

RESOLUTION NO. 21 - 06

**A RESOLUTION OF THE BOARD OF TRUSTEES OF THE VILLAGE OF DUPO, ILLINOIS TO INCREASE
VILLAGE PART-TIME POLICE OFFICERS' RATE OF PAY**

WHEREAS, the Village of Dupo, St. Clair County, Illinois ("Village"), is a duly created, organized and validly existing municipality of the State of Illinois under the 1970 Illinois Constitution and the laws of the State of Illinois, including particularly the Illinois Municipal Code, and all laws amendatory thereof and supplementary thereto; and

WHEREAS, a duly noticed public meeting was held in the Village of Dupo, Illinois at the Dupo Village Hall, 107 N. Second Street, on June 21, 2021 at 7:00 p.m., before the Village Board of Dupo; and

WHEREAS, pursuant to section 30-2-32 of the Village's Revised Code of Ordinances the "Village may employ part-time police officers from time to time as they deem necessary;" and

WHEREAS, pursuant to section 30-2-5 of the Village's Revised Code of Ordinances the compensation of those persons who work for the Village's Police Department shall receive such compensation as provided by Village ordinance or by resolution of the Village Board; and

WHEREAS, the Corporate Authorities of the Village of Dupo, Illinois (the Village Board and Mayor) have determined that it is in the best interests of the Village, its citizens and the general public, and that in order to retain adequate and sufficiently trained part-time police officers within the Village that the rate in which the Village compensates part-time police officers should be increased from \$17.00 per hour to \$20.00 per hour for officers who have fully completed the requisite police academy training; and

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

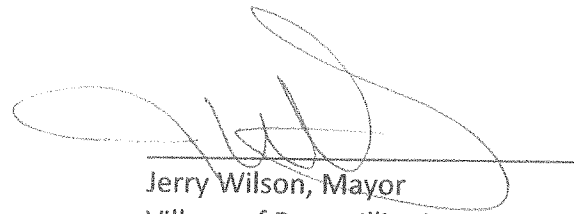
1. That the recitals set forth above in the preamble of this Resolution are hereby incorporated into this Resolution as recommendations of the Village Board of Trustees of the Village of Dupo, Illinois.
2. That as of this date of this Resolution the rate in which part-time police officers are compensated shall be increased from \$17.00 per hour to \$20.00 per hour for officers who have fully completed the requisite police academy training.
3. This Resolution shall be in full force and effect from and after its passage and approval in the manner provided by law.

PASSED this 21st day of June, 2021 by the Village Mayor and the Village Board of Trustees

of the Village of Dupo, St. Clair County, Illinois, and deposited and filed in the office of the Village Clerk in said Village on that date.

| <u>Trustees</u> | <u>Aye</u> | <u>Nay</u> | <u>Absent</u> | <u>Abstain</u> |
|-----------------|------------|------------|---------------|----------------|
| Dawn Keys | X | --- | --- | --- |
| Joe Basinski | X | --- | --- | --- |
| Ken Phillips | X | --- | --- | --- |
| Kerry Foster | X | --- | --- | --- |
| Ronnie C. Dell | X | --- | --- | --- |
| Tammy Taylor | X | --- | --- | --- |

APPROVED AND PASSED by the Mayor of the Village of Dupo, Illinois this 21st day of June, 2021.



Jerry Wilson, Mayor
Village of Dupo, Illinois

ATTEST:



MARK NADLER, VILLAGE CLERK

(SEAL)

[End of document.]

**VILLAGE OF DUPO POLICE DEPARTMENT
LATERAL ENTRY PROGRAM
MEMORANDUM OF UNDERSTANDING**

THIS LATERAL ENTRY PROGRAM AGREEMENT ("Agreement") is made and entered into this 25th day of May 2021, by and between the Village of Dupo, an Illinois municipal corporation, (the "Village"), and the Dupo Fraternal Order of Police. All of the foregoing are sometimes collectively referred to herein as the "Parties."

WHEREAS, the Village is engaged in the business of providing municipal services including police protection to its citizens;

WHEREAS, Illinois Law requires individuals to meet minimum requirements in order to be qualified to perform the duties of a law enforcement officer and to provide police protection in the Village;

WHEREAS, the Village wishes to hire experienced individuals licensed and eligible to work as police officers in the State of Illinois to provide police protection to its citizens, and these individuals are willing to accept such employment, on the terms and conditions set forth in this Agreement;

WHEREAS, the parties hereby acknowledge the Village has a legitimate and substantial governmental interest in the efficiency of the duties of a law enforcement officer because of the need for them to act quickly and effectively to protect life and property;

WHEREAS, the Parties desire to memorialize this agreement with regard to lateral entry hires into the Village of Dupo Police Department.

NOW, THEREFORE, in consideration of the promises and mutual representations and covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged by the parties hereto, the Parties agree as follows:

1. The recitals set forth above are true and accurate and are hereby incorporated herein as if fully set forth.
2. All candidates for the lateral entry program must have worked in a full-time capacity within the past twelve (12) months as a police officer to be considered for lateral entry as an employee of the Village of Dupo Police Department. Candidates must not have any gaps in service of more than one (1) year prior to being hired with the Village of Dupo Police Department.

3. All candidates must currently be certified and eligible to work in the State of Illinois as a police officer as determined by the Illinois Law Enforcement Training and Standards Board or have obtained a waiver to work in the State of Illinois.

4. The parties hereto agree as follows:

- a. Officers with two (2) years full-time experience will start at \$26.38 per hour;
- b. Officers with three (3) or four (4) years full-time experience will start at \$26.62 per hour;
- c. Officers with five (5) or more years full-time experience will start at \$26.98 per hour.

5. All police officers hired through Lateral Entry into the Village of Dupu Police Department will start with eighty (80) hours of vacation time to be used during their first (1st) year of employment. Any un-used vacation time during the first (1st) year of employment will be forfeited.

6. All police officers hired through lateral entry into the Village of Dupu Police Department will follow the longevity pay scale outlined above (See #4 herein), starting with the years of service they were hired in at. If hired in at two years of service rate, after one year, pay would increase to three year longevity rate and if hired in at three year service rate, pay would increase to five year longevity rate after two years. If hired in at four year longevity rate, pay would increase to five year longevity rate after one year.

7. Nothing contained herein shall be construed as a guarantee or other assurance of continued employment with the Village of Dupu, Illinois Police Department. The parties hereto acknowledge and understand that any individuals hired pursuant to the lateral entry program are subject to the hiring and termination policies of the Village of Dupu, and its police department, and, as such, are subject to termination, or release from employment, for any reason any other law enforcement officer or employee of the Village of Dupu could be released or terminated. This includes for cause or for any fiscal reason, financial reason, or reduction in force.

8. The invalidity or unenforceability of any particular provision of this Agreement shall not affect the other provisions hereof, and this Agreement shall be construed in all respects as if such invalid or unenforceable provision(s) were omitted.

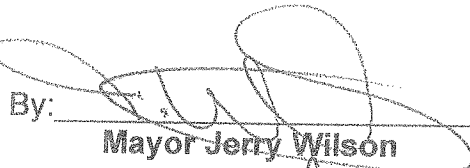
9. This Agreement shall be interpreted in accordance with, and governed by, the laws of the State of Illinois, without regard to the conflicts of laws principles thereof.


IN WITNESS WHEREOF, the Village of Dupo Fraternal Order of Police and the Village of Dupo have executed this Agreement as on the day and year first above written.

Village of Dupo Fraternal Order of Police

By: _____
Its: _____

The Village of Dupo

By: 
Mayor Jerry Wilson

WITNESS: 
MARK NADLER - CLERK

We, the remaining members of the Dupo Police Department bargaining unit, approve the Lateral Entry Program that the Village of Dupo, and members of the Dupo Police Department, have mutually agreed upon.



Sgt. Jason Cooper #26



Ptlm. Jeremy Zimmer #24



Ptlm. Cameron Cleveland #25