



City of Joliet

City Council Meeting

Meeting Agenda

MAYOR TERRY D'ARCY
MAYOR PRO-TEM COUNCILWOMAN SUZANNA IBARRA (7/1/2025 - 9/30/2025)
COUNCILMAN CESAR CARDENAS
COUNCILMAN JOE CLEMENT
COUNCILMAN LARRY E. HUG
COUNCILMAN JUAN MORENO
COUNCILMAN PAT MUDRON
COUNCILWOMAN JAN HALLUMS QUILLMAN
COUNCILWOMAN SHERRI REARDON

City Manager - Beth Beatty
Interim Corporation Counsel - Todd Lenzie
City Clerk - Lauren O'Hara

Tuesday, July 1, 2025

6:30 PM

City Hall, Council Chambers

Citizens who are unable to attend the meeting can email comments in advance of the meeting to publiccomment@joliet.gov.

INVOCATION:

Pastor Kurt Hoover, Messiah Lutheran Church, 40 Houbolt Road, Joliet

PLEDGE TO THE FLAG:

ROLL CALL:

PRESENTATION:

MAYOR:

Proclamation to Recognize the 35th Anniversary of the Americans with Disabilities Act

Attachments: [Proclamation Recognizing the 35th Anniversary of Americans with the Disability Act .pdf](#)
[Approver Report](#)

Proclamation for Paraclete Ministries

Attachments: [Proclamation for Paraclete Ministries .pdf](#)
[Approver Report](#)

APPROVAL OF AGENDA:

CITIZENS TO BE HEARD ON AGENDA ITEMS:

This section is for anyone wanting to speak regarding agenda items and are allowed a maximum of 4 minutes. It is not a question and answer period and staff, and the City Council do not generally respond to public comments. The City Clerk has a copy of the public speaking procedures; please note, speakers who engage in conduct injurious to the harmony of the Council shall be called to order by the Presiding Officer and may forfeit the opportunity to speak.

APPOINTMENTS:

COUNCIL COMMITTEE REPORTS:

Diversity & Community Relations

Land Use & Economic Development

Public Assets

Public Safety

Public Service

CONSENT AGENDA:

Invoices to be Paid

Attachments: [Invoices 07.01.25.pdf](#)
[Approver Report](#)

Approval of Professional Services Agreement for the District Metered Area Design and Implementation Project to Cavanaugh & Associates PA in the Amount of \$155,428.70 **376-25**

Attachments: [Cavanaugh Proposal, 2025 DMA Detailed Design.pdf](#)
[Approver Report](#)

Approval of Professional Services Agreement for the 2026 Sanitary Sewer Rehabilitation Program to RJN Group Inc. in the Amount of \$114,100.00 **377-25**

Attachments: [Agreement for Professional Services - Joliet 2026 Sewer & Lateral Rehab Programs with proposal.pdf](#)
[Approver Report](#)

Approval of Amendment No. 1 to the Professional Services Agreement for On-call Wastewater Treatment Engineering on behalf of Strand Assoc Inc. in the Amount of \$30,000.00 **378-25**

Attachments: [Approver Report](#)

Approval of Change Order No. 2 for the Garnsey Park Phase 5B Water Main Improvements Project on behalf of Construction by Camco, Inc. for a Deduction in the Amount of (\$6,757.66) **379-25**

Attachments: [Approver Report](#)

Approval of Change Order No. 2 for the Varnado Park Water Main Improvements Project on behalf of Steve Spiess Construction Inc. for a Deduction in the Amount of (\$807,418.80) **380-25**

Attachments: [Approver Report](#)

Approval of Payment to Locality Media, Inc., a/k/a First Due, for Web Based Fire Inspection Services in the Amount of \$112,793.51 **381-25**

Attachments: [First Due Invoice 2025.pdf](#)
[Approver Report](#)

AGENDA ITEM:

Award of Contract for Comprehensive Benefit Consulting and Broker Services to Marsh McLennan Agency, in the Amount of \$83,600

[383-25](#)

Attachments: [Approver Report](#)

LICENSES AND PERMIT APPLICATIONS:

PUBLIC HEARINGS:

All evidence and testimony will be presented under oath. The petitioner will be allowed to present first. After the petitioner is completed, interested parties will be allowed to present evidence and/or cross examine the petitioner. As this hearing is legislative in nature and not administrative, an interested party shall be defined as someone who either owns property within 600 feet of the proposed development site, or a member or official representative of an affected governmental body; the remainder of those who wish to be heard shall be classified as public speakers. Interested parties will present second. Once the interested parties have completed, public speakers will be heard. These individuals are public speakers, so the applicable public speaking rules shall be in effect: Speakers should try to address all comments to the council as a whole and not to any individual member, repetitive comments are discouraged, total comment time for any one person is 4 minutes, no speaker shall engage in a debate or make direct threats or personal attacks or be uncivil or abusive, disruptive behavior by the members of the public will not be tolerated, and the presiding officer may limit irrelevant, immaterial, or inappropriate comments or statements.

Public Hearing for the Community Development Block Grant - Consolidated Plan 2025-2029 and Program Year 2025 Annual Action Plan

[385-25](#)

Attachments: [Approver Report](#)

ORDINANCES AND RESOLUTIONS:

ORDINANCES:

Ordinance Amending Section 4-15, Ceasing the Issuance of New Class A Liquor Licenses and Changing Class upon Transfer

[387-25](#)

Attachments: [Class A Liquor License Ordinance.docx](#)
[Approver Report](#)

RESOLUTIONS:

Resolution Approving Intergovernmental Agreement with Plainfield Community Consolidated School District 202

[389-25](#)

Attachments: [Resolution](#)
[IGA between Plainfield Consolidated School District.pdf.docx](#)
[Approver Report](#)

Resolution Approving and Authorizing the Execution of an Agreement between the City of Joliet and the Joliet Fire Department Cares Foundation, Inc [390-25](#)

Attachments: [Resolution](#)
[Agreement with Joliet Fire Department Cares Foundation.docx](#)
[Approver Report](#)

Resolution Approving the Dedication of a 0.019-Acre Portion of Old Castle Road as Public Right-of-Way [391-25](#)

Attachments: [Resolution](#)
[Plat of Dedication 2025-06-05.pdf](#)
[Deed R2022024626.pdf](#)
[Approver Report](#)

Resolution Accepting Sponsorship Agreement with Pabst Brewing Company, LLC [392-25](#)

Attachments: [Resolution](#)
[JS Sponsorship Agreement.6.11.pdf](#)
[Approver Report](#)

Resolution Authorizing a Memorandum of Understanding Between the City of Joliet and Joliet Community Baseball and Entertainment LLC dba the Joliet Slammers Baseball Club Related to Slammers Stadium Field Netting [393-25](#)

Attachments: [Resolution.docx](#)
[Slammers Netting MOU.docx](#)
[Approver Report](#)

Resolution Approving and Authorizing the Execution of the Collective Bargaining Agreement Between the City of Joliet and IAFF Local 44 [394-25](#)

Attachments: [Resolution](#)
[2025-2028 Local 44 CBA.pdf](#)
[Approver Report](#)

Resolution Approving an Honorary Street Name Designation for [395-25](#)
SSG. Jose Dueñez

Attachments: [Resolution](#)
[Approver Report](#)

CITY MANAGER:

PUBLIC COMMENTS:

This section is for anyone wanting to speak regarding non-agenda items and are allowed a maximum of 4 minutes. It is not a question and answer period and staff, and the City Council do not generally respond to public comments. The City Clerk has a copy of the public speaking procedures; please note, speakers who engage in conduct injurious to the harmony of the Council shall be called to order by the Presiding Officer and may forfeit the opportunity to speak.

MAYOR AND COUNCIL COMMENTS:

CLOSED SESSION to discuss the following subjects:

PERSONNEL: The appointment, employment, compensation, discipline, performance or dismissal of specific City employees (5 ILCS 5/120/2(c)(1)).

COLLECTIVE BARGAINING: Collective negotiating matters and salary schedules for one or more classes of City employees (5 ILCS 5/120/2(c)(2)).

LAND ACQUISITION or CONVEYANCE: The purchase or lease of real property for the use of the City, including whether a particular parcel should be acquired, or the setting of a price for the sale or lease of property owned by the City (5ILCS 5/120/2(c)(5,6)).

PENDING or THREATENED LITIGATION: A pending legal action against, affecting or on behalf of the City or a similar legal action that is probable or imminent (5 ILCS 5/120/2(c)(11)).

ADJOURNMENT:

This meeting will be held in an accessible location. If you need a reasonable accommodation, please contact The City Clerk Office, 150 West Jefferson Street, Joliet, Illinois 60432 at (815) 724-3780. Live, online streaming of Regular City Council and Pre-Council meetings is now available at www.joliet.gov. Videos and agenda packets can be accessed by clicking on the Meetings & Agendas link at the center of the home page for "Joliet City Council E-Agenda & Streaming Video." The new page includes archived footage and interactive agendas available for the public to view at their convenience.



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Memo

File #:

Agenda Date:7/1/2025



City of Joliet

Department Name
815-724-3700
tdarcy@joliet.gov

PROCLAMATION

WHEREAS, the Americans with Disabilities Act (ADA) was passed on July 26, 1990, to ensure the civil rights of citizens with disabilities; and


WHEREAS, the City of Joliet affirms the principals of equality and inclusion for persons with disabilities as set forth and embodied within the ADA - the laws of the State of Illinois, the Disability Rights Bureau within the office of the Illinois Attorney General, and the ordinances of Joliet; and

WHEREAS, numerous organizations in the City of Joliet work with constituents and communities to bring forth the promise of hope and freedom that is envisioned by the passage of the ADA; and

WHEREAS, July 26, 2025, celebrates the 35th Anniversary of the Americans with Disabilities Act with the first annual Disability Fair, presented by the Committee on Citizens with Disabilities.

NOW, THEREFORE, I, Terry D'Arcy, Mayor of the City of Joliet, Illinois, on behalf of the Joliet City Council do hereby recognize the celebration of the 35th Anniversary of the Americans with Disabilities Act.

DATE: July 1, 2025


Terry D'Arcy
Mayor



City of Joliet

Department Name
815-724-3700
tdarcy@joliet.gov

PROCLAMATION

WHEREAS, Paraclete Ministries NFP's Grandparents Raising Children Education, Support & Resource Group endeavors to meet the unique needs of Grandparents and the children they are raising; and they held their first meeting at Joliet Central High School on January 29, 2019; and,

WHEREAS, Grandparents Raising Children discover resources by partnering with churches, social services and community organizations to address the unique physical, mental, emotional, educational and recreational needs of Grandfamilies; and,

WHEREAS, Grandparents and other relatives often begin caring for children with little or no warning or preparation; and,


WHEREAS, In Illinois, there are 263,890 children under the age of 18 living in homes where a relative is head of household with more than 1,000 grandparents caring for their children; and,

WHEREAS, Government entities address the unique legislative needs of Grandparents and the children they are raising; and,

WHEREAS, Additional legislative support has allowed the program to expand by establishing support groups and providing grandparents with information and referral assistance.

NOW, THEREFORE, I, Terry D'Arcy, Mayor of the City of Joliet, Illinois, on behalf of the Joliet City Council do hereby recognize Paraclete Ministries NFP's Grandparents Raising Children and commend them for their service to our community.

DATE: July 1, 2025


Terry D'Arcy
Mayor



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: TMP-8487

File ID: TMP-8487

Type: Proclamation

Status: Agenda Ready

In Control: City Council Meeting

File Created: 04/15/2025

Department: Neighborhood Services

Final Action:

Title:

Agenda Date: 07/01/2025

Attachments: Proclamation Recognizing the 35th Anniversary of
Americans with the Disability Act .pdf

Entered by: jlozada@joliet.gov



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Memo

File #:

Agenda Date:7/1/2025



City of Joliet

Department Name
815-724-3700
tdarcy@joliet.gov

PROCLAMATION

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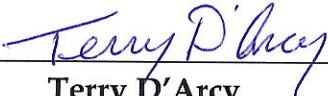
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DATE: July 1, 2025


Terry D'Arcy
Mayor



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: TMP-8764

File ID: TMP-8764

Type: Proclamation

Status: Agenda Ready

In Control: City Council Meeting

File Created: 06/23/2025

Department:

Final Action:

Title:

Agenda Date: 07/01/2025

Attachments: Proclamation for Paraclete Ministries .pdf

Entered by: jcontos@joliet.gov



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Memo

File #:

Agenda Date:7/1/2025

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
18938 27-37 E CASS JF, LLC										
2025 CCP GRANT		07/01/2025			27,555.00		07/01/2025	INV APP	CCP	GR
CHECK DATE:										
2969 3M COMPANY										
9290375233		07/01/2025			725.00		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
9290375543		07/01/2025			975.00		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
					1,700.00					
18925 911 TECH INC										
390		07/01/2025			11,625.00		07/01/2025	INV APP	ANNUAL	
CHECK DATE:										
17355 A.N.T. PEST CONTROL INC										
15095		07/01/2025			140.00		07/01/2025	INV APP	PEST C	
CHECK DATE:										
15096		07/01/2025			140.00		07/01/2025	INV APP	PEST C	
CHECK DATE:										
15097		07/01/2025			140.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
					420.00					
15704 ABT ELECTRONICS INC										
0603521XXGQ		07/01/2025			265.00		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
15547 ACTION TRUCK PARTS INC										
002A129532		07/01/2025			547.38		07/01/2025	INV APP	PARTS	
CHECK DATE:										
56 AIR ONE EQUIPMENT, INC										
222348		07/01/2025			648.50		07/01/2025	INV APP	GLOVES	
CHECK DATE:										
222372		07/01/2025			180.00		07/01/2025	INV APP	GLOVES	
CHECK DATE:										

VENDOR INVOICE LIST

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222487		07/01/2025			116.00		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
222574		07/01/2025			463.00		07/01/2025	INV APP	EQUIPM	
CHECK DATE:										
11203 AIRGAS	WEST JOLIET				1,407.50					
5516434908		07/01/2025			137.46		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
5516435028		07/01/2025			4,684.31		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
5516435043		07/01/2025			408.14		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
5516435148		07/01/2025			128.78		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
14157 AIRYS INC					5,358.69					
51351	25000309	07/01/2025			126,422.58		07/01/2025	INV APP	2024 L	
CHECK DATE:										
54124R	25000652	07/01/2025			652,678.74		07/01/2025	INV APP	Hickor	
CHECK DATE:										
11858 AL WARREN OIL COMPANY INC					779,101.32					
W1746677	25000101	07/01/2025			19,277.35		07/01/2025	INV APP	FUEL,	
CHECK DATE:										
W1747540	25000101	07/01/2025			17,997.00		07/01/2025	INV APP	FUEL,	
CHECK DATE:										
W1749764	25000101	07/01/2025			20,568.00		07/01/2025	INV APP	FUEL,	
CHECK DATE:										
W1753768	25000101	07/01/2025			19,537.03		07/01/2025	INV APP	FUEL,	
CHECK DATE:										
W1754100	25000101	07/01/2025			20,568.00		07/01/2025	INV APP	FUEL,	
CHECK DATE:										
16235 ALLEGRA COAL CITY					97,947.38					

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
139763		07/01/2025			275.34		07/01/2025	INV APP	PRINT	
CHECK DATE:										
3822 ALLIED LANDSCAPING INC										
11952		07/01/2025			6,000.00		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
5034 ALLIED NURSERY, INC										
51851		07/01/2025			534.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
11433 ALPHA BUILDING MAINTENANCE SVC										
23582 CJ		07/01/2025			814.40		07/01/2025	INV APP	CLEANI	
CHECK DATE:										
16555 ALTORFER INDUSTRIES INC										
P58C0060657		07/01/2025			2,871.82		07/01/2025	INV APP	PARTS	
CHECK DATE:										
15576 AMAZON CAPITAL SERVICES										
11G3-F616-XRPD		07/01/2025			181.74		07/01/2025	INV APP	OFFICE	
CHECK DATE:										
11M7-T3LL-1T77		07/01/2025			-.48		07/01/2025	CRM APP	CREDIT	
CHECK DATE:										
13WF-37YT-46KK		07/01/2025			77.50		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
16JR-QJ6C-YLFN		07/01/2025			133.50		07/01/2025	INV APP	PARTS	
CHECK DATE:										
16RL-DWV9-D3LP		07/01/2025			-19.55		07/01/2025	CRM APP	CREDIT	
CHECK DATE:										
16WX-MHDN-3G9J		07/01/2025			26.54		07/01/2025	INV APP	REPLAC	
CHECK DATE:										
16YX-RJGH-94CV		07/01/2025			324.26		07/01/2025	INV APP	PARTS	
CHECK DATE:										
17YC-9YVN-KY43		07/01/2025			276.14		07/01/2025	INV APP	WORKST	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
1FRH-6VNW-TCVW CHECK DATE:		07/01/2025			42.98		07/01/2025	INV APP		OFFICE
1GLD-33YN-KKG9 CHECK DATE:		07/01/2025			101.97		07/01/2025	INV APP		OFFICE
1H6G-Y7K1-6RRC CHECK DATE:		07/01/2025			676.93		07/01/2025	INV APP		PARTS
1HKV-FVD7-MV3F CHECK DATE:		07/01/2025			46.79		07/01/2025	INV APP		SUPPLI
1HV3-QP9X-C4XX CHECK DATE:		07/01/2025			- .06		07/01/2025	CRM APP		CREDIT
1HVR-4QT1-TP64 CHECK DATE:		07/01/2025			635.82		07/01/2025	INV APP		WORKST
1KFK-WY4W-KKLW CHECK DATE:		07/01/2025			63.68		07/01/2025	INV APP		REMARK
1KYY-TPRH-64NQ CHECK DATE:		07/01/2025			59.90		07/01/2025	INV APP		PARTS
1LD7-YNK3-FGH7 CHECK DATE:		07/01/2025			258.51		07/01/2025	INV APP		POET L
1LLY-LCQD-VP66 CHECK DATE:		07/01/2025			-26.54		07/01/2025	CRM APP		CREDIT
1MP6-P41X-XVV6 CHECK DATE:		07/01/2025			49.80		07/01/2025	INV APP		NS OFF
1MVX-WHW6-CN4G CHECK DATE:		07/01/2025			-82.48		07/01/2025	CRM APP		CREDIT
1N4G-TMMY-TK1F CHECK DATE:		07/01/2025			-75.85		07/01/2025	CRM APP		CREDIT
1NLD-LLY9-YM1M CHECK DATE:		07/01/2025			241.01		07/01/2025	INV APP		NS OFF
1PRT-76Q1-CLTH CHECK DATE:		07/01/2025			-4.80		07/01/2025	CRM APP		CREDIT
1PYD-YY4N-4WPY CHECK DATE:		07/01/2025			81.99		07/01/2025	INV APP		CURREN
1T3C-6YLH-DP1W CHECK DATE:		07/01/2025			206.96		07/01/2025	INV APP		OFFICE
1VC3-Y6DN-4HWY CHECK DATE:		07/01/2025			-1.65		07/01/2025	CRM APP		CREDIT
1VDY-3YYT-4LMX		07/01/2025			48.50		07/01/2025	INV APP		48.50

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
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CHECK DATE:										
1WPY-MTQG-6GDR		07/01/2025			146.98		07/01/2025	INV APP	PARTS	
CHECK DATE:										
1XQN-NX14-WWWC		07/01/2025			58.01		07/01/2025	INV APP	OFFICE	
CHECK DATE:										
17855 AMERICAN HOIST & MANLIFT INC					3,621.09					
40190	25000250	07/01/2025			1,833.00		07/01/2025	INV APP	2024 E	
CHECK DATE:										
40364		07/01/2025			9,882.84		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
15915 AMS MECHANICAL SYSTEMS INC					11,715.84					
200518-01		07/01/2025			2,680.00		07/01/2025	INV APP	INSPEC	
CHECK DATE:										
200521-01		07/01/2025			3,960.00		07/01/2025	INV APP	INSPEC	
CHECK DATE:										
200522-01		07/01/2025			640.00		07/01/2025	INV APP	INSPEC	
CHECK DATE:										
200523-01		07/01/2025			1,280.00		07/01/2025	INV APP	INSPEC	
CHECK DATE:										
18389 AMUNDSEN DAVIS, LLC					8,560.00					
815067 & 819261		07/01/2025			9,679.15		07/01/2025	INV APP	APRIL/	
CHECK DATE:										
815070 & 819258		07/01/2025			33,782.05		07/01/2025	INV APP	APRIL/	
CHECK DATE:										
13615 ANCHOR MECHANICAL INC					43,461.20					
i3582-40JW	25000376	07/01/2025			10,809.00		07/01/2025	INV APP	2025 H	
CHECK DATE:										
i3582-41JW	25000376	07/01/2025			10,809.00		07/01/2025	INV APP	2025 H	

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
CHECK DATE:										
i3582-42JW	25000376	07/01/2025			10,809.00		07/01/2025	INV APP	2025	H
CHECK DATE:										
NW25-0633		07/01/2025			1,919.68		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
NW25-0799		07/01/2025			7,017.11		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
NW25-0844		07/01/2025			2,526.90		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
NW25-0857		07/01/2025			2,736.28		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
13868 APEX INDUSTRIAL AUTOMATION LLC					46,626.97					
1279166		07/01/2025			323.00		07/01/2025	INV APP	PARTS	
CHECK DATE:										
1279624		07/01/2025			882.48		07/01/2025	INV APP	PARTS	
CHECK DATE:										
14247 AQUA THERM INC					1,205.48					
24130		07/01/2025			500.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
18068 ARBOR TEK LANDSCAPE SERVICES INC										
21804		07/01/2025			3,974.50		07/01/2025	INV APP	WEED C	
CHECK DATE:										
21805		07/01/2025			1,841.50		07/01/2025	INV APP	MOSQUI	
CHECK DATE:										
17440 ASBESTOS PROJECT MANAGEMENT					5,816.00					
250608		07/01/2025			200.00		07/01/2025	INV APP	INSPEC	
CHECK DATE:										
17992 AT&T MOBILITY II LLC										
287313801242		07/01/2025			144.96		07/01/2025	INV APP	SERVIC	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
15871 ATHENS TECHNICAL SPECIALIST INC										
INV110840		07/01/2025			1,166.41		07/01/2025	INV APP	TESTER	
CHECK DATE:										
18599 AUSTIN HARDWARE & SUPPLY INC										
2358521		07/01/2025			45.04		07/01/2025	INV APP	PARTS	
CHECK DATE:										
2358565		07/01/2025			107.99		07/01/2025	INV APP	PARTS	
CHECK DATE:										
2358657		07/01/2025			235.80		07/01/2025	INV APP	PARTS	
CHECK DATE:										
					388.83					
11591 AUSTIN TYLER CONSTRUCTION INC										
2507-02	25000650	07/01/2025			1,628,014.87		07/01/2025	INV APP	Broadw	
CHECK DATE:										
11496 B&H TECHNICAL SERVICES INC										
6-313MACH		07/01/2025			2,495.00		07/01/2025	INV APP	OFFICE	
CHECK DATE:										
207 BARRETT'S HARDWARE & INDUS										
3260171		07/01/2025			45.27		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
3260192		07/01/2025			777.40		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
3260217		07/01/2025			164.11		07/01/2025	INV APP	PARTS/	
CHECK DATE:										
					986.78					
7112 BAXTER & WOODMAN INC										
0271835	25000268	07/01/2025			27,089.89		07/01/2025	INV APP	PSA Co	
CHECK DATE:										
0273125	25000547	07/01/2025			9,152.61		07/01/2025	INV APP	PSA fo	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
17258	BAYS PROFESSIONAL CENTRE				36,242.50					
2024	TIF REBATE	07/01/2025			73,683.57		07/01/2025	INV APP	2024	T
	CHECK DATE:									
17163	BEARY LANDSCAPE MANAGEMENT									
14648	25000680	07/01/2025			19,500.00		07/01/2025	INV APP	2025-2	
	CHECK DATE:									
10556	BERLAND'S HOUSE OF TOOLS									
25407		07/01/2025			447.55		07/01/2025	INV APP	TOOLS	
	CHECK DATE:									
12954	BG PRODUCTS OF ILLINOIS									
66392		07/01/2025			3,412.00		07/01/2025	INV APP	SUPPLI	
	CHECK DATE:									
17188	SHIELDS KARIN									
2025	GRANT	07/01/2025			2,330.00		07/01/2025	INV APP	CCP BU	
	CHECK DATE:									
10116	BOUND TREE MEDICAL									
85688684		07/01/2025			2,367.98		07/01/2025	INV APP	EMS SU	
	CHECK DATE:									
85797102		07/01/2025			890.33		07/01/2025	INV APP	EMS SU	
	CHECK DATE:									
85811096		07/01/2025			381.60		07/01/2025	INV APP	EMS SU	
	CHECK DATE:									
18331	BRONCO LANDSCAPING LLC				3,639.91					
0000136		07/01/2025			175.00		07/01/2025	INV APP	SERVIC	
	CHECK DATE:									
0000138		07/01/2025			300.00		07/01/2025	INV APP	SERVIC	
	CHECK DATE:									
0000140		07/01/2025			200.00		07/01/2025	INV APP	SERVIC	
	CHECK DATE:									

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
0000141		07/01/2025			125.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
0000142		07/01/2025			75.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
0000143		07/01/2025			75.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
15057 BURNS & MCDONNELL ENGINEERING CO INC					950.00					
147443-13	25000330	07/01/2025			8,216.25		07/01/2025	INV APP	PSA	A
CHECK DATE:										
18894 BURNS PHOTOGRAPHY										
98178		07/01/2025			225.00		07/01/2025	INV APP	PHOTOG	
CHECK DATE:										
18516 CARMAX AUTO SUPERSTORES, INC										
FEBRUARY 2025		07/01/2025			11,980.71		07/01/2025	INV APP	SHARED	
CHECK DATE:										
JANUARY 2025		07/01/2025			11,335.07		07/01/2025	INV APP	SHARED	
CHECK DATE:										
MARCH 2025		07/01/2025			11,522.68		07/01/2025	INV APP	SHARED	
CHECK DATE:										
11996 CARUS CORPORATION					34,838.46					
SLS 10121202	25000025	07/01/2025			3,997.98		07/01/2025	INV APP	2025 S	
CHECK DATE:										
SLS 10121203	25000026	07/01/2025			1,102.14		07/01/2025	INV APP	2025 D	
CHECK DATE:										
SLS 10121204	25000026	07/01/2025			1,110.72		07/01/2025	INV APP	2025 D	
CHECK DATE:										
SLS 10121205	25000026	07/01/2025			452.40		07/01/2025	INV APP	2025 D	
CHECK DATE:										
SLS 10121212	25000026	07/01/2025			787.02		07/01/2025	INV APP	2025 D	
CHECK DATE:										
SLS 10121356	25000025	07/01/2025			2,982.24		07/01/2025	INV APP	2025 S	

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
CHECK DATE:										
7617 CDWG COMPUTER CENTERS					10,432.50					
AE4676R		07/01/2025			6,936.48		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
AE5A37P		07/01/2025			270.03		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
AE5C46S		07/01/2025			4,636.52		07/01/2025	INV APP	SOFTWA	
CHECK DATE:										
AE5DC7D		07/01/2025			7,329.77		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
AE5G14C		07/01/2025			810.58		07/01/2025	INV APP	TV'S	
CHECK DATE:										
413 CERTIFIED LABORATORIES					19,983.38					
9133966		07/01/2025			2,029.45		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
9152852		07/01/2025			2,346.30		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
9162349		07/01/2025			2,029.45		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
18371 CHEMEX OF NORTHERN ILLINOIS INC					6,405.20					
98000		07/01/2025			496.25		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
440 CHICAGO COMMUNICATIONS LLC										
360225		07/01/2025			1,480.65		07/01/2025	INV APP	MISC	
CHECK DATE:										
361585		07/01/2025			357.50		07/01/2025	INV APP	RADIO	
CHECK DATE:										
361719		07/01/2025			3,446.00		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
13667 CINTAS CORPORATION NO 2 UNIFORMS					5,284.15					
4232899116		07/01/2025			198.66		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
4233317460		07/01/2025			307.11		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
4233621194		07/01/2025			58.89		07/01/2025	INV APP	MAINT	
CHECK DATE:										
					564.66					
13383 CINTAS FIRE PROTECTION										
0F94753408		07/01/2025			150.89		07/01/2025	INV APP	MAINT	
CHECK DATE:										
0F94753453		07/01/2025			3,395.23		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
0F94753623		07/01/2025			763.90		07/01/2025	INV APP	MAINT	
CHECK DATE:										
					4,310.02					
11432 CIT GROUP INC										
111P552246		07/01/2025			142.87		07/01/2025	INV APP	PARTS	
CHECK DATE:										
111P552661		07/01/2025			590.80		07/01/2025	INV APP	PARTS	
CHECK DATE:										
111P553503		07/01/2025			662.94		07/01/2025	INV APP	PARTS	
CHECK DATE:										
					1,396.61					
472 CITY OF CREST HILL										
MAY 2025		07/01/2025			10,849.14		07/01/2025	INV APP	MAY 20	
CHECK DATE:										
17097 CITY OF LOCKPORT										
MAY 2025		07/01/2025			7,747.39		07/01/2025	INV APP	MAY 20	
CHECK DATE:										
11067 CIVILTECH ENGINEERING, INC										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
3468-27		25000411 07/01/2025			25,835.63		07/01/2025	INV APP	PH II	
CHECK DATE:										
3678-34		25000501 07/01/2025			22,309.26		07/01/2025	INV APP	Joliet	
CHECK DATE:										
3679-23		25000464 07/01/2025			10,939.76		07/01/2025	INV APP	Chgo S	
CHECK DATE:										
					59,084.65					
14112 CLS BACKGROUND INVESTIGATIONS										
13983 - A		07/01/2025			66.75		07/01/2025	INV APP	THOMAS	
CHECK DATE:										
18721 FERGUSON ENTERPRISES LLC										
0160733		07/01/2025			274.22		07/01/2025	INV APP	PARTS	
CHECK DATE:										
10220 COMCAST										
243524109		07/01/2025			1,256.14		07/01/2025	INV APP	COMCAS	
CHECK DATE:										
546 CONSTRUCTION BY CAMCO INC										
7545		25000700 07/01/2025			20,665.41		07/01/2025	INV APP	2025 O	
CHECK DATE:										
7545-1		25000700 07/01/2025			7,751.20		07/01/2025	INV APP	2025 O	
CHECK DATE:										
					28,416.61					
10244 CONTINENTAL RESEARCH CORP										
0063263		07/01/2025			1,275.41		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
0063819		07/01/2025			1,182.26		07/01/2025	INV APP	PARTS	
CHECK DATE:										
					2,457.67					
13860 COPS TESTING SERVICE INC										
1514		07/01/2025			875.00		07/01/2025	INV APP	TESTIN	
CHECK DATE:										
1515		07/01/2025			1,500.00		07/01/2025	INV APP	TESTIN	

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
CHECK DATE:										
15872 CORE & MAIN LP					2,375.00					
w793141	25000555	07/01/2025			17,722.58		07/01/2025	INV APP	PSA fo	
CHECK DATE:										
w846835		07/01/2025			3,400.00		07/01/2025	INV APP	METER	
CHECK DATE:										
x125932	25000705	07/01/2025			464,100.00		07/01/2025	INV APP	Purcha	
CHECK DATE:										
15588 COSGROVE CONSTRUCTION INC					485,222.58					
105906		07/01/2025			900.00		07/01/2025	INV APP	DRYWAL	
CHECK DATE:										
106051	25000677	07/01/2025			180,212.50		07/01/2025	INV APP	PAINT,	
CHECK DATE:										
15767 COSTAR REALTY INFORMATION INC					181,112.50					
122247987		07/01/2025			1,975.10		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
11445 COTG CHICAGO OFFICE TECHNOLOGY GROUP										
IN5922844	25000535	07/01/2025			534.81		07/01/2025	INV APP	MANAGE	
CHECK DATE:										
576 CRESCENT ELECTRIC SUPPLY										
s513271874.001		07/01/2025			551.99		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
s513299425.001		07/01/2025			614.10		07/01/2025	INV APP	MATERI	
CHECK DATE:										
s513314822.001		07/01/2025			395.31		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
s513318269.001		07/01/2025			498.13		07/01/2025	INV APP	PARTS	
CHECK DATE:										
s513320036.001		07/01/2025			54.66		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
S513336317.001		07/01/2025			14.75		07/01/2025	INV APP	PARTS	
CHECK DATE:										
					2,128.94					
17065 CULPEPPERS LAWN WORKS										
478	25000738	07/01/2025			2,022.00		07/01/2025	INV APP	2025 G	
CHECK DATE:										
479	25000739	07/01/2025			1,350.00		07/01/2025	INV APP	2025 G	
CHECK DATE:										
481		07/01/2025			225.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
482		07/01/2025			350.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
485		07/01/2025			200.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
					4,147.00					
17422 CULTIVATE GEOSPATIAL SOLUTIONS LLC										
JOLIET_AM_25-MSA_2	25000420	07/01/2025			4,000.00		07/01/2025	INV APP	PSA 20	
CHECK DATE:										
599 D CONSTRUCTION INC										
5042	25000674	07/01/2025			437.45		07/01/2025	INV APP	STREET	
CHECK DATE:										
18589 D'ARCY HYUNDAI										
FEBRUARY 2025		07/01/2025			28,848.18		07/01/2025	INV APP	SHARED	
CHECK DATE:										
JANUARY 2025		07/01/2025			33,176.90		07/01/2025	INV APP	SHARED	
CHECK DATE:										
MARCH 2025		07/01/2025			28,526.09		07/01/2025	INV APP	SHARED	
CHECK DATE:										
					90,551.17					
13789 DAHME MECHANICAL INDUSTRIES INC										
20250276		07/01/2025			3,288.00		07/01/2025	INV APP	REPAIR	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
20250278		07/01/2025			3,888.00		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
16546 DATA TRANSFER SOLUTIONS LLC					7,176.00					
1455170	25000333	07/01/2025			350.00		07/01/2025	INV APP	TRAINI	
CHECK DATE:										
15408 DEERE & COMPANY										
117768361		07/01/2025			9,563.26		07/01/2025	INV APP	GATOR	
CHECK DATE:										
12486 DELTA INDUSTRIES INC										
SIN026085		07/01/2025			527.71		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
SIN026180		07/01/2025			1,110.99		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
12431 DONOHUE & ASSOCIATES INC					1,638.70					
12606-103	25000536	07/01/2025			1,440.00		07/01/2025	INV APP	2025 I	
CHECK DATE:										
12606-104	25000536	07/01/2025			900.00		07/01/2025	INV APP	2025 I	
CHECK DATE:										
18661 GOOCHER LANDSCAPE SERVICES, LLC					2,340.00					
2868		07/01/2025			2,950.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
2869		07/01/2025			830.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
2870		07/01/2025			925.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
2871		07/01/2025			1,800.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
2872		07/01/2025			1,750.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
2873		07/01/2025			425.00		07/01/2025	INV APP	SERVIC	

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
CHECK DATE:										
2874		07/01/2025			1,475.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
18190 DUNGAREES INC					10,155.00					
6578963		07/01/2025			1,283.90		07/01/2025	INV APP	GEAR	
CHECK DATE:										
6602462		07/01/2025			927.92		07/01/2025	INV APP	GEAR	
CHECK DATE:										
13643 EJ USA INC					2,211.82					
110250040808		07/01/2025			661.44		07/01/2025	INV APP	PARTS/	
CHECK DATE:										
740 ELENS & MAICHIN ROOFING										
9097		07/01/2025			429.75		07/01/2025	INV APP	INSPEC	
CHECK DATE:										
7582 ELLIOTT ELECTRIC INC										
31324		07/01/2025			799.00		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
31383		07/01/2025			2,914.00		07/01/2025	INV APP	ELECTR	
CHECK DATE:										
31449		07/01/2025			1,983.00		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
31450		07/01/2025			1,287.00		07/01/2025	INV APP	ELECTR	
CHECK DATE:										
31451		07/01/2025			480.00		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
31457	25000241	07/01/2025			2,709.00		07/01/2025	INV APP	2025 E	
CHECK DATE:										
31458	25000241	07/01/2025			7,353.00		07/01/2025	INV APP	2025 E	
CHECK DATE:										
31459	25000241	07/01/2025			2,064.00		07/01/2025	INV APP	2025 E	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
31460	25000241	07/01/2025			7,230.00		07/01/2025	INV APP	2025	E
CHECK DATE:										
31461	25000241	07/01/2025			2,064.00		07/01/2025	INV APP	2025	E
CHECK DATE:										
31463		07/01/2025			1,482.00		07/01/2025	INV APP	POWER	
CHECK DATE:										
18604 EMS MANAGEMENT & CONSULTANTS, INC					30,365.00					
EMS-016258		07/01/2025			17,728.11		07/01/2025	INV APP	MAY 20	
CHECK DATE:										
13754 ENGINEERING SOLUTIONS TEAM CO										
INVOICE#2	25000702	07/01/2025			2,970.50		07/01/2025	INV APP	MILLSD	
CHECK DATE:										
18434 EPSTEIN BECKER GREEN										
01/2025-03/2025		07/01/2025			54,913.50		07/01/2025	INV APP	INVOIC	
CHECK DATE:										
18141 EVANS & DIXON, LLC										
MAY 2025		07/01/2025			4,808.00		07/01/2025	INV APP	MAY 20	
CHECK DATE:										
13233 FERGUSON WATERWORKS										
0523313		07/01/2025			3,627.84		07/01/2025	INV APP	PARTS/	
CHECK DATE:										
829 FISHER SCIENTIFIC										
1166427		07/01/2025			177.84		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
4623 FLEET SAFETY SUPPLY										
85109		07/01/2025			1,158.32		07/01/2025	INV APP	PARTS	
CHECK DATE:										
85133		07/01/2025			1,319.64		07/01/2025	INV APP	PARTS	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
85139		07/01/2025			269.93		07/01/2025	INV APP	PARTS	
CHECK DATE:										
13348 FLEXIBLE BENEFIT SERVICE CORP					2,747.89					
45B18C875		07/01/2025			982.50		07/01/2025	INV APP	JULY 2	
CHECK DATE:										
16814 FOREST PRESERVE DISTRICT OF WILL COUNTY										
LICENSE FEE 19-18		07/01/2025			4,936.54		07/01/2025	INV APP	LICENS	
CHECK DATE:										
4083 FOSTER COACH SALES INC										
29298		07/01/2025			450.80		07/01/2025	INV APP	PARTS	
CHECK DATE:										
18336 FRANCIS, DAVID										
061225		07/01/2025			400.00		07/01/2025	INV APP	CONCER	
CHECK DATE:										
10005 FREEDOM FIRST AID & SAFETY										
53827		07/01/2025			548.35		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
53828		07/01/2025			119.50		07/01/2025	INV APP	FIRST	
CHECK DATE:										
13755 GALLAGHER BENEFIT SERVICES INC					667.85					
343297	25000414	07/01/2025			6,333.33		07/01/2025	INV APP	CONSUL	
CHECK DATE:										
900 GASVODA & ASSOC INC										
INV24SVC1154QUT	25000748	07/01/2025			10,624.00		07/01/2025	INV APP	RICHAR	
CHECK DATE:										
INV25PTS0227		07/01/2025			5,068.43		07/01/2025	INV APP	PARTS	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
13439 GENE MAY HEATING & COOLING					15,692.43					
130087		07/01/2025			7,579.00		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
130088		07/01/2025			2,800.00		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
130110		07/01/2025			444.00		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
18924 GLACIER RIDGE GROWERS INC					10,823.00					
10040		07/01/2025			3,053.50		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
18666		07/01/2025			2,835.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
18936 GONZALEZ FRESH PRODUCE, LLC					5,888.50					
2025 CCP GRANT		07/01/2025			2,500.00		07/01/2025	INV APP	BUILD	
CHECK DATE:										
12403 GRAINGER										
9522434779		07/01/2025			38.34		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
9529787617		07/01/2025			14.31		07/01/2025	INV APP	DUSTER	
CHECK DATE:										
9530877076		07/01/2025			340.37		07/01/2025	INV APP	SHOP S	
CHECK DATE:										
9530877084		07/01/2025			22.17		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
9531196153		07/01/2025			48.69		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
9531907336		07/01/2025			380.52		07/01/2025	INV APP	FLAT R	
CHECK DATE:										
9531907344		07/01/2025			392.46		07/01/2025	INV APP	PARTS/	
CHECK DATE:										
9531907351		07/01/2025			63.09		07/01/2025	INV APP	PARTS	

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
CHECK DATE:										
9533584364		07/01/2025			34.27		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
9534330403		07/01/2025			224.81		07/01/2025	INV APP	SHOP T	
CHECK DATE:										
9534861282		07/01/2025			359.80		07/01/2025	INV APP	TOOLS	
CHECK DATE:										
9535497235		07/01/2025			341.50		07/01/2025	INV APP	JANITO	
CHECK DATE:										
9535497243		07/01/2025			341.50		07/01/2025	INV APP	JANITO	
CHECK DATE:										
9541814290		07/01/2025			50.58		07/01/2025	INV APP	DOOR C	
CHECK DATE:										
13464 GRANICUS LLC					2,652.41					
207270		07/01/2025			5,247.00		07/01/2025	INV APP	HARDWA	
CHECK DATE:										
207405	25000682	07/01/2025			103,891.81		07/01/2025	INV APP	GRANIC	
CHECK DATE:										
17980 GRANITE TELECOMMUNICATIONS LLC					109,138.81					
698861692		07/01/2025			5,577.55		07/01/2025	INV APP	TELECO	
CHECK DATE:										
9952 GRAYBAR ELECTRIC CO.										
9342447536		07/01/2025			2,357.65		07/01/2025	INV APP	CODE B	
CHECK DATE:										
18039 HARMONIC DESIGN INC										
15089		07/01/2025			2,900.00		07/01/2025	INV APP	CONSTR	
CHECK DATE:										
15146 WEST JEFF AUTO SALES LLC										
01/2025-04/2025		07/01/2025			152,882.41		07/01/2025	INV APP	SALES	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
445149J		07/01/2025			328.92		07/01/2025	INV APP	PARTS	
CHECK DATE:										
11860 HAWKINS INC					153,211.33					
7089657	25000023	07/01/2025			3,199.50		07/01/2025	INV APP	2025 M	
CHECK DATE:										
7089660	25000023	07/01/2025			3,160.00		07/01/2025	INV APP	2025 M	
CHECK DATE:										
7089663	25000023	07/01/2025			2,212.00		07/01/2025	INV APP	2025 M	
CHECK DATE:										
7089664	25000023	07/01/2025			1,106.00		07/01/2025	INV APP	2025 M	
CHECK DATE:										
7089665	25000023	07/01/2025			1,580.00		07/01/2025	INV APP	2025 M	
CHECK DATE:										
7089667	25000023	07/01/2025			1,777.50		07/01/2025	INV APP	2025 M	
CHECK DATE:										
7097947		07/01/2025			4,106.16		07/01/2025	INV APP	PARTS	
CHECK DATE:										
18360 HBK ENGINEERING					17,141.16					
123546	25000437	07/01/2025			918.50		07/01/2025	INV APP	PSA Do	
CHECK DATE:										
14173 HEARTLAND BUSINESS SYSTEMS LLC										
800242-H		07/01/2025			590.00		07/01/2025	INV APP	INCIDE	
CHECK DATE:										
801342-H	25000683	07/01/2025			59,730.88		07/01/2025	INV APP	VIRTUA	
CHECK DATE:										
801344-H	25000709	07/01/2025			24,853.09		07/01/2025	INV APP	WIRELE	
CHECK DATE:										
17935 HERR DISPLAY VANS					85,173.97					
8053		07/01/2025			2,500.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
18011 HOLCIM - MAMR INC										
721170145		25000673 07/01/2025			1,195.12		07/01/2025	INV APP	2025 A	
CHECK DATE:										
721170146		25000673 07/01/2025			219.03		07/01/2025	INV APP	2025 A	
CHECK DATE:										
721187764		25000673 07/01/2025			1,406.57		07/01/2025	INV APP	2025 A	
CHECK DATE:										
721187765		25000673 07/01/2025			1,071.32		07/01/2025	INV APP	2025 A	
CHECK DATE:										
721195877		25000673 07/01/2025			772.91		07/01/2025	INV APP	2025 A	
CHECK DATE:										
721202490		25000673 07/01/2025			211.95		07/01/2025	INV APP	2025 A	
CHECK DATE:										
721209359		25000673 07/01/2025			413.38		07/01/2025	INV APP	2025 A	
CHECK DATE:										
					5,290.28					
18660 HYPOINT SOLUTIONS LLC										
2025106		07/01/2025			3,500.00		07/01/2025	INV APP	LIDAR	
CHECK DATE:										
1163 ILL CITY COUNTY MANAGEMENT ASSOC										
6242		07/01/2025			50.00		07/01/2025	INV APP	JOB PO	
CHECK DATE:										
17985 ILLINOIS FIRE INSPECTORS ASSOCIATION										
25268		07/01/2025			350.00		07/01/2025	INV APP	TRAINI	
CHECK DATE:										
13346 INFOSEND INC										
287839		25000243 07/01/2025			20,094.20		07/01/2025	INV APP	PRINT/	
CHECK DATE:										
287840		07/01/2025			843.47		07/01/2025	INV APP	MAY 20	
CHECK DATE:										
					20,937.67					
1262 INTERSTATE BATTERIES INC										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
1915201043436		07/01/2025			256.01		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
50925748		07/01/2025			1,079.68		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
50925779		07/01/2025			1,863.60		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
17457 ITERIS INC					3,199.29					
178909	25000480	07/01/2025			10,633.60		07/01/2025	INV APP	PES PH	
CHECK DATE:										
179771	25000480	07/01/2025			6,156.50		07/01/2025	INV APP	PES PH	
CHECK DATE:										
16805 JACK DOHENY COMPANIES INC					16,790.10					
263862		07/01/2025			183.50		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
16802 JACK'S CAR WASH & OIL LUBE										
991		07/01/2025			1,404.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
1339 JCM UNIFORMS										
809799	25000138	07/01/2025			223.80		07/01/2025	INV APP	DISPAT	
CHECK DATE:										
810079	25000205	07/01/2025			750.00		07/01/2025	INV APP	BALLIS	
CHECK DATE:										
810087	25000200	07/01/2025			750.00		07/01/2025	INV APP	BALLIS	
CHECK DATE:										
810413	25000344	07/01/2025			750.00		07/01/2025	INV APP	BALLIS	
CHECK DATE:										
810421	25000279	07/01/2025			527.90		07/01/2025	INV APP	POLICE	
CHECK DATE:										
811760	25000597	07/01/2025			350.85		07/01/2025	INV APP	POLICE	
CHECK DATE:										
811984		07/01/2025			750.00		07/01/2025	INV APP	UNIFOR	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
811988 CHECK DATE:		07/01/2025			750.00		07/01/2025	INV APP	UNIFOR	
811989 CHECK DATE:		07/01/2025			125.00		07/01/2025	INV APP	UNIFOR	
811990 CHECK DATE:		07/01/2025			750.00		07/01/2025	INV APP	UNIFOR	
812600 CHECK DATE:	25000690	07/01/2025			100.00		07/01/2025	INV APP	CLOTHI	
812654 CHECK DATE:		07/01/2025			289.95		07/01/2025	INV APP	POLICE	
812745 CHECK DATE:		07/01/2025			239.85		07/01/2025	INV APP	UNIFOR	
812774 CHECK DATE:		07/01/2025			66.00		07/01/2025	INV APP	UNIFOR	
812863 CHECK DATE:		07/01/2025			194.95		07/01/2025	INV APP	UNIFOR	
812936 CHECK DATE:	25000697	07/01/2025			268.90		07/01/2025	INV APP	POLICE	
812945 CHECK DATE:	25000714	07/01/2025			415.90		07/01/2025	INV APP	POLICE	
812975 CHECK DATE:	25000716	07/01/2025			159.90		07/01/2025	INV APP	POLICE	
812981 CHECK DATE:	25000711	07/01/2025			199.90		07/01/2025	INV APP	POLICE	
813019 CHECK DATE:	25000718	07/01/2025			140.00		07/01/2025	INV APP	POLICE	
813146 CHECK DATE:	25000746	07/01/2025			387.90		07/01/2025	INV APP	POLICE	
813175 CHECK DATE:		07/01/2025			79.95		07/01/2025	INV APP	UNIFOR	
					8,270.75					
8092 JL ADLER ROOFING & SHEET METAL INC										
A24-3054 CHECK DATE:		07/01/2025			7,200.00		07/01/2025	INV APP	REPAIR	
16112 JOHN QUAS MASONRY CO INC										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
06/09/2025 CHECK DATE:		07/01/2025			2,500.00		07/01/2025	INV APP	REPAIR	
13452 JOLIET ASPHALT LLC										
21-S5563 CHECK DATE:	25000675	07/01/2025			1,399.30		07/01/2025	INV APP	WATER-	
21-S5584 CHECK DATE:	25000675	07/01/2025			1,052.80		07/01/2025	INV APP	WATER-	
					2,452.10					
18189 JOLIET LATINO ECONOMIC DEVELOPMENT ASSOCIATION										
CDBG1124 CHECK DATE:		07/01/2025			2,653.73		07/01/2025	INV APP	TECHNI	
CDBG1124-2 CHECK DATE:		07/01/2025			11,411.75		07/01/2025	INV APP	TECHNI	
CDBG1224 CHECK DATE:		07/01/2025			12,565.48		07/01/2025	INV APP	TECHNI	
					26,630.96					
1354 JOLIET MACHINE & ENGINEERING										
5869 CHECK DATE:		07/01/2025			2,280.31		07/01/2025	INV APP	PARTS	
1361 JOLIET REGION CHAMBER OF COMMERCE										
119451 CHECK DATE:		07/01/2025			3,066.66		07/01/2025	INV APP	MISC	
119868 CHECK DATE:		07/01/2025			40.00		07/01/2025	INV APP	JUNE 2	
					3,106.66					
10764 JOLIET SUSPENSION INC										
142158 CHECK DATE:		07/01/2025			100.00		07/01/2025	INV APP	SERVIC	
12384 K & S ENGINEERS INC										
18840 CHECK DATE:	25000413	07/01/2025			9,999.00		07/01/2025	INV APP	Paveme	

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
17191 K RIBS BBQ INC										
2024 GRANT		07/01/2025			8,804.00		07/01/2025	INV APP	BUSINE	
CHECK DATE:										
14306 KANKAKEE TRUCK EQUIPMENT INC										
180401		07/01/2025			1,893.00		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
180448		07/01/2025			144.16		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
					2,037.16					
9312 KIMBALL MIDWEST										
103410235		07/01/2025			419.00		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
103412575		07/01/2025			974.28		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
103414483		07/01/2025			41.80		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
103435317		07/01/2025			787.44		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
103444745		07/01/2025			216.87		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
103451856		07/01/2025			2,010.57		07/01/2025	INV APP	PARTS	
CHECK DATE:										
103455612		07/01/2025			1,706.46		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
103456751		07/01/2025			92.70		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
103456780		07/01/2025			98.90		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
103457673		07/01/2025			98.90		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
103457692		07/01/2025			92.70		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
103458029		07/01/2025			390.00		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
103462213		07/01/2025			-2,010.57		07/01/2025	CRM APP	CREDIT	
CHECK DATE:										
103462269		07/01/2025			1,848.80		07/01/2025	INV APP	PARTS	
CHECK DATE:										
103464289		07/01/2025			950.59		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
103465483		07/01/2025			617.22		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
					8,335.66					
15482 KNELL O CONNOR DANIELEWICZ										
MAY 2025		07/01/2025			10,136.00		07/01/2025	INV APP	MAY 20	
CHECK DATE:										
1541 LAI & ASSOCIATES INC										
25-61838		07/01/2025			2,090.72		07/01/2025	INV APP	PARTS	
CHECK DATE:										
26-61773	25000749	07/01/2025			12,511.35		07/01/2025	INV APP	AUX -	
CHECK DATE:										
					14,602.07					
18828 LAMAR JOHNSON COLLABORATIVE INC, THE										
25013917	25000504	07/01/2025			48,560.00		07/01/2025	INV APP	Profes	
CHECK DATE:										
13142 LAWSON PRODUCTS INC										
9312417985		07/01/2025			420.60		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
9312516661		07/01/2025			223.04		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
9312520637		07/01/2025			548.40		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
9312520638		07/01/2025			565.17		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
9312529395		07/01/2025			558.11		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
9312529396		07/01/2025			793.03		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
9312544557 CHECK DATE:		07/01/2025			146.96		07/01/2025	INV APP	SUPPLI	
17957 LAW ENFORCEMENT RISK MANAGEMENT GROUP INC					3,255.31					
RETAINER AGREEMENT CHECK DATE:		07/01/2025			10,000.00		07/01/2025	INV APP	EXPERT	
999582 LEGAL CLAIM-VEHICLE										
25 A 35 CHECK DATE:		07/01/2025			557.30		07/01/2025	INV APP	VEHICL	
17949 LENNY'S GAS N WASH ROUTE 6 AND GOUGAR LLC						PAYEE: TAMMY BANDY				
5361 CHECK DATE:		07/01/2025			1,932.00		07/01/2025	INV APP	SERVIC	
14135 LENNY'S RT 66 FOOD N FUEL										
01/2025-03/2025 CHECK DATE:		07/01/2025			12,856.48		07/01/2025	INV APP	SALES	
18101 LENOVO (UNITED STATES) INC										
6472956293 CHECK DATE:		07/01/2025			1,036.00		07/01/2025	INV APP	MONITO	
6472997841 CHECK DATE:		07/01/2025			685.00		07/01/2025	INV APP	DESKTO	
6473011504 CHECK DATE:		07/01/2025			430.00		07/01/2025	INV APP	MONITO	
6473011505 CHECK DATE:		07/01/2025			1,290.00		07/01/2025	INV APP	MONITO	
6473038790 CHECK DATE:		07/01/2025			2,260.00		07/01/2025	INV APP	LAPTOP	
1551 LINDBLAD CONST CO OF JOLIET INC					5,701.00					
25-00198-1 CHECK DATE:	25000580	07/01/2025			19,985.00		07/01/2025	INV APP	Emerge	

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR	
1582 LYNN PEAVEY CO INC											
419047		07/01/2025			1,386.96		07/01/2025	INV APP	SUPPLI		
CHECK DATE:											
17305 M & M AUTOCRAFTS LLC											
6628		07/01/2025			75.00		07/01/2025	INV APP	PARTS		
CHECK DATE:											
6637		07/01/2025			225.00		07/01/2025	INV APP	PARTS		
CHECK DATE:											
					300.00						
1608 MARCHIO FENCE CO INC											
24407		07/01/2025			650.00		07/01/2025	INV APP	REPAIR		
CHECK DATE:											
14210 MARK CRYER											
04/11/2025		07/01/2025			60.00		07/01/2025	INV APP	PARTS		
CHECK DATE:											
06/03/2025		07/01/2025			280.00		07/01/2025	INV APP	PARTS		
CHECK DATE:											
					340.00						
1679 MC MASTER-CARR SUPPLY CO											
46631492		07/01/2025			27.24		07/01/2025	INV APP	PARTS		
CHECK DATE:											
5651 MCCANN INDUSTRIES, INC											
P83579		07/01/2025			465.44		07/01/2025	INV APP	PARTS		
CHECK DATE:											
10340 ME SIMPSON CO INC											
44674	25000631	07/01/2025			20,420.60		07/01/2025	INV APP	PSA fo		
CHECK DATE:											
13281 MEDWORKS-JOLIET											
420874		07/01/2025			130.00		07/01/2025	INV APP	EMPLOY		
CHECK DATE:											

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
421020		07/01/2025			130.00		07/01/2025	INV APP	DRUG S	
CHECK DATE:										
421033		07/01/2025			130.00		07/01/2025	INV APP	DRUG S	
CHECK DATE:										
421035		07/01/2025			130.00		07/01/2025	INV APP	DRUG S	
CHECK DATE:										
421037		07/01/2025			130.00		07/01/2025	INV APP	DRUG S	
CHECK DATE:										
421038		07/01/2025			130.00		07/01/2025	INV APP	DRUG S	
CHECK DATE:										
421047		07/01/2025			130.00		07/01/2025	INV APP	EMPLOY	
CHECK DATE:										
421048		07/01/2025			130.00		07/01/2025	INV APP	EMPLOY	
CHECK DATE:										
421069		07/01/2025			130.00		07/01/2025	INV APP	EMPLOY	
CHECK DATE:										
13563 MENARDS-CRESTHILL					1,170.00					
88457		07/01/2025			9.98		07/01/2025	INV APP	TOOLS	
CHECK DATE:										
89255		07/01/2025			263.13		07/01/2025	INV APP	PARTS/	
CHECK DATE:										
1704 MENARDS-JOLIET					273.11					
1550		07/01/2025			2.36		07/01/2025	INV APP	PLASTI	
CHECK DATE:										
2003		07/01/2025			159.77		07/01/2025	INV APP	FLOWER	
CHECK DATE:										
2243		07/01/2025			269.98		07/01/2025	INV APP	PAINTI	
CHECK DATE:										
2424		07/01/2025			46.88		07/01/2025	INV APP	SHOP R	
CHECK DATE:										
2425		07/01/2025			57.97		07/01/2025	INV APP	PLUMBI	
CHECK DATE:										
2600		07/01/2025			19.98		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
2638		25000020 07/01/2025			323.42		07/01/2025	INV APP	2025 B	
CHECK DATE:										
2647		07/01/2025			204.58		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
2777		07/01/2025			64.20		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
2996		07/01/2025			228.57		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
3081		07/01/2025			388.53		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
3103	25000020	07/01/2025			119.55		07/01/2025	INV APP	2025 B	
CHECK DATE:										
3151		07/01/2025			57.98		07/01/2025	INV APP	PARTS	
CHECK DATE:										
3575		07/01/2025			168.34		07/01/2025	INV APP	GRAFFI	
CHECK DATE:										
3641	25000020	07/01/2025			25.44		07/01/2025	INV APP	2025 B	
CHECK DATE:										
636		07/01/2025			69.17		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
17141 METROPOLITAN EMERGENCY RESPONSE & INVESTIGATIONS					2,206.72					
2		07/01/2025			1,500.00		07/01/2025	INV APP	REGIST	
CHECK DATE:										
1713 METROPOLITAN INDUSTRIES										
INV073798		07/01/2025			2,151.38		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
INV073835		07/01/2025			660.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
INV073836		07/01/2025			1,126.00		07/01/2025	INV APP	PARTS	
CHECK DATE:										
INV073837		07/01/2025			450.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
INV073838		07/01/2025			450.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
INV073989		07/01/2025			2,977.00		07/01/2025	INV APP	PARTS	
CHECK DATE:										
					7,814.38					
17154 MI-BOX MOVING & MOBILE STORAGE INC										
ILJ49908		07/01/2025			209.00		07/01/2025	INV APP	STORAG	
CHECK DATE:										
1736 MIDDLETON OVERHEAD DOORS INC										
1009692		07/01/2025			328.34		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
1009700		07/01/2025			1,063.12		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
					1,391.46					
1775 MOORE GLASS INC										
I250480		07/01/2025			1,770.00		07/01/2025	INV APP	PARTS	
CHECK DATE:										
1793 MOTOROLA SOLUTIONS - STARCOM										
9418220250501	25000163	07/01/2025			26,772.00		07/01/2025	INV APP	YEARLY	
CHECK DATE:										
1336 NAPA GENUINE PARTS										
861956		07/01/2025			9.11		07/01/2025	INV APP	PARTS	
CHECK DATE:										
862117		07/01/2025			1,171.31		07/01/2025	INV APP	PARTS	
CHECK DATE:										
862118		07/01/2025			215.83		07/01/2025	INV APP	PARTS	
CHECK DATE:										
862293		07/01/2025			88.78		07/01/2025	INV APP	PARTS	
CHECK DATE:										
862443		07/01/2025			723.16		07/01/2025	INV APP	PARTS	
CHECK DATE:										
862471		07/01/2025			30.86		07/01/2025	INV APP	PARTS	
CHECK DATE:										
862987		07/01/2025			18.05		07/01/2025	INV APP	PARTS	

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
CHECK DATE:										
862988		07/01/2025			186.99		07/01/2025	INV APP	SMALL	
CHECK DATE:										
863033		07/01/2025			116.16		07/01/2025	INV APP	PARTS	
CHECK DATE:										
863119		07/01/2025			154.00		07/01/2025	INV APP	PARTS	
CHECK DATE:										
863136		07/01/2025			72.52		07/01/2025	INV APP	PARTS	
CHECK DATE:										
863188		07/01/2025			30.86		07/01/2025	INV APP	PARTS	
CHECK DATE:										
863189		07/01/2025			46.29		07/01/2025	INV APP	PARTS	
CHECK DATE:										
863198		07/01/2025			147.14		07/01/2025	INV APP	PARTS	
CHECK DATE:										
863258		07/01/2025			71.94		07/01/2025	INV APP	PARTS	
CHECK DATE:										
863495		07/01/2025			40.68		07/01/2025	INV APP	PARTS	
CHECK DATE:										
863541		07/01/2025			257.34		07/01/2025	INV APP	PARTS	
CHECK DATE:										
863678		07/01/2025			24.54		07/01/2025	INV APP	ENGINE	
CHECK DATE:										
18725 NATIONAL MEDICAL SERVICES INC					3,405.56					
1278990		07/01/2025			515.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
14249 NATIONAL TESTING NETWORK										
18685		07/01/2025			1,250.00		07/01/2025	INV APP	ANNUAL	
CHECK DATE:										
17946 NEW ERA SPREADING INC										
771	25000108	07/01/2025			89,153.19		07/01/2025	INV APP	2025 B	
CHECK DATE:										
773	25000108	07/01/2025			167,705.87		07/01/2025	INV APP	2025 B	

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
CHECK DATE:										
9703 NORTHERN TOOL & EQUIPMENT CO					256,859.06					
23C4152F		07/01/2025			956.98		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
18887 ODELSON, MURPHEY, FRAZIER & MCGRATH, LTD										
52154		07/01/2025			1,187.50		07/01/2025	INV APP	MISC	
CHECK DATE:										
52712		07/01/2025			812.50		07/01/2025	INV APP	MISC	
CHECK DATE:										
1918 OESTREICH SERV CO, INC					2,000.00					
245054		07/01/2025			252.50		07/01/2025	INV APP	KEYS &	
CHECK DATE:										
245055		07/01/2025			155.00		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
245299		07/01/2025			205.00		07/01/2025	INV APP	DOOR R	
CHECK DATE:										
245556		07/01/2025			35.00		07/01/2025	INV APP	KEYS	
CHECK DATE:										
245557		07/01/2025			29.50		07/01/2025	INV APP	KEYS	
CHECK DATE:										
13189 OMEGA PLUMBING INC					677.00					
10106118		07/01/2025			2,330.00		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
10106502		07/01/2025			270.00		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
10106733		07/01/2025			776.83		07/01/2025	INV APP	STATIO	
CHECK DATE:										
10106959		07/01/2025			405.00		07/01/2025	INV APP	STATIO	
CHECK DATE:										
10107031		07/01/2025			495.00		07/01/2025	INV APP	STATIO	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
10107066 CHECK DATE:		07/01/2025			210.00		07/01/2025	INV APP	STATIO	
10107088 CHECK DATE:		07/01/2025			875.00		07/01/2025	INV APP	MATERI	
10107094 CHECK DATE:		07/01/2025			340.00		07/01/2025	INV APP	REPAIR	
10107203 CHECK DATE:		07/01/2025			1,859.00		07/01/2025	INV APP	WATER	
18357 ORBIS SOLUTIONS INC					7,560.83					
5577531-A CHECK DATE:		07/01/2025			314.40		07/01/2025	INV APP	ELECTR	
5578086 CHECK DATE:		07/01/2025			1,487.50		07/01/2025	INV APP	OTTAWA	
1943 OXBO MUFFLER AND BRAKES					1,801.90					
7375 CHECK DATE:		07/01/2025			280.00		07/01/2025	INV APP	PARTS	
11251 PAUL CONWAY SHIELDS										
0538516 CHECK DATE:		07/01/2025			767.90		07/01/2025	INV APP	SUPPLI	
536615 CHECK DATE:	25000585	07/01/2025			36,027.82		07/01/2025	INV APP	G7C HA	
537644 CHECK DATE:	25000569	07/01/2025			62,765.40		07/01/2025	INV APP	G7C HA	
2985 PETROLEUM TECHNOLOGIES EQPMT INC					99,561.12					
183521 CHECK DATE:		07/01/2025			598.80		07/01/2025	INV APP	PARTS	
2043 POEHNER, DILLMAN & MAHALIK										
61936648 CHECK DATE:	25000493	07/01/2025			23,623.50		07/01/2025	INV APP	2025 P	

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
7740 POMP'S TIRE SERVICE INC										
411168992		07/01/2025			535.38		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
411169107		07/01/2025			1,635.68		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
411169250		07/01/2025			507.48		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
411169389		07/01/2025			3,235.90		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
411169888		07/01/2025			116.70		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
411170315		07/01/2025			158.26		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
411170449		07/01/2025			1,383.70		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
411170544		07/01/2025			110.69		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
690147180		07/01/2025			106.00		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
690147242		07/01/2025			106.00		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
690147400		07/01/2025			106.00		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
690147411		07/01/2025			106.00		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
					8,107.79					
18786 PRECISION TRUCK CENTER LTD										
29017		07/01/2025			1,155.00		07/01/2025	INV APP	PARTS	
CHECK DATE:										
18806 PRO-VIGIL INC										
IN-388626		07/01/2025			689.87		07/01/2025	INV APP	MISC	
CHECK DATE:										
IN-391726		07/01/2025			951.44		07/01/2025	INV APP	MISC	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
18733 PROMOTION BUSINESS FILMS LLC					1,641.31					
06/10/2025 CHECK DATE:		07/01/2025			4,750.00		07/01/2025	INV APP	VIDEOS	
1948 PT FERRO CONSTR CO										
11369 CHECK DATE:	25000674	07/01/2025			651.00		07/01/2025	INV APP	STREET	
11370 CHECK DATE:	25000675	07/01/2025			620.00		07/01/2025	INV APP	WATER-	
11380 CHECK DATE:	25000674	07/01/2025			1,147.00		07/01/2025	INV APP	STREET	
11381 CHECK DATE:	25000675	07/01/2025			620.00		07/01/2025	INV APP	WATER-	
11392 CHECK DATE:	25000674	07/01/2025			620.00		07/01/2025	INV APP	STREET	
11405 CHECK DATE:	25000675	07/01/2025			310.00		07/01/2025	INV APP	WATER-	
11421 CHECK DATE:	25000675	07/01/2025			310.00		07/01/2025	INV APP	WATER-	
2853-0125-PAY#3 CHECK DATE:	25000629	07/01/2025			337,458.22		07/01/2025	INV APP	Virgin	
48314 CHECK DATE:	25000628	07/01/2025			1,319,456.14		07/01/2025	INV APP	Heggie	
C-6936-11 CHECK DATE:	25000545	07/01/2025			3,903.64		07/01/2025	INV APP	N Broa	
C-6958 CHECK DATE:	25000451	07/01/2025			15,120.00		07/01/2025	INV APP	Bridge	
					1,680,216.00					
17972 PYROTECNICO FIREWORKS INC										
SO-C59365 CHECK DATE:		07/01/2025			11,250.00		07/01/2025	INV APP	2025 F	
11113 R BERTI & SONS CONTRACTORS INC										
8 CHECK DATE:		06/24/2025			64,429.20		07/01/2025	INV APP	VICTOR	

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID	AMOUNT DUE	DATE	TYPE	STS	DESCR
13973 RAMIRO GUZMAN LANDSCAPING											
09439	25000538	07/01/2025			20,117.80			07/01/2025	INV APP	Extens	
CHECK DATE:											
2157 RAY O'HERRON CO INC -DANVILLE											
2415447		07/01/2025			1,750.36			07/01/2025	INV APP	SUPPLI	
CHECK DATE:											
2415839		07/01/2025			132.53			07/01/2025	INV APP	SUPPLI	
CHECK DATE:											
2416888		07/01/2025			250.51			07/01/2025	INV APP	SUPPLI	
CHECK DATE:											
					2,133.40						
15192 READY REFRESH											
05F6704609403		07/01/2025			91.52			07/01/2025	INV APP	SUPPLI	
CHECK DATE:											
05F6704808171		07/01/2025			176.56			07/01/2025	INV APP	SUPPLI	
CHECK DATE:											
					268.08						
15505 REASONABLE TREE EXPERTS											
11793		07/01/2025			4,250.00			07/01/2025	INV APP	CONTRA	
CHECK DATE:											
11794		07/01/2025			1,750.00			07/01/2025	INV APP	SERVIC	
CHECK DATE:											
11795	25000735	07/01/2025			5,000.00			07/01/2025	INV APP	Emerg.	
CHECK DATE:											
					11,000.00						
2207 RENDELS INC											
47920		07/01/2025			77.00			07/01/2025	INV APP	SERVIC	
CHECK DATE:											
47974		07/01/2025			77.00			07/01/2025	INV APP	SERVIC	
CHECK DATE:											
47976		07/01/2025			77.00			07/01/2025	INV APP	SERVIC	
CHECK DATE:											

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
67504		07/01/2025			1,712.08		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
67543		07/01/2025			6,084.14		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
P-137464		07/01/2025			300.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
18573 REYES, IGNACIO					8,327.22					
INV00014-A		07/01/2025			450.00		07/01/2025	INV APP	PERFOR	
CHECK DATE:										
2245 ROD BAKER FORD SALES INC										
63464		07/01/2025			365.93		07/01/2025	INV APP	PARTS	
CHECK DATE:										
63498		07/01/2025			1,787.10		07/01/2025	INV APP	PARTS	
CHECK DATE:										
63807		07/01/2025			230.00		07/01/2025	INV APP	PARTS	
CHECK DATE:										
63914		07/01/2025			48.18		07/01/2025	INV APP	PARTS	
CHECK DATE:										
11514 ROMEVILLE FIRE ACADEMY					2,431.21					
2025-403		07/01/2025			250.00		07/01/2025	INV APP	TRAINI	
CHECK DATE:										
2025-451		07/01/2025			425.00		07/01/2025	INV APP	TRAINI	
CHECK DATE:										
2261 RON TIRAPELLI FORD, INC.					675.00					
182098		07/01/2025			650.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
648692-02CM		07/01/2025			-50.00		07/01/2025	CRM APP	CREDIT	
CHECK DATE:										
648692-03CM		07/01/2025			-50.00		07/01/2025	CRM APP	CREDIT	
CHECK DATE:										
660952		07/01/2025			4.95		07/01/2025	INV APP	PARTS	

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
CHECK DATE:										
661086		07/01/2025			34.16		07/01/2025	INV APP	PARTS	
CHECK DATE:										
661544		07/01/2025			2,200.33		07/01/2025	INV APP	PARTS	
CHECK DATE:										
661912CM		07/01/2025			-75.00		07/01/2025	CRM APP	CREDIT	
CHECK DATE:										
662312		07/01/2025			470.62		07/01/2025	INV APP	PARTS	
CHECK DATE:										
662312CM		07/01/2025			-35.00		07/01/2025	CRM APP	CREDIT	
CHECK DATE:										
662353		07/01/2025			803.00		07/01/2025	INV APP	PARTS	
CHECK DATE:										
662385		07/01/2025			2,619.08		07/01/2025	INV APP	PARTS	
CHECK DATE:										
662430		07/01/2025			108.61		07/01/2025	INV APP	PARTS	
CHECK DATE:										
662430-01		07/01/2025			108.61		07/01/2025	INV APP	PARTS	
CHECK DATE:										
662464		07/01/2025			99.08		07/01/2025	INV APP	PARTS	
CHECK DATE:										
662498		07/01/2025			900.00		07/01/2025	INV APP	PARTS	
CHECK DATE:										
662545		07/01/2025			371.60		07/01/2025	INV APP	PARTS	
CHECK DATE:										
662550		07/01/2025			190.17		07/01/2025	INV APP	PARTS	
CHECK DATE:										
662571		07/01/2025			462.00		07/01/2025	INV APP	PARTS	
CHECK DATE:										
662650		07/01/2025			556.49		07/01/2025	INV APP	PARTS	
CHECK DATE:										
662653		07/01/2025			267.19		07/01/2025	INV APP	PARTS	
CHECK DATE:										
662680		07/01/2025			39.05		07/01/2025	INV APP	PARTS	
CHECK DATE:										
662682		07/01/2025			498.51		07/01/2025	INV APP	PARTS	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
662717 CHECK DATE:		07/01/2025			126.53		07/01/2025	INV APP	PARTS	
662753 CHECK DATE:		07/01/2025			118.80		07/01/2025	INV APP	PARTS	
662754 CHECK DATE:		07/01/2025			39.60		07/01/2025	INV APP	PARTS	
662814 CHECK DATE:		07/01/2025			86.40		07/01/2025	INV APP	PARTS	
662904 CHECK DATE:		07/01/2025			745.47		07/01/2025	INV APP	PARTS	
662904-01 CHECK DATE:		07/01/2025			249.70		07/01/2025	INV APP	PARTS	
662930 CHECK DATE:		07/01/2025			129.75		07/01/2025	INV APP	PARTS	
662930-01 CHECK DATE:		07/01/2025			151.77		07/01/2025	INV APP	PARTS	
662945 CHECK DATE:		07/01/2025			13.20		07/01/2025	INV APP	PARTS	
662946 CHECK DATE:		07/01/2025			132.00		07/01/2025	INV APP	PARTS	
663004 CHECK DATE:		07/01/2025			55.59		07/01/2025	INV APP	PARTS	
663020 CHECK DATE:		07/01/2025			404.80		07/01/2025	INV APP	PARTS	
663029 CHECK DATE:		07/01/2025			1,826.00		07/01/2025	INV APP	PARTS	
663052 CHECK DATE:		07/01/2025			68.52		07/01/2025	INV APP	PARTS	
663118 CHECK DATE:		07/01/2025			1,677.00		07/01/2025	INV APP	PARTS	
663118-01 CHECK DATE:		07/01/2025			176.11		07/01/2025	INV APP	PARTS	
663138 CHECK DATE:		07/01/2025			70.00		07/01/2025	INV APP	PARTS	
663163 CHECK DATE:		07/01/2025			280.70		07/01/2025	INV APP	PARTS	

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
663175		07/01/2025			1,415.79		07/01/2025	INV	APP	PARTS
CHECK DATE:										
663185		07/01/2025			997.92		07/01/2025	INV	APP	PARTS
CHECK DATE:										
663197		07/01/2025			1,914.60		07/01/2025	INV	APP	PARTS
CHECK DATE:										
663197-01		07/01/2025			462.00		07/01/2025	INV	APP	PARTS
CHECK DATE:										
663232		07/01/2025			258.27		07/01/2025	INV	APP	PARTS
CHECK DATE:										
668179CM		07/01/2025			-250.00		07/01/2025	CRM	APP	CREDIT
CHECK DATE:										
14090 RUSH TRUCK CENTERS OF ILLINOIS INC					21,323.97					
3041192007		07/01/2025			81.19		07/01/2025	INV	APP	PARTS
CHECK DATE:										
3041206272		07/01/2025			237.92		07/01/2025	INV	APP	PARTS
CHECK DATE:										
3041270324		07/01/2025			12.10		07/01/2025	INV	APP	PARTS
CHECK DATE:										
3041620500		07/01/2025			258.32		07/01/2025	INV	APP	PARTS
CHECK DATE:										
3041664217		07/01/2025			898.58		07/01/2025	INV	APP	PARTS
CHECK DATE:										
3041727785		07/01/2025			370.00		07/01/2025	INV	APP	PARTS
CHECK DATE:										
3041768995		07/01/2025			498.42		07/01/2025	INV	APP	PARTS
CHECK DATE:										
3041791269		07/01/2025			238.06		07/01/2025	INV	APP	PARTS
CHECK DATE:										
3041804902		07/01/2025			400.00		07/01/2025	INV	APP	PARTS
CHECK DATE:										
3041810038		07/01/2025			199.86		07/01/2025	INV	APP	PARTS
CHECK DATE:										
3041841192		07/01/2025			494.56		07/01/2025	INV	APP	PARTS
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
3041843515		07/01/2025			334.28		07/01/2025	INV APP	PARTS	
CHECK DATE:										
3041905733		07/01/2025			749.96		07/01/2025	INV APP	PARTS	
CHECK DATE:										
3041913620		07/01/2025			46.48		07/01/2025	INV APP	PARTS	
CHECK DATE:										
3042016773		07/01/2025			63.44		07/01/2025	INV APP	PARTS	
CHECK DATE:										
3042033801		07/01/2025			113.46		07/01/2025	INV APP	PARTS	
CHECK DATE:										
3042035561		07/01/2025			338.04		07/01/2025	INV APP	PARTS	
CHECK DATE:										
3042036652		07/01/2025			367.15		07/01/2025	INV APP	PARTS	
CHECK DATE:										
3042041265		07/01/2025			5,049.07		07/01/2025	INV APP	PARTS	
CHECK DATE:										
3042045311		07/01/2025			-1,596.00		07/01/2025	CRM APP	CREDIT	
CHECK DATE:										
3042081822		07/01/2025			114.92		07/01/2025	INV APP	PARTS	
CHECK DATE:										
15497 RUSSO POWER EQUIPMENT					9,269.81					
PSI20060940		07/01/2025			472.74		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
SPI21032433		07/01/2025			45.98		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
SPI21071436		07/01/2025			51.99		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
SPI21137632		07/01/2025			25.98		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
SPI21137855		07/01/2025			56.95		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
18803 SANAIR TECHNOLOGIES LABORATORY INC					653.64					
C15358		07/01/2025			927.35		07/01/2025	INV APP	TESTIN	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
17262 SANTACRUZ ASSOCIATES LTD										
4362		25000435	07/01/2025		1,000.00		07/01/2025	INV APP	Down	to
CHECK DATE:										
18844 SEAL-RITE ASPHALT MAINTENANCE										
4554		07/01/2025			1,240.00		07/01/2025	INV APP	ASPHAL	
CHECK DATE:										
17602 SEASON AND TIME										
0000245		07/01/2025			200.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
0000251		07/01/2025			250.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
0000253		07/01/2025			100.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
					550.00					
18636 SENDRA SERVICE CORP										
241691		25000594	07/01/2025		31,970.00		07/01/2025	INV APP	AIR CO	
CHECK DATE:										
25915		07/01/2025			877.56		07/01/2025	INV APP	HAIL G	
CHECK DATE:										
					32,847.56					
16855 SHEFFIELD SAFETY & LOSS CONTROL LLC										
20072426		25000655	07/01/2025		16,382.78		07/01/2025	INV APP	PSA fo	
CHECK DATE:										
20072427		25000655	07/01/2025		8,262.50		07/01/2025	INV APP	PSA fo	
CHECK DATE:										
					24,645.28					
16931 SHEFFIELD SUPPLY & EQUIPMENT										
21413		07/01/2025			632.95		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
21527		07/01/2025			592.58		07/01/2025	INV APP	EQUIPM	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
2392 SHOREWOOD HOME & AUTO					1,225.53					
01-469610		07/01/2025			105.52		07/01/2025	INV APP	PARTS	
CHECK DATE:										
01-469614		07/01/2025			20.46		07/01/2025	INV APP	MAINTEN	
CHECK DATE:										
01-469763		07/01/2025			5,649.99		07/01/2025	INV APP	WATER	
CHECK DATE:										
01-470326		07/01/2025			544.82		07/01/2025	INV APP	TOOLS	
CHECK DATE:										
01-471831		07/01/2025			2,384.17		07/01/2025	INV APP	PARTS	
CHECK DATE:										
01-472351		07/01/2025			174.54		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
01-472377		07/01/2025			129.90		07/01/2025	INV APP	PARTS	
CHECK DATE:										
9747 SIGNARAMA					9,009.40					
INV-3226		07/01/2025			128.23		07/01/2025	INV APP	CITY C	
CHECK DATE:										
18105 WHITE ROOM PROJECTS LLC										
6B55CAAB-0009	25000753	07/01/2025			14,760.00		07/01/2025	INV APP	Simple	
CHECK DATE:										
17033 SNOPEOT										
INV009921		07/01/2025			3,558.00		07/01/2025	INV APP	PARTS	
CHECK DATE:										
18568 SOUTH OAK DODGE INC										
1697593		07/01/2025			772.65		07/01/2025	INV APP	PARTS	
CHECK DATE:										
15379 SPECIALTY ELECTRIC SUPPLY CO										
75287		07/01/2025			53.55		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
75312		07/01/2025			650.00		07/01/2025	INV APP	PARTS	
CHECK DATE:										
75313		07/01/2025			90.00		07/01/2025	INV APP	PARTS	
CHECK DATE:										
75353		07/01/2025			115.11		07/01/2025	INV APP	PARTS	
CHECK DATE:										
					908.66					
2472 STANDARD EQUIPMENT CO INC										
P04234		07/01/2025			108.15		07/01/2025	INV APP	PARTS	
CHECK DATE:										
2474 STANDARD TRUCK PARTS INC										
1031483		07/01/2025			360.45		07/01/2025	INV APP	PARTS	
CHECK DATE:										
1031505		07/01/2025			226.66		07/01/2025	INV APP	PARTS	
CHECK DATE:										
1031517		07/01/2025			568.76		07/01/2025	INV APP	PARTS	
CHECK DATE:										
1031518		07/01/2025			674.58		07/01/2025	INV APP	PARTS	
CHECK DATE:										
1031529		07/01/2025			76.24		07/01/2025	INV APP	PARTS	
CHECK DATE:										
1031531		07/01/2025			3,597.44		07/01/2025	INV APP	PARTS	
CHECK DATE:										
1031540		07/01/2025			679.24		07/01/2025	INV APP	PARTS	
CHECK DATE:										
1031555		07/01/2025			754.60		07/01/2025	INV APP	PARTS	
CHECK DATE:										
1031556		07/01/2025			188.65		07/01/2025	INV APP	PARTS	
CHECK DATE:										
1031563		07/01/2025			771.56		07/01/2025	INV APP	PARTS	
CHECK DATE:										
1031568		07/01/2025			507.50		07/01/2025	INV APP	PARTS	
CHECK DATE:										
1031570		07/01/2025			756.26		07/01/2025	INV APP	PARTS	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
1031577 CHECK DATE:		07/01/2025			95.32		07/01/2025	INV APP	PARTS	
1031583 CHECK DATE:		07/01/2025			47.66		07/01/2025	INV APP	PARTS	
1031588 CHECK DATE:		07/01/2025			190.64		07/01/2025	INV APP	PARTS	
1031589 CHECK DATE:		07/01/2025			771.88		07/01/2025	INV APP	PARTS	
1031598 CHECK DATE:		07/01/2025			359.59		07/01/2025	INV APP	PARTS	
1031601 CHECK DATE:		07/01/2025			478.70		07/01/2025	INV APP	PARTS	
1031608 CHECK DATE:		07/01/2025			334.58		07/01/2025	INV APP	PARTS	
11894 STERICYCLE INC					11,440.31					
8011106220 CHECK DATE:		07/01/2025			938.07		07/01/2025	INV APP	PROFES	
12400 STIP BROS EXCAVATING INC										
48948 CHECK DATE:	25000374	07/01/2025			43,806.04		07/01/2025	INV APP	Lead S	
2523 STRAND ASSOC INC										
0225462 CHECK DATE:	25000240	07/01/2025			11,143.96		07/01/2025	INV APP	ESTP -	
11947 STRYKER EMS EQUIPMENT-										
9208757608 CHECK DATE:	25000272	07/01/2025			12,694.32		07/01/2025	INV APP	LIFEPA	
9209531498 CHECK DATE:		07/01/2025			764.91		07/01/2025	INV APP	REPAIR	
4027 SUBURBAN LABORATORIES, INC					13,459.23					
GA5002969	25000021	07/01/2025			874.00		07/01/2025	INV APP	2025 N	

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
CHECK DATE:										
GA5002987		07/01/2025			540.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
GA5002988	25000017	07/01/2025			638.50		07/01/2025	INV APP	2025 -	
CHECK DATE:										
17461 SUMMIT LAWN CARE INC					2,052.50					
215858	25000742	07/01/2025			1,664.00		07/01/2025	INV APP	2025 G	
CHECK DATE:										
215859	25000741	07/01/2025			1,664.00		07/01/2025	INV APP	2025 G	
CHECK DATE:										
215860	25000740	07/01/2025			1,664.00		07/01/2025	INV APP	2025 G	
CHECK DATE:										
215863	25000741	07/01/2025			1,664.00		07/01/2025	INV APP	2025 G	
CHECK DATE:										
215864	25000742	07/01/2025			1,664.00		07/01/2025	INV APP	2025 G	
CHECK DATE:										
215865	25000740	07/01/2025			1,664.00		07/01/2025	INV APP	2025 G	
CHECK DATE:										
8821 SUN BADGE COMPANY					9,984.00					
423610		07/01/2025			147.75		07/01/2025	INV APP	DETECT	
CHECK DATE:										
423716		07/01/2025			147.75		07/01/2025	INV APP	DETECT	
CHECK DATE:										
18541 SUNSET SEWER AND WATER INC					295.50					
2025-207	25000338	07/01/2025			800.00		07/01/2025	INV APP	Wtr &	
CHECK DATE:										
18732 SUPERMERCADO EL GUERO DE JOLIET INC										
12/2024-04/2025		07/01/2025			34,449.90		07/01/2025	INV APP	SALES	
CHECK DATE:										
13612 SWAN ANALYTICAL USA										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
CD10018278 CHECK DATE:		07/01/2025			3,254.45		07/01/2025	INV APP	PARTS	
17345 T-MOBILE USA INC										
9607480313 CHECK DATE:		07/01/2025			165.00		07/01/2025	INV APP	CELLUL	
2577 TERMINAL SUPPLY CO										
30152-01 CHECK DATE:		07/01/2025			84.52		07/01/2025	INV APP	SUPPLI	
30152-02 CHECK DATE:		07/01/2025			248.22		07/01/2025	INV APP	SUPPLI	
34232-00 CHECK DATE:		07/01/2025			1,311.09		07/01/2025	INV APP	SUPPLI	
35037-00 CHECK DATE:		07/01/2025			5,603.80		07/01/2025	INV APP	SUPPLI	
35281-00 CHECK DATE:		07/01/2025			1,057.54		07/01/2025	INV APP	SUPPLI	
7618 THOMPSON ELECTRONICS COMPANY					8,305.17					
122341 CHECK DATE:		07/01/2025			390.00		07/01/2025	INV APP	PROFES	
122805 CHECK DATE:		07/01/2025			400.00		07/01/2025	INV APP	MAINTN	
18842 THREE RIVERS TRANSPORT LLC					790.00					
1063 CHECK DATE:		07/01/2025			500.00		07/01/2025	INV APP	SAMPLE	
18428 TIMOTHY A COSTA										
061925 CHECK DATE:		07/01/2025			600.00		07/01/2025	INV APP	CONCER	
15365 TRESSLER LLP										
510957-510966		07/01/2025			13,672.50		07/01/2025	INV APP	MAY 20	

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
CHECK DATE:										
11476 TRI-COUNTY BOARD-UP & GLASS INC										
4815		07/01/2025			220.00		07/01/2025	INV APP	BOARD	
CHECK DATE:										
14278 UCP CENTER FOR DISABILITY SERVICES										
6.12.25		07/01/2025			46,533.00		07/01/2025	INV APP	UCP SE	
CHECK DATE:										
12259 ULINE INC										
193803614		07/01/2025			956.40		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
2718 UNDERGROUND PIPE & VALVE										
072850		07/01/2025			930.00		07/01/2025	INV APP	PARTS	
CHECK DATE:										
073145		07/01/2025			1,840.00		07/01/2025	INV APP	PARTS/	
CHECK DATE:										
073317		07/01/2025			2,250.00		07/01/2025	INV APP	MATERI	
CHECK DATE:										
073621		07/01/2025			1,045.00		07/01/2025	INV APP	MATERI	
CHECK DATE:										
073663		07/01/2025			165.00		07/01/2025	INV APP	PARTS/	
CHECK DATE:										
073713		07/01/2025			5,775.00		07/01/2025	INV APP	PARTS/	
CHECK DATE:										
073754		07/01/2025			3,068.09		07/01/2025	INV APP	PARTS/	
CHECK DATE:										
					15,073.09					
2727 UNITED LAB INC										
INV436378		07/01/2025			2,463.68		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
10617 UNITED METERS INC										
4716	25000463	07/01/2025			137,886.00		07/01/2025	INV APP	2025 S	

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
CHECK DATE:										
13844 UNIVAR SOLUTIONS USA LLC										
53056819		25000244	07/01/2025		285.98		07/01/2025	INV APP	2025	D
CHECK DATE:										
53062629		25000244	07/01/2025		2,325.00		07/01/2025	INV APP	2025	D
CHECK DATE:										
53062630		25000244	07/01/2025		2,092.50		07/01/2025	INV APP	2025	D
CHECK DATE:										
53062631		25000244	07/01/2025		483.60		07/01/2025	INV APP	2025	D
CHECK DATE:										
53062634		25000244	07/01/2025		1,220.63		07/01/2025	INV APP	2025	D
CHECK DATE:										
53062637		25000244	07/01/2025		1,055.55		07/01/2025	INV APP	2025	D
CHECK DATE:										
53062638		25000244	07/01/2025		341.78		07/01/2025	INV APP	2025	D
CHECK DATE:										
53062639		25000244	07/01/2025		478.95		07/01/2025	INV APP	2025	D
CHECK DATE:										
53070287		25000244	07/01/2025		1,127.63		07/01/2025	INV APP	2025	D
CHECK DATE:										
53080251		25000244	07/01/2025		458.03		07/01/2025	INV APP	2025	D
CHECK DATE:										
53080254		25000244	07/01/2025		1,278.75		07/01/2025	INV APP	2025	D
CHECK DATE:										
53080256		25000244	07/01/2025		1,355.48		07/01/2025	INV APP	2025	D
CHECK DATE:										
53080257		25000244	07/01/2025		611.48		07/01/2025	INV APP	2025	D
CHECK DATE:										
53080260		25000244	07/01/2025		651.00		07/01/2025	INV APP	2025	D
CHECK DATE:										
53080262		25000244	07/01/2025		467.33		07/01/2025	INV APP	2025	D
CHECK DATE:										
					14,233.69					
15739 UNIVERSITY OF ILLINOIS FIRE SERVICE INSTITUTE										
UFIWC372		07/01/2025			1,500.00		07/01/2025	INV APP	TRAINI	

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
CHECK DATE:										
18454 USALCO LLC										
910171462	25000031	07/01/2025			4,598.06		07/01/2025	INV APP	2025	A
CHECK DATE:										
910173814	25000031	07/01/2025			4,772.88		07/01/2025	INV APP	2025	A
CHECK DATE:										
910174215	25000031	07/01/2025			4,767.16		07/01/2025	INV APP	2025	A
CHECK DATE:										
					14,138.10					
17788 UTHE & UTHE INC										
13361605		07/01/2025			90.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
13371563		07/01/2025			90.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
13371569		07/01/2025			90.00		07/01/2025	INV APP	SERVIC	
CHECK DATE:										
					270.00					
15069 V3 COMPANIES										
10425258	25000502	07/01/2025			88,820.30		07/01/2025	INV APP	PSA	Ph
CHECK DATE:										
10525010	25000502	07/01/2025			94,370.58		07/01/2025	INV APP	PSA	Ph
CHECK DATE:										
32-10525658	25000474	07/01/2025			3,629.75		07/01/2025	INV APP	Theodo	
CHECK DATE:										
					186,820.63					
15358 VEGA AMERICAS INC										
648772		07/01/2025			6,896.59		07/01/2025	INV APP	PARTS	
CHECK DATE:										
8769 VERIZON WIRELESS										
6114334489		07/01/2025			428.50		07/01/2025	INV APP	04/24/	
CHECK DATE:										
16754 VIDEOTEC CORP										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
118096		07/01/2025			692.88		07/01/2025	INV APP		CABLE
CHECK DATE:										
10509 WAREHOUSE DIRECT INC										
5936265-0		07/01/2025			9.72		07/01/2025	INV APP		PLANNI
CHECK DATE:										
5941401-0		07/01/2025			162.73		07/01/2025	INV APP		BANKER
CHECK DATE:										
18930 WILL COOK GRUNDY COUNTY					172.45					
06/05/2025		07/01/2025			50.00		07/01/2025	INV APP		REGIST
CHECK DATE:										
07/21/25		07/01/2025			50.00		07/01/2025	INV APP		REGIST
CHECK DATE:										
2848 WERMER ROGERS DORAN &					100.00					
79917		07/01/2025			1,925.00		07/01/2025	INV APP		PROFES
CHECK DATE:										
2853 WEST SIDE TRACTOR SALES CO										
J22424		07/01/2025			794.75		07/01/2025	INV APP		PARTS
CHECK DATE:										
14009 WHITE CAP LP										
10021460283		07/01/2025			492.50		07/01/2025	INV APP		TOOLS
CHECK DATE:										
10021471286		07/01/2025			24.99		07/01/2025	INV APP		MISC
CHECK DATE:										
18206 WHITMORE INVESTMENTS					517.49					
823810	25000743	07/01/2025			223.08		07/01/2025	INV APP		2025 B
CHECK DATE:										
823853		07/01/2025			183.51		07/01/2025	INV APP		TOOLS
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
823854		07/01/2025			18.07		07/01/2025	INV APP		PARTS
CHECK DATE:										
823867	25000743	07/01/2025			166.78		07/01/2025	INV APP	2025	B
CHECK DATE:										
4990 WILL COUNTY CENTER FOR COMMUNITY CONCERNS					591.44					
6.12.25		07/01/2025			69,317.75		07/01/2025	INV APP		DRIVEW
CHECK DATE:										
8		07/01/2025			6,438.91		07/01/2025	INV APP		SERVIC
CHECK DATE:										
2892 WILL COUNTY RECORDER					75,756.66					
40834892		07/01/2025			76.00		07/01/2025	INV APP		RECORD
CHECK DATE:										
40835868		07/01/2025			541.00		07/01/2025	INV APP		RECORD
CHECK DATE:										
40835898		07/01/2025			73.00		07/01/2025	INV APP		RECORD
CHECK DATE:										
40836129		07/01/2025			1,009.00		07/01/2025	INV APP		RECORD
CHECK DATE:										
40837256		07/01/2025			152.00		07/01/2025	INV APP		RECORD
CHECK DATE:										
40838654		07/01/2025			156.00		07/01/2025	INV APP		RECORD
CHECK DATE:										
40838722		07/01/2025			52.00		07/01/2025	INV APP		RECORD
CHECK DATE:										
40838766		07/01/2025			76.00		07/01/2025	INV APP		RECORD
CHECK DATE:										
2896 WILL COUNTY TREASURER					2,135.00					
710-718 N RAYNOR		07/01/2025			3,100.08		07/01/2025	INV APP	300720	
CHECK DATE:										
2978 WORK ZONE SAFETY INC										
66170		07/01/2025			1,000.00		07/01/2025	INV APP		SAFETY

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
CHECK DATE:										
66171		07/01/2025			1,150.00		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
66172		07/01/2025			1,139.00		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
66173		07/01/2025			1,000.00		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
66174		07/01/2025			1,300.00		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
66342		07/01/2025			5,200.00		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
66344		07/01/2025			1,000.00		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
66346		07/01/2025			1,300.00		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
66348		07/01/2025			1,150.00		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
66429		07/01/2025			820.00		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
66633		07/01/2025			1,300.00		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
66641		07/01/2025			1,075.00		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
66642		07/01/2025			1,150.00		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
66643		07/01/2025			1,450.00		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
66646		07/01/2025			1,000.00		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
66647		07/01/2025			1,000.00		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
66689		07/01/2025			2,755.00		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
66912		07/01/2025			1,425.00		07/01/2025	INV APP	SAFETY	
CHECK DATE:										
66913		07/01/2025			1,300.00		07/01/2025	INV APP	SAFETY	
CHECK DATE:										

VENDOR INVOICE LIST

INVOICE	P.O.	INV DATE	WARRANT	CHECK #	INVOICE NET	PAID AMOUNT	DUE DATE	TYPE	STS	DESCR
2938 WUNDERLICH DOORS					27,514.00					
208653		07/01/2025			200.00		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
703979		07/01/2025			470.72		07/01/2025	INV APP	REPAIR	
CHECK DATE:										
12899 ZOLL DATA SYSTEM					670.72					
INV00204969		07/01/2025			4,268.86		07/01/2025	INV APP	SYSTEM	
CHECK DATE:										
8837 ZOLL MEDICAL CORPORATION										
4217174		07/01/2025			243.00		07/01/2025	INV APP	SUPPLI	
CHECK DATE:										
736 INVOICES					7,756,664.51					

** END OF REPORT - Generated by Robin Gatson **



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: TMP-8739

File ID: TMP-8739

Type: Consent Agenda

Status: Agenda Ready

In Control: City Council Meeting

File Created: 06/16/2025

Department: Finance

Final Action:

Title:

Agenda Date: 07/01/2025

Attachments: Invoices 07.01.25.pdf

Entered by: rgatson@joliet.gov



Memo

File #: 376-25

Agenda Date: 7/1/2025

TO: Mayor and City Council

FROM: Allison Swisher, Director of Public Utilities

SUBJECT:

Approval of Professional Services Agreement for the District Metered Area Design and Implementation Project to Cavanaugh & Associates PA in the Amount of \$155,428.70

BACKGROUND:

On January 5, 2021, the Mayor and City Council approved Resolution No. 7613, committing to water conservation through the reduction of non-revenue water in order to comply with the allocation requirements of the Level of Lake Michigan Act, 615 ILCS 50, and the corresponding State regulations. A condition of the City's Lake Michigan water allocation permit is completion of the City's Non-Revenue Water Reduction Plan. A component of this plan is dividing the City's water distribution system into smaller zones where the water loss in each zone can be monitored. These "zones" are referred to as "district metered areas," called "DMAs". A consultant that specializes in design and implementation of DMAs is needed to design and implement these DMAs.

In January 2024, the City published a Request for Qualifications for the Water Loss Control Technical Assistance Program. Seven qualifications were received, four firms were interviewed, and the selection committee identified Cavanaugh & Associates PA, as the most qualified firm to complete the services for the program.

Cavanaugh & Associates PA is currently under contract as program manager of the City's 2025 Water Loss Control program. One scope item in that contract is analysis of the City's water distribution system to identify where additional metering sites should be installed. These additional metering sites will allow for the City's water system to be subdivided into smaller zones so that areas of elevated water loss can be identified. Cavanaugh & Associates PA has completed the planning portion of the DMA project and is now ready to move into the detailed design phase of the project. The City currently has six (6) DMAs. This project will design the installation of 23 additional meters to establish an additional six (6) DMAs (resulting in a total of twelve [12] DMAs.)

Cavanaugh & Associates PA was requested to provide a proposal to complete the detailed design work for the project which is not included in their current contract's scope of work.

The Public Service Committee will review this matter.

CONCLUSION:

Cavanaugh & Associates PA provided a proposal, in an amount not-to-exceed \$155,428.70, to complete detailed design and implementation of the District Metered Area project. The scope of work

of the project includes: coordination with City staff to validate proposed DMA boundaries; detailed design of the meter sites; bidding of the project; construction administration for meter chamber installations; development of performance specifications for meter equipment and data integrations; solicitation of proposals from preferred vendors for installation of metering equipment and provision of data-as-a-service (DaaS) with integration to Xylem Vue; design and data-mapping for 12 new DMA supply formulas, with incorporation of all production meters, district meters, and distribution storage tank meters; and design support for the Xylem Vue development team to achieve desired data visualizations within the DMAs.

Section 2-438 of the City of Joliet Code of Ordinances states that purchases whose estimated cost is in excess of twenty-five thousand dollars (\$25,000.00) may be awarded without written specifications or bidding under certain circumstances. Two (2) of these circumstances apply:

- (f) Purchases when authorized by a concurring vote of two-thirds (2/3) of the Mayor and City Council;
- (g) Purchases of professional services.

Funds will be charged to the Water & Sewer Improvement Fund / Meters / Professional Services (Org 50180320, Object 557200, \$155,428.70).

RECOMMENDATION:

Based on the above, it is recommended that the Mayor and City Council approve the professional services agreement for the District Metered Area Design and Implementation Project, in the amount of \$155,428.70, on behalf of Cavanaugh & Associates PA.

AGREEMENT FOR PROFESSIONAL SERVICES

THIS AGREEMENT, MADE AS OF THIS ____ day of _____, 2025, by and between the City of Joliet, Illinois, an Illinois Municipal Corporation, (hereinafter called the "City") and Cavanaugh & Associates, P.A., (hereinafter called the "Consultant"), collectively referred to as the "Parties" herein, is an AGREEMENT for professional services.

NOW, THEREFORE, the City and the Consultant in consideration of the mutual covenants hereinafter set forth agree as follows:

SECTION 1 – SERVICES OF THE CONSULTANT

- 1.1 The Project scope of work is defined in the attached Letter Proposal dated June 10, 2025.
- 1.2 The City and the Consultant, by mutual agreement, shall determine the final schedule.
- 1.3 The Consultant shall perform its services consistent with the professional skill and care ordinarily provided by Consultants in their line of work. The Consultant will use their best professional judgment in the course of the work. Design criteria, guidelines and other standards shall be supplemented by the professional judgment of the Consultant. Deviations from design criteria, guidelines and other standards shall be called to the attention of the City's representative.

SECTION 2 – THE CITY'S RESPONSIBILITIES

The City will:

- 2.1 Provide full information as to the requirements for the Project in a timely manner in which the Consultant may reasonably rely on with regard to its completeness and accuracy.
- 2.2 Designate in writing a person to act as the City's representative with respect to the work to be performed under this Agreement; and such person shall have complete authority to transmit instructions, receive information, interpret, and define the City's policies and decisions with respect to materials, equipment elements and systems pertinent to the work covered by this Agreement.
- 2.3 Guarantee access to and make all provisions for the Consultant to enter upon the City's facilities as required for the Consultant to perform their work under this Agreement.
- 2.4 Examine all studies, reports and other documents presented by the Consultant and shall render decisions pertaining thereto within seven (7) calendar days from receipt so as not to delay the work of the Consultant.
- 2.5 Obtain approval of all governmental authorities having jurisdiction over the Project and such approvals and consents from such other individuals or bodies as may be necessary for completion of the Project.

SECTION 3 – PAYMENTS TO THE CONSULTANT

3.1 The City will pay the Consultant for the professional services performed under SECTION 1, in an amount not to exceed \$155,428.70

3.2 Invoices for payment shall be submitted by Consultant to the City, together with reasonable supporting documentation. The City may require such additional supporting documentation as City reasonably deems necessary or desirable. Payment to Consultant shall be made in accordance with the Illinois Local Government Prompt Payment Act, after City's receipt of an invoice and all such supporting documentation.

3.3 Payment to the Consultant for expenses associated with direct costs or reimbursable expenses, as dictated by the Agreement and/or Scope of Services, shall be made upon presentation of receipts for costs or expenses.

SECTION 4 – TIME OF COMPLETION

4.1 The Consultant shall complete the project within 365 days of the date of execution of this Agreement, subject to time extensions to such schedule arising from delays beyond Consultant's control. To the extent Consultant is impacted by such delays, Consultant shall be entitled to an adjustment to its schedule for performance.

4.2 Time is of the essence for this Agreement.

4.3 The Consultant shall commence work within ten (10) calendar days of the date of execution of this Agreement or such other time mutually agreed to by the Parties in writing.

4.4 The Consultant may request an extension to complete the scope of work, and the City may grant such extension in a subsequent contract amendment.

SECTION 5 – RIGHTS TO DELIVERABLES

5.1 Deliverables, as defined in the Scope of Work, shall become the City's permanent property upon payment by the City to the Consultant.

5.2 Consultant shall not use photographs of the Deliverables for project competition, awards of any nature, project testimonials, presentations, advertising, proposals, professional papers, public display, or any other use without obtaining prior written approval from the City's representative. Any photographs taken of City property in the execution of the Consultant's work may not be re-used by the Consultant for project competition, awards of any nature, project testimonials, advertising, proposals, presentations, professional papers, public display, or any other use without obtaining prior written approval from the City's representative.

SECTION 6 – REMOVAL AND REPLACEMENT OF PERSONNEL

6.1 Consultant (for the duration of the term of the Agreement) will not, without obtaining the City's prior written consent not to be unreasonably withheld, replace, or alter the assignment of its

lead personnel, to the extent their respective availability is reasonably within the Consultant's control.

6.2 Consultant shall promptly remove any person assigned to perform the Services in the event of notification by the City that he/she is no longer acceptable, irrespective of any prior City consent. Replacement of lead personnel, prior to assignment, will be subject to the City's approval, which shall not be unreasonably withheld.

6.3 A violation by Consultant of paragraph 6.1 and/or 6.2 may be considered a substantial and material breach of Agreement, for which termination and damages otherwise provided by Law or the Agreement may be claimed.

6.4 The City's right to request the removal of Consultant's personnel from the Services as set forth in paragraph 6.2 does not expressly or implicitly create an employer-employee relationship between the City and personnel assigned by Consultant. Such a relationship is expressly denied herein by Consultant and the City.

SECTION 7 – INSURANCE

The Consultant shall maintain for the duration of the Agreement, insurance purchased from a company, or companies lawfully authorized to do business in the State of Illinois and having a rating of at least A-minus as rated by A.M. Best Ratings. Such insurance will protect the Consultant from claims set forth below which may arise out of or result from the Consultant's operations under the agreement and for which the Consultant may be legally liable, whether such operations be by the Consultant or by a SubConsultant or by anyone directly or indirectly employed by any of them, or by anyone for whose acts any of them may be liable:

Worker's Compensation Insurance covering all liability of the Consultant arising under the Workers' Compensation Act and Occupational Diseases Act; limits of liability not less than statutory requirements.

Employers Liability covering all liability of Consultant as employer, with limits not less than: \$1,000,000 per injury – per occurrence; \$1,000,000 per disease – per employee; and \$1,000,000 per disease – policy limit.

Comprehensive General Liability in a broad form on an occurrence basis, to include but not be limited to, coverage for the following where exposure exists; Premises/Operations, Contractual Liability, Products/Completed Operations for 2 years following final payment, Independent Consultant's coverage to respond to claims for damages because of bodily injury, sickness or disease, or death of any person other than the successful proposers employees as well as claims for damages insured by usual personal injury liability coverage which are sustained (1) by a person as a result of an offense directly or indirectly related to employment of such person by the Consultant, or (2) by another person and claims for damages, other than to the Work itself, because of injury to or destruction of tangible property, including loss of use there from; Broad Form Property Damage Endorsement;

General Aggregate Limit \$ 2,000,000

Each Occurrence Limit \$ 1,000,000

Automobile Liability Insurance shall be maintained to respond to claims for damages because of bodily injury, death of a person or property damage arising out of ownership, maintenance, or use of a motor vehicle. This policy shall be written to cover any auto whether owned, leased, hired, or borrowed.

Each Occurrence Limit \$1,000,000

Professional Liability Insurance shall be maintained to respond to claims for damages due to the Consultant's errors and omissions.

Errors and Omissions \$1,000,000

Consultant agrees that with respect to the above required insurance:

1. The CGL policy shall be endorsed for the general aggregate to apply on an annual basis.
2. To provide separate endorsements: to name the City of Joliet and its officers and employees as additional insured as their interest may appear, and to provide 30 days' notice, in writing, of cancellation or material change.
3. The Consultant's insurance shall be primary in the event of a claim.
4. The City of Joliet shall be provided with Certificates of Insurance and endorsements evidencing the above-required insurance, prior to commencement of an agreement and thereafter with certificates evidencing renewals or replacements of said policies of insurance at least thirty (30) days prior to the expiration of cancellation of any such policies.
5. A Certificate of Insurance that states the City of Joliet and its officers and employees have been endorsed as an "additional insured" by the Consultant's general liability and automobile liability insurance carrier. Specifically, this Certificate must include the following language: "The City of Joliet and its officers and employees are, and have been endorsed, as an additional insured under the above reference policy number S 2003177 on a primary and non-contributory basis for general liability and automobile liability coverage for the duration of the contract term."

Failure to Comply: In the event the Consultant fails to obtain or maintain any insurance coverage required under this Agreement, the City of Joliet may purchase such insurance coverage and charge the expense thereof to the Consultant. Such insurance shall be maintained in full force and effect during the life of the Agreement and shall protect the Consultant, its employees, agents and representatives from claims for damages, for personal injury and death and for damage to property arising in any manner from the negligent or wrongful acts or failures to act by the Consultant, its employees, agents and representatives in the performance of the work covered by the Agreement. The Consultant shall also indemnify and save harmless the City from any claims against, or

liabilities incurred by the Consultant of any type or nature to any person, firm or corporation arising from the Consultant's wrongful or negligent performance of the work covered by the Agreement.

SECTION 8 – SUCCESSORS AND ASSIGNS

The City and the Consultant each binds himself and his partners, successors, executors, administrators and assigns to the other party of this Agreement and to the partners, successors, executors, administrators and assigns of such other party, in respect to all covenants of this Agreement; except as above, neither the City nor the Consultant shall assign, sublet or transfer his interest in this Agreement without the written consent of the other. Nothing herein shall be construed as creating any personal liability on the part of any employee, officer or agent of any public body or the Consultant which may be a party hereto, nor shall it be construed as giving any rights or benefits hereunder to anyone other than the City and the Consultant.

SECTION 9 – NON-DISCRIMINATION

In all hiring or employment made possible or resulting from this Agreement, there shall be no discrimination against any employee or applicant for employment because of sex, age, race, color, creed, national origin, marital status or the presence of any sensory, mental or physical handicap, unless based upon a bona fide occupational qualification, and this requirement shall apply to, but not be limited to, the following: employment, advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. No person shall be denied or be subjected to discrimination in receipt of the benefit of any services or activities made possible by or resulting from this Agreement on the grounds of sex, race, color, creed, national origin, age except minimum age and retirement provisions, marital status, or the presence of any sensory, mental, or physical handicap. Any violation of this provision shall be considered a violation of a material provision of this Agreement and shall be grounds for cancellation, termination, or suspension, in whole or in part, of the Agreement by the City.

SECTION 10 – MODIFICATION OR AMENDMENT

This Agreement constitutes the entire Agreement of the Parties on the subject matter hereof and may not be changed, modified, discharged, or extended except by written amendment duly executed by the Parties. The Consultant agrees that no representations or warranties shall be binding upon the City unless expressed in writing herein or in a duly executed amendment hereof, or authorized or approved Change Order as herein provided.

SECTION 11 – APPLICABLE LAW AND DISPUTE RESOLUTION

11.1 This Agreement shall be deemed to have been made in and shall be construed in accordance with the laws of State of Illinois.

11.2 Any controversy, claim or dispute arising out of or relating to the interpretation, construction, or performance of this Agreement, or breach thereof, shall be referred to the American Arbitration Association (the "AAA") for a voluntary, non-binding mediation in the municipality where the Services are provided and to be conducted by a mutually acceptable single mediator, in accordance with then applicable Construction Industry Mediation Rules, prior to

resorting to litigation to any State or Federal Court located nearest to where the Services are provided. Neither party shall be liable for any indirect, incidental, or consequential damages of any nature or kind resulting from or arising in connection with this Agreement. The Parties shall share the cost of the mediator's services equally.

WITH RESPECT TO ANY SUCH LITIGATION, EACH PARTY HEREBY KNOWINGLY, VOLUNTARILY AND WILLINGLY WAIVES ALL RIGHTS TO TRIAL BY JURY IN ANY ACTION, SUIT, OR PROCEEDING BROUGHT TO RESOLVE ANY DISPUTE BETWEEN OR AMONG ANY OF THE PARTIES HERETO, WHETHER ARISING IN CONTRACT, TORT, OR OTHERWISE, ARISING OUT OF, CONNECTED WITH, RELATED OR INCIDENTAL TO THIS AGREEMENT, THE TRANSACTION(S) CONTEMPLATED HEREBY AND/OR THE RELATIONSHIP ESTABLISHED AMONG THE PARTIES HEREUNDER.

SECTION 12 – TERMINATION OF THE CONTRACT

12.1 TERMINATION BY THE CONSULTANT

If the Work is stopped for a period of thirty days under an order of any court or other public authority having jurisdiction, through no fault of the Consultant, or if the City has not made timely Payment thereon as set forth in this Agreement, then the Consultant may upon twenty-one (21) days written notice (from postmark) to the City, terminate the Agreement.

12.2 TERMINATION BY THE CITY

In the event of any breach of this Agreement by the Consultant, the City may, at its option, serve the Consultant with a written seven (7) day notice (from postmark) with the Consultant's option to cure the breach, or the City may engage the services of another Consultant to complete the work and deduct the cost of such completion from any amount due the Consultant hereunder, or the City may either pause or terminate the contract.

IN WITNESS WHEREOF, the undersigned have placed their hands and seals upon and executed this Agreement in triplicate as though each copy hereof were an original and that there are no other oral agreements that have not been reduced to writing in this statement.

CITY OF JOLIET

By: _____

H. Elizabeth Beatty

City Manager

Date: _____

By: Will Jernigan

Name: Will Jernigan, P.E.

Title: Chief Operations Officer

Date: 06/10/2025

ATTEST:

By: _____

Lauren O'Hara

City Clerk

Date: _____



City of Joliet
DMA Engineering, Bidding & Construction
Administration



June 10, 2025

Mr. Tony Anczer, P.E.
Department of Public Utilities, City of Joliet
150 W. Jefferson Street
Joliet, IL 60432

Subject: Professional Services – DMA Engineering, Bidding & Construction Administration

Dear Tony,

Cavanaugh is pleased to present the enclosed proposal for professional services for the subject project. Below are the proposed scope of services, fee budget and estimated schedule. We look forward to working with you and the Joliet team.

Best regards,

Will Jernigan, P.E.
COO/Principal

Tory Wagoner, P.E., P.L.S.
CFO/Principal/Project Manager

Steve Cavanaugh, P.E.
CEO/Principal

SCOPE OF SERVICES

City of Joliet – DMA Engineering, Bidding & Construction Administration

Cavanaugh will provide the scope described below, pursuant to expansion of the City's existing 6 district metered areas (DMAs) to 12 DMAs. :

1. DMA Detailed Design – Future Scope, Not Included in Current Proposal
 - a. Instruction and oversight for City staff to perform field valve closures and hydrant drop tests to validate proposed DMA boundaries.
 - b. Instruction and oversight for City staff to perform site validations for chambers, including evaluation of underground locates, selective potholing, and surface access considerations.
 - c. Meter siting and meter chamber specifications for up to 23 new DMA meter sites. A schedule of the proposed sites is included below.
 - d. Bid & construction package for contractor installation of meter chambers. Note: chamber installations will be separate from meter installations. City will own and maintain the chambers, but not the meters.
 - e. Bid & construction administration for meter chamber installations, utilizing one of the City's existing local engineering consultants (Baxter & Woodman) as a sub-consultant.
 - f. Develop performance specification for meter equipment and data integrations. Solicit proposal on behalf of City from preferred vendor for installation of metering equipment and provision data-as-a-service (DaaS) for flow and pressure data at new DMA metering points, with integration to Xylem Vue. The contract for meter installations and DaaS services will be between City and preferred vendor.
 - g. Oversight and support of chamber installations, metering equipment installations, and DaaS integrations with Xylem Vue.



City of Joliet
DMA Engineering, Bidding & Construction
Administration



- h. Design and data-mapping for 12 new DMA supply formulas, with incorporation of all production meters, district meters, and distribution storage tank meters.
- i. Support City team in boundary valve validations and customer-DMA assignments within Munis.
- j. Design support for Xylem Vue development team to achieve desired data visualizations within the DMAs, pursuant to ongoing analyses for minimum night flows and water balances.

DMA	Meter	Cross Streets	Potential to use existing valve vault
55W-1/2	DIST55W1M1	Canton Farm Rd between Ruth Fitzgerald Dr and Fresno Ln	
55W-1/2	DIST55W1M2	Theodore Rd between Cumberland Dr and Legacy Pointe Blvd	
55W-1/2	DIST55W1M3	Hadrian Dr between Howland Dr and Legacy Pointe Blvd	X
55E -1/2	DIST55E2M1	Covered Bridge Way between Theodore St and Hidden Grove Circle	
55E -1/2	DIST55E2M2	Ingalls Ave between Essington Rd and Rosary Ln	X
55E -1/2	DIST55E2M3	Essington Rd just south of Ingalls Ave	X
55E -1/2	DIST55E2M4	Black Rd between Wooded Creek Dr and Westridge Rd	
55E -1/2	DIST55E2M5	Jefferson St between Houbolt Dr and Essington Rd	X
55E -1/2	DIST55E2M6	S Mission Blvd between Spring Leaf and S 129th Infantry Dr	
55E -1/2	DIST55E2M7	Clearview Dr	
Low-1/2	DISTLM1	Jackson St east of State St	X
Low-1/2	DISTLM2	E Cass St between Scott St and N Michigan St	
Low-1/2	DISTLM3	E Clinton St between Mayor Art Schultz Dr and Power Aly	
Low-1/2	DISTLM4	Eastern Ave between E Jefferson St and E Van Buren St	
Low-1/2	DISTLM5	N Collins St between S Richards St and E Van Buren St	
Low-1/2	DISTLM6	Washington St east of Henderson Ave	
55E-3/2	DISTSE1M1	Hollywood Rd between Mound Rd and Channahon Rd	
55E-3/2	DISTSE1M2	Mound Rd east Hollywood Rd	
Southeast-1/2	DISTSE1M3	S Chicago St at E Laraway Rd	
Southeast-1/2	DISTSE1M4	Schweitzer Rd between S Chicago St and West Rd	
55W-2	TANKW2M1	Ridge Road Tank	
55E-1	TANKE1M5	12D Tank	
55E-2	TANKE2M8	Campbell Street Tank	

FEE BUDGET AND ESTIMATED SCHEDULE

The scope herein is presented as a not-to-exceed (NTE) fee of \$ 155,428.70, to be invoiced to the City on a composite hourly rate basis each month. Cavanaugh's composite hourly rate shall be \$225.00, and is inclusive of direct and indirect costs. Baxter & Woodman technical support is included in the NTE fee.

Cavanaugh DMA Professional Services	\$131,928.70
Baxter & Woodman Bid & Construction Administration	\$ 23,500.00
Total NTE	\$155,428.70

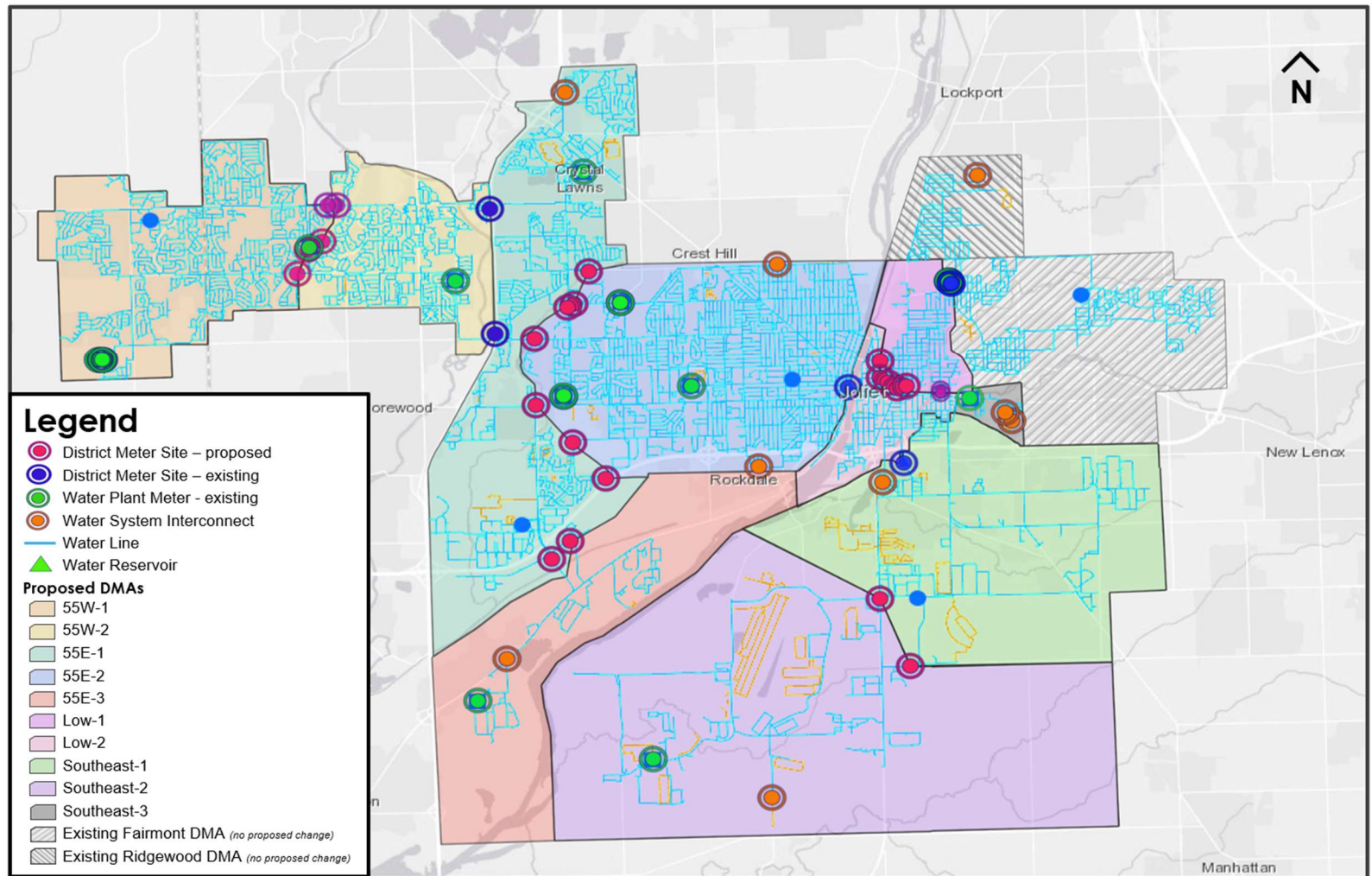
Estimated Schedule: approximately 6 months, to be completed in Calendar Year 2025.



City of Joliet
DMA Engineering, Bidding & Construction
Administration



DMA Roadmap -
Exhibits



June 4, 2025

Mr. Will Jernigan, PE
Chief Operations Officer
Cavanaugh Solutions
550 N Liberty Street, Suite 331
Winston Salem, NC 27101

Subject: Proposal for Engineering Assistance for District Metered Areas

Dear Mr. Jernigan:

Baxter & Woodman, Inc. is pleased to present Cavanaugh with this proposal for engineering assistance for the installation of meter vaults at an estimated 21 locations to develop district metered areas for the City of Joliet. This scope of services includes preparing front end specifications, assisting with IDOT permitting for four locations, developing contract documents, and assisting with bidding.

Scope of Services

1. PROJECT COORDINATION
 - A. PROJECT MANAGEMENT – Plan, schedule, and control activities to complete the Project. These activities include budgeting, scheduling, and monitoring the scope of services. Provide a monthly status report describing tasks completed the previous month and outlining goals for the subsequent month.
 - B. MEETINGS – Conduct up to four virtual review meetings at times during the design of the Project to clarify staff wishes, design questions, and/or permitting requirements.
2. SPECIFICATIONS – Prepare for review and approval by the City and its legal counsel the forms of Construction Contract Documents for one bid package consisting of Advertisement for Bids, Bidder Instructions, Bid Form, Agreement, Performance Bond Form, Payment Bond Form, General Conditions, and Supplementary Conditions, where appropriate. Technical specifications and exhibits to be prepared and provided by Cavanaugh Solutions. Provide final specifications to City upon completion.
3. PERMITS
 - A. DOT – Contact and meet with Illinois Department of Transportation to review proposed work and determine if any IDOT permits are required for the Project. Submit for permits if any are required. IDOT permit coordination is anticipated for four proposed meter vault

sites. The work does not include coordination with County or Township highway departments.

- B. The work does not include coordination with any railroads for proposed meter vault sites in or adjacent to railway right-of-way.
- C. The work does not include USACE coordination for proposed meter vault sites in wetland limits.

4. PROJECT BID

- A. Prepare one Bid Package. Set bid date with City, create Advertisement for Bids (AFB), and provide AFB to City for publication. Answer bidder's questions during bid period.
- B. Issue addenda as necessary.
- C. Attend one pre-bid meeting.
- D. Tabulate all bids received and review all bid submittals to verify low bid is responsive and responsible. Issue a Letter of Recommendation to Award a construction contract and Notice of Intent to Award to the City for their action.

Fee

The Owner shall pay the Engineer for the Services performed or furnished on the basis of actual labor cost times a multiplier of 3.0 to cover overhead, fringe benefits, salary burden costs, and profit, plus reimbursement of direct expenses including on-the-job travel plus any subconsultants' or out-of-pocket expense at actual cost, the total of which will not exceed **\$23,500.00**. The Engineer may adjust the hourly billing rate and out-of-pocket expenses on or about January 1 of each subsequent year and will send the new schedule to the Owner.

This proposal is valid for 90 days from the date issued.

Standard Terms and Conditions

The attached Standard Terms and Conditions apply to this proposal.

Acceptance

If you find this proposal acceptable, please sign and return one copy for our files. If you have any questions or need additional information, please do not hesitate to contact Lauren Schuld at 815-444-3306 or lschud@baxterwoodman.com.

Sincerely,

BAXTER & WOODMAN, INC.
CONSULTING ENGINEERS



Daniel G. Bounds, PE
Associate Vice President

Cavanaugh Solutions

ACCEPTED BY: _____

TITLE: _____

DATE: _____

\\\\corp.baxwood.com\\project\\Azure\\JOLTC\\2500868-District Metered Area Design
Assis\\Contract\\Work\\2500868.00_Proposal_DMA_Assistance.docx



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: 376-25

File ID: 376-25

Type: Consent Agenda

Status: Agenda Ready

In Control: City Council Meeting

File Created: 06/18/2025

Department: Public Utilities

Final Action:

Title: Approval of Professional Services Agreement for the District Metered Area Design and Implementation Project to Cavanaugh & Associates PA in the Amount of \$155,428.70

Agenda Date: 07/01/2025

Attachments: Cavanaugh Proposal, 2025 DMA Detailed Design.pdf

Entered by: aanczer@joliet.gov

Approval History

Version	Seq #	Action Date	Approver	Action	Due Date
1	1	6/18/2025	Gina Logalbo	Approve	6/20/2025
1	2	6/19/2025	Allison Swisher	Approve	6/20/2025
1	3	6/19/2025	Kevin Sing	Approve	6/23/2025
1	4	6/19/2025	Todd Lenzie	Approve	6/23/2025
1	5	6/27/2025	Beth Beatty	Approve	6/23/2025



Memo

File #: 377-25

Agenda Date: 7/1/2025

TO: Mayor and City Council

FROM: Allison Swisher, Director of Public Utilities

SUBJECT:

Approval of Professional Services Agreement for the 2026 Sanitary Sewer Rehabilitation Program to RJN Group Inc. in the Amount of \$114,100.00

BACKGROUND:

In 2017 the City began a comprehensive Sewer Rehabilitation Program to restore the structural integrity of the sewer system, reduce inflow and infiltration, and reduce basement back-ups and sanitary sewer overflows. Year nine of the program will be completed in 2026 and includes sanitary sewer rehabilitation in the Krings Acres neighborhood.

The sewer rehabilitation recommended for the Krings Acres neighborhood includes cured-in-place pipelining, manhole rehabilitation, sewer grouting, and sewer lateral rehabilitation. The Krings Acres neighborhood was selected due to structural condition of the system and high peak flows. This project is consistent with the City's goals to remove clear water from the sanitary sewer system and improve the structural integrity of the City's underground infrastructure.

In 2021, the City prepared a request for qualifications for professional engineering services for the sanitary sewer rehabilitation program. Three qualifications were received, and three firms were interviewed. Upon review of the qualifications, RJN Group Inc. was selected as the most qualified firm to manage the City's sanitary sewer investigations and rehabilitation program. Accordingly, Staff requested RJN Group Inc. provide a proposal for design of the 2026 Sanitary Sewer Rehabilitation Program.

The Public Service Committee will review this matter.

CONCLUSION:

RJN Group Inc. has provided a proposal to complete design engineering for the 2026 Sanitary Sewer Rehabilitation Program in an amount not-to-exceed \$114,100.00. The design scope of work includes engineering design, preparation of bid documents, and bidding assistance.

Section 2-438 of the City of Joliet Code of Ordinances states that purchases whose estimated cost is in excess of twenty-five thousand dollars (\$25,000.00) may be awarded without written specifications or bidding under certain circumstances. Two (2) of these circumstances apply:

- (f) Purchases when authorized by a concurring vote of two-thirds (2/3) of the Mayor and City Council;

(g) Purchases of professional services.

Funds will be charged to the Water & Sewer Improvement Fund / Sewer Collection / Professional Services (Org 50180020, Object 557200, \$114,100.00).

RECOMMENDATION:

Based on the above, it is recommended that the Mayor and City Council Approve the Professional Services Agreement for the 2026 Sanitary Sewer Rehabilitation Program, in the amount of \$114,100.00, on behalf of RJN Group Inc.

AGREEMENT FOR PROFESSIONAL SERVICES

THIS AGREEMENT, MADE AS OF THIS 1st day of July, 2025, by and between the City of Joliet, Illinois, an Illinois Municipal Corporation, (hereinafter called the "City") and RJN Group Inc., (hereinafter called the "Consultant"), collectively referred to as the "Parties" herein, is an AGREEMENT for professional services.

NOW, THEREFORE, the City and the Consultant in consideration of the mutual covenants hereinafter set forth agree as follows:

SECTION 1 – SERVICES OF THE CONSULTANT

1.1 The Project scope of work is defined in the attached document: Proposal for Professional Engineering Service for 2026 Sanitary Sewer & Lateral Rehabilitation Programs.

1.2 The City and the Consultant, by mutual agreement, shall determine the final schedule.

1.3 The Consultant shall perform its services consistent with the professional skill and care ordinarily provided by Consultants in their line of work. The Consultant will use their best professional judgment in the course of the work. Design criteria, guidelines and other standards shall be supplemented by the professional judgment of the Consultant. Deviations from design criteria, guidelines and other standards shall be called to the attention of the City's representative.

SECTION 2 – THE CITY'S RESPONSIBILITIES

The City will:

2.1 Provide full information as to the requirements for the Project in a timely manner in which the Consultant may reasonably rely on with regard to its completeness and accuracy.

2.2 Designate in writing a person to act as the City's representative with respect to the work to be performed under this Agreement; and such person shall have complete authority to transmit instructions, receive information, interpret, and define the City's policies and decisions with respect to materials, equipment elements and systems pertinent to the work covered by this Agreement.

2.3 Guarantee access to and make all provisions for the Consultant to enter upon the City's facilities as required for the Consultant to perform their work under this Agreement.

2.4 Examine all studies, reports and other documents presented by the Consultant and shall render decisions pertaining thereto within seven (7) calendar days from receipt so as not to delay the work of the Consultant.

2.5 Obtain approval of all governmental authorities having jurisdiction over the Project and such approvals and consents from such other individuals or bodies as may be necessary for completion of the Project.

SECTION 3 – PAYMENTS TO THE CONSULTANT

3.1 The City will pay the Consultant for the professional services performed under SECTION 1, in an amount not to exceed \$114,100.

3.2 Invoices for payment shall be submitted by Consultant to the City, together with reasonable supporting documentation. The City may require such additional supporting documentation as City reasonably deems necessary or desirable. Payment to Consultant shall be made in accordance with the Illinois Local Government Prompt Payment Act, after City's receipt of an invoice and all such supporting documentation.

3.3 Payment to the Consultant for expenses associated with direct costs or reimbursable expenses, as dictated by the Agreement and/or Scope of Services, shall be made upon presentation of receipts for costs or expenses.

SECTION 4 – TIME OF COMPLETION

4.1 The Consultant shall complete the project within 180 days of the date of execution of this Agreement, subject to time extensions to such schedule arising from delays beyond Consultant's control. To the extent Consultant is impacted by such delays, Consultant shall be entitled to an adjustment to its schedule for performance.

4.2 Time is of the essence for this Agreement.

4.3 The Consultant shall commence work within ten (10) calendar days of the date of execution of this Agreement or such other time mutually agreed to by the Parties in writing.

4.4 The Consultant may request an extension to complete the scope of work, and the City may grant such extension in a subsequent contract amendment.

SECTION 5 – RIGHTS TO DELIVERABLES

5.1 Deliverables, as defined in the Scope of Work, shall become the City's permanent property upon payment by the City to the Consultant.

5.2 Consultant shall not use photographs of the Deliverables for project competition, awards of any nature, project testimonials, presentations, advertising, proposals, professional papers, public display, or any other use without obtaining prior written approval from the City's representative. Any photographs taken of City property in the execution of the Consultant's work may not be re-used by the Consultant for project competition, awards of any nature, project testimonials, advertising, proposals, presentations, professional papers, public display, or any other use without obtaining prior written approval from the City's representative.

SECTION 6 – REMOVAL AND REPLACEMENT OF PERSONNEL

6.1 Consultant (for the duration of the term of the Agreement) will not, without obtaining the City's prior written consent not to be unreasonably withheld, replace, or alter the assignment of its lead personnel, to the extent their respective availability is reasonably within the Consultant's control.

6.2 Consultant shall promptly remove any person assigned to perform the Services in the event of notification by the City that he/she is no longer acceptable, irrespective of any prior City consent. Replacement of lead personnel, prior to assignment, will be subject to the City's approval, which shall not be unreasonably withheld.

6.3 A violation by Consultant of paragraph 6.1 and/or 6.2 may be considered a substantial and material breach of Agreement, for which termination and damages otherwise provided by Law or the Agreement may be claimed.

6.4 The City's right to request the removal of Consultant's personnel from the Services as set forth in paragraph 6.2 does not expressly or implicitly create an employer-employee relationship between the City and personnel assigned by Consultant. Such a relationship is expressly denied herein by Consultant and the City.

SECTION 7 – INSURANCE

The Consultant shall maintain for the duration of the Agreement, insurance purchased from a company, or companies lawfully authorized to do business in the State of Illinois and having a rating of at least A-minus as rated by A.M. Best Ratings. Such insurance will protect the Consultant from claims set forth below which may arise out of or result from the Consultant's operations under the agreement and for which the Consultant may be legally liable, whether such operations be by the Consultant or by a SubConsultant or by anyone directly or indirectly employed by any of them, or by anyone for whose acts any of them may be liable:

Worker's Compensation Insurance covering all liability of the Consultant arising under the Workers' Compensation Act and Occupational Diseases Act; limits of liability not less than statutory requirements.

Employers Liability covering all liability of Consultant as employer, with limits not less than: \$1,000,000 per injury – per occurrence; \$1,000,000 per disease – per employee; and \$1,000,000 per disease – policy limit.

Comprehensive General Liability in a broad form on an occurrence basis, to include but not be limited to, coverage for the following where exposure exists; Premises/Operations, Contractual Liability, Products/Completed Operations for 2 years following final payment, Independent Consultant's coverage to respond to claims for damages because of bodily injury, sickness or disease, or death of any person other than the successful proposers employees as well as claims for damages insured by usual personal injury liability coverage which are sustained (1) by a person as a result of an offense directly or indirectly related to employment of such person by the Consultant, or (2) by another person and claims for damages, other than to the Work itself, because

of injury to or destruction of tangible property, including loss of use there from; Broad Form Property Damage Endorsement;

General Aggregate Limit	\$ 2,000,000
Each Occurrence Limit	\$ 1,000,000

Automobile Liability Insurance shall be maintained to respond to claims for damages because of bodily injury, death of a person or property damage arising out of ownership, maintenance, or use of a motor vehicle. This policy shall be written to cover any auto whether owned, leased, hired, or borrowed.

Each Occurrence Limit	\$1,000,000
-----------------------	-------------

Professional Liability Insurance shall be maintained to respond to claims for damages due to the Consultant's errors and omissions.

Errors and Omissions	\$1,000,000
----------------------	-------------

Consultant agrees that with respect to the above required insurance:

1. The CGL policy shall be endorsed for the general aggregate to apply on an annual basis.
2. To provide separate endorsements: to name the City of Joliet and its officers and employees as additional insured as their interest may appear, and to provide 30 days' notice, in writing, of cancellation or material change.
3. The Consultant's insurance shall be primary in the event of a claim.
4. The City of Joliet shall be provided with Certificates of Insurance and endorsements evidencing the above-required insurance, prior to commencement of an agreement and thereafter with certificates evidencing renewals or replacements of said policies of insurance at least thirty (30) days prior to the expiration of cancellation of any such policies.
5. A Certificate of Insurance that states the City of Joliet and its officers and employees have been endorsed as an "additional insured" by the Consultant's general liability and automobile liability insurance carrier. Specifically, this Certificate must include the following language: "The City of Joliet and its officers and employees are, and have been endorsed, as an additional insured under the above reference policy number P-630-5Y000855-PHX-24 on a primary and non-contributory basis for general liability and automobile liability coverage for the duration of the contract term."

Failure to Comply: In the event the Consultant fails to obtain or maintain any insurance coverage required under this Agreement, the City of Joliet may purchase such insurance coverage and charge the expense thereof to the Consultant. Such insurance shall be maintained in full force and effect during the life of the Agreement and shall protect the Consultant, its employees, agents and representatives from claims for damages, for personal injury and death and for damage to property

arising in any manner from the negligent or wrongful acts or failures to act by the Consultant, its employees, agents and representatives in the performance of the work covered by the Agreement. The Consultant shall also indemnify and save harmless the City from any claims against, or liabilities incurred by the Consultant of any type or nature to any person, firm or corporation arising from the Consultant's wrongful or negligent performance of the work covered by the Agreement.

SECTION 8 – SUCCESSORS AND ASSIGNS

The City and the Consultant each binds himself and his partners, successors, executors, administrators and assigns to the other party of this Agreement and to the partners, successors, executors, administrators and assigns of such other party, in respect to all covenants of this Agreement; except as above, neither the City nor the Consultant shall assign, sublet or transfer his interest in this Agreement without the written consent of the other. Nothing herein shall be construed as creating any personal liability on the part of any employee, officer or agent of any public body or the Consultant which may be a party hereto, nor shall it be construed as giving any rights or benefits hereunder to anyone other than the City and the Consultant.

SECTION 9 – NON-DISCRIMINATION

In all hiring or employment made possible or resulting from this Agreement, there shall be no discrimination against any employee or applicant for employment because of sex, age, race, color, creed, national origin, marital status or the presence of any sensory, mental or physical handicap, unless based upon a bona fide occupational qualification, and this requirement shall apply to, but not be limited to, the following: employment, advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. No person shall be denied or be subjected to discrimination in receipt of the benefit of any services or activities made possible by or resulting from this Agreement on the grounds of sex, race, color, creed, national origin, age except minimum age and retirement provisions, marital status, or the presence of any sensory, mental, or physical handicap. Any violation of this provision shall be considered a violation of a material provision of this Agreement and shall be grounds for cancellation, termination, or suspension, in whole or in part, of the Agreement by the City.

SECTION 10 – MODIFICATION OR AMENDMENT

This Agreement constitutes the entire Agreement of the Parties on the subject matter hereof and may not be changed, modified, discharged, or extended except by written amendment duly executed by the Parties. The Consultant agrees that no representations or warranties shall be binding upon the City unless expressed in writing herein or in a duly executed amendment hereof, or authorized or approved Change Order as herein provided.

SECTION 11 – APPLICABLE LAW AND DISPUTE RESOLUTION

11.1 This Agreement shall be deemed to have been made in and shall be construed in accordance with the laws of State of Illinois.

11.2 Any controversy, claim or dispute arising out of or relating to the interpretation, construction, or performance of this Agreement, or breach thereof, shall be referred to the

American Arbitration Association (the “AAA”) for a voluntary, non-binding mediation in the municipality where the Services are provided and to be conducted by a mutually acceptable single mediator, in accordance with then applicable Construction Industry Mediation Rules, prior to resorting to litigation to any State or Federal Court located nearest to where the Services are provided. Neither party shall be liable for any indirect, incidental, or consequential damages of any nature or kind resulting from or arising in connection with this Agreement. The Parties shall share the cost of the mediator’s services equally.

WITH RESPECT TO ANY SUCH LITIGATION, EACH PARTY HEREBY KNOWINGLY, VOLUNTARILY AND WILLINGLY WAIVES ALL RIGHTS TO TRIAL BY JURY IN ANY ACTION, SUIT, OR PROCEEDING BROUGHT TO RESOLVE ANY DISPUTE BETWEEN OR AMONG ANY OF THE PARTIES HERETO, WHETHER ARISING IN CONTRACT, TORT, OR OTHERWISE, ARISING OUT OF, CONNECTED WITH, RELATED OR INCIDENTAL TO THIS AGREEMENT, THE TRANSACTION(S) CONTEMPLATED HEREBY AND/OR THE RELATIONSHIP ESTABLISHED AMONG THE PARTIES HEREUNDER.

SECTION 12 – TERMINATION OF THE CONTRACT

12.1 TERMINATION BY THE CONSULTANT

If the Work is stopped for a period of thirty days under an order of any court or other public authority having jurisdiction, through no fault of the Consultant, or if the City has not made timely Payment thereon as set forth in this Agreement, then the Consultant may upon twenty-one (21) days written notice (from postmark) to the City, terminate the Agreement.

12.2 TERMINATION BY THE CITY

In the event of any breach of this Agreement by the Consultant, the City may, at its option, serve the Consultant with a written seven (7) day notice (from postmark) with the Consultant’s option to cure the breach, or the City may engage the services of another Consultant to complete the work and deduct the cost of such completion from any amount due the Consultant hereunder, or the City may either pause or terminate the contract.

IN WITNESS WHEREOF, the undersigned have placed their hands and seals upon and executed this Agreement in triplicate as though each copy hereof were an original and that there are no other oral agreements that have not been reduced to writing in this statement.

CITY OF JOLIET

By: _____

H. Elizabeth Beatty

City Manager

Date: _____

ATTEST:

By: _____

Lauren O'Hara

City Clerk

Date: _____

RJN GROUP, INC.

By: Michael N. Young

Name: Michael N. Young

Title: Senior Vice President

Date: 06/13/2025

June 13, 2025

Mr. Owen Dean, P.E.
Civil Engineer II
City of Joliet
150 West Jefferson Street
Joliet, Illinois 60432-4148

**SUBJECT: PROPOSAL FOR PROFESSIONAL ENGINEERING SERVICES – 2026
SANITARY SEWER & LATERAL REHABILITATION PROGRAMS**

Dear Mr. Dean:

RJN Group, Inc. (RJN) is pleased to submit this proposal to provide Professional Engineering Services to the City of Joliet (City) for the **2026 Sanitary Sewer and Lateral Rehabilitation Programs**.

RJN, established in 1975, is a professional engineering consulting firm focused on providing innovative engineering solutions and field services. With over 90% of our clients being municipalities and public utilities, and over 85% of our work focused on sewer collection systems, we are uniquely qualified for this project.

On January 21, 2022, RJN submitted a Statement of Qualifications (SOQ) to the City of Joliet for Professional Consulting Services for Sanitary Sewer Investigations & Rehabilitation. Following the submittal and interview process, RJN was selected by the City for this work.

Key Project Goals and Objectives

The City of Joliet has established an annual program to investigate, rehabilitate, and improve the overall performance of their sanitary and combined sewer collection systems.

The 2026 Sanitary Sewer and Lateral Rehabilitation Programs will be implemented in the Krings Acres (KA) area, which was previously investigated in 2023.

- The sanitary sewer rehabilitation is currently scheduled for 2026.
- The sanitary lateral rehabilitation is anticipated to follow in 2028-2029.

The KA area in the City of Joliet is a mixed residential and commercial neighborhood bounded by Black Road to the south, Larkin Avenue to the west, Ingalls Avenue and the Briargate area to the north, and Catherine Street to the east. Additional sections include the Lois Place area west of Larkin Avenue and the area south of Black Road between Larkin Avenue and Westshire Drive, extending to the southern properties on Mason Avenue.

The KA area is tributary to the East Side Wastewater Treatment Plant and is known to have properties with foundation drains (footing tiles) connected to the sanitary sewer. In 2012, footing tile separation was completed for properties within the KA subdivision, though other parts of the study area are still

suspected to have connected foundation drains. The area also contains non-reinforced concrete pipe, prompting the rehabilitation of approximately 5,000 linear feet of mainline sewer in 2018 and 2019.

The rehabilitation programs aim to enhance the condition of the sanitary sewer collection system. KA was prioritized due to high peak flows observed during the 2015 Combined Sewer Program flow monitoring and the aging infrastructure's declining structural integrity.

These comprehensive rehabilitation programs encompass a range of critical activities such as cured-in-place pipelining, grouting, full-wrap lateral lining and various manhole rehabilitation techniques.

The sanitary sewer rehabilitation task is part of the **fourth year of the second 5-year sewer rehabilitation program** and focuses on preparing 'Year 9' for bidding and subsequent construction.

By designing and executing these improvements, the City is committed to ensuring the longevity, reliability, and efficiency of KA's sewer system.

This proposal of services pertains to the following:

1. Design of the Sanitary Lateral Rehabilitation Program (anticipated in 2028-2029)

The sanitary lateral rehabilitation program includes the installation of **up to 335 lateral liners, ranging in diameter from 8 to 33 inches**. The breakdown is as follows:

- 315 5-ft lateral liners,
- 18 20-ft lateral liners,
- 2 straight lateral liners.

The estimated construction cost for the sanitary sewer rehabilitation program is **between \$1.7 million and \$1.9 million**.

2. Design of the 2026 Sanitary Sewer Rehabilitation Program (Year-9)

The sanitary sewer rehabilitation program includes the following components:

- 8 point repairs
Note: Design for the point repairs is not included. These repairs must be completed prior to any lining work.
- 26,500 linear feet of mainline CIPP
Pipe diameters range from 8 to 24 inches.
- Approximately 200 lateral connection grouts
- Approximately 170 manholes requiring rehabilitation.

The estimated construction cost for the sanitary sewer rehabilitation program is **between \$2.6 million and \$2.9 million**.

3. Project Management and Meetings

Overall management will also be provided. Hours for project management and design review meetings will be allocated.

RJN will provide access to its online data hosting platform Clarity™, that includes status of data collection, access to data collected, field collected media for flow monitoring and construction activities.

PROJECT TEAM AND EXPERIENCE

Team

The RJN Team assigned to this project includes the following professionals: Yann Gallin as Project Manager, Patrick Hulsebosch as Assistant Project Manager, Jon Merki and Emily Tate as Project Engineers, and Marco Lopez as GIS Senior Specialist. Yann Gallin will also oversee Client Management and Quality Assurance/Quality Control (QA/QC).

Experience

Over the last 50 years, RJN has successfully executed more than 2,000 sewer programs and assessed 291 million feet of pipelines. These comprehensive evaluations have culminated in nearly \$400 million worth of construction improvements nationwide. Among the recent local endeavors are the 2024 Sanitary Sewer Rehabilitation Program and the Bluff Street Interceptor Rehabilitation Project.

ASSURING QUALITY AND SAFETY

Quality Assurance

RJN is committed to providing **quality** deliverables. The completion of these inspections is critical in providing actionable results for the City. As collection system specialists, RJN has built data review processes that ensure that all data is accurate. Our engineers and field inspection crews hold industry-standard NASSCO certifications for defect coding, and are extensively trained on all field inspection tasks. RJN's internal Quality Control tools, as well as our corporate training and Quality Assurance processes in place, will ensure that the program will provide value for the City.

Safety

As an employee-owned firm, RJN's commitment to the **safety** of our employees, City staff, and the public is paramount. RJN demonstrates that commitment to safety in our internally developed and audited safety program where our goal is to have all field staff, engineers, and project managers "RJN Safety Certified." Every project follows RJN's health and safety guidelines when completing any field work.

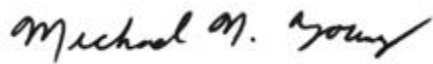
PRICE AND SCHEDULE SUMMARY

This project will be invoiced on a Time and Materials basis for a **total not-to-exceed fee of \$114,100**. The sanitary lateral and sewer rehabilitation programs are expected to be completed **by December 19, 2025**. The complete Scope of Services, Pricing, and Schedules are provided in the following exhibits:

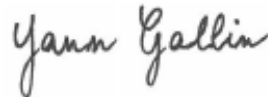
- Exhibit A – Scope of Services
- Exhibit B – Pricing
- Exhibit C – Schedule
- Exhibit D – Maps

We are looking forward to the opportunity to work with the City of Joliet on this important project. It is our pleasure to submit this proposal to you. Please feel free to contact **Yann at 847-899-8723** if you would like to discuss this proposal or have any questions.

Sincerely,



Michael N. Young, PE
Senior Vice President



Yann Gallin
Principal Project Manager



EXHIBIT A

SCOPE OF SERVICES

The scope of services for this program will include the rehabilitation design of the following components (approximate quantities):

- 26,500 linear feet of CIPP lining
- 200 lateral grouts
- 170 manholes
- 335 lateral liners
- All associated site grading, paving, roadway, and parkway restoration.

RJN is proposing the following scope of services to complete this task.

- **Design of the Sanitary Lateral Rehabilitation Program (anticipated construction work in 2028-2029)**
 1. Prepare for and attend a kick-off design meeting.
 2. Review rehabilitation recommendations to confirm work to be completed.
 3. Prepare a 60% submittal detailed schedule and construction plan set for the recommended rehabilitation of laterals including lateral cleaning and lining as follows:
 - a. Cover Sheet
 - b. General Notes and Summary of Quantities
 - c. Sequencing of Construction and watermain project areas (if applicable)
 - d. Sanitary lateral Rehabilitation Sheets including:
 - i. Lateral cleaning and televising,
 - ii. Lateral lining,
 - iii. Identification of IDOT roadways.
 - e. Construction Details

Note: The 90% and final submittals, along with the bidding documents, will be developed as part of a future sanitary sewer rehabilitation program. Specifications are not required at this stage.

4. GIS exhibits will be utilized to prepare the Construction Plan Set (no survey required)
5. Prepare a 60% submittal Opinion of Probable Construction Cost.
6. Provide one (1) progress review submittals at 60%
7. Perform a quality control/quality assurance review for 60% submittal.
8. Provide project management for the duration of the design project and attend meetings as needed with City staff.

- **Design of the 2026 Sanitary Sewer Rehabilitation Program (Year-9)**
 1. Prepare for and attend a kick-off design meeting.
 2. Review rehabilitation recommendations to confirm work to be completed.
 3. Prepare detailed schedules and a construction plan set for the recommended rehabilitation work including mainline cleaning & televising and CIPP lining, lateral grouting and manhole rehabilitation work as follows:
 - a. Cover Sheet
 - b. General Notes and Summary of Quantities
 - c. Sequencing of Construction and watermain project areas (if applicable)
 - d. Sanitary Sewer Rehabilitation Sheets including:
 - i. Cleaning and televising,
 - ii. CIPP mainline lining,
 - iii. Mainline and lateral grouting,
 - iv. Do Not Grout laterals,
 - v. Parcels identified for dye testing,
 - vi. Identification of IDOT roadways.
 - e. Sanitary Manhole Rehabilitation Sheets
 - f. Construction Details
 4. GIS exhibits will be utilized to prepare the Construction Plan Set (no survey required)
 5. Prepare Contract Front End Documents and detailed Specifications:
 - a. Update City's front-end documents,
 - b. Utilize EJCDC specifications with only project specific modifications,
 - c. Prepare detailed project Specifications.
 6. Prepare an Opinion of Probable Construction Cost.
 7. Coordinate permitting with the City and other governmental agencies. IDOT permits/letter of authorizations will likely be needed for the rehabilitation of segments along IL-7. Provide exhibits, documentation, correspondence, and plans for permitting process as needed. The letter will be processed and finalized under the construction contract.
 8. Provide two (2) progress review submittals at 60% and 90% of Plans, Specifications and Opinion of Probable Construction cost for City review and comment prior to bidding.
 9. Perform a quality control/quality assurance review for each submittal and final plans and specifications.
 10. Prepare a final bid package with plans, front-end documents, and specifications. Submit a pdf of the final bid package to the City.
 11. Bidding Assistance:
 - a. Prepare Addenda as needed.
 - b. Respond to Contractors' questions.
 - c. Prepare a letter of recommendation for the award.
 12. Provide project management for the duration of the design project and attend meetings as needed with City staff.

ITEMS REQUESTED FROM THE CITY

1. Updated GIS geodatabases and/or shape files for all sewer system programs.
2. Televising of sewers (if necessary).
3. Assistance with IDOT permitting and other regulatory agencies as applicable.
4. Updated City's front-end documents.
5. Completion of point repairs prior to lining.



EXHIBIT B

PRICING

The proposed Scope of Services will be invoiced on a Time & Material basis using the fee schedule below at a multiplier of 3.0 for an overall estimated billing of **\$114,100**.

Below are the Summary of Engineering Services Fees:

Task	Task Description	Cost
1000	Sanitary Lateral Rehabilitation Program	
1001	Lateral lining final confirmation review	\$4,700
1002	Cover Sheet, General Notes & Detail Sheets	\$2,700
1003	Lateral Lining Schedules & Plans	\$8,900
1004	Cost Estimate	\$6,000
1005	QA/QC Checks	\$4,000
1006	Lateral Design Project Management	\$5,000
	SUBTOTAL	\$31,300
2000	2026 Sanitary Sewer Rehabilitation Program	
2001	Lining & Grouting confirmation review	\$10,000
2002	Manhole Rehabilitation confirmation review	\$10,200
2003	Cover Sheet, General Notes, SOQ & Detail Sheets	\$4,200
2004	Lining & Grouting Schedules & Plans	\$15,700
2005	Manhole Rehabilitation Schedule & Plans	\$13,900
2006	Specifications & Contract Documents	\$10,100
2007	Cost Estimates & Bidding Assistance	\$6,500
2008	QA/QC Checks	\$5,700
2009	Sewer Design Project Management	\$6,500
	SUBTOTAL	\$82,800
	TOTAL	\$114,100

PROPOSAL OPTION

This Proposal can be amended to include additional work upon joint approval by the City and RJN.

2025 HOURLY WAGE RANGES

	Classification	2025 Hourly Wage Ranges
PD	Project Director	\$65.00 - \$125.00
SPM	Senior Project Manager	\$47.00 - \$80.00
PM	Project Manager	\$38.00 - \$65.00
SCM	Sr. Construction Manager	\$45.00 - \$65.00
CM	Construction Manager	\$37.00 - \$52.00
CO	Construction Observer	\$25.00 - \$45.00
SPE	Senior Project Engineer	\$37.00 - \$52.00
PE	Project Engineer	\$34.00 - \$42.00
EI	Engineer I	\$32.00 - \$37.00
GSS	GIS Specialist	\$25.00 - \$40.00
GIS	GIS Analyst	\$22.00 - \$30.00
SDA	Senior Data Analyst	\$25.00 - \$40.00
DA	Data Analyst	\$22.00 - \$30.00
FM	Field Manager	\$25.00 - \$40.00
FS	Field Supervisor	\$23.00 - \$32.00
FT	Field Technician	\$20.00 - \$27.00
AS	Administrative Support	\$20.00 - \$40.00

*Rates valid through 12/31/2025.

rjn group **EXHIBIT C**
PROPOSED SCHEDULE

RJN is prepared to start work immediately upon an Agreement. The schedule for this project is based on a **notice to proceed no later than July 1, 2025**, and is summarized as follows:

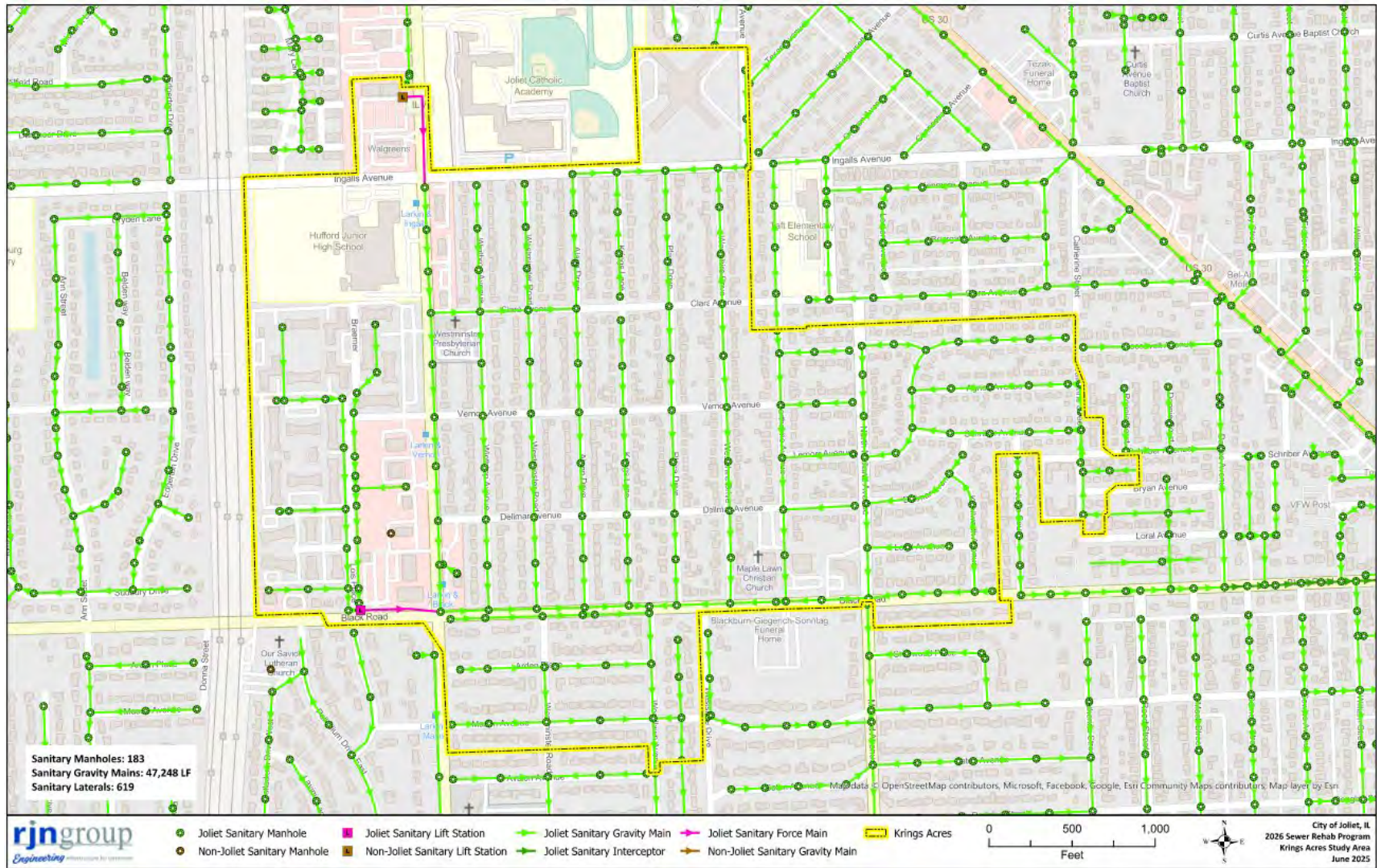
1. For the Sanitary Lateral Rehabilitation Program

Task	Timeline
60% Design Submittal	Friday, October 3, 2025

2. For the 2026 Sanitary Sewer Rehabilitation Program

Task	Timeline
60% Design Submittal	Friday, October 3, 2025
90% Design Submittal	Friday, November 7, 2025
Final Electronic Submittal	Tuesday, November 25, 2025
Proposed Bid Advertisement	Thursday, November 27, 2025
Proposed Bid Opening	Thursday, December 18, 2025

rjn group **EXHIBIT D**
MAPS





City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: 377-25

File ID: 377-25

Type: Consent Agenda

Status: Agenda Ready

In Control: City Council Meeting

File Created: 06/18/2025

Department: Public Utilities

Final Action:

Title: Approval of Professional Services Agreement for the 2026 Sanitary Sewer Rehabilitation Program to RJN Group Inc. in the Amount of \$114,100.00

Agenda Date: 07/01/2025

Attachments: Agreement for Professional Services - Joliet 2026
Sewer & Lateral Rehab Programs with proposal.pdf

Entered by: odean@joliet.gov

Approval History

Version	Seq #	Action Date	Approver	Action	Due Date
1	1	6/18/2025	Gina Logalbo	Approve	6/20/2025
1	2	6/19/2025	Allison Swisher	Approve	6/20/2025
1	3	6/19/2025	Kevin Sing	Approve	6/23/2025
1	4	6/19/2025	Todd Lenzie	Approve	6/23/2025
1	5	6/27/2025	Beth Beatty	Approve	6/23/2025



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Memo

File #: 378-25

Agenda Date: 7/1/2025

TO: Mayor and City Council

FROM: Allison Swisher, Director of Public Utilities

SUBJECT:

Approval of Amendment No. 1 to the Professional Services Agreement for On-call Wastewater Treatment Engineering on behalf of Strand Assoc Inc. in the Amount of \$30,000.00

BACKGROUND:

On November 27, 2024 a purchase order in the amount of \$20,000.00 was issued to Strand Assoc Inc. for professional services associated with on-call wastewater treatment engineering. In 2023 the Department of Public Utilities published a request for qualifications for engineering services, including wastewater treatment engineering, which generated a short list of the five most qualified wastewater treatment engineering firms. Strand Assoc Inc. is on this short list and was requested to provide on-call wastewater treatment engineering services on an as needed basis as requested by Staff.

The Public Service Committee will review this matter.

CONCLUSION:

Amendment No. 1, in the amount of \$30,000.00, provides funding to complete additional on-call wastewater treatment engineering services. These services include assistance with analysis of impacts of proposed developments on the City's wastewater treatment plants and other wastewater services as requested by staff.

Funds will be charged to the Water & Sewer Improvement Fund / Eastside WWTP / Professional Services (Org 50180802, Object 557200, \$30,000.00, Project Code 24067).

RECOMMENDATION:

Based on the above, it is recommended that the Mayor and City Council approve Amendment No. 1 to the Professional Services Agreement for On-call Wastewater Treatment Engineering, in the amount of \$30,000.00, on behalf of Strand Assoc Inc.



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: 378-25

File ID: 378-25

Type: Consent Agenda

Status: Agenda Ready

In Control: City Council Meeting

File Created: 06/18/2025

Department: Public Utilities

Final Action:

Title: Approval of Amendment No. 1 to the Professional Services Agreement for On-call Wastewater Treatment Engineering on behalf of Strand Assoc Inc. in the Amount of \$30,000.00

Agenda Date: 07/01/2025

Entered by: aswisher@joliet.gov

Approval History

Version	Seq #	Action Date	Approver	Action	Due Date
1	1	6/18/2025	Gina Logalbo	Approve	6/20/2025
1	2	6/19/2025	Allison Swisher	Approve	6/20/2025
1	3	6/19/2025	Kevin Sing	Approve	6/23/2025
1	4	6/19/2025	Todd Lenzie	Approve	6/23/2025
1	5	6/27/2025	Beth Beatty	Approve	6/23/2025



Memo

File #: 379-25

Agenda Date: 7/1/2025

TO: Mayor and City Council

FROM: Allison Swisher, Director of Public Utilities

SUBJECT:

Approval of Change Order No. 2 for the Garnsey Park Phase 5B Water Main Improvements Project on behalf of Construction by Camco, Inc. for a Deduction in the Amount of (\$6,757.66)

BACKGROUND:

On January 16, 2024, the Mayor and City Council awarded a Contract for the Garnsey Park Phase 5B Water Main Improvements Project, in the amount of \$2,653,994.75, on behalf of Construction by Camco, Inc., based on the Unit Prices provided in their bid. Subsequently, Change Order No. 1 was approved for a net increase of \$504,000.00.

The Public Service Committee will review this matter.

CONCLUSION:

This project has been completed, inspected, and accepted by the Department of Public Utilities. Change Order No. 2 is a final balancing change order with a net decrease in the amount of (\$6,757.66) which is based on the final quantities of pay items installed upon completion of the project. This change order includes an increase of \$92,439.53 for water main improvements, a decrease of (\$97,252.14) for Lead Service Line Improvements, and a decrease of (\$1,945.05) for sewer improvements. The quantities and pricing have been verified to be accurate and per the terms of the contract. The following is a summary of work included in the change order.

- Additional Rock Excavation
- Additional Water Main (Open Cut), 8-Inch
- Additional Connect to Water Main (Non-Pressure), 6-Inch
- Additional Gate Valve, 8-Inch
- Additional Valve Box
- Additional Sanitary Sewer Removal and Replacement, 12-Inch
- Additional Water Service Line Type K - Open Cut, 1-Inch
- Additional Water Service Line Type K - Open Cut, 1.5-Inch
- Additional Adjusting Sanitary Sewer Service Line
- Additional Restoration of Lawns and Parkways
- Additional Temporary Hot-Mix Asphalt Pavement
- Additional HMA Remove and Replace, 3-Inch
- Additional Pavement Marking - Line, 4-Inch (Thermoplastic)
- Additional Rock Excavation
- Additional Connect to Water Main (Non-Pressure), 10-Inch

- Additional Water Service Line Type K - Open Cut (LSR), 1-Inch
- Additional Water Service Line Type L (LSR), 3/4-Inch
- Deduction for unused water main items
- Deduction for unused water service items
- Deduction for unused restoration items

Funds will be charged to the Water Main Replacement Fund (Org 53880000, Object 557200, \$92,439.53), will be credited to the Lead Service Line Fund (Org 53780000, Object 557200, (\$97,252.14)), and credited to the Sewer Collection Fund (Org 50180020, Object 557200, (\$1,945.05)).

RECOMMENDATION:

Based on the above, it is recommended that the Mayor and City Council approve Change Order No. 2 to the contract for the Garnsey Park Phase 5B Water Main Improvements Project, for a deduction in the amount of (\$6,757.66), on behalf of Construction by Camco, Inc.



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: 379-25

File ID: 379-25

Type: Consent Agenda

Status: Agenda Ready

In Control: City Council Meeting

File Created: 06/18/2025

Department: Public Utilities

Final Action:

Title: Approval of Change Order No. 2 for the Garnsey Park Phase 5B Water Main Improvements Project on behalf of Construction by Camco, Inc. for a Deduction in the Amount of (\$6,757.66)

Agenda Date: 07/01/2025

Entered by: wbaltz@joliet.gov

Approval History

Version	Seq #	Action Date	Approver	Action	Due Date
1	1	6/18/2025	Gina Logalbo	Approve	6/20/2025
1	2	6/19/2025	Allison Swisher	Approve	6/20/2025
1	3	6/19/2025	Kevin Sing	Approve	6/23/2025
1	4	6/19/2025	Todd Lenzie	Approve	6/23/2025
1	5	6/27/2025	Beth Beatty	Approve	6/23/2025



Memo

File #: 380-25

Agenda Date: 7/1/2025

TO: Mayor and City Council

FROM: Allison Swisher, Director of Public Utilities

SUBJECT:

Approval of Change Order No. 2 for the Varnado Park Water Main Improvements Project on behalf of Steve Spiess Construction Inc. for a Deduction in the Amount of (\$807,418.80)

BACKGROUND:

On January 16, 2024, the Mayor and City Council awarded a Contract for the Varnado Park Water Main Improvements Project, in the amount of \$4,808,304.70, on behalf of Steve Spiess Construction Inc., based on the Unit Prices provided in their bid. Subsequently, Change Order No. 1 was approved for a net increase of \$106,025.50.

The Public Service Committee will review this matter.

CONCLUSION:

This project has been completed, inspected, and accepted by the Department of Public Utilities. Change Order No. 2 is a final balancing change order with a net decrease in the amount of (\$807,418.80) for the following work:

- Additional Water Main (Open Cut), 6-Inch Ductile Iron
- Additional Connect to Water Main (Non-Pressure), 6-Inch
- Additional Connect to Water Main (Non-Pressure), 10-Inch
- Additional Water Service Line Type K - Open Cut, 1-Inch
- Additional Restoration of Lawns and Parkways
- Additional HMA Remove and Replace, 4-Inch Binder 2-Inch Surface
- Additional PCC Sidewalk Removal and Replacement
- Additional Detectable Warnings
- Additional Water Service Line Type K - Directional Drilling, 1-Inch (LSR)
- Additional Water Meter Replacement (LSR)
- Additional Connection to Existing Storm Sewer Structure
- Additional costs for water service work at 427 Joliet, 455 Water, Water & Lucas, Water & Sheridan, 110 Monroe, 450 Des Plaines, Des Plaines & Water, 55 Monroe, & 583 Ottawa
- Additional cost for sewer repair at 211 Sheridan
- Deduction for unused quantities for watermain installation work
- Deduction for unused quantities for water service installation work
- Deduction for unused quantities for restoration
- Balancing of final quantities

Funds will be credited for this project to the Water Main Replacement Fund (Org 53880000, Object 557200, (\$495,344.50)), Lead Service Line Replacement Fund Ph 5 (Org 53780000, Object 552000, (\$260,972.00)), and Sewer Collection Fund (Org 50180020, Object 557200, (\$51,102.30)).

RECOMMENDATION:

Based on the above, it is recommended that the Mayor and City Council approve Change Order No. 2 to the contract for the Varnado Park Water Main Improvements Project, for a deduction in the amount of (\$807,418.80), on behalf of Steve Spiess Construction Inc.



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: 380-25

File ID: 380-25

Type: Consent Agenda

Status: Agenda Ready

In Control: City Council Meeting

File Created: 06/18/2025

Department: Public Utilities

Final Action:

Title: Approval of Change Order No. 2 for the Varnado Park Water Main Improvements Project on behalf of Steve Spiess Construction Inc. for a Deduction in the Amount of (\$807,418.80)

Agenda Date: 07/01/2025

Entered by: wbaltz@joliet.gov

Approval History

Version	Seq #	Action Date	Approver	Action	Due Date
1	1	6/18/2025	Gina Logalbo	Approve	6/20/2025
1	2	6/19/2025	Allison Swisher	Approve	6/20/2025
1	3	6/19/2025	Kevin Sing	Approve	6/23/2025
1	4	6/19/2025	Todd Lenzie	Approve	6/23/2025
1	5	6/27/2025	Beth Beatty	Approve	6/23/2025



Memo

File #: 381-25

Agenda Date: 7/1/2025

TO: Mayor and City Council

FROM: Jeff Carey, Chief of Fire

SUBJECT:

Approval of Payment to Locality Media, Inc., a/k/a First Due, for Web Based Fire Inspection Services in the Amount of \$112,793.51

BACKGROUND:

The Joliet Fire Department purchased a web-based Fire Inspection Program from First Due to streamline our inspection program and collect accurate data. This web-based system allows the Fire Department to access critical building data and pre-incident plans at the scene of an emergency. The First Due Fire Inspection Program was approved and purchased on June 20, 2023.

The Public Safety Committee Meeting will review this matter.

CONCLUSION:

The Joliet Fire Department received an invoice from Locality Media, Inc. a/k/a First Due in the amount of \$112,793.51. This invoice is the annual subscription to the program that was purchased in June 2023. The subscription period covers June 30, 2025 through June 29, 2026.

Section 2-438 of the City of Joliet Code of Ordinances states that purchases over \$25,000.00 may be awarded without written specifications or bidding under certain circumstances. Three of these circumstances apply:

- (a) Purchases which may only be practicably made from a single source.
- (f) Purchases when authorized by a concurring vote of two-thirds (2/3) of the Mayor and City Council.
- (g) Purchases of professional services.

Sufficient funds exist for this project utilizing the Contractual Services Fund (Org 7001000, Object 524200, \$112,793.51).

RECOMMENDATION:

Based on the above, it is recommended that the Mayor and City Council approve the payment to Locality Media, Inc., a/k/a First Due, for Web Based Fire Inspection Services in the Amount of \$112,793.51.



INVOICE

BILL TO

Joliet Fire Department (IL)
101 E. Clinton St.
Joliet, IL 60432
United States

SHIP TO

Joliet Fire Department (IL)
101 E. Clinton St.
Joliet, IL 60432
United States

INVOICE # 4738-5028**DATE** 06/30/2025**DUE DATE** 08/29/2025**TERMS** Net 60**TERM (MONTHS)** 12.0**P.O. Number**

QTY	DATE	ACTIVITY
1	06/30/2025	Occupancy Management & Pre-Incident Planning Manage Occupancies, Pre-Incident Mapping, ArcGIS Maps, Fire Systems, Hazardous Material, and Contacts.
1	06/30/2025	Responder Web Responder dashboard and Responder iOS/Android App with notifications, statusing and routing.
1	06/30/2025	Command Comprehensive Incident Command Module with digital command board, drag and drop task assignment, customizable checklists, live map annotation and automated Incident log.
1	06/30/2025	Hydrant Management – Basic Manage Hydrants including hydrants visible on pre-plan & response map, hydrant list, hydrant types, hydrant uploads, ArcGIS hydrant layers, and hydrant setup
1	06/30/2025	Inspections Field Inspections, Configurable Checklists, Violation Management, Virtual Inspections, Inspections Scheduler, and Integrated Pre-Incident Planning.
1	06/30/2025	Investigations Organize, analyze, and document investigations, keeping case information secure and separated from, but integrated with other modules.
1	06/30/2025	Incident Reporting – NFIRS NFIRS Incident Documentation, State and Federal Compliance with automated submission.
1	06/30/2025	Incident Reporting – ePCR ePCR Incident Documentation, State and Federal Compliance with automated submission.
1	06/30/2025	Scheduling Manage staff schedules with an interactive shift board, configurable call shifts module, messaging, time-off and shift trades.
1	06/30/2025	Personnel Management Store, Manage and Access Employee Records including demographic data, certifications and employment information.
1	06/30/2025	Events & Activities Create Events, View Global Activity Log, and Access Global Calendar.
1	06/30/2025	Assets & Inventory Assets, vehicles, equipment and inventory management, assets and equipment checks, and work order management.
1	06/30/2025	Medications Tracking Track all medications, including DEA Scheduled Medications. Tracking a medication's lifecycle (receipt, usage, waste or removal) by expiration date, lot number or serial number. Ensure compliance with internal and external signatures, as well as advanced role security and authentication.
1	06/30/2025	Community Connect Online portal for residents and businesses to input critical occupant and property data that can be made available to Emergency Response Agencies during an incident.
1	06/30/2025	Kno2 Standard Subscription Direct messaging and unlimited Cloud faxing to deliver PCR's to hospital.

Payment Instructions**USD Wire/ACH** - Bank: Wells Fargo Bank - Account Number: 4192384907 - Routing Number: 121000248**CAD Wire** - Bank: Wells Fargo Bank - Account Number: 3330004515 - Wells Fargo SWIFT BIC: WFBUS6A - Intermediary SWIFT BIC: BOFMCAM2**Check** - Check Payable To: Locality Media Inc. dba First Due - Remit to: PO Box PO BOX 782840 PHILADELPHIA, PA 19178-2840accounting@firstdue.com

1	06/30/2025	CAD Integration (Other) Receive CAD Data to support First Due Responder and Incident Reporting modules via sFTP, XML, or API.
1	06/30/2025	First Arriving Integration First Arriving Integration
1	06/30/2025	AI Enhanced Documentation: ePCR AI powered transcription and documentation solution to assist with completing EMS patient care reports
1	06/30/2025	AI Enhanced Documentation: Fire Reporting AI powered transcription and documentation solution to assist with completing NFIRS/NERIS reports
1	06/30/2025	Fire Recovery Integration Fire Recovery Integration
1	06/30/2025	Essentials Online Training Package Up to 4 Hours Online Training with certified First Due Instructor
1	06/30/2025	Implementation and Configuration Services Services related to configuring and customizing the First Due Platform as described in the Statement of Work.

Combined Invoices #4738, #5208.
For period 06/30/2025 – 06/29/2026

SUBTOTAL	USD \$112,793.51
TAX	USD \$0.00
TOTAL	USD \$112,793.51
BALANCE DUE	USD \$112,793.51

Payment Instructions

USD Wire/ACH - Bank: Wells Fargo Bank - Account Number: 4192384907 - Routing Number: 121000248

CAD Wire - Bank: Wells Fargo Bank - Account Number: 3330004515 - Wells Fargo SWIFT BIC: WFBIUS6A - Intermediary SWIFT BIC: BOFMCAM2

Check - Check Payable To: Locality Media Inc. dba First Due - Remit to: PO Box PO BOX 782840 PHILADELPHIA, PA 19178-2840

accounting@firstdue.com



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: 381-25

File ID: 381-25

Type: Consent Agenda

Status: Agenda Ready

In Control: City Council Meeting

File Created: 06/16/2025

Department:

Final Action:

Title: Approval of Payment to Locality Media, Inc., a/k/a First Due, for Web Based Fire Inspection Services in the Amount of \$112,793.51

Agenda Date: 07/01/2025

Attachments: First Due Invoice 2025.pdf

Approval History

Version	Seq #	Action Date	Approver	Action	Due Date
1	1	6/19/2025	Gina Logalbo	Approve	6/19/2025
1	2	6/19/2025	Jeff Carey	Approve	6/23/2025
1	3	6/19/2025	Kevin Sing	Delegated	
Notes: Delegated: Out Of Office					
1	4	6/19/2025	Christine Chinderle	Delegated	
1	5	6/19/2025	Kevin Sing	Approve	6/23/2025
1	6	6/19/2025	Todd Lenzie	Approve	6/23/2025
1	7	6/27/2025	Beth Beatty	Approve	6/23/2025



Memo

File #: 383-25

Agenda Date: 7/1/2025

TO: Mayor and City Council

FROM: Kathy Franson, Director of Human Resources

SUBJECT:

Award of Contract for Comprehensive Benefit Consulting and Broker Services to Marsh McLennan Agency, in the Amount of \$83,600

BACKGROUND:

Between February 21, 2025 and March 18, 2025, the City of Joliet requested proposals seeking a broker/ consultant for group health insurance, group life (including AD&D and long-term disability), dental, and other plans as they are added or developed.

This item is only for the selection of the Broker to assist with renewals and ongoing support of group insurance plans and does not impact the level of benefits currently offered.

CONCLUSION:

A request for proposal opening was held on March 18, 2025. The responses to RFP 2895-0425 were as follows:

Vendor:	Proposed Amount:
Marsh McLennan Agency	\$85,000.00 (yearly)
Gallagher Benefits Services	\$83,600.00 (yearly)
Mercer Health & Benefits LLC	\$105,000.00 (yearly)
Gaylord Insurance Agency	\$156,000.00 (yearly)

Each vendor was interviewed by a committee of staff from the Finance and Human Resources Departments. The committee also reviewed the proposal materials submitted by each vendor and considered the vendors' proposed services for the City.

Final negotiations with the Marsh McLennan Agency have resulted in a proposed three-year contract, with a two-year optional renewal, which the committee recommends. The proposed amounts are as follows:

2026 Renewal: \$83,600

2027 Renewal: \$83,600

2028 Renewal: \$83,600

Optional:

2029 Renewal: \$90,000

2030 Renewal: \$90,000

Sufficient funds exist within the Employee and Retiree Benefits Fund under Object 502100

RECOMMENDATION:

Based on the above, it is recommended that the Mayor and City Council select Marsh McLennan Agency as our Broker of Record for Comprehensive Benefit Consulting and Broker Services for three years in the amount of \$83,600 per year.



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: 383-25

File ID: 383-25

Type: Agenda Item

Status: Agenda Ready

In Control: City Council Meeting

File Created: 06/20/2025

Department:

Final Action:

Title: Award of Contract for Comprehensive Benefit Consulting and Broker Services to Marsh McLennan Agency, in the Amount of \$83,600

Agenda Date: 07/01/2025

Entered by: ksing@joliet.gov

Approval History

Version	Seq #	Action Date	Approver	Action	Due Date
1	1	6/20/2025	Kathy Franson	Approve	6/24/2025
1	2	6/20/2025	Kevin Sing	Approve	6/24/2025
1	3	6/20/2025	Todd Lenzie	Approve	6/24/2025
1	4	6/27/2025	Beth Beatty	Approve	6/24/2025



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Memo

File #: 385-25

Agenda Date:7/1/2025



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: 385-25

File ID: 385-25

Type: Public Hearing

Status: Agenda Ready

In Control: City Council Meeting

File Created: 06/11/2025

Department: Neighborhood Services

Final Action:

Title:

Agenda Date: 07/01/2025

Entered by: jlozada@joliet.gov



Memo

File #: 387-25

Agenda Date: 7/1/2025

TO: Mayor and City Council

FROM: Terry D'Arcy, Liquor Commissioner

SUBJECT:

Ordinance Amending Section 4-15, Ceasing the Issuance of New Class A Liquor Licenses and Changing Class upon Transfer

BACKGROUND:

The office of the Liquor Commissioner conducts ongoing reviews of the City of Joliet Liquor Code in order to audit the relevance and effectiveness of the Code of Ordinances.

A Class A Liquor License authorizes the sale of packaged liquor from a licensed premise which also serves liquor for consumption on the premises. The practical effect of this provision is that, at specific locations, an individual can purchase packaged liquor until 3:00 a.m. This option was historically designed for the convenience of residents who patronize local neighborhood taverns. As neighborhood taverns go by the wayside, this option inadvertently creates liquor stores which remain open until 3:00 a.m. whereas a true liquor store (Class C License) must close at midnight.

In recent months, late-night liquor sales have led to complaints from residents and often require police intervention.

There are currently twenty-eight (28) Class A Licenses in the City; these will remain unchanged. The proposed amendment will restrict the sale of packaged liquor at businesses possessing a Class A License to the same hours allowed at businesses holding Class C Licenses. Such licensees must cease sales of packaged liquor at midnight each day.

RECOMMENDATION:

The Office of the Liquor Commissioner recommends the Mayor and City Council approve the attached Ordinance Amending Section 4-15.

ORDINANCE NO. _____

**ORDINANCE AMENDING CHAPTER 4,
ARTICLE II, LICENSING AND APPLICATIONS,
ORDINANCE OF THE CITY OF JOLIET CODE OF ORDINANCES
(Amending ordinance 4-15(a), ending the issuance of new Class A
Liquor Licenses, changing Class upon transfer)**

WHEREAS, the City of Joliet is a home rule unit under the Illinois Constitution of 1970;
and

WHEREAS, a home rule unit may exercise any power and perform any function pertaining to its government and affairs for the protection of the public health, safety, morals and welfare;
and

WHEREAS, the Mayor and City Council of the City of Joliet, Illinois (City) has the authority to adopt ordinances and to promulgate rules and regulations that pertain to its government and affairs and protect the public health, safety, and welfare of its citizens; and

WHEREAS, the Mayor and City Council have seen fit to regulate the possession and consumption of alcoholic beverages in order to promote the health, safety, and welfare of the citizens of the City of Joliet; and

WHEREAS, the Mayor and City Council recognize that, from time to time, liquor regulations should be updated in order to reflect changes in society; and

WHEREAS, the Mayor and City Council recognize that sales and consumption of alcoholic beverages should be regulated in order to promote health, safety, and welfare.

**NOW, THEREFORE, BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL
OF THE CITY OF JOLIET, ILLINOIS, PURSUANT TO ITS STATUTORY AND HOME RULE
AUTHORITY, AS FOLLOWS:**

SECTION 1: The Mayor and City Council hereby find that the recitals contained in the remainder of this Ordinance are true, correct and complete and are hereby incorporated into this Ordinance by reference.

SECTION 2: That Chapter 4, Article II, Licensing and Application, Section 4-15, paragraph (a) shall be amended to read as follows:

CHAPTER 4, ARTICLE II, SECTION 4-15

[Amended language in bold]

(a) [The introductory paragraph which describes the Class A License shall remain unchanged].

Effective July 1, 2025, any Class A License shall prohibit the sale of package liquor after 12:00 a.m. (midnight) or on any day, prior to 6:00 a.m. (in accordance with section 4-30. (5) of this code as it relates to the operation of an establishment holding a Class C License.

[The remainder of paragraph (a) shall remain unchanged].

SECTION 3: In the event that any provision(s) or portion(s) of this Ordinance shall be declared invalid or unenforceable by a Court of competent jurisdiction, such adjudication shall in no way affect or impair the validity or enforceability of any of the remaining provision(s) or portion(s) of this ordinance that may be given effect without such invalid or unenforceable provision(s) or portion(s).

SECTION 4: All ordinances or parts thereof in conflict herewith are hereby repealed to the extent of any such conflict.

SECTION 5: This Ordinance shall be deemed severable, and the invalidity of any portion hereof shall not invalidate the remainder.

SECTION 6: This ordinance shall be in full force and effect immediately upon its passage, approval and publication as provided by law.

PASSED this _____ day of _____, 2025.

MAYOR

CITY CLERK

VOTING YES: _____

VOTING NO: _____

NOT VOTING: _____



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: 387-25

File ID: 387-25

Type: Ordinance

Status: Agenda Ready

In Control: City Council Meeting

File Created: 06/25/2025

Department: City Clerk/Business
Services

Final Action:

Title: Ordinance Amending Section 4-15, Ceasing the Issuance of New Class A
Liquor Licenses and Changing Class upon Transfer

Agenda Date: 07/01/2025

Attachments: Class A Liquor License Ordinance.docx

Entered by: nhughes@joliet.gov

Approval History

Version	Seq #	Action Date	Approver	Action	Due Date
1	1	6/25/2025	Gina Logalbo	Approve	6/27/2025
1	2	6/26/2025	Todd Lenzie	Approve	6/27/2025
1	3	6/27/2025	Beth Beatty	Approve	6/30/2025



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Memo

File #: 389-25

Agenda Date: 7/1/2025

TO: Mayor and City Council

FROM: William Evans, Chief of Police

SUBJECT:

Resolution Approving Intergovernmental Agreement with Plainfield Community Consolidated School District 202

BACKGROUND:

The City of Joliet and Plainfield School District 202 entered into an Intergovernmental Agreement ("IGA") on June 28, 2010 that created a School Resource Officer-Program ("SRO") to facilitate a positive collaborative relationship between local law enforcement, school administration, educators, service agencies, parents, and students. Both parties wish to continue this SRO program and have determined that it is in the parties' best interests to enter into a new IGA to address certain changes in state law and to bring the agreement up to current standards.

The Public Safety Committee will review this matter.

RECOMMENDATION:

Based on the above, it is recommended that the Mayor and City Council approve the Intergovernmental Agreement with Plainfield Consolidated School District 202.

RESOLUTION NO. _____

A RESOLUTION AUTHORIZING THE EXECUTION OF AN INTERGOVERNMENTAL AGREEMENT WITH PLAINFIELD CONSOLIDATED SCHOOL DISTRICT 202 **Intergovernmental Agreement for Police Services**

WHEREAS, the City of JOLIET, Illinois (the “City”) is a duly organized and existing municipal corporation created under the provisions of the laws of the State of Illinois; and

WHEREAS, Plainfield Consolidated School District 202 is a School District pursuant to the Illinois School Code; and

WHEREAS, pursuant to 65 ILCS 5/1-1-7 and 65 ILCS 5/11-209, the City of Joliet has the power to contract with school boards; and

WHEREAS, District 202 desires on a contractual basis, to have school liaison officers detailed to certain schools located in District 202; and

WHEREAS, District 202 and the City of Joliet entered into an Intergovernmental Agreement on June 28, 2010 which established a school resource officer program where members of the Joliet Police Department serve as school resource officers at designated schools within District 202; and

WHEREAS, the City and District 202 wish to continue to cooperate in order to provide such services; and

WHEREAS, in order to achieve that end, the City and District 202 wish to renew their Agreement to provide such services; and

WHEREAS, the City is a home rule unit of local government entitled to exercise any power and perform any function pertaining to its government and affairs including, but not limited to, the power and authority to: enter into and perform its obligations under an Intergovernmental Agreement.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF JOLIET, ILLINOIS, PURSUANT TO ITS STATUTORY AND HOME RULE AUTHORITY, AS FOLLOWS:

SECTION 1: The Mayor and City Council hereby find that the recitals contained in the remainder of this Resolution are true, correct and complete and are hereby incorporated into this Resolution by reference.

SECTION 2: The Mayor and the City Council hereby find and determine that it is necessary and beneficial to the City of Joliet to enter into an Intergovernmental Agreement with Plainfield Community Consolidated School District 202.

SECTION 3: The Mayor and City Clerk are hereby authorized to execute the Intergovernmental Agreement, which is substantially the same as Exhibit “1” attached hereto and incorporated herein. The City Manager is authorized to take such action as may be necessary for the City to comply with the

terms thereof.

SECTION 4: This Resolution shall take effect upon its passage and approval.

SECTION 5: All resolutions directly in conflict with the terms of this Resolution are hereby repealed to the extent of such conflict.

SECTION 6: Be it further resolved that the passage of this Resolution be inscribed permanently in the records of the proceedings of the Joliet City Council.

PASSED this _____ day of _____, 2025.

MAYOR

CITY CLERK

VOTING YES: _____

VOTING NO: _____

NOT VOTING: _____

**INTERGOVERNMENTAL AGREEMENT BETWEEN
PLAINFIELD COMMUNITY CONSOLIDATED SCHOOL
DISTRICT 202 AND THE CITY OF JOLIET**

WHEREAS, the provisions of Article VII, Section 10 of the 1970 Illinois Constitution and the provisions of the Intergovernmental Cooperation Act (5 ILCS 220/1 *et seq.*) authorize and encourage intergovernmental cooperation; and

WHEREAS, District 202 desires, on a contractual basis, to have school liaison officers detailed to certain schools located within District 202; and

WHEREAS, the City is willing to provide such officers in exchange for the consideration specified in this Agreement and pursuant to the terms and conditions outlined herein; and

WHEREAS, Section 5/10-20.14 of the Illinois School Code (105 ILCS 5/10-20.14) authorizes a school district to develop policy guideline/protocol procedures to establish and maintain a reciprocal reporting system between a school district and local law enforcement agencies regarding criminal and/or quasi-criminal offenses committed by students enrolled within the school district; and

WHEREAS, pursuant 65 ILCS 5/1-1-7, and 65 ILCS 5/11-209, the city has the power to "contract with the school boards"

WHEREAS, District 202 and the City recognize the need for educators and law enforcement officials to share information within the bounds of confidentiality requirements applicable to police officers and school officials regarding the activities of minor students, in and out of school, so that they may work together efficiently to prevent, eliminate and discourage acts of crime, violence and intimidation; and

WHEREAS, District 202 and the City recognize that the exchange of information between them is essential to providing a safe, healthy and violence-free school environment for all students; and

WHEREAS, District 202 and the City desire to establish and maintain a reciprocal reporting system regarding criminal/quasi-criminal offenses and other offenses committed by students, as authorized by the Illinois School Code; and

WHEREAS, District 202 and the City entered into an Intergovernmental Agreement Dated June 28, 2010, to establish a school resource officer program where members of the City's Police Department serve as school resource officers at designated schools within District 202; and

WHEREAS, District 202 and the City determined that it is in their collective best interest to enter into a new Intergovernmental Agreement to address certain changes to

state law and other recommended modifications to terms of the June 29, 2010 Agreement.

NOW, THEREFORE, in consideration of the promises, covenants, terms and conditions set forth in this Agreement, District 202 and the City hereby agree as follows:

1. School Resource Officer Program. District 202 and the City hereby create a School Resource Officer Program (the "Program") to facilitate a positive collaborative relationship between local law enforcement, school administration, educators, service agencies, and parents and students residing within the District 202 community. The requirements for a School Resource Officer pursuant to this Agreement are set forth in the attached Exhibit B. The goal of the Program is to maintain a safe, secure environment, free of violence and fear, which will allow the educational process to occur in a natural and uninhibited manner. The Program shall direct increased and focused attention to the prevention of juvenile crime through the positive, proactive involvement of law enforcement personnel, specially trained to work with high school students, in a school setting. The Program shall also provide assistance to students and school personnel with respect to the prevention of substance abuse, gang activity, violence, and other forms of socially unacceptable behavior that threaten a positive educational environment.

The City shall provide one School Resource Officer at Plainfield South High School. A School Resource Officer may, from time to time, provide services to other schools within District 202, as deemed necessary by the parties to this Agreement.

2. Duties and Responsibilities. The School Resource Officer shall, during school hours and at school functions where his/her attendance is required pursuant to the terms of this Agreement, assist in protecting the school community from violations of the state statutes or state law, including but not limited to, theft, vandalism, trespassing, assault, battery, drug and alcohol offenses, and gang activities. The School Resource Officer shall also have authority to enforce any and all provisions of the Illinois Vehicle Code on property owned and/or operated by District 202, 65 ILCS 5/1-1-7 and 65 ILCS 5/11-209, the City has the power to contract with School Boards for the regulation of traffic and the parking of automobiles; and

The School Resource Officer shall initiate police reports and investigate all criminal/quasi-criminal matters reported to them, document and investigate other matters relevant to the safety of the school and the community, establish a positive working relationship with school administration, educators, service agencies, and parents and students residing within the District 202 community, and assist in maintaining a safe and secure school environment free of violence and conducive to a productive learning environment. The School Resource Officer may also be involved in the preparation and/or implementation of educational programs designed to prevent and/or deter students from involvement in criminal/quasi-criminal acts, alcohol and drug use, and gang activity, and may counsel students in need of crisis intervention and in the confidential reporting of criminal activity.

3. Reciprocal Reporting. As permitted by State law, each party to this Agreement shall share information pertaining to any activity or suspected activity which would jeopardize the safe, orderly and violence-free environment of a school, including but not limited to criminal/quasi-criminal activity, gang-related activity, or any fact or reasonable inference drawn from any fact or combination of facts pertaining to any criminal/quasi-criminal activity or gang-related activity or suspected criminal/quasi-criminal or gang-related activity. Information to be reported under this Agreement shall not include law enforcement records maintained by the City that relate to a minor who has been arrested or taken into custody before his or her 18th birthday.

The protocol for reciprocal reporting as adopted by District 202 and incorporated herein by reference is attached hereto as Exhibit "A". The parties to this Agreement will cooperate to review and periodically amend the protocol, to reflect changes in any applicable law(s) or to better meet the needs of the parties. Any amendment to the protocol shall be in writing and executed by both parties.

4. Reimbursable Expenses. As set forth in the attached Exhibit B, consideration for the services provided to District 202 by the City under the terms of this Agreement, District 202 agrees to reimburse the City for certain expenses related to each School Resource Officer, which reimbursable expenses shall include each Officer's:

- a. Salary;
- b. Health, Life, Vision and Dental Insurance;
- c. Required Pension and Social Security contributions; and
- d. Worker's Compensation Insurance.

Each such expense shall be reimbursed at the then-current rate incurred by the City for that expense. With respect to the School Resource Officer, District 202 shall reimburse the City for each expense for each day a School Resource Officer provides services under this Agreement. The Superintendent of District 202 and the City's Chief of Police are hereby authorized and directed to negotiate the remaining terms for the placement of a School Resource Officer(s) at Plainfield South High School, in accordance with Exhibit B.

5. Re- Assignment. As set forth in the attached Exhibit B, the City retains the right to temporarily re-assign each School Resource Officer should matters of public safety arise that in the sole discretion of the City's Chief of Police, require such re-assignment.

6. Insurance. The City shall keep in full force and effect at all times during the term of this Agreement general public liability insurance, including contractual liability coverage, workers' compensation insurance and such other type of insurance in amounts and with companies or self-insurance pools as are normally maintained in the ordinary course of business against claims for injuries to persons or damage to property that might arise under this Agreement.

7. Indemnification and Hold Harmless. To the fullest extent permitted by law District 202 agrees to indemnify and hold harmless the City, its officers, employees, officials, trustees, volunteers, agents and representatives, their successors and assigns, in their individual and official capacities, from and against any and all liabilities, loss, claims, demands, liens, damages, penalties, fines, interest, costs and expenses, including without limitation, reasonable attorneys' fees and litigation costs incurred by the City arising out of any activity of District 202 in the performance of this Agreement, or any act or omission of District 202 or of any officer, employee, official, agent, representative contractor, or volunteer of District 202, but only to the extent caused in whole or in part by a negligent or willful and wanton act or omission of District 202.

To the fullest extent permitted by law, the City agrees to indemnify and hold harmless District 202, its officers, employees, officials, agents, representatives, or volunteers, or their successors and assigns, in their individual and official capacities, from and against any and all liabilities, loss, claims, demands, liens, damages, penalties, fines, interest, costs and expenses, including without limitation, reasonable attorneys' fees and litigation costs incurred by District 202 arising out of any activity of the City in the performance of this Agreement, or any act or omission of the City or of any employee, official, trustee, agent, representative, contractor, or volunteer of the City, but only to the extent caused in whole or in part by a negligent or willful and wanton act or omission of the City.

8. Body Worn Cameras. The Law Enforcement Officer-Worn Body Camera Act (50 ILCS 706/10-1 et seq.) was recently enacted into law, enabling police officers to utilize body worn cameras ("BWC") in certain situations. The Joliet Police Department and District recognize both the merit and potential problems that may arise from a School Resource Officer's use of a BWC while on District property.

The Parties agree to cooperate fully, to execute all supplementary documents, and to take all additional actions which are consistent with and which may be necessary or appropriate to give full force and effect to the basic terms and intent of this section of the Agreement (Section 8) and its accompanying Exhibit C. Every police officer equipped with a BWC shall be trained in the operation of the equipment prior to its use. To maximize the effectiveness of the BWC and the integrity of the video documentation, officers shall adhere to the objectives and procedures outlined in this section of the Agreement (Section 8), Exhibit C of this Agreement, and the Joliet Police Department BWC policies when they utilize BWCs. The Parties further agree the employees of the Joliet Police Department are subject to and in compliance with all federal, state and local laws and regulations regarding the use and operation of BWCs.

The Parties acknowledge that each Party shall bear their own cost and expenses incurred to comply with these terms.

9. Term and Termination. This Agreement shall commence on the date set forth above and shall continue in full force and effect until terminated. Either party may

terminate this Agreement at any time by providing the other party with at least thirty (30) days prior written notice of such termination. In addition, the parties may terminate this Agreement by written mutual consent and agreement.

10. Notice. All notices concerning this Agreement shall be in writing and addressed to the other party as follows:

If to the City: City of Joliet
 Attn: Chief of Police
 150 W. Washington
 Joliet, IL 60432

 City of Joliet
 Attn: Legal Department
 150 W. Jefferson Street,
 Joliet, IL 60432

If to District 202: Plainfield Community Consolidated School
 District 202 Attn: Dr. Glenn Wood,
 Superintendent
 15732 Howard Street
 Plainfield, Illinois 60544

Unless otherwise provided herein, notices shall be hand delivered, or sent by registered or certified U.S. mail postage prepaid, by commercial overnight delivery service, or transmitted by facsimile. Notices shall be deemed served or delivered to the addressee or its office when received at the address for notice specified above when hand delivered, upon confirmation of sending when sent by facsimile, on the day after being sent when sent by overnight delivery

service, and on the second business day after deposit in the mail when sent by U.S. mail. A party may change its designated recipient or address for notification purposes by giving the other party written notice of the new designated recipient or address.

11. Time of Essence. Time is of the essence and all provisions of this Agreement herein relating thereto shall be strictly construed.

12. Relationship of Parties. The School Resource Officer shall at all times be an employee of the City, and District 202 shall not, except as provided in paragraph 4 above, have any obligation to provide employee benefits or worker's compensation payments of any kind for the benefit of the School Resource Officer. Nothing contained herein shall be deemed or construed by the parties hereto, nor by any third-party, as creating the relationship of employer and employee, principal and agent, or of partnership, or joint venture by the parties hereto, it being understood and agreed that no provision contained in this Agreement nor any acts of the parties shall be deemed to create any such

relationship between the City and District 202. No party shall be bound, with respect to third parties, by any representation, act or omission of the other party. This Agreement is for the benefit of the contracting parties only and is not intended to raise or acknowledge any duty regarding conduct or other form of liability as to third parties. The School Resource Officer, at all times shall be subject to the rules and regulations of the City and the City's Police Department governing the conduct of police officers.

13. Use of District 202 Facilities/Equipment. The School Resource Officer shall at all times be permitted to access the school to which he/she is assigned. The School Resource Officer shall be provided a furnished office, telephone, and computer to be utilized in the performance of his/her duties and responsibilities as set forth in this Agreement. All police equipment necessary to the performance of his/her duties and responsibilities as a School Resource Officer shall be provided in accordance with the policies of the City and/or the Joliet Police Department.

14. Preamble and Exhibits. The preambles and exhibits to this Agreement are hereby incorporated as if set forth fully herein.

15. Captions. The captions of this Agreement are for convenience only and are not to be construed as part of the Agreement and shall not be construed as defining or limiting in any way the scope or intent of the provisions hereof.

16. Entire Agreement. This Agreement sets forth all of the covenants, conditions and promises between the parties, represents the entire agreement between the parties, and supersedes all previous communications or understandings whether oral or written, including the June 28, 2010 Agreement which is hereby terminated.

17. Amendments Must be in Writing. The covenants, terms or conditions of this Agreement to be kept and performed by either party, shall not be altered, waived, modified or abandoned except by a written instrument, duly signed, acknowledged and delivered by authorized representatives of District 202 and the City.

18. Severability. If any term or provision of this Agreement shall to any extent be held invalid or unenforceable, the remaining terms and provisions of this Agreement shall not be affected thereby, but each term and provision of this Agreement shall be valid and be enforced to the fullest extent permitted by law.

19. No Assignment and Successors. No party may assign any rights or duties under this Agreement without the prior written consent of the other party. This Agreement shall be binding upon the successors of the parties' respective governing boards.

20. Governing Law. This Agreement shall be construed and governed by the laws of the State of Illinois.

21. Compliance with Laws. The City and District 202 shall at all times observe and comply with the laws, ordinances, regulations and codes of the Federal, State, County and other local government agencies which may in any manner affect the performance of this Agreement.

22. Counterparts. This Agreement may be executed in counterparts, each of which shall constitute an original, but together shall constitute one and the same Agreement.

23. Effective Date. This Agreement shall be deemed dated and become effective on the date of the last of the party's sign, as set forth below, the signature of their duly authorized representative.

IN WITNESS WHEREOF, authorized representatives of District 202 and the City have executed this Agreement as of the day and year first above written.

CITY OF JOLIET

PLAINFIELD COMMUNITY
CONSOLIDATED SCHOOL
DISTRICT 202

By: _____

By: _____

Title: _____

Title: _____

Date: _____

Date: _____

ATTEST

ATTEST

By: _____

By: _____

Title: _____

Title: _____

Date: _____

Date: _____

EXHIBIT A

GUIDELINES FOR RECIPROCAL REPORTING AND COOPERATION BETWEEN PLAINFIELD COMMUNITY CONSOLIDATED SCHOOL DISTRICT 202 AND THE CITY OF JOLIET

Plainfield Community Consolidated School District 202 (the "School District") and the City of Joliet through its Police Department (the "Police Department"), pursuant to Section 1-7(A)(8) of the Juvenile Court Act, Sections 10-20.14 and 22-20 of the Illinois School Code and Section 10/6(a)(6.5) of the Illinois School Student Records Act, agree to and hereby establish guidelines for a reciprocal reporting system between the Police Department as the local law enforcement agency and the School District regarding criminal offenses committed by students. The following guidelines are intended to meet the requirements of the Juvenile Court Act, the Illinois School Student Records Act and Sections 10-20.14 and 22-20 of the Illinois School Code, to reduce juvenile crime, and to increase school safety by promoting the exchange of appropriate information between the police and school officials. To the extent that any provision of these guidelines may conflict with any provision of law, as may be amended from time to time, the applicable law shall govern.

I. General Protocol

- A. Each party to this Agreement shall designate one or more persons (the "School Officials" and the "Police Officials") who shall transmit information and receive information from the designees of each agency and have primary responsibility for implementing these guidelines.
- B. Unless a certain type of communication is required by law to be in writing, information may be communicated verbally among the School Officials and the Police Officials at any time deemed necessary by the Officials.
- C. Unless a certain type of communication is required by law to be in writing, information may also be verbally communicated among the School Officials and the Police Officials during meetings called for that purpose; such meetings may be held according to a schedule, or may be called by any of the Officials on an as needed basis with reasonable notice.
- D. Information in written form may be transmitted among the School Officials and the Police Officials by any agreed-upon method, including without limitation United States mail, hand delivery, or facsimile; such sharing of written information may be according to an agreed-upon schedule, or on an as-needed basis, or as required by law.

II. Reporting of Student Criminal Activity

A. By the School District to Police Officials

1. School Officials will promptly report to the Police Officials the activity of students who reside and/or attend school in the City of Joliet that involves or is suspected to involve:
 - a. Criminal gang activity;
 - b. Weapons such as guns and knives, explosives, impact devices or any item used as a weapon;
 - c. Sale of drugs or other intoxicants;
 - d. Possession of illegal drugs or other intoxicants;
 - e. Fights or other violent activity which might reasonably carry over into the community;
 - f. Abuse, neglect, lock-out and runaway situations;
 - g. Acts of vandalism;
 - h. Other activities involving students which threaten the safety of students or community members on or off school property; or
2. Any state or federal crime occurring or which has occurred on school property or at a school event which might reasonably carry over into the community.
3. Where violence or other activity poses an imminent threat to the safety of students or community members, the information will be shared as soon as possible.
4. Where information regarding a School District student does not constitute an imminent threat to the safety of School District students or community members, is deemed to be minor and unlikely to assist in the protection or safety of School District students or community members, or becomes part of the student's school record under the provisions of the Illinois School Student Records Act (the "Act"), 105 ILCS 10/1 *et seq.*, the School District shall not disclose the information to the Police Department absent the specific written consent of the student's parent/guardian (or the student if age 18 or older), by an order of a court of proper jurisdiction or as otherwise permitted by the Act.

5. In accordance with Section 10/6(a)(6.5) of the Illinois School Student Records Act, and consistent with Section IILC. of these Guidelines, the School District may release school student records or information to juvenile authorities when necessary for the discharge of their official duties upon a request for information prior to adjudication of the student and if certified in writing that the information will not be disclosed to any other party except as provided under law or order of court. "Juvenile authorities" include probation officers for the student authorized by the judge hearing the case, law enforcement officers and prosecutors, and others as defined in Section 10/6(a)(6.5).

B. By Police Officials to the School District

1. Police Officials will report to School Officials the same type of information referenced in Section A above, within the same time frames, where the activity by students or others might reasonably carry over onto school grounds or school activities.
2. As provided by Section 1-7(A)(8) of the Juvenile Court Act, Police Officials will report to School Officials within the time frames referenced in Section A above and disclose the law enforcement records of a minor enrolled in one of the School District's schools who has been taken into custody or arrested for any of the following offenses or suspected offenses:
 - a. Any violation of Section 24 of the Criminal Code;
 - b. A violation of the Illinois Controlled Substances Act;
 - c. A violation of the Cannabis Control Act;
 - d. A forcible felony as defined in Section 2-8 of the Criminal Code, including murder, criminal sexual assault, robbery, burglary, arson, kidnapping, aggravated battery resulting in great bodily harm or permanent disability or disfigurement, and any other felony that involves the use or threat of physical force or violence;
 - e. A violation of the Methamphetamine Control and Community Protection Act;
 - f. A violation of Section 1-2 of the Harassing and Obscene Communications Act.
 - g. A violation of the Hazing Act; or

- h. A violation of Section 12-1, 12-2, 12-3, 12-3.05, 12-3-1, 12-3-2, 12-3.4, 12-3.5, 12-5, 12-7.3, 12-7.4, 12-7.5, 25-1 or 25-5 of the Criminal Code.
3. As required by Section 22-20 of the Illinois School Code, Police Officials shall report to School Officials whenever a student enrolled in one of the School District's schools is detained for proceedings under the Juvenile Court Act or for any criminal offense or any violation of a municipal or County ordinance. The report shall include the basis for the detention, the circumstances surrounding the events which led to the student's detention, and the status of the proceedings. Police Officials shall periodically update the report as significant stages of the proceedings occur in order to notify School Officials of developments and the disposition of the matter. All such reports shall be kept in a secure location separate from the student's official school record and shall be used by School Officials solely to aid in the proper rehabilitation of the student and to protect the safety of students and employees in the schools.
 4. In administering Section 22-20 of the School Code and these guidelines, law enforcement officials shall report conduct involving vandalism, violence, gangs, weapons, drugs, alcohol, runaways, family disputes, abuse, any other offense as required by law, or an appearance in court as a juvenile or an adult for any other offense other than minor traffic offenses. Police Officials will share information with School Officials where student misconduct outside of school is likely to be carried into school or school activities or have a significant impact on the safety and wellbeing of students, staff, and community members associated with the schools.
 5. Under these guidelines, Police Officials shall provide School Officials with the same information regarding suspected criminal offenses committed by students of any age as is reported for students included in the scope of the Juvenile Court Act, as may be amended from time to time.

III. Confidentiality and Records

- A. Content of Criminal Activity Information. All criminal activity information shall include the names of all involved persons, including District students and minors, except in cases where the name of the victim is protected under the Rights of Crime Victims and Witnesses Act, 725 ILCS 120/1, *et seq.*, as amended, or other applicable law.

B. Confidentiality of Law Enforcement Records and Criminal Activity Information. Any law enforcement records subject to disclosure under these guidelines shall not be disclosed or made available in any form to any person or agency other than as set forth in these guidelines or as authorized by law. Police Officials and School Officials shall develop procedures to ensure such nondisclosure of criminal activity information, except as may be authorized by law or set forth in these guidelines. Such procedures shall be designed to also ensure that any criminal activity information is not available to other employees, or any persons other than as authorized by these guidelines or by law.

C. Illinois School Student Records Act. This Section III and these guidelines are intended to satisfy Section 6(a)(6.5) of the Illinois School Student Records Act, 105 ILCS 10/6(a)(6.5), which authorizes a school district to release information to law enforcement officers and other juvenile authorities as defined in Section 6(a)(6.5) when necessary for the discharge of their official duties prior to adjudication of the student and upon written certification that the information disclosed by the school will not be disclosed to any other party, except as provided by law or order of court.

D. Not Educational or School Record. School Officials shall follow State and Federal laws regarding student records. Consistent with Section 10/2(d) of the Illinois School Student Records Act, reports of Police Officials working in a school shall be deemed the reports of a law enforcement professional and shall not be considered a student record. 105 ILCS 10/2(d). For purposes of the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. 1232(g), Police Officials designated to work with the School District pursuant to these guidelines shall be considered a law enforcement unit of the school such that the records created by Police Officials for the purpose of law enforcement shall not be considered educational records.

CITY OF JOLIET

PLAINFIELD COMMUNITY
CONSOLIDATED SCHOOL
DISTRICT 202

By: _____

By: _____

Title: _____

Title: _____

Date: _____

Date: _____

EXHIBIT B

TERMS FOR SCHOOL RESOURCE OFFICER BETWEEN PLAINFIELD COMMUNITY CONSOLIDATED SCHOOL DISTRICT 202 AND THE CITY OF JOLIET

Plainfield Community Consolidated School District 202 (the "School District") and the City of Joliet (the "City") set forth the following terms for a School Resource Officer in accordance with the Intergovernmental Agreement Between the Board of Education of Plainfield Community Consolidated School District 202 and the City of Joliet, providing for a School Resource Officer and reciprocal reporting guidelines (the "Agreement"):

1. Designated School. The City will assign and detail one (1) School Resource Officer to the following school - Plainfield South High School.
2. Selection and Removal.
 - a. The officer identified by the City for consideration as a School Resource Officer shall have the following minimum qualifications: at least two (2) years of police experience; good oral, writing, and interpersonal skills; experience in public speaking; experience in and knowledge of drug and gang awareness; possess strong leadership abilities; be a certified juvenile officer for a minimum of one (1) year prior to placement at the Designated School as a School Resource Officer; and be able to act as a role model. The selection process for each School Resource Officer shall be regulated and conducted by the City, with participation by the Superintendent of the School District, or his designee. The City shall determine which officer will best meet the requirements and criteria of the Designated School and shall make the final selection of the School Resource Officer. The City will assign the selected School Resource Officer to Plainfield South High School. The City and School District shall work cooperatively throughout the School Resource Officer selection process. The School District may appeal the selection of a School Resource Officer to the Chief of Police, in which case the Chief of Police in cooperation with the Superintendent of the School District will make the final selection of the subject School Resource Officer.
 - b. In the event the School District becomes dissatisfied with the performance of any School Resource Officer, the School District shall notify the Chief of Police, whereupon the City's Police Department shall promptly investigate and determine a proper course of action, which may include additional training, discipline, or reassignment. If reassignment is determined to be the appropriate course of action, the Police Department shall provide the School District with a replacement School Resource Officer acceptable to the School District.
 - c. In the event of emergency, safety issues, any condition that constitutes a threat to the health, safety or well-being of students, employees or others at the School District, or any other condition which warrants immediate removal, all as determined by the School District's Superintendent or designee in his/her sole reasonable discretion, the School District may

immediately remove any School Resource Officer from School District property and/or suspend activities under this Agreement until such condition has been remedied to the School District's satisfaction. The School District shall promptly notify the Chief of Police in writing of its removal of any School Resource Officer under this paragraph. Disciplinary proceedings or other consequences, if any, related to such removal shall be conducted solely by the City, as the employer of the School Resource Officer. The School District shall cooperate with the City in such disciplinary proceedings if so requested by the City.

3. Term and Termination. In accordance with Section 9 of the Agreement, the term of the Agreement shall continue until terminated. Either party may terminate the Agreement at any time by providing the other party with at least thirty (30) days prior written notice of such termination. In addition, the parties may terminate the Agreement by written mutual consent and agreement.
4. Contract Year; Designated School Resource Officer; Substitutes. For purposes of these Terms, the "Contract Year" shall be July 1 through June 30 of each year during the term of the Agreement.

The School Resource Officer for each Contract Year at Plainfield South High School shall be identified by the City and the name of each School Resource Officer shall be provided to the School District's Superintendent on or before July 1 of each Contract Year.

The Superintendent and Chief of Police shall review these Terms annually and make in writing any mutually agreed changes for each Contract Year. The School Resource Officer may, within the discretion of the City and the School District, remain as the School Resource Officer at Plainfield South High School for one or more subsequent Contract Year(s), unless otherwise designated or removed in accordance with these Terms.

In accordance with Section 5 of the Agreement, the City retains the right to temporarily reassign any School Resource Officer should matters of public safety arise that directly relate to the individual School Resource Officer retaining that position at Plainfield South High School. In such instances, the City shall assign a Substitute Officer to Plainfield South High School.

5. Hours/Days. Under the Agreement, the School Resource Officer shall generally work an eight (8) hour day, for one hundred and seventy-four (174) days during the school term of each Contract Year at Plainfield South High School. For each Contract Year, the School Resource Officer shall commence work at Plainfield South High School on a date mutually agreeable to the School District and the City and shall work through the last day of student attendance for the school year, as designated by the School District.
6. Board Policy and Orientation. The School Resource Officer shall familiarize him/herself with all Board of Education policies, School District administrative procedures, and Plainfield South High School protocols and rules, and shall reasonably comply with all applicable requirements thereunder, consistent with their police officer duties. For each newly placed School Resource Officer, and at periodic intervals in subsequent years thereafter, the School District's central office

shall conduct a brief orientation for the School Resource Officer.

Approved this 1st day of July, 2025.

CITY OF JOLIET

By: _____

Title: _____

Date: _____

PLAINFIELD COMMUNITY
CONSOLIDATED SCHOOL
DISTRICT 202

By: _____

Title: _____

Date: _____

ATTEST

By: _____

Title: _____

Date: _____

ATTEST

By: _____

Title: _____

Date: _____



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: 389-25

File ID: 389-25

Type: Resolution

Status: Agenda Ready

In Control: City Council Meeting

File Created: 06/06/2025

Department:

Final Action:

Title: Resolution Approving Intergovernmental Agreement with Plainfield
Community Consolidated School District 202

Agenda Date: 07/01/2025

Attachments: Resolution, IGA between Plainfield Consolidated
School District.pdf.docx

Approval History

Version	Seq #	Action Date	Approver	Action	Due Date
1	1	6/19/2025	Gina Logalbo	Approve	6/19/2025
1	2	6/23/2025	William Evans	Approve	6/23/2025
1	3	6/23/2025	Todd Lenzie	Approve	6/25/2025
1	4	6/27/2025	Beth Beatty	Approve	6/25/2025



Memo

File #: 390-25

Agenda Date: 7/1/2025

TO: Mayor and City Council

FROM: Jeff Carey, Chief of Fire

SUBJECT:

Resolution Approving and Authorizing the Execution of an Agreement between the City of Joliet and the Joliet Fire Department Cares Foundation, Inc

BACKGROUND:

The Will-Joliet Bicentennial Park Inc, a former 501(c)(3), cooperatively operated the Billie Limacher Bicentennial Park with the City of Joliet since the construction of the Park in 1989. The Will-Joliet Bicentennial Park Inc. was dissolved in 2023 and is no longer a registered non-profit entity. In order to continue a cooperative operation between the City of Joliet and the local community, it is imperative the City partner with a local 501(c)(3) organization to ensure continued success at Bicentennial Park.

The purpose of the Joliet Fire Department Cares Foundation, Inc (Foundation) is to “provide financial assistance to the Joliet Fire Department, Will County, Illinois for the support of its public service functions and community risk reduction programs and by undertaking itself to carry on or to assist in carrying on such programs for the exclusive benefit of the Joliet Fire Department, Will County, Illinois.”

Both Bicentennial Park and Foundation will work cooperatively with one another to ensure success of community events at the Bicentennial Park and increase fundraising efforts to benefit the Foundation.

CONCLUSION:

The cost to the City may include maintaining a Certificate of Insurance naming the Foundation as an additional insured on the City’s policy in compliance with City Ordinances.

RECOMMENDATION:

Based on the above, it is recommended that the Mayor and City Council adopt the attached Resolution Approving and Authorizing the Agreement between the City of Joliet and the Joliet Fire Department Cares Foundation, Inc.

RESOLUTION NO. _____

RESOLUTION APPROVING AN AGREEMENT BETWEEN THE CITY OF JOLIET AND THE JOLIET FIRE DEPARTMENT CARES FOUNDATION, INC

WHEREAS, the City of JOLIET, Illinois (the “City”) is a duly organized and existing municipal corporation created under the provisions of the laws of the State of Illinois; and

WHEREAS, the City is a home rule unit of local government and Article VII, Section 6(a) of the Illinois Constitution of 1970 provides that except as limited by this Section, a home rule unit may exercise any power and perform any function pertaining to its government and affairs, including, but not limited to, the power and authority to enter into an agreement with the Joliet Fire Department Cares Foundation, Inc. (“Agreement”) and perform its obligations under the Agreement.

WHEREAS, the City of Joliet recognizes the Joliet Fire Department formed a 501(c)(3) corporation known as the Joliet Fire Department Cares Foundation, Inc for the purpose of providing financial assistance to the Joliet Fire Department, Will County, Illinois for the support of its public service functions and community risk reduction programs and by undertaking itself to carry on or assist in carrying on such programs for the exclusive benefit of the Joliet Fire Department, Will County, Illinois.

WHEREAS, in 1978, 1989, 2000, and 2010, the City of Joliet entered into several agreements with the non-profit entity, Will-Joliet Bicentennial Park, Inc., for the purpose of having the entity provide advice on the operation and development of Bicentennial Park; and

WHEREAS, the Will-Joliet Bicentennial Park Foundation, Inc., was dissolved in 2023; and

WHEREAS, the City of Joliet recognizes the benefit of a 501(c)(3) foundation’s involvement with the success of Bicentennial Park as a community resource.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF JOLIET, ILLINOIS, PURSUANT TO ITS STATUTORY AND HOME RULE AUTHORITY, AS FOLLOWS:

SECTION 1: The Mayor and City Council hereby find that the recitals contained in the remainder of this Resolution are true, correct and complete and are hereby incorporated into this Resolution by reference.

SECTION 2: The Mayor and the City Council hereby find and determine that it is necessary and beneficial to the City of Joliet to enter into this Agreement between the City of Joliet and the Joliet Fire Department Cares Foundation, Inc., which is attached hereto.

SECTION 3: The City Manager and City Clerk are hereby authorized to execute the agreement with the Joliet Fire Department Cares Foundation, Inc.

SECTION 4: This Resolution shall take effect upon its passage and approval.

SECTION 5: All resolutions or parts thereof in conflict with the terms of this Resolution are hereby repealed and of no further force and effect to the extent of such conflict.

SECTION 5: Be it further resolved that the passage of this Resolution be inscribed permanently in the records of the proceedings of the Joliet City Council.

PASSED this _____ day of _____, 2025.

MAYOR

CITY CLERK

VOTING YES: _____

VOTING NO: _____

NOT VOTING: _____

AGREEMENT BETWEEN THE CITY OF JOLIET AND THE JOLIET FIRE DEPARTMENT CARES FOUNDATION, INC.

This Agreement is entered into on the ____ day of July, 2025, between the City of Joliet (City), a home rule municipal corporation, and the Joliet Fire Department Cares Foundation, Inc., (Foundation), a not-for-profit corporation, both of which exist and operate under the laws of the State of Illinois. The parties agree to the following terms and conditions:

1. Joliet Fire Department Cares Foundation, Inc.

The Foundation agrees to collaborate with the City Manager of the City and the Manager of Bicentennial Park in all matters relating to the policies, operation and development of the facility.

2. Meeting Space and City Cooperation

The City shall provide meeting space for the Foundation and cooperation of City staff and employees so long as this agreement is in effect. The Foundation is permitted to utilize various meeting spaces within Bicentennial Park to further their stated purpose.

3. Rules, Regulations, and Fees

The Foundation shall be authorized, in conjunction with the Bicentennial Park Division of the City, to carry out the rules and regulations promulgated by the City Manager or their designee, pursuant to rule making authority and to collect and remit any fees imposed pursuant to the authority for the use of Park facilities and in accordance with the financial policies and procedures of the City.

4. Debt

The Foundation shall not be authorized to incur any debt on behalf of the City. The City shall not be authorized to incur any debt on behalf of the Foundation.

5. Improvements, Maintenance and Funding

All improvements made to Bicentennial Park shall be the property of the City. As the owner, the City will provide the customary city services afforded other municipally owned/operated real estate including, but not limited to:

- Building and grounds maintenance;
- Equipment and supplies;
- Sanitary services;
- Utilities;
- Police and fire services;
- Temporary personnel;

- Surplus equipment and supplies;
- Legal and fiscal accounting services, and
- Liability and casualty insurance.

The City of Joliet will continue to provide revenue to support operations and programs of the Park as funds are available and approved by City Council. The funds from the City will be used to pay expenses as approved in the annual City budget. The City shall receive and collect all fees for Park usage. The Foundation shall have the right to collect and receive funds derived through donations, concession profits, Foundation-sponsored activities, grants, and liquor sales. Said funds shall be used for the benefit and fulfilment of the Foundation's stated purpose. The Foundation shall have an audit performed annually and shall provide the City a copy upon request.

6. Expenditures

All expenditures of funds provided by the City to the Foundation shall be approved by the City Manager and shall follow the City's purchasing procedure.

All expenditures of funds collected and maintained separately by the Foundation shall be approved by the Foundation's Board. The Foundation's board shall use the City's purchasing policies or establish their own purchasing policies for approval by the City Manager. Individual purchases or expenditures of \$25,000.00 or more must be approved by the City Council if they constitute modifications or improvements to park facilities.

7. Control of Operations

The parties acknowledge that the City, through the City Manager and the Bicentennial Park Division, shall have administrative control of the Park and the Foundation shall assist the City Manager with providing operational direction and serve in an advisory and fundraising capacity. Said control is vested with the City in recognition of the City's responsibility to protect and guarantee its ownership and annual financial investment in the Park.

The Park Manager shall be the City's representative on-site in charge of administration of the Park in the best interest of the City. The Park Manager will also receive advice from the Foundation relating to operations and direction from the Foundation relating to programming. Any conflict that may arise between the Foundation and the Park Manager shall be brought to the attention of the City Manager for resolution. Any issues not resolved to the satisfaction of the Foundation shall be brought to the attention of the liaison person appointed by the City Council. Such issues shall be decided by the City Council.

8. Responsibilities of the Foundation

The Foundation shall have the following responsibilities:

- Maintain the Foundation in accordance with the Joliet Fire Department Cares Foundation Inc. bylaws.
- Conduct fundraising activities to generate additional income for the Foundation.
- Maintain a liquor license through the City of Joliet for any event that serves, sells, or otherwise provides alcoholic beverages. The Foundation shall hold the liquor license. Any individual serving, selling, or otherwise providing alcoholic beverages on behalf of the Foundation shall be BASSET certified. The City will maintain a certificate of insurance on behalf of the Foundation.
- Assist the Park Manager with annual budget submission and other City requirements.
- Provide direction to the Park Manager relating to programming. This shall include development of an annual programming plan insuring continuous use of the facility by all community members.
- Provide advice to the Park Manager relating to park operations.
- Cooperate with the Mayor, City Council, and the City Administration in all matters including City-sponsored programs and activities at the park.

9. Term of Agreement

This Agreement shall be considered a “pilot program” effective for the remainder of the 2025 season commencing upon the date of its approval by both parties. This Agreement may be terminated at any time by either party by providing the other party with written notice of the termination at least sixty (60) days prior to the termination date. This Agreement shall terminate on December 31, 2025 unless another Agreement is signed by both parties extending the Agreement.

10. Assignment

This Agreement may not be assigned by the Foundation without prior written consent of the City.

11. Amendment

This Agreement may not be amended without the prior written consent of the corporate authorities of both parties.

Joliet Fire Department Cares Foundation, Inc.

City of Joliet,

Foundation President

City Manager

Attest:

By _____

By _____

Title _____

City Clerk



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: 390-25

File ID: 390-25

Type: Resolution

Status: Agenda Ready

In Control: City Council Meeting

File Created: 06/17/2025

Department: Legal

Final Action:

Title: Resolution Approving and Authorizing the Execution of an Agreement between the City of Joliet and the Joliet Fire Department Cares Foundation, Inc

Agenda Date: 07/01/2025

Attachments: Resolution, Agreement with Joliet Fire Department Cares Foundation.docx

Entered by: hbabecki@joliet.gov

Approval History

Version	Seq #	Action Date	Approver	Action	Due Date
1	1	6/23/2025	Gina Logalbo	Approve	6/19/2025
1	2	6/23/2025	Jeff Carey	Approve	6/25/2025
1	3	6/23/2025	Kevin Sing	Approve	6/25/2025
1	4	6/23/2025	Todd Lenzie	Approve	6/25/2025
1	5	6/27/2025	Beth Beatty	Approve	6/25/2025



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Memo

File #: 391-25

Agenda Date: 7/1/2025

TO: Mayor and City Council

FROM: Greg Ruddy, Director of Public Works

SUBJECT:

Resolution Approving the Dedication of a 0.019-Acre Portion of Old Castle Road as Public Right-of-Way

BACKGROUND:

In April 2025, City Council approved the Final Planned Unit Development and Recording Plat of Prairie Landing Subdivision, located at 2200 Essington Road. The access to the subdivision will be the continuation of Old Castle Road to the east of Essington Road, aligned with the existing Old Castle Road in the Wexford subdivision on the west side of Essington Road. In order to accommodate the public sidewalk on the south side of the new road at its intersection with Essington Road, the developer needs to dedicate a small portion of adjacent property as public right-of-way. The property is not part of the Prairie Landing holdings and therefore this portion needs to be dedicated separately from the Prairie Landing record plat.

The 0.019-acre portion to be dedicated as public right-of-way is part of Lot 1 in Unit 1 of Westside Joliet Real Estate LLC Subdivision, at 2150 Essington Road.

The Public Service Committee will review this matter.

RECOMMENDATION:

Staff recommends the Mayor and City Council adopt the following:

1. Resolution Approving the Dedication of a 0.019-Acre Portion of Old Castle Road as Public Right-of-Way.

RESOLUTION NO.

**A RESOLUTION APPROVING THE DEDICATION OF A PORTION
OF OLD CASTLE ROAD AS PUBLIC RIGHT-OF-WAY
(Southeast Corner of Essington Road and Old Castle Road)**

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF JOLIET,
PURSUANT TO ITS HOME RULE AND STATUTORY AUTHORITY, AS FOLLOWS:**

SECTION 1: This Plat of Dedication between the City of Joliet and Atwater Joliet Essington Retail LLC, in substantially the same form as Exhibit "A", which is attached hereto and made a part hereof, is hereby approved.

SECTION 2: The Mayor and the City Clerk are hereby authorized and directed to execute the Plat of Dedication on behalf of the City of Joliet.

SECTION 3: This Resolution shall be in effect upon its passage.

PASSED this ____ day of _____, 2025

MAYOR

CITY CLERK

VOTING YES: _____

VOTING NO: _____

NOT VOTING: _____

PINs: part of 06-03-36-106-001-0000

ADDRESS: 2150 Essington Road (Lot 1 in Unit 1 of Westside Joliet Real Estate LLC Subdivision)

PLAN COMMISSION APPROVED: N/A

CED DOC. NO.: N/A

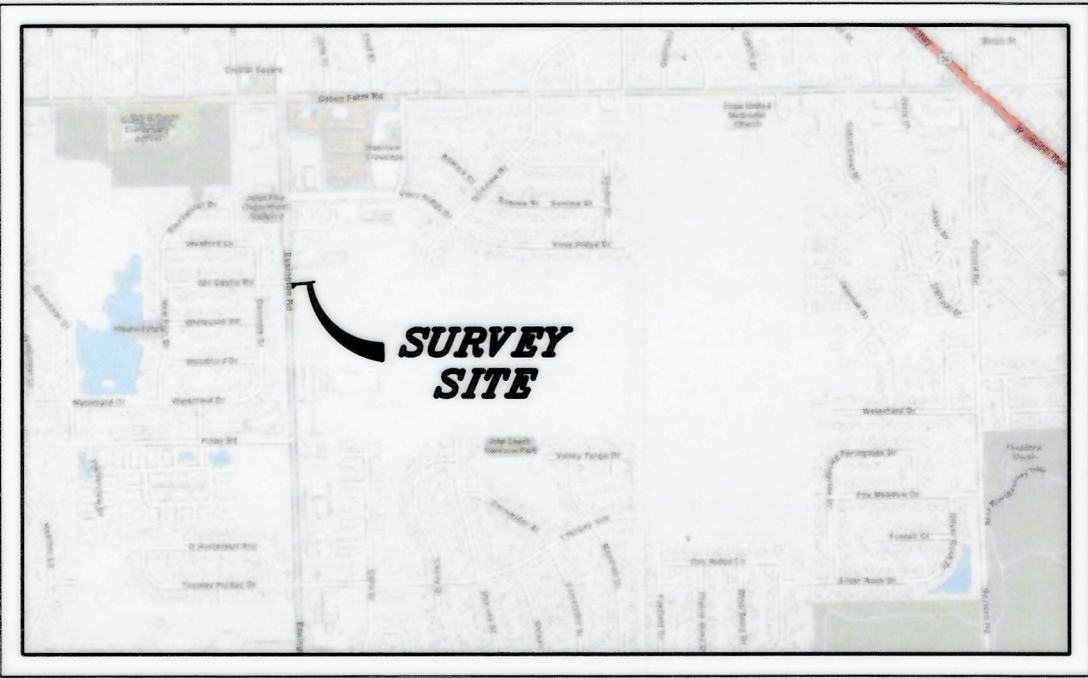
COUNCILMANIC DISTRICT NO.: 1

PREPARED BY: Helen Miller, Planner, City of Joliet, 150 West Jefferson Street, Joliet IL 60432

MAIL TO: City Clerk, City of Joliet, 150 West Jefferson Street, Joliet, IL 60432

EXHIBIT "A"

Plat of Dedication to be inserted.



LOCATION MAP

NOT TO SCALE

AREA TO BE DEDICATED

843 SQUARE FEET OR 0.019 ACRES MORE OR LESS

P.I.N.

PART OF 06-03-36-106-001-0000

OWNER & DEVELOPER

ATWATER JOLIET ESSINGTON RTL
162 W. GRAND AVENUE, SUITE 300
CHICAGO, IL 60654

LAND SURVEYOR

MANHARD CONSULTING
333 EAST BUTTERFIELD ROAD, SUITE 600
LOMBARD, IL 60148

SURVEYOR'S NOTES

- DISTANCES ARE MARKED IN FEET AND DECIMAL PLACES THEREOF. NO DIMENSION SHALL BE ASSUMED BY SCALE MEASUREMENT HEREON. DISTANCES AND/OR BEARINGS SHOWN IN PARENTHESES (456.67') ARE RECORD OR DEED VALUES, NOT FIELD MEASURED.
- COMPARE THIS PLAT AND ALL SURVEY MONUMENTS BEFORE BUILDING, AND IMMEDIATELY REPORT ANY DISCREPANCIES TO THE SURVEYOR.
- THIS SURVEY IS SUBJECT TO MATTERS OF TITLE, WHICH MAY BE REVEALED BY A CURRENT TITLE REPORT, EASEMENTS, SETBACKS AND OTHER RESTRICTIONS WHICH MAY BE FOUND IN A CURRENT TITLE REPORT, LOCAL ORDINANCES, DEEDS OR OTHER INSTRUMENTS OF RECORD HAVE NOT BEEN SHOWN.
- PIN NUMBERS SHOWN HEREON BASED ON WILL COUNTY GIS WEBSITE.

OWNER'S CERTIFICATE - DEDICATION

THE UNDERSIGNED, Nicholas Stratigakos (NAME OF SIGNATORY),
AS Manager (TITLE OF SIGNATORY) OF
(BUSINESS ENTITY THAT HOLDS TITLE), BEING
FIRST DULY AUTHORIZED, HEREBY CERTIFIES THAT SAID BUSINESS ENTITY IS THE
HOLDER OF THE LEGAL TITLE OF ALL OF THE PROPERTY DESCRIBED HEREON AND
HEREBY CONSENTS TO THE DEDICATION OF SAID PROPERTY TO THE CITY OF
JOLIET FOR PUBLIC ROAD PURPOSES.

DATED THIS 2nd DAY OF June, A.D., 2025.

SIGNATURE

Nicholas Stratigakos

PLEASE TYPE / PRINT NAME

Manager

TITLE

NOTARY PUBLIC

STATE OF ILLINOIS }
COUNTY OF COOK } SS

I, AMANDA LYNN PRATEK, A NOTARY PUBLIC IN AND FOR
THE COUNTY AND STATE AFORESAID, DO HEREBY CERTIFY THAT

NICHOLAS STRATIGAKOS AND
WHO IS/ARE PERSONALLY KNOWN TO ME TO BE THE SAME WHOSE NAME(S) ARE
SUBSCRIBED TO THE FOREGOING CERTIFICATE, APPEARED BEFORE ME THIS DAY IN
PERSON AND ACKNOWLEDGED THAT HE/SHE/HEY DID SIGN AND DELIVER THIS
INSTRUMENT AS A FREE AND VOLUNTARY ACT FOR THE USES AND PURPOSES
HEREIN SET FORTH.

GIVEN UNDER MY HAND AND NOTORIAL SEAL THIS 2nd DAY OF
JUNE, A.D., 2025.

NOTARY PUBLIC

AMANDA LYNN PRATEK
Notary Public, State of Illinois
Commission No. 040090
My Commission Expires July 2, 2026

PLAT OF ROADWAY DEDICATION

OF

PART OF LOT 1 IN UNIT 1 OF WESTSIDE JOLIET REAL ESTATE LLC SUBDIVISION, BEING A SUBDIVISION OF PART OF THE
SOUTH HALF OF THE NORTHWEST QUARTER OF SECTION 36, TOWNSHIP 36 NORTH, RANGE 9 EAST OF THE THIRD
PRINCIPAL MERIDIAN, IN WILL COUNTY, ILLINOIS.

ABBREVIATIONS

CHB = CHORD BEARING
CHL = CHORD LENGTH
E = EAST
L = ARC LENGTH
N = NORTH
R = RADIUS
S = SOUTH
W = WEST
XXX.XX' = MEASURED DIMENSION
(XXX.XX') = RECORD DIMENSION

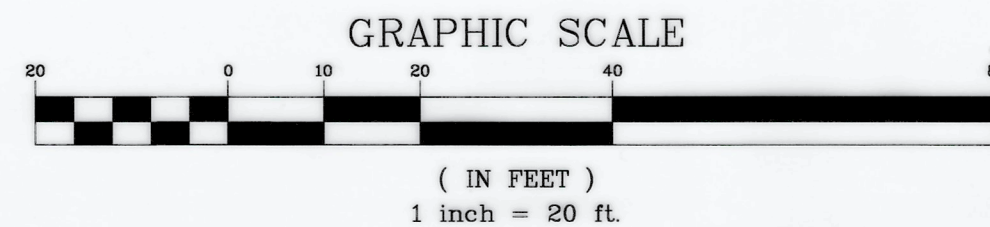
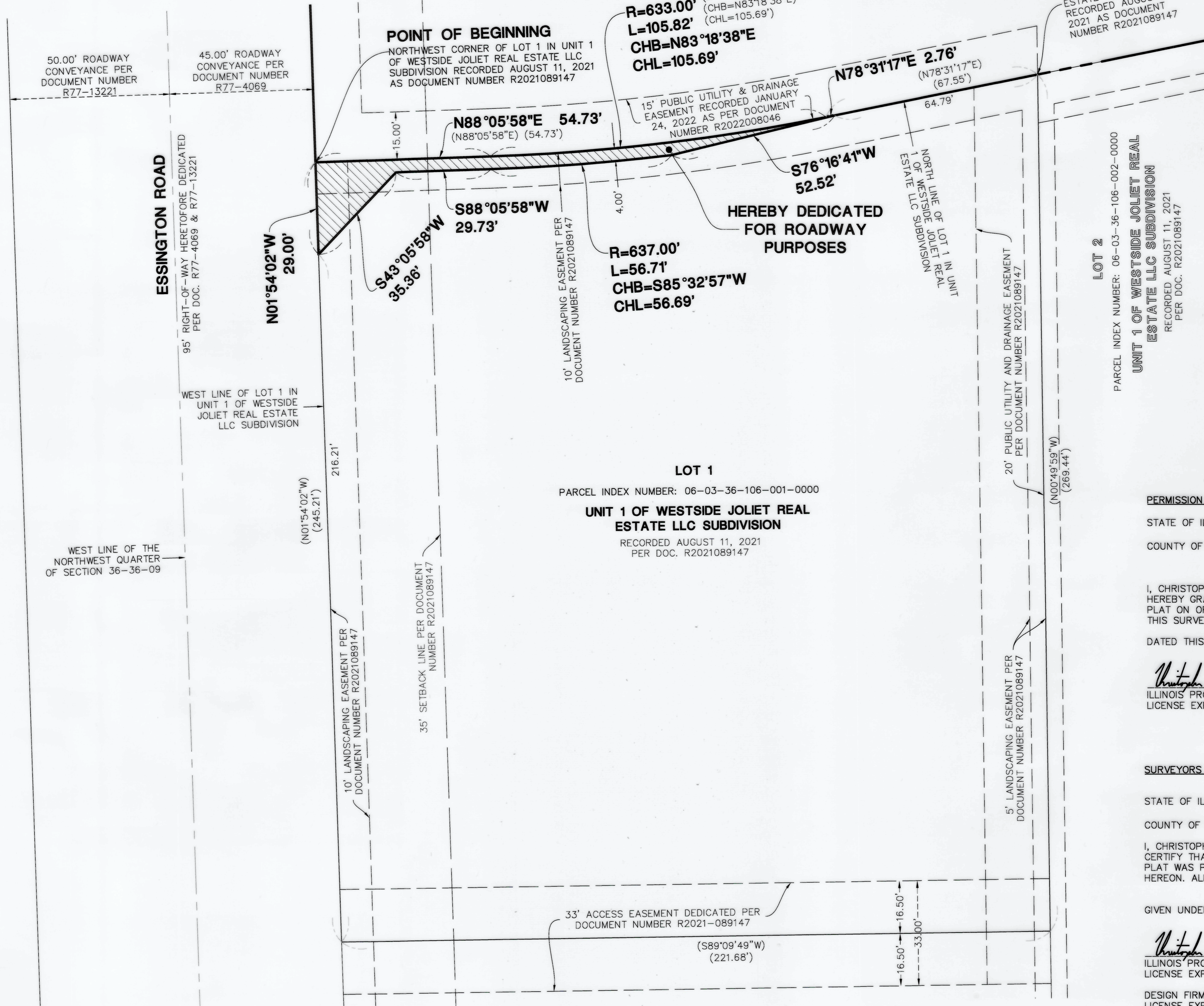
LEGEND



HEREBY DEDICATED FOR ROADWAY
PURPOSES

UNSUBDIVIDED LAND

PARCEL INDEX NUMBER: 06-03-36-100-033-0000



BASIS OF BEARINGS

COORDINATES AND BEARINGS ARE BASED UPON UNIT 1 OF WESTGATE JOLIET
REAL ESTATE LLC SUBDIVISION PER DOCUMENT NUMBER R2021089147.

LEGAL DESCRIPTION OF AREA HEREBY DEDICATED TO THE CITY OF JOLIET FOR PUBLIC ROAD PURPOSES

THAT PART OF LOT 1 IN UNIT 1 OF WESTSIDE JOLIET REAL ESTATE
LLC SUBDIVISION, BEING A SUBDIVISION OF PART OF THE SOUTH HALF
OF THE NORTHWEST QUARTER OF SECTION 36, TOWNSHIP 36 NORTH,
RANGE 9 EAST OF THE THIRD PRINCIPAL MERIDIAN, RECORDED ON
AUGUST 11, 2021 AS DOCUMENT NUMBER R2021089147 IN WILL
COUNTY, ILLINOIS DESCRIBED AS FOLLOWS:

BEGINNING AT THE NORTHWEST CORNER OF SAID LOT 1; THENCE
ALONG THE NORTH LINE OF SAID LOT 1 FOR THE FOLLOWING THREE
(3) COURSES: (1) THENCE NORTH 88 DEGREES 05 MINUTES 58
SECONDS EAST, A DISTANCE OF 54.73 FEET TO A POINT OF
CURVATURE; (2) THENCE EASTERLY ALONG A CURVE, CONCAVE TO
THE NORTH, HAVING A RADIUS OF 633.00 FEET, AN ARC LENGTH OF
105.82 FEET, A CHORD BEARING OF NORTH 83 DEGREES 18 MINUTES
38 SECONDS EAST, AND A CHORD LENGTH OF 105.69 FEET TO A
POINT OF TANGENCY; (3) THENCE NORTH 78 DEGREES 31 MINUTES 17
SECONDS EAST, A DISTANCE OF 2.76 FEET; THENCE SOUTH 76
DEGREES 16 MINUTES 41 SECONDS WEST, A DISTANCE OF 52.52 FEET
TO A POINT ON A NON-TANGENTIAL CURVE BEING 4.00 FEET SOUTH
OF AND PARALLEL TO THE NORTH LINE OF SAID LOT 1; THENCE
ALONG SAID CURVE, CONCAVE TO THE NORTH, HAVING A RADIUS OF
637.00 FEET, AN ARC LENGTH OF 56.71 FEET, A CHORD BEARING OF
SOUTH 85 DEGREES 32 MINUTES 57 SECONDS WEST, AND A CHORD
LENGTH OF 56.69 FEET TO A POINT OF TANGENCY ON A LINE 4.00
FEET SOUTH OF AND PARALLEL TO THE NORTH LINE OF LOT 1;
THENCE ALONG SAID PARALLEL LINE SOUTH 88 DEGREES 05 MINUTES
58 SECONDS WEST, A DISTANCE OF 29.73 FEET; THENCE SOUTH 43
DEGREES 05 MINUTES 58 SECONDS WEST, A DISTANCE OF 35.36 FEET
TO A POINT ON THE WEST LINE OF SAID LOT 1; THENCE ALONG THE
WEST LINE OF SAID LOT 1 NORTH 01 DEGREES 54 MINUTES 02
SECONDS WEST, A DISTANCE OF 29.00 FEET TO THE POINT OF
BEGINNING.

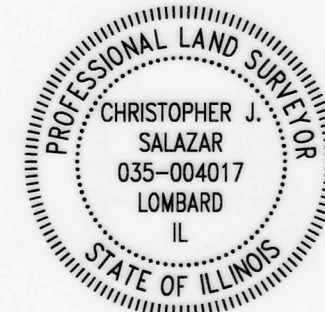
PERMISSION TO RECORD

STATE OF ILLINOIS }
COUNTY OF DUPAGE } SS

I, CHRISTOPHER J. SALAZAR, AN ILLINOIS PROFESSIONAL LAND SURVEYOR,
HEREBY GRANT PERMISSION TO THE OWNERS REPRESENTATIVE TO RECORD THIS
PLAT ON OR BEFORE DECEMBER 31, 2025. THE REPRESENTATIVE SHALL PROVIDE
THIS SURVEYOR WITH A RECORDED COPY OF THIS PLAT.

DATED THIS 27TH DAY OF MAY, A.D. 2025.

Christopher J. Salazar
ILLINOIS PROFESSIONAL LAND SURVEYOR NO. 035-004017
LICENSE EXPIRES NOVEMBER 30, 2026



SURVEYOR'S CERTIFICATE

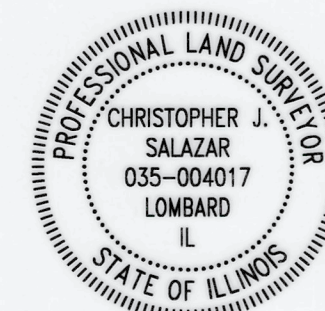
STATE OF ILLINOIS }
COUNTY OF DUPAGE } SS

I, CHRISTOPHER J. SALAZAR, AN ILLINOIS PROFESSIONAL LAND SURVEYOR, HEREBY
CERTIFY THAT THE ABOVE DESCRIBED PROPERTY WAS SURVEYED AND THE ANNEXED
PLAT WAS PREPARED FOR THE PURPOSE OF ROADWAY DEDICATION AS DEPICTED
HEREON. ALL DIMENSIONS ARE GIVEN IN FEET AND DECIMAL PARTS THEREOF.

GIVEN UNDER MY HAND AND SEAL THIS 27TH OF MAY, 2025.

Christopher J. Salazar
ILLINOIS PROFESSIONAL LAND SURVEYOR NO. 035-004017
LICENSE EXPIRES: NOVEMBER 30, 2026

DESIGN FIRM LICENSE NO. 184003350-0010
LICENSE EXPIRES: APRIL 30, 2027



2100 ESSINGTON ROAD
JOLIET, IL 60435

PLAT OF ROADWAY DEDICATION

PROJ. MGR.: CJS
PROJ. ASSOC.: CJS
DRAWN BY: LB
DATE: 01/06/25
SCALE: 1" = 20'
SHEET
1 OF 1
DRHJOIL04

This instrument was prepared by:

Attorney Nathaniel P. Washburn
KAVANAGH GRUMLEY & GORBOLD LLC
111 N. Ottawa Street
Joliet, IL 60432

After recording return to:

Attention: Richard Dubin
Dubin Singer PC
200 West Monroe Street, Suite 2050
Chicago, IL 60606

Mail Tax Bills to:

Atwater Joliet Essington Retail LLC
162 W. Grand Avenue, Suite 300
Chicago, IL 60654

R2022024626

KAREN A. STUKEL
WILL COUNTY RECORDER
RECORDED ON
03/23/2022 11:01:20 AM
RECORDING FEES: 63.00
IL RENTAL HSNB: 9.00
CONSIDERATION: 0.00
WILL COUNTY TAX:
IL STATE TAX:
PAGES: 5
MSB

WARRANTY DEED

THIS INDENTURE, made as of the 8th day of September, 2021, is between **WESTSIDE JOLIET REAL ESTATE, LLC, an Illinois limited liability company**, with its principal place of business at 3501 Regent Drive, Palatine, , Illinois ("Grantor"), and

ATWATER JOLIET ESSINGTON RETAIL LLC, an Illinois limited liability company, having an address of 162 W. Grand Avenue, Suite 300, Chicago, Illinois 60654 ("Grantee").

WITNESSETH, that Grantor, for and in consideration of the sum of Ten and No/100 Dollars and other good and valuable consideration in hand paid by Grantee, the receipt whereof is hereby acknowledged, by these presents does GRANT, BARGAIN, AND SELL unto Grantee, and to its successors and assigns, FOREVER, the following described real estate situated in the County of Will and State of Illinois known and described as follows, to wit:

LOTS 1 AND 3 IN UNIT 1 WESTSIDE JOLIET REAL ESTATE LLC SUBDIVISION, BEING A SUBDIVISION OF PART OF THE SOUTH HALF OF THE NORTHWEST QUARTER OF SECTION 36, TOWNSHIP 36 NORTH, RANGE 9 EAST OF THE THIRD PRINCIPAL MERIDIAN, ACCORDING TO THE PLAT THEREOF RECORDED AUGUST 11, 2021 AS DOCUMENT NUMBER R2021089147, ALL IN WILL COUNTY, ILLINOIS.

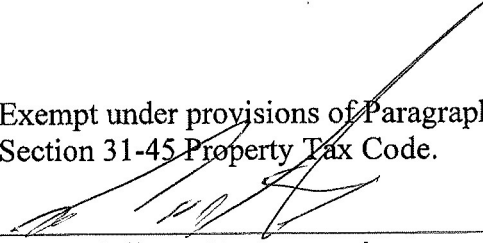
Commonly known as: Vacant Land at Essington Road and Old Castle Road, Joliet, IL 60435

PIN# New Code to Come – Presently part of 06-03-36-100-031-0000

Subject to: Taxes for the revenue year 2021 and subsequent years;
Covenants, restrictions and easements of record, if any.

TO HAVE AND TO HOLD the Property, unto Grantee, its successors and assigns forever.

Exempt under provisions of Paragraph (e)
Section 31-45 Property Tax Code.



Buyer, Seller or Representative

Date: 9/14/2021

[The signature page follows]

Signed:

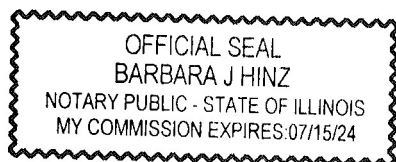
**WESTSIDE JOLIET REAL ESTATE, LLC,
An Illinois limited liability company**

By: *RA*
Name: Robert A. Calzaretta
Title: Manager

STATE OF ILLINOIS)
) SS.
COUNTY OF WILL)

I, the undersigned, a Notary Public in and for the County and State aforesaid, DO HEREBY CERTIFY, that the above named, Robert A. Calzaretta, the Manager of Westside Joliet Real Estate, LLC, personally known to me to be the same person whose name is subscribed to the foregoing instrument, appeared before me this day in person and acknowledged that he signed and delivered the said instrument as his own free and voluntary act and as the free and voluntary act of said Corporation for the uses and purposes therein set forth.

Given under my hand and Notary Seal, this 8th day of September, 2021.



Barbara J. Hinz
Notary Public


	Real Estate Tax		21-1628
	Amount:	<u>0</u>	
	Date:	<u>11/4/2021</u>	
	Initials:	<u>Kh</u>	

EXHIBIT A**PERMITTED EXCEPTIONS**

1. TAXES FOR THE YEARS 2021, NOT YET DUE AND PAYABLE
2. VILLAGE OF JOLIET ORDINANCE NO. 18134 AMENDING THE ZONING ORDINANCE RECORDED ON NOVEMBER 20, 2020 AS DOCUMENT NUMBER R2020105287.
3. VILLAGE OF JOLIET ORDINANCE NO. 18136 GRANTING A SPECIAL USE PERMIT RECORDED ON NOVEMBER 20, 2020 AS DOCUMENT NUMBER R2020105289.
4. RESOLUTION NO. 7597 AUTHORIZING EXECUTION OF AN ECONOMIC INCENTIVE AGREEMENT RECORDED ON NOVEMBER 20, 2020 AS DOCUMENT NUMBER R2020105292.
5. EASEMENT IN FAVOR OF NORTHERN ILLINOIS GAS COMPANY, FOR THE INSTALLATION, MAINTENANCE, REPAIR, RELOCATION, REMOVAL AND RENEWAL OF GAS MAINS GRANTED BY DOCUMENT 837139 ON NOVEMBER 19, 1957, AND THE TERMS AND CONDITIONS THEREOF.
6. TERMS, CONDITIONS AND PROVISIONS OF ORDINANCE NO. 6045 ENTITLED ORDINANCE ANNEXING CERTAIN TERRITORY TO THE CITY OF JOLIET, ILLINOIS RECORDED SEPTEMBER 10, 1973 AS DOCUMENT R73-27491.
7. TERMS, CONDITIONS AND PROVISIONS OF ORDINANCE NO. 6049 ENTITLED ORDINANCE ANNEXING CERTAIN TERRITORY TO THE CITY OF JOLIET, ILLINOIS RECORDED SEPTEMBER 23, 1973 AS DOCUMENT R73-29808.
8. TERMS, CONDITIONS AND PROVISIONS OF ORDINANCE NO. 10129 ENTITLED ORDINANCE AMENDING THE ZONING ORDINANCE OF THE CITY OF JOLIET (ORDINANCE 5285) FOR THE RECLASSIFICATION OF CERTAIN PROPERTY RECORDED APRIL 8, 1993 AS DOCUMENT R93-026524.
9. TERMS, CONDITIONS AND PROVISIONS OF ORDINANCE NO. 10130 ENTITLED ORDINANCE AMENDING THE ZONING ORDINANCE OF THE CITY OF JOLIET (ORDINANCE 5285) FOR THE RECLASSIFICATION OF CERTAIN PROPERTY RECORDED APRIL 8, 1993 AS DOCUMENT R93-026525.
10. RIGHTS OF THE PUBLIC, THE STATE OF ILLINOIS, AND THE MUNICIPALITY IN AND TO THAT PART OF THE LAND, IF ANY, TAKEN OR USED FOR ROAD PURPOSES, TOGETHER WITH UTILITY RIGHTS THEREIN.
11. RIGHTS OF WAY FOR DRAINAGE TILES, DITCHES, FEEDERS, LATERALS AND UNDERGROUND PIPES, IF ANY.

12. MINERALS OF WHATSOEVER KIND, SUBSURFACE AND SURFACE SUBSTANCES, INCLUDING BUT NOT LIMITED TO COAL, LIGNITE, OIL, GAS, URANIUM, CLAY, ROCK, SAND AND GRAVEL IN, ON, UNDER AND THAT MAY BE PRODUCED FROM THE LAND, TOGETHER WITH ALL RIGHTS, PRIVILEGES, AND IMMUNITIES RELATING THERETO, WHETHER OR NOT APPEARING IN THE PUBLIC RECORDS.

13. TERMS, CONDITIONS AND PROVISIONS OF ORDINANCE GRANTING A SPECIAL USE PERMIT BY THE CITY OF JOLIET, ORDINANCE NO 18172 RECORDED ON FEBRUARY 1, 2021 AS DOCUMENT NUMBER R2021012809.

14. EASEMENTS FOR PUBLIC UTILITIES AND AMERITECH, ILLINOIS BELL, NICOR GAS AS SHOWN ON PLAT OF SUBDIVISION RECORDED ON AUGUST 11, 2021 AS DOCUMENT NUMBER R2021089147.

15. LANDSCAPE EASEMENT PROVISIONS AS SHOWN ON PLAT OF SUBDIVISION RECORDED ON AUGUST 11, 2021 AS DOCUMENT NUMBER 2021089147.

16. ACCESS EASEMENT PROVISIONS AS SHOWN ON PLAT OF SUBDIVISION RECORDED ON AUGUST 11, 2021 AS DOCUMENT NUMBER R2021089147.

17. TERMS, CONDITIONS AND PROVISIONS OF DECLARATION OF EASEMENTS AND PROTECTIVE COVENANTS RECORDED 9/30, 2021 AS DOCUMENT NUMBER R2021 107561.

18. PLAT OF EASEMENT GRANT FOR PUBLIC UTILITY, DRAINAGE AND STORMWATER MANAGEMENT RECORDED ON SEPTEMBER 9, 2021 AS DOCUMENT NUMBER R2021099790.



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: 391-25

File ID: 391-25

Type: Resolution

Status: Agenda Ready

In Control: City Council Meeting

File Created: 06/18/2025

Department: Public Works

Final Action:

Title: Resolution Approving the Dedication of a 0.019-Acre Portion of Old Castle Road as Public Right-of-Way

Agenda Date: 07/01/2025

Attachments: Resolution, Plat of Dedication 2025-06-05.pdf, Deed R2022024626.pdf

Entered by: smikos@joliet.gov

Approval History

Version	Seq #	Action Date	Approver	Action	Due Date
1	1	6/23/2025	Gina Logalbo	Approve	6/24/2025
1	2	6/23/2025	Greg Ruddy	Approve	6/25/2025
1	3	6/24/2025	Dustin Anderson	Approve	6/25/2025
1	4	6/24/2025	Kevin Sing	Approve	6/26/2025
1	5	6/24/2025	Todd Lenzie	Approve	6/26/2025
1	6	6/27/2025	Beth Beatty	Approve	6/26/2025



Memo

File #: 392-25

Agenda Date: 7/1/2025

TO: Mayor and City Council

FROM: Dustin Anderson, Director of Community Development

SUBJECT:
Resolution Accepting Sponsorship Agreement with Pabst Brewing Company, LLC

BACKGROUND:

The City of Joliet is organizing a promotional event to be held at Slammers Stadium on July 22, 2025. Pabst Brewing Company, LLC, a Delaware limited liability company, has expressed its desire to become a sponsor of the event. The Sponsorship Agreement outlines the terms and conditions under which Pabst Brewing Company, LLC will provide sponsorship benefits to the City in exchange for certain rights and benefits.

At the June 26, 2025 Public Assets Committee meeting this item was recommended for approval by the full Council.

CONCLUSION:

The Sponsorship Agreement includes several key provisions: the term and renewal of the agreement, payments associated with securing the official Guinness World Record Application, sponsor benefits such as providing merchandise to fans, force majeure clauses, representations, warranties, and covenants by both parties, trademarks and copyrights usage, indemnification and insurance requirements, termination conditions, confidentiality of information, the independent nature of the parties, notice procedures, restriction of assignment, the entire agreement clause, third-party beneficiaries, counterpart and facsimile signatures, governing law and forum selection, severability, and no restrictions on unrelated business activities.

RECOMMENDATION:

It is in the best interest of the City of Joliet to accept the Sponsorship Agreement with Pabst Brewing Company, LLC. The agreement provides valuable sponsorship benefits and supports the successful organization of the promotional event at Slammers Stadium.

RESOLUTION NO. _____

**RESOLUTION ACCEPTING THE SPONSORSHIP AGREEMENT
WITH PABST BREWING COMPANY, LLC**

WHEREAS, the City of Joliet (the "City") is involved in organizing, promoting, and presenting a promotional event to be held at Slammers Stadium on July 22, 2025 (the "Event"); and

WHEREAS, Pabst Brewing Company, LLC, a Delaware limited liability company (the "Sponsor"), has expressed its desire to become a sponsor of the Event pursuant to the terms set forth in the Sponsorship Agreement (the "Agreement"); and

WHEREAS, the Agreement outlines the terms and conditions under which the Sponsor will provide sponsorship benefits to the City in exchange for certain rights and benefits as described in Exhibit A of the Agreement; and

WHEREAS, the City Council finds that it is in the best interest of the City to accept the Agreement and authorize the City Manager to execute the Agreement on behalf of the City; and

WHEREAS, the City Council finds that this resolution is adopted pursuant to the City's home rule powers under Article VII, Section 6 of the Illinois Constitution;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF JOLIET, ILLINOIS, AS FOLLOWS:

1. The City Council hereby accepts the Sponsorship Agreement with Pabst Brewing Company, LLC, attached hereto as Exhibit A, and authorizes the City Manager to execute the Agreement on behalf of the City.
2. This resolution shall be in full force and effect from and after its passage and approval in the manner provided by law.

PASSED this _____ day of _____, 2025

MAYOR

CITY CLERK

VOTING YES: _____

VOTING NO: _____

NOT VOTING: _____

SPONSORSHIP AGREEMENT

This Sponsorship Agreement (this “Agreement”) is effective as of this ____ day of _____, 2025, by and between **Pabst Brewing Company, LLC**, a Delaware limited liability company (“Sponsor”), with offices at 711 Broadway St. 6FL San Antonio, TX, and **City of Joliet** an Illinois municipality (“Company”), with offices at 1 Mayor Art Schultz Dr., Joliet, IL 60432.

Recitals

WHEREAS, the Company is involved in ~~organizing~~, promoting and presenting a promotional event to be held at Slammers Stadium (the “Venue”) on July 22, 2025 (“Event”); and

WHEREAS, Sponsor desires to become a sponsor of the Event pursuant to the terms set forth in this Agreement.

Agreement

NOW, THEREFORE, in consideration of the premises and the mutual covenants and obligations contained herein, Sponsor and the Company agree as follows:

1. **Term; Renewal.** Subject to the parties’ rights to terminate this Agreement, the term of this Agreement shall commence as of the date first set forth above and expire on following the Event (the “Term”).
2. **Payments.** Sponsor agrees to pay to arrange for payment of any fee associated with securing official Guinness World Record Application (the “Fee”) in exchange for the sponsorship benefits described below.
3. **Sponsor Benefits.** Subject to the terms and conditions of this Agreement, during the Term, the Company agrees to provide to Sponsor the sponsorship rights and benefits set forth in Exhibit A.
4. **Force Majeure.** In the event either party is unable to carry out its material obligations under this Agreement by reason of a Force Majeure Event (as defined below), the same shall not constitute a breach of this Agreement by such party. Notwithstanding the foregoing, if the Force Majeure Event results in the Company being unable to reschedule any Event within 90 days of the scheduled date, Sponsor will be entitled to terminate this Agreement upon written notice to the Company and the Company agrees to promptly refund to Sponsor a pro-rata amount of the Fee previously paid to Company in connection with the Event less the reasonable fair market value of the benefits provided as of the date of such termination. As used herein, the term “Force Majeure Event” shall mean the occurrence of an event outside the reasonable control of either party such as

artist illness; accident; an act or regulation of public authority; fire; riot or civil commotion; labor dispute; terrorist acts or threats; acts or declarations of war; disease; epidemic; substantial interruption in, or substantial delay or failure of, technical facilities; failure or substantial and extraordinary delay of necessary transportation services; war conditions; emergencies; inclement weather or acts of God.

5. **Representations, Warranties and Covenants.**

a. The Company hereby represents, warrants and agrees that (i) it has the full right and authority to enter into and fully perform this Agreement in accordance with its terms and that this Agreement constitutes a valid, binding and enforceable agreement, (ii) it shall perform its activities under this Agreement in accordance with all applicable Federal, state and local laws and regulations, (iii) the execution, delivery and performance of this Agreement will not violate the provisions of any agreement to which it is a party or by which it is bound, (iv) it shall, at its own cost, apply for and secure any and all permits, licenses or other consents which may be required for the performance of its obligations under this Agreement, (v) that the person signing this Agreement on behalf of such party has the full authority to do so, (vi) it has good title to the Event Marks (as defined below) and has the right to grant the license provided for hereunder in accordance with the terms and conditions hereof, (vii) Sponsor's use of the Event Marks under the terms of this Agreement does not infringe the proprietary rights of any third party, (viii) there is no claim, action, proceeding or other litigation pending or threatened (to the knowledge of the Company) with respect to the Company's ownership of the Event Marks that, if adversely determined, would restrict or otherwise interfere in any material respect with the exercise by Sponsor of the rights purported to be granted to Sponsor hereunder; and (ix) neither it nor its affiliates has a retail license for the sale of alcoholic beverages.

b. Sponsor hereby represents, warrants and agrees that (i) it has the full right and authority to enter into and fully perform this Agreement in accordance with its terms and that this Agreement constitutes a valid, binding and enforceable agreement, (ii) it shall perform its activities under this Agreement in accordance with all applicable Federal, state and local laws and regulations, (iii) the execution, delivery and performance of this Agreement will not violate the provisions of any agreement to which it is a party or by which it is bound, (iv) it shall, at its own cost, apply for and secure any and all permits, licenses or other consents which may be required for the performance of its obligations under this Agreement, (v) that the person signing this Agreement on behalf of such party has the full authority to do so, (vi) it has good title to the Sponsor Marks and has the right to grant the license provided for hereunder in accordance with the terms and conditions hereof, (vii) Company's use of the Sponsor Marks under the terms of this Agreement does not infringe the proprietary rights of any third party, and (viii) there is no claim, action, proceeding or other litigation pending or threatened (to the knowledge of Sponsor) with respect to Sponsor's ownership of the Sponsor Marks that, if adversely

determined, would restrict or otherwise interfere in any material respect with the exercise by the Company of the rights purported to be granted to the Company hereunder.

c. Each party further represents and warrants that (a) this Agreement is entered into solely for the purchase of certain marketing rights and benefits as described herein and for no other purpose, (b) Sponsor's purchase of the rights and benefits provided hereunder is in no way conditioned upon any agreement or understanding between Sponsor and the Company that the Company will require its concessionaires at the Events to purchase any alcoholic beverage produced, sold or offered for sale by Sponsor, (c) by purchasing the rights and benefits under this Agreement, Sponsor does not agree, expect or intend to induce the purchase by the Company's concessionaires of any alcoholic beverage produced, sold or offered for sale by Sponsor and (d) Sponsor has no agreement with any stockholder, officer or director of any alcoholic beverage retail licensee related to or respecting this Agreement.

d. The Parties acknowledge and agree that, as an alcoholic beverage manufacturing licensee, Sponsor's activities are strictly regulated by alcoholic beverage control laws and regulations, which, among other things, prohibit Sponsor from directly or indirectly inducing any alcohol beverage retailer to purchase Sponsor products to the exclusion of other competing products or by providing any retail licensee a thing of value prohibited by such laws and regulations. The Parties hereto understand and acknowledge that this Agreement is solely for the purchase of sponsorship and advertising rights and nothing contained herein or in the negotiations preceding it shall (i) require the purchase of any alcoholic beverage by any person or company, or (ii) prevent or restrict in any way the rights of any persons to purchase or not purchase any brand of alcoholic beverage which they choose. The Parties agree that they shall exercise their respective best efforts to conduct their business relationship in accordance with all applicable statutes, rules and regulations.

6. Trademarks and Copyrights.

a. The Company grants Sponsor the limited non-exclusive non-assignable right to use trademarks, trade names, service marks, or logos owned by it (the "Event Marks") in connection with Sponsor's role as a sponsor pursuant to this Agreement. Prior to undertaking any distribution or displaying of the Event Marks, Sponsor shall submit a copy and/or sample of any proposed use of the Event Marks to the Company for its review and approval, at least two (2) days in advance of the proposed date of such use, and shall not use the Event Marks if the Company objects to such use; provided however, in the event that the Company fails to respond, it shall be deemed to have approved such use. Sponsor acknowledges the Company's exclusive right, title, and interest in and to the Event Marks. Sponsor acknowledges that its use of the Event Marks shall not create any right, title, or interest by Sponsor in or to the Event Marks, and that all uses of the Event Marks by Sponsor shall inure to the benefit of the Company. Sponsor agrees that it shall

not authorize or represent that it is empowered to authorize any other person to use the Event Marks nor in any manner represent that it has any ownership rights in the Event Marks. With respect to Sponsor's use of the Event Marks, Sponsor agrees to assist the Company to the extent necessary to protect the Company's rights to the Event Marks. Sponsor hereto acknowledges and admits that there is no adequate remedy at law for failure to discontinue use of the Event Marks, and agrees that the Company shall be entitled to equitable relief as any court with jurisdiction may deem just and proper, including specific performance of the Agreement to discontinue use of the Event Marks.

b. Sponsor grants the Company the limited non-exclusive non-assignable right to use trademarks, trade names, service marks, or logos owned by it (the "Sponsor Marks") in connection with the Event as reasonably incidental thereto. Prior to undertaking any distribution or displaying of the Sponsor Marks, the Company shall submit a copy and/or sample of any proposed use of the Sponsor Marks to Sponsor for its review and approval, at least two (2) days in advance of the proposed date of such use, and shall not use the Sponsor Marks if Sponsor objects to such use; provided however, in the event that Sponsor fails to respond, it shall be deemed to have approved such use. All uses of the Sponsor Marks by the Company shall include such designations that are legally required or useful for enforcement of trademark or service mark rights, such as ®, TM or SM as specifically directed by Sponsor. Sponsor shall have the right, from time to time, to revise the above designation requirements and to require such other notices as shall be reasonably necessary to protect the rights and interests of Sponsor and the Sponsor Marks. The Company acknowledges Sponsor's exclusive right, title, and interest in and to the Sponsor Marks. The Company acknowledges that its use of the Sponsor Marks shall not create any right, title, or interest by the Company in or to the Sponsor Marks, and that all uses of the Sponsor Marks by the Company shall inure to the benefit of Sponsor. The Company agrees that it shall not authorize or represent that it is empowered to authorize any other person to use the Sponsor Marks nor in any manner represent that it has any ownership rights in the Sponsor Marks. With respect to the Company's use of the Sponsor Marks, the Company agrees to assist Sponsor to the extent necessary to protect Sponsor's rights to the Sponsor Marks. The Company hereto acknowledges and admits that there is no adequate remedy at law for failure to discontinue use of the Sponsor Marks, and agrees that Sponsor shall be entitled to equitable relief as any court with jurisdiction may deem just and proper, including specific performance of the Agreement to discontinue use of the Sponsor Marks.

7. Indemnification; Insurance.

a. Sponsor agrees to indemnify, defend and hold the Company and its parents, subsidiaries, affiliates, officers, directors, agents and employees harmless from and against any and all expenses, damages, claims, suits, losses, actions, judgments, liabilities and costs whatsoever initiated by a third party (including reasonable attorney fees) (hereinafter referred to as "Claims") arising out of Sponsor's breach,

misrepresentation or non-performance under this Agreement or Sponsor's or its agents' negligence or willful misconduct.

b. The Company agrees to indemnify, defend and hold Sponsor and its parent, subsidiaries, affiliates, officers, directors, agents and employees, harmless from and against any and all Claims arising out of: (i) Company's breach, misrepresentation or non-performance under this Agreement or Company's or Company's agents' negligence or willful misconduct; (ii) Company's failure to comply with any third party obligations or any applicable local, state, federal or site laws, rules or regulations regarding any and all promotions or activities it conducts in connection with this Agreement, including the Events; and (iii) a claim related to any injury or damage (including death) that occurs at any of the Events, except to the extent the same are caused by Sponsor's breach, misrepresentation or non-performance under this Agreement or Sponsor's or its agents' gross negligence or willful misconduct.

c. The provisions of this Section will survive the expiration of the Term or the earlier termination of this Agreement.

d. Without in any way limiting or altering the indemnification requirements hereunder, Company shall, at its sole expense, procure and at all times maintain during the term of this Agreement all of the following insurance and provide a certificate of insurance listing Sponsor as a Named Insured: (a) Commercial general liability insurance of not less than \$1,000,000 each occurrence and \$2,000,000 in the aggregate; (b) workers compensation insurance with statutory benefits as required by any state or federal law, including "other states" insurance and employers liability insurance with limits not less than \$1,000,000 each accident for bodily injury by accident or \$1,000,000 each employee for bodily injury by disease; and, (c) business automobile liability insurance with a limit of not less than \$1,000,000 per occurrence with combined bodily injury and property damage and covering all owned, non-owned and hired vehicles.

8. **Termination.** This Agreement may be terminated for cause by any party on written notice to the other parties upon the happening of any one of the following: (i) the filing by or against any party of a petition for bankruptcy or for relief from creditors under any equivalent state law or regulation, or (ii) by any party if there is a material breach, failure to perform or default by any other party in the performance of any of its material obligations, representations or warranties provided for in this Agreement, and such breach, failure to perform or default, if curable, is not cured within fifteen days of such party's receipt of written notice from any other party.

9. **Confidential Information.** For purposes of this Agreement, "Confidential Information" means any and all information or proprietary materials in every form and media not generally known in the relevant trade or industry and which has been or is hereafter disclosed or made available by one party (the "Disclosing Party") to any other party (the "Receiving Party") in connection with the efforts contemplated hereunder,

including but not limited to: (i) trade secrets; (ii) existing or contemplated products, services, designs, technology, processes, technical data, engineering, techniques, methodologies and concepts and any information related thereto; (iii) information relating to business plans, sales or marketing methods and customer lists or requirements; (iv) all lists of Sponsor's current, former and prospective customers, employees of customers and claimants and all information relating to and identified with such persons; and (v) any information which, under the circumstances taken as a whole, would reasonably be deemed to be confidential. Receiving Party shall hold in trust and confidence Confidential Information and, except as otherwise set forth herein, avoid the disclosure, release, or dissemination thereof to any other person or entity using the same degree of care as it uses to avoid the unauthorized disclosure, release or dissemination of its own confidential information of similar nature, but not less than reasonable care. Receiving Party shall be permitted to disclose Disclosing Party's Confidential Information to Receiving Party's employees, agents, and contractors to the extent necessary to fulfill the terms contemplated by this Agreement. In addition, the parties agree that the terms of this Agreement are confidential, and that neither party shall disclose copies of this Agreement or the terms thereof to any third party for any purpose without the prior written consent of the other party, unless the disclosure is made by a party to its own accountants, attorneys or agents, or the disclosure is required by any legal proceedings or similar process. The Receiving Party shall return or, at the Disclosing Party's request destroy, any and all copies of the Disclosing Party's Confidential Information in the Receiving Party's possession and/or control within 7 days of the termination or expiration of this Agreement.

10. **Independent Parties.** The parties are and will at all times remain independent from one another. Nothing contained herein will be construed to create an association, partnership, joint venture, relation of principal and agent or employer and employee between the Company and Sponsor and its agents within the meaning of any federal, state or local law.

11. **Notices.** All notices and communications regarding the performance and responsibilities of the respective parties and otherwise given by either party to the other party to this Agreement shall be in writing and shall be delivered in person (by hand or by messenger), or by fax or shall be sent by regular or certified mail, return receipt requested or U.S. Postal Service Express Mail or Federal Express, UPS or other similar recognized private overnight delivery service, prepaid, and by facsimile transmission. Notice given as provided herein shall be deemed to have been given on the date it was received as evidenced by signature, fax confirmation or date of first refusal, if that be the case. Notice hereunder shall be addressed to:

If sent to Sponsor:

Pabst Brewing Company
711 Broadway St. 6FL
San Antonio, TX
Attn: General Counsel

If sent to the Company:

12. **Restriction of Assignment.** Neither party shall have the right or power to assign its rights or obligations under this Agreement without the written consent of the other party; provided, however, that either party may assign its rights and obligations hereunder to a parent, subsidiary or affiliate without such prior written consent.

13. **Entire Agreement.** This Agreement contains the entire agreement between the parties and merges any prior representations, warranties, or understandings they may have had regarding the subject matter of this Agreement. This Agreement may not be amended or modified except by a writing executed by all parties.

14. **Third Party Beneficiaries.** This Agreement is for the sole benefit of the parties hereto and their respective permitted successors and permitted assigns and nothing herein, express or implied, is intended to or shall confer upon any other Person any legal or equitable right, benefit or remedy of any nature whatsoever, under or by reason of this Agreement.

15. **Counterpart; Facsimile Signatures.** This Agreement may be executed in any number of counterparts, each of which shall be deemed an original. Facsimile copies or photocopies of signatures shall be as valid as originals.

16. **Governing Law.** This Agreement and the parties' conduct arising out of or related to it shall be governed by Illinois law, without regard to its choice of law rules.

17. **Forum Selection.** The parties to this Agreement will attempt in good faith to resolve any controversy or claim arising out of or relating to this Agreement through discussions between the parties. As part of this process, either party may request a mediation. If these attempts are unsuccessful, either party may pursue all legal remedies available to it. Any suit, action or proceeding seeking to enforce any provision of, or based on any matter arising out of or in connection with this Agreement shall be brought in any court of competent jurisdiction in the State of Illinois, or the United States Federal Court sitting in the Northern District of Illinois and each of the parties hereby consents to the jurisdiction of such courts (and of the appropriate appellate courts therefrom) in any such suit, action or proceeding and irrevocably waives, to the full extent permitted by law, any objection which it may now or hereafter have to the laying of the venue of any such suit, action or proceeding in any such court or that any such suit, action or

proceeding which is brought in any such court has been brought in an inconvenient forum.

18. **Severability.** If any provision of this Agreement or the application thereof is held invalid, the invalidity shall not affect the other provisions of this Agreement provided that the material terms of this Agreement can be given their intended effect without the invalid provisions, and to this extent the provisions of this Agreement are declared to be severable.

19. **No Restrictions.** Nothing contained in this Agreement shall be deemed in any way to prohibit or restrict the right or freedom of any party to conduct any business activity unrelated to the Event without any obligation or accountability to the other even if such business or activity directly competes with the business of the other.

[Signature Page Follows]

IN WITNESS WHEREOF the parties have executed this Agreement by their properly authorized signatories,

SPONSOR:

Pabst Brewing Company, LLC

By:_____

Name:_____

Title:_____

COMPANY:

City of Joliet

By:_____

Name: _____

Title: _____

EXHIBIT A

Sponsorship Benefits:

Company will have the right to provide merchandise such as koozies and tshirts to fans in attendance at the Event.



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: 392-25

File ID: 392-25

Type: Resolution

Status: Agenda Ready

In Control: City Council Meeting

File Created: 06/24/2025

Department:

Final Action:

Title: Resolution Accepting Sponsorship Agreement with Pabst Brewing Company, LLC

Agenda Date: 07/01/2025

Attachments: Resolution, JS Sponsorship Agreement.6.11.pdf

Approval History

Version	Seq #	Action Date	Approver	Action	Due Date
1	1	6/24/2025	Gina Logalbo	Approve	6/26/2025
1	2	6/26/2025	Dustin Anderson	Approve	6/27/2025
1	3	6/26/2025	Todd Lenzie	Approve	6/30/2025
1	4	6/27/2025	Beth Beatty	Approve	6/30/2025



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Memo

File #: 393-25

Agenda Date: 7/1/2025

TO: Mayor and City Council

FROM: Dustin Anderson, Director of Community Development

SUBJECT:

Resolution Authorizing a Memorandum of Understanding Between the City of Joliet and Joliet Community Baseball and Entertainment LLC dba the Joliet Slammers Baseball Club Related to Slammers Stadium Field Netting

BACKGROUND:

The City of Joliet owns the Slammers Stadium, and the Joliet Slammers Baseball Club operates the facility. Over the years additional netting has been installed to provide safer viewing for spectators. Recently the Joliet Slammers undertook a project to extend the netting down both the first and third base lines to the outfield wall to adhere to expected minor league baseball guidelines in the 2026 season and to improve the safety of all spectators.

At the June 26, 2025 Public Assets Committee meeting this item was recommended for approval by the full Council.

CONCLUSION:

The attached Memorandum of Understanding allows the City of Joliet to provide a one-time compensation for half the amount of these improvements in the netting.

Funds will be charged to the General Operating Fund from the Building and Grounds Fund (Org:02015000 Obj:524300 for \$90,000).

RECOMMENDATION:

Based on the above, it is recommended that the Mayor and City Council approve the Resolution Authorizing the Memorandum of Understanding between the City of Joliet and the Joliet Community Baseball and Entertainment LLC dba the Joliet Slammers Baseball Club for Netting Improvements at Slammers Stadium.

Resolution No.

**RESOLUTION AUTHORIZING REIMBURSEMENT FOR NETTING IMPROVEMENT AT DULY
HEALTH AND CARE FIELD**

WHEREAS, the City of Joliet (hereinafter referred to as "the City") and the Joliet Slammers (hereinafter referred to as "the Team") have entered into a Memorandum of Understanding (MOU) to collaborate on the installation of netting at Duly Health and Care Field; and

WHEREAS, the installation of netting is necessary for public safety, enabling the Team to obtain necessary insurance, and benefiting the Joliet community; and

WHEREAS, the City agrees to reimburse the Team for half the cost of the improvement netting, amounting to \$90,000, within 30 days of the installation;

NOW, THEREFORE, BE IT RESOLVED by the Joliet City Council that the City is authorized to reimburse the Joliet Slammers for half the cost of improving the netting at Duly Health and Care Field, as outlined in the MOU.

PASSED this _____ day of _____, 2025

MAYOR

CITY CLERK

VOTING YES: _____

VOTING NO: _____

NOT VOTING: _____

Memorandum of Understanding (MOU)

This Memorandum of Understanding (MOU) is made and entered into by and between the City of Joliet (hereinafter referred to as "the City") and the Joliet Slammers (hereinafter referred to as "the Team").

Whereas, the installation of netting is necessary for public safety.

Whereas, the installation of netting will enable the Team to obtain necessary insurance.

Whereas, the installation of netting will benefit the Joliet community.

1. Identification of the Parties

This Memorandum of Understanding (MOU) is made and entered into by and between the City of Joliet (hereinafter referred to as "the City") and the Slammers (hereinafter referred to as "the Team").

2. Roles and Contributions

The City and the Team agree to collaborate on the installation of netting between the playing field and the stands at Slammer's Stadium. The City will contribute an additional \$90,000 for this installation, while the Team will arrange for the installation of the netting.

3. Purpose

The purpose of this MOU is to outline the terms and conditions under which the City and the Team will collaborate to install netting at Slammer's Stadium. This collaboration aims to enhance public safety, enable the Team to obtain necessary insurance, and benefit the Joliet community.

4. Responsibilities

- City of Joliet: The City will provide \$90,000 for the installation of the netting and will reimburse the Team within 30 days of the installation.
- Slammers: The Team will arrange for the installation of the netting and ensure that the installation meets all necessary standards and requirements.

5. Amendments and Termination

This MOU may be amended or terminated by mutual agreement of both parties. Any amendments must be made in writing and signed by both parties.

6. Indemnification and Hold Harmless Provision

The Team agrees to indemnify and hold the City harmless from any claims, damages, or liabilities arising from the installation and maintenance of the netting, as well as from any incidents that might occur from any object that leaves the field and might strike anyone in the stands. This includes, but is not limited to, any claim of negligence in the design, installation, and maintenance of the netting. The Team is to obtain insurance as provided for in Resolution 7791 and name the City as an additional insured.

7. No Future Obligations

This MOU and the associated purchase do not obligate the City to expend future funds beyond what is already agreed to in Resolution 7791.

8. Notices

All notices and communications related to this MOU shall be directed to the following:

City of Joliet
Blaine Kline
Facilities Management Director
150 W. Jefferson St.
Joliet, IL 60432

Slammers
Night Train Veeck
EVP Sales and Marketing
Joliet Slammers Baseball
1 Mayor Art Schultz Drive
Joliet, IL 60432

Signatures

By signing below, the parties agree to the terms and conditions outlined in this Memorandum of Understanding.

City of Joliet

Joliet Slammers

Name: _____

Name: _____

Title: _____

Title: _____

Date: _____

Date: _____



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: 393-25

File ID: 393-25

Type: Resolution

Status: Agenda Ready

In Control: City Council Meeting

File Created: 06/24/2025

Department:

Final Action:

Title: Resolution Authorizing a Memorandum of Understanding Between the City of Joliet and Joliet Community Baseball and Entertainment LLC dba the Joliet Slammers Baseball Club Related to Slammers Stadium Field Netting

Agenda Date: 07/01/2025

Attachments: Resolution.docx, Slammers Netting MOU.docx

Approval History

Version	Seq #	Action Date	Approver	Action	Due Date
1	1	6/24/2025	Gina Logalbo	Approve	6/26/2025
1	2	6/26/2025	Dustin Anderson	Approve	6/27/2025
1	3	6/27/2025	Kevin Sing	Approve	6/30/2025
1	4	6/27/2025	Todd Lenzie	Approve	7/1/2025
1	5	6/27/2025	Beth Beatty	Approve	7/1/2025



Memo

File #: 394-25

Agenda Date: 7/1/2025

TO: Mayor and City Council

FROM: Kathy Franson, Director of Human Resources

SUBJECT:

Resolution Approving and Authorizing the Execution of the Collective Bargaining Agreement Between the City of Joliet and IAFF Local 44

BACKGROUND:

After several months of negotiation, the City and IAFF Local 44 have reached an agreement as to the Collective Bargaining Agreement being brought before the Council for consideration and includes the following significant terms:

- A four-year term from January 1, 2025 - December 31, 2028 with wage increases of 3.25% in 2025, 3.25% in 2026, 3.25% in 2027, and 3.25% in 2028;
- A 3.25% increase to the paramedic stipend spread out over 4 years;
- Expanded residency to include residency within a 50-mile radius of the intersection of Essington Rd. and Jefferson St. in Joliet;
- New or revised language on various operational issues including the paramedic program, radius for training travel pay, books for lieutenant testing, grievance timelines, and staffing on a variety of equipment.

RECOMMENDATION:

The Administration recommends the Mayor and the City Council approve the attached Resolution approving and authorizing the execution of the Collective Bargaining Agreement.

RESOLUTION NO.

RESOLUTION APPROVING AND AUTHORIZING THE EXECUTION OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF JOLIET AND IAFF LOCAL 44

WHEREAS, the City of Joliet is a municipal corporation and a unit of local government within the State of Illinois (hereinafter referred to as "City"); and

WHEREAS, the City and the International Association of Fire Fighters ("IAFF") Local 44, AFL-CIO have agreed to the terms and conditions of a Collective Bargaining Agreement; and

WHEREAS, said agreement shall be in effect from January 1, 2025 until December 31, 2028;

and

WHEREAS, said agreement requires City Council approval; and

WHEREAS, the City of Joliet is a Home Rule Municipality under and by virtue of the Constitution of the State of Illinois.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF JOLIET, ILLINOIS, PURSUANT TO ITS STATUTORY AND HOME RULE AUTHORITY, AS FOLLOWS:

SECTION 1: The Mayor and City Council hereby find that the recitals contained in the Preamble to this Resolution are true, correct and complete and hereby incorporate the Preamble by reference as if fully set forth in this Section 1.

SECTION 2: The Collective Bargaining Agreement with IAFF Local 44 is hereby approved. The City Manager is hereby authorized to execute said Collective Bargaining Agreement, in substantially the same form as EXHIBIT A attached hereto and incorporated herein.

SECTION 3: Each section and part thereof of this Resolution is deemed to be severable and should any section or part hereof be held invalid or unconstitutional by any court of competent jurisdiction, such ruling shall not affect the validity or constitutionality of the remaining portion(s) of this Resolution.

SECTION 4: All resolutions or parts of Resolutions conflicting with any of the provisions of this Resolution are hereby repealed and of no further force and effect to the extent of such conflict.

BE IT FURTHER RESOLVED THAT THIS RESOLUTION SHALL BE IN FULL FORCE AND EFFECT FROM AND AFTER ITS PASSAGE AND APPROVAL IN THE MANNER PROVIDED BY LAW.

PASSED this _____ day of _____, 2025.

MAYOR

CITY CLERK

VOTING YES: _____

VOTING NO: _____

NOT VOTING: _____

***COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE CITY OF JOLIET
AND
JOLIET FIRE FIGHTERS
IAFF LOCAL 44, AFL-CIO
JANUARY 1, 2025 TO DECEMBER 31, 2028***

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AGREEMENT

THIS AGREEMENT is entered into by and between the **CITY OF JOLIET**, an Illinois municipal corporation, hereinafter referred to as the "City", and **LOCAL 44 JOLIET FIREFIGHTERS ASSOCIATION, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO**, hereinafter called the "Union".

PREAMBLE

This Agreement shall be subject to the provisions, rights, limitations and requirements of the Constitution of the United States, the Constitution of Illinois, all Federal laws, the Ordinances and Resolutions of the City of Joliet, and rules and regulations of the Board of Police and Fire Commissioners adopted pursuant to law without prejudice to the rights of either party to pursue such legal remedies as in its judgment seem proper.

In the event any provision of the Agreement shall be decreed to be invalid or unenforceable by a court of last resort of competent jurisdiction, the remainder of the provisions shall not be affected thereby, but shall continue in full force and effect.

NOW THEREFORE, in consideration of the mutual covenants and agreements herein contained, the City and the Union agree as follows:

ARTICLE I

UNION RECOGNITION

Section 1:

The City of Joliet, Illinois, recognizes the Joliet Firefighters Association, Local Union No. 44, IAFF, AFL-CIO, CLC, hereinafter referred to as the "Union", as the exclusive bargaining representative of all sworn full time employees excluding the rank of Lieutenants, Captains, and Battalion Chiefs, but including Firefighters and Apparatus Operators of the City of Joliet, Fire Department hereinafter referred to as the "Department", with respect to wages, hours, and other conditions of employment.

Section 2:

The parties agree that there shall be no discrimination, interference or restraint against any employee because of his or her membership or non-membership in the Union or because of presenting grievances, or against any employee or any member of the Union committee in discharging his or her responsibility in administering this Agreement. The Union agrees for itself and its members, individually and collectively to perform loyal and efficient work in the service of the Fire Department at all times. Further, the parties agree they will not discriminate, interfere, restrain or coerce against any employee who by written authorization, pursuant to the check off provisions of this Agreement desires to pay to the Union a monthly service fee equal to the prescribed monthly dues of the Union

by payroll deduction it being understood that the employee has the right to decide of his or her own free will whether or not to pay such a service fee.

Section 3:

In accordance with applicable law, neither the City nor the Union shall discriminate against any employee covered by this Agreement because of race, creed, color, national origin, sex, marital status or Union membership status.

Section 4:

No employee shall be discriminated against or favored by either party because of the employee's political affiliation or lack of political affiliation.

Section 5:

All non-probationary employees covered by this Agreement who are members of the Union shall be required to pay union dues. Employees are not required to join the Union as a condition of employment, but non-probationary employees who do not join the Union shall, during the term of this Agreement, pay a lawful service fee in an amount not to exceed the Union dues for the purpose authorized by law. Should the Supreme Court "Janus" decision ever be overturned, the parties agree that the phrase "during the term of this Agreement, pay a lawful service fee in an amount not to exceed the Union dues for the purpose authorized by law" shall return to full force and effect.

ARTICLE II

VALIDITY

Section 1:

This Agreement shall be subject to the provisions, rights, limitations and requirements of the Constitution of the United States, the applicable statutes of the State of Illinois, applicable Federal laws and the ordinances of the City of Joliet where they do not conflict with the terms and conditions of this Agreement, and the rules and regulations of the Board of Fire and Police Commissioners ("Board") adopted pursuant to applicable Illinois Compiled Statutes without prejudice to the right of either party to pursue such legal remedies as in their judgment seem proper.

Section 2:

In the event any provision of this Agreement shall be deemed to be invalid or unenforceable by a court of last resort of competent jurisdiction, the remainder of the provisions shall not be affected thereby and shall continue in full force and effect.

Section 3:

Nothing in this document shall be construed to infringe on or supersede the jurisdiction of the Board as set forth in the applicable Illinois Compiled Statutes.

ARTICLE III

BARGAINING UNIT

Section 1:

The City and Union shall collectively bargain for all members of the bargaining unit as defined in this Agreement.

Section 2:

The duly appointed or elected officers and the Bargaining Committee of the Union, shall represent the Union in all matters that may arise between the Union and the City, and shall consist of not more than six (6) employees of the City, its attorney, and Representatives of the International Union and State Association, if so desired by the Union. The representatives for both the City and the Union shall be of equal number, agreed upon in advance, unless one side voluntarily wishes to reduce its representation after such Agreement.

Section 3:

Members of the Bargaining Committee and any officer of the Union who is required or requested to attend any Bargaining Committee meeting or any meeting or conference with the City on any matters which are the subject matter of this Agreement shall be given time off with pay as may be required if such meeting is called during his or her regularly scheduled working hours.

Section 4:

The City shall provide a copy of this agreement to each member of the Local 44 within 45 days of its adoption. In addition, the City shall provide an electronic copy of this Agreement to the Secretary of Local 44.

ARTICLE IV

CHECK-OFF OF UNION DUES

Section 1:

The parties agree that the City will check-off and withhold the Union dues of the employees covered by this Agreement pursuant to the Government Salary Withholding

Act (50 ILCS 125/2) where the employee requests such check-off in writing. All requests for check-off of dues shall be processed through the President of the Union, and all funds so withheld by the City shall be paid over to the Union's Treasurer at least once a month. An employee wishing to cancel his or her check-off of dues shall request the same in writing and shall present it to the Director of Human Resources with a copy to the President of the Union, stating the date upon which said cancellation shall become effective.

Section 2:

In the event of death of an employee, no check-off of Union dues shall be made from the compensation due the survivors.

Section 3:

Deductions shall not be made by the City for initiation fees, fines or other obligations between the employee and the Union.

Section 4:

This Local Union agrees to indemnify the City and save it harmless from any and all claims, loss, damage, expense, and liability, including cost of attorney or other representatives' fees, at any time resulting from the check off deduction or payment thereof to the Local Union, under check-off authorizations signed by the employees pursuant to this Article.

ARTICLE V

JOB DESCRIPTIONS

Section 1:

The employees under the Union Recognition Article of this Agreement shall perform duties normally associated with fire prevention and fire suppression as defined in the City's Job Classification Plan Exhibit "F" and Exhibit "G"), and shall not be required to perform non-related duties such as washing police cars, fixing parking meters, and repairing water meters, etc.

Section 2:

Employees covered by this Agreement shall respond to all emergency responses with respect to persons within the corporate limits of the City of Joliet, and to all emergency responses with respect to those persons and properties outside the City of Joliet that are in other municipal corporations or unincorporated areas designated by the Chief of the Fire Department from time to time. Contracts between the City of Joliet and other municipal corporations for mutual aid or automatic aid for public and private agencies, subdivisions, persons, firms and corporations for fire protection and

suppression with respect to properties inside or outside the City of Joliet, shall be available for inspection by the Union. In no way shall the provisions of this Article limit the City's ability or the City's prerogative to enter into such contracts.

In exchange for the removal of portions of the historical bargaining unit language between the parties that existed in the January 1, 2020, through December 31, 2024, CBA and prior, the City shall at all times maintain a minimum daily 24-hour shift (24/48 shift) staffing level of forty (40) bargaining unit personnel per shift. Should the daily 24-hour shift (24/48 shift) staffing level of forty (40) bargaining unit personnel per shift fall below this minimum at any time during the shift, then overtime shall be called to maintain the required daily 24-hour shift (24/48 shift) staffing level of forty (40) bargaining unit personnel per shift. This at-all-times minimum daily shift staffing level does not include any bargaining unit members assigned to any other shift (for example, a 40-hour position) or any other assignment (for example, a section 7(g) assignment). Should any future United States Census find that the population of the City of Joliet falls by a net amount of over 20,000 residents from the 2020 Joliet Census, the Employer, by giving written notice to the Union, shall then be able to re-open this provision to bargain over this staffing level. The status quo of a minimum daily 24-hour shift (24/48 shift) staffing level of forty (40) bargaining unit personnel per shift shall be maintained throughout the entire re-opener bargaining process.

ARTICLE VI

GRIEVANCE PROCEDURE

Section 1: Definition of a Grievance

A grievance is a dispute or difference of opinion between an employee and/or the Union covered by this Agreement and the City as to the meaning, interpretation or application of the express provisions of this Agreement.

Section 2: Time of Filing a Grievance

Neither the City nor the Union shall interfere with the employees' right to file or not to file a grievance. The Union has the right to file a grievance on behalf of any employee for any violation of this Agreement. A Union or individual grievance shall be filed:

A. Within twelve (12) business days after the event giving rise to the grievance becomes known to the Union or individual upon the exercise of reasonable diligence setting forth the name of the employee affected and the specific facts giving rise to the grievance.

B. No later than 20 business days after the grievance is filed, the grievance may be amended to set forth any additional facts and the name(s) of any additional employees affected.

This in no way infringes upon the City's sole right to terminate the employment of any probationary employee.

Section 3: Procedure for Processing a Grievance

A grievance shall be processed in the following manner. Meetings in the grievance procedure involving representatives from the City and Union shall be held during working hours, on the City's premises and without loss of pay. The time limit in each step may be extended by mutual written agreement of the City and Union representatives involved in each step.

STEP 1

When any employee and/or the Union has a grievance, the employee and/or Union with a Union representative, if the employee so desires, shall submit it to his or her Shift Commander, who is designated for this purpose by the City. The Shift Commander shall give a written answer within five (5) business days after such presentation.

STEP 2

If the grievance is not settled in Step 1, the Union, with or without the employee, shall appeal the grievance to Step 2 of the Grievance Procedure. It shall be referred in writing to the Fire Chief or other person designated for this purpose by the City within five (5) business days after receipt of the designated supervisor's answer in Step 1. The grievance shall contain a complete statement of the facts, the provision or provisions which the City is alleged to have violated and the relief requested. The Fire Chief or other person designated for this purpose shall discuss the grievance within five (5) business days with the Union representative at a time mutually agreeable to the parties. If no settlement is reached, the Fire Chief or other person designated for this purpose shall give the City's written answer to the Union within this five (5) business day period.

STEP 3

If the grievance is not settled in Step 2, the Union shall appeal the grievance to Step 3 of the Grievance Procedure. It shall be referred in writing to the City Manager within five (5) business days after receipt of the City's answer in Step 2. The City Manager, or his or her representative, shall discuss the grievance within ten (10) business days with the Union representative at a time mutually agreeable to the parties. If no settlement is reached, the City Manager or the City Manager's representative, shall give the City's written answer to the Union within this ten (10) business day period mentioned above.

STEP 4

If the grievance is not settled at Step 3, the grievance may be submitted to arbitration by either of the parties upon written notice to the other party. This notice shall be given within fifteen(15) business days of the Union's receipt of the City Manager's Step 3 decision. The City and the Union agree to the following expedited arbitration process:

- A. The Federal Mediation and Conciliation Service (FMCS) will submit a list of seven (7) members of the National Academy of Arbitrators. If FMCS is unable to provide this list, the parties will request a list from the American Arbitration Association. Arbitrators shall also have experience in Illinois grievance and/or interest arbitration proceedings, whichever is applicable.
- B. There will be no transcript, unless the parties agree otherwise, and if not the arbitrator will tape proceedings and make available to the parties, if they mutually agree to tape.
- C. Relaxed rules of evidence.
- D. Bench decision when possible, upon mutual agreement; dependent upon if the arbitrator can do so.
- E. Briefs discouraged but possible; limited to 10 pages.
- F. Written decisions are due 14 calendar days after hearing closes.
- G. Parties can mutually agree to have "traditional" arbitration hearing as needed.

The arbitrator shall have no authority to add to, subtract from, or change any of the terms of the Agreement. The arbitrator shall consider and decide only the specific issues submitted, and the arbitrator's decision shall be based solely upon his or her interpretation of the meaning or application of the express terms of this Agreement to the facts of the grievance presented. The City and Union shall abide by the decision of the arbitrator.

Section 4: Expenses of Arbitration

The fee and expenses of the arbitrator and the cost of a written transcript shall be borne solely by the party against whom the arbitrator rules; provided, however, that each party shall be responsible for compensating its own representatives and witnesses.

Section 5: Representation at Grievance Meetings and Arbitration Hearings

No more than two (2) Union representatives who are employees of the City may represent the Union under Step 1. No more than three (3) Union representatives who are employees of the City on duty may represent the Union under Step 2 of the Grievance Procedure. No more than four (4) Union representatives who are employees of the City on duty may represent the Union under Step 3 of the Grievance Procedure. No more than five (5) Union representatives who are employees of the City on duty may represent the Union in an arbitration hearing under this Article. Unless it would unreasonably interfere with the safe, orderly and efficient maintenance of the City operation, such representatives and the individual grievant may be excused from work for the purpose of attending scheduled grievance meetings. Nothing in this Article shall prevent either party from also being represented by legal counsel or other representatives of their own choosing.

Section 6: Business Days Defined

For the purpose of this Article only, business days shall refer to weekdays (Monday through Friday) exclusive of days observed by the City as holidays.

Section 7: Discussion

All grievance discussions shall take place in a manner which does not interfere with safe, orderly and efficient City operations.

Section 8: Time Limits For Filing

A. If a grievance is not processed by the Union, within the time limits, it shall be considered withdrawn without precedent or prejudice.

B. If the grievance is not answered by the employer within the time limits, it shall be considered denied and will automatically go to the next step.

ARTICLE VII

MANAGEMENT - LABOR MEETINGS

Section 1: Optional Quarterly Meetings

At the request of either the City or the Union, Management-Labor Relations meetings shall be scheduled each calendar quarter during the term of this Agreement, unless both parties agree to forego such meeting.

Section 2: Purpose

The purpose of such meeting(s) shall be to promote and maintain a harmonious and peaceful relationship between the City and the Union. Toward this end, general problems relating to the administration of this Agreement may be discussed. In no event shall individual grievances be presented or entertained.

Section 3: Representatives

The City shall be represented by the City Manager or the City Manager's delegate and/or the appropriate Department head. The Union shall be represented by authorized Union representatives, no more than three (3) of whom shall be employees of the City who would otherwise be at work.

Section 4: Agenda

The party requesting such a meeting shall provide an agenda which shall state the subject(s) to be discussed in accordance with Section 2 of this Article. Such agenda shall be submitted at least ten (10) days prior to the requested meeting date.

Section 5: Other Meetings

Nothing in this Article shall preclude either party from requesting or agreeing to other meetings between City and Union representatives, as the parties deem such other meetings to be necessary or desirable.

ARTICLE VIII

UNION BUSINESS

Section 1:

Shift Stewards shall be allowed time off with pay to process grievances.

Section 2:

The elected officers and their representatives shall be allowed to represent the Union through discussion with on-duty personnel.

Section 3:

The City agrees to grant the Union President or one (1) designated representative leave with pay to attend the following Union conventions:

- A. The State convention of the Associated Firefighters of Illinois for a time period not to exceed three (3) calendar days every other year (one working day bi-annually).
- B. International Convention of the International Association of Firefighters.

The City agrees to grant leave with pay to the President and the Secretary of the Joliet Firefighters Pension Fund to attend the annual two (2) day Associated Firefighters of Illinois Pension Seminar held each October.

Section 4:

A list of names of the officers of the Union shall be submitted to the Director of Human Resources and the Chief of the Fire Department. Such list may be amended or supplemented by the Union.

Section 5:

Either a Chief Steward or Shift Steward or Rank and File Representative shall be granted time off with pay to attend grievance and arbitration proceedings when required during their normal tour of duty.

Section 6:

Union officers and shift stewards certified by the President of the Union shall have the right to conduct such Union business as required for the efficient operation of the Union, provided, however, that activity by Union officers or stewards shall not interfere with the operations of the Department.

Section 7:

When required to conduct Union business, Union officers, Shift Stewards and Union Representatives are authorized to be present at the locations as may be agreed upon by both the Union and the City. But such Union representatives may not leave their assigned station houses while on duty to conduct Union business, unless authorized by the Fire Chief or the Chief's designated Joliet Fire Department representative. It shall be understood that the Union is permitted to have permanent shift stewards.

Section 8:

Any units, building areas or locations not listed herein, instituted after this Agreement, shall automatically come under jurisdiction of this Agreement.

Section 9:

The City Manager may, at the request of the Union, grant a leave of absence to an employee who is selected as delegate for a specific activity for/on behalf of the AFL-CIO and its affiliates for a period not to exceed one year, or who is elected to office in the Union for a period not to exceed three months, provided the same does not interrupt City service. Such leaves of absence may be extended at the option of the City Manager. Seniority shall accumulate during such a leave of absence. The employee shall not be compensated by the City during this leave of absence.

Section 10:

Any bargaining unit member who is appointed to, elected to or employed by any local, state or international labor organization dedicated to representation of individuals in the fire and/or paramedic service shall be granted shift trades for the purpose of performing services for or attending conferences on behalf of said local, state, or international labor organization.

Such trades shall not be counted towards any limits or caps on the amount of trades a bargaining unit member may enjoy. Such trades shall be at no cost to the Employer.

This shall not count against any paid union leave authorized for local Executive Board members or delegates to attend state or international conventions or educational conferences, or other related and authorized union business leave.

ARTICLE IX

BULLETIN BOARDS

The City will furnish and maintain bulletin boards which may be used by the Union for posting notices signed by an accredited Union official and/or by the City. No political or personal matters shall be displayed thereon. Notices shall be subject to the approval of the Fire Chief or his or her designated representative with the exception that any official Union notices may be posted without approval. A bulletin board will be placed at each firehouse.

ARTICLE X

HOURS OF WORK AND OVERTIME

Section 1: Definition of Regular Work Day and Regular Work Week

A. The regular work day for employees shall be twenty-four (24) consecutive on-duty hours. A regular work day shall be followed by forty-eight (48) consecutive hours scheduled off-duty. For the purpose of this Agreement a "regular work day" shall have the same meaning as a regular "duty day" or a regular "shift". Those duty days that are scheduled off may be referred to as a "Kelly Day". Employees assigned to a 40 hour work week shall not receive Kelly Days.

All members of Local 44 assigned to work a 24 hour shift shall receive one Kelly Day every 9th duty day, thereby reducing the employee's work week to not more than 49.56 hours per week.

The Kelly Days will be drawn by seniority within each shift, as agreed to by the Bargaining Committee and the Fire Chief. Fractional Kelly Day slots shall be allocated to the senior members of the bargaining unit as agreed by the bargaining unit and the Fire Chief. An employee may change his or her chosen Kelly Day off for another date, or may be traded among members of the bargaining unit, if it does not conflict with manpower requirements and is scheduled by the Shift Commander.

For the purposes of this Agreement, a "Kelly Day" shall mean an employee's regular work day for which the employee has been scheduled off, in accordance with this Section. A Kelly Day is not a scheduled duty day and is separate from and does not constitute Vacation Leave, Compensatory Time or other paid leave.

B. 40-Hour Week Employees. The regular work day for 40-Hour Week employees shall be a 40-hour work week consisting of five weekdays, eight (8) hours per day, Monday through Friday. Such employees shall perform such duties during this period as outlined in that employee's specific job description in Exhibit "K".

40-Hour Week employees shall not receive Kelly Days, however a 40-Hour per week employee that returns or changes their job assignment to a 24-Hour assignment

shall receive Kelly Days and Vacation Days prorated as required for the remainder of the calendar year equal to the number of Kelly Days and Vacation Days the employee would have had remaining in the current calendar year and shall be selected in the same manner as all other Vacation, Kelly, and Birthday selections are made for 24-Hour employees.

If an employee assumes a bid for a 40-hour Week and has used more Kelly Days than they would have received from the number of shifts worked in the calendar year, the number of Kelly Days used over what the employee should have received will be deducted from the employee's Vacation Day bank. If the employee assumed a bid for a 40-hour Week and has not used all the Kelly Days they have earned, the number of Kelly Days not used shall be added to the employee's Vacation Day bank.

If a 40-Hour Week employee returns to a 24-Hour shift assignment after Vacation Days, Birthday, and Kelly Days draws have been selected for the upcoming calendar year, then for the following calendar year, the employee's days shall be selected or assigned in the same manner as all other Vacation, Kelly, and Birthday selections are made for 24 Hour employees who assume a new shift assignment.

In lieu of Kelly Days, 40-Hour Week employees shall receive the following days off:

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Good Friday
- Memorial Day (observed)
- Independence Day (observed)
- Labor Day
- Columbus Day / Indigenous Persons Day
- Election Day – Illinois House of Representatives
- Veteran's Day
- Thanksgiving
- Friday after Thanksgiving
- Christmas Day

40-Hour Week employees shall also receive any days off on which City Hall is closed due to any other additional holidays that may be recognized in the future. 40-Hour Week employees shall not be required to work on Saturday or Sunday except by direction of the Fire Chief or his designee, in which case such 40-Hour Week employee shall be entitled to overtime pay. 40-Hour Week employees shall also receive the annual "Holiday Stipend" set forth in Article XIV.

Section 2: FLSA Work Cycle

The normal work cycle for all employees receiving Kelly Days shall be fourteen (14) days. For purposes of computing pay under the FLSA, each member's work cycle shall be established so that the employee's Kelly Day starts at 7:00 p.m. on the duty shift

of the 14th day of the employee's work cycle and ends at 7:00 p.m. on the first day of the succeeding work cycle. If the duty shift starting time is changed, the employee's work cycle for FLSA purposes shall be adjusted accordingly. As a result of this work cycle, no employee will work a scheduled shift that will require the payment of overtime under the provisions of the FLSA.

Section 3: Shift Starting Time

A. Subject to the provisions of Section 1 of this Article, the regular duty shift shall start at 7 a.m. and run until 7 a.m. the following day.

B. 40-Hour Week Employees. Subject to the provisions of Section 1 of this Article, the regular 8-Hour shift for 40-Hour Week employees shall consist of eight (8) consecutive hours between the hours of 7:00 a.m. and 5:00 p.m.; these work hours may be modified as agreed between the employee and the Fire Chief or their designee but shall consist of no more and no less than 8 compensated hours in a given duty day except where Compensatory Time accrues or overtime is paid as provided in this Agreement.

Section 4: Overtime Pay

A. Any employee who is required to work or perform services overtime or during an emergency, which services are over and above his or her regular work day of twenty-four (24) hours or the regular work week, shall be entitled to additional compensation for overtime at the rate of pay of one and one-half times his or her pay rate as computed on the number of hours in the employee's work week as specified in Article X, Section 17.

B. If any employee is called back to work or to stand-by at the employee's home during the employee's off time after completing his or her regular twenty-four (24) hour shift, the employee shall be guaranteed minimum overtime pay of four (4) hours. If the employee is required to work more than four (4) hours, the employee shall be given additional overtime compensation as set forth above for all said additional time spent on said overtime or emergency duty. An emergency shall be defined as any situation which requires the general immediate assistance of any or all available employees needed for a particular purpose or because of any particular catastrophe which is unusual or extraordinary, or any situation which has been declared an emergency by the City Manager or Fire Chief.

C. If the employee is called in to work at any time prior to the period of time limited to three (3) hours prior to his or her regular starting time, the employee shall be paid for these hours of work at the rate of time and one-half the employee's regular hourly rate; it is understood that this provision will not infringe on the four (4) hour minimum at time and one-half guaranteed elsewhere in this Agreement. This provision will apply only to the on-coming shift.

Section 5: Required Attendance at Certain Legal Proceedings

Each employee who is required to appear during off duty hours before the State's Attorney's Office, a Coroner's Jury, Inquest Pre-trial, Liquor Hearings or before any court with regard to information obtained while on duty or as a result of being an employee of the Joliet Fire Department shall be paid a minimum of four (4) hours pay at one and one-half (1.5) times the employee's straight time hourly rate based on the number of hours in the employee's regular work week, as specified in Article X, Section 17.

Each employee who is required to appear during off duty hours in court in excess of 4 hours shall be paid for each hour of work performed at the rate of one and one-half (1.5) times the employee's straight time hourly rate based on the number of hours in the employee's regular work week as defined in Article X, Section 17.

Section 6: Employees Held Over at End of Shift

Any employee covered by this Agreement who is held over after the completion of the employee's regularly scheduled twenty four (24) hour shift shall be paid one and one-half (1.5) times the employee's regular straight time hourly rate for additional hours actually worked, as specified in Article X, Section 17. No less than one (1) hour at one and one-half (1½) times the employee's regular straight time hourly rate shall be paid to an employee when this Section applies. An employee held over for overtime purposes, for any duration of time between one minute and one hour, shall be paid the minimum one hour of overtime and shall not be required to stay beyond the time he/she is relieved. After the first hour, employees shall be paid in 10-minute increments. In the event an employee is held over solely to await regular or overtime relief, the employee holding over shall be paid in 10-minute increments.

Section 7: No Pyramiding or Duplication of Overtime Premiums

Overtime premiums will not be paid under more than one of the provisions of this Article or Agreement. In case of a conflict in which one or more overtime provisions apply to the individual for overtime pay purposes, the highest single provision shall be used to compute overtime.

Section 8: Meals

Meals will be provided for employees working a minimum of six (6) hours overtime on call-back or six (6) hour hold-over on an emergency, including, but not limited to, call-out fires, tornados or mass casualty incidents, the cost of which will be borne by the City of Joliet.

Section 9: Shift Exchanges

Employees shall have the right to exchange shifts when the change does not interfere with the operation of the Fire Department, and when prior approval of the Fire Chief involved is obtained.

40-Hour week employees shall not be permitted to exchange shifts under this Section 9.

Section 10: Substitution of Work Hours

A. *Scheduled Mandatory Trades*

Employees shall be permitted to make scheduled mandatory trades of Kelly Days and Compensatory Days immediately following the scheduling of vacation periods as set forth in Article XIII. Mandatory trades shall be determined on the basis of Departmental Seniority within each shift as set forth in Article XII.

B. *Other Trades*

Employees shall have the right to exchange shifts when the change does not interfere with the operation of the Fire Department, with the permission of the Shift Commander.

C. *All Trades*

Employees, when working trades, shall not be entitled to additional compensation. All trades shall be made in compliance with the provision of the Rules and Regulations of the Joliet Fire Department.

D. *40-Hour Week Employees*

40-Hour Week employee shall not be permitted to substitute work hours under this Section 10.

Section 11: Overtime Assignment

A. In the event a need for overtime should occur in the Department because of lack of personnel, vacations, sickness or other unforeseen conditions, overtime pay shall be paid to the employee working said overtime at the employee's regular classified rate or at such other rate as this Agreement may require. All overtime shall be maintained and allotted on the basis of the Departmental Seniority List, by shift and rank. A seniority list shall be posted on all bulletin boards in all Department Fire Stations and on fire department computers made available for use by members of Local 44. Said seniority list shall also show the date of entry into the Department on a yearly basis. A record shall show the date of call and the response from each person called, as to whether said overtime was refused, said person was on duty, ill or on vacation, or there was no answer.

B. Firefighter paramedics and Apparatus Operator paramedics assigned to work overtime in an ALS position shall be paid overtime at the overtime rates specified in Article X, Section 17 for Firefighter paramedics and Apparatus Operator paramedics, as applicable.

C. If an employee refuses overtime, the employee will automatically be passed by until a complete cycle of the seniority list has been completed. After one (1) refusal, the employee's name will automatically be bypassed until a complete cycle of the seniority list has been completed, at which time his or her name shall come up according to seniority. In the event of a "no contact", the employee will retain the same position on the overtime list. Each employee who is absent from work on Sick Leave, Vacation, Kelly Days, Funeral Leave, Emergency Leave and Union business, or any employee who is not available for overtime work due to a temporary trade of shift assignment with another employee, or on "special assignment" will be considered a "no contact."

D. The Procedures for Overtime Assignment are contained within Exhibit J of the CBA as a fully enforceable, incorporated, and grievable permanent provision of the CBA between the parties. The parties agree that, Mid-Term, for the purposes of the Procedures for Overtime Assignment contained within Exhibit J, only if both the Employer and the Union agree, that Exhibit J may be re-opened in order to amend the Procedures for Overtime Assignment.

E. 40-Hour Week Employees. 40-Hour Week employees shall not be permitted to work overtime assignments normally covered by 24-Hour employees and shall not participate in the requirements and overtime rules of Exhibit "J". If a 40-Hour Week employee returns to a position as a 24-Hour employee, that employee's position on the overtime list shall be conducted and arranged in the same manner as a 24-Hour employee assuming a new shift assignment.

Section 12: Equal Rank

All overtime shall be filled by an employee holding an equal rank as the work assignment which has been vacated as a result of an absence whenever possible. The Shift Commander may give consideration to the qualifications of the employees to fill the position; however, any employee passed by shall maintain his or her original position on said overtime list (i.e., if a Firefighter has been or agreed to be temporarily upgraded to fill a Fire Apparatus Operator's work assignment, and such upgrade causes overtime as a result of an absence, that position shall be filled by a Fire Apparatus Operator).

Section 13: Stand By Overtime

Any employee of the Department ordered to stand by and not properly relieved at change of shifts, shall be entitled to overtime pay at the employee's regular classified rate until properly relieved. The amount of such overtime pay shall be deducted from the pay of the employee who caused the overtime by the employee's failure to report to work.

Section 14: Call Back Overtime

A. Employees, when called back to work for any training, parades, or other departmental activities, shall receive a minimum guarantee of four (4) hours overtime pay. Employees, when called back to cover for employees attending EMT-B or Paramedic School, will receive a minimum guarantee of three (3) hours overtime pay. Employees that are not on Sick Leave, Workers Compensation or Temporary Disability Leave that

are required to attend EMT-B or Paramedic School on their off-duty hours, or Clinical Rotations, will receive a minimum guarantee of three (3) hours of overtime pay.

B. Specific non-response special teams perform duties and tasks that require less than four (4) hours. These special teams shall receive a minimum of two (2) hours at one and one-half (1 ½) times their regular straight time hourly rate when called to perform these tasks. If the employee is required to work more than two (2) hours, the employee shall receive the greater of four (4) hours or all hours worked, at one and a half (1 ½) times their regular straight-time hourly rate. Section 14(B) applies to the following Special Teams: Honor Guard, Pipes and Drums, Unmanned Aerial Vehicle, Hose, Knox Box, Map, Supplies, Computers, Tools and Equipment, Radios, Hydrants, and SCBA.

Section 15: Emergencies

A member of the Department may be called in or required to stand by for emergencies. The platoon of Firefighters going off duty on the day of the emergency shall be the first employees called in or required to stand by for such emergency.

Section 16: Move Up Pay

Employees covered by this Agreement who may perform the duties in a classification higher than his or her regular classification, shall be compensated at the higher classification rate of pay.

Section 17: Straight Time and Overtime Pay Computation

A. The straight time hourly rate shall be calculated by dividing the sum of the employee's annual base salary and the employee's longevity pay (for eligible employees) by the average annual hours of duty. The average annual hours of duty shall be 2586. The schedule of Straight Time Hourly Rates is attached hereto as Exhibit "A".

All employees required to work or perform services overtime or during an emergency, which services are above the employee's regular work day shall be entitled to compensation for such time at the rate of pay equivalent to the employee's overtime hourly rate as set forth herein.

For all employees, the overtime hourly rate shall be calculated by dividing the sum of:

- (a) the employee's Annual Base Salary, as specified in the schedule attached as Exhibit "A" and
- (b) the employee's Holiday Stipend as specified in the schedule attached as Exhibit "A" and
- (c) the employee's Longevity Pay (for eligible employees) as outlined in Article XXVI and

(d) by the average of the employees' annual hours of duty as set forth in Article X, Section 17 of this Agreement.

(e) and then multiplying by 1.5.

B. 40-Hour Week Employees. For 40-Hour Week employees, the straight time hourly rate shall be calculated by dividing the sum of the employee's annual base salary (including any Day Shift Stipend) and the employee's longevity pay (for eligible employees) by the average annual hours of duty. For purposes of this Section, the average annual hours of duty shall be 2,080.

For all employees, regardless of schedule, the Overtime Hourly Rate shall be as specified in the schedule attached hereto as Exhibit "A".

Section 18: Sick Leave and Vacation Buyout

For calculating these benefits, the rate shall consist of the annual base salary as defined in Article XXXI, plus Longevity Pay (for eligible employees), and the Holiday Stipend divided by the employee's annual hours of duty as set forth in Article X, Section 1 of this Agreement.

Section 19: Travel Time

A. Unless otherwise expressly and specifically stated in this Agreement, travel time to and from an employee's residence and the location the employee is required to report for duty shall not be compensable or counted as hours actually worked for any purpose under this Agreement.

B. 40-Hour Week Employees. With the permission of the Fire Chief or the Fire Chief's designee, from time to time, a 40-Hour Week employee's day may start at a location other than the employee's office. In this instance, the employee's start time will be from their residence, or the location where their department-issued vehicle is located.

Section 20: Other 40-Hour Week Employee Provisions

A. Department Vehicle. For any travel conducted during working hours, a 40-Hour Week employee shall be given the use of a City of Joliet vehicle, with fuel and all other costs paid for by the City of Joliet. An employee shall not be required to use their personal vehicle for any travel conducted during work hours.

B. Office Space. 40-Hour Week employees shall each be given office space at the Fire Department administrative offices with office equipment and services provided by the City of Joliet consistent with other 40-Hour Week employees. The location of the employee's office space may be changed or moved only in the event that the primary location of the administrative offices are changed, or in the event that the primary office location of the Division or supervisor to which the employee is attached is also changed, provided that all changes in location are to the same location as the new administrative office, or to the location of the office space of the Division or supervisor.

The intent of this paragraph is to ensure that the employee is treated similarly to all other office employees in regard to office spaces, office equipment, office services, and office locations.

C. Department Phone. If required by their job assignment, 40-Hour Week employees shall each be given a Fire Department “cell phone” or “mobile phone” with cellular service all paid for by the City of Joliet. Employees shall not be required to use their personal phone to conduct Fire Department business.

D. Compensatory Time.

40-Hour Week employees, in lieu of being able to work overtime as employees assigned to 24-Hour shift assignment, shall instead accrue Compensatory Time at the rate of one and one-half (1.5) hours for any time worked in accordance with the requirement of this Paragraph D. Compensatory Time shall accrue at any time the employee has worked more than eight (8) compensated hours in a regular work day or more than forty (40) compensated hours in a regular work week (Monday through Friday).

A maximum of one hundred and twenty (120) hours of Compensatory Time may be accrued by each 40-hour employee a year. Each 40-hour employee may maintain a maximum of one hundred and twenty (120) hours in their Compensatory Time bank. Compensatory Time shall be paid out upon separation of employment, retirement, or upon leaving a 40-hourweek position. A Deputy Chief or the Fire Chief must approve all Compensatory Time in advance.

The Fire Chief shall cause a record to be kept of all Compensatory Time accrued and used under this subsection. The use of Compensatory Time by a 40-hour Week employee shall be in accordance with the laws of the State of Illinois and the policies of the City of Joliet. The use of Compensatory Time shall not be unreasonably withheld or denied. All Compensatory Time that has not been used prior to the employee’s separation from service or before the employee’s transfer back to a 24-hour assignment shall be paid at the employee’s straight time hourly rate of pay at the time of separation from service or transfer back to a 24-hour assignment. Should the Fire Chief require or order an employee to work in excess of the limits provided herein when such employee has a maximum bank of Compensatory Time, such work shall only be compensated at the employee’s overtime rate.

E. One Supervisor. 40-Hour Week employees shall be assigned to a single supervisor as designated by the Fire Chief.

F. Day-Shift Differential. For all 40-Hour Week assignments, the rate of pay for an employee who is already a licensed EMT-P shall be both a five percent (5.0%) pay above the pay at their rank and step rate at “AOP/w Bid” or “FFP/w Bid” as the case may be as shown in Exhibit A, regardless of the assignment. The Fire Chief may designate some 40-Hour Week assignments as “non-ALS” positions, which will allow an employee who is not a licensed EMT-P to perform those positions; if an employee who is not a licensed EMT-P takes such a position, that employee shall receive pay that is five percent

(5.0%) above their pay at their current rank and step rate at “AO” or “FF” as the case may be as shown in Exhibit A. When making the determination as to whether an assignment is “ALS” or “non-ALS”, any assignment that is part of the Community Risk Reduction Program (CRR Program), any assignment that is placed in the EMS Division, any assignment requiring medical knowledge, and any assignment requiring the use of emergency medical technician skills in any capacity, shall all be deemed an “ALS” assignment. In all other cases, the Union and the Fire Chief shall agree on the designation of the assignment prior to the filling of the assignment.

G. Fitness for Duty. All 40-Hour Week employees shall be sworn personnel and shall be required to maintain all qualifications and abilities to perform 24-Hour duty assignments in addition to any requirements of their Job Description.

ARTICLE XI

GENERAL CONDUCT

Section 1: General

As a member of the public service, employees covered by this Agreement shall conduct themselves, both on and off the job, so as to bring credit upon the service and shall abide by all Federal Laws, State Statutes, and rules and regulations of the Joliet Fire Department currently in effect, current rules and regulations of the Board of Fire and Police Commissioners approved by the Board and the City Council.

Section 2: Records

A. Official individual employee records shall be maintained by the Board of Fire and Police Commissioners and the Human Resources Department, which shall be the sole basis for formal actions undertaken by the City, with regard to the employee. The employee, and with the employee’s written consent, a Union representative may examine the records maintained by the Human Resources Department. Such examination may be conducted during the normal business hours of the Human Resources Department, provided that the employee obtains the prior permission of the employee’s supervisor to leave the assigned place of duty, and arrange for such examination in advance with the Personnel Division. Such permission shall not be unreasonably withheld. Access, if any, to records maintained by the Board of Fire and Police Commissioners shall be as established by that Board.

B. All personnel records shall be in writing. Detrimental information concerning non-merit factors, not related to the performance of job duties, shall not be placed in an employee’s personnel file, nor be placed in any supervisor’s working file so maintained for the employee. No other detrimental information concerning an employee shall be placed in the employee’s personnel file, unless that employee has an opportunity to read such material. The employee shall acknowledge that he or she has read such material by affixing his or her signature to the copy to be filed. It shall be understood that such signature merely signifies that the employee has read the material in question. Such

signature indicates neither agreement nor disagreement with its contents. If the employee refuses to sign such acknowledgment, such refusal shall be noted on the document and attested to by both the City and the Union.

C. The employee shall have the right to answer in writing any material filed in the employee's personnel file and said answer shall be attached to the file copy.

D. An item of detrimental material placed in an employee's personnel file shall not be taken into account by the Chief in the assessment of future discipline if, after a period of two (2) years, the conduct which is the subject of the detrimental item is or has not been repeated.

E. The Human Resources department shall keep and maintain an official finance record for employees. An employee shall have the right to review the employee's time and pay records on file with the Employer, after arranging for such review with the Human Resources Department.

ARTICLE XII

SENIORITY

Section 1:

For the purpose of this Agreement, seniority is defined as length of continuous full-time employment as a sworn member with the City of Joliet, Fire Department, as herein defined, including military service as defined by Federal and State laws. However, an employee's earned seniority shall not be lost because of absence due to illness or injury as long as the employee remains in the service of the City, while on an authorized leave of absence or temporary layoff; provided, however, that if an employee severs his or her service with the City to accept a disability pension and the disability pension is later terminated and the employee returns to the City's active service, the employee shall be entitled to his or her accumulated seniority which existed at the time the employee was placed on the disability pension, but the employee shall not be entitled to seniority credit for the time he or she was on disability pension; provided further, that seniority credit for a temporary lay off by the City shall be given for the period of layoff but not to exceed two (2) years if the employee does not withdraw his or her contributions to the Illinois Firemen's Pension Fund as established under Section 4-101 of the Illinois Pension Code (40 ILCS 5/4-101 et seq.), as to firefighters and finally, that any employee who resigns or is dismissed for cause from the City's service, shall lose all seniority credit.

Section 2:

Seniority shall be computed from the order of appointment. If more than one person is hired on the same day, then with regard to the seniority on the Department, between those persons appointed on the same day, it shall be determined by referring to the order of appointment by the Board on that day.

Section 3:

Only permanent employees will be eligible for seniority credit, but once an employee has become a permanent employee, he or she shall receive credit from the date of employment, including the probationary period of service.

Section 4:

The seniority list of the Fire Department shall be posted on the Union bulletin board by the City, and brought up to date semi-annually, on January 1, and July 1, of each year, by the City, and copies of the same shall be sent to the President of the Union and the Chief of the Department

Section 5:

Seniority shall be computed in two ways: (1) Departmental Seniority, and (2) Rank Seniority.

Section 6:

An employee's seniority shall be continuous unless terminated for any of the following reasons:

- A. Discharge for just cause
- B. Voluntary resignation
- C. Lay off of more than two (2) years for the convenience of the Department.
- D. Failure to return to work within thirty (30) calendar days without just cause, following recall subsequent to a lay off.

ARTICLE XIII

VACATIONS

Section 1: Vacation Schedule

<u>Years of Continuous Employment with the City</u>	<u>24 Hour Shift Employees</u>	<u>40-Hour Week Employees</u>
One Year but less than Ten Years	Six 24-hour working days	Fourteen (14) 8-hour working days
Ten Years but less than Twelve Years	Eight 24-hour working days	Seventeen (17) 8-hour working days
Twelve Years but less than Fifteen Years	Nine 24-hour working days	Nineteen (19) 8-hour working days

Fifteen Years but less than Twenty Years	Ten 24-hour working days	Twenty-one (21) 8-hour working days
Twenty Years or more	Eleven 24-hour working days	Twenty-four (24) 8-hour working days

A 40-Hour Week employee switching to a 24-Hour shift assignment shall receive a prorated amount of Vacation Days, Birthday, and Kelly Days equal to a 24-Hour shift assignment as provided for in Article X, Section 1.

Section 2: Vacation Time Calculation for New Employees

During their initial year of employment with the Fire Department, employees accrue vacation leave to be used during the following calendar year. Employees hired after January 1st shall earn vacation leave pro rata based on their months of service. This pro rata calculation shall be one day of vacation leave for every two months of service. In order for a new employee to accumulate a full bank of vacation leave, the employee must have been employed with the Department from January 1st to December 31st of the previous year.

Section 3: Vacation Time During Job-Related Disability

No employee shall be required to use vacation days during a period of injury (on-the-job or job-related injury or illness), when this injury or illness shall have occurred prior to beginning the vacation or lasting into or through the vacation. If an employee becomes ill or is injured due to non-job related causes prior to a vacation, the employee may request the privilege of rescheduling vacation. This request will be made to the Chief or the Chief's representative, who may grant the request providing that there are open periods in the vacation schedule for that year.

Section 4: Vacation Draws

Vacations shall be drawn by Department seniority and shall be drawn in accordance with a mutually agreed written plan devised by the Bargaining Committee and the Fire Chief. This plan is to be designed for the benefit of the majority of the people involved. Manpower requirements shall be the deciding factor of any vacation plan. This plan shall be in effect for the remainder of the calendar year.

Section 5: Vacation Accrual

Any member completing ten (10) years of continuous service may be allowed to accrue from one year to the next, a vacation time bank not to exceed six (6) weeks. When an employee chooses to accrue all or part of the employee's vacation, the employee shall do so by submitting a Personnel Action Form to the Fire Chief when vacations are drawn based on Article XIII, Section 4. By not taking all of the employee's vacation time in one year, the employee may add the remainder of the time to the employee's next year's

vacation time. In no event should this Section serve as an encumbrance to the operations and safety of the Fire Department.

Section 6: Vacation In the Event of Termination or Extended Leave of Absence

Any employee who has met all of the eligibility requirements for a paid vacation, but whose employment terminates for any reason, shall be compensated for accrued but unused vacation at the employee's annual salary, plus Longevity Pay (for eligible employees).

Section 7: Birthday

A. All employees will be given one twenty-four (24) hour day off with pay to celebrate his or her birthday. This day will be drawn as one additional vacation day.

B. 40-Hour Week Employees. All 40-Hour Week employees will be given two (2) eight (8) hour days off with pay to celebrate their birthday. This day may be used in the same manner and shall be treated as additional vacation days.

ARTICLE XIV

HOLIDAY STIPEND

Section 1: General

Effective January 1, 1998 for all Local 44 members, the holidays listed in Article XIV Section 1 of Local 44's Collective Bargaining Agreement that expired December 31, 1996, and the employee's birthday off, shall not be recognized for the purpose of earning premium pay, earning compensatory time or any other provisions formerly associated with such holidays. Effective January 1, 1998, in lieu of such premiums and special provisions, the parties shall exchange them for the reduced work week and an annual payment for these benefits as a lump sum in addition to their base salary. Such amount shall be based upon 6.3 (24 hour) duty days. Payment shall be calculated as follows: Current Straight Time Hourly Rate X 24 hours X 6.3 days, and referred to as "Holiday Stipend". The Holiday Stipend will be considered part of the employee's base salary for pension purposes and overtime rate computation.

Should any other represented or non-represented employees of the City of Joliet receive an additional holiday that would increase the total number of holidays that the other represented or non-represented employees currently have, then the below language shall be implemented immediately for all bargaining unit members:

Effective January 1, 1998 for all Local 44 members, the holidays listed in Article XIV Section 1 of Local 44's Collective Bargaining Agreement that expired December 31, 1996, the employee's birthday off, shall not be recognized for the purpose of earning premium pay, earning compensatory time or any other provisions formerly associated with such holidays. Effective January 1, 1998, in lieu of such premiums and special provisions,

the parties shall exchange them for the reduced work week and an annual payment for these benefits as a lump sum in addition to their base salary. Such amount shall be based upon 6.8 (24 hour) duty days. Payment shall be calculated as follows: Current Straight Time Hourly Rate X 24 hours X 6.8 days, and referred to as "Holiday Stipend". The Holiday Stipend will be considered part of the employee's base salary for pension purposes and overtime rate computation.

Section 2: Holiday Stipend Calculation

The amount of Holiday Stipend shall be as set forth in the schedule attached hereto as Exhibit "A".

Section 3: Payment of Holiday Stipend

The Holiday Stipend shall be paid in addition to the annual base salaries specified in Article XXXI and shall be paid as a separate check within the first 28 days of January, beginning January 1998. Persons who become employees after the payment of the Holiday Stipend shall not be entitled to a Holiday Stipend for that year.

ARTICLE XV

BIDDING

Section 1:

Each employee shall be allowed to bid on any vacancy in any Work Assignment. Those Work Assignments which shall be bid according to this Article are as follows:

A. One (1) Apparatus Operator on each "front line" vehicle on each shift.

A(1). Any Tower-Ladder-Quint that is in front line service without an in service front line engine at the same station shall have two (2) Apparatus Operator positions on each shift.

B. One (1) Firefighter on each ambulance on each shift. Such Firefighter must be a certified Emergency Medical Technician-Paramedic (EMT-P).

C. One (1) Firefighter on each "front line" vehicle on each shift.

C(2). A number of 40-Hour Week positions as determined by the Fire Chief.

D. There shall be five (5) Floating Apparatus Operator positions per shift. The FAO's work assignment shall be determined at the discretion of the Shift Commander. It shall not be a violation of any provision of the contract if these positions perform Firefighter responsibilities in situations where no vacant FAO assignments exist. In such cases, the FAO with the least seniority shall be the FAO assigned to perform paramedic duties.

“Fire vehicles” (i.e. Engines and Ladder Trucks) shall be driven by Apparatus Operators. A Firefighter shall not drive a Fire vehicle if, at the same time, there is a floating Apparatus Operator driving an ambulance anywhere in the City. If all floating Apparatus Operators are placed on Fire vehicles and a Fire vehicle driver vacancy remains, which does not fall under the overtime rules, then a Firefighter who is cleared to drive such Fire vehicles may fill the Fire vehicle driver position for that day.

In the event an Apparatus Operator of a Fire vehicle calls in sick, “Training” shall not be used to eliminate the need for a “Double Move”. In this event, a Double Move should be made to assign a floating Apparatus Operator to the Fire vehicle.

E. On a day to day basis, work assignments may be modified if manpower requirements dictate. It shall be understood that during their first two years of employment a bid Firefighter may be moved off of his or her bid position for legitimate training purposes. When a firefighter is 10 persons away from the opportunity to become an Apparatus Operator, that firefighter may be moved for driver training when the bid firefighter is off. The firefighter may refuse to be moved for driver training and still be eligible for promotion to AO. No firefighter may be moved off their bid for driver training on a Holiday or a Sunday. During their first four years of employment a bid Firefighter may be moved twice a month for training purposes. A probationary Apparatus Operator may be moved off of his or her bid to allow for the two days of training done on each piece of fire apparatus. This movement for training should be done when the position for training is vacated by the bid person due to a Vacation Day, Kelly Day, etc.

In addition to the foregoing, work assignments may be modified when a paramedic shortage occurs. At that time, personnel can be moved off their bids to eliminate paramedic shortages and overtime. In addition, due to daily manning requirements a Floating Apparatus Operator holding an EMT-P certificate may be required to perform paramedic duties (including, but not limited to, riding in the back of the ambulance during transport to provide patient care) while an EMT-B fills in as the Ambulance Operator (driver) for the shift.

The City and the Union agree that when the Battalion Chief is making up the Board for the next Duty Day, and it becomes necessary to move a bid Firefighter-Paramedic out of his or her Station assignment to fill a paramedic shortage (i.e., there are no Firefighter-Paramedics at the Station to upgrade to the Ambulance for the day) movement will be done by seniority, with the least senior Firefighter-Paramedic being moved on each such occasion.

On a day to day basis, at the Station where the most senior Firefighter on each shift is bid to a non-transport vehicle, if a Firefighter-Paramedic bid to an Ambulance is temporarily absent from duty, the vacancy shall be the first vacancy to be filled and shall be filled with an on-duty Floating Firefighter-Paramedic, if possible.

On a case by case basis, if special circumstances arise that are not covered by this section an agreement shall be mutually agreed upon by Local 44 and the Fire Chief. If no agreement can be reached the Union may refer the dispute for resolution by an

impartial arbitrator in accordance with Article VI, Step 4. The arbitrator shall base his or her decision on the criteria set forth in Section 1(D) of Article XV.

F. All non-transport ALS vehicles operated by the City shall be manned with a single bid paramedic position, which shall receive a Paramedic Bid Stipend of 5% and the current percentage rate for the Paramedic Certification Stipend. The City reserves the right to designate those Fire Department vehicles that will operate as non-transport ALS vehicles. The Apparatus Operator bid to the non-transport ALS vehicle will be the employee receiving the Paramedic Bid Stipend and the Paramedic Certification Stipend, provided such employee holds a valid EMT-P certificate. If such employee does not hold a valid EMT-P certificate, then the Paramedic Bid Stipend and the Paramedic Certificate Stipend shall be paid to the most senior Firefighter bid to the vehicle. The City and the Union agree that, with the exception of the single bid paramedic position, all other employees assigned to a non-transport ALS vehicle shall not be entitled to the Paramedic Bid Stipend by virtue of said assignment whether or not the employee holds an EMT-P certificate.

In exchange for the foregoing provision, the City agrees to operate at least nine (9) non-transport ALS vehicles.

At least one member of Local 44 bid to a non-transport ALS vehicle shall hold a valid EMT-P certificate. All vehicles designated by the City as a non-transport ALS vehicle shall be equipped with ALS equipment.

G. Truck 1, Truck 9 and Tower 6 shall each have one Firefighter position. At such time as Tower 6 is designated by the City as a non-transport ALS vehicle, only the most senior Apparatus Operator-Paramedic will receive the Paramedic Bid Stipend of 5% and the Paramedic Certification Stipend. However, if neither Apparatus Operator holds a valid EMT-P certificate, then the Firefighter-Paramedic bid to Tower 6 will receive the Paramedic Bid Stipend of 5% and the Paramedic Certification Stipend. In any case, at least one member of Local 44 bid to a Tower 6 shall hold a valid EMT-P certificate upon its designation as a non-transport ALS vehicle.

H. All 40-Hour Week employees shall receive the Day-Shift Differential of 5.0% as provided in Article X, Section 20(F), along with any other pay increases, all of which shall be part of the salary when calculating the 5% day-shift differential noted in Article X, Section 20, Subparagraph D.

Section 2:

Each vehicle of the Joliet Fire Department will have an Apparatus Operator assigned on each of the three (3) shifts. The only exceptions are as follows:

- A. *Reserve Equipment* - Unless it is taking the place of "first line" equipment, Reserve Equipment will not have a Work Assignment. It is to be used as a replacement unit. The crew from the replaced unit will constitute its "crew". "First line" equipment will be defined as the first responding units from a fire station to a designed response area.

- B. *Special Equipment* - Special equipment (for example, brush truck, crash truck, rescue vehicle, or other special equipment which will not be operated on an everyday basis excluding all frontline equipment) will not be considered a Work Assignment. If at any time such vehicles should become a part of the firefighting for more than one (1) work day, Apparatus Operator pay shall be paid to the employee operating such vehicle.
- C. Passenger vehicles.

Section 3:

When any vacancy shall occur in any Work Assignment (see Section 1):

A. Such vacancy shall be filled by rank seniority within ten (10) calendar days after the occurrence of the vacancy. This shall not prevent the Chief of the Fire Department from filling the opening temporarily. If any employee in the bidding sequence cannot be contacted to bid, the employee will be contacted on the first day he or she returns to work. If the employee bids the Work Assignment, all of any less senior bids will become invalid, and any further bidding will resume from that point, to complete the bidding cycle.

B. An employee whose Work Assignment has been disturbed shall have the right to displace (“bump”) any less senior employee of equal rank from another Work Assignment.

C. Employees transferring into new openings shall assume the vacation and Kelly Day schedule of the employee being replaced or select a new vacation and Kelly Day schedule in a manner that does not create any additional cost to the City for overtime. If the transferring employee is unable to schedule unused vacation within the year that the vacation should be taken, such vacation time shall be carried over into the future and shall be scheduled after all employees have selected vacation time. The carried over vacation time shall be used in a manner that does not create overtime.

D. An employee who voluntarily wishes to vacate his or her bid Work Assignment shall “float” until such time as the employee’s seniority will permit him or her to bid another Work Assignment. The rights of Section 3(C) above shall be void under this Section. The open bid shall then be filled under Section 3(A) above.

E. If an employee is assigned to a different shift, the employee will be allowed to place his or her remaining Vacation and Kelly Days in the same time period as they previously were prior to the employee being assigned to a different shift.

Section 4:

The Firefighters’ bid Work Assignment shall be subject to a one (1) year probationary period. During that time, the Firefighter may be removed at the discretion of the Fire Chief, provided there is just cause.

Section 5:

All existing Work Assignments or any new Work Assignments are subject to the seniority bidding provisions of this Agreement.

Section 6:

A. When a bid Apparatus Operator or bid Firefighter is temporarily absent from duty, the option for assignment to Apparatus Operator or Firefighter duties during the employee's absence shall be granted according to Rank Seniority.

B. A Firefighter-Paramedic bid to an Ambulance will be allowed to move off his or her bid and assume an assignment on an Engine, Truck or Tower over a Floating Firefighter-Paramedic.

C. If the paramedic bid position on a non-transport ALS vehicle is held by a Firefighter-Paramedic, and the Apparatus Operator on such vehicle is temporarily absent from duty, then the employee temporarily assuming the duties of the Apparatus Operator shall not be entitled to Paramedic Upgrade pay (5%) for that shift, even if such employee holds an EMT-P certificate.

D. When an Apparatus-Operator-Paramedic bid to a non-transport ALS vehicle is temporarily absent from duty, only an Apparatus Operator holding an EMT-P certificate may assume the vacated position. It is understood that an Apparatus Operator not holding an EMT-P certificate may be assigned to operate a non-transport ALS vehicle, provided that a Firefighter-Paramedic is also assigned to the vehicle for the day. In this case, only the Firefighter-Paramedic will be entitled to receive the Paramedic Upgrade pay (5%) for the day.

E. An Apparatus Operator-Paramedic bid to a non-transport ALS vehicle will not be allowed to exercise seniority rights to assume a vacated position on a non-ALS vehicle if it will result in Move Up Pay or other additional cost to the City.

Section 7:

A Firefighter assuming the duties of an Apparatus Operator that is temporarily absent from duty shall, in addition to base pay, receive Move Up Pay equal to five per cent (5%) of the Firefighter's straight time hourly rate for all such hours that the Firefighter acted as an Apparatus Operator. However, if the Firefighter works overtime while temporarily assuming the duties of an Apparatus Operator, the Move Up Pay for such overtime hours shall be 5% of the Firefighter's overtime hourly rate.

Section 8:

The Procedures for creation of the Accountability Board are contained within Exhibit J of the CBA as a fully enforceable, incorporated, and grievable permanent provision of the CBA between the parties. The parties agree that, Mid-Term, for the purposes of the Procedures for creation of the Accountability Board contained within

Exhibit J, only if both the Employer and the Union agree, that Exhibit J may be re-opened in order to amend the Procedures for creation of the Accountability Board.

Section 9:

All in-service front-line vehicles, excluding Command Staff vehicles, shall be ALS vehicles when Engine 6 and Tower-Ladder-Quint 6 go into service or January 1, 2026, whichever date occurs first. This provision shall not be interpreted as requiring the Department to hire back a paramedic on overtime.

Section 10:

If the Union's Secretary or their designee handles the filling of bid positions, they will be compensated for all off-duty hours worked at their regular overtime rate.

ARTICLE XVI

PROMOTIONS

Section 1: Promotion of New Apparatus Operator

A. *Selection* Each vacancy in an Apparatus Operator's position shall be filled by promoting the Firefighter with the most Departmental seniority within ten (10) calendar days after the vacancy occurs. The firefighter being promoted must possess a valid EMT-P certification. There shall be a probationary period of one (1) year for each new Apparatus Operator. Each Apparatus Operator shall be granted permanent status after serving the probationary period if the employee is found certified.

B. *Appointment Refusal* If a Firefighter chooses not to accept the appointment as a probationary Apparatus Operator, the next senior Firefighter will be appointed, and so on. However, when an appointment has been refused, a one (1) year period must elapse before another appointment can be accepted by that employee.

C. *Probation Review* At the end of the probationary period, if there is any reason why the probationary Apparatus Operator should not become a permanent Apparatus Operator, a Probationary Review Panel will be convened to hear charges. The panel will consist of five (5) employees as follows:

- (1) Fire Chief or his or her designated representative.
- (2) One (1) officer appointed by the Fire Chief.
- (3) Three representatives chosen by Local 44 from among its membership.

Majority rule will govern all activities of the Panel with one (1) vote per Panel Member. The Probationary Review Panel will convene only if the probationary Apparatus

Operator's Company Officer or the Deputy Fire Chief has submitted a request to the Fire Chief in writing for the Probationary Review and listing the reasons for the review. A copy of this letter must be given to the probationary Apparatus Operator not later than one (1) week before the end of his or her probation. Failure to provide the probationary Apparatus Operator with a copy of these charges will be sufficient grounds to dismiss any Probationary Review.

D. *Probationary Apparatus Operator Training* During probation, the probationary Apparatus Operator will be afforded the opportunity to operate all types of vehicles used by the Joliet Fire Department. "On-the-job" training will be supplemented with training sessions given by the Fire Department Training Officer to insure that each probationary Apparatus Operator will have every opportunity to become familiar with the operation of every type of apparatus. If more than one type of equipment exists within one class of apparatus (engines with manual or automatic transmissions, or aerial ladder trucks with differently placed main ladder mounts, etc.) the probationary Apparatus Operator will be trained on all types according to Article XV, Section 1D.

E. *Additional Training* The Probationary Apparatus Operator may request up to one and one-half (1 1/2) months additional training. The Operator must submit a letter to his or her Company Officer, not later than one week before the end of his or her probation, listing the reason(s) for the request. The Probationary Review Panel will approve or disapprove the request. If the Panel disapproves the request, they must list the reasons for their findings, in writing, to the Probationary Apparatus Operator within one calendar week of their meeting. This meeting must be held not later than one calendar week after the one (1) year probationary period ends. Failure to do so will be sufficient reason to grant the maximum additional training time requested. However, if for some special reasons (sickness, vacation, etc.) the Panel cannot meet the time requirements, additional time will be granted upon the request of any of the Panel representatives. The Panel, on its own initiative may extend the probationary period for up to 1 1/2 months should they feel they need to do so.

F. *Probation Failure and/or Physical Incapability* A Firefighter who does not pass probation must wait one (1) year from the date of the end of the employee's probationary period before the Firefighter is eligible for appointment again. Those who return to rank of Firefighter as described above, or do so through some physical disability, may bid in the normal manner when an opening occurs.

Section 2: Promotion of New Lieutenant

A. The City and the Union agree to the amendment of the Rules and Regulations of the Board for Fire Lieutenant promotions (Section B(b)(1) and Section C(b)(1)) as follows:

The computation of grade for this promotional appointment shall consist of a weighted grade based on 80% written examination, and up to 20 points for seniority. In determining the eligible register, only the final grade for this promotional appointment shall be considered in arriving at the relative

ranking of individuals on an eligible register. The final grade shall be determined and comprised of the total of weighted scores for the written examination and seniority.

B. The City and the Union further agree that all employees must be certified as a Firefighter III or Advanced Firefighter by the State Fire Marshall's Office of Illinois, Division of Personnel and Standards to be eligible to take a promotional examination in the Joliet Fire Department.

C. The City and the Union agree to the amendment of Chapter IV, Section 1, Sub-section C. of the Rules and Regulations of the Board of Fire and Police Commissioners with respect to Fire Seniority as follows:

Fire Seniority Credits shall be calculated based on the total amount of Departmental Seniority accumulated by the Employee. One full year of Departmental Seniority shall equal one point. A partial year of Departmental Seniority shall equal .00274 points per calendar day of Departmental Seniority. The calculation of Departmental Seniority shall commence on the date of appointment to the Department and shall include every day of full-time service in the Department thereafter, including the date of promotional examination. For example, an Employee appointed to a full-time basis to the Department on January 1, 1990 shall have 15.1205 points of Fire Seniority Credits as of a promotional examination given on February 14, 2005, provided the employee remained employed with the Department on a full-time basis during that entire period.

D. The requirements of this Article XVI shall have legal effect whether or not they are incorporated into the Rules and Regulations of the Board.

Section 3:

The City and the Union agree that the provisions of this Article shall control the applicable promotional processes. Where the CBA provisions are silent, the provisions and requirements of the Fire Department Promotions Act (50 ILCS 742/1 et seq.) shall control. Should the Fire Department Promotions Act be silent on a particular topic then the applicable Rules and Regulations of the City of Joliet Board of Fire and Police Commissioners shall govern.

Section 4:

A final adjusted promotion list shall remain valid and unaltered for either two (2) or three (3) years after the date of the initial posting of the preliminary promotion list in accordance with Section 20(e) of the Fire Department Promotion Act. The City shall notify the Union of the duration of the list prior to giving the promotional examination. After the City has given notice to the Union the duration of that particular list shall not be modified without the consent of the Union.

Section 5:

The Fire Chief will develop a Standard Operating Procedure (SOP) that lists the books and materials that each officer rank should be knowledgeable about. The Union will be allowed to make recommendations for the tactical book that will be included in the list, subject to the final decision of the Fire Chief, who retains the sole discretion to decide the final list of books.

Any change(s) to the SOP will be provided to all department members for review at least thirty (30) calendar days before the change(s) goes into effect. The books and materials listed in the SOP will be the sole source for promotional testing materials and cannot be changed within 365 days of the promotional test without the agreement of the Union. The testing company will provide the same, exact list of books and materials as shown in the SOP no less than 90 calendar days before the promotional test to all fire department members registered to take the promotional test.

ARTICLE XVII

FAMILY DEATH LEAVE

Section 1:

Subject to the provisions of this Article, a maximum of two (2) duty days leave with pay shall be granted to an Employee in the event of a death in the immediate family. If the family member dies while the Employee is on duty, the Employee shall be entitled to take Emergency Leave for the remainder of the duty day in accordance with the provisions of Article XIX. In no event shall the second duty day of leave be later than the first calendar day following burial, unless otherwise approved by the Fire Chief. The immediate family will include only the below persons and it is understood that the below persons include "step" family members:

- A. Spouse, children and spouse of children
- B. Parents or foster parents of employee and spouse
- C. Brothers and sisters, and brothers-in-law and sisters-in-law of the employee and his or her spouse.
- D. Grandchildren and grandparents of the employee and spouse.

Section 2:

In the event of the death of an aunt or uncle of an employee or spouse, such employee will be given up to a maximum of four (4) hours off with regular straight time pay for the purpose of attending the funeral.

ARTICLE XVIII

RESTRICTED DUTY/LEAVE – MATERNITY

Section 1:

During pregnancy, a pregnant firefighter shall continue to perform her full-duty range of work up to the time she is medically restricted from working. When such a firefighter requires a restricted duty assignment due to her pregnancy, she shall inform the Chief of the Department and the Human Resources Department of her needs with a letter from her attending physician setting forth: the medical justification for the requested accommodation(s); a description of the reasonable accommodation(s); the date(s) the reasonable accommodation(s) will become medically advisable, and the probable duration of the reasonable accommodation(s).

It is the duty of the firefighter seeking a reasonable accommodation(s) to submit to both the Chief and Department and Human Resources any documentation that is requested in accordance with this Section. The firefighter shall engage in a timely, good faith, and meaningful exchange with the City to assist it in determining effective reasonable accommodation(s) for her pregnancy. The City shall reasonably accommodate the firefighter similar to a light duty assignment. Where the accommodation(s) is a restricted duty assignment, the employee shall have the right to choose to work either a 40-hour restricted duty schedule or a 24/48 restricted duty schedule. The initial choice will then be in effect until the firefighter is released to full duty or is no longer capable of performing any duties whatsoever. The City shall have the right to require a pregnant firefighter to furnish statements from her attending physician as to her need to remain on restricted duty. This Section is to be interpreted in accordance with applicable federal laws and the Illinois Human Rights Act, 775 ILCS 5/2 – 102(J), which shall control in the event of a conflict. The City assumes no special responsibility for any medical risks associated with the pregnancy, whether or not they relate to duty assignment.

Section 2:

In addition to the modified work restriction(s) available under Section 1, the employee shall be allowed to use up to two hundred forty (240) hours of sick leave for maternity leave after each birth if such time is available in the employee's current banked time. Such leave shall be taken immediately after each birth. A previously scheduled Kelly, Vacation, or Birthday shall be in addition to, and not concurrent with the two hundred forty (240) hours of sick leave outlined in this Section.

The City shall accommodate a female firefighter's need to breast pump during a shift by allowing the firefighter to go out of service and will comply with the federal Breaktime for Mother's Law (29 USC 207(r) et. seq.) and the Illinois Nursing Mothers in the Workplace Act (820 ILCS 260 et seq.).

ARTICLE XIX

EMERGENCY LEAVE

If a serious or unexpected emergency occurs to an employee's spouse, children, mother, father, mother-in-law, or father-in-law, or to the employee's domicile, the employee will be allowed to leave his or her duties with no decrease in regular wages while the emergency exists. If there is any dispute as to whether it is an emergency, the Union Steward shall immediately meet with the employee and his or her respective Shift Commander and attempt to resolve the dispute. If the dispute is not resolved at the Shift Commander level, the Fire Chief shall render the final decision as to whether or not emergency leave may be granted. Permission shall not be unreasonably withheld. The employee must make arrangements to enable him or her to return to the employee's duties on the next duty day if the emergency continues beyond the duty day when the said emergency occurred, unless the employee has received prior consent from the Chief to remain off duty for any additional day or days.

Emergency leave may not be granted during periods of civil disturbances, natural disaster or any other emergencies.

ARTICLE XX

RESIDENCY

A. All persons hired on or after April 25, 2016, shall, as a term and condition of employment, reside within the corporate limits of the City of Joliet or within 50 miles of the intersection of Essington Road and Jefferson Street, within eighteen (18) months of initial employment and shall remain subject to these residency requirements until their 20th anniversary of employment. Any employee who attains their 20-year anniversary date of employment with the City shall not thereafter be required to maintain these residency requirements.

B. All existing employees hired prior to April 25, 2016, shall be excluded from this residency requirement.

ARTICLE XXI

WORKERS' COMPENSATION LEAVE

Section 1:

All employees of the Fire Department of the City of Joliet on leave, covered by and receiving Workers' Compensation Insurance benefits shall continue on the payroll at his or her full rate of pay until such time that his or her Workers' Compensation weekly disability has ceased; provided that the Workers' Compensation weekly disability checks

which the employee receives are endorsed in favor of the City and turned over to the City Collector.

Section 2:

If an employee is killed in the line of duty, the City shall provide and pay for group health insurance benefits for the surviving spouse and eligible dependents as outlined in Article XXIX of this Agreement.

ARTICLE XXII

EDUCATIONAL AND TRAINING LEAVE

Section 1:

At the discretion of the City Manager, an employee may be allowed a leave of absence, without compensation, for the purpose of furthering his or her education, provided that the employee agrees to return to the service of the City following his or her education. This shall not exceed one year and shall not be provided more than once every seven (7) years. When the employee returns, the employee shall return at the same rank with the seniority which would continue to accumulate for job bidding purposes only during his or her leave.

Section 2:

Employees may also be granted leave without pay and expenses not to exceed one month in any calendar year to attend educational programs that are directly related to an employee's job responsibilities. This leave would be granted only at the discretion of the City Manager.

ARTICLE XXIII

EDUCATION, TRAINING AND SPECIAL ACTIVITIES

Section 1: Compensation

The City agrees to compensate all employees of the Fire Department at a rate of pay equivalent to one and one-half times their Straight Time Hourly Rate as specified in Exhibit "A" for all training, school courses, or other activities which any such employee is required to attend during his or her off duty hours, including all time spent traveling to and from the schooling or courses or other activities, in an area located over a fifty (50) mile radius from the intersection of Jefferson Street and Essington Road. Also, the City shall reimburse the employee for all travel expenses, meal expenses and room expenses incurred in attending such courses or school or other activities.

Section 2: Reimbursement Assistance

The City shall reimburse all employees only for expenses of books and tuition incurred as the result of voluntary participation in academic, educational, training and/or vocational course work provided that:

A. The individual course is directly related to the employee's professional development, in pursuit of current fire duties; and

B. The individual course is approved in advance by the Fire Chief, the City Manager or their designated representatives; and

C. The employee maintains a minimum evaluation of "C" or its equivalent (Pass) in each course for which related reimbursement is sought; and

D. The expenses incurred are properly documented by voucher or other supporting documents; and

E. The expenses incurred are not reimbursable through other sources available to the employee, e.g. Federal and State Veteran's benefits, etc.; and

F. That the course work is part of school's program, approved by the City, leading up to a Bachelor's Degree or Master's Degree; and

G. That the individual has been admitted to the school, with a prescribed course of studies leading to an A.A, Bachelor's Degree or Master's Degree, and that the individual takes a minimum of one (1) three hour course each semester, excluding summer school.

H. If an Employee voluntarily leaves the service of the City within 24 months of completing coursework for which the City has made reimbursement, the employee shall repay to the City the full amount of the reimbursements made by the City in the 24 months preceding the Employee's separation. This repayment may be deducted by the City from a separating Employee's final paycheck.

Section 3: Special Team Review Board

It is recognized by the parties to this agreement that an obligation exists to remain on special Fire Department Response Teams for a minimum duration of five years once accepted by that respective team. If at any time during the initial 5 year period, the individual is absent from 30% of the scheduled training dates he or she will be reviewed by the reviewing committee to determine if the individual will be allowed to remain on the team. The individual shall not be considered "absent" for purposes of this section if the absence has been excused by the Team Leader. Approved absences for Sick Leave, Worker's Compensation Leave, emergency leave, union business, or other extenuating circumstances shall be considered an excused absence for purposes of this provision.

If a team member is terminated or elects to resign from the team he will be obligated to reimburse the city on a pro-rated basis for the costs associated with his initial training and any equipment purchases that are specific to the individual. The individual would not be required to reimburse the City for any monthly training overtime or any specialty classes or seminars attended by the individual once he or she is a member of the team. The pro-rated costs would be defined as 20% per year for each year the member no longer participates on the team by either his or her own removal or removal by the Team Leader for lack of participation in the required amount of training sessions.

<u>DURATION OF SERVICE ON TEAM</u>	<u>AMOUNT OF REIMBURSEMENT</u>
Less than one year on respective Team	100% reimbursement
Less than two years on respective Team	80% reimbursement
Less than three years on respective Team	60% reimbursement
Less than four years on respective Team	40% reimbursement
Less than five years on respective Team	20% reimbursement

If an individual is incapable of continuing his responsibility to his chosen special team he can petition the Fire Chief to have a hearing in front of the Special Team Review Board.

The Special Team Review Board will consist of the following individuals:

1. A Special Team representative of Local 44 to be selected by Local 44;
2. The Team Leader of the Team in question
3. The Director of Human Resources for the City of Joliet

The Special Team Review Board shall review requests for discontinuing participation on special teams, including all pertinent evidence and testimony, and shall make a recommendation to the Fire Chief.

The Fire Chief shall not arbitrarily and unnecessarily deny a request to discontinue the special team that the individual is a member of. Consideration will be given, but not limited to, the following:

1. The Special Team Review Board's recommendation
2. Whether adequate documentation of the need to discontinue Special Team duties was presented by the individual requesting such discontinuance.

Section 4:

The Educational Incentive benefit previously provided to certain members of Local 44 has been repealed. The contractual provisions pertaining thereto have been relocated to Exhibit "C" for historical purposes.

Section 5:

Effective upon ratification, the Department will make available paid Fire Apparatus Engineer (FAE) certification to the twenty (20) highest ranking firefighters who have stated they intend to accept the Apparatus Operator (AO) promotion if offered. The Department additionally will handle the coverage for duty days during class period and travel to and from the class in accordance with the Department's travel procedures. Employees who take the class but do not obtain the certification will be required to reimburse the City for only the cost of the class. Effective January 1, 2028, all newly appointed AOs must have an FAE certification, which shall be provided in the same manner as described above.

Except for any fiscal year in which the City has laid off any member of a public safety union due to budget constraints (defined as an interest arbitration eligible bargaining unit), the City shall provide the necessary training and continuing education to obtain and maintain the FAE certification; if the City does not, a member who loses their FAE certification shall not be demoted or have their pay affected or be required to retake FAE training.

ARTICLE XXIV

MILITARY LEAVE

Military leave shall be granted in accordance with State and Federal law.

ARTICLE XXV

SICK LEAVE

Section 1:

The City agrees that any employee who is disabled or ill shall be entitled to deplete his or her entire accrued Sick Leave prior to being required by the City to apply for disability pension or to be separated from the City's employment.

Section 2:

Upon entrance to the fire service, an employee shall receive a bank of eighty-four (84) hours of Sick Leave. The Union agrees to underwrite any loss of monies of this bank of hours due to termination of employee.

Section 3:

A. A full-time Fire Department employee assigned to a 24 hour regular work day will receive fourteen (14) hours with pay per month of continuous service credited to his or her Sick Leave accumulation record (Sick Leave Bank). The maximum

accumulation of Sick Leave credit shall be 2,130 working hours for employees assigned to work a 24 hour duty day.

Each employee who works a 24 hour duty day and who is absent from duty for a period of three (3) work days or more in any given month shall not earn fourteen (14) hours of Sick Leave for that month.

B. 40-Hour Week Employees. A Fire Department employee assigned to a 40 Hour work week assignment will receive ten (10) hours with pay per month of continuous service credited to his or her Sick Leave accumulation record (Sick Leave Bank). The maximum accumulation of Sick Leave credit shall be 1,518 hours.

Any employee transferring to or from a 24-Hour Work Assignment and a 40-Hour Week Work Assignment shall have accrued sick leave adjusted using a directly proportional method to reflect the sick leave accruals on the new work week assignment as follows in this paragraph. When transferring from a 24-Hour Work Assignment to a 40 Hour Work Week Assignment, the employee shall be given a new Sick Leave Bank equal to 0.7127 working hours of the employee's current Sick Leave Bank. When transferring from a 40-Hour Week Work Assignment to a 24-Hour Work Assignment, the employee shall be given a new Sick Leave Bank equal to 1.4032 working hours of the employee's current Sick Leave Bank. Any fractions shall be rounded up to the next 1.0 hours, but in no event shall the employee be permitted to exceed the maximum amount of Sick Leave accrual permitted in this Section 3 for the employee's given Work Assignment.

A 40-Hour Week employee who is absent from duty for a period of five (5) duty days or more in any given month shall not earn ten (10) hours of Sick Leave for that month.

A 40-Hour Week employee shall have eight (8.0) hours Sick Leave accumulation deducted from the employee's Sick Leave accumulation record for each duty day not worked for which non-duty related Sick Leave is granted or a portion thereof deducted on an hour-for-hour basis if an employee leaves work early due to being sick.

Section 4:

Sick Leave credit may be used for non-duty related illness, injury, off-the-job incurred disability, or relative sick leave (RSL) in accordance with the Employee Sick Leave Act, 820 ILCS 191. One (1) day of Sick Leave credit with pay shall be deducted from an employee's Sick Leave accumulation record for each duty day not worked, due to illness, injury, off-the-job incurred disability, or RSL except that a Fire Department employee who is assigned to a duty day of 24 hours shall have one and four-tenths (1.4) days, or eleven and two-tenths (11.2) hours Sick Leave credit with pay deducted from his or her Sick Leave accumulation record for each duty day not worked, due to illness, injury, off-the-job incurred disability, or RSL. Sick Leave is a privilege which can only be authorized by the Fire Chief, the City Manager or their designated representatives, subject to the terms of this Agreement.

Section 5:

A physician's statement may be required before any Sick Leave pay is given. In cases where three (3) consecutive duty days are missed by an employee due to illness, injury, or disability, a physician's statement will be required before Sick Leave pay is given. Such statements will give reasons for the employee's inability to perform his or her duties and will become a part of the employee's personnel record. Physician statements may be used in determining from time to time whether or not an employee is able to continue the performance of duties and responsibilities. A "physician statement" includes ~~notes~~ statements provided by a physician assistant or a nurse under a physician's supervision.

Section 6:

Each employee who resigns from the service of the Municipal Government of the City of Joliet will receive no compensation for accumulated but unused Sick Leave at the time of resignation unless, at the time of resignation, the employee is qualified and entitled to retirement benefits under any of the various retirement programs contributed to by the City. Said qualifying employee shall receive monetary compensation for accumulated but unused Sick Leave for forty percent (40%) of the accumulated but unused Sick Leave credit in accordance with Article X Section 18 of this Agreement and Section 7 of this Article. Such unused accumulation shall not exceed one thousand four hundred twenty (1,420) hours for employees assigned to a 24 hour regular work day.

Section 7:

The beneficiary or estate of an employee that dies while in the active service of the City and who has completed at least seven (7) years of service as a sworn firefighter with the City, shall receive compensation for the deceased employee's unused Sick Leave as follows:

A. **24-Hour Employees.** Twenty-four (24) hour duty day. For up to one thousand four hundred twenty (1,420) hours of unused sick leave multiplied by an amount equal to forty percent (40%) of the employee's wage and benefit schedule as calculated in Article X, Section 18, said amount shall also include Educational Incentive Pay and Longevity Pay factored into the hourly rate.

B. **40-Hour Week Employees.** For up to one thousand and twelve (1,012) hours of unused sick leave multiplied by an amount equal to forty percent (40%) of the employee's then-existing straight-time hourly rate according to the wage and benefit schedule as calculated in Article X, Section 18, said amount shall also include Educational Incentive Pay and Longevity Pay factored into the hourly rate.

Section 8:

A. Each employee who has completed at least seven (7) years of service with the City as a sworn firefighter and who is granted both an indefinite Unpaid Disability Leave and either a disability benefit or disability pension from the Fire Pension Board

shall receive compensation for accumulated Sick Leave upon commencement of the disability benefit or pension as follows:

- (1) Twenty-four (24) hour duty day employee. For up to one thousand four hundred twenty (1,420) hours of unused Sick Leave multiplied by an amount equal to forty percent (40%) of the employee's wage and benefit schedule as calculated in Article X, Section 18.
- (2) 40-Hour Week Employees. For up to one thousand and twelve (1,012) hours of unused Sick Leave multiplied by an amount equal to forty percent (40%) of the employee's then-existing straight-time hourly rate according to the wage and benefit schedule as calculated in Article X, Section 18, said amount shall also include Educational Incentive Pay and Longevity Pay.

B. Each employee who is compensated for unused Sick Leave by this Section and who subsequently returns to work shall refund such compensation of the City and shall be reinstated with the number of Sick Leave hours which the employees had accumulated at the commencement of the leave.

ARTICLE XXVI

LONGEVITY PAY

Section 1:

In addition to regular compensation, full-time employees shall receive supplemental compensation, otherwise to be known as Longevity Pay in accordance with the provisions as set forth in this Agreement. Longevity Pay will become part of the employee's annual base salary for all calculation purposes. For purposes of this Section, a full-time employee shall be defined as an individual in the employ of the City whose time worked averages thirty-five (35) or more hours per week.

Section 2:

For the purpose of determining longevity, the length of service of any employee shall be determined from the payroll or pension records of the City. Length of service for the purpose of computation of Longevity Pay shall include active service during probationary, temporary and permanent status in any position in the City. There shall also be included for the purpose of computation of Longevity Pay any required time spent in the active military service of the United States by an employee whose service in the City is interrupted by military service, however, the employee must receive an honorable discharge from said military service and must apply for reinstatement or return to the City's service within sixty (60) days of an honorable discharge from the military service and provided further, that there shall be included in the determination of longevity the required time spent in the active military service of the United States by any employee in the reserve military service whose employment is interrupted by recall to active duty in

the military service as a result of his or her reserve status. However, when the employee's active duty in the military service as a result of reserve status is ended, the employee must return to the City service immediately and in the event the employee shall have ended his or her active duty or active duty reserve status, the termination of such status shall not have been other than honorable.

Section 3:

When an employee has completed the length of service necessary to be eligible for Longevity Pay or for an increase in Longevity Pay, the Longevity Pay or increase in Longevity Pay will be effective beginning with the first day of the pay period following the date of his or her eligibility and first payable on the payday for the first pay period following the date of his or her eligibility. An employee moving from Step D to Step E shall not receive an increase in Longevity Pay.

Section 4:

Effective January 1, 2025, employees shall receive longevity pay based on a percentage of their Base Annual Salary as follows:

- 11 Years of Service: 0.5% over Step E.
- 15 Years of Service: 1.25% (.75% over the 11 years of service)
- 20 Years of Service: 1.75% (.5% over the 18 years of service)
- 25 Years of Service: 2.25% (.5% over the 20 years of service)

The applicable longevity amount is already included in the Annual Base Salary calculation as shown in the wage schedules in Exhibit A.

ARTICLE XXVII

TRAVEL ALLOWANCE

Fire Department employees under the jurisdiction of this Agreement, who are required to use their personal vehicle in performing their duties, shall be entitled to mileage reimbursement under the City's mileage reimbursement policy. Provided however, that this provision shall not apply to travel between an employee's residence and the location the employee is required to report for duty.

ARTICLE XXVIII

CLOTHING EQUIPMENT

Section 1: Basic Issue

The City shall initially outfit all personnel with clothing. Items 1-8 and 16 shall meet or exceed the minimum safety standards for such equipment as set forth by the National Fire Protection Association. Quantities of which shall be as follows:

Item 1	1	Fire Coat (with liner)
Item 2	1	Fire Helmet
Item 3	1	Self-Contained Breathing Face Mask
Item 4	1	Pair Bunker Boots
Item 5	1	Pair Bunker Pants (w/liner & suspenders)
Item 6	2	Pairs House Pants
Item 7	2	Long Sleeve Shirts W/P
Item 8	2	Short Sleeve Shirts W/P
Item 9	1	Uniform Cap
Item 10	1	Uniform Blouse W/P
Item 11	1	Pair Uniform Trousers
Item 12	1	Pair Military Lace Shoes
Item 13	1	Black Belt
Item 14	1	Black Necktie
Item 15	1	Set Insulated Underwear (knitted)
Item 16	1	Pair Gore-Tex Leather Gloves
Item 17	1	Stocking Cap
Item 18	1	Winter/Spring Jacket (Removable Lining)
Item 19	1	Blue Sweatshirt (long sleeve)
Item 20	1	Nomex Hood
Item 21	1	White Dress Shirt (for 24 hour personnel)
Item 22	2	Class C Shirts
Item 23	2	Blue T-shirts
Item 24	1	Set of bedding for new employees - (fitted sheet, sheet, pillowcase, blanket)
Item 25	1	Helmet Flashlight
Item 26	1	Body Flashlight
Item 27	1	Hearing Protection
Item 28	1	Pair Duty Shoes

Section 2: Replacement

A. *General* Employees shall be required to repair and/or replace, at their own expense, any basic issue items of clothing and equipment lost, damaged or destroyed through their own abuse or neglect. Clothing and equipment listed as Items 1-8 and 16 & 22 above, purchased after the signing of this agreement shall meet or exceed the

minimum safety standards for such equipment as set forth by the National Fire Protection Association.

B. *Equipment* The City shall replace the basic issue of protective equipment, listed as Items 1, 2, 3, 4, 5 and 16 & 20 of Section 1 above, which are damaged or destroyed through ordinary wear and tear, or due to length of service per current NFPA standards.

Section 3: Uniform Wear

A. The Union agrees that uniform articles are not to be worn off-duty, except as required and/or authorized by the Fire Chief or the Chief's designated representative, e.g. funerals, parades, etc.

B. Members reserve the right to wear clothing of their choice to and from work.

Section 4: Equipment Standards

All protective clothing and equipment purchased after the effective date of this agreement shall meet or exceed the minimum safety standards for such equipment as set forth by the National Fire Protection Association.

Section 5: Badges and Helmets

Upon termination in good standing, individuals shall be allowed to keep their badges and helmets.

Section 6: Repealed Clothing Allowance Benefit

The Clothing Allowance benefit previously provided to certain members of Local 44 has been repealed. The contractual provisions pertaining thereto have been relocated to Exhibit "D" for historical purposes.

ARTICLE XXIX

GROUP INSURANCE PROGRAM

(a) Healthcare shall remain status quo for all Employees, Retirees, Retiree spouses and family coverage under the current Group Health Insurance Benefits Plan and shall remain unchanged through December 31, 2030 and shall be a permissive subject of bargaining until December 31, 2030. Therefore, the City understands that if it should request bargaining prior to December 31, 2030, and the Union declines to discuss this Article, the City shall not be entitled to any further rights to seek modification of this Article.

(b) The only exception to Paragraph a. above is that if the Cadillac Tax (a/k/a excise tax) under the Affordable Care Act, as amended, is imposed, the labor agreements

shall be reopened in 2025 if the City is penalized under such tax. All parties agree that only the financial consequences of the tax will be addressed.

Section 1: Active Employees

(a) Group Health Insurance Benefits for Active Employees

The City shall provide group health insurance benefits for each permanent, full-time employee covered by this Agreement, and their dependents, in accordance with the Plan Document ("Plan") currently on file in the Office of the City Clerk, except as may be otherwise expressly set forth herein. A summary of the key health insurance benefits to be provided by the City to eligible active employees is as follows:

<u>SUMMARY OF KEY HEALTH INSURANCE BENEFITS FOR ACTIVE EMPLOYEES</u>	
<u>General Provisions</u>	
<u>Item</u>	<u>Benefit</u>
Individual Premium	\$50 payroll deduction per pay period (\$1,300 per benefit period) (effective 1/1/2010)
Family Premium	\$50 payroll deduction per pay period (\$1,300 per benefit period) (effective 1/1/2010)
Individual Deductible Participating Provider Non-Participating	\$250 per benefit period (effective 1/1/2010) \$500 per benefit period (effective 1/1/2010)
Family Deductible Participating Provider Non-Participating	\$500 per benefit period (\$250/person, not to exceed \$500 for entire family) (effective 1/1/2010) \$1,000 per benefit period (\$500/person, not to exceed \$1,000 for entire family) (effective 1/1/2010)
Individual Out-of-Pocket Expense Limit (does not apply to all services – see Plan Document) Participating Provider Non-Participating	\$1,000 per benefit period \$3,000 per benefit period
Family Out-of-Pocket Expense Limit (does not apply to all services – see Plan Document) Participating Provider Non-Participating	\$3,000 per benefit period \$9,000 per benefit period
<u>Hospital Benefits</u>	
<u>Item</u>	<u>Benefit</u>
Inpatient Covered Services Participating Provider Non-Participating	100% of the Eligible Charge 70% of the Eligible Charge
Outpatient Covered Services Participating Provider Non-Participating	100% of the Eligible Charge 70% of the Eligible Charge

Hospital Emergency Care	80% of the Eligible Charge
<u>Physician Benefits</u>	
<u>Item</u>	<u>Benefit</u>
Surgical Covered Services Participating Provider Non-Participating	100% of the Maximum Allowance 70% of the Maximum Allowance
Medical Covered Services Participating Provider Non-Participating	80% of the Maximum Allowance 70% of the Maximum Allowance
Emergency Medical Care when rendered by a Physician	80% of the Maximum Allowance
<u>Prescription Drug Program Benefits</u>	
<u>Item</u>	<u>Employee Copayment</u>
Generic Drugs	\$8 per prescription
Brand Name Drugs (for which there is no generic available) and Diabetic Supplies	\$15 per prescription
Brand Name Drugs (for which there is a generic available)	\$35 per prescription
<u>Home Delivery Prescription Drug Program (90 day supply)</u>	
Generic Drugs	\$14 per prescription
Brand Name Drugs (for which there is no generic available) and Diabetic Supplies	\$28 per prescription
Brand Name Drugs (for which there is a generic available)	\$68 per prescription
<u>Dental Benefits</u>	
<u>Item</u>	<u>Benefit</u>
Deductible	\$25 per benefit period
Preventative Services	100% of the Usual and Customary (U&C) Fee
Primary Services	100% of the U&C Fee
Major Services	50% of the U&C Fee
Benefit Period Maximum	\$1,000
Orthodontic Services	50% of the U&C Fee
Orthodontics Lifetime Maximum	\$1,000
Passive PPO Plan	Same benefits and limits as above

(b) **Group Term Life Insurance Benefits for Active Employees**

In addition to the foregoing group health insurance benefits, the City shall also provide, at no charge to the employee, group term life insurance for each active full-time employee, but not their dependents, with a death benefit of \$10,000 payable as directed by the covered employee.

(c) **Group Long Term Disability Benefits for Active Employees**

In addition, the City shall provide, at no charge to the employee, group long term disability insurance for each active full-time employee.

(d) Working Spouses and Dependents of Active Employees

(1) Primary Coverage Limited

In the event the spouse or a dependent of an active employee enrolled in the City's group health insurance plan is employed on a non part-time basis (defined as 36 hours or more per week on average), and the spouse or dependent is eligible for health insurance provided by his or her employer, then the spouse or dependent shall not be insured by the City on a primary basis. Coverage by the City on a secondary basis shall be available, provided the spouse or dependent has enrolled with his or her employer for primary coverage, the spouse or dependent is properly enrolled in the City's Plan and all applicable premiums and copayments are paid as required.

(2) Waiver/Premium Credit

In the event the employer of the employee's spouse or dependent offers health insurance benefits, but does not offer individual coverage to the spouse or dependent on a primary basis for a premium totaling \$1,300 or less per year, then, at the option of the City, the City may elect to either waive the limitation on primary coverage set forth herein or provide the active employee with a credit against premiums due the City in the amount that the third party employer premiums exceed \$1,300 per year. The City may make or modify this election during each annual open enrollment period or at the time the City is informed by the employee that the employee's spouse or dependent has become eligible for employer-provided health insurance as provided below.

(3) Duty of Employee to Notify City of Status of Spouse or Dependent

The City shall provide an annual open enrollment process in which the employee shall be required to provide sufficient information to the City to establish the proper status of a spouse or dependent in order to determine eligibility for benefits and appropriate premiums and copayments under this Section. In addition, employees shall notify the City of a spouse or dependent becoming eligible for employer-provided health insurance within thirty (30) days of such eligibility. The City shall also permit mid-year changes in enrollment status of spouses and dependents due to changes in employment status.

An employee's failure to timely notify the City of a change in the status of a spouse or dependent, or to provide complete and accurate information required by the City pursuant to this Section may constitute just cause for discipline and for the denial or limitation of benefits and for the reimbursement of benefits improperly paid.

(4) Coordination of Benefits-Dependent Children of Parents not Separated or Divorced or of Divorced Parents Having Joint Custody

In the event that a dependent child is covered by more than one health insurance plan, then the plan covering the parent whose birthday falls earlier in the year shall provide

primary coverage for the dependent child. If both parents have the same birthday, then the plan that has provided coverage longer shall provide primary coverage.

(5) Coordination of Benefits-Dependent Children of Divorced or Separated Parents

In the event that a dependent child is covered by more than one health insurance plan, then the plan covering the parent with custody of the child shall provide primary coverage and the plan of the spouse of the parent having custody shall provide secondary coverage. The plan of the parent not having custody of the child shall provide the next level of coverage.

The foregoing notwithstanding, if an order or decree issued by a court of competent jurisdiction provides a different method of coordination of benefits, then such method shall govern and control upon proper notification to the affected plans.

(e) Active Employee Election to Opt Out of Plan

An active employee may opt out of the City's group health insurance plan at any time upon the submittal of written notice to the Department of Human Resources, or as the City Manager may otherwise direct. An election to opt out shall take effect on the first day of the second complete pay period following the submittal of written notice.

An employee that opts out shall not be required to pay the required premium for the City's group health insurance plan. In addition, an active employee that elects to opt out shall be eligible for an Opt Out Incentive. The amount of the Opt Out Incentive for employees having individual coverage shall be \$100 per pay period. The amount of the Opt Out Incentive for employees having family coverage shall be \$200 per pay period. The Opt Out Incentive shall be paid in conjunction with regular payroll but, to the extent permitted by law, shall not be considered salary for purposes of calculating hourly rates, pension benefits, overtime pay, holiday stipend, sick leave or vacation buyouts. The City may withhold income taxes from the Opt Out Incentive.

An employee who elects to opt out shall not be eligible for City group health insurance benefits after the opt out notice takes effect, whether on a primary, secondary or other basis. An election to opt out shall remain in effect until properly rescinded by the employee. In order to rescind an election to opt out, the employee must file a written notice with the Department of Human Resources that the employee is reenrolling in the City's group health insurance plan for the upcoming benefit period. This notice can only be filed during the annual open enrollment period or upon the occurrence of a midyear Qualifying Change in Status. The Opt Out Incentive shall be terminated at the time the opt out rescission takes effect.

For the purposes of this Section, a Qualifying Change in Status shall mean an event that affects eligibility for coverage in the City Plan, such as marriage, legal separation, divorce, loss of all eligible dependents, gain of eligible dependents, an employee gaining or losing eligibility for coverage in another health insurance plan, loss or gain of Medicare for any reason and coordination of a spouse's open enrollment period.

An Employee having a spouse that is also employed by the City, or that is enrolled on the City's Plan in his or her own right as a City retiree or disabled person, is not eligible for the Opt Out Incentive, unless both the Employee and his or her spouse elect to opt out, in which case neither the Employee nor the spouse shall be entitled to coverage on the City's Plan on a primary, secondary or other basis.

An Employee having a spouse that is also employed by the City shall be required to pay the monthly premium on an individual or family basis as the employee may designate (unless both the Employee and the Employee's spouse elect to opt out as provided above). In addition, if such an employee and his or her City-employed spouse enroll for family coverage, then the City shall provide coverage to the employee, the spouse and their respective dependents on a primary and secondary basis for Hospital Benefits and Physician Benefits (but not Dental Benefits or Supplemental Vision Benefits).

Section 2: Separating Employees (Retirees)

The City of Joliet shall allow each former employee who at the time of separation has a minimum of twenty (20) years of service as a full time City of Joliet Fire Department bargaining unit employee and who is at least 50 years of age to continue to receive the following group insurance benefits.

<u>SUMMARY OF KEY HEALTH INSURANCE BENEFITS FOR SEPARATING EMPLOYEES</u>	
<u>General Provisions</u>	
<u>Item</u>	<u>Benefit</u>
Premium	\$0 for the separating employee. \$118.20 per month for a spouse under 65, \$59.10 per month for a spouse over 65 (on Medicare) and \$217.68 per month for family coverage
Individual Deductible Participating Provider Non-Participating	\$250 per benefit period (effective 1/1/2010) \$500 per benefit period (effective 1/1/2010)
Family Deductible Participating Provider Non-Participating	\$500 per benefit period (\$250/person, not to exceed \$500 for entire family) (effective 1/1/2010) \$1,000 per benefit period (\$500/person, not to exceed \$1,000 for entire family) (effective 1/1/2010)
Individual Out-of-Pocket Expense Limit (does not apply to all services – see Plan Document) Participating Provider Non-Participating	 \$1,000 per benefit period \$3,000 per benefit period
Family Out-of-Pocket Expense Limit (does not apply to all services – see Plan Document) Participating Provider Non-Participating	 \$3,000 per benefit period \$9,000 per benefit period

<u>Hospital Benefits</u>	
<u>Item</u>	<u>Benefit</u>
Inpatient Covered Services Participating Provider Non-Participating	100% of the Eligible Charge 70% of the Eligible Charge
Outpatient Covered Services Participating Provider Non-Participating	100% of the Eligible Charge 70% of the Eligible Charge
Hospital Emergency Care	80% of the Eligible Charge
<u>Physician Benefits</u>	
<u>Item</u>	<u>Benefit</u>
Surgical Covered Services Participating Provider Non-Participating	100% of the Maximum Allowance 70% of the Maximum Allowance
Medical Covered Services Participating Provider Non-Participating	80% of the Maximum Allowance 70% of the Maximum Allowance
Emergency Medical Care when rendered by a Physician	80% of the Maximum Allowance

<u>Prescription Drug Program Benefits</u>	
<u>Item</u>	<u>Employee Copayment</u>
Generic Drugs	\$8 per prescription
Brand Name Drugs (for which there is no generic available) and Diabetic Supplies	\$15 per prescription
Brand Name Drugs (for which there is a generic available)	\$35 per prescription
<u>Home Delivery Prescription Drug Program (90 day supply)</u>	
Generic Drugs	\$14 per prescription
Brand Name Drugs (for which there is no generic available) and Diabetic Supplies	\$28 per prescription
Brand Name Drugs (for which there is a generic available)	\$68 per prescription

In addition to the foregoing group health insurance benefits, the City shall also provide, at no charge to the employee, group term life insurance for each eligible separating employee, but not their dependents, with a death benefit of \$10,000 payable as directed by the separated employee.¹

¹ During the Negotiations for the 2025-2028 CBA, the 3,000,000 lifetime max benefit was removed. The parties agree and understand that this was not the result of any negotiation process, but rather a requirement to comply with the legal provisions of Federal Law.

Section 3: Health Benefit Plan for Disabled Employees

The City shall allow each former employee who at the time of separation is receiving a disability pension benefit to continue to receive the following group insurance benefits.

- (a) Hospital Benefits and Physician Benefits, including eligible dependents, as outlined above.
- (b) Dental Benefits, including eligible dependents, as outlined above.
- (c) Group term life insurance in the amount of \$10,000.
- (d) Prescription Drug Program Benefits, as outlined above.

The City shall bear the cost of these benefits for the disabled employee and the employee's eligible dependents, until the employee reaches age 50, at which time the disabled employee shall pay the monthly premium charges for eligible dependents.

Section 4: Health Benefit Plan for Surviving Spouse

The City of Joliet shall allow a surviving spouse and eligible dependents of a deceased employee, either active or retired at the time of death, to maintain Hospital Benefits, Physician Benefits and Prescription Drug Program Benefits provided these individuals pay the monthly premium charges for this coverage to the City. This coverage shall cease upon remarriage of the employee's spouse.

Section 5: Plan Coverage

Payment of any and all benefits described in this Article shall be made solely in accordance with and subject to the terms, conditions and provisions of the Plan Documents which are on file in the Office of the City Clerk. Each covered employee shall receive a booklet describing the coverages provided under both the Group Life and Hospitalization, Dental and Long Term Disability plans.

Section 6: Joint Health Care Review Committee

The Union shall designate one (1) of its members to represent it on the Joint Health Care Review Committee, consisting of one (1) representative from each bargaining unit and designated members of the City Administration. This committee shall meet at least monthly during the term of this contract, in order to determine and establish the most cost beneficial health care program to both the City and its employees.

This Section shall be without prejudice to the right and authority of the City and the Union to bilaterally negotiate issues pertaining to health insurance and, in the event of impasse, to seek interest arbitration in accordance with applicable law.

Section 7: Other Benefits

(a) Wellness Benefit

Each employee and dependents are eligible to receive reimbursement up to a maximum of \$200.00 per calendar year for treatment or services rendered for eye care, or the \$200.00 reimbursement may be used by the employee for the purpose of participating in a physical fitness program at an accredited college, health club or public gymnasium. However, the allowance of \$200.00 for an Annual Routine Physical Examination, provided under the City's Health Benefit Plan, shall be forfeited if the employee uses the \$200.00 allowance for eye care or a qualifying physical fitness program.

(b) Supplemental Accident Benefit Repealed

The \$300 Supplemental Accident Coverage benefit is repealed effective October 1, 2009.

(c) Supplemental Vision Benefit

Effective January 1, 2010, in addition to any other benefit provided under this Agreement, each Employee and their dependents shall be eligible for a group vision care benefit with an annual benefit limit of \$150.00 per benefit period for the purchase of prescription vision care products and professional vision care services, including, but not limited to, eye examinations by a licensed ophthalmologist or optician, prescription eyeglasses, prescription contact lens and vision correction or enhancement surgery by a medical doctor.

Section 8: Section 125 Plan

The City shall administer a Section 125 plan as provided under the Internal Revenue Code.

ARTICLE XXX

OTHER THAN TWENTY FOUR HOUR ASSIGNMENT

Employees covered by this Agreement who may perform the duties in a classification higher than his or her regular classification, shall be compensated at the higher classification rate of pay. Terms of employment for a member of Local 44 other than a 24 hour duty day shall be negotiated by the City and the Union.

ARTICLE XXXI

WAGES

Section 1:

Employees shall be compensated in accordance with the Annual Base Salary schedule attached hereto as Exhibit "A".

Section 2:

Each employee covered by this Agreement shall advance through the pay steps as follows:

<i>From</i>	<i>To</i>	<i>Term</i>	<i>Action</i>
A	B	At least 1 year	Merit
B	C	1 year	Automatic
C	D	1 year	Automatic
D	E	For FAO's with 3 years in Grade, or For employees with 10 years in the sworn fire service	Automatic
E	F	For employees with 18 years in the sworn fire service	Automatic

- A. From the date of hire for a period of at least one (1) year, the employee shall be compensated at Step A.
- B. One (1) year after the date of hire, each employee shall be advanced to Step B pending receipt of a satisfactory Performance Evaluation by the Fire Chief. Any employee not receiving a satisfactory Performance Evaluation shall be re-evaluated a minimum of one (1) time every six (6) months until the employee receives a satisfactory Performance Evaluation.
- C. One (1) year after advancing to Step B, the employee shall be automatically advanced to Step C.
- D. One (1) year after advancing to Step C, the employee shall be automatically advanced to Step D.
- E. Three (3) years after appointment to Fire Apparatus Operator, the employee shall be automatically advanced to Step E.
- F. Ten (10) years after appointment to the Fire Department sworn service, the employee shall be automatically advanced to Step E of his or her position as applicable. A Step E Firefighter promoted to Apparatus Operator shall be a Step E Apparatus Operator.

- G. Effective January 1, 2021, upon eighteen (18) years of sworn service to the Fire Department, the employee shall be automatically advanced to Step F of his or her position as applicable.

Section 3:

The City shall pay each K-9 Officer the sum of \$100.00 per month. In addition, each K-9 Officer shall be granted one day's pay per month (24 hours pay times the employee's straight time hourly rate specified in Exhibit "A") for the time the K-9 Officer spends providing for the care and maintenance of the animal. If the K-9 Officer duties are assigned in a relief or backup role, the compensation outlined above shall be prorated to reflect actual time spent performing the relief responsibilities.

Section 4:

In accordance with the Fair Labor Standards Act (FLSA) Section 7(g), the Union and the City agree that when an employee works a voluntary, non-firefighting, off-duty assignment in the areas of Community Risk Reduction Activity (Public Education, Inspections, Fire Prevention, etc.), Fire and EMS Training Division classes and programs, or any other work that is mutually agreed to by the Union and the City and compliant with Section 7(g), employees performing such work shall be compensated at a base rate multiplied by 1 1/2, that when calculated equals the Step J Apparatus Operator with Bid hourly rate, as calculated in Exhibit A. This provision does not apply to CPR and ACLS Certification Classes, which will be compensated at the employee's regular overtime rate. This provision does not apply to those bargaining unit members assigned to these duties as part of a 40-hour workweek assignment.

ARTICLE XXXII

RULES AND REGULATIONS

Section 1:

The Union agrees that its members shall comply with all Fire Department rules and regulations, including those relating to conduct and work performance. The employee agrees that Departmental rules and regulations which affect working conditions and performance shall be subject to the grievance procedure, in the event they conflict with the terms and conditions of this Agreement. Changes of Fire rules and regulations shall be posted for review by the Union for a period of thirty (30) days prior to effectiveness and implementation of the posted changes.

Section 2:

Both the City and the Union shall have at least two (2) but not more than five (5) representatives to sit as a Committee to update the Fire Department Rules and Regulations. The recommendations of this Committee shall be advisory in nature to the Fire Chief.

Section 3:

The Union President and Secretary shall receive a copy of all Department general and special orders.

ARTICLE XXXIII

REPRESENTATION AT MEETINGS, HEARINGS, TRIALS, DISCIPLINE

All employees covered by this Agreement shall be entitled to representation by the Union and/or legal counsel at all meetings, hearings, trials, and discipline that could result in disciplinary action. The President of the Union, or his or her designee, shall be notified prior to any meeting with the employee, hearing or trial that could result in any disciplinary action.

In the event the City is unable to contact the President of the Union, the following chain of command shall be followed for Union notification: Vice-President, Secretary, Treasurer, Sergeant at Arms, Shift Stewards.

ARTICLE XXXIV

SAFETY AND HEALTH

Section 1:

All parties to this Agreement hold themselves responsible for the mutual cooperative enforcement of Safety Rules and Regulations. Should an employee complain that his or her work for the City requires the employee to be in an unsafe or unhealthy situation, in violation of acceptable safety rules, the matter shall be adjusted immediately by the City Manager or his or her authorized representative. If the matter is not adjusted satisfactorily, the Grievance may be processed according to the Grievance Section of this Agreement. The parties to this Agreement shall establish a Joint Safety Committee consisting of seven (7) representatives of Local No. 44, the City Manager and the Fire Chief or their designated representatives, for the purpose of promulgating a written Safety Code. All parties agree to enforce such code.

The City shall agree to abide by the policy of not operating front line equipment with less than two (2) assigned personnel on Ambulances, Trucks, Quints and Engines. The City shall agree to abide by the policy of not operating front line equipment with less than three (3) assigned personnel on any Tower-Ladder-Quint, unless it is in front line service with an in-service front line engine at the same station. A Tower-Ladder-Quint shall operate with a minimum of 2 Local 44 members (one AO and one FF) if it is in front line service with an in-service front line engine at the same station, otherwise it must be staffed with a minimum of 3 Local 44 members (Two AOs and one FF). Any Tower-Ladder-Quint put in front-line service for any other purpose shall have a minimum of 3 Local 44

members (Two AOs and one FF). The Shift Commanders and Staff vehicles will not have these restrictions.

Section 2:

The parties understand and recognize the importance of mental health and well-being within the Joliet Fire Department. To that end, the Employer has created and implemented Standard Operating Procedure 15 entitled "Critical Incident Procedure". The parties agree that this Policy is a fully enforceable, incorporated, and grievable permanent provision of the CBA between the parties. The parties agree that, Mid-Term, for the purposes of this Policy only, and only if both the Employer and the Union agree, that this Policy may be re-opened in order to amend the Policy pursuant to the collective bargaining process including, but not limited to, impasse procedures contained within the IPLRA for protected services.

ARTICLE XXXV

REDUCTION IN FORCE

Section 1:

When it becomes necessary to reduce the force, lay off shall be according to Department Seniority. When the City of Joliet considers scheduling a lay off, the matter shall first be submitted to the Union representatives for discussion so that orderly acceptable process may follow. Strict application of seniority shall prevail. The City shall provide at least thirty (30) days' written notice to the Union prior to laying off members of the Union. See Exhibit "H"

Section 2:

Recall employees in a lay off status shall be recalled by the City, if the City determines that it is necessary to recall employees, in order of their Departmental Seniority.

ARTICLE XXXVI

MANAGEMENT RIGHTS

Except as specifically limited to the express provisions of this Agreement, the City retains exclusively the right to manage and direct the affairs of the City in all of its various aspects and to manage and direct its employees, including but not limited to the following: To plan, direct, control and determine all the operations and services of the City; to determine the methods, means, organization, and number of personnel by which such operations and services shall be performed; to change or eliminate existing productivity standards, methods, materials, equipment and facilities and/or to introduce new or improved ones; to determine whether goods or services shall be made, performed, or

purchased; to determine what services and operations shall be performed by the City or whether they shall otherwise be serviced, operated or performed, and to determine their nature; to establish, schedule and change the hours of work; to assign work and overtime work; to select and hire employees and assign them to work as needed; to promote, demote, transfer, suspend, discipline and discharge employees for just cause (probationary employees without cause) in accordance with the powers vested in the Fire Chief and the Board of Fire and Police Commissioners and subject to this Agreement; to make and enforce work rules; and to lay off and to relieve employees from duty because of lack of work or other reasons.

ARTICLE XXXVII

EFFECTIVE TERM

Section 1:

This Agreement shall take effect on the date of its ratification and execution by duly authorized representatives of the City and the Union and shall relate back to January 1, 2025. Provided, however, there shall be no retroactivity or relation back as to special assignment pay for work performed by Employees prior to the ratification and execution of this Agreement by the City and the Union. Subject to the provisions of this Article, this Agreement shall expire on December 31, 2028

This Agreement shall be automatically renewed from year to year thereafter unless either party notifies the other in writing sixty (60) days prior to the anniversary date that it desires to modify this Agreement. In the event that such notice is given, negotiation shall begin not later than thirty (30) days prior to the anniversary date; this Agreement shall remain in full force and be effective during the period of negotiations.

ARTICLE XXXVIII

NO STRIKE-NO LOCKOUT

Section 1:

No strike. During the term of this Agreement, neither the Union, its officers or agents or any employee will instigate, promote, or engage in any strike or other stoppage of work, or interference with City operations.

Section 2:

No Lockout. The City will not lockout any employees during the term of this Agreement.

ARTICLE XXXIX

REOPENER

The Union shall be entitled to reopen this contract for further economic negotiations if the City grants economic benefits or if any benefits are attained through mediation, by any other bargaining unit which are .5% higher than those granted to Local 44 IAFF for the term of this Agreement.

ARTICLE XL

DRUG AND ALCOHOL ABUSE PREVENTION POLICY

Section 1: General Policy Regarding Drugs and Alcohol

In the interests of employing fire officers who are fully fit and capable of performing their official duties, and for the safety and well-being of employees, the parties hereby establish a screening program implementing the stated policy regarding drug and alcohol use by employees of the Joliet Fire Department. Contained herein is the policy and program of the City of Joliet and the Joliet Fire Department, as specifically applied to members of the City of Joliet Fire Department.

The Fire Department has the responsibility to provide a safe work environment as well as a paramount interest in protecting the public by ensuring its employees are physically and emotionally fit. For these reasons, the abuse of prescribed drugs, and abuse of alcohol or the use, possession, sale or transfer of illegal drugs, cannabis or non-prescribed controlled substances by Department employees is strictly prohibited on or off duty. Violation of these policies shall result in disciplinary action up to and including discharge.

Section 2: Definitions

A. **“Drugs”** shall mean any controlled substance listed in the Controlled Substance Act, 720 ILCS 570/102, for which the person tested does not submit a valid pre-dated prescription. Thus, the term “drugs” includes both abused prescription medications and illegal drugs of abuse. In addition, it includes “designer drugs” which may not be listed in the Controlled Substance Act but which have adverse effects on perception, judgment, memory or coordination.

A listing of drugs covered by this Policy includes, but is not limited to:

Opium	Methaqualone	Psilocybin-psilocin
Morphine	Tranquilizers	MDA
Codeine	Cocaine	PCP
Heroin	Amphetamines	Chloral Hydrate
Meperidine	Phenmetrazine	Methylphenidate
Marijuana	LSD	Hash

Barbiturates
Glutethimide

Mescaline
Steroids

Hash Oil

B. **“Impairment”** due to drugs or alcohol shall mean a condition in which the employee is unable to properly perform his or her duties due to the effect of a drug in his or her body. Where impairment exists (or is presumed), incapacity for duty shall be presumed.

C. **“Positive Test Results”** shall mean a positive result on both GC/MS and on the split sample if such test is elected by the employee or the Union. If the initial test is positive, but the second test is negative, the test results will be deemed negative and no action will be taken. A positive confirming test result is one where the specimen tested contained alcohol, drug or drug metabolite concentrations at or above the concentration specified in Section 5. As to alcohol testing, test results showing an alcohol concentration of .04 or more (based on grams of alcohol per 100 milliliters of blood) shall be considered positive; the City shall bear the burden of proof of establishing that concentration less than .04 indicate the employee is impaired in violation of this Article.

D. The term **“drug abuse”** includes the use of any controlled substance which has not been legally prescribed and/or dispensed, or the abuse of a legally prescribed drug which results in impairment while on duty.

E. The **“City”** shall include the Fire Chief, the City Manager or their respective designees.

Section 3: Prohibition of Drugs in the Work Place

The concealment, transportation, promotion, sale, purchase, possession, or use of the following items or substances by employees of the Fire Department is strictly prohibited while on duty or during working hours, including lunch hour, and in the work place at any time except in accordance with duty requirements:

- A. Drugs or controlled substances covered by this Policy as defined in Section 2 of this Article.
- B. Alcoholic beverages.
- C. Drug Paraphernalia.
- D. Over the counter drugs, and legally obtained pharmaceuticals, to the extent that they mentally impair the employee.

Violations of these prohibitions shall result in disciplinary action up to and including discharge. Employees subject to recall to work overtime or unscheduled hours or less than eight hours notice shall not be subject to discipline for any impairment due to alcohol or legal drugs, provided they notify their superior of their condition provided that an employee expressly notified to stand by to be immediately available for recall to work shall be restricted during the stand by period from imbibing alcohol or taking legal drugs that may impair performance.

Section 4: Administration of Tests

A. ***Informing Employees Regarding Policy*** All present employees shall be supplied a copy of this Policy on Drug and Alcohol Screening and the City will meet with employees to explain the Policy. Union representatives shall be afforded the opportunity to be present to explain the Union's role in regard to the Policy. New members of the bargaining unit will be supplied with a copy of this Policy on Drug and Alcohol Screening as part of their orientation.

B. ***Reasonable Suspicion Testing*** When there is a reasonable suspicion to believe that an employee uses illegal drugs or is physically or mentally impaired due to being under the influence of alcohol, the use of illegal drugs or the abuse or prescription drugs, the Chief shall have the right to order an employee to report for drug or alcohol testing.

Reasonable suspicion is a suspicion based upon specific objective facts and reasonable inferences drawn from those facts. The facts for determining reasonable suspicion shall be based upon the following:

- (1) Observable phenomena, such as direct observation of use and/or the physical symptoms of impairment resulting from using or being under the influence of alcohol or controlled drugs; or
- (2) Information provided by an identifiable third party which is independently investigated by the Chief or his or her designees to determine (where feasible) the reliability or validity of the allegation. Information from anonymous sources alone shall be insufficient grounds to order a test.

C. ***Random Testing*** There shall be no random testing or testing not based on reasonable suspicion of employees except as specifically provided for by this Article.

D. ***Accident/Injuries*** When an employee is involved in an on-the-job accident or injury, a superior officer shall conduct a preliminary investigation promptly and, as part of the investigation, shall evaluate the employee's appearance and behavior and shall promptly report his or her findings to the Fire Chief or the Chief's designee. Drug or alcohol testing may be required where there is reasonable suspicion that an error or mistake due to drug or alcohol use by the employee caused the accident or injury or where there is reasonable suspicion that an employee's alcohol or drug use may have contributed to the incident. The failure of a superior to report findings of reasonable suspicion shall be cause for discipline. When an employee operating apparatus while on duty is involved in a motor vehicle accident causing bodily injury, reasonable suspicion shall be presumed.

E. ***Arrest or Indictment*** When an employee has been arrested or indicted for conduct involving alcohol abuse and/or illegal drug related activity on or off duty, the Fire Chief may require drug/alcohol screening or induction into a treatment program whichever is applicable.

F. **Status of Employee Following Order for Testing** When testing is ordered, the employee will be removed from duty and placed on administrative leave with pay or non-emergency duty within the Fire Department pending the receipt of results.

G. **Return to Duty Testing** An employee who tests positive may not return to duty until the employee passes a drug test administered under this part and the medical review officer has determined the employee may return to duty.

Section 5: Testing Procedures

The test procedures outlined in this Section shall conform with the Substance Abuse and Mental Health Services Administration (SAMHSA). In the event there is any conflict between the procedures set forth in this Section and the SAMHSA Standards, the SAMHSA Standards shall control.

The Fire Chief will ensure that the following procedures are established for the collection of urine and blood specimens and the testing of such specimens at a designated SAMHSA - certified laboratory:

A. General Procedures

- (1) **Representation** Employees are entitled to Association representation. A Union representative shall accompany the employee to the collection site, provided such representative is available and that securing such representative does not delay the process for more than one (1) hour.
- (2) **Collection Sites** Collection services will be provided at a medical facility specified by the Fire Chief.
- (3) **Chain-of-Custody** In all cases, strict chain-of-custody procedures shall be followed.
- (4) **Scheduling**
 - (a) "For cause" collection of specimens for testing will not require an appointment, but the employee must be accompanied by a superior who will present identification. In most cases, the lab will be notified by phone of a collection request "on the way".
 - (b) If collection is done at an Emergency Room site, the City will notify the lab on the next business day. At the Hospital, the superior will present identification and notice that this is a lab client.

(5) ***Collection Procedure***

- (a) The employee's identity will be verified by driver's license or by superior in the absence of a picture I.D. Verification will be done by the doctor or nurse.
- (b) Drug history/drug disclosure form will be completed by the employee, and reviewed by the doctor or nurse.
- (c) A consent form will be signed by the employee and witnessed.
- (d) The specimen will be obtained as follows:

At the lab site, the collection will be unwitnessed: The employee will be fully unclothed, dressed in a hospital gown, wash his or her hands thoroughly, including under and around the fingernails; and accompanied to the bathroom door. The employee will void in a bathroom with colored toilet water, taps shut off, and devoid of soap or other materials which could be used to adulterate the specimen. At an Emergency Room site, if the specially-equipped bathroom is not available, the test will be witnessed. A doctor and/or nurse of the same gender will accompany the employee to the bathroom and will be physically present when the specimen is produced.

- (e) Blood alcohol specimen will be obtained by a nurse. Blood alcohol specimen will be labeled with name, test date, time, and will be initialed by the nurse or doctor and the employee.
- (f) Urine specimen will be sealed in full view of the employee and the confidence seal placed over the top of the bottle.
- (g) The chain-of-custody process will be initiated, the specimens will be given an I.D. number. The specimen will be labeled with that number, as is the chain-of-custody form.
- (h) Copies of the chain-of-custody form will be sealed in a tamper-proof custody envelope with the specimen. The envelope will be locked up in a metal box or locked refrigerator.
- (i) "For cause" testing will also include a medical history and physical exam to gather an understanding of any physical condition, known or unknown, of an employee, as well as to provide a third party observation and assessment of the individual.
- (j) In connection with its testing program the lab shall engage the services of a medical review officer experienced in drug

testing to design an appropriate questionnaire to be filled out by an employee being tested to provide information of food or medicine or other substance eaten or taken by or administered to the employee which may affect the test results and to interview the employee in the event of positive test results to determine if there is any innocent explanation for the positive reading.

- (6) **Laboratory Process** A SAMHSA-certified laboratory will be utilized for all drug/alcohol screening processing. The laboratory shall apply the cutoff levels recognized by SAMHSA. In addition, the laboratory shall:

- (a) Samples shall be retained of all positive specimens in accordance with SAMHSA standards.
- (b) Use for alcohol (ethyl) a blood alcohol content (BAC) level of .04 grams per 100 cubic centimeters.

- (7) **Review of Drug Testing Results**

- (a) **MRO Appointment** The City shall designate or appoint a Medical Review Officer (MRO). The MRO must be a licensed physical with knowledge of drug abuse disorders.
- (b) **MRO Duties** The MRO shall perform the following functions:
 - (i) Review the results of drug testing before they are reported to the City.
 - (ii) Review and interpret each confirmed positive test result from employees as follows, to determine if there is an alternative medical explanation for the confirmed positive test result:
 - (i-a) Conduct a medical interview with the individual tested.
 - (i-b) Review the individual's medical history and any relevant biomedical factors.
 - (i-c) Review all medical records made available by the individual tested to determine if a confirmed positive test resulted from legally prescribed medication.

- (i-d) If necessary, require that the original specimen by re-analyzed to determine the accuracy of the reported test result.
 - (iii) Determine whether and when an employee did not pass a drug test administered under procedures provided in this policy may be returned to duty.
 - (iv) If requested, assist in determining a schedule of unannounced testing, in consultation with the City, for an employee who has returned to duty.
 - (v) Ensure that an employee has been drug tested in accordance with the procedure provided in this Policy before the employee returns to duty.
- (c) ***MRO Determinations*** The following rules govern MRO
- (i) If the MRO determines, after appropriate review, that there is a legitimate medical explanation for the confirmed positive test result other than the unauthorized use of a prohibited drug, the MRO is not required to take further action.
 - (ii) If the MRO determines, after appropriate review, that there is no legitimate medical explanation for the confirmed positive test result other than the illegal or unauthorized use of a drug, the MRO shall refer the individual tested to an employee assistance program, and to the Fire Chief for further proceedings.
 - (iii) Based on a review of laboratory inspection reports, quality assurance and quality control data, and other drug test results, the MRO may conclude that a particular drug test result is scientifically insufficient for further action.

B. ***Independent Testing***

When an employee has been tested pursuant to the rules established herein and there are confirmed positive results, the employee may request that a portion of the original specimen be submitted for an independent test. The employee shall be notified of his or her right to do so and request and complete the independent test within ten (10) days of notice. The independent test shall be at the employee's expense and shall utilize equivalent testing and chain-of-custody process required by this Section (i.e., SAMHSA-certified lab and SAMHSA chain-of-custody procedures). If such independent test yields a negative test result, a portion of the original specimen shall be submitted to a different SAMHSA certified lab for a third test following the same chain-of-custody procedure

required by this Section. The third test result shall determine whether the test is positive. The City shall bear the costs of any third test.

C. *Confidentiality of Test Results*

The results of drug and alcohol tests will be disclosed to the person tested, the Fire Chief and such other officials as may be designated by the Fire Chief on a need-to-know basis consistent with the other provisions of this Agreement, including treatment needs, diagnosis, use of treatment program(s) and investigation of disciplinary action. To the extent permitted by law, test results will be disclosed to the designated representative of the Union upon request so that it can meet its representation and administrative responsibilities as exclusive bargaining agent, if the employee refuses to give copies to the Union. Test results will not be disclosed externally except where the person tested consents or disclosure is permitted by law. Any member whose drug/alcohol screen is confirmed positive, shall have an opportunity at the appropriate stage of the disciplinary process to refute said results. A breach of confidentiality shall be considered a serious act of misconduct and the Union may grieve and remedy violations through the grievance procedure. Nothing in this provision shall be construed as waiving the Union's statutory right to collective bargaining or the administration of grievances. The foregoing shall not be construed to limit the City's ability to compile and distribute generalized reports summarizing the results of data gathered from the administration of tests authorized by this agreement.

Section 6: Voluntary Request for Assistance and Employee Assistance Program

The City shall refer employees to treatment programs whose functions shall be to aid in resolving employee drug and alcohol problems, providing counseling and assistance to employees who voluntarily submit themselves for treatment or whose drug test results are positive, and monitoring employee progress through treatment and rehabilitation.

Employees are encouraged to voluntarily seek treatment, counseling and/or other support and assistance for an alcohol or drug related problem. There shall be no adverse employment action taken against an employee who voluntarily seeks assistance solely for having done so, provided however if an employee tests positive under Sections 4 or 5 of this Article, disciplinary action shall be administered as provided under this Agreement. When voluntary assistance is requested under this Policy, the employee may use the City's Employee Assistance Program to obtain referrals. Treatment, counseling and other support and all such requests shall be treated as confidential.

Records relating to an employee's request for assistance or participation in or documents related to such referral that come into the City's possession shall not be disclosed to parties outside the City after employee is separated from the City without the employee's consent unless required to do so by law or in defense of a legal action initiated by the employee.

Section 7: Specific Responsibilities

Without limiting the Chief's general management authority, specific orders to submit to a drug test shall be conducted according to the following procedures:

A. The Fire Chief or his or her designee will:

1. Identify those employees where a drug/alcohol screen is required.
2. When necessary, initiate a preliminary investigation to determine the validity of a member's admission that he or she is presently taking lawful drugs.
 - (a) If the preliminary investigation reveals that the drugs have been legally prescribed and are being properly consumed according to prescription directions, no further investigation will ensue.
 - (b) In all other instances, a formal disciplinary action will ensue when the test results disclose positive indicators and/or evidence of drug/alcohol usage by the member.

B. The Fire Chief or his or her designee shall notify employees in writing of the date and time of a drug/alcohol screen. Employees so notified shall be allowed a reasonable time not to exceed one hour to consult with a Union representative or counsel prior to administration of the screen and at the time of any questioning.

C. The employee subject to a drug/alcohol screen will:

1. Report on a date and time determined by the Department.
2. Furnish documentation relating to the use of any prescribed drugs, i.e., prescription bottle with prescription number, prescribing physician's statement, etc.
3. Answer all pre-medical examination questions including the use of any/all prescribed drugs and the name(s) of any prescribed drugs and the name(s) of any prescribing physician(s).
4. Cooperate in the completion of all phases of the drug/alcohol screen in accordance with the instructions of the examine physician or his or her designee.
5. Have in his or her possession his or her departmental identification card.

D. Any employee who is taking legal medication that could affect perception, judgment, memory, coordination or other necessary ability to perform one's duties shall

report, in writing, such fact and the nature of the illness or condition requiring the medication to the Chief or his or her designee. Such information will be treated on a confidential basis.

ARTICLE XLI

DISCIPLINE

The parties recognize that the Fire Chief and the Board of Fire and Police Commissioners of the City of Joliet ("Board") have certain statutory authority over employees covered by this agreement as defined by the Illinois Municipal Code, 65 ILCS 5/10-2.1-1, et seq. The terms of this Article are nevertheless intended to supplement the authority of the Fire Chief and the Board by providing non-probationary employees with the right to choose between having a dispute as to disciplinary action resolved through a hearing before an arbitrator selected upon the grievance/arbitration procedure of this Agreement or by hearing conducted by the Board.

In accordance with §15(b) and (c) of the IPLRA, 5 ILCS 315/15(b) (c), in the event of any conflicts between this procedure and the City ordinance or Board rules, the provisions of this Agreement shall take precedence.

Disciplinary actions may consist of the following actions:

- **Oral reprimand**
- **Written reprimand**
- **Suspension** (to a maximum of 5 calendar (8 hour) days by the Fire Chief on his or her own authority or up to 30 calendar (8 hour) days by the Board on its own authority or upon recommendation of the Fire Chief)
- **Discharge**

A grievance may be filed contesting whether just cause exists for such action according to the following procedure:

1. At the time that the Chief files charges with the Board, he shall notify the affected employee and the Union of such action.
2. The employee and/or the Union may then file a grievance contesting the just cause of the disciplinary action. Such grievance shall be filed within the time limits provided by Article VI but shall be initially filed at Step 3.
3. If a grievance is filed, it may be referred to arbitration in according with the provisions of Article VI, Step 3.

4. If the grievance is referred to arbitration by the Union, the following additional conditions shall apply:
 - a. The notice to refer the disciplinary grievance to arbitration shall be signed by the Union's designated representative and shall also contain a signed statement from the affected employee waiving any and all rights the employee may have to a hearing before the Board or to appeal the Board's actions on the charges to the courts pursuant to the Administrative Review Act.
 - b. Upon receipt of such notice referring the grievance to arbitration, the Board shall issue an order implementing the Chief's recommendation for discipline within ten (10) days of the filing of the Union's notice of referral to arbitration without further hearing. If the Board fails to act within such period, it shall be deemed to have issued a decision upholding the charges and recommended discipline as filed by the Chief. In either event, the grievance as to whether such Board action is supported by just cause shall be heard before an impartial arbitrator as provided in Step 3 of the grievance procedure (Article VI) unless the grievance is settled upon terms acceptable to the Union, the employee and the City.
5. If no grievance is filed or the Union does not refer the grievance to arbitration, the charges shall proceed to hearing and a determination shall be made by the Board.

ARTICLE XLII

EMERGENCY MEDICAL TECHNICIAN - PARAMEDIC PROGRAM

Section 1: Introduction

The City of Joliet and Joliet Firefighters, Local 44, IAFF, AFL-CIO recognize the need for providing the citizens of this community with the highest level of emergency medical service. To that end, the City and Local 44 enter into this agreement for the implementation of a program which will maintain an emergency advanced life support system for the citizens of Joliet. This program shall be called the Emergency Medical Technician-Paramedic (EMT-P) Program of the City of Joliet. The previous Article XLI from the 2016-2019 collective bargaining agreement shall be preserved in this contract as Exhibit I.

Section 2: Overview

The Emergency Medical Technician Paramedic (EMT-P) Program of the City of Joliet will comply with the provisions of the Emergency Medical Services Systems Act, 210 ILCS 50/1 et seq., the Rules and Regulations of the State of Illinois, Department of Public Health, 77 Ill. Admin. Code Ch. 1, Section 535 et seq. and all other laws, rules, and

regulations applicable to the operation of advanced life support systems in the State of Illinois. The Silver Cross Hospital Emergency Medical Services System ("SCHEMS System"), currently operating through Silver Cross Hospital, will serve as the resource and administrative body for the City of Joliet Emergency Medical Services providing advanced life support, unless the City decides to use a different Emergency Medical System.

In accordance with the current laws and regulations for advanced life support systems, each response unit (ambulance) will be staffed by two (2) persons. One person on each ambulance must be a certified EMT-P. The other person shall be an Emergency Medical Technician-Basic (EMT-B) or an Emergency Medical Technician-Paramedic (EMT-P).

Section 3: EMT-P Positions

A. There shall be, within the Joliet Fire Department, a minimum number of certified firefighter EMT-Ps as specified in this Section 3. The minimum number of employees required to be certified firefighter EMT-Ps shall be calculated by multiplying the number of operating fire stations in the City of Joliet by twelve (12). By way of example only, if the City of Joliet has nine (9) fire stations, that would result in a minimum number of 108 certified firefighter EMT-Ps.

B. Firefighters must successfully complete the program addressed in Section 4 of this Article and be certified as provided for in Section 5 to occupy an ALS bid position.

Section 4: Training

A. Initial training and education for the EMT-P Program shall be administered, coordinated and conducted by an accredited State of Illinois Paramedic Program.

B. Future training of new or existing EMT-P's shall be coordinated through a local state certified emergency medical service agency approved by the City, as required by state laws and/or rules and regulations at facilities designated by the service.

C. Authorization for training or education at alternative facilities shall be granted by the Fire Chief upon consideration of, but not limited to the following: impact on the City, operations of the Fire Department, and manpower requirements. However, any alternative program must meet the requirements established for EMT-P training programs.

D. The City will pay the educational costs of the EMT-P training in accordance with Article XXIII of this Agreement.

E. Efforts will be made to schedule training and education during duty hours whenever possible. In the event that a firefighter must attend a training session during off duty hours, he will be compensated in accordance with the provisions of Article XXIII of this Agreement. Such attendance during off duty hours must have the prior approval of the Fire Chief or his or her designee. It is understood that multiple, scheduled off duty

attendance may receive approval by the Chief or his or her designee provided the Chief is made aware, in advance, of all such scheduled training.

F. The City will provide EMS personnel the necessary time to study on duty days provided such study time shall not interfere with normal Fire Department emergencies, training, programs, and activities.

Section 5: Certification.

A. All firefighters must pass either the state or national paramedic examination. The City will pay the costs of examinations taken by its employees. Included will be overtime payment for any off-duty time required to take the test in accordance with Article XXIII of this Agreement.

B. Re-certification must be obtained as required by the State of Illinois Department of Public Health. The City will pay the costs of the re-certification examinations taken by its employees. Included will be overtime payment for any off-duty time required to take the test in accordance with Article XXIII of this Agreement.

C. The Fire Chief or his or her designee shall schedule the necessary education and training for maintenance of certification and any required upgrades. All EMT-P's shall be individually responsible for completing the scheduled educational training requirements necessary for maintaining their certification as well as any upgrades in training that may become required or necessary by operation of state law or the governing emergency medical services system to ensure that the City of Joliet provides the highest level of emergency medical service.

D. It is understood that those employees required to be EMT-P certified must maintain State of Illinois certification. For those employees required to be EMT-P certified who by act of the Director of the Illinois Department of Public Health and after a State of Illinois Administrative Hearing have their certification revoked may be subject to layoff pending reinstatement as an EMT-P or able to be transferred to a position not requiring EMT-P certification. It is further understood that the Department will not take disciplinary and/or any adverse action against any employee who is an EMT-P based on a medical suspension imposed by a Project Medical Director without first complying with Article XLI of this Agreement. However, nothing in this Section will preclude the City from action up to and including discharge where revocation of EMT-P certification is the result of improper conduct as defined in the Rules and Regulations of the Board of Fire and Police Commissioners.

E. EMT-Ps senior to the minimum required number of EMT-Ps as specified in Section 3 shall have the option of allowing the employee's EMT-P certification to lapse, provided however that an Apparatus Operator EMT-P, in order to permit their EMT-P certification to lapse, must also be within the top rank seniority amongst Apparatus Operators equal to the number of operating fire stations in the City multiplied by three (3). By way of example only, if the City of Joliet has nine (9) fire stations, that would require

an Apparatus Operator to occupy rank seniority within the top 27 Apparatus Operators in order to allow his/her EMT-P certification to lapse.

F. Should an employee allow their EMT-P certification to lapse under Section 3(A) and in the case of Apparatus Operators Section 5(E), and later find that due to recalculation of either formula, or due to the promotion of more senior employees to their rank, that they no longer meet the seniority requirements of one or both formulas, (such as by way of example only, the City closing a station or stations after an employee has chosen to allow their EMT-P certification to lapse), such employee shall be “grandfathered” into the new formula and shall not be disciplined or otherwise penalized for failing meet the seniority threshold(s).

G. When an employee’s ability to practice paramedicine is temporarily suspended for a time certain by an authority having jurisdiction over the employee’s EMT-P certification due to discipline or sanction arising from conduct as an EMT-P, such employee shall not be terminated or lose his or her current bid position solely due to the temporary suspension and shall be accommodated during the term of the suspension in a manner that will allow the employee to continue to work during the suspension. Such employee’s pay shall not be affected during the term of the suspension. Such a member shall be treated as any other employee who does not have any classification of EMT certification including requiring alteration of work assignments if manpower requirements dictate; provided however that reasonable efforts will be made by the Fire Chief or his or her designee not to disrupt another employee’s bid assignment unless necessary for manpower requirements. Nothing in this subsection G shall be construed to prohibit the Fire Chief from seeking disciplinary action against an employee for the underlying act or omission giving rise to the temporary suspension or for different or other acts or omissions. In all cases where discipline is sought, the law of the State of Illinois and the provisions and requirements (including “Just Cause”) of this agreement concerning disciplinary procedures shall apply.

H. When an employee’s ability to practice paramedicine is revoked or permanently suspended by an authority having jurisdiction over the employee’s EMT-P certification and without a time certain for reinstatement and/or who also does not possess a high enough union seniority to choose to allow the employee’s EMT-P certification to lapse as provided in Section 3(A) and/or in the case of an Apparatus Operator Section 5(E), that Employee shall be permitted to continue working as provided in the previous subsection G until all due process to which the employee is entitled has been exhausted or waived under federal law, state law, municipal ordinance, the Rules of the Board of Fire and Police Commissioners and/or this agreement. An employee whose license is permanently revoked and/or permanently suspended may not be terminated solely because the employee had such license permanently revoked and/or suspended and/or falls below the seniority thresholds of Section 3(A) and Section 5(E), unless the Employer also alleges that the employee’s underlying act or omission giving rise to the revocation or permanent suspension met the requirements of Just Cause discipline and said Just Cause discipline was upheld by an Arbitrator pursuant to the requirements of the CBA and/or said Just Cause was found by the Board of Police and Fire

Commissioners and upheld on appeal. In all cases, discipline shall be implemented and/or upheld solely for “Just Cause” pursuant to the disciplinary processes of the CBA.

Nothing in this subsection H shall prohibit the Fire Chief from seeking disciplinary action against an employee for different or other acts or omissions. In all cases where discipline is sought, the law of the State of Illinois and the provisions of this agreement (including “Just Cause”) concerning disciplinary procedures shall apply.

I. Where used herein, “authority having jurisdiction” shall mean the EMS System under which the employee’s EMT-P certificate is authorized to practice and/or the Illinois Department of Public Health. For Example, as of the date of this Agreement the EMS System in place is the SCHEMS System.

Section 6: Equipment and Supplies

A. The City of Joliet will be responsible for providing the necessary equipment to upgrade existing ambulances to advanced life support system standards.

B. The City of Joliet will provide all EMT-P’s with the equipment necessary to perform their job, including those items required by the authority having jurisdiction.

Section 7: Firefighter Hiring Policy

A. Effective with the implementation of this Agreement, all newly hired firefighters must complete formalized training resulting in certification as an EMT-B and EMT-P by the State of Illinois Department of Public Health and as a Firefighter II or Basic Firefighter by the Illinois Fire Marshall as a condition of continued employment. To achieve this certification, newly hired firefighters will be expected to complete the following training:

<u>COURSE</u>	<u>ESTIMATED COMPLETION TIME</u>
Basic Firefighter	Nine (9) weeks
EMT-B (Semester at JJC)	Five (5) months
EMT-P	Twelve (12) months

B. All newly hired firefighters shall be required to be EMT-P’s. Failure to complete the training and education for the above certification or failure to exercise due care and diligence to achieve timely completion of such training and education and receive certification shall be grounds for immediate termination.

C. There shall be a one year probationary period for newly hired firefighters. A newly hired Firefighter’s twelve month probationary period will begin with the Firefighter’s first day on shift. It is understood that if a newly hired Firefighter does not hold an EMT-P certificate, then the probationary period shall remain in effect until the Firefighter successfully graduates from Paramedic School and obtains an EMT-P certificate. During this period of extended probation, the Firefighter can only be terminated for just cause, including, but not limited to, the failure to successfully complete Paramedic School on his

or her first attempt. Nothing herein shall preclude the parties' from negotiating a longer probationary period than one year, should there be an amendment to the law allowing for such a probationary period.

Section 8: Paramedic Review Board

This entire Section 8 shall apply only to those employees who do not qualify to voluntarily discontinue their EMT-P certification under Section 3(A) or 5(E).

It is recognized by the parties to this Agreement that the obligation imposed upon the EMT-P's to continue their education with respect to the upgrading of such services and the constant and prolonged exposure by them to their duties may bring them to the point where they become incapable of performing their duties in a manner which is consistent with minimum acceptable standards. Therefore, a Paramedic Review Board shall be established to evaluate an EMT-P's request to the Fire Chief to discontinue EMT-P's duties. Such request shall include a written request to discontinue paramedic certification.

A. The Paramedic Review Board shall be comprised of the following individuals:

1. A certified EMT-P representative of Local 44 to be selected by IAFF Local 44;
2. A representative of, and selected by, the SCHEMS System;
3. The Director of Human Resources of the City of Joliet.

B. The Paramedic Review Board shall review requests for discontinuing EMT-P duties and certification, including all pertinent evidence and testimony, and shall make a recommendation to the Fire Chief.

C. The Fire Chief shall not arbitrarily and unnecessarily deny a request to discontinue EMT-P duties and certification. Consideration will be given, but not limited to, the following:

1. The Paramedic Review Board's recommendation.
2. Whether adequate documentation of the need to discontinue EMT-P duties was presented by the EMT-P requesting such discontinuance.

D. Discontinuance of EMT-P duties and certification under this Section 8 shall result in the loss of any associated ALS bid pay and may result in the loss of the employee's bid assignment, subject to the staffing requirements of the Illinois Department of Public Health and/or the seniority and bidding rules of this agreement and/or as agreed between the City and the Union. Written notification of discontinuance, along with the request for such discontinuance, shall be forwarded, by the Fire Chief, to the appropriate State and local agencies.

E. All proceedings of the EMT-P Review Board shall be confidential with the utmost consideration given to protect the privacy rights of the EMT-P in question.

F. Those whose request to discontinue EMT-P duties is approved may later apply to the Fire Chief for re-certification provided:

1. The employee agrees to pay all expenses associated with training and re-certification (including testing).
2. No overtime expense will be incurred by the City.
3. The employee submits an appropriate medical release if original request for discontinuance was for medical reasons.

G. In the event the Fire Chief grants discontinuance of EMT-P duties and certification under this Section 8, the employee shall not displace any bid personnel on a day-to-day basis due to a paramedic shortage.

Section 9: Implementation

So long as the City operates the EMT-P Program the following provisions shall apply:

- A. The Firefighter on each ambulance on each shift must be an EMT-P.
- B. The Apparatus Operator bid on each ambulance on each shift must be an EMT-P. An Apparatus Operator EMT-P and a Firefighter EMT-P bid to an Ambulance shall also receive the Paramedic Bid Stipend.
- C. Vacancies occurring in firefighter ambulance bid EMT-P positions shall be filled by other firefighter EMT-P's.
- D. Only an EMT-P will be allowed to substitute for an EMT-P. However, a non-EMT-P shall be allowed to substitute for an EMT-P when it does not interfere with normal operation of the Fire Department, with the permission of the shift commander and such approval would not result in increased costs to the City.

Section 10: Compensation

A. Pickup and Pay

Effective with the implementation of this agreement the City shall pick up and pay to the Joliet Firemen's Pension Fund (the "Fund"), on behalf of each employee covered by this Agreement, the statutorily required employee contribution to the Fund. It is understood that this pick up and payment of the Fund consists of part of or all of the amount assessed against each such employee under the provisions of the Fund and shall be considered to be a payment of salary under Article XXXI, Section 1 of this Agreement. Such amounts picked up and paid to the Fund will be treated as employer contributions

for income tax purposes pursuant to 26 USC Section 414(h). The City shall not be required by this paragraph to pick up and pay any additional amounts to the Fund.

The Union agrees that the City's pick up and payment of contributions to the Fund is solely for the purpose of making such contributions, which otherwise would be made by the employee, nontaxable for income tax purposes and shall not be considered as reducing the salaries paid to the employees in accordance with Section 1 hereof.

The Union shall hold the City harmless and indemnify the City against any and all liabilities, losses and expenses of whatever nature arising out of the City's agreement to pick up and make payments to the Fund in accordance with this Section.

B. Paramedic Bid Compensation

All Firefighters and Fire Apparatus Operators with paramedic bid positions shall be compensated with a stipend of five per cent (5%) of their Annual Base Salary, in addition to their Annual Base Salary. This compensation shall be called "*Paramedic Bid Stipend*" and shall be included in wage calculations for pension purposes. The wage schedules, the hourly rate schedules and the Holiday Stipend schedules set forth in Exhibit "A" include and accurately reflect the Paramedic Bid Stipend.

Trained and certified EMT-P's required to perform paramedic duties to replace vacancies and routine absences of bid EMT-P's, shall receive the Paramedic Bid Stipend on days when this occurs.

An EMT-P that works overtime while working in a paramedic position shall be paid for such overtime at an overtime rate that includes the Paramedic Bid Stipend.

C. Paramedic Certification Stipend

Each employee that is duly certified in accordance with law and departmental policy to perform paramedic (EMT-P) duties shall receive additional compensation (the "Paramedic Certification Stipend") equal to the below percentages of the employee's annual base salary:

January 1, 2025: 7.00%

January 1, 2026: 7.50%

January 1, 2027: 7.50%

January 1, 2028 and continuing thereafter: 7.75%

This compensation shall be called "*Paramedic Certification Stipend*" and shall be included in wage calculations for pension purposes. The Paramedic Certification Stipend shall be in addition to the Paramedic Bid Stipend and shall be paid in the same manner and at the same times as the Paramedic Bid Stipend.

The wage schedules, the hourly rate schedules and the Holiday Stipend schedules set forth in Exhibit "A" include and accurately reflect the Paramedic Certification Stipend.

ARTICLE XLIII

LIGHT DUTY

A. Light duty assignment, upon authorization of a physician, shall have the affected individual perform duties under the direct supervision of the Fire Chief and/or Shift Commander. This light duty assignment shall be classified as follows:

1. Duty Related Injury/Illness An affected individual, upon authorization of a physician, shall select one (1) of two (2) work options.
 - (a) Eight (8) hour work day (40 hour week).
 - (b) Twenty-four (24) hour work day on his or her respective shift.
2. Non-Duty Related Injury/Illness Individual, upon authorization of a physician, shall select one (1) of three (3) work options.
 - (a) Eight (8) hour work day (40 hour week).
 - (b) Twenty-four (24) hour work day on his or her/her respective shift.
 - (c) Remain on Sick Leave until authorized by physician to return to full duty or until the employee exhausts his or her Sick Leave, which ever occurs first.

B. Light Duty personnel shall not fill any vacancies on front line equipment.

C. Light duty assignments shall commence no sooner than the employee's next regularly scheduled duty day.

ARTICLE XLIV

OFF-DUTY FIREFIGHTING AND EMS DUTIES

For reasons stated below, the City and Union agree no Employee shall perform active firefighting and/or EMS duties for jurisdictions operating a paid or volunteer fire department. No employee shall work any similar EMS Pre-Hospital care work in any capacity during their off duty work time that involves the transport of individuals to or from a Hospital or other health care facilities or medical treatment centers in either an emergency or non-emergency fashion. This provision shall not prohibit a bargaining unit member from working in a hospital environment but is intended to prevent work in the

prehospital EMS care context as such work is “like work” to those duties performed by members of the Joliet Fire Department.

A. The provision of fire protection services and EMS services to the public is a dangerous occupation requiring highly trained, physically capable personnel using appropriate methods and equipment under the direction of experienced supervisors. As such, the performance of fire protection duties without the requisite training, methods, equipment or supervision may threaten the health and well-being of employees and the public.

B. Employees who perform fire protection duties on a voluntary basis or as a result of outside employment are subject to increased exposure to hazardous conditions that may result in a greater incidence of illness or injury. Consequently, the performance of such duties for other municipalities may have a direct bearing on employees’ ability to perform fire protection duties for the City of Joliet.

C. State statute(s) have established presumptive causal relationships between an employee’s fire suppression and EMS duties and certain heart and lung, cancer, and MRSA disabilities the employee may develop. The City of Joliet and its taxpayers are financially liable for the employee’s duty disability benefits, and must be confident that such disabilities are the result of the employee’s work for the City and not for another municipality.

D. The prohibition against employees of the Joliet Fire Department from performing fire fighting and/or EMS duties for jurisdictions other than the City of Joliet shall be in effect at all times.

RATIFICATION

IN WITNESS WHEREOF, the City of Joliet, an Illinois municipal corporation, and the International Association of Fire Fighters, Local 44, AFL-CIO, a labor organization, hereby enter into this collective bargaining agreement in accordance with the laws of the State of Illinois this ____ day of _____, 2025 by their duly authorized representatives.

FOR THE UNION:

FOR THE CITY:

Christopher O'Hara
President, IAFF Local 44

Beth Beatty
City Manager

ATTEST:

ATTEST:

Ryan Las
Vice-President, IAFF Local 44

Lauren O'Hara
City Clerk

EXHIBIT A

Base Salary

2025	A	B(2)	C(3)	D(4)	E(10/3yr AO)	F(11)	G(15)	H(18)	I(20)	J(25)
FF	\$ 69,975	\$ 89,893	\$ 96,759	\$ 103,629	\$ 108,736	\$ 109,279	\$ 110,099	\$ 113,402	\$ 113,969	\$ 114,539
FFP	\$ 74,873	\$ 96,185	\$ 103,532	\$ 110,883	\$ 116,347	\$ 116,929	\$ 117,806	\$ 121,340	\$ 121,947	\$ 122,556
FFP w/ Bid	\$ 78,372	\$ 100,680	\$ 108,370	\$ 116,064	\$ 121,784	\$ 122,393	\$ 123,311	\$ 127,010	\$ 127,645	\$ 128,283
AO	\$ 85,860	\$ 94,388	\$ 101,597	\$ 108,810	\$ 114,173	\$ 114,744	\$ 115,604	\$ 119,072	\$ 119,668	\$ 120,266
AOP	\$ 91,870	\$ 100,995	\$ 108,709	\$ 116,427	\$ 122,165	\$ 122,776	\$ 123,697	\$ 127,407	\$ 128,044	\$ 128,685
AOP w/ Bid	\$ 96,163	\$ 105,715	\$ 113,789	\$ 121,867	\$ 127,874	\$ 128,513	\$ 129,477	\$ 133,361	\$ 134,028	\$ 134,698
Day Position (40 Hour)	\$ 100,971	\$ 111,000	\$ 119,478	\$ 127,961	\$ 134,267	\$ 134,939	\$ 135,951	\$ 140,029	\$ 140,729	\$ 141,433

2026	A	B(2)	C(3)	D(4)	E(10/3yr AO)	F(11)	G(15)	H(18)	I(20)	J(25)
FF	\$ 72,249	\$ 92,814	\$ 99,903	\$ 106,997	\$ 112,270	\$ 112,831	\$ 113,677	\$ 117,087	\$ 117,673	\$ 118,261
FFP	\$ 77,667	\$ 99,775	\$ 107,396	\$ 115,022	\$ 120,690	\$ 121,293	\$ 122,203	\$ 125,869	\$ 126,498	\$ 127,131
FFP w/ Bid	\$ 81,280	\$ 104,416	\$ 112,391	\$ 120,371	\$ 126,303	\$ 126,935	\$ 127,887	\$ 131,723	\$ 132,382	\$ 133,044
AO	\$ 88,650	\$ 97,456	\$ 104,899	\$ 112,346	\$ 117,883	\$ 118,473	\$ 119,361	\$ 122,942	\$ 123,557	\$ 124,175
AOP	\$ 95,299	\$ 104,765	\$ 112,766	\$ 120,772	\$ 126,725	\$ 127,358	\$ 128,314	\$ 132,163	\$ 132,824	\$ 133,488
AOP w/ Bid	\$ 99,731	\$ 109,638	\$ 118,011	\$ 126,390	\$ 132,619	\$ 133,282	\$ 134,282	\$ 138,310	\$ 139,002	\$ 139,697
Day Position (40 Hour)	\$ 104,718	\$ 115,120	\$ 123,912	\$ 132,709	\$ 139,250	\$ 139,946	\$ 140,996	\$ 145,226	\$ 145,952	\$ 146,681

2027	A	B(2)	C(3)	D(4)	E(10/3yr AO)	F(11)	G(15)	H(18)	I(20)	J(25)
FF	\$ 74,597	\$ 95,831	\$ 103,150	\$ 110,474	\$ 115,918	\$ 116,498	\$ 117,372	\$ 120,893	\$ 121,497	\$ 122,105
FFP	\$ 80,192	\$ 103,018	\$ 110,886	\$ 118,760	\$ 124,612	\$ 125,235	\$ 126,175	\$ 129,960	\$ 130,610	\$ 131,263
FFP w/ Bid	\$ 83,921	\$ 107,809	\$ 116,044	\$ 124,284	\$ 130,408	\$ 131,060	\$ 132,043	\$ 136,004	\$ 136,684	\$ 137,368
AO	\$ 91,531	\$ 100,623	\$ 108,308	\$ 115,998	\$ 121,715	\$ 122,323	\$ 123,241	\$ 126,938	\$ 127,573	\$ 128,210
AOP	\$ 98,396	\$ 108,170	\$ 116,431	\$ 124,697	\$ 130,843	\$ 131,497	\$ 132,484	\$ 136,458	\$ 137,140	\$ 137,826
AOP w/ Bid	\$ 102,973	\$ 113,201	\$ 121,847	\$ 130,497	\$ 136,929	\$ 137,614	\$ 138,646	\$ 142,805	\$ 143,519	\$ 144,237
Day Position (40 Hour)	\$ 108,121	\$ 118,861	\$ 127,939	\$ 137,022	\$ 143,775	\$ 144,494	\$ 145,578	\$ 149,945	\$ 150,695	\$ 151,449

2028	A	B(2)	C(3)	D(4)	E(10/3yr AO)	F(11)	G(15)	H(18)	I(20)	J(25)
FF	\$ 77,021	\$ 98,945	\$ 106,503	\$ 114,065	\$ 119,686	\$ 120,284	\$ 121,186	\$ 124,822	\$ 125,446	\$ 126,073
FFP	\$ 82,990	\$ 106,613	\$ 114,757	\$ 122,905	\$ 128,961	\$ 129,606	\$ 130,578	\$ 134,496	\$ 135,168	\$ 135,844
FFP w/ Bid	\$ 86,841	\$ 111,560	\$ 120,082	\$ 128,608	\$ 134,946	\$ 135,620	\$ 136,637	\$ 140,737	\$ 141,440	\$ 142,148
AO	\$ 94,506	\$ 103,893	\$ 111,828	\$ 119,768	\$ 125,670	\$ 126,299	\$ 127,246	\$ 131,063	\$ 131,719	\$ 132,377
AOP	\$ 101,830	\$ 111,945	\$ 120,495	\$ 129,049	\$ 135,410	\$ 136,087	\$ 137,108	\$ 141,221	\$ 141,927	\$ 142,636
AOP w/ Bid	\$ 106,555	\$ 117,140	\$ 126,086	\$ 135,038	\$ 141,693	\$ 142,402	\$ 143,470	\$ 147,774	\$ 148,513	\$ 149,255
Day Position (40 Hour)	\$ 111,883	\$ 122,997	\$ 132,390	\$ 141,790	\$ 148,778	\$ 149,522	\$ 150,643	\$ 155,163	\$ 155,938	\$ 156,718

	2025	2026	2027	2028
7G Hourly Base	\$ 34.72	\$ 36.01	\$ 37.18	\$ 38.48
Rate for 7G Work Performed (=1.5x base rate)	\$ 52.09	\$ 54.02	\$ 55.78	\$ 57.72

Years	Longevity	Medic Stipend	Bid Stipend
11	15	20	25
AO/FF	0.50%	0.75%	0.50%
		2025	2026
		2027	2028
		7.00%	7.50%
		5%	5%

Calculation:

Take all FF salaries and copy them to the next year * Annual Raise

FFP is FF*Medic Stipend

FFP w/ bid is FF*(Medic Stipend+Bid Stipend)

AO is FF*1.05 * Step A AO is carried down like a FF

AOP is AO*Medic Stipend

AOP w/ bid is AOP*(Medic Stipend+Bid Stipend)

Day Position (40 Hour) is 1.05 * AOP w/ Bid unless member is FFP before taking Day Position, then salary is 1.05*FFP w/ Bid

*Straight Time Hourly Rate=Annual Base Salary/Annual Duty Hours

*Holiday Stipend=Straight Time Hourly Rate*24 hours*6.3 days

*Overtime=[(Annual Base Salary+Holiday Stipend)/Annual Duty Hours]*1.5

The parties agree that retro pay, with applicable pension deductions, shall also be made to those individuals who retired in good standing after the expiration of this CBA and before ratification of this Successor Agreement by both parties.

EXHIBIT A

Straight Time Hourly Rates

2025	A	B(2)	C(3)	D(4)	E(10/3yr AO)	F(11)	G(15)	H(18)	I(20)	J(25)
FF	\$ 27.06	\$ 34.76	\$ 37.42	\$ 40.07	\$ 42.05	\$ 42.26	\$ 42.57	\$ 43.85	\$ 44.07	\$ 44.29
FFP	\$ 28.95	\$ 37.19	\$ 40.04	\$ 42.88	\$ 44.99	\$ 45.22	\$ 45.56	\$ 46.92	\$ 47.16	\$ 47.39
FFP w/ Bid	\$ 30.31	\$ 38.93	\$ 41.91	\$ 44.88	\$ 47.09	\$ 47.33	\$ 47.68	\$ 49.11	\$ 49.36	\$ 49.61
AO	\$ 33.20	\$ 36.50	\$ 39.29	\$ 42.08	\$ 44.15	\$ 44.37	\$ 44.70	\$ 46.05	\$ 46.28	\$ 46.51
AOP	\$ 35.53	\$ 39.05	\$ 42.04	\$ 45.02	\$ 47.24	\$ 47.48	\$ 47.83	\$ 49.27	\$ 49.51	\$ 49.76
AOP w/ Bid	\$ 37.19	\$ 40.88	\$ 44.00	\$ 47.13	\$ 49.45	\$ 49.70	\$ 50.07	\$ 51.57	\$ 51.83	\$ 52.09
Day Position (40 Hour)	\$ 48.54	\$ 53.37	\$ 57.44	\$ 61.52	\$ 64.55	\$ 64.87	\$ 65.36	\$ 67.32	\$ 67.66	\$ 68.00

2026	A	B(2)	C(3)	D(4)	E(10/3yr AO)	F(11)	G(15)	H(18)	I(20)	J(25)
FF	\$ 27.94	\$ 35.89	\$ 38.63	\$ 41.38	\$ 43.41	\$ 43.63	\$ 43.96	\$ 45.28	\$ 45.50	\$ 45.73
FFP	\$ 30.03	\$ 38.58	\$ 41.53	\$ 44.48	\$ 46.67	\$ 46.90	\$ 47.26	\$ 48.67	\$ 48.92	\$ 49.16
FFP w/ Bid	\$ 31.43	\$ 40.38	\$ 43.46	\$ 46.55	\$ 48.84	\$ 49.09	\$ 49.45	\$ 50.94	\$ 51.19	\$ 51.45
AO	\$ 34.28	\$ 37.69	\$ 40.56	\$ 43.44	\$ 45.59	\$ 45.81	\$ 46.16	\$ 47.54	\$ 47.78	\$ 48.02
AOP	\$ 36.85	\$ 40.51	\$ 43.61	\$ 46.70	\$ 49.00	\$ 49.25	\$ 49.62	\$ 51.11	\$ 51.36	\$ 51.62
AOP w/ Bid	\$ 38.57	\$ 42.40	\$ 45.63	\$ 48.87	\$ 51.28	\$ 51.54	\$ 51.93	\$ 53.48	\$ 53.75	\$ 54.02
Day Position (40 Hour)	\$ 50.35	\$ 55.35	\$ 59.57	\$ 63.80	\$ 66.95	\$ 67.28	\$ 67.79	\$ 69.82	\$ 70.17	\$ 70.52

2027	A	B(2)	C(3)	D(4)	E(10/3yr AO)	F(11)	G(15)	H(18)	I(20)	J(25)
FF	\$ 28.85	\$ 37.06	\$ 39.89	\$ 42.72	\$ 44.83	\$ 45.05	\$ 45.39	\$ 46.75	\$ 46.98	\$ 47.22
FFP	\$ 31.01	\$ 39.84	\$ 42.88	\$ 45.92	\$ 48.19	\$ 48.43	\$ 48.79	\$ 50.26	\$ 50.51	\$ 50.76
FFP w/ Bid	\$ 32.45	\$ 41.69	\$ 44.87	\$ 48.06	\$ 50.43	\$ 50.68	\$ 51.06	\$ 52.59	\$ 52.86	\$ 53.12
AO	\$ 35.39	\$ 38.91	\$ 41.88	\$ 44.86	\$ 47.07	\$ 47.30	\$ 47.66	\$ 49.09	\$ 49.33	\$ 49.58
AOP	\$ 38.05	\$ 41.83	\$ 45.02	\$ 48.22	\$ 50.60	\$ 50.85	\$ 51.23	\$ 52.77	\$ 53.03	\$ 53.30
AOP w/ Bid	\$ 39.82	\$ 43.77	\$ 47.12	\$ 50.46	\$ 52.95	\$ 53.21	\$ 53.61	\$ 55.22	\$ 55.50	\$ 55.78
Day Position (40 Hour)	\$ 51.98	\$ 57.14	\$ 61.51	\$ 65.88	\$ 69.12	\$ 69.47	\$ 69.99	\$ 72.09	\$ 72.45	\$ 72.81

2028	A	B(2)	C(3)	D(4)	E(10/3yr AO)	F(11)	G(15)	H(18)	I(20)	J(25)
FF	\$ 29.78	\$ 38.26	\$ 41.18	\$ 44.11	\$ 46.28	\$ 46.51	\$ 46.86	\$ 48.27	\$ 48.51	\$ 48.75
FFP	\$ 32.09	\$ 41.23	\$ 44.38	\$ 47.53	\$ 49.87	\$ 50.12	\$ 50.49	\$ 52.01	\$ 52.27	\$ 52.53
FFP w/ Bid	\$ 33.58	\$ 43.14	\$ 46.44	\$ 49.73	\$ 52.18	\$ 52.44	\$ 52.84	\$ 54.42	\$ 54.69	\$ 54.97
AO	\$ 36.55	\$ 40.18	\$ 43.24	\$ 46.31	\$ 48.60	\$ 48.84	\$ 49.21	\$ 50.68	\$ 50.94	\$ 51.19
AOP	\$ 39.38	\$ 43.29	\$ 46.60	\$ 49.90	\$ 52.36	\$ 52.62	\$ 53.02	\$ 54.61	\$ 54.88	\$ 55.16
AOP w/ Bid	\$ 41.20	\$ 45.30	\$ 48.76	\$ 52.22	\$ 54.79	\$ 55.07	\$ 55.48	\$ 57.14	\$ 57.43	\$ 57.72
Day Position (40 Hour)	\$ 53.79	\$ 59.13	\$ 63.65	\$ 68.17	\$ 71.53	\$ 71.89	\$ 72.42	\$ 74.60	\$ 74.97	\$ 75.35

24 Hour Shift Annual Hours = 2586

8 Hour Day Shift Annual Hours= 2080

*Straight Time Hourly Rate=Annual Base Salary/Annual Duty Hours

*Holiday Stipend=Straight Time Hourly Rate*24 hours*6.3 days

*Overtime=[(Annual Base Salary+Holiday Stipend)/Annual Duty Hours]*1.5

EXHIBIT A

Holiday Pay

2025	A	B(2)	C(3)	D(4)	E(10/3yr AO)	F(11)	G(15)	H(18)	I(20)	J(25)
FF	\$ 4,091	\$ 5,256	\$ 5,657	\$ 6,059	\$ 6,358	\$ 6,389	\$ 6,437	\$ 6,630	\$ 6,664	\$ 6,697
FFP	\$ 4,378	\$ 5,624	\$ 6,053	\$ 6,483	\$ 6,803	\$ 6,837	\$ 6,888	\$ 7,095	\$ 7,130	\$ 7,166
FFP w/ Bid	\$ 4,582	\$ 5,887	\$ 6,336	\$ 6,786	\$ 7,121	\$ 7,156	\$ 7,210	\$ 7,426	\$ 7,463	\$ 7,501
AO	\$ 5,020	\$ 5,519	\$ 5,940	\$ 6,362	\$ 6,676	\$ 6,709	\$ 6,759	\$ 6,962	\$ 6,997	\$ 7,032
AOP	\$ 5,372	\$ 5,905	\$ 6,356	\$ 6,807	\$ 7,143	\$ 7,179	\$ 7,232	\$ 7,449	\$ 7,487	\$ 7,524
AOP w/ Bid	\$ 5,623	\$ 6,181	\$ 6,653	\$ 7,125	\$ 7,477	\$ 7,514	\$ 7,570	\$ 7,797	\$ 7,836	\$ 7,876
Day Position (40 Hour)	\$ 5,623	\$ 6,181	\$ 6,653	\$ 7,125	\$ 7,477	\$ 7,514	\$ 7,570	\$ 7,797	\$ 7,836	\$ 7,876

2026	A	B(2)	C(3)	D(4)	E(10/3yr AO)	F(11)	G(15)	H(18)	I(20)	J(25)
FF	\$ 4,224	\$ 5,427	\$ 5,841	\$ 6,256	\$ 6,564	\$ 6,597	\$ 6,647	\$ 6,846	\$ 6,880	\$ 6,915
FFP	\$ 4,541	\$ 5,834	\$ 6,279	\$ 6,725	\$ 7,057	\$ 7,092	\$ 7,145	\$ 7,359	\$ 7,396	\$ 7,433
FFP w/ Bid	\$ 4,752	\$ 6,105	\$ 6,571	\$ 7,038	\$ 7,385	\$ 7,422	\$ 7,477	\$ 7,702	\$ 7,740	\$ 7,779
AO	\$ 5,183	\$ 5,698	\$ 6,133	\$ 6,569	\$ 6,892	\$ 6,927	\$ 6,979	\$ 7,188	\$ 7,224	\$ 7,260
AOP	\$ 5,572	\$ 6,125	\$ 6,593	\$ 7,061	\$ 7,409	\$ 7,446	\$ 7,502	\$ 7,727	\$ 7,766	\$ 7,805
AOP w/ Bid	\$ 5,831	\$ 6,410	\$ 6,900	\$ 7,390	\$ 7,754	\$ 7,793	\$ 7,851	\$ 8,087	\$ 8,127	\$ 8,168
Day Position (40 Hour)	\$ 5,831	\$ 6,410	\$ 6,900	\$ 7,390	\$ 7,754	\$ 7,793	\$ 7,851	\$ 8,087	\$ 8,127	\$ 8,168

2027	A	B(2)	C(3)	D(4)	E(10/3yr AO)	F(11)	G(15)	H(18)	I(20)	J(25)
FF	\$ 4,362	\$ 5,603	\$ 6,031	\$ 6,459	\$ 6,778	\$ 6,811	\$ 6,863	\$ 7,068	\$ 7,104	\$ 7,139
FFP	\$ 4,689	\$ 6,023	\$ 6,483	\$ 6,944	\$ 7,286	\$ 7,322	\$ 7,377	\$ 7,599	\$ 7,637	\$ 7,675
FFP w/ Bid	\$ 4,907	\$ 6,303	\$ 6,785	\$ 7,267	\$ 7,625	\$ 7,663	\$ 7,720	\$ 7,952	\$ 7,992	\$ 8,032
AO	\$ 5,352	\$ 5,883	\$ 6,333	\$ 6,782	\$ 7,116	\$ 7,152	\$ 7,206	\$ 7,422	\$ 7,459	\$ 7,496
AOP	\$ 5,753	\$ 6,325	\$ 6,808	\$ 7,291	\$ 7,650	\$ 7,688	\$ 7,746	\$ 7,979	\$ 8,018	\$ 8,059
AOP w/ Bid	\$ 6,021	\$ 6,619	\$ 7,124	\$ 7,630	\$ 8,006	\$ 8,046	\$ 8,106	\$ 8,350	\$ 8,391	\$ 8,433
Day Position (40 Hour)	\$ 6,021	\$ 6,619	\$ 7,124	\$ 7,630	\$ 8,006	\$ 8,046	\$ 8,106	\$ 8,350	\$ 8,391	\$ 8,433

2028	A	B(2)	C(3)	D(4)	E(10/3yr AO)	F(11)	G(15)	H(18)	I(20)	J(25)
FF	\$ 4,503	\$ 5,785	\$ 6,227	\$ 6,669	\$ 6,998	\$ 7,033	\$ 7,086	\$ 7,298	\$ 7,335	\$ 7,371
FFP	\$ 4,852	\$ 6,234	\$ 6,710	\$ 7,186	\$ 7,540	\$ 7,578	\$ 7,635	\$ 7,864	\$ 7,903	\$ 7,943
FFP w/ Bid	\$ 5,078	\$ 6,523	\$ 7,021	\$ 7,520	\$ 7,890	\$ 7,930	\$ 7,989	\$ 8,229	\$ 8,270	\$ 8,311
AO	\$ 5,526	\$ 6,074	\$ 6,538	\$ 7,003	\$ 7,348	\$ 7,385	\$ 7,440	\$ 7,663	\$ 7,701	\$ 7,740
AOP	\$ 5,954	\$ 6,545	\$ 7,045	\$ 7,545	\$ 7,917	\$ 7,957	\$ 8,016	\$ 8,257	\$ 8,298	\$ 8,340
AOP w/ Bid	\$ 6,230	\$ 6,849	\$ 7,372	\$ 7,895	\$ 8,285	\$ 8,326	\$ 8,388	\$ 8,640	\$ 8,683	\$ 8,727
Day Position (40 Hour)	\$ 6,230	\$ 6,849	\$ 7,372	\$ 7,895	\$ 8,285	\$ 8,326	\$ 8,388	\$ 8,640	\$ 8,683	\$ 8,727

*Holiday Stipend=Straight Time Hourly Rate*24 hours*6.3 days

*Day Position (40 Hour) Holiday Pay matches AOP w/ Bid in their current step if member is AOP. If member is FFP then Holiday Stipend matches FFP w/ Bid

EXHIBIT A

OT Hourly Rate

2025	A	B(2)	C(3)	D(4)	E(10/3yr AO)	F(11)	G(15)	H(18)	I(20)	J(25)
FF	\$ 42.96	\$ 55.19	\$ 59.41	\$ 63.62	\$ 66.76	\$ 67.09	\$ 67.60	\$ 69.62	\$ 69.97	\$ 70.32
FFP	\$ 45.97	\$ 59.05	\$ 63.56	\$ 68.08	\$ 71.43	\$ 71.79	\$ 72.33	\$ 74.50	\$ 74.87	\$ 75.24
FFP w/ Bid	\$ 48.12	\$ 61.81	\$ 66.53	\$ 71.26	\$ 74.77	\$ 75.14	\$ 75.71	\$ 77.98	\$ 78.37	\$ 78.76
AO	\$ 52.71	\$ 57.95	\$ 62.38	\$ 66.81	\$ 70.10	\$ 70.45	\$ 70.98	\$ 73.11	\$ 73.47	\$ 73.84
AOP	\$ 56.40	\$ 62.01	\$ 66.74	\$ 71.48	\$ 75.00	\$ 75.38	\$ 75.94	\$ 78.22	\$ 78.61	\$ 79.01
AOP w/ Bid	\$ 59.04	\$ 64.90	\$ 69.86	\$ 74.82	\$ 78.51	\$ 78.90	\$ 79.49	\$ 81.88	\$ 82.29	\$ 82.70
Day Position (40 Hour)	\$ 76.87	\$ 84.51	\$ 90.96	\$ 97.42	\$ 102.22	\$ 102.73	\$ 103.50	\$ 106.61	\$ 107.14	\$ 107.67

2026	A	B(2)	C(3)	D(4)	E(10/3yr AO)	F(11)	G(15)	H(18)	I(20)	J(25)
FF	\$ 44.36	\$ 56.98	\$ 61.34	\$ 65.69	\$ 68.93	\$ 69.27	\$ 69.79	\$ 71.89	\$ 72.25	\$ 72.61
FFP	\$ 47.68	\$ 61.26	\$ 65.94	\$ 70.62	\$ 74.10	\$ 74.47	\$ 75.03	\$ 77.28	\$ 77.67	\$ 78.05
FFP w/ Bid	\$ 49.90	\$ 64.11	\$ 69.00	\$ 73.90	\$ 77.55	\$ 77.93	\$ 78.52	\$ 80.87	\$ 81.28	\$ 81.68
AO	\$ 54.43	\$ 59.83	\$ 64.40	\$ 68.98	\$ 72.38	\$ 72.74	\$ 73.28	\$ 75.48	\$ 75.86	\$ 76.24
AOP	\$ 58.51	\$ 64.32	\$ 69.23	\$ 74.15	\$ 77.80	\$ 78.19	\$ 78.78	\$ 81.14	\$ 81.55	\$ 81.96
AOP w/ Bid	\$ 61.23	\$ 67.31	\$ 72.45	\$ 77.60	\$ 81.42	\$ 81.83	\$ 82.44	\$ 84.92	\$ 85.34	\$ 85.77
Day Position (40 Hour)	\$ 79.72	\$ 87.64	\$ 94.34	\$ 101.03	\$ 106.01	\$ 106.54	\$ 107.34	\$ 110.56	\$ 111.11	\$ 111.67

2027	A	B(2)	C(3)	D(4)	E(10/3yr AO)	F(11)	G(15)	H(18)	I(20)	J(25)
FF	\$ 45.80	\$ 58.84	\$ 63.33	\$ 67.83	\$ 71.17	\$ 71.53	\$ 72.06	\$ 74.22	\$ 74.59	\$ 74.97
FFP	\$ 49.23	\$ 63.25	\$ 68.08	\$ 72.91	\$ 76.51	\$ 76.89	\$ 77.47	\$ 79.79	\$ 80.19	\$ 80.59
FFP w/ Bid	\$ 51.52	\$ 66.19	\$ 71.25	\$ 76.31	\$ 80.07	\$ 80.47	\$ 81.07	\$ 83.50	\$ 83.92	\$ 84.34
AO	\$ 56.20	\$ 61.78	\$ 66.50	\$ 71.22	\$ 74.73	\$ 75.10	\$ 75.66	\$ 77.93	\$ 78.32	\$ 78.72
AOP	\$ 60.41	\$ 66.41	\$ 71.48	\$ 76.56	\$ 80.33	\$ 80.73	\$ 81.34	\$ 83.78	\$ 84.20	\$ 84.62
AOP w/ Bid	\$ 63.22	\$ 69.50	\$ 74.81	\$ 80.12	\$ 84.07	\$ 84.49	\$ 85.12	\$ 87.68	\$ 88.12	\$ 88.56
Day Position (40 Hour)	\$ 82.31	\$ 90.49	\$ 97.40	\$ 104.32	\$ 109.46	\$ 110.01	\$ 110.83	\$ 114.16	\$ 114.73	\$ 115.30

2028	A	B(2)	C(3)	D(4)	E(10/3yr AO)	F(11)	G(15)	H(18)	I(20)	J(25)
FF	\$ 47.29	\$ 60.75	\$ 65.39	\$ 70.03	\$ 73.48	\$ 73.85	\$ 74.40	\$ 76.64	\$ 77.02	\$ 77.40
FFP	\$ 50.95	\$ 65.46	\$ 70.46	\$ 75.46	\$ 79.18	\$ 79.57	\$ 80.17	\$ 82.58	\$ 82.99	\$ 83.40
FFP w/ Bid	\$ 53.32	\$ 68.49	\$ 73.73	\$ 78.96	\$ 82.85	\$ 83.27	\$ 83.89	\$ 86.41	\$ 86.84	\$ 87.27
AO	\$ 58.02	\$ 63.79	\$ 68.66	\$ 73.53	\$ 77.16	\$ 77.54	\$ 78.12	\$ 80.47	\$ 80.87	\$ 81.27
AOP	\$ 62.52	\$ 68.73	\$ 73.98	\$ 79.23	\$ 83.14	\$ 83.55	\$ 84.18	\$ 86.70	\$ 87.14	\$ 87.57
AOP w/ Bid	\$ 65.42	\$ 71.92	\$ 77.41	\$ 82.91	\$ 86.99	\$ 87.43	\$ 88.08	\$ 90.73	\$ 91.18	\$ 91.64
Day Position (40 Hour)	\$ 85.18	\$ 93.64	\$ 100.79	\$ 107.95	\$ 113.27	\$ 113.83	\$ 114.69	\$ 118.13	\$ 118.72	\$ 119.31

*Overtime=[(Annual Base Salary+Holiday Stipend)/Annual Duty Hours]*1.5

24 Hour Shift Annual Hours = 2586

8 Hour Day Shift Annual Hours= 2080

EXHIBIT "B"

Holiday Benefits In 1997-1998 Agreement

SECTION 1:

For the purpose of this Agreement, the recognized holidays shall be:

New Year's Day
Martin Luther King Jr Day
Lincoln's Birthday
Washington's Birthday
Good Friday
Memorial Day
Independence Day
Labor Day
Columbus Day
Veterans Day
Thanksgiving Day
General Election Day - House of Representatives
Christmas Day

Should any of these days fall while the employee is on vacation or during his or her scheduled days off, not including compensatory days, the employee shall receive an additional day off. This should be designated as a compensatory day. If the employee is scheduled to work on the holiday, the employee shall be paid at the rate double time the rank pay.

SECTION 2:

Compensatory days may be drawn one at a time by seniority within each shift, in each division as agreed to by the Union and the Chief.

SECTION 3:

The Union will furnish a list of the exact Holidays (reference Section 1) for the year to following by November 1st of the year prior to the new year.

SECTION 4:

Once holidays are drawn, the schedule shall be followed for the year even though the City or other government bodies may change or celebrate difference dates.

SECTION 5:

A person may change his or her compensatory schedule day off for another date, if it does not conflict with manpower requirements and is authorized by the Shift Commander.

SECTION 6:

No employee shall be required to use his or her compensatory day during a period of job related injury or illness when this injury or illness shall have occurred prior to the beginning of his or her compensatory day.

SECTION 7:

An employee will be given one day off with pay to celebrate his or her birthday. This day will be drawn as one additional vacation day or compensatory day. Eight hour employees will receive two 8-hour shifts off. Twenty-four hour employees will receive one 24-hour shift off.

SECTION 8:

An employee who is called back or held over to work on a holiday shall receive triple time pay for a minimum of 4 hours or for the time to which he is entitled to overtime pay as agreed to in other Articles of this Working Agreement, including Article X, Section 3 and 14.

EXHIBIT "C"

Educational Incentive in 2004-2007 Agreement

SECTION 2: Educational Incentive

A. Employees who voluntarily participated in non-required education and training programs as sworn members of the Joliet Fire Department prior to October 1, 1977, shall be eligible to continue to receive educational incentive pay on the following basis:

- (1) Upon receipt of an Associate's degree in Fire Science or upon completing the first two (2) program years of a Bachelor's degree in a field approved by the City, for the individual, prior to the individual's course enrollment, eligible participating individuals shall receive a flat dollar amount in addition to regular straight time, base pay as indicated by the following table.

<u>POSITION/STEP</u>		<u>EDUCATIONAL INCENTIVE PAY</u>
Fire Apparatus Operator	A	\$ 929
	B	\$1,025
	C	\$1,102
	D/E	\$1,186
Firefighter	A	\$ 885
	B	\$ 976
	C	\$1,053
	D/E	\$1,129

- (2) Upon receipt of a Bachelor's degree in a field previously approved for the individual by the City, eligible participating individuals shall receive a total educational incentive pay above their regular straight time, base pay as indicated by the following table:

<u>POSITION/STEP</u>		<u>EDUCATIONAL INCENTIVE PAY</u>
Fire Apparatus Operator	A	\$1,858
	B	\$2,049
	C	\$2,205
	D/E	\$2,372
Firefighter	A	\$1,770
	B	\$1,952

C	\$2,106
D/E	\$2,259

B. Employees who have not voluntarily participated in non-required education and training programs as sworn members of the Joliet Fire Department prior to October 1, 1977, shall be able to receive educational incentive pay on the following bases: Upon receipt of an Associate's degree in Fire Science, or upon completing the first two (2) program years of a Bachelor's degree in a field approved by the City for the individual, prior to the individual's course enrollment, eligible participating individuals shall receive a flat dollar amount in addition to regular straight time base pay as indicated by the table in Section 2a.(1) above.

C. No incentive pay shall be authorized for pursuit of any academic coursework which is:

- (1) Not directly related to successful completion of coursework, as outlined above and required for either:
 - (a) An Associate's degree in Fire Science; or
 - (b) A Bachelor's degree in a field approved by the City for the individual prior to program enrollment; or
- (2) Taken after receipt of the Bachelor's degree.

SECTION 3: Deadline for Completion of Degree

No new Educational Incentive Pay or increase in Educational Incentive Pay may be granted to any employee who has not become enrolled in his or her final course prior to June 30, 1984, in order to complete degree requirements.

EXHIBIT "D"

Clothing Allowance in 1999-2003 Agreement

SECTION 2: Maintenance

In 1999 the City shall annually compensate each employee for dry cleaning and clothing maintenance in the amount of \$775.00 pro-rated to be paid in equal installments in June and December. The phased elimination of this benefit shall be accomplished as follows:

- (a) Increase the annual base salary of each employee by \$387.50 in 2000 after the general wage increase for 2000 has been calculated.
- (b) Payment of \$387.50 to each employee with the first full payroll period in June of 2000.
- (c) Increase the annual base salary of each employee by \$387.50 in 2001 after the general wage increase for 2001 has been calculated.
- (d) The clothing maintenance stipend benefit shall terminate in its entirety after the base salary increase specified in sub-paragraph (c) takes effect.

The salary schedules contained in Article XXX, the rate tables set forth in Article X and the Holiday Stipend tables in Article XIV include and accurately reflect the phased inclusion of the clothing maintenance benefit in base salaries.

EXHIBIT "E"

1977 Strike Settlement Agreement

It is hereby agreed between the undersigned parties, hereinafter referred to respectively as the "Union" and the "City" that in consideration of their mutual agreement to the collective bargaining agreement attached hereto as Appendix "A", the following additional promises are made.

1. The Union will terminate its strike and employees participating in the strike will immediately return to work.

2. The City will cause the withdrawal and dismissal of all legal proceedings currently pending against the Union and its members.

3. All employees of the City who failed to report for their regularly scheduled work during the period beginning at 7:15 a.m. April 1, 1977, and ending at 6:00 a.m. April 8, 1977, or otherwise failed to complete their full days work during said period will forfeit any and all pay they otherwise would have received during said period.

4. The Union, its officers, members, and agents agree that they will take no reprisals or disciplinary actions, including fines, harassments or other forms of coercion against any employee of the City because of said employee's participation or non-participation in the strike which began at 7:15 a.m. April 1, 1977, and ended at 8:00 a.m. April 8, 1977. The City agrees that it shall not institute any disciplinary action or reprisal nor otherwise discriminate against any employee because of its employee's participation or non-participation in the strike.

5. Any questions or disputes concerning the interpretation or application of this Agreement will be subject to resolution according to the Grievance and Arbitration procedure contained in the Collective Bargaining Agreement between these same parties.

/S/ Local No. 44, IAFF

/S/ CITY OF JOLIET

EXHIBIT “F”

Fire Apparatus Operator

General Statement of Duties

Under supervision, drives, operates and maintains (in accordance with his or her classification) fire apparatus and related firefighting equipment, engages directly in firefighting, fire prevention activities and training which are designed to protect and safeguard lives and property; assists in routine maintenance of fire stations and equipment. Performs prescribed duties in any emergency so declared by the Fire Chief.

Distinguishing Features of the Class

A Fire Equipment Operator is responsible for the care and management of assigned fire apparatus and motor vehicles. Is held strictly accountable for its condition at all times, particularly with reference to its cleanliness, good order and readiness for emergency service.

Examples of Work (Illustrative Only)

Drives fire apparatus (ambulance, cars, etc.) to scene of fires, emergencies and as otherwise ordered.

Connects and disconnects engine hose line from hydrant to pumper.

Operates pumper in fighting fires, making minor repairs and adjustments to equipment during operation.

Cleans associated fire equipment.

Tests pumper for proper operating efficiency.

Insures that assigned apparatus is clean and ready for inspection daily, except as otherwise directed in emergency circumstances by superiors.

Insures that assigned apparatus is operated safely under all circumstances consistent with conditions.

Insures that assigned tools and equipment are used only for intended purposes including work at fire and scheduled drills.

Maintains accountability and availability of assigned equipment.

Maintains fire apparatus check/status reports.

Performs duties of superior, may exercise direction over firefighters and less senior fire apparatus operators when so ordered.

Required Knowledge, Skills, and Abilities

Must be familiar with buildings, streets, fire hydrants, etc.

Have knowledge of the operating theory and practice of pumps, pump motors and hose lay outs, working knowledge of the rules and regulations of the Joliet Fire Department, ability to drive and operate fire apparatus and related equipment; ability to follow oral and

written instructions; ability to establish and maintain effective working relations with others. Have ability to perform heavy physical labor in the lifting, moving and connecting of heavy hose sections and other equipment; skill in the operation and routine maintenance of fire apparatus and related equipment. Must demonstrate proficiency in the duties of a Firefighter.

Acceptable Experience and Training

Completion of least one (1) year of experience as a Firefighter on the Joliet Fire Department. Must possess a valid Illinois State Driver's License appropriate to operate current Fire Department Equipment.

EXHIBIT "G"

Firefighter

General Statement of Duties

Engage directly in firefighting, training, and fire prevention activities which are designed to protect and safeguard lives and property; assists in routine maintenance of fire station and equipment. Must perform prescribed duties in any emergency as declared by the Fire Chief.

Distinguishing Features of the Class

A firefighter is responsible for performing hazardous tasks under emergency conditions. Work involves close contact with toxic gases, explosive mixtures and radioactive materials. A portion of a firefighter's work consist of the performance of various duties in the routine maintenance of a fire station and routine maintenance of fire apparatus and fire equipment. A position in this class requires excellent physical condition and aptitude for mechanical work. Orders of superiors must be executed promptly and efficiently. A firefighter must readily become familiar with modern firefighting and prevention methods and procedures. The work requires strict adherence to Joliet Fire Department rules and regulations. Superiors make assignments of specific tasks and indicate methods and procedures to be followed. Assignments may be made through either oral or written instructions. Work is under close supervision most of the time, but there are times when courses of action must be determined by the Firefighter. Supervision is occasionally exercised over other Firefighters during the absence of a superior officer. Firefighters are expected to possess qualities which allows various degrees of public contact during public relations or educational projects.

Examples of Work (Illustrative Only)

Participates in fire suppression, training, record keeping and rescue and EMS activities. Assists in storm damage, flooding, search and rescue operations and assists in all disasters.

Uses Basic and Advanced Life Support equipment (oxygen, cardiac monitor, AED, Autopulse, Easy-IO etc.)

Learns to use modern EMS techniques

Performs salvage operations and operates specialized equipment such as special detectors, measuring instruments, etc.

Have knowledge of the operating theory and practice of pumps, pump motors and hose lay out, working knowledge of the rules and regulation of the Joliet Fire Department, ability to drive and operate fire apparatus and related equipment; ability to follow oral and written instructions; ability to establish and maintain effective working relations with others. Have ability to perform heavy physical labor in the lifting, moving and connecting of heavy hose sections and other equipment; skill in the operation and routine maintenance of fire

apparatus and related equipment. Must demonstrate proficiency in the duties of a firefighter.

Acceptable Experience and Training:

Completion of at least one (1) year of experience as a firefighter on the Joliet Fire Department. Must possess valid Illinois State driver's license appropriate to operate current Fire Department equipment.

EXHIBIT "H"

MASTER CONTRACT SETTLEMENT AGREEMENT

Subject to ratification by all City Unions and approval by the City Council, the parties hereby agree as follows:

(a) Wages & Duration

a. Base wage adjustments shall be as follows:

2016 0%

2017 0%

2018 2% (Effective January 1, 2018)

2019 2% (Effective January 1, 2019)

b. The labor agreements shall expire on December 31, 2019.

(b) Insurance

- a. Healthcare shall remain status quo for all Employees, Retirees, Retiree spouses and family coverage under the current Group Health Insurance Benefits Plan and shall remain unchanged through December 31, 2030 and shall be a permissive subject of bargaining until December 31, 2030. Therefore, the City understands that if it should request bargaining prior to December 31, 2030, and the Union declines to discuss this Article, the City shall not be entitled to any further rights to seek modification of this Article.
- b. The only exception to Paragraph a. above is that if the Cadillac Tax (a/k/a excise tax) under the Affordable Care Act, as amended, is imposed, the labor agreements shall be reopened in 2025 if the City is penalized under such tax. All parties agree that only the financial consequences of the tax will be addressed.

(c) Outsourcing and Layoffs

- a. The City will not layoff existing bargaining unit employees during the period January 1, 2016 through and including December 31, 2019.
- b. The City will not outsource work currently performed by existing bargaining unit employees where such outsourcing would result in the layoff of such employees.

- c. Nothing herein shall preclude the City from reducing the workforce by attrition, or subcontracting bargaining unit work to: 1) supplement work performed by bargaining unit employees; or 2) emergency or unforeseen circumstances.
- d. The City and AFSCME Local 440 shall bargain the impact of municipal parking division outsourcing, which shall not otherwise be affected by this Agreement.
- e. Paragraphs b. through d. of this paragraph 3 shall not apply to Locals 44 and 2369, IAFF. Rather, the City shall comply with the Illinois Firefighter Substitutes Act, 65 ILCS 5/10-1-14 and 65 ILCS 5/10-2.1-4 as amended.

(d) Residency

- a. All persons hired on or after ratification of this agreement shall, as a term and condition of employment, reside within the corporate limits of the City of Joliet (City Limits) within eighteen (18) months of initial employment and shall remain in the city until their 20th anniversary. Any employee who attains their 20-year anniversary date of employment with the City shall not thereafter be required to reside within the City Limits.
- b. All existing employees hired prior to ratification of this agreement shall be excluded from this residency agreement. As previously agreed by the parties residency within the corporate limits of the City of Joliet shall not be required by City employees covered by this agreement.
- c. The foregoing residency requirements shall not be subject to renegotiations prior to December 31, 2030.

(e) Ancillary Issues

- a. The individual Unions and the City shall meet separately to resolve any ancillary issues with respect to the terms of their 2016-2019 agreements.

EXHIBIT "I"

Historical Paramedic Program Language from 2016-2019 CBA

ARTICLE XLI

EMERGENCY MEDICAL TECHNICIAN - PARAMEDIC PROGRAM

SECTION 1: Introduction

The City of Joliet and Joliet Firefighters, Local 44, IAFF, AFL-CIO recognize the need for providing the citizens of this community with the highest level of emergency medical service. To that end, the City and Local 44 enter into this agreement for the implementation of a program which will bring an emergency advance life support system to the citizens of Joliet. This program shall be called the Emergency Medical Technician-Paramedic (EMT-P) Program of the City of Joliet.

SECTION 2: Overview

The Emergency Medical Technician Paramedic (EMT-P) Program of the City of Joliet will comply with the provisions of the Emergency Medical Services Systems Act, 210 ILCS 50/1 et seq., the Rules and Regulations of the State of Illinois, Department of Public Health, 77 Ill. Admin. Code Ch. 1, Section 535 et seq. and all other laws, rules, and regulations applicable to the operation of advanced life support systems in the State of Illinois. The Will-Grundy Emergency Medical Service, currently operating through Silver Cross Hospital, will serve as the resource and administrative body for the City of Joliet Emergency Medical Services providing advanced life support.

In accordance with the current laws and regulations for advanced life support systems, each response unit (ambulance) will be staffed by two (2) persons. One person on each ambulance must be a certified EMT-P. The other person shall be an Emergency Medical Technician-Basic (EMT-B) or an Emergency Medical Technician-Paramedic (EMT-P).

SECTION 3: Selection of Firefighters for EMT-P Positions

A. Initially, there shall be, within the Joliet Fire Department, twenty-four (24) trained and certified Firefighter EMT-P's. Of these, twelve shall occupy ambulance bid positions. This number (the twelve ambulance bid positions) may increase or decrease based on the number of ambulances permanently in service. Current firefighters may volunteer for his or her training and certification. After the initial EMT-P program has been implemented, the number of firefighters trained and certified as EMT-P's shall increase to a minimum number of thirty-six .

B. Firefighters volunteering for these positions must be certified EMT-B's and must earn a minimum score of 75 on the pre-program test selected and administered by Will-Grundy Emergency Medical Services. Initially, twenty-four volunteers will be trained as EMT-P's.

C. If more than twenty-four (24) firefighters volunteer to train to be EMT-P's, selection shall be based upon seniority for all volunteers scoring 80 or above on the pre-program test. For those scoring between 79 and 75, selection shall be based on the highest score.

D. Firefighters must successfully complete the program addressed in Section 4 of this Article and be certified as provided for in Section 5 to occupy an ambulance bid position.

E. Of the initial twenty-four Firefighter EMT-P's, only twelve shall hold ambulance bid positions. It is understood that the other twelve initially trained and certified EMT-P's will occasionally be required to perform duties with the ambulance to replace vacancies and routine absences of ambulance-bid EMT-P's.

F. It is understood that if less than twenty-four firefighters initially volunteer to become EMT-P's, the City of Joliet will require Firefighters in their probationary period to be trained as EMT-P's or require any of the newest 42 Firefighters who are EMT-B's to become qualified, or take whatever measures are necessary to provide the desired level of Paramedic service.

SECTION 4: Training

A. Initial training and education for the EMT-P Program shall be administered, coordinated and conducted solely by the Will-Grundy Emergency Medical Services in conjunction with Silver Cross Hospital.

B. Future training of new or existing EMT-P's shall be coordinated through a local state certified emergency medical service agency approved by the City, as required by state laws and/or rules and regulations at facilities designated by the service.

C. Authorization for training or education at alternative facilities shall be granted by the Fire Chief upon consideration of, but not limited to the following: impact on the City, operations of the Fire Department, and manpower requirements. However, any alternative program must meet the requirements established for EMT-P training programs.

D. The City will pay the educational costs of the EMT-P training in accordance with Article XXII of this Agreement.

E. Efforts will be made to schedule training and education during duty hours whenever possible. In the event that a firefighter must attend a training session during

off duty hours, he will be compensated in accordance with the provisions of Article XXII of this Agreement. Such attendance during off duty hours must have the prior approval of the Fire Chief or his or her designee. It is understood that multiple, scheduled off duty attendance may receive approval by the Chief or his or her designee provided the Chief is made aware, in advance, of all such scheduled training.

F. The City will provide EMS personnel the necessary time to study on duty days provided such study time shall not interfere with normal Fire Department emergencies, training, programs, and activities. Study time shall be scheduled by the Training Officer or the Fire Chief.

SECTION 5: Certification.

A. All firefighters seeking status as an EMT-P must pass either the state or national paramedic examination. The City will pay the costs of examinations taken by its employees. Included will be overtime payment for any off-duty time required to take the test in accordance with Article XXII of this Agreement.

B. Re-certification must be obtained as required by the State of Illinois Department of Public Health. The City will pay the costs of the re-certification examinations taken by its employees. Included will be overtime payment for any off-duty time required to take the test in accordance with Article XXII of this or her Agreement.

C. The Fire Chief or his or her designee shall schedule the necessary education and training for maintenance of certification and any required upgrades. All EMT-P's shall be individually responsible for completing the scheduled educational training requirements necessary for maintaining their certification as well as any upgrades in training that may become required or necessary by operation of state law or the Will-Grundy Emergency Medical Service to ensure that the City of Joliet provides the highest level of emergency medical service.

D. It is understood that those employees required to be EMT-P certified must maintain State of Illinois certification. For those employees required to be EMT-P certified who by act of the Director of the Illinois Department of Public Health and after a State of Illinois Administrative Hearing have their certification revoked may be subject to layoff pending reinstatement as an EMT-P or able to be transferred to a position not requiring EMT-P certification. It is further understood that the Department will not take disciplinary and/or any adverse action against any employee who is an EMT-P based on a medical suspension imposed by a Project Medical Director without first complying with Article XXXIX of this Agreement. However, nothing in this Section will preclude the City from action up to and including discharge where revocation of EMT-P certification is the result of improper conduct as defined in the Rules and Regulations of the Board of Fire and Police Commissioners.

E. Once thirty-six EMT-P's have been trained and certified, those EMT-P's senior to the thirty-six shall have the option of allowing their EMT-P certification to lapse.

SECTION 6: Equipment and Supplies

A. The City of Joliet will be responsible or providing the necessary equipment to upgrade existing ambulances to advanced life support system standards.

B. The City of Joliet will provide all EMT-P's with the equipment necessary to perform their job, including those items required by Will-Grundy Emergency Medical Service.

SECTION 7: Firefighter Hiring Policy

A. Effective with the implementation of this Agreement, all newly hired firefighters must complete formalized training resulting in certification as an EMT-B and EMT-P by the State of Illinois Department of Public Health and as a Firefighter II by the Illinois Fire Marshall as a condition of continued employment. To achieve this certification, newly hired firefighters will be expected to complete the following training:

<u>COURSE</u>	<u>ESTIMATED COMPLETION TIME</u>
Basic Firefighter	Nine (9) weeks
EMT-B (Semester at JJC)	Five (5) months
EMT-P	Twelve (12) months

B. All newly hired firefighters shall be required to be EMT-P's. Failure to complete the training and education for the above certification or failure to exercise due care and diligence to achieve timely completion of such training and education and receive certification shall be grounds for immediate termination.

C. There shall be a one year probationary period for newly hired firefighters. A newly hired Firefighter's twelve month probationary period will begin with the Firefighter's first day on shift. It is understood that if a newly hired Firefighter does not hold an EMT-P certificate, then the probationary period shall remain in effect until the Firefighter successfully graduates from Paramedic School and obtains an EMT-P certificate. During this period of extended probation, the Firefighter can only be terminated for just cause, including, but not limited to, the failure to successfully complete Paramedic School on his or her first attempt. Nothing herein shall preclude the parties from negotiating a longer probationary period than one year, should there be an amendment to the law allowing for such a probationary period.

SECTION 8: Paramedic Review Board

It is recognized by the parties to this Agreement that the obligation imposed upon the EMT-P's to continue their education with respect to the upgrading of such services

and the constant and prolonged exposure by them to their duties may bring them to the point where they become incapable of performing their duties in a manner which is consistent with minimum acceptable standards. Therefore, a Paramedic Review Board shall be established to evaluate an EMT-P's request to the Fire Chief to discontinue EMT-P's duties. Such request shall include a written request to discontinue paramedic certification.

A. The Paramedic Review Board shall be comprised of the following individuals:

1. A certified EMT-P representative of Local 44 to be selected by IAFF Local 44;
2. A representative of, and selected by, the Will-Grundy Emergency Medical Service;
3. The Director of Human Resources of the City of Joliet.

B. The Paramedic Review Board shall review requests for discontinuing EMT-P duties and certification, including all pertinent evidence and testimony, and shall make a recommendation to the Fire Chief.

C. The Fire Chief shall not arbitrarily and unnecessarily deny a request to discontinue EMT-P duties and certification. Consideration will be given, but not limited to, the following:

1. The Paramedic Review Board's recommendation.
2. Whether adequate documentation of the need to discontinue EMT-P duties was presented by the EMT-P requesting such discontinuance.

D. Discontinuance of EMT-P duties and certification shall result in the loss of the associated ambulance bid position. Written notification of discontinuance, along with the request for such discontinuance, shall be forwarded, by the Fire Chief, to the appropriate State and local agencies.

E. All proceedings of the EMT-P Review Board shall be confidential with the utmost consideration given to protect the privacy rights of the EMT-P in question.

F. Those whose request to discontinue EMT-P duties is approved may later apply to the Fire Chief for re-certification provided:

1. The employee agrees to pay all expenses associated with training and re-certification (including testing).
2. No overtime expense will be incurred by the City.

3. The employee submits an appropriate medical release if original request for discontinuance was for medical reasons.

SECTION 9: Implementation

So long as the City operates the EMT-P Program the following provisions shall apply:

- A. The Firefighter on each ambulance on each shift must be an EMT-P.
- B. The City reserves the right to require, in the future, that firefighter EMT-P's who become Apparatus Operators on ambulances retain their EMT-P certification to remain in that position. Should the City implement such a requirement, in the future, Apparatus Operators assigned to an ambulance will continue to receive the Paramedic Stipend in addition to their Apparatus Operator salary. Firefighters volunteering to retain EMT-P certification when promoted to Apparatus Operator, will continue to receive the Paramedic Certification Stipend in addition to their Apparatus Operator salary. An Apparatus Operator EMT-P and a Firefighter EMT-P bid to an Ambulance shall also receive the Paramedic Bid Stipend.
- C. In the event that during initial implementation of this or her program more than eight firefighters from one shift participate in the EMT-P Program, seniority shall prevail at this time only for shift selection.
- D. Vacancies occurring in firefighter ambulance bid EMT-P positions shall be filled by other firefighter EMT-P's.
- E. Only an EMT-P will be allowed to substitute for an EMT-P. However, a non-EMT-P shall be allowed to substitute for an EMT-P when it does not interfere with normal operation of the Fire Department, with the permission of the shift commander and such approval would not result in increased costs to the City.

SECTION 10: Compensation

A. Pickup and Pay

Effective with the implementation of this agreement the City shall pick up and pay to the Joliet Firemen's Pension Fund (the "Fund"), on behalf of each employee covered by this Agreement, the statutorily required employee contribution to the Fund. It is understood that this pick up and payment of the Fund consists of part of or all of the amount assessed against each such employee under the provisions of the Fund and shall be considered to be a payment of salary under Article XXX, Section 1 of this Agreement. Such amounts picked up and paid to the Fund will be treated as employer contributions for income tax purposes pursuant to 26 USC Section 414(h). The City shall not be required by this paragraph to pick up and pay any additional amounts to the Fund.

The Union agrees that the City's pick up and payment of contributions to the Fund is solely for the purpose of making such contributions, which otherwise would be made by the employee, nontaxable for income tax purposes and shall not be considered as reducing the salaries paid to the employees in accordance with Section 1 hereof.

The Union shall hold the City harmless and indemnify the City against any and all liabilities, losses and expenses of whatever nature arising out of the City's agreement to pick up and make payments to the Fund in accordance with this Section.

B. Paramedic Bid Compensation

All Firefighters and Fire Apparatus Operators with paramedic bid positions shall be compensated with a stipend of five per cent (5%) of their Annual Base Salary, in addition to their Annual Base Salary. This compensation shall be called "*Paramedic Bid Stipend*" and shall be included in wage calculations for pension purposes. -The wage schedules, the hourly rate schedules and the Holiday Stipend schedules set forth in Exhibit "A" include and accurately reflect the Paramedic Bid Stipend.

Trained and certified EMT-P's required to perform paramedic duties to replace vacancies and routine absences of bid EMT-P's, shall receive the Paramedic Bid Stipend on days when this occurs.

An EMT-P that works overtime while working in a paramedic position shall be paid for such overtime at an overtime rate that includes the Paramedic Bid Stipend.

C. Paramedic Certification Stipend

Each employee that is duly certified in accordance with law and departmental policy to perform paramedic (EMT-P) duties shall receive additional compensation (the "Paramedic Certification Stipend") equal to four and one half percent (4.5%) of the employee's annual base salary. This compensation shall be called "*Paramedic Certification Stipend*" and shall be included in wage calculations for pension purposes. The Paramedic Certification Stipend shall be in addition to the Paramedic Bid Stipend and shall be paid in the same manner and at the same times as the Paramedic Bid Stipend.

The wage schedules, the hourly rate schedules and the Holiday Stipend schedules set forth in Exhibit "A" include and accurately reflect the Paramedic Certification Stipend.

EXHIBIT “J”

Overtime Rules & Making the Accountability Board

MAKING OF THE BOARD:

1. Place all individuals scheduled to be off in their respective category. (Vacation, Kelly, Birthday, Sick, Workers Comp, Light Duty, Emergency leave, Personal leave or Military leave)
2. Place all personnel on their bid positions.
3. Place all Floating Apparatus Operators in vacant Apparatus Operator positions, if applicable.
4. Place all Floating Firefighters in vacant Firefighter positions, if applicable.
5. Consider the need to downgrade AOs or upgrade FFs based on needs and shortages
6. If there is a paramedic shortage, regardless of rank, it should be filled in a way that any upgrade is done by seniority.
 - a. Floating FFPs and AOPs should be placed at stations to prevent a more senior bid FF or AO from being moved over a less senior FF or AO.
 - b. If possible FFs and AOs should not be moved from their respective stations.
 - i. FFs or AOs should be upgraded within their station to prevent other FFs and AOs from being moved out of their station, regardless of seniority.
 - ii. If there is a need to move anyone from their station, it should be done by reverse seniority.

*FFs can only be upgraded to AO of a Fire Vehicle if no Floating AO can be moved to accommodate the bid.

7. When the board is made and there is no one upgraded or downgraded, and a vacancy still exists, the vacant position should be filled by the rank the vacancy exists.
8. When the board is made and there are personnel upgraded or downgraded and vacancies still exist, the vacancy should be filled as follows:
 - a. If a FF is upgraded and a FF bid is vacant, the FF should be moved to the vacancy and the vacancy filled by an AO.

- b. If a FF is upgraded and an AO bid is vacant, the FF remains upgraded and the vacancy is filled by an AO.
 - c. If an AO is downgraded and an AO bid is vacant, the AO should be moved to the vacancy and the vacancy is filled with a FF.
 - d. If an AO is downgraded and a FF bid is vacant, then the AO remains downgraded and the vacancy is filled by a FF.
9. Special circumstances as they apply to number 8:
- a. In the event a vacancy is exists, and it is less than 12 hours in length and any personnel are upgraded or downgraded, the vacancy for the rank attached to the position should be filled.
 - i. Only exception is when the vacancy is within the same station. Then a double move should be made.
 - b. In the event a vacancy exists, and it is 12 hours or more in length and any personnel are upgraded or downgraded, a double move should be made to ensure personnel are filling their rank positions.
 - c. If a situation arises after 0000 requiring an individual to be held for the remainder of the shift, that person's relief will be offered the overtime first, followed by other qualified individuals scheduled to be at that station the next duty morning. In this case, no one will be marked off the less than 24-hour list.
10. As it applies to no contacts, a time for times shall have no length of time restrictions, except on the following holidays, which shall have a 12 hour minimum.
- a. New Years Day
 - b. Easter
 - c. Fourth of July
 - d. Thanksgiving
 - e. Christmas Eve
 - f. Christmas Day
 - g. New Years Eve
11. Once the board has been made for the next shift it shall be emailed to all Local 44 members

FILLING OF SCHEDULED OVERTIME

Filling of 24-hour overtime:

1. 24-Hour OT is defined as any overtime resulting in 24 hours of overtime pay
 - When filling overtime for the next shift day, 24-hour overtimes will be filled prior to partial overtime.
 - When multiple overtimes exist, the first member eligible for overtime will be given the option of choosing his or her assignment.
3. If a 24-hour overtime is being filled, the person up for overtime. Has four options:
 - 1) Work the overtime
 - 2) Take a pass
 - 3) Refuse the overtime
 - 4) Exercise a NO Contact
 - a. Is off today or next shift due to a Vacation, Kelly, Birthday, or has an approved TFT.
 - b. Is off today or next day due to emergency, funeral, sick, medical-or military leave.
 - c. Be working on the day of the overtime.
 - i. TFT, Racetrack, Special Event, Special Team, paid education, required training class, court, or partial overtime.
 - d. Be on Union business (Scheduled and President approved) on the day of the overtime.
 - e. Have EMT-B or Paramedic Class, or a clinical scheduled.
 - f. Track starting prior to 0900 the day following the overtime.
 - g. Individuals in EMT-B or Paramedic school will not be allowed to work a 24 hour overtime on the days they have school or scheduled clinicals. They will also not be allowed to work less than 24-hour overtimes that occur on days they have school if the overtime duration interferes with the scheduled class duration or clinical times. The individual will make up these days upon graduation from EMT-B or Paramedic school.
4. If an individual has a less than 24-hour overtime position and a 24-hour position becomes available prior to 1600, that individual will be given the option to accept the 24-hour position if it gets to him and will have his less than 24-hour position reassigned. After 1600 this option will not be extended, due to time constraints.

Filling of partial overtime:

Partial overtime is defined as any overtime resulting in less than 24 hours of overtime pay

If a partial overtime is being filled, the person up for overtime. Has three options:

- 1) Work the overtime
- 2) Refuse the overtime
- 3) Exercise a NO Contact
 - a. Refer to No Contacts in 24-hour overtime.
 - i. Only caveat is the reason must conflict with the time of the overtime offered, including reasonable travel time.

Overtime Lists

1. All call out overtime shall come from the Partial Overtime list, regardless of length.
2. In the event a 24-hour overtime is cancelled for any reason, the 24-hour overtime list will be adjusted. All of the no contacts, passes and refusals attached to that affected 24-hour overtime shall be removed. If the member has worked a portion of the 24-hour overtime, he or she shall be marked down in the partial overtime list and the mark removed from the 24-hour overtime list.
3. In the event a partial overtime is cancelled (prior to working any of it) all refusals associated with the overtime shall also be removed.
4. Local 44 designees (determined by the Local 44 President) shall have electronic access to all overtime lists.
5. Local 44 Shift stewards will work with the BC to ensure a new member, or a member new to the shift is X'd out to the correct column.
 - The working column of the overtime lists will be the column furthest to the right that is less than 50% filled with worked and refused overtime slots.
6. A member shall not receive more than one refusal per overtime list per day.
 - However, a member can receive a refusal on both overtime lists on the same day.
7. Local 44 Executive Board shall have final say regarding any dispute involving overtime lists.

General Info

When the Battalion Chief calls for overtime, he or she should specify the station the overtime will be. The vacancy at the station will be filled by rank seniority. A floater or overtime individual cannot displace a person from his or her bid at a station, even if the floater or overtime individual has more rank seniority.

Once the overtime is filled, members may arrange a switch with another member to adjust which assignment they will be working. Once the switch is done, seniority at the station will prevail as to assignments, but bids cannot and will not be disturbed.

Call Out Procedure

1. Advise BC or dispatch to page out.
 - a. Rank needed
 - b. Station/Equipment Assignment
 - c. Time period needed
 - d. What Station to call into
2. Note the time of page out.
 - a. Over the next 10 mins create a list of the members who call in
 - i. In order they called in
 - ii. "Call Back shift" - 1st off duty shift
 - iii. "Off shift" - 2nd off duty shift or their duty shift
3. After 10 minutes "Call Back" shift member available
 - a. Overtime will be given to "Call Back" member "next up"
4. After 10 minutes "Call Back" shift not available
 - a. Overtime will be given to "Off Shift" member who called in first
 - i. This member will not marked on the overtime List
5. If after 10 minutes and No members call in
 - a. Send out 2nd page to all members asking for any qualified member, with note that "if overtime position is not filled, "X" equipment will be taken out of service"
 - i. Overtime will be given to 1st member to call in regardless of "Call Back" or "shift" status
 - ii. "Call Back" member will be marked on overtime list, "Off Shift" member will not be marked down
6. After 20 minutes and No members call in
 - a. Contact Joliet Firefighters Local 44 President and notify them of equipment being taken out of service until manpower dictates.
 - b. Nothing shall preclude the vehicle from being place back in service if a member becomes available.

EXHIBIT “K”
COMMUNITY PARAMEDIC

GENERAL PURPOSE

Under the direction of the Fire Chief, the Community Paramedic (CP) provides proactive care that is intended to help improve the overall health and wellness of the community and program participants. The Community Paramedic initiates activities to reduce high-volume utilizers through the investigation of and coordination with community partners to address chronic patient issues, conducts home visits to reduce hospital admissions as part of transitional care in conjunction with community partners, encourages and facilitates the use of health care services more appropriate to the needs of the patient than the hospital emergency department, particularly for those patients who are in acute crisis from mental health and substance use disorders. Work is performed under the direct supervision of the Joliet Fire Department EMS Division.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Provides skilled, professional, and compassionate mobile integrated healthcare.
- Conducts post-hospital release follow-up care, including, but not limited to, home safety and built environment checks, medication reconciliation, wound care, vital signs, and medication administration. Able to deploy or troubleshoot patient monitoring equipment in the home.
- Observes, records, and reports to the physician the patient's conditions and reactions to drugs, treatments, and significant incidents.
- Conducts patient education, including diabetes prevention/treatment, hypertension, Congestive Heart Failure (CHF), Chronic Obstructive Pulmonary Disease (COPD), falls assessments, injury evaluation, age-appropriate frailty visits, and nutrition. These are illustrative only. The CP may need to research other conditions based on the patient's diagnosis.
- Functions as an extension of the patient's physician through advanced protocol utilization.
- Functions as an extension of the local Emergency Departments (EDs) for patients who do not yet have a primary care provider (PCP).
- Serves as trained navigator of community resources.
- Comprehensive knowledge of principles and processes for providing customer services, including setting and meeting quality standards for services and evaluation of customer satisfaction. Ability to handle a variety of customer service issues with tact and diplomacy in a confidential manner.
- Ability to communicate ideas effectively, including the preparation of reports and logs. Ability to listen and understand directions, information, and ideas presented verbally and in writing.
- Attends community meetings and events and provides community training, as requested or when the need for community training is identified.

- Perform other duties as assigned depending on the community need and/or home situation.
- Performs all job duties and responsibilities as described for a Paramedic.
- Performs related tasks as required.
- Performs other duties as required or assigned by the Fire Chief or designee.

DESIRED MINIMUM QUALIFICATIONS

Education and Experience:

- Minimum of three (3) years of EMS experience at the Paramedic level.
- State of Illinois Certified Firefighter II or Basic Operations Firefighter-OSFM.
- Must possess a valid State of Illinois Driver's License
- Currently credentialed to function as a Paramedic in the Silver Cross EMS System.
- Obtain the International Board of Specialty Certifications for Community Paramedic within 6 months of assuming the position.

Preferred:

- Community Paramedic/Mobile Integrated Healthcare Training Program. The CP/MIH training program will be provided and completed within the first 6 months of assuming the CP position.

Necessary Knowledge, Skills, and Abilities:

- Knowledge of agency policies and procedures.
- Ability to maintain a comprehensive computerized record system.
- Ability to establish and maintain satisfactory working relationships with local officials, other employees, and the general public.
- Thorough knowledge of the Silver Cross EMS system and Region 7 Standing Medical Orders.
- Thorough knowledge of emergency medical care techniques and procedures.
- Crisis intervention skills and techniques.
- Thorough knowledge of mental health, substance use/abuse, and at-risk patient populations.
- General knowledge of comprehensive opioid, stimulant, and substance abuse site-based programs and thorough knowledge of community paramedicine concepts.
- Ability to thoroughly evaluate, assess, and differentially diagnose patients' conditions and communicate clearly with professional medical personnel.
- Ability to follow oral and written instructions.
- Ability to communicate effectively both orally and in writing.
- Ability to establish and maintain cooperative working relationships with medical providers, fellow employees, patients, and the public.

- This position requires the ability to solve complex problems that cannot be described for every situation. The intent is for the CP to address the medical issues of the patient population seen.

SELECTION GUIDELINES

The selection of the Community Paramedic position will follow the local 44 bidding guidelines.

4934-9485-9088, v. 1



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: 394-25

File ID: 394-25

Type: Resolution

Status: Agenda Ready

In Control: City Council Meeting

File Created: 06/25/2025

Department: City Clerk/Business
Services

Final Action:

Title: Resolution Approving and Authorizing the Execution of the Collective
Bargaining Agreement Between the City of Joliet and IAFF Local 44

Agenda Date: 07/01/2025

Attachments: Resolution, 2025-2028 Local 44 CBA.pdf

Entered by: nhughes@joliet.gov

Approval History

Version	Seq #	Action Date	Approver	Action	Due Date
1	1	6/25/2025	Gina Logalbo	Approve	6/27/2025
1	2	6/25/2025	Kathy Franson	Approve	6/27/2025
1	3	6/26/2025	Kevin Sing	Approve	6/27/2025
1	4	6/26/2025	Todd Lenzie	Approve	6/30/2025
1	5	6/27/2025	Beth Beatty	Approve	6/30/2025



Memo

File #: 395-25

Agenda Date: 7/1/2025

TO: Mayor and City Council

FROM: Dustin Anderson, Director of Community Development

SUBJECT:

Resolution Approving an Honorary Street Name Designation for SSG. Jose Dueñez

BACKGROUND:

SSG. Jose Dueñez Jr. of Joliet, age 25, tragically lost his life during a tactical training exercise while serving in the United States Army in Lithuania on March 31, 2025. Born on April 8, 1999, Jose was raised in Joliet and developed a strong relationship with his community and faith. He joined the Army in 2017 and excelled in his role, ultimately reaching the rank of Staff Sergeant. He was recognized with numerous awards and commendations for his service. Jose is survived by his wife Karen, their son Jose III, his parents, and five sisters.

CONCLUSION:

The proposed resolution seeks to honor SSG. Jose Dueñez Jr. by designating Albert Avenue as "SSG. Jose Dueñez Jr. Way." This honorary street name designation recognizes his dedication and sacrifice for his country and community. The resolution highlights his achievements, including his military service, leadership, and the strong bonds he formed with his family and fellow soldiers.

RECOMMENDATION:

The Administration recommends that the Mayor and City Council pass the Resolution Approving the Honorary Street Name Designation for SSG. Jose Dueñez Jr.

RESOLUTION NO.

RESOLUTION APPROVING HONORARY STREET NAME DESIGNATION FOR SSG. JOSE DUEÑEZ JR. (Albert Avenue)

WHEREAS, SSG. Jose Dueñez Jr. of Joliet, age 25, lost his life tragically during a tactical training exercise, while in the service of the United States Army, in Lithuania on March 31, 2025; and

WHEREAS, SSG. Jose Dueñez Jr. was born and raised in Joliet; and

WHEREAS, SSG. Jose Dueñez Jr. joined the United States Army in 2017, excelling in his role as an M1 Abrams Tank system maintainer, and was promoted five times, ultimately reaching the rank of Staff Sergeant in November of 2020; and

WHEREAS, SSG. Jose Dueñez Jr. served in three overseas deployments, Poland in 2019, Germany in 2022, and Lithuania in 2025, and was scheduled to attend the Advanced Leaders Course at the time of his passing; and

WHEREAS, SSG. Jose Dueñez Jr. was recognized with two Army Commendation Medals, three Army Achievement Medals, one Certificate of Achievement, two Army Good Conduct Medals, and a National Defense Service Medal; and

WHEREAS, the Joliet City Council authorizes a waiver of the requirement that 50% of the property owners abutting the frontage sign the petition for the honorary street name designation to SSG. Jose Dueñez Jr. Avenue.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF JOLIET, ILLINOIS AS FOLLOWS:

SECTION 1: The honorary designation of Albert Avenue to be designated as "SSG. Jose Dueñez Jr. Way" is hereby approved.

SECTION 2: This Resolution shall be in full force and effect from and after its passage, approval, and recording, according to law.

PASSED this _____ day of _____, 2022.

MAYOR

CITY CLERK

VOTING YES:

VOTING NO:

NOT VOTING:



City of Joliet

150 West Jefferson Street
Joliet, IL 60432

Approver Report

File Number: 395-25

File ID: 395-25

Type: Resolution

Status: Agenda Ready

In Control: City Council Meeting

File Created: 06/26/2025

Department: City Clerk/Business
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Final Action:

Title: Resolution Approving an Honorary Street Name Designation for SSG. Jose Dueñez

Agenda Date: 07/01/2025

Attachments: Resolution

Entered by: nhughes@joliet.gov

Approval History

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1	1	6/26/2025	Dustin Anderson	Approve	6/30/2025
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1	3	6/27/2025	Beth Beatty	Approve	6/30/2025