

**SIDE LETTER AGREEMENT
BETWEEN THE CITY OF ROLLING MEADOWS AND
THE ROLLING MEADOWS POLICE ASSOCIATION,
REGARDING WAGES**

THIS SIDE LETTER AGREEMENT is entered into by and between the City of Rolling Meadows, Illinois ("City") and the Rolling Meadows Police Association ("Union") this 15th day of November, 2010.

WHEREAS, the City and the Union have entered into a collective bargaining agreement covering all sworn full-time peace officers below the rank of Sergeant, which agreement expires on December 31, 2011 (the "Agreement"); and

WHEREAS, the City and the Union desire to modify certain provisions of said 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 City and the Union agree as follows:

1. Section 15.1, entitled "Wage Schedule," of the Agreement is hereby amended by amending the first paragraph thereof as follows:

Section 15.1. Wage Schedule. Base wages to take effect on January 1, 2009, July 1, 2009, January 1, 2010, July 1, 2010, and December 30, 2011 are set forth on the Wage Schedule attached to this agreement as Appendix A. The City reserves the right to start a new employee at Step 1, Step 2, Step 3, Step 4, or Step 5 of the Wage Schedule, as shown as Appendix A, provided the new employee has a minimum of eighteen months of full-time service as a sworn police officer and has, prior to his hire, completed the certification requirements of the Illinois Law Enforcement Training and Standards Board. Such appointment shall not impact seniority based upon the provisions of Article X, Section 10.1 of this document without regard to starting wage schedule.

2. Appendix A, entitled "Wage Schedule," is hereby amended as follows:

APPENDIX A
WAGE SCHEDULE

Effective Dates

	1/1/09	7/1/09	1/1/10	7/1/10
Step 1	59,409.00	59,706.00	61,796.00	62,105.00
Step 2	63,653.00	63,971.00	66,210.00	66,541.00
Step 3	67,896.00	68,235.00	70,624.00	70,977.00
Step 4 (Specialist I required)	76,383.00	76,765.00	79,452.00	79,849.00
Step 5 (Specialist II required)	84,870.00	85,294.00	88,280.00	88,721.00

Effective 1/1/11, three (3) new steps are to be added at the beginning of the Wage Schedule, and on such date, each employee's step placement shall be adjusted by three (3) steps, in order to place the employee into the step corresponding to such employee's level of compensation as of 12/31/10 (*e.g.*, an employee who was at Step 3 on 12/31/10 shall move to Step 6 on 1/1/11).

	1/1/11	12/30/11
Step 1	49,800.00	49,800.00
Step 2	54,800.00	54,800.00
Step 3	59,800.00	59,800.00
Step 4	62,105.00	64,589.00
Step 5	66,541.00	69,203.00
Step 6	70,977.00	73,816.00
Step 7 (Specialist I required)	79,849.00	83,043.00
Step 8 (Specialist II required)	88,721.00	92,270.00

Notwithstanding the above, any employee who has submitted a letter of resignation/ retirement on or before February 1, 2011, with an effective date of resignation/ retirement no later than July 31, 2011, shall be paid according to the following Alternative Wage Schedule, effective January 1, 2011:

ALTERNATIVE WAGE SCHEDULE

	1/1/11
Step 1	49,800.00
Step 2	54,800.00
Step 3	59,800.00
Step 4 (Specialist I required)	64,589.00
Step 5 (Specialist II required)	69,203.00
Step 6	73,816.00
Step 7 (Specialist I required)	83,043.00
Step 8 (Specialist II required)	92,270.00

Such previously-described letter of resignation/retirement shall be irrevocable, except that any employee who has submitted such a letter of resignation/retirement may revoke such letter of resignation/retirement prior to its effective date, only if such employee (a) becomes disabled on account of injury or illness or (b) in the event of the death of such employee's spouse or child. In the event of such revocation of such letter of resignation/retirement, the employee shall be required to repay to the City any additional compensation paid to the employee on account of the application of the Alternative Wage Schedule, set forth hereinabove.

3. The provision of Section 6.2 of the Agreement, regarding bargaining unit members reporting for sixteen (16) hours of Department training, shall be temporarily suspended for the period commencing January 1, 2011 and ending December 31, 2011.

4. The City agrees that, during the period commencing January 1, 2011 and ending December 31, 2011, the City shall not lay off any bargaining unit member, and the City also agrees, during the period commencing January 1, 2011 and ending December 31, 2011, to replace, as soon as possible, any bargaining unit member who retires, resigns or otherwise ceases employment with the City, so as to maintain no less than 38 bargaining unit members during

such time period. Nothing herein shall preclude the City from reducing the number of bargaining unit members to less than 38, on or after January 1, 2012.

5. The City and the Union agree to accrete the sergeants into the existing bargaining unit as described in Section 1.1 of the Agreement. The Union and the City further agree to defer any bargaining for any contract amendments regarding or related to such accretion, until negotiations for any successor agreement between the City and the Union, following the expiration of the Agreement.

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

**CITY OF ROLLING MEADOWS,
an Illinois municipal corporation**

By: _____

Kenneth Nelson, Mayor

Attest: _____

DEPUTY City Clerk

**ROLLING MEADOWS POLICE
ASSOCIATION**

By: _____

By: _____

By: _____

Date: _____

11/15/10