

AGREEMENT BETWEEN
WILLIAM RAINEY HARPER COLLEGE
AND
ILLINOIS COUNCIL OF POLICE

July 1, 2025- June 30, 2028

**Covering Full-Time and Part-Time Community Service Officers
and Telecommunicators**

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INTRODUCTION

This Agreement is entered into by and between the Board of Trustees of Community College District No. 512, Counties of Cook, Lake, Kane and McHenry and the State of Illinois, hereinafter referred to as the "Board," or the "College" and the Illinois Council of Police, hereinafter referred to as the "Union," as the exclusive collective bargaining agent for the employees in the bargaining unit as defined herein.

PREAMBLE

The Union, having been designated collective bargaining agent for all Harper College full-time and part-time Community Service Officers and Telecommunicators at the College, having endorsed the practices and procedures of collective bargaining as a fair and orderly way of conducting certain relations between them, and the intention of the parties to this Agreement being to provide, where not otherwise mandated by statute, for the wage schedule, fringe benefits, and other conditions of employment of the Harper College Police Department employees covered by this Agreement, all as set forth herein, the parties therefore agree to the following:

ARTICLE I – RECOGNITION

The College recognizes the Union as the exclusive bargaining agent for all part-time and full-time Community Service Officers, whether assigned to patrol or dispatch or any other work currently assigned, by William Rainey Harper College District 512 excluding all other supervisory, managerial, confidential, temporary, and short-term employees, excluded by section 2 of the Illinois Educational Labor Relations Act, 115 ILCS 5/1, et seq.

As used herein, the term "full-time Community Service Officer", "part-time Community Service Officer", "full-time Telecommunicator", and "part-time Telecommunicator" shall refer to those persons included in the bargaining unit described above.

ARTICLE II – BOARD RIGHTS

The Board, on behalf of the electors of Community College District 512, retains and reserves the ultimate responsibilities for the proper management of the college district conferred upon and vested in it by the Statutes and Constitution of the State of Illinois and the United States.

Nothing herein shall be construed to deny or restrict the Board of its rights, responsibilities and authority under the Illinois Public Community College Act, the Illinois Educational Labor Relations Act, or any other national, state, county or local law or regulation applicable to an Illinois Community College.

ARTICLE III – NO STRIKES NO LOCKOUTS

During the term of this Agreement and any extension thereof, neither the Union nor any member of the bargaining unit shall engage in, authorize, or instigate any strike or other illegal concerted activity (sympathy strike, work stoppage, or withholding of services) directed against the College, nor shall there be any lockout of any member covered by the terms of this agreement as a result of a labor dispute with the Union.

ARTICLE IV – UNION-BOARD RELATIONS

4.1 Bulletin Board

A bulletin board of reasonable size, labeled “Police Department Employees,” shall be available in an area to be agreed upon by the parties. Such bulletin board shall be available for the posting of notices and materials relating to Union activities. Such materials shall be identified with the name of the Union and shall be signed by an appropriate officer thereof. Such materials shall not be derogatory of any person associated with the College and shall not include items, which are primarily endorsements of candidates for political office (other than offices of the Union).

4.2 Public Information

The College shall make available to the Union, upon written request, existing public information, including relevant financial statistics which are pertinent to the conduct of negotiations, the processing of a grievance, or the enforcement of the terms of this Agreement. Such materials shall be provided within ten working days, whenever possible, following a written request from the Union. The College shall not be obligated hereunder to research or compile data or to provide such information more than once.

4.3 Board Meetings

A copy of the Board Meeting Agenda, non-confidential exhibits and minutes of Board meetings

shall be made available to the Union designee within a reasonable time following their distribution to the Board of Trustees. A copy of materials furnished to representatives of the press and other organizations shall concurrently be made available to the Union designee.

4.4 Dues Check Off

The Board shall deduct dues from the salary of each Union member, who shall authorize the same in writing, in an amount determined by the Illinois Council of Police (ICOPs), provided the rate to be deducted shall be uniform for each Union member. Such deductions shall be made no later than thirty (30) calendar days following receipt of the authorization in the designation College office. A dues authorization may be revoked by the Union member's written notice to the Union. The authorization shall be deemed automatically revoked with the issuance of the Union member's last paycheck.

The Union shall notify the College of any new members who have agreed to dues authorization and will notify the College of any current members who chose to cease paying dues pursuant to the terms of their signed membership/dues authorization card. In doing so, they shall also indemnify, defend and hold the Board harmless against any claim, demand, suit, cost, expense, or any other form of liability, including reasonable attorney's fees and costs arising from or incurred as a result of any act taken or not taken by the Board, its members, officers, agents, employees, or representatives in complying with or carrying out the provisions of Article 4.4 including any charge that the Board failed to discharge any duty owed to its employees arising out of any deduction.

4.5 Use of Facilities and Equipment

The Union may utilize College meeting room facilities to meet with employees covered under this Agreement during non-working hours, provided the Union shall promptly reimburse the College the facilities usage charge as prescribed in the College Facilities Usage Manual and for any additional expense or any damage occasioned by such use. Such use shall not interfere with any activity or function of the College. The Union will advise the College designee of the day and time that these meetings will take place.

4.6 Committee Representative

The College shall encourage the College committee to appoint one Police Department employee to one College committee that deals with issues affecting employees covered by this Agreement. Such Committee appointment shall be made from a list of employees recommended by the Union.

4.7 Printing of Agreement

The College shall be responsible for the timely reproduction of this Agreement. Prior to printing

this Agreement, both parties shall share proofreading and agree upon the contents. The cost of such reproduction shall be shared equally by the College and the Union.

4.8 New Employee

The Union shall be notified of the hire of each new Police Department employee whose job classification is covered by this Agreement within thirty calendar days of the date of hire.

ARTICLE V – GRIEVANCE PROCEDURE

5.1 Purpose

It is the purpose of this Grievance Procedure to resolve as promptly and as expeditiously as possible any allegations by an employee or the Union of misinterpretation of this Agreement.

5.2 Definitions

A grievance shall mean an allegation by an affected employee or the Union that there has been a violation, misinterpretation, or misapplication of any provision of this Agreement.

As used in this Article, “days” shall mean Monday through Friday except days on which all bargaining unit members are excused from working.

An employee may have union representation at any meeting, hearing or appeal relating to a grievance which has been formally presented.

The President of the Union or designee shall be advised of any meeting, hearing or appeal relating to a grievance which has been formally presented and a representative of the Union shall have the right to attend such meeting, hearing or appeal.

The failure of the grievant to act on any grievance within the prescribed time limits will act as a bar to any further appeal within the grievance procedure or otherwise. If the designated representative of the College shall neglect to proceed or render a decision within the time limits, the grievance may be advanced to the next step of the grievance procedure. Time limits, may, however, be extended by mutual written agreement.

5.3 Procedures

The party asserting a grievance shall attempt to resolve the problem through informal communication with the Deputy Chief of Police.

Step 1. If the informal process with the Deputy Chief of Police shall fail to resolve the problem, the grievant(s) may formally present the grievance in writing to the Chief of Police who will arrange for a meeting to be held within fourteen

(14) calendar days to review the grievance. The formal written grievance shall clearly identify the grievant(s), summarize all relevant facts, identify all provisions of the Agreement allegedly violated, and describe the remedy which is being requested. The filing of the formal written grievance at this step must be within fourteen (14) calendar days of the date of the occurrence giving rise to the grievance or from the date when the grievant might reasonably have become aware of the occurrence. The Chief of Police or designee shall provide a written answer to the grievant with a copy to the Union within fourteen (14) calendar days of the meeting. The answer shall include the reasons for the decision.

Step 2. If the grievance is not resolved at the preceding step, the Union and/or the grievant may refer it to the Executive Vice President of Finance and Administrative Services or designee by filing the same in writing within fourteen (14) calendar days of receipt of the answer from step one. The Executive Vice President of Finance and Administrative Services or designee will arrange for a meeting to be held within fourteen (14) calendar days of such referral to review the grievance. Each party shall have the right to include in its presentation of facts such witnesses as it deems necessary to develop facts pertinent to the grievance. A written answer, including reason(s), shall be provided to the grievant with a copy to the Union within fourteen (14) calendar days of the meeting provided for in this paragraph.

Step 3. If the grievance is not resolved at the preceding step, the Union may refer it to the College President or designee by filing the same in writing within fourteen (14) calendar days of receipt of the answer from the Executive Vice President of Finance and Administrative Services or designee. The President or designee will arrange for a meeting to be held within fourteen (14) calendar days of such referral to review the grievance. Each party shall have the right to include in its presentation such witnesses as it deems necessary to develop facts pertinent to the grievance. A written answer, including reason(s), shall be provided to the grievant with a copy to the Union within fourteen (14) calendar days of the meeting provided for in this paragraph.

If the grievance arises from a decision at the Executive Vice President of Finance and Administrative Services' level, the grievance may be initiated at Step 3 provided such is filed within the time limits prescribed in Step 1.

Step 4. If the grievance is not resolved at the President's level, the Union may submit it to binding arbitration, provided written notice indicating such is filed with the President or designee within fourteen (14) calendar days of the answer at the President's level, or if no answer is filed, within fourteen (14) calendar days of the last day on which such answer was due. The Union shall promptly request the Federal Mediation and Conciliation Service to provide a panel of qualified Arbitrators who are members of the National Academy of Arbitrators from which the parties may make a selection pursuant to the practices of the American Arbitration Association.

The arbitrator, in their opinion, shall not amend, modify, nullify, ignore, or add to the provisions of this Agreement. Their authority shall be strictly limited to deciding only the issue or issues presented to them by the College and the Union, and their decision must be based solely upon their interpretation of the meaning or application of the express, relevant language of this Agreement. The arbitrator is empowered to include in their award such remedies as shall be within their lawful authority. The fees and expenses of the arbitrator and the Federal Mediation & Conciliation Service shall be shared equally by the College and the Union. The parties likewise shall share the expense of any transcript(s), which they may jointly request, but all other expenses which may be incurred by either party shall be borne by that party.

ARTICLE VI- DISCIPLINE AND DISMISSAL

6.1 Discipline and Dismissal Circumstances

The typical disciplinary sequence for an employee shall be:

- Verbal warning;
- Written warning, with a copy to the employee's personnel file;
- Up to a thirty (30) day suspension without pay;
- Dismissal.

Disciplinary action, up to and including termination of employment, shall be for a violation of College policy or Police Department general orders, rule or regulation, or for any illegal act and shall be administrated in a timely and progressive manner except that, in instances of criminal activity, gross abuse of authority, or substantial misconduct or incapacity which brings discredit to the College, suspension may occur as the first step. Then, subsequent dismissal may result depending on the severity of the circumstances of the offense as determined by the College.

An employee is entitled to union representation at a meeting called for the specific purpose of disciplining the employee under Weingarten Rules. If a non-disciplinary meeting turns into a disciplinary meeting, the employee is entitled to recess the meeting for a reasonable period of time and request a union representative before continuing with the disciplinary meeting.

An arbitrator shall have the authority to order the restoration of employment of a dismissed employee pursuant to this section only if accompanied by a finding of violation of the employee's substantive rights. The arbitrator in such cases shall reduce any back-pay award by any amount earned by the employee during the period they were not working and by any Unemployment Compensation payments earned during such period.

6.2 Pre-Disciplinary Meeting

Except when detrimental to the general welfare of the College, an employee shall have the opportunity, prior to dismissal or suspension, without pay, to request and have Union representation, at a conference with their supervisor and at that time to have full opportunity to review the reason(s) for suspension or dismissal without pay and have an opportunity to rebut such reason(s).

ARTICLE VII – EMPLOYMENT

7.1 Probationary Period

The probationary period for a full-time and part-time Community Service Officer or full-time and part-time Telecommunicator covered by this agreement shall be twelve (12) calendar months. The College reserves the right to extend such probationary period for good reasons and in no event shall such extension be for more than two (2) additional months. The College shall promptly notify the union of such extension of the probationary period.

Holidays, sick days, compensatory time, and insurance benefits (subject to any applicable waiting period) shall be made available to a probationary employee immediately after employment. Vacation, personal business days, leaves of absence and all other benefits shall accrue during the probationary period but shall not be available for use until the successful conclusion of three (3) months. Upon successful completion by an employee of their probationary period, their seniority date shall revert to their last date of hire.

There shall be no seniority among probationary employees.

The College reserves the right to terminate, suspend or discipline any probationary employee and such termination, suspension or disciplinary action shall not be grieved under Article V of this Agreement.

7.2 Seniority

Seniority shall be defined as the length of continuous uninterrupted full-time or part-time service with the College beginning with the employee's most recent date of hire as a full-time or part-time Community Service Officer or full-time or part-time Telecommunicator. Full-time and part-time Community Service Officer's seniority and full-time and part-time Telecommunicator's Seniority shall be maintained separately within their respective employment status. The relative seniority of employees hired on the same day shall be determined by the date of receipt of the employees' employment applications.

7.3 Reduction In Force

If the College determines that a reduction in force is necessary, resulting in a decrease in the number of employees covered by this Agreement, the decrease shall be based on the inverse seniority order by employee classification, except that all employees hired within twelve (12) months of the last hire (within the position classification) shall be considered for reduction using such factors including, but not limited to, job performance, skill, ability, experience, seniority, mental and physical ability to perform assigned duties and the needs of the College.

If the College determines to fill the affected positions within twelve (12) months of the date of termination, these positions shall first be offered to those employees who were laid off from the

positions. Reinstatement shall take place without loss of accumulated seniority, but an employee shall not accrue additional seniority after the reduction-in- force.

Such offers of employment shall be transmitted in writing and delivered by certified mail to the employee's last known mailing address. If the recalled employee rejects the offer of reinstatement or does not respond to such offer of reinstatement within fourteen (14) calendar days of the date of mailing, the College's obligation here shall be terminated.

7.4 Subcontracting

If the College should desire to subcontract work being performed by bargaining unit members and this change will likely lead to layoffs of bargaining unit members, the College shall notify and negotiate with the Union over the effects of such action before any such layoffs are implemented.

7.5 Posting

If the College determines that it is necessary to create a new position in the bargaining unit or to fill a vacant position in the bargaining unit, such position shall be posted electronically for seven (7) calendar days. The College issues regular electronic notifications of its employment vacancies to all current employees.

7.6 Personnel Files

An employee shall have the right to examine their personnel file in the Human Resources Office in accordance with College policy and the Illinois Personnel Records Review Act. Such request shall be made in writing and shall be honored within seven business days if made during normal business hours. A designee of the College administration may be present during such review. Nothing shall be permanently removed from the file without the consent of the employee and the Chief Human Resources Officer or their designee. An employee may petition the Chief Human Resources Officer to have a disciplinary notice removed from the personnel file if it has been in the file for five (5) years or more. An employee may reproduce material from their files at the cost established by College policy.

No material from an employee's personnel file shall be made available to personnel or agencies not employed by or affiliated with the College without the employee's consent, except as required by law, court order or records subpoena or as necessary pursuant to the regular operations of the College. However, this shall not preclude the College from responding as required with regard to verification of employment.

7.7 Evaluative Material

A copy of all evaluative material relating to an employee shall be retained in their official personnel file in the Human Resources Office.

Before evaluative material is placed in the personnel file, a copy of such material shall have previously been made available to the employee. The employee shall have acknowledged receipt of such evaluative material, but such acknowledgment shall not signify anything other than receipt of a copy of the material. Should the employee refuse to sign the material, the supervisor shall write on the material that the employee refused to sign, date it and sign their name to the material.

The employee shall have the right to respond to any material placed in their file by submitting the response in writing within ten (10) working days of the filing of the original material. Such response shall be attached to the file copy.

7.8 Equipment Safety

The College agrees that no unsafe or improperly maintained or non-functioning equipment that would jeopardize an employee's safety shall be knowingly assigned to employees covered by this Agreement. Any malfunctioning equipment essential to the employee's daily duties will be maintained and/or repaired in a timely fashion. The same shall be reported and documented to the Deputy Chief of Police.

7.9 Diversity, Equity and Inclusion Annual Training

Harper College telecommunications and community service officers are fully committed to sustaining an environment where individual differences and identities are recognized as strengths. We are dedicated to supporting our diverse campus and fostering student success as a means of achieving equity in our society and the world.

Telecommunicators and Community Service Officers complete annual DEI focused professional development programming.

Examples of professional development include:

1. Annual online training topic chosen by the College and provided through the employee learning management system.
2. College sponsored programming, activities and professional engagement provided through the Office of Diversity, Equity and Inclusion, or The Academy for Teaching Excellence, or the Human Resources Office.

3. Non-College sponsored programming, activities and professional engagement, such as conferences, seminars, webinars and diversity, equity and inclusion related research.

This is not an exhaustive list of examples. Telecommunicators and Community Service Officers should work with their supervisor for approval of non-College sponsored opportunities.

Diversity, equity and inclusion activities will be recorded using the College HRIS system (Oracle). Telecommunicators and Community Service Officers completing college sponsored or chosen topics will have their completion recorded automatically. Telecommunicators and Community Service Officers completing non-College opportunities will record their own completion. The College will provide reports to union leadership upon request regarding the status of professional development completion.

ARTICLE VIII – HOLIDAYS

8.1 Eligibility

A regular full-time employee shall be entitled to the following seventeen (17)

paid holidays: New Year's Day (January 1)

Martin Luther King Jr's Birthday (3rd Monday in January)

Lincoln's Birthday (as observed in College calendar)

Reading Day (as observed in College Calendar)

Memorial Day (as observed in College calendar)

Juneteenth National Freedom Day (as observed in College Calendar)

Independence Day (July 4)

Labor Day (1st Monday in September)

Columbus Day (to be used during winter recess)

General Election Day (as observed by the State of Illinois during even numbered years)

Veteran's Day (as observed in College calendar - to be used during winter recess)

Day before Thanksgiving

Thanksgiving Day (4th Thursday in November)

Day after Thanksgiving

Christmas Eve Day (December

24)

Christmas Day (December 25)

New Year's Eve Day (December 31)

The College reserves the right to alter the dates these holidays will be celebrated by the College.

8.2 Holiday During Vacation

A paid holiday occurring during an employee's scheduled vacation will not be charged to vacation time.

8.3 Holiday Pay

Full-Time Community Service Officer and Full-Time Telecommunicator

A full-time employee scheduled to work on a holiday will be paid two and one-half (2.5) times their regular rate of pay (overtime for hours worked plus 8 hours straight time for the holiday for those hours actually worked.). No overtime pay will be paid in addition to the holiday premium.

A full-time Community Service Officer or full-time Telecommunicator not normally scheduled to work on a day that is a holiday shall be granted eight (8) hours straight pay for the holiday, or compensatory time can be elected in lieu of pay

Part-Time Community Service Officer and Part-Time Telecommunicator

A part-time employee scheduled to work on a holiday will be paid overtime for any hours worked on the actual recognized Holiday.

8.4 Holiday Absence

To be eligible for holiday pay a full-time Community Service Officer or full-time Telecommunicator must work (or receive vacation pay, personal business leave and/or compensatory time) all scheduled hours on the scheduled workday immediately prior to the holiday and the scheduled workday immediately following the holiday. Failure to obtain prior supervisory approval to be absent the day before or after a holiday may result in loss of pay for both the holiday and the day(s) of absence. In the event of a sick leave day occurring immediately prior to or immediately after a holiday absence, a physician's certification may be required to validate the illness/injury to determine holiday pay eligibility. This requirement may be waived in the event of an emergency.

ARTICLE IX - VACATION LEAVE

9.1 Accrual of Vacation Leave

Full-Time Community Servicer Officer and Full-Time Telecommunicator

A regular full-time employee or a regular part-time employee working nineteen (19) hours or more per week will receive the following vacation leave allowance:

1. First (1st) through fourth (4th) year of continuous service: ten (10) working days a year.
2. Fifth (5th) through ninth (9th) year of continuous service: fifteen (15) working days per year.
3. Ten (10) years and more of continuous service twenty (20) working days per year.

Part-time Community Service Officer and Part-Time Telecommunicator

Part-time employees who work an average of 19 hours per week or more shall accrue pro-rated vacation leave benefits. Vacation leave will not accumulate while an employee is on a leave of absence, short-term disability or long-term disability.

9.2 Use of Vacation Leave

A minimum of five (5) vacation days must be taken each year by full-time Community Service Officers and full-time Telecommunicators. Vacations will be scheduled to avoid multiple employees taking vacation at the same time and to insure a reasonable staffing level. Scheduled vacation leave which is cancelled due to operational reasons shall be rescheduled prior to the end of the year. Vacation leave may be taken only to the extent that it is earned.

Vacation leave must be approved by the Deputy Chief of Police. Requests for vacation leave are preferred to be submitted at least five (5) or more working days (Monday through Friday) prior to the start of the leave, except in an emergency when such approval shall be requested as soon as possible thereafter, but if staffing permits, requests made less than five (5) days in advance may be granted. Leave requests submitted within these timeframes shall be approved in a reasonable and timely manner.

Vacation leave may be taken in fifteen (15) minute increments.

Vacation leave must be recorded on the employee's payroll report.

Contingent upon the successful completion of the probationary period, a probationary employee will accrue vacation leave during the probationary period of their employment. Vacation leave will not be paid out upon separation, if the probationary period is not completed, nor can it be used during the first three months of the probationary period.

Vacation leave will not accumulate while an employee is on an unpaid leave of absence, short-term disability, or long-term disability.

In the event of a sick leave day occurring immediately prior to or immediately after a vacation absence, a physician's certification may be required to validate the illness/injury to determine vacation pay eligibility. Failure to provide a physician certification if requested will result in loss of pay for the working day(s).

Total earned vacation leave which is allowed to be carried over from one (1) year to the next, is one year's vacation allowance, plus five (5) days. Any excess vacation leave will be forfeited on July 1 of each year.

9.3 Vacation Leave at Termination

Upon termination of employment, unused earned vacation time will be paid at the employee's current salary rate.

ARTICLE X — SICK LEAVE

10.1 Rate of Accumulation

Full-Time Community Service Officer and Full-Time Telecommunicator

A full-time employee shall be entitled to sick leave earned at the rate of one and one-quarter (1.25) days per month /

4.62 hours per pay period. Unused sick leave may be accumulated to a maximum of three hundred (300) days/ two thousand four hundred (2400) hours.

A maximum of three (3) personal business days which are unused each year shall be added to the employee's accumulated "Unused Personal Business to Sick Leave" balance. These days cannot be reported to SURS for extra service credit purposes when the employee leaves the College.

Sick leave will not accumulate while an employee is on a leave of absence, short-term disability or long-term disability.

Part-Time Community Service Officer and Part-Time Telecommunicator

Part-time employees who work an average of 19 hours per week or more shall accrue pro-rated sick leave benefits. Sick leave will not accumulate while an employee is on a leave of absence, short-term disability or long-term disability.

10.2 Use of Sick Leave

Sick leave can be taken only to the extent that it is earned.

Sick leave must be reported on the employee's payroll report. The charging of absence time for the purposes of sick leave for a Community Service Officer or Telecommunicator shall be treated as if the employee worked the same number of hours each workday.

For an injury or illness of more than five (5) consecutive working days, or for an absence of less than five (5) consecutive working days as reasonably deemed necessary by the College, a certificate from the employee's doctor may be requested to verify an illness or to ensure that the employee was recovered sufficiently to return to work.

Employees are encouraged to schedule doctor appointments during nonworking hours. However, with supervisor approval and seventy-two (72) hour prior notice, employees may use sick time in fifteen (15) minute increments for doctor appointments.

All calls should be placed to the dispatch center no later than two (2) hours prior to the start of the scheduled workday. If the absence report call is not made within that period of time, the employee will have violated the call-in procedure. An employee's violation of the call-in procedure is subject to disciplinary action and may result in denial of sick leave pay for the days of absence occurring after the violation of the call-in procedure. Exceptions to this call-in procedure will be for emergency reasons only.

The College reserves the right to require an employee to report to a physician of the College's choice in order to determine whether the employee is entitled to sick leave benefits. Such physician visit will be paid for by the College.

In the case of extended illness, unused vacation time and personal business days must be taken before applying for short-term or long-term disability.

Sick leave may be taken in 15-minute increments.

Sick leave will not be paid during the terminal leave period (the last two (2) weeks of employment) without the approval of the Chief of Police and the Chief Human Resources Officer.

Coverage for sick calls shall follow the overtime guidelines agreed upon in this contract.

ARTICLE XI – LEAVES

11.1 Personal Business Leave

A full-time Community Service Officer and full-time Telecommunicator shall be granted three (3) days of non-cumulative personal business leave with pay to be used each year. Personal business

leave is available only when the employee cannot attend to necessary personal business on nonworking hours. Personal business leave days are calculated on a fiscal year basis (July 1 to June 30). Personal business leave shall be taken in no less than fifteen (15) minute increments.

An employee requesting personal business leave must provide three (3) workdays (Monday through Friday) prior notice and have the advance approval of their supervisor except in an emergency when such approval shall be requested as soon as possible thereafter.

Personal business leave will not be granted for the workday immediately before or after a holiday, vacation, or sick leave. Nor shall personal business leave be allowed during an employee's first three months of their probationary period or during the last two (2) weeks of employment.

A maximum of three (3) personal business days which are unused each year shall be added to the employee's accumulated "Unused Personal Business to Sick Leave" balance. These days cannot be reported to SURS for extra service credit purposes when the employee leaves the College.

11.2 Work Life Balance Leave

Work Life Balance Leave Employees covered by the current collective bargaining agreement will receive:

- Two (2)- Eight (8) hours days added to a Work Life Balance Day Leave bank at the beginning of the fiscal year, July 1.

The following conditions of the leave time and usage apply:

- Work Life Balance Leave must be used in eight (8) hour increments
- Work Life Balance Leave will not be carried over beyond the end of the fiscal year. Any unused time will be forfeited on June 30th • Work Life Balance Leave may be used in non consecutive days
- Work Life Balance Leave must be requested and approved by the immediate supervisor following department leave request procedures
- Work Life Balance Leave use will count in the calculation of over time hours

At such time that Harper College may change the current parameters, not cancel, regarding the hybrid work schedule, conditions of the agreement will remain in effect. If Harper College cancels the 3-2-5 Hybrid Work Schedule, all parameters of this Work Life Balance Leave agreement will become null and void.

11.3 Bereavement Leave

All employees covered by this agreement shall be granted a maximum of three (3) workdays leave with pay in the event of the death of an immediate family member (see definition below) provided the days fall on the employee's regularly scheduled workdays. An additional two (2) workdays

leave with pay will be granted in the event of death of an employee's spouse, child, stepchild, parent, stepparent, siblings, stepsibling, mother-in-law or father-in-law. This leave is for the purpose of attending the funeral which includes such related events as the wake or visitation.

Immediate family members shall be interpreted to mean parent, stepparent, spouse, child, stepchild, sibling, stepsiblings, grandparent, grandchild, aunt, uncle, nephew, niece, parent-in-law, son-in-law, daughter-in-law, brother-in-law, or sister-in-law.

11.4 Jury Duty Leave

An employee who is summoned and reports for jury duty shall be granted leave to fulfill such duty. The College shall compensate the employee, who is required to serve as a juror during a working day on which they otherwise would have been scheduled to work, for their regular salary during such a period of leave. The employee shall present proof of such service to their supervisor and may retain the jury duty fees and expense reimbursement. Such time shall not be deducted from accumulated sick leave or personal leave.

11.5 Military Leave

The College will abide by all State and Federal statutes regarding military leave during the duration of this Agreement.

11.6 Time Off For Voting

A regular full-time employee who works on Election Day shall be provided up to two (2) consecutive hours off of work, without pay, to vote in general elections, provided sufficient open poll time is not available prior to or after the employee's scheduled shift. This period will be either immediately following the opening of the polls or immediately prior to the closing of the polls and must be approved by the supervisor in advance.

11.7 Short-Term Leave

Upon request by an employee covered by this agreement, a short-term leave of absence without pay may be granted for an aggregate period not to exceed ten (10) working days for each consecutive year of continuous employment, up to a maximum of thirty (30) working days. A request for such leave must be in writing and approved by the Deputy Chief of Police, Executive Vice President of Finance and Administrative Services, and the Chief Human Resources Officer. A short-term leave of absence without pay shall not result in loss of seniority or accrued sick leave. An employee must use up accumulated vacation leave prior to a short-term leave.

Good and sufficient reason for the request must be shown. Individual cases will be

decided on their own merit and such leave of absence approval shall be non- precedential. An employee granted a leave of absence not exceeding thirty (30) working days shall, upon return from the leave, be reinstated in their original position. The employee shall be allowed to participate in the College group health, dental and life insurance programs, provided the employee shall make timely advance payments of the full cost due for such any insurance to the designated College office. Bereavement leave may be extended up to five working days with the use of personal, sick, vacation, or leave without pay, at the supervisors' approval.

11.8 Long-Term Leave

Upon request by an employee covered by this agreement, a long-term leave of absence, without pay and benefits, for a period of up to one (1) calendar year may be granted at the sole discretion of the College. A request for such leave must be in writing. Good and sufficient reason for the request must be shown. Individual cases will be decided on their own merit and such leave of absence approval shall be nonprecedential.

While on such leave an employee shall not accrue additional seniority however, the employee shall be allowed to participate in the College group health, dental and life insurance programs, provided the employee shall make timely advance payments of the full cost due for such insurance to the designated College office. Upon written confirmation that the employee desires to return after the leave expiration, the employee shall be reinstated in the same or substantially similar position, if such a position becomes available within sixty (60) calendar days from termination of the leave.

11.9 Parental Leave

Any employee covered by this agreement who has completed two (2) years of fulltime service to the College shall be eligible for a parental leave of absence, without pay or other benefits except for those benefits specifically identified in this Article, for a maximum of one (1) year. The time period of the leave shall commence with or include the date of delivery of the child. This section shall also apply to the adoption of a child under six (6) years of age. Such leave will entitle the employee to reinstatement, without loss of seniority or accumulated sick leave, to the same or substantially similar position at the termination of the leave if such a position becomes available within sixty (60) calendar days from termination of the leave. The employee shall not accrue additional seniority during the term of the unpaid parental leave.

A request for a parental leave of absence should normally be submitted in writing to the Executive Vice President of Finance and Administrative Services or designee at least four (4) months prior to the start of the leave. If desired, the employee may continue group health, dental and life insurance coverage provided that the employee pay the full cost of such participation to the College at the beginning of each month.

Sick leave shall not be applicable during the period of parental leave, except as eligible under the Family Medical Leave Act. Any accumulated sick leave available at the commencement of the leave, except as taken under the Family Medical Leave Act, shall be available to the employee upon return to employment at the College.

11.10 Non-Precedential Effect of Leaves

Any leave of absence herein, which by its terms is not mandatory, shall be within the sole discretion of the College or the appropriate administrator. The granting or denial of such leave shall be non-precedential with respect to any other application for such leave.

11.11 Unemployment Compensation

As a condition precedent to all leaves of absence, each employee agrees to waive any claim of whatsoever nature for unemployment compensation during the period of such leave.

11.12 Family Medical Leave Act

The College agrees that any Police Department Employee (male or female) shall be governed by the policy and procedure in accordance with the Federal Family Medical Leave Act.

ARTICLE XII – INSURANCE PROGRAMS

12.1 Eligibility

All full-time and qualified (by law or College policy) employees are entitled to participate in the College medical insurance program subject to an initial waiting period of thirty (30) calendar days after becoming eligible to so participate. This eligibility terminates on the last day of employment with the College, subject to the extended health insurance coverage of COBRA.

12.2 Life Insurance

The College shall provide group life insurance equal to two (2) times the annual salary, rounded off to the next \$1,000 for each eligible employee, but not to exceed \$120,000.

12.3 Accidental Death and Dismemberment

The College shall provide accidental death and dismemberment insurance equal to two (2) times

the annual salary, rounded off to the next \$1,000 for each eligible employee, but not to exceed \$120,000.

12.4 Health/Major Medical Insurance

The health/major medical and dental insurance plans, rates and employee- employer contributions in force shall follow what has been approved by the Board of Trustees for its other employee groups. When multiple healthcare plan options are available to the College's other employee groups, members may select from those individual plan options and corresponding plan premium rates that best fit their interest.

Future increases in the College contribution for either the PPO or the HMO medical insurance coverage shall be based on the premium increase to the HMO coverage.

Future changes over the term of this Agreement to the PPO or HMO insurance coverage shall be in accordance with Article 12.9, Insurance Committee, of this Agreement.

Effective July 1, 2022 through June 30, 2028, the Board shall contribute the following percentages toward the named plans:

PPO Wellness Plan = 75%

HMO Illinois = 82%

HMO Blue Advantage = 84%

BCBS HDHC = 80%

12.5 Dental

The College shall pay the full premium for dental insurance for each eligible employee.

12.6 Short-Term Disability

After the expiration of all an employee's accrued sick and vacation time, or after the expiration of seven (7) calendar days if the employee has no accrued sick or vacation time, an employee is eligible for illness or disability coverage provided by the College. Benefit payments shall equal approximately sixty percent (60%) of the normal weekly salary up to a maximum payment of four thousand five hundred dollars (\$4500) and shall extend for a maximum of twenty-six (26) weeks from inception of the illness or disability. Appropriate medical certifications of disability will be required by the insurance carrier.

During the period of time an employee is receiving short-term disability, the College will continue to provide, at the normal cost to the employee, their medical and dental insurance. Dependent coverage, while the employee is on short- term disability, will be paid by the College in the same

proportion as if the employee were actively at work. The employee will still be responsible for paying their share of dependent insurance coverage on a timely basis to the College.

12.7 Long-Term Disability

The College shall pay the premium necessary to provide a monthly disability benefit of sixty percent (60%) of salary, not to exceed four thousand five hundred dollars (\$4,500) per month, for long term disability insurance for an eligible employee.

12.8 Nature of Benefits

The nature of benefit shall be governed by the terms of the applicable group policy and the rules and regulations of the carrier. If an employee elects any dependent coverage, all premiums due which are not covered by the College shall be deducted from the paycheck of the employee.

12.9 Insurance Committee

The health/major medical and dental insurance coverage may be altered during the negotiations process and/or after an evaluation of the coverage by a committee composed of recognized or established employee groups at the College. The Union may recommend one employee as a liaison to the committee. If rules or procedures of the insurance committee allow, the Police Department representative shall be a voting member of the committee.

12.10 Plan Year

As used in this Article (Article XI) only, the term "plan year" shall mean the twelve (12) calendar months commencing January 1.

12.11 Salary Reduction Program

The College shall make available to members an IRS Section 125 salary reduction program for insurance premiums, and eligible non-reimbursed medical and dental care expenses. The maximum reimbursement for non-reimbursed medical and dental expenses shall be two thousand five hundred dollars (\$2,500) and the maximum reimbursement for non-reimbursed dependent care shall be five thousand dollars (\$5,000).

12.12 Workers' Compensation

In accordance with the Worker's Compensation Act an employee who is injured at the College during working hours and who meets the provisions of the Act is eligible to receive payment for medical expenses and partial salary compensation. An employee who is injured at the College during working hours must immediately report the accident to their supervisor and obtain immediate first aid from the nearest appropriate medical facility.

If unable to perform normal duties, the employee must secure a statement from their physician verifying their inability to perform their assigned duties due to medical reasons in order to be eligible for Worker's Compensation benefits. In order to continue eligibility for Worker's Compensation, the employee must continue to provide the College with proper documentation from their physician, as requested.

12.13 Extended Medical/Dental Insurance

The College shall provide a terminated employee the option to purchase extended medical/dental insurance benefits in accordance with federal legislation (COBRA), for themselves, their spouse and eligible dependents whose coverage will otherwise terminate upon the employee's last effective workday. The employee must elect continual medical insurance coverage by written notice to the College's Human Resources office as required under COBRA.

ARTICLE XIII – HOURS OF WORK AND OVERTIME

13.1 Workweek

Full-Time Community Service Officer and Full-Time Telecommunicator

The normal workweek for a full-time Community Service Officer and full-time Telecommunicator shall be five (5) consecutive days during a seven (7) consecutive day period as designated by the College, except that the employee's designated workweek may be changed by the College as circumstances warrant and/or based upon staffing needs within the Police Department. Where possible, fourteen (14) calendar days advance notice shall be provided to the employee whose workweek is significantly changed.

Part-time Community Service Officer and Part-Time Telecommunicator

Part-time Community Service Officers will typically be scheduled over a seven (7) day period as designated by the College, except that the employee's designated workweek may be changed by the College as circumstances warrant and/or based upon staffing needs within the Police Department.

13.2 Workday

Full-time and Part-Time Community Service Officer and Full-time and Part-time Telecommunicators

The normal workday shift shall consist of eight (8) consecutive hours including a paid thirty (30)

minute lunch period each day, two (2) fifteen (15) minute breaks, subject to emergency work duties or overtime assignments. Any breaks cannot be taken in the first or last hour of the shift.

13.3 Overtime

Full-Time Community Service Officer and Full-Time Telecommunicator Overtime must be approved in advance by the appropriate supervisor and shall be paid at the rate of one and one-half (1-1/2) times the employee's regular hourly rate of pay for hours actually worked in excess of forty (40) hours per week. Overtime performed by an employee on the seventh regular workday in the employee's workweek shall be compensated at two (2) times the employee's regular hourly rate of pay for hours actually worked. An employee must work the regularly assigned hours during the workweek in order to qualify for the appropriate overtime rate. Assigned hours not worked due to illness or leave without pay will not apply for purposes of calculating hours worked for overtime compensation. Paid vacation time, bereavement leave, personal business leave, and holidays shall count as hours worked for overtime calculation purposes.

Overtime shall be compensated as salary paid at one and one-half (1-1/2) times (or two (2) times for work performed on the seventh regular workday in the employee's workweek) the employee's regular rate of pay, or as compensatory time off taken at one and one-half (1-1/2) times (or two (2) times for work performed on the seventh regular workday in the employee's workweek) the number of hours worked in excess of forty (40) hours per week. Compensatory time can be accumulated up to one hundred (100) hours. While employee's wishes will be considered, the scheduling of compensatory time shall be subject to the needs of and not adversely affect the Department. An employee may elect to carry one hundred (100) hours over to the new fiscal year.

It is understood that all staffing decisions (including the assignment of overtime) for the department are the sole responsibility of the administration. Should the Chief of Police (or designee) decide that the assignment of overtime to unit members for unanticipated or anticipated available hours is required, then assignments will be offered as follows:

Unanticipated Overtime:

In the event an employee is forced to work beyond their regularly scheduled shift due to staffing needs, the College shall follow the procedure below for filling the vacancy as listed below for the respective job titles. In the event an employee is forced to work more than four hours beyond their regularly scheduled shift, all hours thereafter shall be paid at a rate of two (2) times the employee's regular rate of pay in quarter hour increments independent of the overtime calculation stated in section 13.4 of the agreement. If the unanticipated overtime is created with less than two (2) hours notice, the Chief may appointment an employee to work, but the employee may have the ability to find their own replacement. Coverage must be communicated to leadership in writing. The same employees will not be subject to force back more than one (1) day unless the employee agrees.

Full-time Community Service Officers:

For a CSO vacancy, prior to forcing any on-duty CSO to work overtime, the on-duty supervisor shall fill the vacancy in the following manner:

On-duty CSO by seniority

Off-duty CSO by seniority

Any qualified employees designated by the Chief of Police

In the event the overtime is unfilled, force back of on-duty personnel shall be by reverse seniority.

Full-time Telecommunicators:

For a T/C vacancy, prior to forcing any on-duty T/C, the on-duty supervisor shall fill the vacancy in the following manner:

On-duty T/C by seniority

Off-duty T/C by seniority

On-duty qualified CSO by seniority

Off-duty qualified CSO by seniority

Community Service Supervisor

Any other qualified employee as determined by the Chief of Police or his designee

In the event the overtime is unfilled, force back of qualified on-duty personnel shall be by reverse seniority.

Anticipated Overtime:

Anticipated overtime for **Community Service Officers** shall be scheduled based on the following:

Community Service Officer by seniority

Community Service Supervisor

Telecommunicator when the role can be performed by a Telecommunicator

Any other employee as designated by the Chief of Police

Lowest seniority Community Service Officer not on prescheduled benefit time

Anticipated overtime for Telecommunicators shall be scheduled based on the following

Telecommunicator by seniority

Qualified CSO by seniority

Any other qualified employee,

Lowest seniority telecommunicator not on scheduled benefit time.

Part-time Community Service Officer and Telecommunicator

Overtime must be approved in advance by the appropriate supervisor and shall be paid at the rate of one and one-half (1 1/2) times the employee's regular hourly rate of pay for hours actually worked in excess of forty(40) hours per week. Assigned hours not worked due to illness or leave without pay will not apply for purposes of calculating hours worked for overtime compensation.

13.4 Call-Back Pay

An employee required to return to work at a time that is not immediately before or after their regular workday will be paid for a minimum of two (2) hours at the employee's regular straight time rate of pay or overtime rate of pay if the overtime requirements have been satisfied.

13.5 Court Time

An employee who is required to make a court appearance related directly to their duties at the College outside their normal hours of work shall be paid for a minimum of three (3) hours at the employee's regular straight time rate of pay or overtime rate of pay if the overtime requirements have been satisfied. A copy of the court appearance notice must be submitted with the request for court time payment.

13.6 Compensation Differentials

Shift

An employee covered by this agreement assigned to work for a period of four (4) consecutive hours or more after 3:00 p.m. but before 11:00 p.m. shall be paid their regular rate of pay plus a shift differential of \$0.80 per shift hour worked.

A full-time employee assigned to work for a period of four (4) consecutive hours or more after 11:00 p.m. but before 7:00a.m. shall be paid their regular rate of pay plus a shift differential of \$0.90 per shift hour worked.

13.7 Certified Training Officers

The decision to designate Certified Training Officers is at the sole discretion of the Chief of Police. In the event that an employee is designated as a Field Training Officer (FTO) or Communications Training Officer (CTO), such officer shall receive a one thousand two hundred and fifty (\$1,250.00) stipend paid over twenty-six (26) installments during the fiscal year.

13.8 Acting Telecommunicator Pay

The College shall pay part-time and full-time Community Service Officers assigned to temporarily perform telecommunicator duties their regular rate of pay plus an additional one dollar and twenty-five cents (\$1.25) per hour for each hour worked in that capacity.

13.9 Acting Supervisor Pay

Telecommunicator

A telecommunicator who is appointed at the discretion of the Chief of Police to the role Acting Supervisor – Dispatch Center for a period of no less than ten (10) consecutive calendar days shall be compensated 15% over their current wage for all hours worked while serving as Acting Supervisor – Dispatch Center.

Community Service Officer Supervisor

A community service officer who is appointed at the discretion of the Chief of Police to the role Acting Community Service Officer Supervisor –for a period of no less than ten (10) consecutive calendar days shall be compensated 15% over their current wage for all hours worked while serving as Acting Community Service Officer Supervisor

13.10 No Pyramiding

Compensation shall not be paid, or compensatory time taken more than once for the same hours worked under any provision of this Agreement. For the purpose of clarification, Shift Differential compensation related to assigned duties or shifts shall not be considered premium compensation. Employees electing compensatory time in lieu of overtime payments will not be eligible for shift differential payments.

13.11 Emergency Conditions

The College President or designee reserves the right to close the campus for students, faculty and/or other employee groups during an emergency event (up to seventy-two (72) hours), but to have it remain open for purposes of carrying out required business. A full-time or part-time Community Service Officer or full-time or part-time Telecommunicator who is required to either continue working or report to work during such periods of an emergency event shall be paid at the employee's overtime rate of pay even if the overtime requirements have not been satisfied.

If a Police Department employee is required to report for work during an emergency campus closure, and that employee is unable to report for work, then an employee may elect to use of benefit time including vacation, personal, compensatory, or leave without pay subject to supervisor approval.

If the President or designee authorizes employees to be released from work early because of

existing or anticipated event the time missed will not be charged to earned leave.

If the College remains open or re-opens for employees and an employee is unable to report for work at all because of the emergency event, the employee must promptly notify their supervisor and the employee will have the option of using a vacation, personal, compensatory day or be charged for leave without pay subject to supervisor approval

Should a Police Department employee report to work late, within the first four (4) hours of their scheduled shift, the College will make a reasonable effort, where possible, to provide the employee with the opportunity to work a full eight (8) hour shift.

ARTICLE XIV – COMPENSATION

14.1 Wage Ranges (Effective July 1, 2025)

The wage ranges for Community Service Officers covered under this Agreement shall be as set forth in Appendix "A" for 2025-2028.

The wage ranges for Telecommunicators covered under this Agreement shall be as set force in Appendix "B" for 2025-2028.

Wage Adjustment for 2025-2026

The wage increase for 2025-2026, for an employee hired prior to April 1 of the fiscal year, shall become effective with the first full pay period in July 1, 2025, and shall be equivalent to three point zero five percent (3.05%)

Wage Adjustment for 2026-2027

The wage increase for 2026-2027, for an employee hired prior to April 1 of the fiscal year, shall become effective with the first full pay period in July 2026 and shall be equivalent to December 2026 CPIU (Range 2.2%-3.55%)

Wage Adjustment for 2027-2028

The wage increase for 2027-2028 for an employee hired prior to April 1 of the fiscal year, shall become effective with the first full pay period of July 2027 and shall be equivalent to December 2027 CPIU (Range 2.2%-3.55%)

14.2 Specialty Assignment Compensation

The following specialty assignments shall receive an annual stipend of \$250.

- LEADS Agency Coordinator
- Lenel System Administrator
- Lost/Found Property Manager
- Campus Key Manager

14.3 Uniforms

The College shall provide all full-time and part-time uniformed employees with one complete set of uniforms (including personal body armor for CSO's only). All uniforms shall be prescribed by the Chief of Police. All uniform replacement items or requests will follow quarter master system. All uniforms and uniform equipment remain the property of Harper College, are subject to inspection and shall be returned to Harper College upon termination of employment.

14.4 Tuition Waiver

A full-time Community Service Officer or Telecommunicator, their spouse and dependent child twenty-four (24) years of age and under shall be eligible to enroll themselves and eligible dependent(s) in credit course offerings under the tuition waiver guidelines established by the College.

Each full-time Police Department employee shall have the right to enroll themselves in continuing education courses offered by the College without tuition charge.

The participation of such Police Department employee, spouse, or child in any continuing education course shall not permit such course to be conducted if it would otherwise be terminated for lack of sufficient enrollment. The amount of tuition waived per class shall be one hundred percent (100%) for the Police Department employee. Dependent child participation in any summer INZONE program shall be eligible for an eighty percent (80%) tuition waiver.

Part-time Community Service Officers and Telecommunicators (19-29 hours) are eligible to enroll in one (1) course offering (no limit on credit hours) per semester, under the tuition waiver guidelines established by the College.

14.5 Professional Training and Expense Benefits

All fulltime employees covered by this agreement shall be allowed and encouraged to attend Criminal Justice courses and other College-level courses that relate to the overall field of Public Safety. Such courses may be taken at

Harper College or any other institution of the employee's choice, so long as such course work or training is pre-approved by the Chief of Police or their designee and does not interfere with the employee's responsibilities to the College.

Payment for tuition and fees related to such courses will be made upon submission of the appropriate reimbursement form and evidence indicating successful completion of the educational activity and shall come from an annual Professional Expense Benefit of nine hundred seventy-five dollars (\$975) for the term of this agreement (7/1/2022- 6/30/2025) that shall be made available to each employee. Funds not spent for tuition, books and related charges shall be retained by the College.

14.6 Pay Periods

An employee covered under this Agreement shall receive their wages in regular installments as determined by the College.

14.7 College Training/Business Reimbursement

Any employee covered by this agreement who is off College property for their entire shift on pre-approved work-related training or pre-approved College business shall be reimbursed for appropriate meal and travel expenses in accordance with the College reimbursement procedures.

Employees assigned to training, while off-duty or in lieu of a regularly scheduled workday, off campus, shall be compensated for travel time not to exceed 3 hours. If the training location is more than 3 hours (one-way) then the employee shall be granted a paid travel day to arrive at the destination. If personal vehicles are used, mileage will be paid at the current federal guidelines for work-related travel. Overtime will not be paid if the training class exceeds 8 hours, occurs on days off, or would otherwise qualify for bargained overtime if the employee selected the training and is using Professional development funds. If training is assigned, mandatory training, prevailing overtime rules apply only if training exceed 9 hours.

ARTICLE XV -- RETIREMENT

15.1 State Universities Retirement System (SURS)

A regular full-time employee covered by this Agreement shall participate in and be covered by the benefits of the State Universities Retirement System (SURS).

15.2 Retiree Tuition Waiver

A full-time employee who retires from Harper College and is receiving retirement benefits from the State Universities Retirement System shall be eligible to enroll themselves and eligible spouse and dependent(s) in credit education offerings under the tuition waiver guidelines established by the College at the time of registration for the offering. Such retiree shall also have the right to enroll themselves in continuing education credit courses offered by the College without tuition charge.

The participation of such retiree, spouse, or child in any continuing education course shall not permit such course to be conducted if it would otherwise be terminated for lack of sufficient enrollment. The amount of tuition waived per class shall be one hundred percent (100%) for the retiree. Dependent child participation in any summer INZONE program shall be eligible for an eighty percent (80%) tuition waiver.

This section will also apply to the spouse and to children twenty-four (24) years of age or under of a retiree deceased or permanently disabled prior to early retirement or full retirement.

15.3 Tax-Sheltered Annuity

Voluntary employee salary reductions for Internal Revenue Code Section 403(b) tax-sheltered annuities and 457(b) deferred compensation shall be available to all employees covered by this Agreement. Contracts shall be arranged individually through the Office of the Executive Vice President of Finance and Administrative Services or designee, subject to reasonable regulation by the Board

ARTICLE XVI – SEVERABILITY

In the event that any Article, paragraph, section or sub-section of this Agreement shall be held invalid and unenforceable by the Illinois Educational Labor Relations Board (IELRB) or any court of competent jurisdiction, or by any change in any subsequently enacted federal or state legislation which would prohibit or nullify any section, sub-section or portion of this Agreement, such decision or enactment shall apply only to the specific section, sub-section or portion thereof specified by the IELRB or Court decision, or change in law, and the remaining parts or portions of this Agreement shall remain in full force and effect. If contract language needs to change due to federal or state legislation, either party can request to bargain a language replacement for the applicable contract section.

ARTICLE XVII – ENTIRE AGREEMENT

This Agreement constitutes the complete and entire Agreement between the parties. This Agreement supersedes and cancels all prior practices and Agreements, whether written or oral, which conflict with the express terms of this Agreement. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter not removed by law from the area of collective bargaining and that the parties waive the right to negotiate on any issue whether known or unknown and that the understandings and Agreements reached by the parties after the exercise of that right and opportunity are set forth in this Agreement.

The terms and conditions set forth in this Agreement may be altered, changed, added to, deleted from, or modified only through voluntary, mutual consent of the parties in a written amendment to this Agreement.

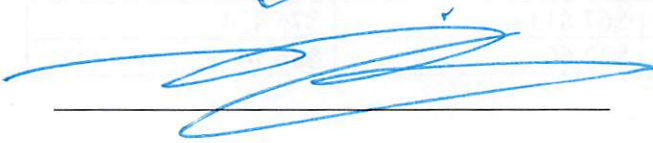
This agreement will be the deciding document in all conflicts with any college policy, rule, or regulation. This agreement will stay in full force and effect until a successor agreement is in place.

ARTICLE XVIII- DURATION

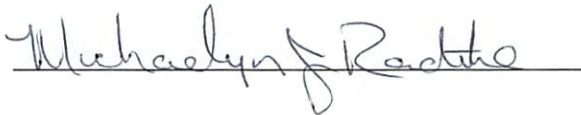
This Agreement shall be effective on the date of its execution by both parties or as otherwise specifically indicated in this Agreement and shall remain in full force and effect through 11:59 p.m. on June 30, 2028.

Agreed to, signed and entered into this day of August 20, 2025

WILLIAM RAINEY HARPER COLLEGE
BOARD OF TRUSTEES
DISTRICT 512

A handwritten signature in blue ink, consisting of several loops and a long horizontal stroke, positioned above a solid horizontal line.

ILLINOIS COUNCIL OF POLICE

A handwritten signature in black ink, appearing to read 'Michaelyn R. Rachtke', positioned above a solid horizontal line.

Appendix "A" Community Service Officer Wage Ranges

2025-2026 Range Community Service Officer

Rate	Minimum	Midpoint	Maximum
Annual	\$46,114	\$55,099	\$64,563
Hourly	\$22.17	\$26.49	\$31.04

2025-2026 Range Community Service Officer Supervisor

Rate	Minimum	Midpoint	Maximum
Annual	\$60,278	\$67,813	\$76,424
Hourly	\$28.98	\$32.60	\$36.74

The base call with subsequent impact to salary schedule will be increased yearly on July 1 for years two and three of the agreement and will be determined by the preceding December's Consumer Price Index Urban (CPIU) by a minimum of 2.2% or a maximum of 3.55%.

Appendix "B" Telecommunicator Wage Ranges

2025-2026 Range

Rate	Minimum	Mid-Point	Maximum
Annual	\$53,045	\$61,118	\$69,191
Hourly	\$25.50	\$29.38	\$33.26

The base call with subsequent impact to salary schedule will be increased yearly on July 1 for years two and three of the agreement and will be determined by the preceding December's Consumer Price Index Urban (CPIU) by a minimum of 2.2% or a maximum of 3.55%.

APPENDIX C

DRUG AND ALCOHOL TESTING

The parties agree that the maintenance of a drug/alcohol free work place is a goal of both the College and the Union. Employees are prohibited from possession, consumption and/or being under the influence of a controlled substance/alcohol while on the College's premises or during time paid by the employer. Violations of this prohibition may result in a disciplinary action up to and including termination.

The unit member will identify all prescription and non-prescription drugs they are taking prior to providing a specimen for the provider. Personnel will be considered on duty during the test. At the medical facility/provider, a urinalysis test will be administered to screen for the following controlled substances.

- Cannabis
- Opiates
- Quaaludes
- Cocaine
- Barbiturates
- Valium
- Heroin
- Codeine
- Darvocet
- Amphetamines
- Methadone

Type of Testing:

Reasonable Suspicion Testing. Where the College has reasonable suspicions to believe that the unit member is under the influence of alcohol or cannabis during the course of the workday, or illegal drugs at any time, the College has the right to require the unit member to submit to alcohol or drug testing.

Post-Accident/Injury: In the event an unit member is in any on-duty accident or incurs any injury that involves any one or more of the following, the unit member will be required and shall submit to an alcohol and drug test:

1. One or more deaths.
2. An injury to any person requiring medical treatment beyond first aid.
3. The unit member was issued a citation for a moving traffic violation.
4. Actual or anticipated total loss of any motor vehicle.

5. Disabling damage to any motor vehicle or equipment requiring tow away.
6. Actual or anticipated property damage in excess of \$10,000.
7. Where a police officer or paramedic at the scene of an accident concludes the unit member is impaired by alcohol or drugs.

Post-Accident/Injury Alcohol Testing Procedures:

1. The unit member must be readily available for the test or they will be deemed to have refused the test.
2. Whenever possible, post-accident testing shall be conducted within two (2) hours of the accident.
3. If testing is not administered within two (2) hours of the accident, the College must prepare and maintain a record stating all reasons the test was not promptly administered. If testing is not administered within eight (8) hours of the accident, the College shall cease attempts to administer an alcohol test.
4. An unit member required to be tested under this Section is prohibited from consuming any alcohol for at least eight (8) hours following the accident or until after the breath alcohol test.

Post-Accident/Injury Drug Testing Procedure:

1. The unit member shall be readily available for the test or they will be deemed to have refused the test.
2. Post-accident drug testing shall be conducted within thirty-two (32) hours after the accident. If testing is not administered within thirty-two (32) hours of the accident, the unit member shall cease attempts to administer a drug test. If testing is not administered within thirty-two (32) hours of the accident, the College shall prepare and maintain a record stating all reasons the test was not administered as required.

In the event an unit member is subject to drug and/or alcohol testing as a result of reasonable suspicion or post-accident/injury, the unit member shall be driven by their supervisor to College approved medical facility/provider where the testing will occur. The supervisor shall stay with the unit member until the test is completed. Once the test is completed, the supervisor shall arrange transportation to get the unit member home.

For purposes of this section "on-duty" shall be defined as follows:

1. Any time an unit member unit member is being compensated by the College

or by any other entity for performing work on behalf of Harper College or in which the College is being reimbursed such compensation.

2. Anytime an unit member covered by this agreement is traveling on behalf of the College, i.e., training, investigations, whether using a College-owned vehicle or their personal vehicle.

Order to Take Test

No unit member shall be required to submit to testing without first being provided with a written notice of the order and a written authorization to test signed by a Deputy Chief or higher-ranking Officer. The College shall provide to the unit member within twenty-four (24) hours of being ordered to submit to testing with a written notice setting forth the facts and inferences upon which the Employer based its conclusion of reasonable suspicion. The unit member shall have a reasonable amount of time to consult with a union representative prior to any questioning. Refusal to comply with the order to test may subject the unit member to discipline, but the taking of the test shall not operate to waive any objections or rights the unit member may have. No unit member shall be subject to any adverse employment action, except temporary reassignment or relief from duty with pay during the pendency of any testing procedure. Such reassignment or relief from duty shall be discontinued immediately in the event of negative test results.

Test to be Conducted

Where the Employer has reasonable suspicion to believe that the unit member is under the influence of alcohol, the unit member may consent to an initial breath alcohol screening at the police department.

The College shall use only a clinical laboratory or hospital facility that is licensed per the Illinois Clinical Laboratory Act, which laboratory shall comply with all NIDA standards. The College shall establish a chain of custody procedure to ensure the integrity of samples and test results and shall not permit the unit member or other bargaining unit member to be a part of such chain. Sufficient samples shall be collected so as to permit an Employer's test and a subsequent test to be arranged at a facility of the unit member's choosing. Employer drug testing shall be by gas chromatography, plus mass spectrometry (GCMS) or an equivalent scientifically accurate test. Confirmatory alcohol testing shall be by blood alcohol content testing processes.

Results

As to drug testing, the College shall only be notified in the event that sample has tested positive for a particular drug on the Employer test and any information otherwise coming into the possession or knowledge of the College (e.g., insurance billings) shall not be used in any manner or form adverse to the unit member's interest. As to alcohol testing, test results

showing an alcohol concentration of 0.01% or more (based on grams of alcohol per 100 milliliters of blood, shall be considered positive), the College shall bear the burden of proof of establishing that concentrations less than 0.01% indicate the officer is under the influence in violation of this Article. The unit member shall receive a copy of all test results, information, documents, and other reports received by the College.

Voluntary Requests for Assistance

No adverse employment action shall be taken in any manner or form against any unit member who voluntarily seeks assistance for alcohol or drug related problems, other than the Employer may temporarily reassign an unit member if he is then unfit for duty in his current assignment. The temporary reassignment is limited to a period of thirty (30) calendar days.

In order to preclude adverse employment action, any request for treatment must be sought from the Chief of Police, or designee, before the Department has taken steps to initiate an investigation.

All such requests shall be held strictly confidential and not released or used in any manner or forum contrary to the unit member's interests.

Discipline

In the first instance an unit member tests positive as defined above on a drug test for an illegal drug, the unit member shall be subject to discipline, including discharge. In the first instance an unit member tests positive on an alcohol test or a drug test for a prescription drug, the unit member shall be subject to discipline, but not discharge, provided that the unit member participates in an appropriate treatment program determined by his physician, discontinues his illegal use of prescription drugs or abuse of alcohol, and submits to random testing as directed by his counselors in an appropriate after-care program. Unit members who do not comply with the conditions of this section, or who test positive for a second time, shall be subject to discipline, including discharge. Unit members who are unfit to perform reasonable duties to which they may be assigned during the period of their treatment and after-care shall be permitted to take accumulated time off and then shall be afforded an unpaid leave of absence upon request for the period of counseling and after-care, subject to the approval of the Chief Human Resource Officer. Such approval will not be unreasonably withheld.