Officers

Effective during the first pay period following April 15, 2023, such employees shall be compensated \$19.85 /hour.

Effective during the first pay period following December 1, 2023, such employees shall receive an hourly wage increase of 3.5% and shall be compensated \$20.54 /hour.