

JUL 13 2009

Joe Aiello
Sangamon County Clerk



22-1

MEMORANDUM OF AGREEMENT REGARDING

**CHANGES IN WORK SCHEDULES AND OTHER TERMS AND CONDITIONS IN
SANGAMON COUNTY SHERIFF'S DEPARTMENT DEPUTIES' BARGAINING UNIT**

MEMORANDUM OF AGREEMENT ("Memorandum") between the Sangamon County Sheriff ("Sheriff") and the County of Sangamon ("County"), hereafter jointly referred to as "Employer", and the Illinois Fraternal Order of Police Labor Council ("Union") intended to supplement the parties' existing contract covering the wages, hours, terms and conditions of employment of the members of the Deputies' bargaining unit, being as follows:

WHEREAS, the County has significantly reduced the previously approved FY 08-09 budget and anticipates appropriating less funds for the operation of the Sheriff's Department in FY 09-10 than were appropriated in the initially approved FY 08-09 budget; and the Sheriff has advised the Union that the reduction in his budget will result in a reduction in work force in the Deputies' bargaining unit, anticipated to be up to and including, but not limited to, fifteen employees and other significant changes in the operations of the Sangamon County jail; and

WHEREAS, while the Union does not believe such layoffs and/or changes are necessary or appropriate based on the financial information provided to the Union and will file a grievance if the same occur, the resolution of such grievance would take several months to be completed, during which time such changes would be in effect and a significant number of employees would be in a lay off status; and

WHEREAS, the Sheriff has advised he will make all possible operational adjustments in order to avoid such layoffs and adverse impact on employees; and the Sheriff further has advised the Union that if certain members of the Deputies' bargaining unit were willing to and do temporarily convert to a twelve hour work schedule, the resultant operational efficiency could be sufficient to reduce overtime costs and avert any reduction in force in either the Deputies' or Corrections' bargaining unit; and

WHEREAS, to avoid such layoffs and adverse changes being in effect during the prolonged period of dispute resolution, the Union and the Sheriff have agreed to freeze filing a grievance and have agreed to a temporary adjustment of hours of work of certain employees in the bargaining unit from the current nine (9) hour day schedule to one consisting of a normally scheduled twelve (12) hour work day and other changes in terms and conditions of employment.

THEREFORE, the parties agree:

(1) **RECITALS AND APPENDICES INCORPORATED:** The recitals at the outset of this Memorandum and its Appendices A and B have been attached and are hereby