



VILLAGE OF RIVER FOREST VILLAGE BOARD MEETING

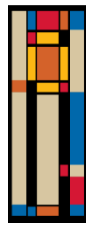
Monday, March 23rd, 2026 – 7:00 PM
Village Hall – 400 Park Avenue – River Forest, IL 60305
Community Room

AGENDA

You may submit written public comments in advance of the meeting by emailing them to ybot@vrf.us. If you wish to speak during Citizen Comments, please email lmascella@vrf.us by 5:00 p.m. on Monday, March 23rd, 2026. Please note that only those attending the meeting in person will be able to provide Citizen Comments. The meeting will be available for listening only through Zoom at <https://us02web.zoom.us/j/82063676956> or by phone at 312-626-6799 using Meeting ID: 820 6367 6956. To access meeting materials or watch the YouTube livestream, please visit the Village website at: <https://www.vrf.us/events/event/2995>

1. Call to Order/Roll Call
2. Pledge of Allegiance
3. Citizen Comments
4. Special Presentation
 - a. Police Department Officer of the Year Award – Officer Eddie Coleman
 - b. Discussion Regarding Cigar Oasis
5. Elected Official Comments & Announcements
6. Consent Agenda
 - a. World Migratory Bird Day and Lights Out for Birds Initiative – Proclamations
 - b. Contract Renewal – Safebuilt LLC – Plan Review Services
 - c. Police Department 2025 Annual Report
 - d. Contract Approval – Collective Bargaining Agreement with the Fraternal Order of Police, River Forest Lodge 46/ Illinois FOP Labor Council
 - e. Contract Approval – Facilitation of the Sale of Fire Truck 219 – Garage Technologies, Inc,
 - f. February 2026 – Financial Report
 - g. Administration Department Report
 - h. Village Board of Trustees Meeting Minutes – March 3rd, 2026
7. Consent Agenda Items for Separate Consideration
8. Recommendations of Boards, Commissions, and Committees
9. Unfinished Business
10. New Business
11. Executive Session
12. Adjournment

ADA Compliance: Any individual with a disability requesting a reasonable accommodation in order to participate in a public meeting should contact the Village at least 24 hours in advance of the scheduled meeting in person at Village Hall by telephone at 708.366.8500 or by email: publiccomment@vrf.us. Every effort will be made to allow for meeting participation.



RIVER FOREST

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MEMORANDUM

DATE: March 18, 2026
TO: Village Board of Trustees
FROM: Matt Walsh, Village Administrator and
Jessica Spencer, Assistant Village Administrator
SUBJECT: Cigar Oasis

This memo responds to questions recently raised by Trustees and residents concerning an eviction action involving Cigar Oasis, Ltd. and Viktor Jakovljevic at the Lake & Lathrop development site. The intent is to clarify the scope of staff and consultant review conducted during the Madison & Ashland development selection process and provide background regarding the Cigar Oasis 2019 eviction.

Background on Due Diligence – Developer Recruitment & Evaluation Process

Jones Lang LaSalle (JLL) and Ryan Group LLC (Ryan) were engaged by the Village to assist with the Madison & Ashland development recruitment and evaluation process. Their role was to review proposals, with a focus on financial feasibility, development experience and the demonstrated capacity of the respective development teams to successfully deliver their proposed projects.

JLL was tasked with delivering recommendations about developers that they considered qualified, well-capitalized and had recently delivered successful, quality products. Ryan, LLC applied their expertise in local economic development, strategic development, and public finance for their review of the two finalists.

Significant development projects, like Madison & Ashland, often involve extensive technical information related to financing, land use approvals, legal agreements and development experience. In such cases, the Village Board relies on professional staff and consultants to review detailed materials, conduct due diligence and present the most relevant issues to the Board.

Village Administrator Matt Walsh and Assistant Village Administrator Jessica Spencer coordinated this process, working with consultants and applicants to gather information and prepare summaries for Board discussion. This included inviting the developers to make multiple presentations to the Board and scheduling tours that afforded the opportunity for Trustees and staff to share concerns and question the developers.

During this process:

- Staff and consultants did not identify any failed development projects involving the principals of Five Thirty One Partners.
- As part of the proposal process, development teams were asked:
 - o Have you ever been involved in litigation or project defaults? If yes, please provide some details.

The response provided by Five Thirty One Partners was:

“Neither of us have ever been involved in project defaults. Both of us have been involved in minor litigation in the normal course of business over the years. Please note that neither partner has ever been involved with a project in which a mechanic’s lien has been filed against the property.”

- Following its review, Ryan concluded, *“Ryan came away from its interviews with good confidence that each of the Respondents demonstrated evidence of the capability to develop both equity and bank financing support required to successfully implement the respective projects.”*

Throughout this process, Village staff compiled and summarized the findings from consultants and the development teams and presented the issues believed to be most relevant to the Board’s evaluation and decision-making process.

Eviction Case Background

Staff were aware that Viktor Jakovljevic owns Cigar Oasis, a business that was relocated to Oak Park from a site within the Lake & Lathrop development. The specific circumstances surrounding the relocation were not examined in detail during the Madison & Ashland developer selection process. This was because the proposed project at Madison & Ashland involves the development and financing of a mixed-use real estate project, which differs significantly from the operation of a retail business as a tenant.

Upon request from Village staff this past week, Viktor Jakovljevic provided additional documentation related to the Cigar Oasis eviction matter.

Cigar Oasis, Ltd. operated as a retail business that was a tenant of 7619 Lake Street, a property within the Lake & Lathrop redevelopment area. The business signed a lease on May 13, 2016 with an initial term through November 30, 2016, including a provision allowing the lease to be automatically extended for another three years if the redevelopment agreement between the Village and Lake Lathrop Partners was terminated.

Between 2016 and 2018, the Village was in discussions with Lake Lathrop Partners, LLC. to develop the site. Cigar Oasis, Ltd. continued to occupy 7619 Lake Street during this period. The other tenants were in fact removed from the redevelopment site.

On February 25, 2019, Lake Lathrop Partners LLC, filed a lawsuit against Cigar Oasis, Ltd. seeking eviction. Ultimately, the Court ordered an eviction on May 24, 2019, to be executed by July 29, 2019.

Cigar Oasis, Ltd. vacated the property in July 2019 and reopened in Oak Park in September 2019 as Cigar Oasis Oak Park. In the meantime, the Village Board approved a RDA amendment with Lake Lathrop Partners on October 14, 2019 that extended deadlines, in part due to the developer missing the original deadline for vacating tenants.

Viktor Jakovljevic’s 2021 Planned Development Approval

During the Madison & Ashland developer review process, staff also became aware that Viktor Jakovljevic owns a mixed-use, single-story building at 400 Ashland Avenue. In 2018, Viktor and his partner petitioned the Development Review Board to move Cigar Oasis Ltd into that space, with the intention to include a smoking lounge, which did not move forward. In 2021, Viktor requested an amendment to his planned development. Staff reviewed that process and found that the Village Board unanimously approved an amendment to the planned development on December 13, 2021.

Next Steps & Recommendation:

As requested by the Village Board, Viktor will be invited to the next Board meeting to explain his role in the 2019 eviction case.

Based on the information reviewed to date, staff continues to believe that the concerns raised do not preclude the developer's ability to execute the proposed project at Madison & Ashland. The development team's demonstrated track record with comparable projects remains a more relevant indicator of capacity and performance. The proposed developers have willingly participated in several rounds of public engagement, tours with officials, and have been forthright when questioned about this and other matters.



Village of River Forest Public Works and Engineering

400 Park Avenue
River Forest, IL 60305
Tel: 708-366-8500

MEMORANDUM

Date: March 23, 2026
To: Jessica Spencer, Assistant Village Administrator
From: Seth Jansen, Assistant to the Director of Public Works
Subj: World Migratory Bird Day and Lights Out for Birds During Peak Migration Proclamations

The Village of River Forest Sustainability Commission has begun work to pursue Bird City Illinois designation. Bird City Illinois is a community recognition program which serves as a guide to promote conservation practices which enhance the environment for birds and educate the public about the relationship between birds and people and how that contributes to a healthy community. The Sustainability Commission's community survey conducted last winter indicated the topic with the highest interest among responding residents was Local Wildlife & Biodiversity. This indicates support from the community in seeking this designation. Bird City Illinois designation will serve as guide to promote local bird conservation and bring further public awareness to the issue.

Bird City Illinois list requires at least nine actions from their designation action list be completed to achieve designation. The draft proclamations for the Board's consideration and approval would address two such action items. Both draft proclamations were unanimously recommended for adoption by the Sustainability Commission.

Adoption of a proclamation recognizing World Migratory Bird Day is a required action, which all communities seeking designation must achieve. World Migratory Bird Day is officially celebrated the second Saturday of May. Later this spring, the Commission will host a World Migratory Bird Day event, which is another required action for designation.

In addressing threats to birds, Bird City Illinois lists several actions which may be undertaken to address light pollution. Adoption of a proclamation supporting Lights Out for Birds During Peak Migration would help achieve two of these actions: "Provide information about the impact of light pollution and how residents and businesses can reduce artificial light at night" and "Document your community's strategy to reduce light pollution and encourage broad participation, particularly during migratory seasons." Adoption of this proclamation will raise awareness of how light pollution impacts bird migration. Through communication in the Village newsletters, social media, and Village website, the Sustainability Commission will promote the proclamation and share information and resources to encourage residents, businesses, and institutions to reduce outdoor artificial light during the spring and fall migratory seasons.

Attachments:

- World Migratory Bird Day Proclamation
- Lights Out for Birds During Peak Migration Proclamation



PROCLAMATION WORLD MIGRATORY BIRD DAY May 9, 2026

WHEREAS, migratory birds are some of the most beautiful and easily observed wildlife that share our communities; and

WHEREAS, many citizens recognize and welcome migratory songbirds as symbolic harbingers of spring; and

WHEREAS, these migrant species also play an important economic role in our community, controlling insect pests, providing pollination services, and generating millions in recreational dollars statewide; and

WHEREAS, migratory birds and their habitats are declining in our region, in our state, and throughout the Americas, and are facing a growing number of threats on their migration routes and in both their summer and winter home; and

WHEREAS, River Forest, situated along the Des Plaines River and surrounding Forest Preserves, is located within a corridor heavily relied upon by migratory birds; and

WHEREAS, public awareness and concern are crucial components of migratory bird conservation; and

WHEREAS, citizens are enthusiastic about birds, informed about the threats they face from nocturnal light pollution, loss of native habitat, and chemical pollution to water and soils, and empowered to help address those threats can directly contribute to maintaining health bird populations; and

WHEREAS, since 1993 World Migratory Bird Day (formerly International Migratory Bird Day) has become a primary vehicle for focusing public attention on the nearly 350 species that travel between nesting habitats in our communities and throughout North America and their wintering grounds in South and Central America, Mexico, the Caribbean, and the southern U.S; and

WHEREAS, hundreds of thousands of people will observe WMBD, gathering in town squares, community centers, schools, parks, nature centers, and wildlife refuges to learn about birds, take action to conserve them, and simply to have fun; and

WHEREAS, while World Migratory Bird Day officially is held each year on the second Saturday in May, its observance is not limited to a single day, and planners are encouraged to schedule activities on the dates best suited to the presence of both migrants and celebrants; and

WHEREAS, World Migratory Bird Day is not only a day to foster appreciation for wild birds and to celebrate and support migratory bird conservation, but also a call to action by individuals, homeowners, organizations and communities.

NOW, THEREFORE, I, CATHERINE ADDUCI, President of the Village of River Forest, do hereby proclaim May 9, 2026 as World Migratory Bird Day in the Village of River Forest, and I encourages all residents, businesses, and organizations to celebrate this observance and to support efforts to protect and conserve migratory birds and their habitats in our community and the world at large.

IN WITNESS, THEREOF, I have hereto set my hand officially and caused to be affixed the seal of the Village of River Forest, this 23rd day of March, 2026.

Catherine M. Adduci,
Village President



PROCLAMATION LIGHTS OUT DURING PEAK BIRD MIGRATION MARCH 15-JUNE 15 AND AUGUST 15-NOVEMBER 15, 2026

WHEREAS, each spring and fall, approximately 5 to 8 million birds representing more than 250 species migrate through the greater Chicago region, including River Forest, on their way to their summer or winter homes; and

WHEREAS, Chicago has been found to be the most dangerous city within the United States for migratory birds by a team of scientists at the Cornell Lab of Ornithology; and

WHEREAS, an estimated 44% of all collisions of birds with windows occur at single-family homes of less than 3 stories; and

WHEREAS, artificial light pollution, including that from upward facing, blue-tinted, and all-night ornamental lighting, disorients migratory birds, increasing the risks of exhaustion, predation, and collisions with glass windows, buildings, and other structures; and

WHEREAS, residents are encouraged to turn off unnecessary lights and close drapes and blinds after 11:00 p.m. and dim, place on timers, or extinguish unnecessary outdoor, ornamental or landscape lighting during the migration seasons to help ensure safe passage for these birds; and

WHEREAS, reducing light pollution year-round, by turning off unnecessary lights, shielding outdoor fixtures, and directing light only where it is needed, protects migratory birds and improves community safety by reducing glare, conserves energy, and lower maintenance costs; and

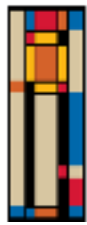
WHEREAS, the Village continues its efforts to reduce light pollution that is disorienting for migratory birds, including installation of light diffusers on streetlights and exploring additional street lighting technologies to further reduce light pollution; and

WHEREAS, the Village and the Sustainability Commission will provide informational resources for residents, businesses, and institutions, on ways to reduce light pollution and make River Forest safer for migratory birds, contributing to both environmental sustainability and public safety.

NOW, THEREFORE, I, CATHERINE ADDUCI, President of the Village of River Forest, do hereby proclaim Lights Out for Birds During Peak Migration in the Village of River Forest, and encourage all residents, businesses, and institutions to join in protecting migratory birds during these critical seasons.

IN WITNESS, THEREOF, I have hereto set my hand officially and caused to be affixed the seal of the Village of River Forest, this 23rd day of March 2026.

Catherine M. Adduci,
Village President



RIVER FOREST

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MEMORANDUM

DATE: March 23, 2026
TO: Matt Walsh, Village Administrator
FROM: Jessica Spencer, Assistant Village Administrator
SUBJECT: SafeBuilt Professional Services Renewal

Issue: Staff is requesting the authority to renew the contract with SafeBuilt for the purposes of plan reviews, building inspections, and health inspections.

Background: In March 2021, the Village staff entered into a 12 month agreement with SafeBuilt for the purposes of performing plan reviews and building inspections. The contract was extended in 2022 for another 24 months. In 2023 health inspections were added to the list of tasks performed, and staff has been quite satisfied with the quality of the inspections performed by SafeBuilt's staff. The contract has been renewed several times since and the service received by the Village continues to be satisfactory.

Request for Board Action: If the Village Board wishes to approve the contract, the following motion would be appropriate:

Motion to approve a contract extension with SafeBuilt LLC for 2 years and granting the Village Administrator the authority to sign the contract.

Documents Attached:

- SafeBuilt Professional Services Amendment #6

**SIXTH AMENDMENT OF
PROFESSIONAL SERVICES AGREEMENT
BETWEEN VILLAGE OF RIVER FOREST, ILLINOIS
AND SAFEbuilt ILLINOIS, LLC**

THIS SIXTH AMENDMENT OF PROFESSIONAL SERVICES AGREEMENT is made effective as of the date of the last signature below by and between Village of River Forest, Illinois (Municipality) and SAFEbuilt Illinois, LLC, a wholly owned subsidiary of SAFEbuilt, LLC, (Consultant). Municipality and Consultant shall be jointly referred to as the “Parties”.

RECITALS AND REPRESENTATIONS

WHEREAS, Parties entered into a Professional Services Agreement (Agreement), by which both Parties established the terms and conditions for service delivery on March 25, 2021; and

WHEREAS, on April 28, 2022, Parties instituted Amendment One to the Agreement to extend the term of the Agreement through March 24, 2023 and revise fee schedule; and

WHEREAS, On September 14, 2022, Parties instituted Amendment Two to the Agreement to add Health and Business License Inspection Services; and;

WHEREAS, On April 11, 2023, Parties instituted Amendment Three to the Agreement to extend the term of the Agreement through March 24, 2024 and revise fee schedule;

WHEREAS, On March 11, 2024, Parties instituted Amendment Four to the Agreement to extend the term of the Agreement through March 24, 2026 and revise fee schedule; and;

WHEREAS, On November 21, 2024, Parties instituted Amendment Five to the Agreement to add Code Transition services to the Agreement and revise fee schedule; and;

WHEREAS, pursuant to Section 2, changes to services shall that are mutually agreed upon between Parties shall be made in writing as a signed and fully executed amendment to the Agreement; and

WHEREAS, the Parties wish to update fee schedule and extend the term; and

WHEREAS, Parties hereto now desire to amend the Agreement as set forth herein.

NOW, THEREFORE, in consideration of the mutual promises and covenants herein contained, and other good and valuable consideration, the receipt and adequacy of which are acknowledged, the Parties agree as follows:

1. The above recitals are acknowledged as true and correct and are incorporated herein.
2. Agreement term shall be extended for an additional twelve (12) month period of March 25, 2026 through March 24, 2028.
3. The below replaces the table in Agreement, Exhibit B, 1. Fee Schedule:

Inspection Services	\$97.29
Plan Review Services	\$148.30
Structural Engineering	\$177.96
After Hours/Emergency Inspections	\$118.64
Health Inspections	\$142.60
Business Lic Inspections	\$142.60

4. All other conditions and terms of the original Agreement, First Amendment, Second Amendment, Third Amendment, Fourth Amendment, Fifth Amendment, and Sixth Amendment not specifically amended herein, shall remain in full force and effect.

IN WITNESS HEREOF, the undersigned have caused this Amendment to be executed in their respective names on the dates hereinafter enumerated.

SAFEbuilt Illinois, LLC

Village of River Forest, Illinois

By: _____
Name: Matthew K. Causley
Title: Chief Operating Officer
Date: March 19, 2026

By: _____
Name: _____
Title: _____
Date: _____

Annual Report

2025



River Forest Police Department

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Letter from the Chief

Dear Residents and Village Leadership,

I am pleased to present the River Forest Police Department's 2025 Annual Report. Throughout the year, our staff remained dedicated to providing professional service, strengthening community partnerships, and maintaining a safe environment for all who live, work, and visit River Forest. Across our Patrol, Investigations, and Administrative Divisions, officers responded to 11,349 calls for service and completed 1,300 reports, with activity increasing during the summer and early fall months.

Traffic safety remained a central priority. Officers conducted 3,735 traffic stops, issuing a combination of citations, warnings, and compliance notices to reduce hazardous driving and improve roadway conditions. Directed Patrol missions further supported safety around schools, major corridors, and neighborhoods with documented concerns.

The department invested heavily in technology and training to enhance readiness and effectiveness. Personnel completed more than 10,700 hours of training in areas such as crisis intervention, leadership development, emergency response, and legal updates. Significant equipment upgrades, including new pole-mounted radar units, the Skydio X-10 drone, and grant-funded GPS tracking and Taser 10 systems, have strengthened both officer safety and operational capabilities.

Community engagement continued to be a hallmark of our work. Officers led school programs, safety presentations, outreach events, and numerous community initiatives. The Vacation Watch Program saw strong participation again this year, with 210 requests and over 5,400 premise checks performed, underscoring the trust residents place in our department.

Looking ahead, we will continue embracing data-driven strategies, strengthening crime prevention efforts, and deepening collaboration with residents and community partners. Our mission remains clear: to provide professional, transparent, and community focused policing that supports a safe and welcoming River Forest.

Thank you for your continued support.

Respectfully,

James Greenwood

Chief of Police
River Forest Police Department



Welcome

The Police Department traditionally delivers a wide variety of law enforcement services to the community. The delivery of services is accomplished through the following divisions: Administration, Patrol, and Investigations. These divisions are comprised of uniformed patrol, criminal investigations, traffic law enforcement, motor vehicle crash investigations, training, parking enforcement, court prosecution of criminal offenders, juvenile programs, community relations activities, crime prevention programs, and school safety programs.

The Patrol Division is the largest and most visible component of the department, consisting of 20 uniformed patrol officers, a patrol commander, three sergeants (one per shift), and three corporals (one per shift, which is included in the 20 uniformed patrol). Marked patrol vehicles are used to patrol the community, and the Patrol Division provides continuous policing to the community 24 hours a day, every day of the year. Two officers are assigned as hybrid traffic/tactical officers, who address traffic complaints and crime patterns plus works closely with the Investigations Division.

The Investigations Division consists of one detective sergeant and one detective, both serving as plain clothes investigators. The detectives provide specialized services and investigations that patrol officers cannot accomplish due to the time required to investigate complex incidents and crimes.

The Administrative Division includes the police chief, deputy chief, support services sergeant, crime prevention/school liaison officer, records supervisor, community service officer, and 2 part-time personnel. This division provides support to both patrol and investigations by developing the department's objectives, promoting community policing strategies, operating budget oversight, and making program recommendations, which are aligned with the Village's and department's goals. This division is also tasked with fiscal monitoring, oversight of personnel and benefits, records management and maintenance of the department's technical equipment, and automated traffic enforcement administration.

2025



Mission Statement

DEPARTMENT VALUES

Integrity

Integrity: firm adherence to a code of moral values; behavior characterized by honesty, uprightness and sincerity. Public trust can only exist with our integrity and respect for one another. The foundation of the River Forest Police Department is the high level of integrity of its employees.

Commitment to Employees

The River Forest Police Department recognizes that its employees are vital to the successful delivery of police services. We believe we can achieve our highest potential by actively involving our employees in solving problems and improving police services. We support an organizational climate of mutual trust and respect.

Community Partnership

Recognizing that police agencies were established as a result of society's voluntary limitation of personal freedoms, we encourage and expect the participation of the community in facilitating solutions to problems of mutual concern. We therefore solicit and support contributions from all members of this community regardless of their race, sex, creed, national origin or social status.

Community Sensitive Policing

Department members shall uphold laws in an ethical, impartial, courteous, and professional manner while respecting the rights and dignity of all persons. We shall strive to achieve a balance between enforcement and community needs which reflects both the spirit and the letter of the law.

Professionalism

Recognizing the changing and diverse needs of the community, the Department promotes and encourages a policy of professional and individual excellence, which is delivered and enhanced by continuing education and training. We realize fully that the expression of ideas is meaningless unless actively practiced. The integrity and professionalism demanded of members of the River Forest Police Department shall ensure the proper, lawful, and unbiased application of police powers.

Organizational Chart



Organizational Structure

River Forest Police Department's organizational structure is designed to create efficiency while accomplishing the mission and goals to provide the best possible service to the public. The Chief of Police is responsible for administering and managing the River Forest Police Department.

Patrol

The River Forest Police Department Patrol Divisions primary goal is to provide prompt, professional service while ensuring public safety and order. Patrol handles daily operations, serving residents, businesses, and visitors. To maintain 24/7 coverage, Patrol operates three, eight and one-half hour shifts, consisting of three teams, with a Sergeant, a Corporal and Patrol Officers assigned to each shift. Responsibilities include responding to calls, enforcing traffic laws, patrolling neighborhoods, investigating complaints, making arrests, managing traffic, and engaging in community outreach.



Records

The Police Records Division ensures records are accurate, accessible, and legally compliant, supporting law enforcement and public transparency. Staff serve as the first point of contact for the public, processing reports, managing payments and fines, and handling FOIA requests and legal inquiries. Records personnel redact sensitive content from reports and media, compile monthly statistics for the department and state, and manage administrative tasks such as solicitor permits, phone requests, and walk-in assistance.



Administration

Police Administration involves planning, directing, and coordinating the activities of police personnel to maintain order and uphold the law. Administrators oversee recruitment, departmental budgets, resource allocation, and develop policies and strategies to address emerging crime trends. As effective police leaders, Police Administration aims to uphold justice, foster accountability, ensure officer wellness, demonstrate professionalism, and build community trust.



Detective Unit

While most calls are handled by responding officers, some require further investigation. The Detective Unit conducts in-depth criminal investigations, including interviews, evidence analysis, and case preparation for court. The department has two full-time detectives trained to handle a wide range of crimes.



Support Services Division

The Support Services Division includes an Administrative Sergeant, School Resource Officer, and a Community Service Officer. Department vehicles and Information Technology resources are managed by the group. The School Resource Officer teaches Too Good For Drugs classes in all of the grade schools in River Forest. The Community Service Officer serves as Court Liaison Officer and is the primary asset for handling animal complaints and parking enforcement. The Traffic Analyst is also assigned to the Support Services Division.



Overview

The River Forest Police Department's annual review of 2025 reflects a year marked by operational challenges and strategic opportunities. The department responded to 11,379 calls for service and completed over 1,300 reports, encompassing traffic enforcement, property crimes, and public order offenses. This analysis provides a comprehensive understanding of patterns that shaped policing priorities and offers insights to guide future strategies.

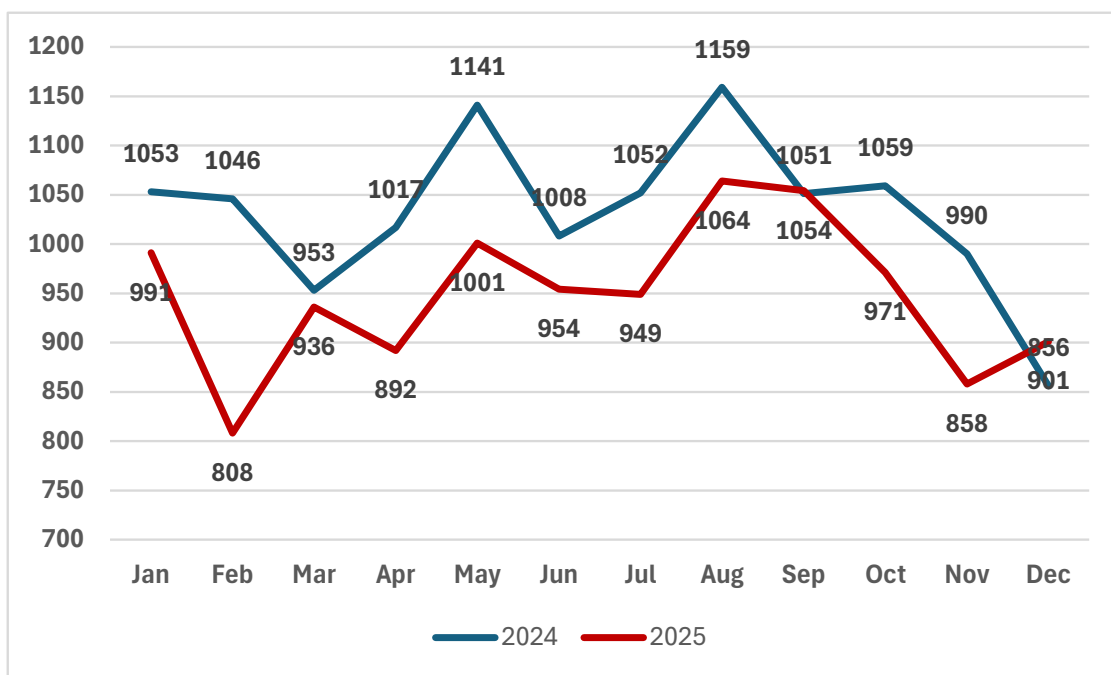
Key Trends in Calls for Service

In 2025, the River Forest Police Department responded to 11,379 calls for service, an 8% decrease from the 12,385 calls received in 2024. Overall call activity followed familiar seasonal patterns, with the busiest period occurring in late summer. August and September remained the peak months in both years, while the lowest call volume shifted from December in 2024 to February in 2025.

Despite the overall decline, call levels throughout 2025 were more stable, with smaller swings between the busiest and quietest months compared with the previous year. All four quarters saw modest reductions, with the most notable decreases occurring in the first half of the year. Activity slowed sharply in February but began to stabilize by late summer, with September and December showing slight increases compared with the same months in 2024.

These trends suggest that while demand for police services softened somewhat in 2025, community needs remained consistent in their timing, allowing the department to maintain strong service delivery and direct resources strategically during peak periods. The continued concentration of calls in late summer will help guide staffing and operational planning as the department works to meet the community's expectations for safety and responsiveness.

Calls for Service-2025 vs 2024

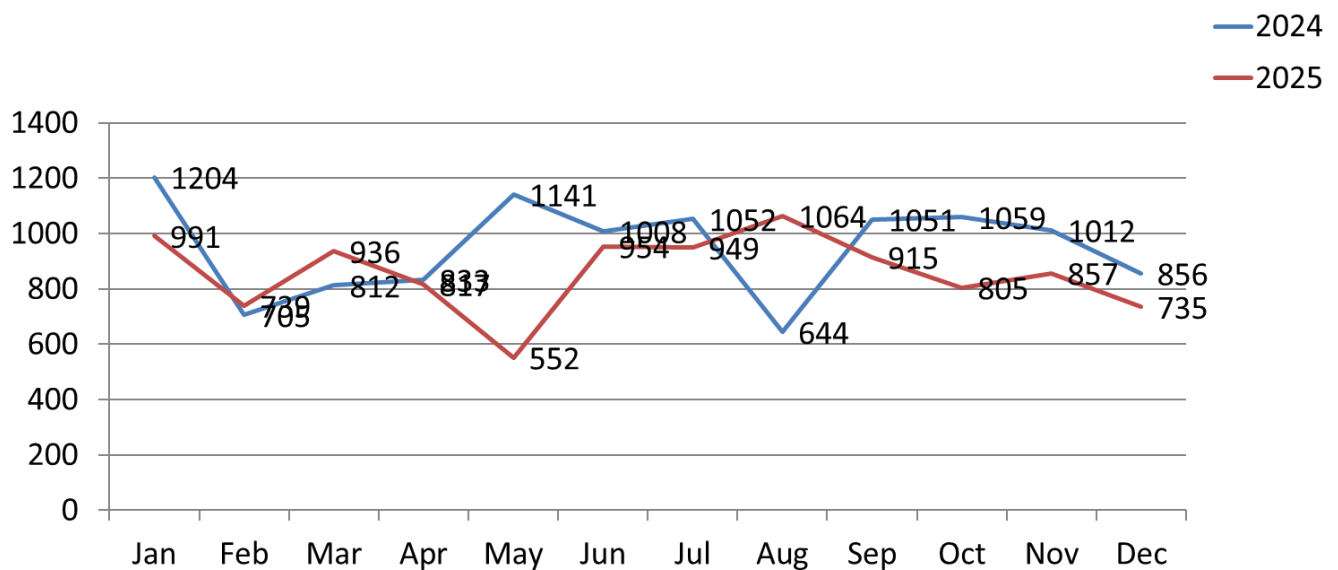


Key Trends in Reporting

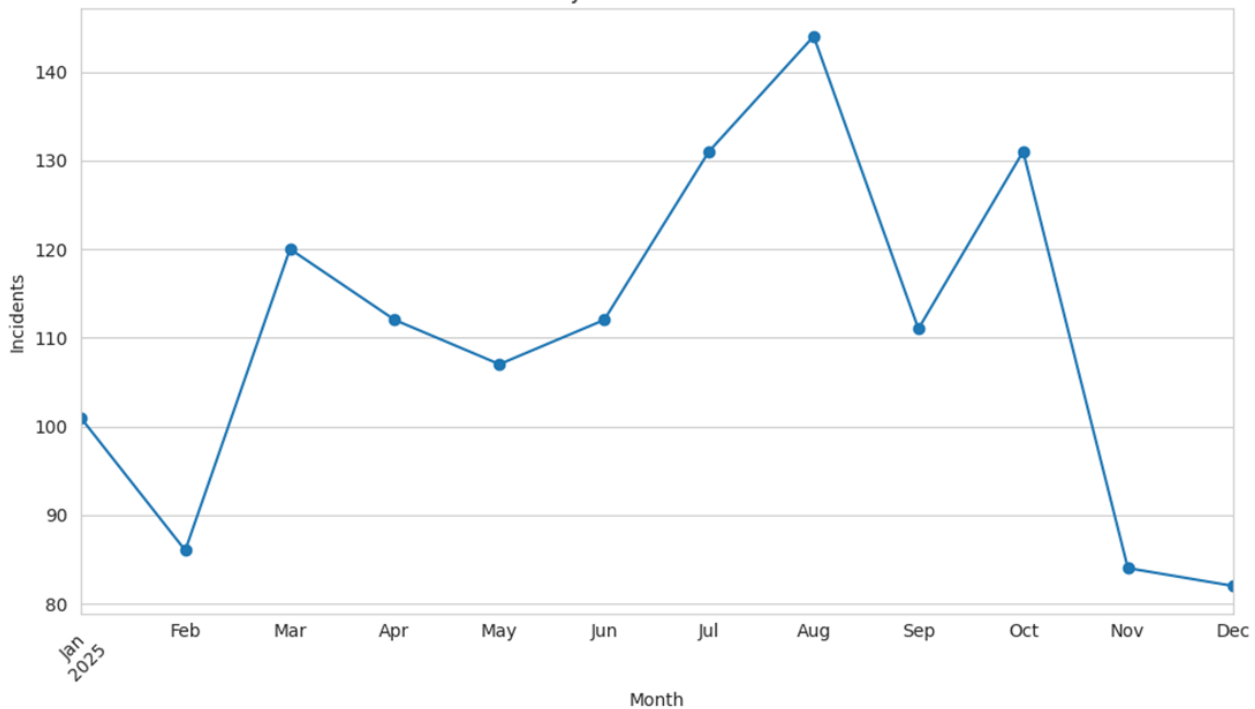
Report activity was not evenly distributed throughout the year. The summer months, particularly August, recorded the highest volume of cases, followed closely by October. This seasonal surge suggests a correlation between increased community mobility and social activity during warmer months. In contrast, November and December saw a decline in incidents, indicating cyclical trends that can inform resource planning.

Traffic-related offenses dominated the caseload, with suspended or revoked driver's license violations accounting for nearly one-third of all incidents. Driving under the influence remained a significant concern, concentrated during evening hours and weekends. These patterns underscore the department's ongoing commitment to roadway safety and impaired driving prevention.

Property crimes, including retail theft and burglary, persisted as notable challenges. Retail theft occurred consistently across months, impacting local businesses and requiring coordinated prevention strategies. Burglary and criminal damage incidents, while less frequent, demanded investigative resources and community engagement to maintain public confidence.



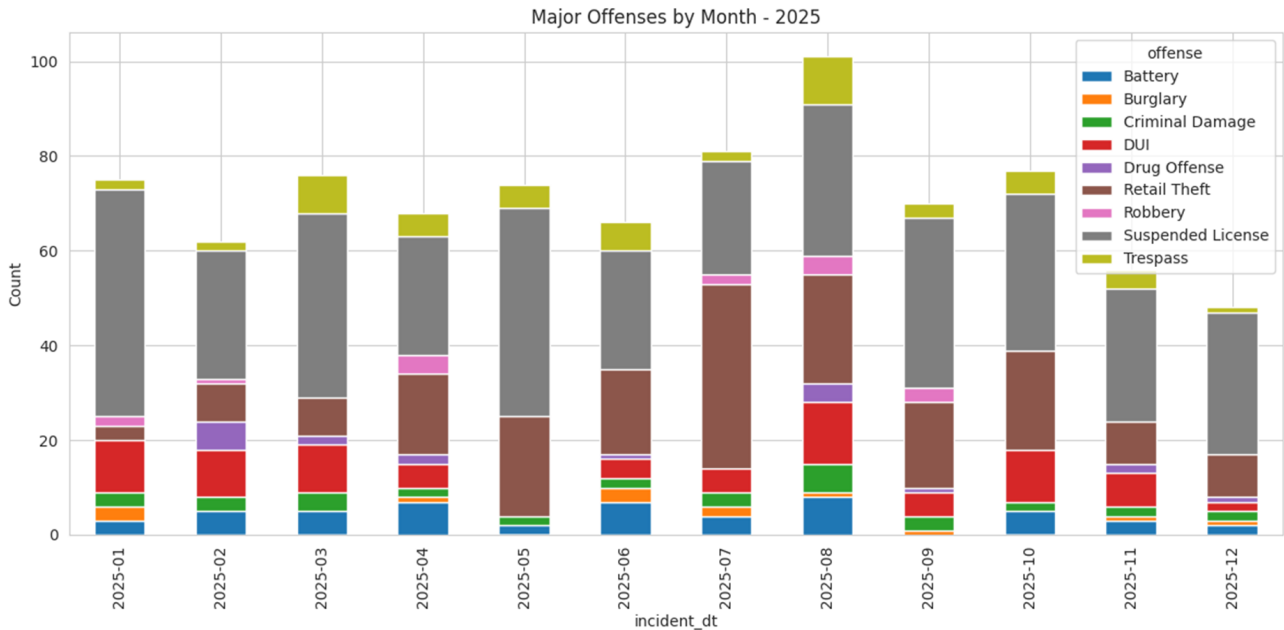
Monthly Incident Trend-2025



The line chart shows a clear late-summer uptick peaking in August, with another high point in October, and a taper into November–December.

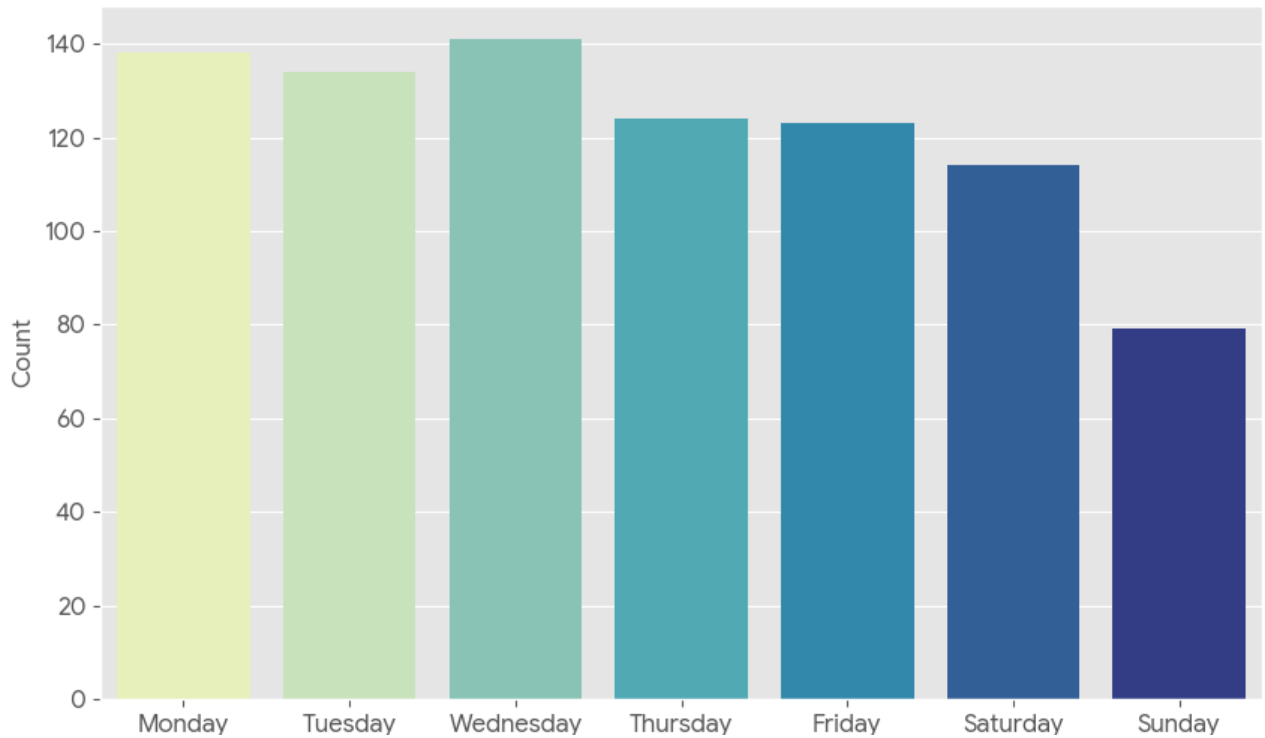
The late-summer peak suggests staffing emphasis on weekend evenings in August–October could be valuable—especially for traffic enforcement and theft prevention around commercial corridors..

Major Incidents by Month



Retail theft is a steady contributor month-to-month; targeted store partnership strategies (e.g., coordinated reporting, camera coverage, offender interdiction windows) may help flatten the curve.

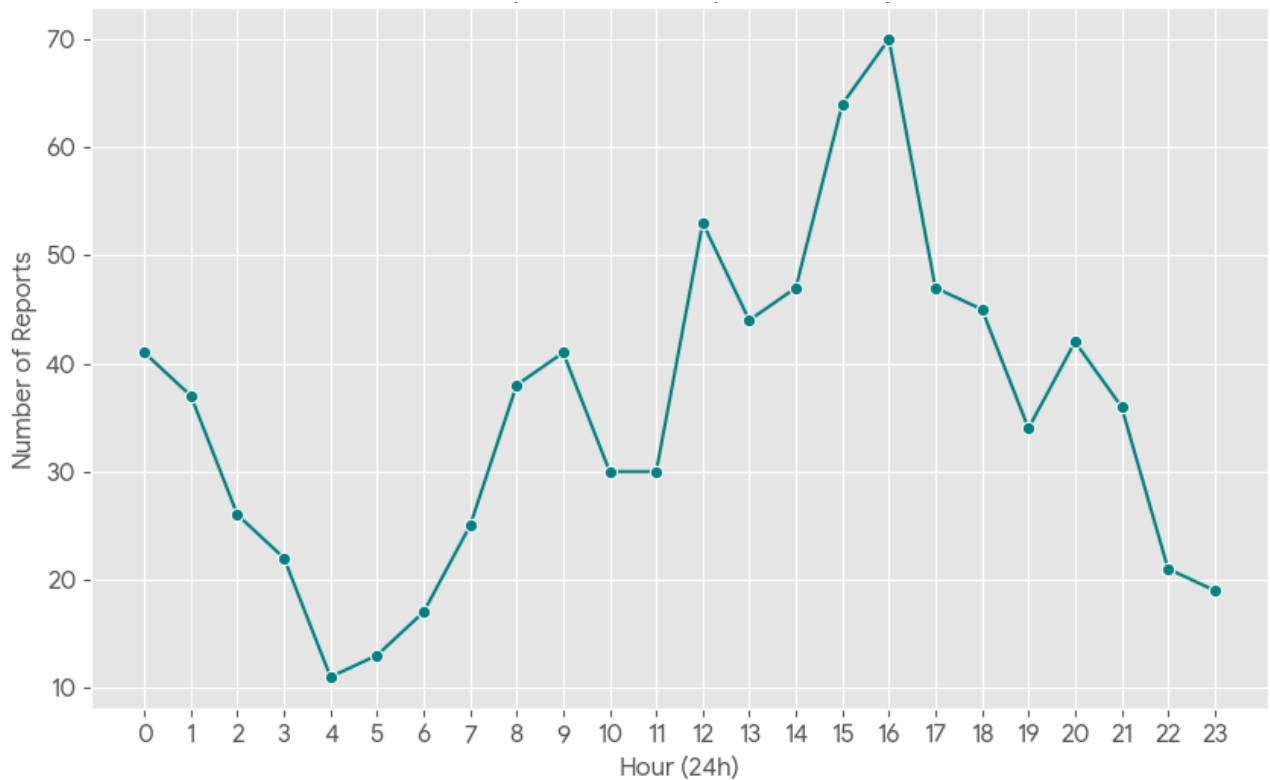
Incidents by Day of Week



Shows the busiest days for generating unique reports.

Incidents by Hour of Day

Illustrates the peak times for incident reporting throughout a 24-hour period.



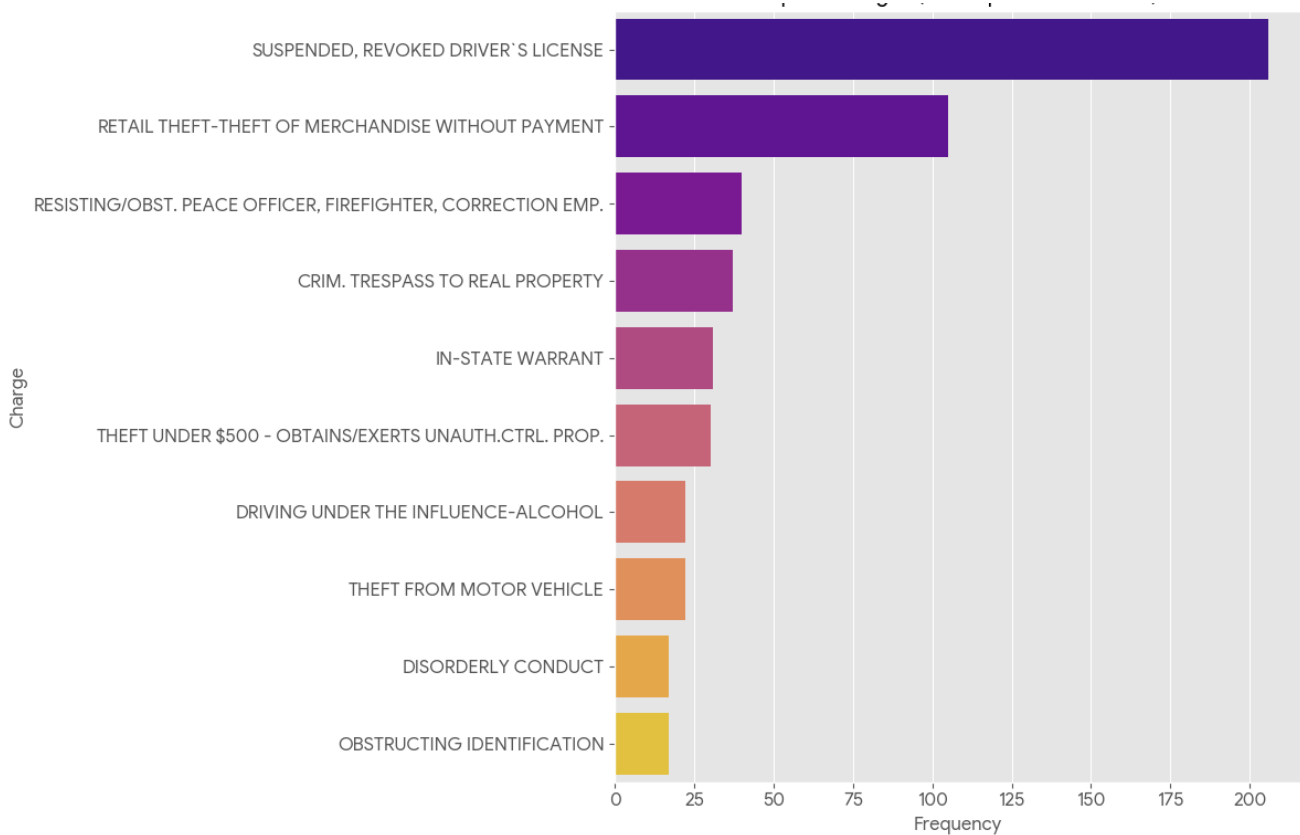
Key Trends-Arrests

Traffic-related offenses dominated the caseload, with suspended or revoked driver's license violations accounting for nearly one-third of all incidents. Driving under the influence remained a significant concern, concentrated during evening hours and weekends. These patterns underscore the department's ongoing commitment to roadway safety and impaired driving prevention.

Traffic Enforcement: "Suspended and Revoked Driver's License" remains the primary activity, accounting for 206 unique incidents.

Retail Theft: stays consistent at 105 unique incidents.

Public Order & Obstruction: "Resisting/Obstructing a Peace Officer" (40) and "Criminal Trespass" (37) are significant contributors to the unique case count.

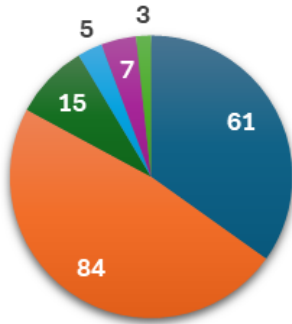


Group A Offense Report

Offense	Reported in 2025	Reported in 2024	Percent Change	Offenses Cleared	Percent Cleared	Percent Of Category	Rate Per 100,000*
Murder	0	0	NA	0	0.00%	0.00%	0.00
Negligent Manslaughter	0	0	NA	0	0.00%	0.00%	0.00
Justifiable Homicide	0	0	NA	0	0.00%	0.00%	0.00
Non-consensual Sex Offenses:							
Rape	4	0	NA	0	0.00%	5.97%	36.1
Sodomy	0	0	NA	0	0.00%	0.00%	0.00
Sexual Assault with Object	0	0	NA	0	0.00%	0.00%	0.00
Fondling	1	0	NA	1	100.00%	1.49%	9.03
Aggravated Assault	4	5	-20.00%	2	50.00%	5.97%	36.1
Simple Assault	34	42	-19.05%	26	76.47%	50.75%	306.86
Intimidation	24	27	-11.11%	17	70.83%	35.82%	216.61
Kidnapping/Abduction	0	0	NA	0	0.00%	0.00%	0.00
Consensual Sex Offenses:							
Incest	0	0	NA	0	0.00%	0.00%	0.00
Statutory Rape	0	0	NA	0	0.00%	0.00%	0.00
Human Trafficking, Commercial Sex Acts	0	0	NA	0	0.00%	0.00%	0.00
Human Trafficking, Involuntary Servitude	0	0	NA	0	0.00%	0.00%	0.00
Crimes Against Persons Total	67	74	-9.46%	46	68.66%	18.77%	604.69
Robbery	6	4	50.00%	4	66.67%	2.21%	54.15
Burglary/Breaking & Entering	10	65	-84.62%	4	40.00%	3.68%	90.25
Larceny/Theft Offenses	175	206	-15.05%	94	53.71%	64.34%	1579.42
Motor Vehicle Theft	3	7	-57.14%	0	0.00%	1.10%	27.08
Arson	1	0	NA	0	0.00%	0.37%	9.03
Destruction Of Property	31	53	-41.51%	7	22.58%	11.40%	279.78
Counterfeiting/Forgery	1	6	-83.33%	1	100.00%	0.37%	9.03
Fraud Offense	37	47	-21.28%	20	54.05%	13.60%	333.94
Embezzlement	0	0	NA	0	0.00%	0.00%	0.00
Extortion/Blackmail	0	0	NA	0	0.00%	0.00%	0.00
Bribery	0	0	NA	0	0.00%	0.00%	0.00
Stolen Property Offenses	8	9	-11.11%	6	75.00%	2.94%	72.2
Crimes Against Property Total	272	397	-31.49%	136	50%	76.19%	2454.87
Drug/Narcotic Violations	9	15	-40.00%	7	77.78%	50.00%	81.23
Drug Equipment Violations	3	2	50.00%	3	100.00%	16.67%	27.08
Gambling Offenses	0	0	NA	0	0.00%	0.00%	0.00
Pornography/Obscene Material	1	1	0.00%	0	0.00%	5.56%	9.03
Prostitution	0	0	NA	0	0.00%	0.00%	0.00
Weapons Law Violation	3	5	-40.00%	3	100.00%	16.67%	27.08
Animal Cruelty	2	0	NA	1	50.00%	11.11%	18.05
Crimes Against Society Total	18	23	-21.74%	14	77.78%	5.04%	162.45
Total Group "A" Offenses	357	494	-27.73%	196	54.9%	100%	3222.02

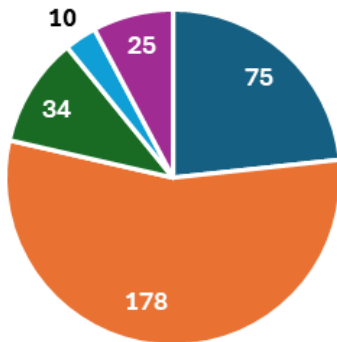
Arrest Detail

Group A Offenses-Arrest Count



■ Adult On-View Arrest ■ Adult Summoned/Cited
 ■ Adult Taken Into Custody ■ Juvenile On-View Arrest
 ■ Juvenile Summoned/Cited ■ Juvenile Taken Into Custody

Group B Offenses-Arrest Count



■ Adult On-View Arrest ■ Adult Summoned/Cited
 ■ Adult Taken Into Custody ■ Juvenile On-View Arrest
 ■ Juvenile Summoned/Cited

Group "A"	Adult	Juvenile	Unknown	Total Arrests
Murder	1	0	0	1
Negligent Manslaughter	0	0	0	0
Justifiable Homicide	0	0	0	0
Rape	1	0	0	1
Robbery	8	2	0	10
Aggravated Assault	3	0	0	3
Burglary	3	0	0	3
Larceny	85	5	0	90
Motor Vehicle Theft	0	0	0	0
Arson	0	0	0	0
Simple Assault	18	1	0	19
Intimidation	12	1	0	13
Bribery	0	0	0	0
Counterfeiting/Forgery	1	0	0	1
Vandalism	1	1	0	2
Drug/Narcotic Violations	4	2	0	6
Drug Equipment Violations	1	0	0	1
Embezzlement	0	0	0	0
Extortion/Blackmail	0	0	0	0
Fraud	11	0	0	11
Gambling	0	0	0	0
Kidnapping	0	0	0	0
Pornography	0	0	0	0
Prostitution	0	0	0	0
Sodomy	0	0	0	0
Sexual Assault w/Object	0	0	0	0
Fondling	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Stolen Property	4	0	0	4
Weapons Law Violations	3	0	0	3
Human Trafficking, Commercial Sex Acts	0	0	0	0
Human Trafficking, Involuntary Servitude	0	0	0	0
Animal Cruelty	1	0	0	1
Total Group A Arrests	157	12	0	169
Group "B" Arrests				
Bad Checks	0	0	0	0
Curfew/Vagrancy	0	13	0	13
Disorderly Conduct	10	17	0	27
DUI	31	0	0	31
Drunkenness	0	0	0	0
Family Offenses-nonviolent	0	0	0	0
Liquor Law Violations	8	2	0	10
Peeping Tom	0	0	0	0
Runaways	0	0	0	0
Trespass	10	0	0	10
All Other Offenses	228	3	0	231
Total Group B Arrests	287	35	0	322
Total Arrests	444	47	0	491

2025

Traffic Enforcement

Traffic Enforcement Summary

In 2025, the River Forest Police Department continued its commitment to roadway safety through consistent and proactive traffic enforcement. Throughout the year, officers conducted 3,735 traffic stops, resulting in a balanced mix of enforcement and education. Of these stops, officers issued 3,088 state citations, addressing violations that presented clear safety concerns such as speeding, distracted driving, and other hazardous behaviors.

In addition to citations, officers provided 647 warnings, emphasizing the department's focus on education and voluntary compliance when appropriate. Officers also issued 698 compliance notices, supporting efforts to correct equipment issues or other non-hazardous violations without formal penalties. This combination of citations, warnings, and compliance notices reflects the department's strategy of maintaining public safety while encouraging responsible driving habits within the community.

Overall, the 2025 traffic enforcement totals demonstrate the River Forest Police Department's ongoing dedication to reducing traffic risks and promoting safe travel throughout the Village.

TRAFFIC ENFORCEMENT SUMMARY — 2025



3,088
STATE
TICKETS



647
WARNINGS



3,735
STOPS



698
COMPLIANCE
NOTICES

Traffic enforcement totals for
River Forest Police in 2025.

Directed Patrol-Traffic Enforcement Missions

In 2025, the River Forest Police Department continued its Directed Patrol program to improve traffic safety and respond to community concerns. Officers focused on problem locations identified through resident feedback and traffic data, as well as areas with heavy school day activity. Over the year, officers documented 1,504 verified traffic citations and 459 warnings, reflecting the program's emphasis on both enforcement and driver education. Activity increased during late summer and fall when school resumed and traffic volumes rose, creating the highest risk conditions for pedestrians and drivers. Major corridors such as Chicago Avenue, North Avenue, Lake Street, and Harlem Avenue received the most attention, as these areas consistently showed higher levels of speeding and compliance issues. School zone patrols remained a central part of the program, with officers frequently using warnings to encourage safe behavior during pick-up and drop-off periods. Directed Patrols also operated during late-night and weekend hours to address suspended drivers, impaired-driving indicators, and other high-risk behaviors that contribute to serious crashes. Throughout the year, a dedicated group of officers carried out these missions, maintaining a strong safety presence and helping reduce hazardous driving across the community. The 2025 results highlight a data-driven, proactive approach that helps keep River Forest safe for residents, students, cyclists, and all who travel through the village.

DIRECTED PATROL PROGRAM 2025

Traffic enforcement by the River Forest Police Department

1,504
TRAFFIC
CITATIONS



459
WARNINGS

High-visibility enforcement on major corridors
Suspended and impaired driver interdictions

Focus corridors: Chicago Ave, North Ave, Lake St,
Harlem Ave

Implementation of Analysis and Forecasting

Enforcement Priorities

Temporal analysis revealed that incidents were most likely to occur during late afternoon and nighttime hours, particularly on Fridays and Saturdays. This concentration of activity provides actionable intelligence for optimizing patrol schedules and deploying resources during high-risk periods. Arrest data indicates that approximately 37 percent of cases resulted in custodial action, while the remainder were documented as reports or logs, reflecting a balanced approach between enforcement and documentation.

Community Initiatives

The department's response to these trends emphasizes collaboration with residents and businesses. Efforts to mitigate retail theft include partnerships with commercial establishments for improved surveillance and rapid reporting protocols. Traffic safety campaigns aim to reduce violations through education and enforcement, while DUI prevention strategies focus on targeted patrols during peak hours. These initiatives reinforce the department's commitment to proactive policing and community trust.

Strategic Outlook

Looking ahead, the insights gained from 2025 will inform a data-driven approach to policing. Priorities include enhancing traffic enforcement during high-risk periods, strengthening property crime prevention through community partnerships, and leveraging analytics to anticipate emerging trends. By aligning resources with evidence-based strategies, the River Forest Police Department will continue to uphold its mission of maintaining a safe and welcoming environment for all residents and visitors.

Facility and Technology Investments

In 2025, the Department made strides to update and enhance our facilities, technology and services. A summary of these improvements is captured here.

Facility Improvement-Women's Locker Room

The Village Hall and Police Department opened in 1998. In 2025, the focus was on renovation of the Women's Locker Room. A committee was formed and various elements of the project were selected by the committee to provide a fresh and inviting area for personnel.

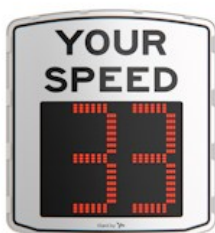


Facility and Technology Investments

Technology Improvements

Pole Mounted Radar Units

The Village purchased replacement equipment for Pole Mounted Radar Units. The five (5) new units are used as a solution for traffic calming in residential neighborhoods, park areas, school zones, business districts, financial districts, and any location where vehicular, pedestrian, and bicyclist traffic is intermingled. These highly visible signs are strategically designed to get drivers' attention and provide an immediate reminder to slow down. These signs act as a 24- hour a day force multiplier to police patrol units and can be used to address/monitor citizen-driven complaints.



Unmanned Aerial System

The new Skydio X-10 was added this year to replace the original device purchased in 2021. The Unmanned Aerial System (UAS) has on-board, AI-powered obstacle avoidance that will allow officers to search at low altitudes in remote, complex environments without the fear of crashing. The UAS provides the highest quality video and images to spot life-saving details, safely. Any responder can be flight-enabled with just a few hours of training.

The UAS can capture images and videos with both color and thermal cameras to spot missing persons in dense forests or expansive terrain. The UAS can cover wide areas with FLIR and thermal cameras, get close to ascertain your subject's well-being and ensure an adequate rescue response. The UAS' foldable, durable design makes aerial intelligence accessible anywhere so officers are prepared for any mission. The UAS allows for streamed real-time video to coordinate a response between a field team, dispatch, and hazmat. The streaming service allows officers to give everyone a common operating view and make better, faster decisions.



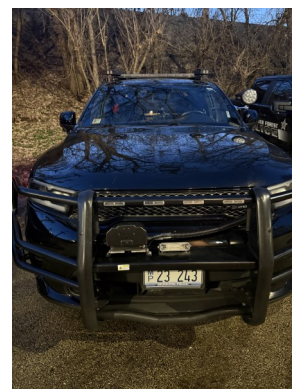
2025

Facility and Technology Investments

Technology Improvements-Grant Funded

StarChase

The Police Department was awarded \$40,000 in funding from the Illinois Attorney General's Organized Retail Crime Grant. The funding was specified for purchase of StarChase Guardian VX Vehicle-Mounted GPS Launcher Systems. The StarChase Guardian VX system provides a safer, more controlled alternative by enabling officers to deploy a GPS tag onto a suspect vehicle, allowing real-time tracking without the need for a high-speed pursuit. The Guardian VX integrates with existing fleet systems and offers live tracking capabilities through a secure monitoring platform. This technology supports the department's commitment to safe and effective pursuit management, aligning with best practices and national standards for reducing risk during vehicle chases.



Axon Taser 10

The Police Department was awarded \$21,600 in funding from the Illinois Law Enforcement Alarm System (ILEAS) for the purchase of new TASER 10 Devices. The award allowed the Department to add six (6) additional devices for use by personnel. The Taser 10 is Axon's most advanced model, offering enhanced reliability, improved effectiveness, and significant technological upgrades. The addition of these devices will equip both Patrol and Support divisions with modern, consistent tools for deployment. The Taser 10 platform also provides improved evidence capture and reporting features, enhancing policy development, training practices, and overall transparency. The device's improved performance contributes to greater safety for both officers and the public. The Village's insurance carrier, IRMA, supports the use of Tasers due to their demonstrated ability to reduce injury and liability risk.



Specialty Positions

In addition to the traditional patrol and investigative functions of a suburban law enforcement agency, our department is also able to provide training and opportunities in several areas including:

Firearms Instructor	Evidence Technician
Armorer	Field Training Officer
Bicycle Officer	Rifle Instructor
Breath Alcohol Operator	Hostage Negotiations
Defensive Tactics Instructor	Juvenile Officer
Child Passenger Safety Technician	Lead Homicide Investigator
Crisis Intervention Team	Less Lethal Instructor
School Resource Officer	NARCAN Instructor
Elderly Services Officer	Peer Support
Narcotics Investigator	Rapid Deployment Instructor
Shield Instructor	Truck Enforcement
Honor Guard	Drone Pilot



Task Force Assignments

Officers are also assigned to task forces throughout the region, including:

Northern Illinois Police Alarm System (NIPAS) Mobile Field Force

Illinois Law Enforcement Alarm System (ILEAS)

West Suburban Drug and Gang Initiative (WEDGE)

West Suburban Major Crimes Task Force (WESTAF) Investigations Team

West Suburban Major Crimes Task Force (WESTAF) Forensics Team

West Suburban Major Crimes Task Force (WESTAF) Major Crash Team



Training

In 2025, the River Forest Police Department completed a total of 1,029 training courses, reflecting the department's continued commitment to professional development and service excellence. These courses accounted for 10,749.25 total training hours, covering a wide range of law enforcement competencies. This is an average of over 350 hours per officer. Of these, 1,266 hours were dedicated specifically to critical areas such as procedural justice, community policing, crisis intervention, medical response, duty to intervene, and use of force, demonstrating the department's ongoing focus on accountability, preparedness, and community-centered policing.

Police Academy

The Police Department is proud to announce the graduation of Officers Jean-Pierre Bourdeau, Andrew Richter, Xavier Saldana, Juan Acevedo, Andrew Cassin, Luke Thomas, and Carlos Trejo from the Cook County Law Enforcement Police Academy in 2025. Over the course of an intensive 16-week program, the officers received comprehensive training in law enforcement practices and procedures. Following graduation, each officer entered the Department's Field Training and Evaluation Program, where they complete fourteen weeks of supervised, on-the-job training with experienced Field Training Officers. The Department congratulates these Officers and wishes them success as they begin their careers in River Forest.



Training (continued)

Northwestern University School of Police Staff and Command

The Department proudly congratulated Sergeants Glen Czernik and Michael B. Fries on their successful completion of the School of Police Staff and Command at Northwestern University in 2025. This intensive 10-week program focuses on leadership, management, and organizational improvement within law enforcement agencies. Sergeant Czernik's and Fries' achievement reflected the Department's ongoing commitment to professional growth, effective leadership, and enhanced service to the River Forest community.



In-Service Training

In 2025, River Forest Police Department personnel completed a broad range of in-service training designed to maintain high professional standards and ensure readiness for evolving community needs. Training included Crisis Intervention (CIT) updates, Use of Force and Defensive Tactics, Rapid Deployment training, and both firearms qualification and scenario-based firearms instruction. Officers also completed Taser and less-lethal refresher training along with legal updates covering current case law and statutory changes.

Additional coursework focused on trauma-informed response, mental-health-related calls, procedural justice, and related topics. Lifesaving skills were reinforced through CPR, AED, and Stop the Bleed certification. Officers also participated in Emergency Vehicle Operations (EVOC), evidence handling and report-writing refreshers, and updated training related to domestic violence and juvenile law.

These training efforts ensured that personnel remained prepared, skilled, and aligned with best practices in modern policing.

2025

Awards

In 2025, the River Forest Police Department recognized 48 outstanding achievements across the organization. Awards highlighted exceptional investigative work, lifesaving actions, proactive policing, and strong teamwork. Officers received Commendations, Honorable Mentions, Letters of Recognition, Unit Citations, and Officer of the Year nominations, reflecting a wide range of contributions.

Several complex cases, including armed robberies, shootings, burglaries, a stabbing, and major narcotics arrests, resulted in multi-officer recognition due to coordinated investigative efforts, effective use of technology such as ALPR and video systems, and successful suspect apprehensions. Lifesaving interventions, including CPR and critical first aid, were also prominently acknowledged.

Recognition peaked in February, January, and June, driven by major incidents requiring extensive collaboration. Multiple officers, including Zermeno, Labriola, Niemann, Dosen, Cassidy, Mika, Lenz, and Gonzalez, were recognized several times for their sustained excellence and impact. Overall, the awards demonstrate a year marked by professionalism, initiative, and dedication to community safety.

Celebrating Officer Lissette Barcenas!



We were thrilled to announce that Officer Lissette Barcenas was nominated by a WGN viewer to be featured on "Spotlight Chicago" on July 22, 2025. This was a first-of-its-kind nomination and award for a member of our Police Department.

Lissette's dedication to our community is truly inspiring. She recently rescued and adopted an abandoned dog, spends time with an elderly lady who has no family nearby, and shows incredible kindness to the homeless by buying them lunch and treating them with respect. Her efforts have not gone unnoticed, and she is loved by all. In honor of Lissette's outstanding service, Mancini Law Group made a \$1000 donation to The 100 Club of Chicago in her name.

AWARDS SUMMARY – 2025

48

AWARDS PRESENTED

COMMENDATIONS • HONORABLE MENTIONS • LETTERS OF RECOGNITION
UNIT CITATIONS • OFFICER OF THE YEAR NOMINATIONS

Awards recognized exceptional investigations,
lifesaving actions, proactive policing, and
teamwork in complex cases.

Community Outreach

In 2025, the department delivered a strong year of community education and safety engagement. The *Too Good For Drugs* program reached students through 46 classroom sessions, reinforcing healthy choices and decision-making skills. Officers also conducted 85 River Forest Community Safety presentations, offering residents practical guidance on personal and community safety.

Beyond these core programs, staff participated in nine additional events, including bike safety sessions, parent cybersafety education, campus safety awareness, staff trainings, and school presentations. These partnerships strengthened our connection with local schools, universities, and community organizations.

Together, these efforts reflect our continued commitment to prevention, education, and collaboration across River Forest.

2025 PROGRAM SUMMARY



**TOO
GOOD
FOR
DRUGS**

46
Classes



**RIVER
FOREST
COMMUNITY
SAFETY**

85
Presentations



**ADDITIONAL
EVENTS**

9
Events

2025

Community Engagement

Throughout 2025, the River Forest Police Department remained deeply connected to the community through a wide range of outreach events, collaborations, and service oriented activities. Officers supported Special Olympics of Illinois initiatives, including Cop on a Rooftop and the Torch Run, while also participating in community traditions such as the Celebrating Seniors Breakfast, the River Forest Memorial Day Parade, and the Pride Flag Raising Ceremony.

The department continued its strong partnerships with local schools and universities by attending the Concordia University Early Childhood Touch a Truck Event, hosting the Junior Citizen Police Academy, supporting the Lincoln School 5K, and participating in Tour de Proviso. Officers also took part in Brookfield Zoo First Responder Day, DuPage Safety Saturday, the River Forest Fire Department Open House, and Seat-Check Saturday, all aimed at promoting safety and strengthening public engagement.

Additional community-centered activities included the River Forest Bike Exchange, LemonAid fundraiser, community Tree Decorating, and the annual Shop with a Cop event, providing meaningful support to families during the holiday season.

Collectively, these events highlight the department's strong, ongoing commitment to visibility, partnership, and positive engagement throughout River Forest.



Vacation Watch Program

The Village of River Forest offers a long-standing Vacation Watch Program designed to help residents protect their homes while they are away. This free service allows residents to notify the River Forest Police Department of their travel plans so officers can conduct periodic exterior checks of the property. These routine patrols enhance neighborhood safety, deter criminal activity, and provide residents with added peace of mind during vacations or extended absences.

Residents may conveniently submit Vacation Watch requests online through the Village website at vrf.us. Once a request is entered, the home is added to the department's watch list for the specified dates. Throughout the watch period, officers document each premise check, including the date, time, and which officer conducted the inspection. These checks typically involve visual observations of the exterior, ensuring that doors and windows appear secure, mail or packages are not accumulating, and that there are no signs of suspicious activity.

The program also helps strengthen community-oriented policing by encouraging proactive communication between residents and the police department. By sharing travel dates and emergency contact information, residents help officers respond more effectively in the event of any abnormalities found during a check.

In 2025, the program saw 210 individual Vacation Watch requests, with officers completing over 5,400 documented premise checks throughout the year. These numbers reflect both the popularity of the program and the department's ongoing commitment to maintaining a safe, well-monitored residential environment. Regular participation by residents, combined with consistent officer attention, continues to make the Vacation Watch Program a valuable public safety resource within the Village of River Forest.

VACATION WATCH PROGRAM—2025

210
TOTAL
REQUESTS

5,433
TOTAL
OFFICER CHECKS

25.9
AVERAGE CHECKS
PER REQUEST



A free service to help safeguard homes while residents are away. Submit a request online at vrf.us.

2025

Conclusion

The River Forest Police Department's accomplishments in 2025 reflect a year of meaningful progress, strengthened partnerships, and continued dedication to public safety. Through more than 1,300 incident responses, focused traffic safety efforts, and targeted patrol strategies, the department worked diligently to support a secure environment for everyone in the community. Investments in training and technology, including enhanced radar systems, updated UAS capabilities, GPS tracking tools, and modern less-lethal equipment, further improved the department's readiness and effectiveness.

Equally important was the department's strong commitment to community engagement. From school-based programs and safety presentations to outreach events and the highly utilized Vacation Watch Program, the department remained visible, accessible, and connected to residents throughout the year.

As we move forward, the department remains committed to data-driven policing, proactive crime prevention, and ongoing collaboration with the residents and partners who help make River Forest a safe and welcoming community. Thank you for your trust, support, and continued partnership.





Annual Report

2025



River Forest Police Department



Village of River Forest
Village Administrator's Office

400 Park Avenue
River Forest, IL 60305
Tel: 708-366-8500

MEMORANDUM

Date: March 23, 2026

To: Matt Walsh, Village Administrator

From: Trish Ivansek, HR Manager

Subj: Approval of Collective Bargaining Agreement with the Fraternal Order of Police, River Forest Lodge 46/ Illinois FOP Labor Council (5/1/2026-4/30/2029)

Issue:

The collective bargaining agreement with the Fraternal Order of Police, River Forest Lodge 46/ Illinois FOP Labor Council is due to expire on April 30, 2026. A successor agreement has been successfully negotiated with this bargaining unit and a tentative agreement has been reached. This agreement is now being presented to the Village Board of Trustees for ratification.

Analysis:

The initial negotiations began on November 12, 2025. The staff looked at more than 15 villages to compare our current contract and the union's proposed contract. The attached contract includes compressing steps from 9 to 8 and increasing the pay by 3.25% each year of the contract. The contract also includes three (3) longevity steps for sworn officers at 10-15 years, 15-20 years and 20+ years of service. We were able to reach a tentative agreement at our second negotiation session. The union voted to ratify the contract on March 18, 2026.

Request for Board Action:

That the Village Board of Trustees vote in open session to ratify the collective bargaining agreement with the Fraternal Order of Police, River Forest Lodge 46/ Illinois FOP labor Council.

Document(s) Attached:

- Collective bargaining agreement between the Village of River Forest, Illinois and the Fraternal Order of Police, River Forest Lodge 46/ Illinois FOP Labor Council May 1, 2026, through April 30, 2029

AGREEMENT

Between

VILLAGE OF RIVER FOREST, ILLINOIS

and

**FRATERNAL ORDER OF POLICE, RIVER FOREST
LODGE 46/ILLINOIS FOP LABOR COUNCIL**

May 1, 2026 through April 30, 2029

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**AGREEMENT
BETWEEN
VILLAGE OF RIVER FOREST, ILLINOIS
AND
FRATERNAL ORDER OF POLICE, RIVER FOREST
LODGE 46/ILLINOIS FOP LABOR COUNCIL
MAY 1, 2026 THROUGH APRIL 30, 2029**

PREAMBLE

THIS AGREEMENT entered into by the VILLAGE OF RIVER FOREST, ILLINOIS (hereinafter referred to as the "Village" or the "Employer") and the FRATERNAL ORDER OF POLICE, RIVER FOREST LODGE 46/ILLINOIS FOP LABOR COUNCIL (hereinafter referred to as the "Lodge" or "Labor Council" or "FOP" or "Union"), is in recognition of the Labor Council's historic status as the representative of the Village's full-time peace officers, and has as its basic purpose the promotion of harmonious relations between the Employer and the Labor Council; to encourage and improve efficiency and effectiveness; to prevent interruptions of work and interference with the operations of the Village; the establishment of a peaceful procedure for the resolution of grievances as provided herein; and the establishment of an agreement covering all rates of pay, hours of work and conditions of employment applicable to bargaining unit employees during the term of this Agreement.

Therefore, in consideration of the mutual promises and agreements contained in this Agreement, the Employer and the Labor Council do mutually promise and agree as follows:

ARTICLE I.

RECOGNITION

Section 1.1. Recognition. The Village recognizes the Labor Council as the sole and exclusive collective bargaining representative for all sworn full-time peace officers (including probationary employees) in the ranks of Patrolman, Sergeant and Lieutenant (hereinafter referred to as "officers" or "employees").

Excluded are all other employees, including, but not limited to, employees holding the position of Police Chief or Assistant Police Chief (not more than two (2) Assistant Chiefs and only if it is a regular rather than a temporary or rotational assignment); all part-time or temporary employees; all employees excluded from the definition of "peace officer" as defined in subsection 315/3(k) of the Illinois Public Labor Relations Act (as it existed on January 1, 1993); all civilian employees; all non-Police Department employees; and all other managerial, supervisory, confidential, professional, and short-term employees, as defined by the Illinois Public Labor Relations Act (as it existed on January 1, 1993).

Section 1.2. Fair Representation. The Labor Council recognizes its responsibility as bargaining agent and agrees fairly to represent all employees in the bargaining unit, whether or not they are members of the Labor Council.

Section 1.3. Lodge Officers. For purposes of this Agreement, the term "Lodge Officers" shall refer to the Lodge's duly elected President, Vice-President, Secretary, and Treasurer who are members of the bargaining unit.

ARTICLE II.

UNION SECURITY AND RIGHTS

Section 2.1. Dues Check off. While this Agreement is in effect, the Village will deduct from each employee's paycheck once each month the uniform, regular monthly Labor Council dues for each employee in the bargaining unit who has filed with the Village a lawful, voluntary, effective check off authorization form, identical to that which is set forth in Appendix A of this Agreement. The Village will honor all executed checkoff authorization forms received not later than ten (10) working days prior to the next deduction date and such authorization forms shall remain in effect until revoked. If a conflict exists between the checkoff authorization form and this Article, the terms of this Article and Agreement control.

Total deductions collected for each calendar month shall be remitted by the Village to an address provided by the FOP Labor Council together with a list of employees for whom deductions have been made not later than the tenth (10th) of the following month. The Labor Council agrees to refund to the employee(s) any amounts paid to the Labor Council in error on account of this dues deduction provision.

A Labor Council member desiring to revoke the dues checkoff may do so at any time by providing (30) days of written notice to both the Village and the Labor Council. Dues shall be withheld and remitted to the Labor Council at a designated address unless or until such time as the Village receives a notice of revocation of dues checkoff from an employee, or notice of an employee's death, transfer from covered employment, termination of covered employment, or when there are insufficient funds available in the employee's earnings after withholding all other legal and required deductions. Information concerning dues not deducted under this Article shall be forwarded to the Labor Council, and this action will discharge the Village's only responsibility with regard to such cases. Deductions shall cease at such time as a strike or work stoppage occurs in violation of Article VIII of this Agreement (No Strike-No Lockout).

The actual dues amount to be deducted shall be certified to the Village by the Labor Council, and shall be uniform in dollar amount for each employee in order to ease the Employer's burden of administering this provision. The Labor Council may change the fixed uniform dollar amount which will be the regular monthly

dues once each calendar year during the life of this Agreement. The Labor Council will give the Village forty-five (45) days' notice of any such change in the amount of uniform dues to be deducted.

The Union acknowledges and agrees that as of September 17, 2020, there are no back dues owed by any employee.

Section 2.2. Non-membership in the Union. Any present employee covered by this Agreement who is not a member of the Labor Council, and who for bona fide religious reasons objects to payment of dues to a union, shall, upon written request, be permitted to pay monthly an amount not to exceed the amount of Labor Council dues uniformly required of members to a charitable organization mutually agreed to by the employee and the Labor Council. In return for such continuing payments, the employee shall be entitled to the full range of services provided by the Labor Council to full members without any additional charge. Such written request may be rescinded in writing at any time.

The Village shall with respect to any religious objector on whose behalf the Village has received a written authorization as provided for above, deduct from the wages of such employee the dues-equivalent financial obligation and shall forward said amount to the agreed upon charitable organization on the tenth (10th) day of the month following the month in which the deduction is made.

Section 2.3. Labor Council Indemnification. The Labor Council shall indemnify, defend and hold harmless the Village and its officials, representatives and agents against any and all claims, demands, suits or other forms of liability (monetary or otherwise) and for all legal costs for counsel selected or approved by the Labor Council that shall arise out of or by reason of action taken or not taken by the Village in complying with the provisions of this Article. If an improper deduction is made, the Labor Council shall refund directly to the employee(s) any such amount.

ARTICLE III.

LABOR-MANAGEMENT MEETINGS

At the request of either party, the President of the Lodge and the Police Chief or their designees may meet at mutually agreed upon times to discuss matters of mutual concern that do not involve negotiations. The President of the Lodge may invite a Labor Council representative and bargaining unit members (not to exceed three) to attend such meetings. The Police Chief may invite other Village representatives (not to exceed three) to attend such meetings. The party requesting the meeting shall submit a written agenda of the items it wishes to discuss at least seven (7) calendar days prior to the date of the meeting. This section shall not be applicable to any matter that is being processed pursuant to the grievance procedure set forth in this Agreement, or that is the subject of pending or threatened proceedings in court or before the Board of Fire and Police Commissioners. Attendance at meetings requested by the Labor Council shall be on non-duty time and shall not be considered as time worked for the employees involved

unless otherwise agreed in advance by the Police Chief. Attendance at meetings called by the Village shall be considered time worked only for those employees who attend during regularly scheduled duty hours.

ARTICLE IV.

MANAGEMENT RIGHTS

Except as specifically limited by the express provisions of this Agreement, the Village retains all traditional rights to manage and direct the affairs of the Village in all of its various aspects and to manage and direct its employees, to make and implement decisions with respect to the operation and management of its operations in all respects, including all rights and authority possessed or exercised by the Village prior to the recognition of the Labor Council as the bargaining agent for the employees covered by this Agreement. These rights and authority include, but are not limited to, the following: to plan, direct, control and determine all the operations and services of the Village; to determine the Village's budget and budgetary priorities; to levy taxes; to supervise and direct the working forces; to establish the qualifications for hire and conditions for continued employment and to select, hire, evaluate, promote and transfer employees; to schedule and assign work; to establish and enforce work and productivity standards and, from time to time, to change those standards; to assign overtime; to determine the methods, means, organization and number of personnel by which operations are conducted; to utilize and select suppliers and subcontractors and to determine whether services are to be provided by employees covered by this Agreement or by other employees or non-employees not covered by this Agreement (provided, that the Village shall not subcontract any work currently performed by bargaining unit personnel, if, as a direct result of such action, one or more members of the bargaining unit employed at the time of such action are laid off from their employment with the Village); to make, alter and enforce rules, regulations, orders and policies; to evaluate employees; to discipline, suspend and discharge employees for just cause (probationary employees without cause); to change or eliminate existing methods, equipment or facilities; to layoff or otherwise relieve employees from duty because of lack of work or for other reasons; and to carry out the mission of the Village; provided, however, that the exercise of any of the above rights shall not conflict with any of the express written provisions of this Agreement.

ARTICLE V.

DUTIES OF SERGEANTS AND LIEUTENANTS

The Labor Council hereby acknowledges and agrees that those employees holding the rank of Sergeant or Lieutenant in the River Forest Police Department have historically performed, and will continue to perform in the future, certain supervisory duties on behalf of the Village in their daily activities. It is further specifically agreed that:

- (a) Under no circumstances shall a Sergeant or Lieutenant discriminate either in favor of or against any bargaining unit employee because of his involvement or non-involvement in matters concerning the Labor Council. Likewise, under no circumstances shall a Sergeant or Lieutenant refrain from, modify, amend or otherwise interfere with the exercise of

supervisory or managerial authority over employees in their command as may be required for the effective performance of duties as a Sergeant or Lieutenant or as may be directed by a superior officer. The foregoing shall not limit the right of a Sergeant or Lieutenant to file grievances or exercise other rights which may be contained in any collective bargaining agreement between the parties or as may be provided by the Illinois Public Labor Relations Act.

- (b) Sergeants and Lieutenants shall provide complete and accurate information and if directed by the Village testimony or evidence concerning persons under their command and direction without regard to their involvement or non-involvement in collective bargaining matters concerning the Labor Council. The Labor Council shall in no way discipline, discriminate against or otherwise interfere with a Sergeant or Lieutenant in carrying out his authority in supervision, command, direction or control over bargaining unit employees, or otherwise interfere with his carrying out of the lawful directives of the Chief or his designees. The foregoing shall not limit the right of the Labor Council to file grievances or exercise other rights guaranteed by any collective bargaining agreement between the parties or as may be provided in the Illinois Public Labor Relations Act.

ARTICLE VI.

HOURS OF WORK AND OVERTIME

Section 6.1. Application of Article. This Article is intended only as a basis for calculating overtime payments, and nothing in this Agreement shall be construed as a guarantee of hours of work per shift, per week, per work cycle, or any other period.

Section 6.2. Normal Work Cycle and Workday. Except as provided elsewhere in this Agreement, the current normal work cycle for shift employees (i.e., those assigned to around-the-clock operations) shall be twenty-eight (28) days. The normal workday for shift employees shall be 8 hours, including a thirty (30) minute lunch break, which will normally be scheduled by the officer's immediate superior, and two (2) fifteen minute breaks to be taken at the convenience of the shift. The normal work cycle for non-shift employees shall be 40 hours of work based on five 8-hour shifts per week. The normal workday shall be extended or reduced by one (1) hour in the case of time changes occurring during the employee's shift, and overtime pay shall not be owed nor shall regular pay be diminished by such one (1) hour extension or reduction in the normal workday.

Section 6.3. Changes In Normal Work Cycle, Work Period And Workday. The shifts, workdays and hours to which employees are assigned shall be stated on the 28-day cycle Departmental work schedule. Should it be necessary in the interest of efficient

operations to establish schedules departing from the normal workday, work period or work cycle, the Village will give at least twenty-four (24) hours' notice where practicable of such change to the individuals affected by such change.

- Section 6.4. Overtime Pay. When any employee is held over beyond his regularly scheduled workday or duty shift as a result of events or activities which occur during his shift, he shall be paid at a rate of one and one-half (1-1/2) times his regular hourly rate of pay for each overtime hour worked beyond his regularly scheduled workday with such pay received in fifteen (15) minute segments, utilizing FLSA rounding rules, unless the officer is held over to rectify his own error which needs to be corrected before the officer's next regularly scheduled shift.
- Section 6.5. Compensatory Time. The Village shall grant compensatory time off in lieu of overtime payment as provided in Section 6.4 at a time and one-half (1-1/2) rate, at the employee's election, provided that an employee may not accrue more than twelve (12) full shifts of compensatory time (based upon employees individual assigned schedule) without the approval of the Police Chief. Compensatory time-off shall be taken in such time blocks as are mutually agreed upon between the involved employee and the Police Chief. , and only when it would not require the recall of another officer at overtime pay. The Village reserves the right to elect to pay off any compensatory time accrued but not taken during a given fiscal year by April 30 at the rate at which it was earned. An employee may carryover up to two (2) full shifts of compensatory time into the next fiscal year.
- Section 6.6. Court Time. Employees who would otherwise be off-duty shall be paid at the overtime rate of time and one-half (1-1/2) their regular straight-time hourly rate of pay for all hours worked when appearing in court on behalf of the Village in the capacity of a commissioned officer or when preparing for an off-duty court appearance at the direction of and when in the presence of a prosecuting attorney; off-duty lunch periods shall not be counted toward hours worked. Employees will be paid overtime rates for a minimum of three (3) hours for all off-duty court time worked outside regularly scheduled hours in a single day or actual time spent, whichever is greater, unless the time extends to his regular work shift. However, on days when an employee is assigned to two court calls per calendar day, pay is two hours per court call.
- Section 6.7. Call-Back Pay. An employee called back to work after having left work shall be paid for hours worked at overtime rates, with a three (3) hour minimum, as provided in Section 6.4 above, unless the time extends to his regular work shift or unless the individual is called back to rectify his own error. An employee who voluntarily accepts a special assignment shall be paid for hours worked at overtime rates with a two-hour minimum.
- Section 6.8. Required Overtime. The Chief of Police or his designee(s) shall have the right to require overtime work and officers may not refuse overtime assignments. In

non-emergency situations, the Chief or his designee as a general rule shall take reasonable steps to obtain volunteers for overtime assignments before assigning required overtime work. However, volunteers will not necessarily be selected for work in progress. Also, specific officers may be selected for special assignments based upon specific skills, ability and experience they may possess.

Section 6.9. No Pyramiding. Compensation shall not be paid (nor compensatory time taken) more than once for the same hours under any provision of this Article or Agreement.

ARTICLE VII.

GRIEVANCE PROCEDURE

Section 7.1. Definition. A "grievance" is defined as a complaint arising under and during the term of this Agreement raised by an employee or the Labor Council against the Village alleging that there has been a violation, misinterpretation or misapplication of an express written provision of this Agreement. Probationary employees shall have no recourse to the grievance procedure or to the Board of Fire and Police Commissioners to contest discipline.

The Police Chief or designee(s) shall have the exclusive right to issue any and all discipline (oral reprimands, written reprimands, suspensions, demotions, and discharges), without resort to the Village's Board of Fire and Police Commissioners. Such discipline of non-probationary officers, if appealed, shall be appealed solely through grievance arbitration as set forth in this Article 7 of the Labor Agreement, however, an oral or written reprimand is not subject to arbitration but may be grieved up to Step 2 of the grievance procedure.

Within seven (7) calendar days after the receipt of the disciplinary notice, the covered member must complete the Election Appeal Form, attached hereto and incorporated herein by reference as Appendix F. Failure to complete the Election Appeal Form within seven (7) calendar days constitutes a complete waiver of the right to appeal the discipline by either appeal process. It is agreed that the Union can file grievances or Employer's response(s) via electronic mailing.

The parties agree that grievance arbitration set forth in Article 7 and the hearing process by the Board of Fire and Police Commissioners are mutually exclusive and no relief shall be available under grievance arbitration for any action heard before the Board of Fire and Police Commissioners. Furthermore, the parties agree that the pursuit of grievance arbitration under this Agreement shall act as a specific waiver by the Union and the involved covered member of the right to challenge the same before the Board of Fire and Police Commissioners. The Election Appeal form containing such specific waiver shall be executed by the

Union and the involved covered member. If the covered member selects grievance arbitration as his/her appeal option, the Election Appeal Form shall be considered the arbitration grievance form. Only the Illinois Fraternal Order of Police Labor Council can move a grievance to arbitration. If the covered member has selected the appeal process before the Village's Board of Fire and Police Commissioners, the process will follow the guidelines of the BFPC.

Section 7.2. Procedure. A grievance filed against the Village will be processed in the following manner:

Step 1: Any employee or authorized Council Representative acting on behalf of the Labor Council or an employee who has a grievance shall submit the grievance in writing on a form identical to that which is attached hereto as Appendix B to the Police Chief or his designee specifically indicating that the matter is a grievance under this Agreement. If there is any difference between the grievance form (Appendix B) and the terms of this Article or Agreement, the terms of this Article and Agreement control. The grievance shall contain a complete statement of the facts, the provision or provisions of this Agreement which are alleged to have been violated, and the relief requested. All grievances must be presented no later than seven (7) calendar days from the date of the occurrence of the event first giving rise to the grievance or within seven (7) calendar days after the employee, through the use of reasonable diligence, could have obtained knowledge of the occurrence of the event first giving rise to the grievance. The Police Chief or his designee shall render a written response to the grievant within seven (7) calendar days after the grievance is presented.

Step 2: If the grievance is not settled at Step 1 and the employee or the Labor Council wishes to appeal the grievance to Step 2 of the grievance procedure, it shall be submitted by the employee or authorized Council Representative in writing to the Village Administrator or his designee within seven (7) calendar days after receipt of the Village's answer in Step 1. To the extent possible, the grievance shall specifically state the basis upon which the grievant believes the grievance was improperly denied at the previous step in the grievance procedure. The Village Administrator or his designee shall investigate the grievance and, in the course of such investigation, shall offer to discuss the grievance within seven (7) calendar days with the grievant and a Council Representative. If no settlement of the grievance is reached, the Village Administrator or

his designee shall provide a written answer to the grievant or his designee, within seven (7) calendar days following the meeting.

Section 7.3. Arbitration. If the grievance is not settled in Step 2 and the Labor Council wishes to appeal the grievance from Step 2 of the grievance procedure, the Labor Council may refer the grievance to arbitration, as described below, within seven (7) calendar days of receipt of the Village's written answer as provided to the Labor Council at Step 2:

- (a) The parties shall attempt to agree upon an arbitrator within seven (7) calendar days after receipt of the notice of referral. In the event the parties are unable to agree upon the arbitrator within said seven (7) day period, the parties shall jointly request the Federal Mediation and Conciliation Service to submit a panel of seven (7) arbitrators. Each party retains the right to reject one panel in its entirety and request that a new panel be submitted. The panel shall be composed entirely of members of the National Academy of Arbitrators. The Village and the Labor Council shall have the right to strike names from the panel. One party shall strike a name, the other party shall then strike a name, and this shall continue until one name remains. The person remaining shall be the arbitrator. The parties shall alternate striking the first name, with the Labor Council striking first in the first grievance arbitration during the term of this Agreement, the Village striking first in the second grievance arbitration during the term of this Agreement and the first party to strike shall continue to alternate thereafter.
- (b) The arbitrator shall be notified jointly by the parties of his/her selection and shall be requested to set a time and place for the hearing, subject to the availability of Labor Council and Village representatives.
- (c) The Village and the Labor Council shall have the right to request the arbitrator to require the presence of witnesses or documents. The Village and the Labor Council retain the right to employ legal counsel.
- (d) The arbitrator shall submit his/her decision in writing within thirty (30) calendar days following the close of the hearing or the submission of briefs by the parties, whichever is later.
- (e) More than one grievance may be submitted to the same arbitrator only if both parties mutually agree to do so in writing.
- (f) The fees and expenses of the arbitrator and the cost of a written transcript shall be divided equally between the Village and the Labor Council; provided, however, that each party shall be responsible for compensating its own representatives and witnesses.

Section 7.4. Limitations on Authority of Arbitrator. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the question of fact as to whether there has been a violation, misinterpretation or misapplication of the specific provisions of this Agreement and determine an appropriate remedy where a violation is found (provided, however, that ordinarily no decision or remedy proposed by the arbitrator shall be retroactive beyond the beginning of the time for filing a grievance at the first step, and in no event shall it be retroactive beyond the effective date of this Agreement). The arbitrator shall be empowered to determine the issue raised by the grievance as submitted in writing at Step 1. The arbitrator shall have no authority to make a decision on any issue not so submitted or raised. The arbitrator shall be without power to make any decision or award which is contrary to or inconsistent with, in any way, applicable state or federal laws, or of rules and regulations of state or federal administrative bodies that have the force and effect of law. The arbitrator shall not in any way limit or interfere with the powers, duties and responsibilities of the Village under law and applicable court decisions. Any decision or award of the arbitrator rendered within the limitations of this Section 7.4 shall be final and binding upon the Village, Labor Council and the employees covered by this Agreement.

Section 7.5. Employee Right to Self-Representation. Nothing in this Agreement prevents an employee from presenting a grievance to the Employer and having the grievance heard and settled without the intervention of the Labor Council, provided that a Council Representative is afforded the opportunity to be present at such conference and that any settlement made shall not be inconsistent with the terms of this Agreement.

Section 7.6. Time Limit for Filing. No grievance shall be entertained or processed unless it is submitted at Step 1 within seven (7) calendar days after the occurrence of the event first giving rise to the grievance or within seven (7) calendar days after the employee, through the use of reasonable diligence, could have obtained knowledge of the occurrence of the event first giving rise to the grievance.

If a grievance is not presented by the employee or the Labor Council within the time limits set forth above, it shall be considered "waived" and may not be pursued further by the employee or the Labor Council. If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Village's last answer. If the Village does not hold a meeting or answer a grievance or an appeal thereof within the specified time limits, the aggrieved employee and/or the Labor Council may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step, provided that the Village will give a written response to the Labor Council prior to the Labor Council's deadline for requesting arbitration, and the Labor Council's deadline for filing for arbitration shall

automatically be extended to seven (7) calendar days after receipt of the Village's Step 2 written response if it is late. The parties may by mutual agreement in writing extend any of the time limits set forth in this Article.

Section 7.7. Miscellaneous. No member of the bargaining unit shall have any authority to settle or respond to a grievance as defined in Section 7.1. Moreover, no action, statement, agreement, settlement, or representation made by any member of the bargaining unit shall impose any obligation or duty or be considered to be authorized by or binding upon the Village unless and until the Village has agreed thereto in writing.

ARTICLE VIII.

NO STRIKE-NO LOCKOUT

Section 8.1. No Strike. Neither the Labor Council nor any officers, agents or employees will instigate, promote, sponsor, engage in, or condone any strike, sympathy strike, secondary boycott, residential picketing, slowdown, speed-up, sit-down, concerted stoppage of work, concerted refusal to perform overtime, concerted, abnormal and unapproved "work to the rule" situation, mass resignations, mass absenteeism, or any other intentional interruption or disruption of the operations of the Village, regardless of the reason for so doing. Any or all employees who violate any of the provisions of this Article may be discharged or otherwise disciplined by the Village in accordance with the procedures of the Board of Fire and Police Commissioners.

Each employee who holds the position of Lodge Officer or other position of authority with the Labor Council occupies a position of special trust and responsibility in maintaining and bringing about compliance with the provisions of this Section. Accordingly, the Labor Council agrees to notify all Lodge Officers and agents of their obligations and responsibility for maintaining compliance with this Section, including their responsibility to abide by the provisions of this Section by remaining at work (that is, those who are employees of the Village) during any interruption as outlined above. In addition, in the event of a violation of this Section of this Article the Labor Council agrees to inform its members of their obligations under this Agreement and to encourage and direct them to return to work by all means available under its Constitution and By-laws.

Section 8.2. No Lockout. The Village will not lock out any employees during the term of this Agreement as a result of a labor dispute with the Labor Council.

Section 8.3. Penalty. The only matter which may be made the subject of a proceeding before the Board of Fire and Police Commissioners concerning disciplinary action imposed for an alleged violation of Section 8.1 is whether or not the employee actually engaged in such prohibited conduct. The failure to confer a penalty in any instance is not a waiver of such right in any other instance nor is it a precedent.

ARTICLE IX.

HOLIDAYS

Section 9.1. **Holidays.** The following are paid holidays for eligible employees:

New Year's Day
Martin Luther King Jr. Day
President's Day
Good Friday
Memorial Day
Juneteenth
Independence Day
Labor Day
Columbus Day/Indigenous People Day
Veterans Day
Thanksgiving Day
Day After Thanksgiving Day
Christmas Day

Section 9.2. **Eligibility Requirements.** Employees shall work all holidays when scheduled as part of their normal departmental work schedule. To be eligible for holiday pay, an employee must work the scheduled workday before and after the holiday (except when off on an authorized paid leave) in addition to the holiday when scheduled as part of their normal departmental work schedule.

Section 9.3. **Holiday Pay.** For each holiday, an eligible employee assigned to patrol shall receive an additional eight (8) hours pay at his regular straight time rate, regardless of whether the employee was scheduled to work on a holiday. For any of the following holidays worked, (New Year's Day, July 4th, Memorial Day, Labor Day, Thanksgiving and Christmas Day) an employee shall receive an additional four (4) hours pay at his regular straight time rate. Employees not assigned to patrol (e.g. detectives, crime prevention officers and school resource officer (CBRO)) shall receive seven (7) paid holidays which they are required to work and six (6) holidays off work but with pay. Such payment shall be made twice annually, as follows: six (6) holidays, three (3) for employees not assigned to patrol, shall be paid no later than November 15; and seven (7) holidays, four (4) for employees not assigned to patrol, shall be paid no later than April 15.

Section 9.4. **Personal Days.** In addition to the holidays specified above, effective January 1, 2017, each employee covered by this Agreement shall annually be entitled to three (3) Personal Days off with pay per calendar year during the course of this Agreement. Personal days cannot be carried over from calendar year to calendar year; if they are not used, they will be lost. Personal days shall be scheduled with 72 hours prior notice prior to the employee's scheduled shift and will be permitted so long as no other shift members have previously been granted a personal day

and so long as the personal day is not on a holiday. All personal days off shall be scheduled with the approval of the Chief or his designee.

ARTICLE X.

SENIORITY, LAYOFF AND RECALL

Section 10.1. Definition of Seniority. Seniority shall be based on the length of time from the last date of beginning continuous full-time employment as a sworn full-time peace officer in the Police Department of the Village. Seniority shall accumulate during all authorized paid leaves of absence. Seniority shall not accumulate during unauthorized absences, authorized unpaid leaves of absence of thirty (30) days or more, or layoffs. Conflicts of seniority shall be determined on the basis of the order of the employees on the Board of Fire and Police Commissioners hiring list, with the employee higher on the list being the more senior.

Section 10.2. Probationary Period. All new employees, including lateral hires, shall be considered probationary employees until they have completed a probationary period of eighteen (18) months of work. Any employee rehired after termination of seniority shall be considered a probationary employee until he has served a probationary period equal to one-half (1/2) the time that has elapsed between the termination of his seniority and his rehire, not to exceed twelve (12) months of work. Time absent from duty or not served for any reason shall not apply toward satisfaction of the probationary period. During an employee's probationary period, the employee may be suspended, laid off or terminated without cause at the sole discretion of the Village. Such probationary employee shall have no recourse to the grievance procedure or to the Board of Fire and Police Commissioners to contest such a suspension, layoff or termination.

There shall be no seniority among probationary employees, except for vacation bidding. Upon successful completion of the probationary period, an employee shall acquire seniority which shall be retroactive to his last date of hire with the Village in a position covered by this Agreement.

Section 10.3. Seniority List. On or about November 15 of each year, the Village will provide the Labor Council with a seniority list of all employees in the bargaining unit setting forth each employee's seniority date. The Village shall not be responsible for any errors in the seniority list unless such errors are brought to the attention of the Village in writing within fourteen (14) days after the Labor Council's receipt of the list.

Section 10.4. Layoff. The Village, in its discretion, shall determine whether layoffs are necessary. If it is determined that layoffs are necessary, employees covered by

this Agreement will be laid off in accordance with their length of service as provided in Illinois Statutes (65 ILCS 5/10-2.1-18, as it existed on January 1, 1993).

Section 10.5. Recall. Employees who are laid off shall be placed on a recall list for a period of twenty-four (24) months. If there is a recall, employees who are still on the recall list shall be recalled, in the inverse order of their layoff, and their reinstatement shall be subject to the Village's determination (supported by appropriate fitness examinations) that they are fully qualified to perform the work to which they are recalled without further training.

Employees who are eligible for recall shall be given twenty-one (21) calendar days' notice of recall (with the first of the twenty-one (21) days being the date the notice to the employee is postmarked). The notice of recall shall be sent to the employee by certified mail, return receipt requested, with a copy similarly mailed or personally delivered to the Lodge President, provided that the employee must notify the Police Chief or his designee of his intention to return to work within seven (7) calendar days after receiving notice of recall. The Village shall be deemed to have fulfilled its obligations by mailing the recall notice by certified mail, return receipt requested, to the mailing address last provided by the employee, it being the obligation and responsibility of each employee to provide the Police Chief or his designee with his latest mailing address. If an employee fails to timely respond to a recall notice his name shall be removed from the recall list. If the Village has not heard from the employee within ten (10) calendar days of mailing a properly addressed notice of recall, the employee's name shall be removed from the recall list.

Section 10.6. Termination of Seniority. Seniority for all purposes and the employment relationship shall be terminated if the employee:

- (a) quits;
- (b) is discharged and not reinstated;
- (c) retires or is retired;
- (d) falsifies the reason for his leave of absence or is found to be working during a leave of absence without prior written approval from the Police Chief;
- (e) fails to report to work at the conclusion of an authorized leave of absence, layoff or vacation without prior written approval from the Police Chief;
- (f) is laid off and fails to respond to a notice of recall within seven (7) calendar days after receiving notice of recall or to report for work at the time prescribed in the notice of recall or otherwise does not timely respond to a notice of recall as provided in Section 10.5 of this Agreement; or

- (g) is laid off or otherwise does not perform bargaining unit work for the Village for a period in excess of twenty-four (24) months, provided that this clause shall not affect any statutory reinstatement rights which an employee may have who is on a disability pension and who is subsequently determined to be fit to return to active duty.

The parties agree that termination of seniority and the employment relationship under Paragraphs d, e and f above shall be subject to the employee's rights to a hearing before the Board of Fire and Police Commissioners.

ARTICLE XI.

VACATIONS

Section 11.1. **Eligibility and Allowances.** Every employee shall be eligible for paid vacation time after the completion of one (1) year of continuous full-time employment with the Village in a position covered by this Agreement. The Chief of Police, in his discretion, may waive this one year waiting period for the use of earned vacation by lateral hire employees. Employees shall start to earn vacation allowance as of their date of hire. Vacation allowances shall be earned monthly, based on the following schedule:

<i>Length of Completed Continuous Service</i>	<i>Number of Hours (& Equivalent Number of 8-Hour Work Shifts) Per Year</i>
After completion of one (1) year	96 hours (12 shifts)
After completion of five (5) years	120 hours (15 shifts)
After completion of ten (10) years	160 hours (20 shifts)
After completion of fifteen (15) years	200 hours (25 shifts)

Any employee who earned an annual vacation benefit greater than what is provided for in this Section prior to the execution of the 1988-91 Agreement shall continue to earn vacation time at his old rate, unless and until such time as he qualifies for a greater benefit as set forth in this Section.

Employees shall earn vacation allowances for any month in which they receive compensation for more than eighty (80) hours of work. For purposes of this Section only, vacations, sick leave, holidays, workers compensation leave and compensatory time shall be considered hours worked.

Section 11.2. **Vacation Pay.** The rate of vacation pay shall be the employee's regular straight-time rate of pay in effect for the employee's regular job classification on the payday immediately preceding the employee's vacation.

Section 11.3. Scheduling and Accrual. Employees shall use earned vacation time in accordance with Village service needs and, if possible, the employee's desires. On or before December 1, the Police Chief or his designee shall post a schedule of days available for vacation during the upcoming calendar year. The Village may limit the number of employees of a given rank or position that can be off at any one time. The employees on each shift shall then select their vacation preferences in the order of their seniority, with the most senior employee having first choice, the next most senior having second choice, and so on. The vacation periods requested pursuant to this procedure shall be submitted to the Police Chief or his designee for approval by December 21 of each year. The Police Chief or his designee shall review the requests and post a vacation schedule on or before January 1. After the vacation schedule has been established, employees can switch vacations only with approval of the Police Chief or his designee.

After the vacation schedule has been established, any remaining unscheduled vacation days shall be taken on a first-requested, first-received basis. Previously unscheduled vacation time must be scheduled with the Police Chief or his designee and is subject to his approval. Requests to take previously unscheduled vacation must be submitted to the Chief or his designee at least forty-eight (48) hours in advance of the start of the vacation, and will be subject to departmental policies limiting the number of employees that will be allowed time off at any one time.

Vacation allowances are earned on an anniversary year basis. Vacations to be scheduled and taken during a given calendar year are vacation allowances earned during the employee's anniversary year that will be completed during that calendar year (for example, an employee hired on August 1 will schedule vacation days for 1989 that he earns from August 1, 1988 to August 1, 1989.) In the event an officer's seniority is terminated for any reason after he has taken vacation time that was not fully earned, the Village may deduct any vacation benefits that were used but unearned from any final compensation due to the officer. All vacation days must be taken by the end of the calendar year in which they are to be scheduled or they will be lost, unless the Police Chief and Village Administrator approves an exception to this rule in writing.

The Village reserves the right to cancel any vacation due to unexpected emergencies or operating conditions. In the event a vacation leave which was submitted and approved in a block of 5 or more consecutive days is canceled, the Village will compensate the employee for said loss, provided the employee provides adequate written documentation.

ARTICLE XII.

SICK LEAVE

Section 12.1. Purpose. Sick leave with pay is provided as an earned benefit in recognition that employees do contract various illnesses from time to time and that their financial resources may be diminished in such instances if pay is discontinued, and that it may not be in the best interest or health of the employee or fellow employees for them to work while sick. To the extent permitted by law, sick employees are expected to remain at home unless hospitalized, visiting their doctor, or acting pursuant to reasonable instructions for care.

Section 12.2. Allowance. Any employee contracting or incurring any non-service connected sickness or disability (except where the injury or illness is incurred while the employee is performing compensated services outside of his employment with the Village with an employer that has an injury or illness benefit plan [such as workers compensation]) shall receive sick leave with pay as set forth in this Article. Any employee shall also be eligible to receive six (6) sick leave days per year with pay for illness, injury, or medical appointments in the employee's immediate family (which includes: the employee's child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent). The six (6) days shall be included in and not in addition to the twelve (12) sick leave days earned per year as set forth in the article.

If an employee requests a Family Medical Leave and it is granted by the Village, the employee shall have the option of using sick time, vacation time, personal day or compensatory time to cover the time away from work. Whenever possible, the employee shall ensure that the request is filed in a reasonable amount of time if the leave is for a predictable occurrence (e.g., pregnancy).

The definition of immediate family for FMLA purposes shall mean only the employee's spouse, children and parents.

Section 12.3. Days Earned in Accumulation. Employees shall be allowed eight (8) hours of sick leave for each month of service. Sick leave shall be earned by an employee for any month in which the employee is compensated for more than eighty (80) hours of work. For purposes of this Section only, vacations, holidays, workers compensation leave and compensatory time shall be considered hours worked. Sick leave cannot be taken before it is actually earned.

Section 12.4. Notification. Notification of absence due to sickness shall be given to an individual designated by the Police Chief (normally the Shift Supervisor on duty) as soon as possible on the first day of such absence and every day thereafter except as otherwise agreed by the Chief, but no later than one (1) hour before the start of the employee's work shift unless it is shown that such notification was impossible. Failure to properly report an illness may be considered as absence without leave and may subject the employee to discipline.

Section 12.5. Medical Examination. The Village may, at its discretion, require an employee to submit a physician's verification of illness. The employee will be notified by the Chief or his designee that a physician's verification will be required. The Village may also require a physician's verification that the employee is well enough to return to work. Falsification of any verification of illness shall be just cause for discipline, up to and including discharge. The Village, at its option, may require an employee to submit to an examination by a physician or other medical professional chosen by the Village; if the Village requires an employee to submit to an examination by a physician designated by the Village, the Village will pay the medical expenses to the extent they are not covered by insurance.

Section 12.6. Abuse of Sick Leave. Abuse of sick leave is a serious matter. The Labor Council shall join the Village in making an effort to correct the abuse of sick leave wherever and whenever it may occur, to the extent possible. If the Village believes an employee is abusing the use of sick leave the Village may at its discretion provide advance written notice to the employee that any further sick leave shall require a doctor's verification of illness.

Section 12.7. Sick Leave Utilization. Sick leave shall be used in no less an increment than one half (1/2) shift. Sick leave may be utilized only for the purposes specified in Section 12.2. Sick leave shall accrue to a maximum of 1920 hours (the equivalent of 240 eight hour work shifts) of sick leave.

An officer whose employment is terminated for any reason other than retirement forfeits all accrued sick leave. An employee, who was hired before May 1, 2013, and who retires after completing twenty (20) years or more of service in the bargaining unit, who has at least 100 eight hour days in his sick leave bank as of his last day of work, shall be paid at the rate of twenty percent (20%) for any accrued but unused sick days up to 120 eight-hour days and shall be paid at the rate of forty percent (40%) for days in excess of 120 eight-hour days up to a maximum of 240 eight-hour days (e.g. an employee with 120 days would be paid for 24 days, an employee with 121 days would be paid 24.4 days, an employee with 135 days would be paid 30 days, an employee with 200 days would be paid 56 days, etc.) at his hourly rate of pay in effect on his last day of work. Payment shall be made directly into the officer's VEBA account within thirty (30) calendar days of when the officer starts drawing his pension. Payment of the sick leave days on retirement as provided in this Section shall completely extinguish the officer's sick leave bank.

Section 12.8. Sick Leave Incentive Program.

- (a) Officers hired between May 1, 1998 and April 30, 2013 shall sell back twenty-four (24) hours of sick time each year and the Village shall contribute to each officer's VEBA the value of the same at each officer's straight time hourly rate.

- (b) Officers hired between May 1, 1998 and April 30, 2013 shall also participate in an annual sick leave incentive program as follows:

Officers in their 6th through 10th years of service shall sell back sick time each year and the Village shall contribute to each officer's VEBA the value of the same at each officer's straight time hourly rate according to the following schedule:

- 0 sick hours used during the fiscal year: 16 hours of sick time
- More than 0 and up to and including 8 sick hours used during the fiscal year: 8 hours of sick time
- Over 8 sick hours used during the fiscal year: 0 hours of sick time

Officers in their 11th year of service or greater shall sell back sick time each year and the Village shall contribute to each officer's VEBA the value of the same at each officer's straight time hourly rate according to the following schedule:

- 0 sick hours used during the fiscal year: 24 hours of sick time
- More than 0 and up to and including 8 sick hours used during the fiscal year: 16 hours of sick time
- More than 8 and up to and including 16 sick hours used during the fiscal year: 8 hours of sick time
- Over 16 sick hours used during the fiscal year: 0 hours of sick time

The following table is for illustrative purposes only:

	Column A	Column B	Column C	
Years of Service	24 Sick Hours Sold Back	Sick Hours Used	Sick Hours Sold Back Per Usage	Total Sick Hours Sold Back (A + C)
3 Years	24	8	0	24
6 Years	24	8	8	32
11 Years	24	8	16	40

- (c) For officers hired after May 1, 2013, the Village shall contribute to each officer's VEBA based on the following sick leave incentive program:

Officers in their 3rd through 5th years of service shall sell back sick time each year and the Village shall contribute to each officer's VEBA the value of the same at each officer's straight time hourly rate according to the following schedule:

- 0 sick hours used during the fiscal year: 8 hours of sick time
- More than 0 sick hours used during the fiscal year: 0 hours of sick time

Officers in their 6th through 10th years of service shall sell back sick time each year and the Village shall contribute to each officer's VEBA the value of the same at each officer's straight time hourly rate according to the following schedule:

- 0 sick hours used during the fiscal year: 16 hours of sick time
- More than 0 and up to and including 8 sick hours used during the fiscal year: 8 hours of sick time
- More than 8 sick hours used during the fiscal year: 0 hours of sick time

Officers in their 11th year of service or greater shall sell back sick time each year and the Village shall contribute to each officer's VEBA the value of the same at each officer's straight time hourly rate according to the following schedule:

- 0 sick hours used during the fiscal year: 24 hours of sick time
- More than 0 and up to and including 8 sick hours used during the fiscal year: 16 hours of sick time
- More than 8 and up to and including 16 sick hours used during the fiscal year: 8 hours of sick time
- More than 16 sick hours used during the fiscal year: 0 hours of sick time

The following table is for illustrative purposes only for officers hired after May 1, 2013:

	Column A	Column B	
Years of Service	Sick Hours Used	Sick Hours Sold Back Per Usage	Total Sick Hours Sold Back (Column B)
3 Years	0	8	8
6 Years	8	8	8
11 Years	8	16	16

ARTICLE XIII.

ADDITIONAL LEAVES OF ABSENCE

Section 13.1. Discretionary Leaves. The Village may grant a leave of absence under this Article to any bargaining unit employee where the Village determines there is good and sufficient reason. The Village shall set the terms and conditions of the leave, including whether or not the leave is to be with pay.

Section 13.2. Family Medical Leave. The Village shall comply with the provisions of the Family Medical Leave Act of 1993 and the regulations issued in conjunction with said Act pursuant to the Village Policy.

Section 13.3. Application for Leave. Any request for a leave of absence shall be submitted in writing by the employee to the Police Chief or his designee as far in advance as practicable. The request shall state the reason for the leave of absence and the approximate length of time off the employee desires. Authorization for leave of absence shall, if granted, be furnished to the employee by the Police Chief or his designee and it shall be in writing.

Section 13.4. Military Leave. Military leave shall be granted in accordance with applicable law. Employees must apply for such leave as soon as they are aware of the need for such leave.

Section 13.5. Funeral Leave. In the event of a death in the immediate family, an employee may take the following consecutive calendar days off and receive regular straight-time pay for any regularly scheduled work shifts that fall during such consecutive calendar day period. Further, in cases where extensive travel to the funeral is required or for other good and sufficient reasons, the Chief may allow the officer to commence the funeral leave on a later date.

Five (5) consecutive calendar days for: wife, husband, son, daughter, stepchildren, father or mother.

Three (3) consecutive calendar days for: brother, sister, father-in-law, mother-in-law, grandparent or grandchild.

Two (2) consecutive calendar days for: brother-in-law, sister-in-law, daughter-in-law, son-in-law, immediate aunt or uncle.

Any additional time needed shall be taken as compensatory time, personal leave or vacation and shall be subject to approval of the Police Chief. An employee shall provide satisfactory evidence of the death of a member of his immediate family and of the employee's attendance at the funeral if so requested by the Village.

Section 13.6. Light Duty. The Police Chief in his discretion may assign an employee to light duty or reassign the employee (if light duty work or a reassignment is available for which the employee is qualified) where the employee has been released for light duty or reassignment by his physician and by a physician designated by the Village. The Chief reserves the right to terminate a light duty assignment or reassignment at any time and return the employee to his regular assignment (if the employee is fit to return to such assignment) or to an appropriate leave of absence. Any light duty assignment or reassignment shall be offered on a non-discriminatory basis for similarly situated employees.

Section 13.7. Benefits While on Leave.

- (a) Unless otherwise stated in this Article or otherwise required by law, length of service shall not accrue for an employee who is on an approved non-pay leave status. Accumulated length of service shall remain in place during that leave and shall begin to accrue again when the employee returns to work on a pay status. Unless otherwise stated in this Article, an employee returning from leave will have his seniority continued after the period of the leave. Upon return the Village will place the employee in his or her previous assignment, if vacant; if not vacant, the employee will be placed in the first available assignment according to the employee's seniority and rank.
- (b) If, upon the expiration of a leave of absence, there is no work available for the employee or if the employee could have been laid off according to his seniority except for his leave, he shall go directly on layoff.
- (c) During an approved unpaid leave of absence of more than thirty (30) days or layoff under this Agreement, an employee shall be entitled to coverage under applicable group and life insurance plans to the extent provided in such plan(s), provided the employee makes arrangements for the change and arrangements to pay the entire insurance premium involved, including the amount of premium previously paid by the Village.

Section 13.8. Non-Employment Elsewhere. A leave of absence will not be granted to enable an employee to try for or accept employment elsewhere or for self-employment. Employees who engage in employment elsewhere during such leave may immediately be terminated by the Village.

ARTICLE XIV.

WAGES

Section 14.1. Wage Schedule. Base wages to take effect on May 1, 2026, May 1, 2027, and May 1, 2028, are set forth in the Wage Schedule attached to this Agreement as Appendix B. Full retroactivity shall be paid on all straight time and overtime hours paid as well as specialist pay, officer in charge pay, and holiday pay from May 1, 2026 for those officers employed by the Village at time of formal ratification and those officers who have retired after April 30, 2026. The May 1, 2026 salary increase was realigned to reflect an eight (8) step schedule, replacing the previous nine (9) step schedule. Longevity incentives were included at ten-fifteen (10-15) years, fifteen-twenty (15-20) years, and twenty-plus (20+) years.

All officers shall contribute 2% of their base wage to their VEBA on a pre-tax basis in accordance with all applicable tax laws. Such deductions to be made each pay period.

When the Board of Fire and Police Commission (BFPC) identifies a certified, experienced candidate for hire per State Statute, and the rules and regulations of the BFPC, the Village of River Forest shall assign the starting pay of a lateral transfer officer, who has more than two (2) but less than five (5) years of qualifying service, at the base salary identified as Step 3 of the Collective Bargaining Agreement. The starting pay of a lateral transfer officer, who has more than five (5) years of qualifying service, shall be assigned the base salary identified as Step 4 in the Collective Bargaining Agreement. Members will then progress through the salary step program on their anniversary date as other covered members.

This agreement regarding lateral hires applies exclusively to the employees' starting base salary and year one vacation use and shall not apply to seniority within the bargaining unit for any other purpose. Vacation selection under Section 11.3 shall continue to be based on the employees' seniority date. Certified, experienced candidates shall not be given priority for selection of vacation time over any employees with more seniority.

Within thirty (30) days of hiring a lateral employee, the Chief of Police or his designee shall inform the Union in writing of the name, date of hire, and salary assigned.

Section 14.2. Educational Incentive Pay. Remuneration as follows will be given for all college level curriculums that lead to the following educational achievement levels:

Associate Degree	\$1,000.00
Bachelor's Degree	\$1,500.00
Master's Degree	\$1,750.00

Officers presently receiving remuneration as listed above shall continue to do so. Officers who have, with proper approval, attained the listed degrees will receive their compensation no later than April 15th each year in one lump sum. An Officer

shall be ineligible for educational incentive pay until the April 15th that follows the completion of his probationary period. An officer who retires with 20 or more years of service or due to a duty related disability shall be entitled to a pro-rated share of the education incentive pay, at the time of separation.

Section 14.3. Tuition Reimbursement. When a full-time employee is enrolled in an accredited university, college or adult education program and the course and/or degree program being undertaken is related to his duties with the Village, the following tuition reimbursement plan shall apply when prior written approval for such reimbursement has been received from the Police Chief and the Village Administrator. The Village may exercise its discretion under this Section to approve graduate-level courses for reimbursement, although such reimbursement (if granted at all) will normally be conditioned on obtaining the graduate degree and remaining with the Department for a period of time after obtaining the degree. The Village, upon receiving a payment receipt and after completion of the course shall reimburse the employee at the rate of one hundred percent (100%) with a grade of "A," eighty percent (80%) with a grade of "B," or sixty percent (60%) with a grade of "C." There shall be no reimbursement for grades below "C."

Books, fees, mileage, lodging and other incidental expenses will not be reimbursed; only tuition is subject to reimbursement. The Village will not provide reimbursement if other sources (such as scholarships, grants, etc.) have or will provide for reimbursement, after an officer has applied for such assistance. The Village reserves the right to deny or reduce some requests for tuition reimbursement if it is felt that the tuition is out of line with other area schools where similar courses can be taken at a more reasonable tuition cost. Any employee who receives tuition reimbursement from the Village must remain employed by the Village for a period of one (1) year after the date of reimbursement or will be required to pay the Village for the tuition reimbursement; such payments may be deducted from final paychecks or other monies owed to the employee by the Village.

Section 14.4. Specialist Pay. Specialist positions are not to be construed as a rank; rather, they are simply job assignments for which the employee receives compensation in addition to the salary attached to his rank. Specialist positions are assigned on a monthly basis by the Chief of Police, who may select bargaining unit personnel to fill such positions at his discretion.; provided, however, that with regard to the selection of the Senior Sergeant Supervisor, the parties acknowledge the right of the Chief to assign sergeants as he deems appropriate, but it is agreed that once those assignments have been made relative to sergeants on a given shift, the most senior of the two sergeants (measured by time in rank as Sergeant) will be designated the Senior Sergeant Supervisor Specialist Position. On a shift where there is a lieutenant and sergeant, the lieutenant will function as the senior supervisor and such lieutenant will not be entitled to the senior sergeant

supervisor specialist position pay.

For the term of this Agreement, compensation for specialist positions should be as follows:

- a. Field Training Officer (five (5) positions):\$150.00 per month
- b. Vehicle Officer in Charge: \$150.00 per month
- c. Detective (one (1) position): \$150.00 per month
- d. Tactical/Traffic Officer (up to two (2) positions): \$150.00 per month
- e. Training Officer: \$150.00 per month
- f. School Resource Officer/CBRO (one (1))\$150.00 per month
- g. Range Master: \$150.00 per month

Section 14.5 Pension Pick-up Plan. The Village will maintain a "pension pick-up plan" whereby employees' pension contributions will be made from pre-tax earnings. This plan will remain in effect so long as it continues to be permitted by the Internal Revenue Code.

Section 14.6. Officer-in-Charge. In the absence of a patrol supervisor, the most senior patrol officer on duty shall act as "officer-in-charge" and receive an additional three dollars (\$3.00) per hour for all hours acting in such capacity.

Section 14.7. Acting Shift Commander (Corporal). An Acting Shift Commander (Corporal) will be assigned on a monthly basis by the Chief of Police, who may select bargaining unit personnel to fill such positions at his discretion, and who will act as the shift commander in the absence of the sergeant. For the term of this agreement, compensation for this specialty position shall be \$325.00 per month (pro rata if so assigned for less than one full month or for any portion of a month when the Corporal is being paid out-of-classification pay pursuant to either of the two situations set forth in Section 14.8 immediately below).

Section 14.8. Acting Shift Commander (Corporal) Out-of-Classification Pay. An employee below the rank of Sergeant who is assigned by the Chief of Police to serve as Acting Shift Commander (Corporal) on a shift where a Sergeant vacancy exists will receive an additional out-of-classification pay of ten percent (10%) of his/her base wage in lieu of receiving the specialty pay in Section 14.7. A vacancy occurs when the sergeant separates employment from the Village and ceases when a new Sergeant has been permanently assigned to the shift.

An employee below the rank of Sergeant who is assigned by the Chief of Police to serve as Acting Shift Commander (Corporal) on a shift where, if after thirty (30) calendar days, a Sergeant is assigned but off work on medical leave or who has been ordered to active military duty, or who has been approved for discretionary leave under Section 13.1, the Corporal will receive an additional out-of-

classification pay of ten percent (10%) of his/her base wage in lieu of receiving the specialty pay in Section 14.7 and ceases when a new Sergeant has been permanently assigned to the shift or when the existing Sergeant returns to work, whichever comes first.

ARTICLE XV.

UNIFORM ALLOWANCE

Section 15.1. Employees who are required to wear and regularly and continuously maintain prescribed items of uniform clothing and personal equipment shall purchase the initial issue at the time of his appointment to the Police Department (except that the Village shall purchase the Officer's first vest and vest cover). Newly hired officers shall be provided an annual uniform allowance at the time of hire for this purpose. Thereafter, the Village shall reimburse employees for the purchase of required items of uniform clothing and personal equipment, as replacements are needed (including replacement vests and vest covers), up to \$ \$1000.00 each fiscal year. Up to \$425.00 of an officer's unused uniform allowance can be carried over from one fiscal year to the next. All items must be purchased from vendors approved by the Village. Once every five years, officers may use up to \$600 of their uniform allowance to purchase a secondary firearm. The secondary firearm must be a firearm that meets the requirements of the Village's General Order.

If the Village expands the list of required uniform clothing and personal equipment beyond that which was in effect on April 1, 1988, the Village will make the initial purchase, and replacements thereafter will be paid for out of the officer's annual uniform allowance. If the uniform or equipment specifications are changed and employees are required to implement the change within twelve (12) months, the Village will pay for the replacement items; if the change is not mandated within twelve (12) months, the replacement items shall be paid for out of the uniform allowance.

The Village shall continue to pay the full cost to replace an officer's bulletproof vest so long as the Village continues to receive a grant to defer 50% of the cost to replace a bulletproof vest. Should this grant be reduced or no longer be available, the parties agree to re-open Section 15.1 of this agreement.

Officers shall be required to clean and maintain uniform clothing and personal equipment and will be responsible for their return in good condition, less normal depreciation and destruction in the course of employment.

ARTICLE XVI.

INSURANCE

Section 16.1. Coverage. The Village agrees to provide an HMO medical plan, High Deductible PPO #1 medical plan, dental insurance, and life insurance coverage for non-retired employees through the Intergovernmental Personnel Benefit Cooperative (IPBC). Notwithstanding the foregoing, the Village retains the right to change insurance provider(s), carrier(s), third party administrator(s), or to self-insure for the provision of health, dental, and/or life insurance benefits, and the Village further reserves the right to institute, maintain and change cost containment, benefits and other provisions of the plan(s), provided that such changes are made in the plan(s) for all employees of the Village.

Section 16.2. Coverage (continued). The Village also agrees to make available to non-retired employees and their eligible dependents substantially similar or improved group health and hospitalization insurance and life insurance coverage and benefits and dental coverage as in place prior to ratification of this Agreement. The parties agree and acknowledge that the insurance coverage and remaining details that were presented and bargained for in this agreement satisfy the Village's obligations in this paragraph.

Section 16.3. HDHP Contribution. The deductible amount of the High Deductible PPO #1 medical plan will be \$2,000 for single coverage and \$4,000 for family coverage during each plan year. The Village will fund fifty percent (50%) of the deductible amounts for the High Deductible PPO #1 medical plan through the VEBA plan to each officer's account for eligible employees in accordance with the remaining provisions of this agreement for so long as the High Deductible PPO #1 medical plan and VEBA plan remain in effect. In addition to the High Deductible PPO #1 medical plan, the Village, at its sole discretion, may add a second High Deductible Health Plan (HDHP) in the future. In the event a second HDHP is added, the Village will fund an amount toward the deductible of the second HDHP that is equal to the Village's contribution toward the applicable deductible for the High Deductible PPO #1 medical plan through the VEBA to each officer's account. For example, if at the time the second HDHP is added, the Village's deductible contribution for single coverage under the High Deductible PPO #1 medical plan is \$1,000, the Village's contribution toward the deductible for single coverage under the second HDHP will also be \$1,000.

Section 16.4. Retiree Insurance

- a) For officers hired prior to May 1, 1998 and who have retired as of the ratification of this Agreement, the Village will make available to such retired employees who have at least (20) years of full time service with the Village's Police Department, who are at least fifty (50) but less than sixty five (65) years of age, and who are not eligible for insurance from any other

employer, individual and dependent coverage (where the dependents are under the age of 65) at group rates, the Village will pay 33 1/3% of this cost. The Village will pay the 33 1/3% contribution toward the retiree's initial retiree insurance selection which may include the continuation of the Village's active plan, an individual Medicare supplement, or a fully insured Village Medicare plan if available, for any retiree who is eligible for Medicare. Once the fully insured Village Medicare plan is available, Medicare-eligible retirees must switch to the fully insured Village Medicare plan in order to continue receiving the 33 1/3% contribution. The Village reserves the right to change or offer alternative insurance carriers, health maintenance organizations, or benefit levels or to self-insure as it deems appropriate, so long as the new or alternative coverage and benefits are substantially similar to those which they are replacing. It is understood that these retiree insurance benefits are not guaranteed for life, but may be modified or eliminated in future Agreements.

- b) For officers, hired prior to May 1, 1998, who are currently employed by the Village, upon qualifying for retirement, the Village will pay the 33 1/3% contribution described in Section 16.4(a) toward the retiree's initial retiree insurance selection which may include the continuation of the Village's active plan, an individual Medicare supplement, or a fully insured Village Medicare plan if available, for any retiree who is eligible for Medicare. At the time of retirement, an officer described in this Section 16.4(b) may choose an alternative insurance plan not offered by the Village and the Village will pay 33 1/3% of the monthly premium of the alternative insurance plan provided said cost does not exceed the Village's 33 1/3% share of the Village HMO insurance plan. Once the fully insured Village Medicare plan is available, Medicare-eligible retirees must switch to the fully insured Village Medicare plan in order to continue receiving the 33 1/3% contribution unless they have obtained an alternative insurance plan that does not exceed the Village's 33 1/3% share of the Village HMO insurance plan, in which case, retirees may continue receiving the Village subsidy for the alternative insurance plan. Retirees that select an alternative insurance plan may not return to the Village insurance plan. It is understood that these retiree insurance benefits are not guaranteed for life, but may be modified or eliminated in future Agreements.

Section 16.5. Cost. The Village will pay eighty five percent (85%) of the cost of the premiums for full-time employees' individual and dependent group health for employees participating in the HMO medical plan and hospitalization insurance, employee-only dental insurance, and will pay ninety percent (90%) of the cost of premiums for full-time employee's individual and dependent group health for employees participating in the High Deductible PPO #1 medical plan Past practice will continue for family dental insurance. Employees desiring Village coverage will

be required to pay the remainder of the monthly premium cost. The employee's portion of insurance premiums will be deducted semimonthly from paychecks.

Employees participating in the High Deductible PPO #1 medical plan, except those hired prior to May 1, 1998, will receive a contribution, into the officer's VEBA, equal to 50% of the annual deductible on January 1st of each year.

Section 16.6. Life Insurance. The Village shall provide, at no cost to the employee, term life insurance coverage in the amount of fifty thousand dollars (\$50,000.00).

Section 16.7. Terms of Insurance Policies to Govern. The extent of coverage under the insurance policies (including HMO and self-insured plans) referred to in this Agreement shall be governed by the terms and conditions set forth in said policies or plans. Any questions or disputes concerning said insurance policies or plans or benefits thereunder shall be resolved in accordance with the terms and conditions set forth in said policies or plans and shall not be subject to the grievance and arbitration procedure set forth in this Agreement. The failure of any insurance carrier(s) or plan administrator(s) to provide any benefit for which it has contracted or is obligated shall result in no liability to the Village, nor shall such failure be considered a breach by the Village of any obligation undertaken under this or any other Agreement. Nothing in this Agreement shall be construed to relieve any insurance carrier(s) or plan administrator(s) from any liability it may have to the Village, employee or beneficiary of any employee, and nothing in this Section 16.7 shall relieve the Village of its obligation to provide coverages as specified in Sections 16.1 and 16.4.

Section 16.8. IRC Section 125 Plan. The Village will maintain an IRC Section 125 Plan whereby employees will be able to: 1) pay for their share of dental, health and hospitalization insurance premiums with pre-tax earnings; and 2) participate voluntarily in a Flexible Spending Account which allows employees to use pre-tax dollars to pay medical expenses and dependent care expenses not covered by their insurance. This plan will remain in effect so long as it continues to be permitted by the Internal Revenue Code.

Section 16.9. National Health Insurance. Should some form of the National Health Insurance be enacted which results in increased insurance costs to the Village, the Village may elect to reopen Article XVI only. Should the Village elect to reopen on insurance, the Council may elect to reopen for negotiation of Article XIV as well. Such negotiations shall begin within ten (10) days of the notice to reopen.

Section 16.10. Alternate Coverage Incentive. If an employee elects to drop their participation in the Village's Health plan due to being eligible for coverage elsewhere, the Village will provide an incentive payment as follows: alternate single coverage - \$75 per month; alternate family coverage - \$125 per month, provided written

documentation of said alternate coverage is submitted prior to said incentive being paid and as otherwise requested by the Village.

Section 16.11. Retiree Health Savings Plan. Within 60 days of execution of this Agreement, the Village shall create a VEBA account for each Officer. The VEBA account shall be funded in accordance with this Agreement.

ARTICLE XVII.

GENERAL PROVISIONS

Section 17.1. Gender. Unless the context in which they are used clearly requires otherwise, words used in this Agreement denoting gender shall be deemed to refer to both the masculine and feminine.

Section 17.2. Ratification and Amendment. This Agreement shall become effective when ratified by the parties and signed by authorized representatives thereof and may be amended or modified during its term only with mutual written consent of both parties.

Section 17.3. Termination Effect. The Village reserves the right to unilaterally implement its final offer after the expiration of this Agreement and after reaching an impasse in negotiations, unless interest arbitration is invoked as provided under Section 14 of the Illinois Public Labor Relations Act, in which event the Village will maintain the status quo as required by Section 14(L) of the Act. The parties may also extend the terms of this Agreement by written agreement.

Section 17.4. Application of Agreement to MEG Unit and Other Special Assignment Employees. Notwithstanding anything to the contrary in this Agreement, officers who are assigned to the Metropolitan Enforcement Group ("MEG") or to any other governmental or inter-governmental agency having an independent law enforcement authority or basis of jurisdiction, shall be subject for the duration of such assignment to the practices, policies, procedures and directives which are generally applicable to officers assigned to that agency or which are applied pursuant to the authority of the other governmental entity, even though such practices, policies, procedures and directives may be inconsistent or in conflict with the provisions of this Agreement. The application of such practices, policies, procedures and directives shall not be subject to the grievance and arbitration procedures of this Agreement. Without in any way limiting the generality of the foregoing, the practices, policies, procedures and directives of MEG applicable to hours of work and overtime shall be deemed to supersede inconsistent or contrary provisions of Article VI of this Agreement. Wages, insurance or other direct economic benefits shall continue to be governed by the terms of this Agreement, except that the Village and the officer involved may enter into a separate agreement governing overtime.

Section 17.5. Fitness Examinations. If there is any question concerning an employee's fitness for duty, or fitness to return to duty following a layoff or leave of absence, the Village may require at its expense that the employee have an examination by a qualified and licensed physician or other appropriate medical professional selected by the Village.

The Village shall also pay for a physical examination (as outlined in the April 17, 1997 letter from West Suburban Hospital Medical Center) by a qualified and licensed physician selected by the Village for each employee every three (3) years. The FOP and the Village agree that an employee may elect not to participate in all categories of the examination except the drug screen. Such examination shall be scheduled during the employee's work shift, provided staffing levels do not fall below minimums set by the Chief. The Village shall be entitled to notification from the doctor that the employee is fit or not fit for duty. The results of the examination shall be provided to the employee by the doctor. If the employee is advised of any abnormalities present during the examination, the employee shall provide their personal physician with examination results and shall follow-up with their personal physician in a timely manner.

Nothing in this section shall preclude the Village from changing the provider of the medical exam so long as the elements of the exam described above are substantially similar or improved.

Section 17.6. Physical Fitness Requirements. In order to maintain and improve efficiency in the Police Department, to best protect the public and to reduce insurance costs and risks, the Village may establish a reasonable physical program, which shall include individualized goals. While employees may be required to participate in any such program, no employee will be disciplined for failure to meet any goals that may be established as long as the employee makes a good faith effort to meet any such goals. Before any such program is implemented, the Village shall review and discuss the program at a Labor Management Meeting.

Section 17.7. Drug and Alcohol Testing. The Village may require an employee to submit to urine and/or blood tests if the Village determines there is reasonable suspicion for such testing and as part of an employee's triennial physical. In order to comply with 50 ILCS 727/1-25, any employee who discharges his firearm causing injury or death to a person or persons during the performance of their duty must submit to drug and alcohol testing by the end of the covered members' shift or tour of duty. There shall be no random testing.

The Village shall use only licensed and accredited clinical laboratories for such testing and shall be responsible for maintaining a proper chain of custody. The taking of urine samples shall not be witnessed unless there is reasonable suspicion to believe that the employee is tampering with the testing procedure. If the first test results in a positive finding, a confirmatory test (GC/MS or a scientifically

accurate equivalent) shall be conducted. An initial positive test result shall not be submitted to the Village unless the confirmatory test result is also positive as to the same sample. Upon request, the Village shall provide an employee with a copy of any test results which the Village receives with respect to such employee.

A portion of the tested sample shall be retained by the laboratory so that the employee may arrange for another confirmatory test (GC/MS or a scientifically accurate equivalent) to be conducted by a licensed clinical laboratory of the employee's choosing and at the employee's expense. Once the portion of the tested sample leaves the clinical laboratory selected by the Village, the employee shall be responsible for maintaining the proper chain of custody for said portion of the tested sample.

Use, sale or possession of proscribed drugs at any time while employed by the Village, abuse of prescribed drugs, as well as being under the influence of alcohol or the consumption of alcohol while on duty, shall be cause for discipline, including termination. All issues relating to the drug and alcohol testing process (e.g., whether there is reasonable suspicion for ordering an employee to undertake a test, whether a proper chain of custody has been maintained, etc.) may be grieved in accordance with the grievance and arbitration procedure set forth in this Agreement.

Section 17.8. No Smoking. All employees are strongly encouraged to quit smoking. Any employees who do not quit smoking may be prohibited by Village or department policy from smoking in designated area(s).

Section 17.9. Non-Discrimination. In accordance with applicable law, neither the Village nor the Labor Council shall discriminate against any employee covered by this Agreement because of race, sex, age, religion, creed, color, national origin, disability, or Labor Council membership or non-membership. Any dispute concerning the interpretation and application of this Section shall be processed through the appropriate federal or state agency or court rather than through the grievance procedure set forth in this Agreement.

Section 17.10. Access to Personnel File. Upon reasonable request, an employee shall have the right to review the non-confidential documents in his personnel file, provided that no documents in an employee's file shall be marked or altered. Upon the effective date of this Agreement, an employee shall be notified when adverse non-confidential material is placed in his personnel file and the employee shall have the right within thirty (30) days thereafter to submit a written response to any such adverse material. An employee may request that a copy of any of the non-confidential documents in his personnel file be copied. Nothing herein shall require the Village to collate or compile any information. Confidential documents in an employee's personnel file shall not be used against an employee in any disciplinary proceeding or with respect to levels of compensation, provided that

confidential documents may be used in considering and in acting on promotions to the extent not prohibited by law.

Section 17.11. Preservation of Statutory Rights. An employee who suffers an injury in the line of duty shall be entitled to a leave to the extent specified in Illinois Compiled Stat. 5 ILCS 345/1, (as effective January 1, 1993).

Section 17.12. Fleet Management Program. The Village has implemented a Fleet Management Program which uses GPS as part of its features, for use by all Department members, and not a standalone GPS or AVL program for the sole use to track vehicles by management only. Nothing contained or encompassed within the fleet management program will add to or nullify any language or rights contained within the Collective Bargaining Agreement or within the Department General Orders.

The primary uses of Fleet Management software for the River Forest Police Department are the following:

- To improve officer safety.
- To improve the efficiency of fleet maintenance and reduce overall repair costs.
- To provided enhanced technical, historical, and repair data for use in budgetary and vehicle replacement strategic planning.

No officer shall be disciplined for conduct discovered solely as a result of random review of any mapping and GPS data.

ARTICLE XVIII.

BILL OF RIGHTS

Section 18.1. Conduct of Disciplinary Investigation.

Definitions:

- (a) Officer: Means any peace officer, as defined by Section 2-13 of the Criminal Code of 1961, as now or hereafter amended, who is employed by any unit of local government, including supervisory, and command personnel. The term does not include crossing guards, parking enforcement personnel, traffic wardens or employees of any State's Attorney's Office.
- (b) Informal Inquiry: Means a meeting by supervisory or command personnel with an officer upon whom an allegation of misconduct has come to the attention of such supervisory or command personnel, the purpose of which meeting is to mediate a citizen complaint or discuss the facts to determine whether a formal investigation should be commenced.

- (c) Formal Investigation: Means the process of investigation ordered by a commanding officer during which the questioning of an officer is intended to gather evidence of misconduct which may be the basis for filing charges seeking his or her removal, discharge or suspension in excess of three (3) days.
- (d) Interrogation: Means the questioning of an officer pursuant to the formal investigation procedures of the respective unit of local government in connection with an alleged violation of such unit's rules which may be the basis for filing charges seeking his or her suspension, removal or discharge. The term does not include questioning (1) as part of an informal inquiry or (2) relating to minor infractions of agency rules which may be noted on the officer's record but which may not in themselves result in removal, discharge or suspension in excess of three (3) days.
- (e) Administrative Proceeding: Means any non-judicial hearing which is authorized to recommend, approve or order the suspension, removal or discharge of an officer.

Section 18.2. Formal Investigations.

- (a) No officer shall be subjected to interrogation without first being informed in writing of the nature of the investigation. If an administrative proceeding is instituted, the officer shall be informed beforehand of the names of all complainants. The information shall be sufficient to reasonably apprise the officer of the nature of the investigation.
- (b) All interrogations shall be conducted at a reasonable time of day. Whenever the nature of the alleged incident and operational requirements permit, interrogations shall be conducted during the time when the officer is on duty. In the event that such interrogations are conducted on the employee's off-duty hours at the request of the Village, then the employee shall be compensated in accordance with the overtime payment provisions of this Agreement.
- (c) The officer under investigation shall be informed of the name, rank and unit or command of the officer in charge of the investigation, the interrogators, and all persons present during any interrogation except at a public administrative proceeding.
- (d) Interrogation sessions shall be of reasonable duration and shall permit the officer interrogated reasonable periods for rest and personal necessities.
- (e) The officer being interrogated shall not be subjected to professional or personal abuse, including offensive language.

- (f) A complete record of any interrogation shall be made, and a complete transcript or copy shall be made available to the officer under investigation without charge and without undue delay. Such record may be electronically recorded, or may be transcribed by a court reporter.
- (g) No officer shall be interrogated without first being advised in writing that admissions made in the course of the interrogation may be used as evidence of misconduct or as the basis for charges seeking suspension, removal or discharge.
- (h) The officer under formal investigation shall have the right to be represented by either legal counsel, or a Labor Council representative, of the employee's choosing, and may request said representation at any time during the interrogation. When such request is made for representation, no interrogation shall proceed until reasonable time and opportunity are provided the employee to obtain such representation.

If the appropriate request for representation is made, and that representation is not reasonably available, the employee may be questioned without the representation being present.

The presence of legal counsel or Labor Council representation at an interrogation shall not interrupt or interfere with the Village's right to question employees, or the obligation of employees to respond to questions relevant to the matter being investigated.

- (i) Admissions or confessions obtained during the course of any interrogation not conducted in accordance with this Article may not be utilized in any subsequent disciplinary proceeding against the officer.
- (j) In the course of any interrogation, no officer shall be required to submit to a polygraph test or any other test questioning by means of any chemical substance, except with the officer's expressed written consent, or except as provided in Section 17.7 of this Agreement (Drug & Alcohol Testing). Refusal to submit to such tests shall not result in any disciplinary action nor shall such refusal be made a part of his or her record.

Section 18.3. Miscellaneous.

- (a) The rights of officers in disciplinary procedures set forth under this Article shall not diminish the rights and privileges of officers that are guaranteed to all citizens by the Constitution and laws of the United States and of the State of Illinois, except that this Article supersedes the Uniform Police Officers' Disciplinary Act, Ill. Compiled Stat. 50 ILCS 725/1.

- (b) This Article does not apply to any officer charged with violating any provisions of the Criminal Code of 1961, or any federal, State or local criminal law.
- (c) No officer shall be discharged, disciplined, demoted, denied promotion or seniority, transferred, reassigned or otherwise discriminated against in regard to his or her employment, or be threatened with any such treatment as retaliation for or by reason of his or her exercise of the rights granted by this Article.
- (d) No law enforcement officer shall be required or requested to disclose any item of his property, income, assets, source of income, debts, or personal or domestic expenditures (including those of any member of his family or household) unless such information is necessary in investigating a possible conflict of interest with respect to the performance of his official duties, or unless such disclosure is required by law, or unless it is reasonably related to the enforcement of departmental rules and regulations concerning outside employment.
- (e) If the investigation or interrogation of a law enforcement officer results in the recommendation of suspension or discharge, then the Employer shall follow the procedures set forth in 65 ILCS 5/10-2.1-17 of the Illinois Compiled Statutes. The Law Enforcement Officer may be relieved of duty pending a hearing with or without pay (but not to exceed 30 days without pay).
- (f) If any officer covered by this Agreement is charged by indictment or complaint to have violated any provision of the Criminal Code of Illinois or any statute of the United States, he shall be entitled to his wages and other economic benefits provided for in this Agreement until such time as formal charges are filed with the Board of Fire and Police Commissioners.
- (g) No photo of an officer under investigation shall be made available by the Village to the media prior to a conviction of a criminal offense or prior to a decision being rendered.
- (h) The Police Department shall not compel an officer under investigation to speak or testify before, or to be questioned by any Civilian Review Board (excluding the Fire and Police Commission) on any matter or issue under investigation.
- (i) The provisions of this Article shall not be applicable if the purpose of the meeting is solely to inform the employee of disciplinary action.

- (j) Nothing in this agreement is intended to diminish an officer's right to representation as provided under the Illinois Public Labor Relations Act.

ARTICLE XIX.

IMPASSE RESOLUTION

Upon the expiration of this Agreement, the remedies for the resolution of any bargaining impasse shall be in accordance with the Illinois Public Labor Relations Act, as amended, with the following exception:

The party requesting arbitration shall proceed with its case first at the interest arbitration hearing, followed by the other party. Once both parties have presented their cases-in-chief, both parties may present rebuttal evidence and/or witnesses. Both parties reserve the right to file post-hearing briefs.

ARTICLE XX.

POLICE AND FIRE COMMISSION

The parties recognize that the Board of Fire and Police Commissioners of the Village of River Forest has certain statutory authority over employees covered by this Agreement, including but not limited to the right to make, alter and enforce rules and regulations. Nothing in this Agreement is intended in any way to replace or diminish the authority of the Board of Fire and Police Commissioners, whose activities and powers shall continue to be subject to the applicable provisions of 65 ILCS 5/10-2.1-1, *et seq.*, except as denoted in Article 7. Pursuant to Section 15 of the IPLRA and 65 ILCS § 10-2.1-17, the parties have negotiated an alternative procedure based upon the grievance and arbitration provisions of this Agreement.

ARTICLE XXI.

SAVINGS CLAUSE

If any provision of this Agreement, or the application of such provision, is or shall at any time be contrary to or unauthorized by law, or modified or affected by the subsequent enactment of law, or held invalid and unenforceable by operation of law or by any board, agency or court of competent jurisdiction, then such provision shall not be applicable or performed or enforced, except to the extent permitted or authorized by law and such provision shall be deemed modified to the extent necessary to conform to law; provided that in such event all other provisions of this Agreement shall continue in effect.

ARTICLE XXII.

MAINTENANCE OF ECONOMIC BENEFITS

All economic benefits which are not set forth in this Agreement and are currently in effect shall continue and remain in effect until such time as the Village shall notify the Labor Council of its intention to change them. The Village shall also provide written notice to the Labor Council of any changes involving the bargaining unit that are mandatory subjects of bargaining, provided that such notice obligations shall not in any way limit the ability of the Village to make and

implement decisions without bargaining consistent with Articles IV (Management Rights), Article XXIII (Entire Agreement) or as elsewhere provided in this Agreement. Upon such notification, and if requested by the Labor Council within seven (7) calendar days of receiving notice, the Village shall meet and discuss such change before it is finally implemented by the Village. The failure of the Labor Council to request discussions within seven (7) calendar days of receiving notice shall act as a waiver of the right to such discussions by the Labor Council. These meet and confer discussions shall not delay the implementation of such changes so long as the Labor Council has received at least fourteen (14) calendar days' notice prior to their effective date and so long as there has been at least one (1) meeting to discuss the issue. The parties acknowledge that this Article does not impose a duty to bargain and that changes may be implemented and continued in effect as provided in this Article even in the absence of an agreement.

ARTICLE XXIII.

ENTIRE AGREEMENT

This Agreement constitutes the complete and entire agreement between the parties, and concludes collective bargaining between the parties for its term. This Agreement supersedes and cancels all prior practices and agreements, whether written or oral, unless expressly stated in this Agreement.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or ordinance from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Village and the Labor Council, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter, whether or not referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement. It is expressly agreed that the Village may unilaterally exercise any management rights consistent with Article IV even though the exercise of such rights may involve subjects or matters not referred to or covered in this Agreement. The Labor Council specifically waives any right it might have to impact or effects bargaining for the life of this Agreement.

ARTICLE XXIV.

TERMINATION

This Agreement shall be effective when executed by both parties (except that changes in economic benefits shall be effective May 1, 2026, unless stated otherwise elsewhere in this Agreement) and shall remain in full force and effect until 11:59 p.m. on the 30th day of April, 2029. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing at least one hundred twenty (120) days prior to the April 30 anniversary date that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin no later than sixty (60) days prior to the April 30 anniversary date. Notwithstanding any provisions in this Agreement to the contrary, the Union may deliver the

official forms designated by the Illinois Labor relations Board (e.g. Notice of No Agreement, Request for Mediation Panel etc.) that are part of the bargaining process, including the Notice of Demand to Bargain, via electronic mail to an email address designated by the Employer rather than by Certified Mail.

In the event that either party desires to terminate this Agreement, written notice must be given to the other party no less than ten (10) days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph.

Executed this ____ day of _____, 2026

VILLAGE OF RIVER FOREST:

FRATERNAL ORDER OF POLICE,
RIVER FOREST LODGE
46/ILLINOIS FOP LABOR COUNCIL:

Appendix A

DUES AUTHORIZATION FORM

**ILLINOIS FRATERNAL ORDER OF POLICE
LABOR COUNCIL
974 CLOCK TOWER DRIVE
SPRINGFIELD, ILLINOIS 62704**

I, _____, understand that under the U.S. Constitution I have a right not to belong to a union. By my signature I hereby waive this right and opt to join the IL FOP Labor Council.

I, _____, hereby authorize my Employer, _____, to deduct from my wages the uniform amount of monthly dues set by the Illinois Fraternal Order of Police Labor Council, for expenses connected with the cost of negotiating and maintaining the collective bargaining agreement between the parties and to remit such dues to the Illinois Fraternal Order of Police Labor Council as it may from time to time direct. In addition, I authorize my Employer to deduct from my wages any back dues owed to the Illinois Fraternal Order of Police Labor Council from the date of my employment, in such manner as it so directs.

Date: _____ Signed _____
Address: _____
City: _____
State: Illinois Zip: _____
Telephone: _____
Personal E-mail: _____

Employment Start Date: _____

Title: _____

Employer, please remit all dues deductions to:

Illinois Fraternal Order of Police Labor Council
Attn: Accounting
974 Clock Tower Drive
Springfield, Illinois 62704
(217) 698-9433

Dues remitted to the Illinois Fraternal Order of Police Labor Council are not tax deductible as charitable contributions for federal income tax purposes; however, they may be deductible on Schedule A of Form 1040 as a miscellaneous deduction. Please check with your tax preparer regarding deductibility.

Revised 06/28/2018
Post JANUS

Appendix B
Base Wage Schedule
Village of River Forest

Annual Salary for Patrol Officer

			+3.25%	+3.25%	+3.25%
			Effective	Effective	Effective
Step	Description*	Current	May 1, 2026	May 1, 2027	May 1, 2028
1	Less than 1.5 years	\$87,270.00	\$90,106.28	\$93,034.73	\$96,058.36
2	1.5 years to 2.5 years	\$91,515.00	\$94,489.24	\$97,560.14	\$100,730.84
3	2.5 years to 3.5 years	\$95,760.00	\$98,872.20	\$102,085.55	\$105,403.33
4	3.5 years to 4.5 years	\$100,005.00	\$103,255.16	\$106,610.96	\$110,075.81
5	4.5 years to 5.5 years	\$104,250.00	\$107,638.13	\$111,136.36	\$114,748.30
6	5.5 years to 6.5 years	\$108,495.00	\$112,021.09	\$115,661.77	\$119,420.78
7	6.5 years to 7.5 years	\$112,740.00	\$116,404.05	\$120,187.18	\$124,093.27
8	After 7.5 years	\$118,055.00	\$121,891.79	\$125,853.27	\$129,943.50
Longevity					
	10-15 Years		\$124,329.62	\$128,370.34	\$132,542.37
	15-20 Years		\$126,816.22	\$130,937.74	\$135,193.22
	20+ Years		\$129,352.54	\$133,556.50	\$137,897.08
			+3.25%	+3.25%	+3.25%
			Effective	Effective	Effective
		Current	May 1, 2026	May 1, 2027	May 1, 2028
	Sergeant	\$135,606.00	\$144,874.84	\$149,583.28	\$154,444.73

Appendix C

Village of River Forest
Family and Medical Leave Policy
(as stated in the Personnel Manual)

FAMILY LEAVE (FMLA)

i) STATEMENT OF POLICY

In accordance with the Family and Medical Leave Act, effective August 5, 1993, the Village will grant job protected unpaid family and medical leave to eligible male or female employees for up to 12 weeks per 12-month period for any one or more of the following reasons:

- A. The birth of a child and in order for such child or the placement of a child with the employee for adoption or foster care (leave for this reason must be taken and completed within the 12-month period following the child's birth or placement with the employee):
or
- B. In order to care for an immediate family member (spouse, child, or parent) of the employee if such immediate family member has a serious health condition; or
- C. The employee's own serious health condition that makes the employee unable to perform the functions of his/her position.

a. DEFINITIONS

- A. "12-Month Period" - means a rolling 12-month period measured backward from the date leave is taken and continues with each additional leave day taken (i.e. each time an employee takes family/medical leave, the remaining leave entitlement would be the balance, if any, of the 12 weeks that has not been used during the immediately preceding 12 months).
- B. "Spouse" – does not include unmarried domestic partners. If both spouses work for the Village, their total leave in any 12-month period shall be limited to any aggregate of 12 weeks if the leave is taken for either the birth or placement for adoption or foster care of a child, or to care for a sick parent.
- C. "Child" – means a child either under 18 years of age, or 18 years of age or older who is incapable of self-care because of a mental or physical disability. An employee's "child" is one for whom the employee has actual day-to-day responsibility for care and includes a biological, adopted, foster or step-child.
- D. "Incapacity" - means an inability to work, attend school, or perform other regular daily activities due to a serious health condition, treatment therefor, or recovery therefrom.

E. “Serious Health Condition” – means an illness, injury, impairment, or a physical or mental condition that involves one of the following:

1. *Hospital Care*

Inpatient care (*i.e.*, an overnight stay) in a hospital, hospice or residential medical care facility, including any period of incapacity or subsequent treatment in connection with or consequent to such inpatient care.

2. *Absence Plus Treatment*

A period of incapacity of more than three consecutive days (including any subsequent treatment or treatment or period of incapacity relating to the same condition), that also involves:

1. *Treatment*¹ two or more times by a health care provider, by a nurse or physician’s assistant under direct supervision of a health care provider, or by a provider of health care services (*e.g.*, physical therapist) under orders of, or on referral by, a health care provider; *or*
2. Treatment by a health care provider on at least one occasion which results in a *regimen of continuing treatment*² under the supervision of the health care provider.

3. *Pregnancy*

Any period of incapacity due to pregnancy, or for prenatal care.

4. *Chronic Conditions Requiring Treatments*

A chronic condition which:

¹ Treatment includes examinations to determine if a serious health condition exists and evaluations of the condition. Treatment does not include routine physical examination, eye examinations, or dental examinations.

² A *regimen of continuing treatment* includes, for example, a course of prescription medication (*e.g.*, an antibiotic) or therapy requiring special equipment to resolve or alleviate the health condition. A regime of treatment does not include the taking of over-the-counter medications such as aspirin, antihistamines, or salves; or bed-rest, drinking fluids, exercise, and other similar activities that can be initiated without a visit to a health care provider three consecutive calendar days in the absence of medical intervention or treatment, such as cancer (chemotherapy, radiation, etc.), severe arthritis (physical therapy), and kidney disease (dialysis).

1. Requires periodic visits for treatment by a health care provider, or by a nurse or physician's assistant under direct supervision of a health care provider;
2. Continues over an extended period of time (including recurring episodes of a single underlying condition); and
3. May cause episodic rather than a continuing period of incapacity (e.g., asthma, diabetes, epilepsy, etc.).

5. *Permanent/Long-Term Conditions Requiring Supervision*

A period of incapacity which is permanent or long-term due to a condition for which treatment may not be effective. The employee or family member must be under the continuing supervision of, but need not be receiving active treatment by, a health care provider. Examples include Alzheimer's, a severe stroke, or the terminal stages of a disease.

6. *Multiple Treatments (Non-Chronic Conditions)*

Any period of absence to receive multiple treatments (including any period of recovery therefrom) by a health care provider or by a provider of health care services under orders of, or on referral by, a health care provider, either for restorative surgery after an accident or other injury, or for a condition that would likely result in a period of incapacity of more than three consecutive days in the absence of medical intervention or treatment, such as cancer (chemotherapy, radiation, etc.), severe arthritis (physical therapy), and kidney disease (dialysis).

i. COVERAGE AND ELIGIBILITY

A. To be eligible for family/medical leave, an employee must:

1. Have worked for the Village for at least 12 months; and
2. Have worked at least 1,250 hours over the previous 12-month period.

ii. INTERMITTENT OR REDUCED LEAVE

A. An employee may take leave intermittently (a few days or a few hours at a time) or on a reduced leave schedule when medically necessary, to care for an immediate family

member with a serious health condition, or because of a serious health condition of the employee.

1. "Medically necessary" means there must be a medical need for the leave and that the leave can best be accomplished through an intermittent or reduced leave schedule.
 2. At the sole discretion of the Village, an employee granted intermittent leave may be required to transfer temporarily to a position with equivalent pay and benefits that better accommodates the recurring periods of leave.
 3. Intermittent leave increments may not be shorter than the shortest period of time that the Village's payroll system uses to account for absences.
- B. An employee may take leave intermittently or on a reduced leave schedule for birth or placement for adoption or foster care of a child only with the employee's Department Head's consent.
- C. For part-time employees and those who work variable hours, the family and medical leave entitlement is calculated on a pro rata basis. A weekly average of the hours worked over the 12 weeks prior to the beginning of the leave should be used for calculating the employee's normal workweek.

SUBSTITUTION OF PAID LEAVE

- A. An employee will be required to substitute accrued paid vacation leave, personal days, and/or sick leave if applicable, for any part of a family/medical leave taken for any reason. Substitution of sick leave will be required only when the purpose of the family/medical requested is a purpose for which the employee's department permits sick leave to be used.
- B. When an employee has used accrued paid vacation leave, personal days, and/or sick leave if applicable, for a portion of family/medical leave, the employee may request an additional period of unpaid leave to be granted so that the total of paid and unpaid leave provided over the immediately preceding 12 month period equals 12 weeks.

iii. NOTICE REQUIREMENT

- A. An employee is required to give thirty (30) days' notice in the event of a foreseeable leave. A "Request for Family/Medical Leave" form (see attached) should be completed by the employee, submitted to their Department Head who will then forward it to the Village

Administrator. In unexpected or unforeseeable situations, an employee should provide as much notice as is practicable, usually verbal notice within one or two business days of when the need for leave becomes known, followed by a completed "Request for Family/Medical Leave" form.

- B. If an employee fails to give thirty (30) days' notice for a foreseeable leave with no reasonable excuse for the delay, the leave may be denied until thirty (30) days after the employee provides notice.

iv. MEDICAL CERTIFICATION

- A. For leaves taken because of the employee's, or a covered family member's serious health condition, the employee must submit a completed "Certification of Health Care Provider" form (see attached), submitted to the Department Head who will then forward it to the Village Administrator. Medical certification must be provided by the employee within 15 days after the employee's request for family/medical leave is filed, or as soon as is reasonably possible.
- B. The Village may require:
 - 1. A second or third opinion (at the Village's own expense) in accordance with the provisions of the Family and Medical Leave Act.
 - 2. Periodic status reports on the condition of the employee or the covered family member.
 - 3. Periodic status reports on the employee's intent to return to work.
 - 4. A certification from the employee's attending physician that the employee is able to return to work.
- C. All documentation related to the employee's or family member's medical condition will be held in strict confidence and maintained in the employee's medical records file.

v. EFFECTS ON BENEFITS

- A. An employee granted a leave under this policy will continue to be covered under the Village group health insurance plan, life insurance plan and long-term disability plan under the same conditions as coverage would have been provided if he or she had been continuously employed during the leave period.

- B. Employee contributions will be required either through payroll deduction (during substituted paid family/medical leave periods) or by direct payment to the Village (during unpaid family/medical leave periods). The employee will be advised in writing at the beginning of the leave period as to the amount and method of payment and times that payments are due. Employee contribution amounts are subject to any change in rates that occur while the employee is on leave.
- C. If an employee's contribution is more than thirty (30) days late, the Village Administrator may terminate the employee's insurance coverage.
- D. If at its sole discretion the Village pays any portion of the employee contributions scheduled but missed by the employee while on leave, the employee will be required to reimburse the employer for delinquent payments (on a payroll deduction schedule) upon return from leave. The employee will be required to sign a written statement at the beginning of the leave period authorizing the Village to make such payments at its sole discretion and authorizing the subsequent repayment of such payment by payroll deduction.
- E. If the employee fails to return from unpaid family/medical leave for reasons other than [1] the continuation of a serious health condition of the employee or a covered family member, or [2] circumstances beyond the employee's control (certification required within thirty (30) days of failure to return for either reason), the Village may seek reimbursement from the employee for the portion of the premiums paid by the Village on behalf of that employee (also known as the employer contribution) during the period of leave, as well as any employee contributions paid by the Village.
- F. An employee is not entitled to seniority or benefit accrual during periods of unpaid leave but will not lose anything accrued prior to leave except as required by State and Federal statutes.

vi. JOB PROTECTION

- A. If the employee returns to work at the end of the family/medical leave, he/she is entitled to be reinstated to his/her former position or an equivalent position with equivalent pay, benefits, status and authority.
- B. The employee's restoration rights are the same as they would have been had the employee not been on leave. Thus, if the employee's position would have been eliminated or the employee would have been terminated but for the leave, the employee would not have the right to be reinstated upon return from leave.

- C. If the employee fails to return at the end of the family/medical leave, the employee may be dismissed or may be reinstated to his/her same or similar position at a later date only if available, in accordance with applicable laws.

vii. FAMILY/MEDICAL LEAVE FORMS TO BE SUBMITTED BY THE EMPLOYEE

1. Request for Family/Medical Leave
2. Certification of Health Care Provider
3. Authorization for Payroll Deduction for Benefit Plan Coverage Continuation
During A Family/Medical Leave of Absence
4. Fitness for Duty to Return from Leave

SIDE LETTER AGREEMENT

The Village will create an employee task force consisting of two representatives from each bargaining unit, management and non-union employees. The purpose of the task force is to discuss and evaluate the Village's proposal to modify its current payroll cycle from 24 to 26 pay periods per year and to create a possible implementation strategy amenable to all parties. The Village asks that one of the two representatives selected be in attendance at each meeting. If the meeting is scheduled on a day that the employee is not scheduled to work the employee will be compensated for the time that he is in attendance at the meeting and minimum call-out time will not apply.

FOR THE VILLAGE

FOR THE UNION

Lodge/Unit No.:**Year:****Grievance No.:**

Date Filed: _____

Department: _____

Grievant's Name: _____
Last First M.I.**STEP ONE**

Date of Incident or Date Knew of Facts Giving Rise to Grievance: _____

Article(s)/Sections(s) violated: _____, and all applicable Articles

Briefly state the facts: _____

Remedy Sought: _____, in part and in whole, make grievant(s) whole.

Given To: _____ Date: _____

Grievant's Signature

FOP Representative Signature

EMPLOYER'S RESPONSE

Employer Representative Signature

Position

Person to Whom Response Given

Date

STEP TWO

Reasons for Advancing Grievance: _____

Given To: _____ Date: _____

Grievant's Signature

FOP Representative Signature

EMPLOYER'S RESPONSE

Employer Representative Signature

Position

Person to Whom Response Given

Date

Lodge/Unit No.:

Year:

Grievance No.:

STEP THREE

Reasons for Advancing Grievance: _____

Given To: _____

Date: _____

Grievant's Signature

FOP Representative Signature

EMPLOYER'S RESPONSE

Employer Representative Signature

Position

Person to Whom Response Given

Date

STEP FOUR

Reasons for Advancing Grievance: _____

Given To: _____

Date: _____

Grievant's Signature

FOP Representative Signature

EMPLOYER'S RESPONSE

Employer Representative Signature

Position

Person to Whom Response Given

Date

REFERRAL TO ARBITRATION by Illinois FOP Labor Council

Person to Whom Referral Given

Date

FOP Labor Council Representative



Appendix E

Election Form

Irrevocable Election of Discipline Appeal Procedure

I, _____, received discipline issued against me on _____. I hereby make the following selection of my appeal process of such discipline by placing an "X" to the appeal of the discipline issued against me. I understand that I may choose only one option. I understand that I may choose to accept the discipline, proceed to contest the discipline through the grievance arbitration process set forth in Article VII, or I may choose to appeal before the Board of Fire and Police Commissioners. I further understand that I must notify the Chief of Police or designee of my choice to appeal the discipline within seven (7) calendar days of the issuance of discipline. If I fail to select the forum for hearing my appeal of the discipline within seven (7) calendar days, I waive my right to appeal.

_____ I will accept the discipline as issued.

_____ I will proceed to appeal through grievance arbitration. I hereby acknowledge that I understand that my choice of proceeding through grievance arbitration serves as an irrevocable waiver of any and all rights to have the appeal heard by the Board of Fire and Police Commissioners.

_____ I want to proceed to the Board of Fire and Police Commissioners. I hereby acknowledge that I understand that my choice of the Board of Fire and Police Commissioners serves as an irrevocable waiver of any and all rights to have the appeal heard through grievance arbitration.

Employee Name (Print)Date

Employee Name (Signature)Date

Labor Council Representative Date



MEMORANDUM

TO: Matt Walsh, Village Administrator
FROM: Thomas Gaertner, Fire Chief
DATE: March 23, 2026
RE: Approval of Contract: Garage Technologies, Inc. to Facilitate Sale of Truck 219

ISSUE

The River Forest Fire Department is requesting authority to enter into an agreement with Garage Technologies, Inc to facilitate the sale of its current ladder truck, Truck 219. The proceeds from the sale will be applied toward the recently approved purchase of a new Light Rescue Vehicle. This action will streamline the department's fleet, improve operational efficiency, enhance personnel safety, and significantly reduce vehicle maintenance and repair costs.

Under the proposed agreement, Garage Technologies, Inc, will serve as the facilitator to market and sell Truck 219 at a competitive price and present qualified buyer opportunities for Village Board consideration.

ANALYSIS

Garage Technologies Inc operates an online marketplace that connects public agencies with buyers and sellers of specialized municipal equipment. Staff became aware of this service through recommendations from other area fire chiefs that have used the service. A recent successful transaction involving Warrenville FPD further demonstrated its effectiveness.

While the service includes a 7% commission, staff believe the expanded market exposure will increase competition and result in a higher sale price for Truck 219, offsetting the associated cost.

The sale of Truck 219 is appropriate and recommended for the following reasons:

1. Application of Sale Proceeds Toward Light Rescue Vehicle

The Village Board has recently approved the purchase of a new Light Rescue Vehicle for the department. The funds generated from the sale of Truck 219 will be directly applied toward offsetting the cost of this acquisition. This approach allows the department to advance an approved capital purchase while responsibly managing public funds, minimizing the net fiscal impact to the Village.

2. Improved Operational Efficiency and Fleet Management

A streamlined fleet is a more efficient fleet. Replacing an aging, single-purpose ladder truck with a modern multi-function Quint apparatus, while simultaneously adding a Light Rescue Vehicle for lower-acuity calls, will allow the department to more precisely match its response resources to the demands of each incident. This right-sizing of the fleet reduces unnecessary apparatus deployment, improves response times, and enhances the overall effectiveness of fire department operations across the full spectrum of calls for service. I have had discussions with our neighboring mutual aid departments, and they would respond to our village whenever this type of vehicle may be needed as we wait for our delivery of the new quint.

5. Significant Reduction in Vehicle Maintenance and Repair Costs

Truck 219, as an aging aerial apparatus, requires increasingly costly maintenance and repairs to remain in serviceable condition. Aerial systems, specialized hydraulics, large diesel powertrains, and associated components demand expensive parts and specialized labor. I feel that the village can get a premium price in today's current market. With the long build times for new apparatus, this type of vehicle is in high demand. Removing Truck 219 from service will immediately eliminate the ongoing maintenance and repair costs associated with the vehicle.

RECOMMENDATION

It is the recommendation of the Fire Chief that the Village Board of River Forest authorize the Village Administrator to enter into an agreement with Garage Technologies, Inc to facilitate the sale of Ladder Truck 219.

If the Village Board approves, the appropriate motion would be:

I move to authorize the Village Administrator to enter into an agreement with Garage Technologies to facilitate the sale of Ladder Truck 219.

ATTACHMENT

- Service Agreement with Garage Technologies, Inc.



Garage Service Agreement

This Service Agreement (the "Agreement") is entered into as of 3/10/2026 by and between: Facilitator: Garage Technologies, Inc., a Delaware C Corporation, (hereinafter referred to as the "Facilitator")
Seller: _____, located at
_____ (hereinafter referred to as the "Seller")

Recitals:

WHEREAS, the Facilitator is acting as an intermediary to introduce potential buyers (collectively, the "Buyers") to the Seller for the purpose of facilitating the sale (the "Transaction") of all current and future listings of ambulances, fire apparatus, and other equipment listed on the Facilitator's platform (the "Equipment");

WHEREAS, the Seller acknowledges the valuable services provided by the Facilitator and desires to ensure that the Facilitator is compensated for these services;

NOW, THEREFORE, in consideration of the mutual covenants and promises herein contained, the parties hereto agree as follows:

1. Non-Circumvention

The Seller hereby irrevocably agrees not to directly or indirectly contact, deal with, or otherwise become involved in any transaction with any Buyer introduced by the Facilitator, without the involvement of the Facilitator.

2. Confidentiality

The parties agree that all information shared between them during the course of the Transaction shall be kept confidential and shall not be disclosed to any third party without prior written consent from the other parties.

3. Compensation

The Seller agrees that the Facilitator shall be entitled to a commission of 7 % of the Transaction's value upon the successful completion of any Transaction with a Buyer introduced by the Facilitator. The Facilitator's commission shall be paid within 30 days of the completion of the Transaction.

4. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of Illinois. Any disputes arising out of or in connection with this Agreement shall be resolved in the courts of Illinois State.

5. Entire Agreement

This Agreement constitutes the entire agreement between the parties with respect to the subject matter hereof and supersedes all prior or contemporaneous understandings or agreements, whether written or oral, regarding such subject matter.

6. Amendments

This Agreement may not be amended or modified except in writing signed by both parties.
IN WITNESS WHEREOF, the parties hereto have executed this Service Agreement as of the day and year first above written.

7. Scope and Term

This Agreement applies to all current and future Transactions between the Seller and any Buyer introduced by the Facilitator, and shall remain in effect until terminated by either party with thirty (30) days' written notice.

☐ Single Sale Exception — If checked, this Agreement applies solely to one (1) specific Transaction. Upon completion or abandonment of that Transaction, this Agreement shall automatically terminate.

Notwithstanding the foregoing, any provisions which by their nature should survive termination — including but not limited to confidentiality obligations and compensation earned before termination — shall survive.



The *Marketplace* for
Municipal Vehicles & Equipment

Facilitator: Garage Technologies, Inc.

Seller:

Signature:  Signed by:
5FE78AD734E64A7...

Signature: _____

Name: Lawrence Lembo

Name:

Title: Operations Manager

Title:

Date: 3/10/2026

Date:



Village of River Forest

MONTHLY FINANCE REPORT Fiscal Year 2026 through February 28, 2026

This report includes financial information for Fiscal Year 2026 through February 28, 2026, which represents 83.33% of the fiscal year. A revenue and expenditure report by fund and account and an investment report for February 2026 are attached.

GENERAL FUND

Revenues, Expenditures and Changes in Fund Balance Fiscal Year 2026 through February 28, 2026

	2026		Percent
	Budget	Actual	Rec/ Exp
REVENUES			
Taxes			
Property Taxes	\$7,937,975	\$3,767,727	47.46%
General Sales Taxes	2,636,379	2,527,857	95.88%
Non Home Rule Sales Tax	1,175,404	1,205,011	102.52%
Utility Taxes	694,044	534,832	77.06%
Restaurant Tax	191,476	162,558	84.90%
Telecommunications Tax	188,079	146,622	77.96%
Real Estate Transfer Tax	136,316	116,617	85.55%
Local Gasoline Tax	89,274	53,032	59.40%
Cannabis State Excise Tax	19,450	14,639	75.26%
Intergovernmental Revenue			
Personal Property Replacement Tax	222,259	178,793	80.44%
Use Tax	229,653	88,369	38.48%
State Income Taxes	2,088,790	1,807,955	86.56%
Licenses and Permits	1,227,693	1,188,928	96.84%
Charges for Services			
Garbage Collections	1,288,617	1,066,288	82.75%
Ambulance Fees	1,200,000	879,686	73.31%
Other Charges for Services	423,368	389,734	92.06%
Fines	315,324	206,371	65.45%
Investment Income	334,818	239,322	71.48%
Grants and Contributions	91,800	122,254	133.17%
Miscellaneous Revenues	555,768	221,826	39.91%
TOTAL REVENUES	\$21,046,487	\$14,918,421	70.88%
EXPENDITURES			
Administration	\$ 2,305,280	\$ 1,867,563	81.01%
E911	478,080	515,153	107.75%
Boards & Commissions	57,884	56,147	97.00%
Building and Development	617,491	474,803	76.89%
Legal Services	208,000	116,767	56.14%
Police Department	8,064,786	5,865,747	72.73%
Fire Department	6,378,242	4,404,351	69.05%
Public Works	3,139,268	2,552,443	81.31%
TOTAL EXPENDITURES	\$21,249,031	\$15,852,974	74.61%
NET CHANGE IN FUND BALANCE	(\$202,544)	(\$934,553)	

Revenues

Fiscal year-to-date revenue collections are at 70.88%. Property Tax Revenue is at 47.46%. The 2nd installment tax bills for the 2024 levy are normally due in August, but bills were delayed. The bills were due on December 15th. The Village received a portion of the allocations from the county in January and February, with still more distributions expected in March. The 1st installment of the 2025 tax levy is due April 1, 2026. Sales tax and non-home rule sales tax revenues are for February through November of 2025 and are above projections. These taxes are 3 months in arrears. The changes made to how collections are distributed are part of the reason for this increase. Inflation rates in recent months have continued to slow. Staff continues to monitor this and will make adjustments as needed as economic conditions change.

Use tax is below projections and is expected to continue to decrease. As sales tax and non-home rules sales tax collections are seeing increases, use tax collections are seeing large reductions due to how it is being distributed. Use tax was distributed per capita but this was changed January 1, 2025. It is now based on the jurisdiction where the item is shipped or delivered. The impact on this revenue will affect future budget projections. Real Estate Transfer Tax revenues are based on the timing of real estate sales and the housing market. Utility tax payments are typically elevated during the warmer summer (electric) and cooler winter (gas) months and vary based on weather conditions. The Cannabis State Excise taxes are below projections. These revenues are to be used for public safety initiatives.

Income tax receipts continue to exceed projections. This has been fueled by the labor market and extraordinary corporate income tax collections. The payment received in February is for January 2026 collections. We continue to see higher revenue collections each month. The local gasoline tax is below what has been projected. License and permit revenue includes spring building permit activity. Vehicle license renewals were due July 14th. Past due notices were sent out to residents who still have not purchased the 2025 vehicle sticker. Citations were issued in December to all outstanding non-compliant vehicles. Revenue from Ambulance billings is included in charges for services. Increases in this revenue source are due to the Ground Emergency Medical Transportation (GEMT) reimbursement program that the Village now participates in.

Expenditures

Expenditures are at 74.61% of the budgeted amount. Salaries and benefits, except for overtime, include payment for services rendered through the end of the month. All expenditures except E911 and Boards & Commissions are closely in line with projections or below projections because there is about a month's lag between the time that goods are received or services are performed, and when the vendor payment is made for the goods or services. E911 expenditures include payments to West Suburban Consolidated Dispatch Center for the Village's contributions through March 2026. Boards & Commissions include expenditures for Police and Fire applicant testing. Payments made after April 30th for goods received and services performed prior to May 1st were posted to the prior fiscal year.

WATER AND SEWER FUND

Water and Sewer revenues are slightly above projections. This is due to water consumption and weather conditions. Overall expenses are in line with projections or below. There is a one-month lag in payments to the City of Chicago for FY 2026 water usage. Debt Service expenses include the May and November payments on all debt service.

Revenues, Expenditures and Changes in Net Position Fiscal Year 2026 through February 28, 2026

	2026		Percent
	Budget	Actual	Rec/Exp
Operating Revenues			
Permit Fees	\$ 29,055	\$ 17,150	59.03%
Water Sales	3,615,981	3,058,618	84.59%
Sewer Sales	2,172,804	1,818,450	83.69%
Water Penalties	33,000	31,955	96.83%
Miscellaneous	133,456	128,799	96.51%
Grants	750,000	-	0.00%
Total Operating Revenues	\$ 6,734,296	\$ 5,054,972	75.06%
Operating Expenses			
Salaries and Benefits	\$ 1,353,112	\$ 1,150,677	85.04%
Contractual Services	648,189	524,186	80.87%
Water From Chicago	2,066,254	1,570,095	75.99%
Materials and Supplies	78,520	64,170	81.72%
Depreciation/Debt Service	1,394,437	1,019,437	73.11%
Transfer to CERF	117,226	97,688	83.33%
Operating Expenses including Depreciation	\$ 5,657,738	\$ 4,426,253	78.23%
Operating Revenues over Operating Exp	\$ 1,076,558	\$ 628,719	
Capital Improvements	\$ (1,257,500)	(942,156)	74.92%
Total Revenues over Expenses	\$ (180,942)	\$ (313,437)	

REVENUES AND EXPENDITURES VS. BUDGET – OTHER FUNDS

Fund #	Fund	Revenues			Expenditures		
		2026 Budget	2026 YTD Actual	% Rec	2026 Budget	2026 YTD Actual	% Exp
03	Motor Fuel Tax	\$ 550,830	\$ 485,910	88.21%	\$ 613,630	\$ 250,074	40.75%
05	Debt Service Fund	\$ 596,551	\$ 445,509	74.68%	\$ 603,060	\$ 602,609	99.93%
13	Cap Equipmnt Replcmnt	\$ 759,078	\$ 689,963	90.89%	\$ 1,193,738	\$ 716,159	59.99%
14	Capital Improvement	\$ 2,067,531	\$ 936,392	45.29%	\$ 2,043,862	\$ 1,432,346	70.08%
31	TIF-Madison	\$ 939,479	\$ 477,845	50.86%	\$ 377,950	\$ 54,036	14.30%
32	TIF-North	\$ 791,307	\$ 516,570	65.28%	\$ 476,885	\$ 14,926	3.13%
35	Infrastructure Imp Bond	\$ 10,000	\$ 611,323	6113.23%	\$ 300,000	\$ 293,882	97.96%

CASH AND INVESTMENTS

Fund #	Fund	Cash and Money Markets	IMET Convenience Fund	Investments	Total
1	General	\$ 2,085,683	\$ 63,817	\$ 4,514,469	\$ 6,663,969
3	Motor Fuel Tax	\$ 549,342	\$ -	\$ 231,900	\$ 781,242
5	Debt Service Fund	\$ 140,655	\$ -	\$ -	\$ 140,655
13	Capital Equip Replacemen	\$ 1,475,174	\$ 278,301	\$ 3,825,697	\$ 5,579,172
14	Capital Improvement	\$ 117	\$ -	\$ 446,515	\$ 446,632
31	TIF-Madison Street	\$ 3,203,365	\$ -	\$ -	\$ 3,203,365
32	TIF- North Avenue	\$ 2,182,132	\$ -	\$ -	\$ 2,182,132
35	Infrastructure Imp Bond	\$ 686,603	\$ -	\$ -	\$ 686,603
2	Water & Sewer	\$ 2,063,088	\$ 207,860	\$ 975,380	\$ 3,246,328
Total		\$ 12,386,159	\$ 549,978	\$ 9,993,961	\$ 22,930,098

FEBRUARY 2026 FINANCE ACTIVITIES

1. FY 2027 department budgets were reviewed and finalized.
2. Three year projections were prepared for General, Water and Sewer and Capital Improvement Funds.
3. Staff began preparing the FY 2027 Budget document.
4. 2026 series GO Bonds were issued for \$600,000 on February 11, 2026.

General Ledger

Village of River Forest

User: rmcadams
 Printed: 3/17/2026 11:01:28 AM
 Period 10 - 10
 Fiscal Year 2026



Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% ExpCol
01	General Fund							
00								
01-00-00-41-1000	Property Tax-Prior Years	3,874,719.00	1,212,461.03	142,369.00	2,697,634.64	3,767,726.67	106,992.33	97.24
01-00-00-41-1021	Property Tax-Current Year	4,063,256.00	0.00	0.00	0.00	0.00	4,063,256.00	0.00
	Property Taxes	7,937,975.00	1,212,461.03	142,369.00	2,697,634.64	3,767,726.67	4,170,248.33	47.46
01-00-00-41-1150	Replacement Tax	222,259.00	178,793.13	0.00	0.00	178,793.13	43,465.87	80.44
01-00-00-41-1190	Restaurant Tax	191,476.00	146,626.13	0.00	15,931.36	162,557.49	28,918.51	84.90
01-00-00-41-1200	Sales Tax	2,636,379.00	2,265,536.89	0.00	262,319.82	2,527,856.71	108,522.29	95.88
01-00-00-41-1205	State Use Tax	229,653.00	81,471.76	0.00	6,897.65	88,369.41	141,283.59	38.48
01-00-00-41-1210	Non-Home Rule Sales Tax	1,175,404.00	1,074,942.18	0.00	130,068.53	1,205,010.71	-29,606.71	102.52
01-00-00-41-1250	Income Tax	2,088,790.00	1,629,325.76	0.00	178,629.39	1,807,955.15	280,834.85	86.56
01-00-00-41-1450	Transfer Tax	136,316.00	107,497.51	0.00	9,119.00	116,616.51	19,699.49	85.55
01-00-00-41-1460	Communication Tax	188,079.00	131,332.37	0.00	15,290.00	146,622.37	41,456.63	77.96
01-00-00-41-1475	Utility Tax Elec	435,520.00	310,572.39	0.00	40,033.12	350,605.51	84,914.49	80.50
01-00-00-41-1480	Utility Tax Gas	258,524.00	145,864.97	0.00	38,361.11	184,226.08	74,297.92	71.26
01-00-00-41-1490	Local Gasoline Tax	89,274.00	47,938.95	0.00	5,093.54	53,032.49	36,241.51	59.40
01-00-00-41-1600	Cannabis State Excise Tax	19,450.00	13,226.06	0.00	1,413.18	14,639.24	4,810.76	75.27
	Other Taxes	7,671,124.00	6,133,128.10	0.00	703,156.70	6,836,284.80	834,839.20	89.12
01-00-00-42-2115	Pet Licenses	2,000.00	760.00	0.00	10.00	770.00	1,230.00	38.50
01-00-00-42-2120	Vehicle Licenses	290,000.00	281,309.00	42.50	5,594.50	286,861.00	3,139.00	98.92
01-00-00-42-2345	Contractor's License Fees	109,440.00	78,125.00	125.00	7,812.50	85,812.50	23,627.50	78.41
01-00-00-42-2350	Business Licenses	25,000.00	6,351.50	12.50	137.50	6,476.50	18,523.50	25.91
01-00-00-42-2355	Tent Licenses	300.00	60.00	0.00	0.00	60.00	240.00	20.00
01-00-00-42-2360	Building Permits	525,000.00	541,216.56	0.00	29,998.50	571,215.06	-46,215.06	108.80
01-00-00-42-2361	Plumbing Permits	28,293.00	18,905.00	0.00	1,500.00	20,405.00	7,888.00	72.12
01-00-00-42-2362	Electrical Permits	30,000.00	21,662.75	0.00	1,903.75	23,566.50	6,433.50	78.56
01-00-00-42-2364	Reinspection Fees	10,000.00	2,400.00	0.00	825.00	3,225.00	6,775.00	32.25
01-00-00-42-2365	Bonfire Permits	60.00	60.00	0.00	0.00	60.00	0.00	100.00
01-00-00-42-2366	Beekeeping Permit	150.00	0.00	0.00	0.00	0.00	150.00	0.00
01-00-00-42-2368	Solicitors Permits	1,200.00	650.00	0.00	0.00	650.00	550.00	54.17
01-00-00-42-2369	Zoning Variation Fee	3,750.00	250.00	0.00	0.00	250.00	3,500.00	6.67

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% ExpCol
01-00-00-42-2370	Film Crew License	15,500.00	8,000.00	0.00	0.00	8,000.00	7,500.00	51.61
01-00-00-42-2520	Liquor Licenses	27,000.00	26,300.00	0.00	2,700.00	29,000.00	-2,000.00	107.41
01-00-00-42-2570	CableVideo Svc Provider Fees	160,000.00	114,502.09	0.00	38,074.03	152,576.12	7,423.88	95.36
	Licenses & Permits	1,227,693.00	1,100,551.90	180.00	88,555.78	1,188,927.68	38,765.32	96.84
01-00-00-43-3065	Police Reports	2,400.00	2,195.00	0.00	205.00	2,400.00	0.00	100.00
01-00-00-43-3070	Fire Reports	500.00	150.00	0.00	0.00	150.00	350.00	30.00
01-00-00-43-3180	Garbage Collection	1,288,617.00	935,428.17	33.10	130,892.78	1,066,287.85	222,329.15	82.75
01-00-00-43-3185	Penalties on Garbage Fees	8,384.00	6,076.13	76.00	664.94	6,665.07	1,718.93	79.50
01-00-00-43-3200	Metra Daily Parking	26,700.00	32,000.10	0.00	3,183.07	35,183.17	-8,483.17	131.77
01-00-00-43-3220	Parking Lot Permit Fees	107,254.00	64,961.41	0.00	32,436.01	97,397.42	9,856.58	90.81
01-00-00-43-3225	Administrative Towing Fees	124,000.00	107,000.00	0.00	19,000.00	126,000.00	-2,000.00	101.61
01-00-00-43-3230	Animal Release Fees	800.00	4,115.00	4,115.00	0.00	0.00	800.00	0.00
01-00-00-43-3515	NSF Fees	200.00	0.00	0.00	0.00	0.00	200.00	0.00
01-00-00-43-3530	5050 Sidewalk Program	10,000.00	5,490.00	0.00	0.00	5,490.00	4,510.00	54.90
01-00-00-43-3536	Elevator Inspection Fees	4,450.00	1,080.00	0.00	0.00	1,080.00	3,370.00	24.27
01-00-00-43-3537	Elevator Reinspection Fees	400.00	450.00	0.00	100.00	550.00	-150.00	137.50
01-00-00-43-3540	ROW Encroachment Fees	1,000.00	100.00	0.00	100.00	200.00	800.00	20.00
01-00-00-43-3550	Ambulance Fees	1,200,000.00	838,751.14	27,294.97	68,229.92	879,686.09	320,313.91	73.31
01-00-00-43-3551	Cell Tower Fees	2,400.00	2,400.00	0.00	0.00	2,400.00	0.00	100.00
01-00-00-43-3552	Public Safety Impact Fees	50,000.00	33,500.00	0.00	0.00	33,500.00	16,500.00	67.00
01-00-00-43-3554	CPR Fees	8,000.00	1,580.00	0.00	0.00	1,580.00	6,420.00	19.75
01-00-00-43-3557	Car Fire & Extrication Fee	500.00	0.00	0.00	0.00	0.00	500.00	0.00
01-00-00-43-3558	Fire Suppression System IROL	0.00	390.00	0.00	60.00	450.00	-450.00	0.00
01-00-00-43-3560	State Highway Maintenance	76,380.00	57,285.00	0.00	19,403.25	76,688.25	-308.25	100.40
	Charges for Services	2,911,985.00	2,092,951.95	31,519.07	274,274.97	2,335,707.85	576,277.15	80.21
01-00-00-44-4230	Police Tickets	200,000.00	144,431.38	0.00	13,371.66	157,803.04	42,196.96	78.90
01-00-00-44-4240	Automated Traffic Enf Fines	15,499.00	0.00	0.00	0.00	0.00	15,499.00	0.00
01-00-00-44-4245	EV Charging Station Overstay	40,000.00	6,228.94	0.00	993.81	7,222.75	32,777.25	18.06
01-00-00-44-4300	Local Ordinance Tickets	5,160.00	7,236.88	0.00	2,145.00	9,381.88	-4,221.88	181.82
01-00-00-44-4430	Court Fines	45,730.00	25,055.35	0.00	5,064.71	30,120.06	15,609.94	65.86
01-00-00-44-4435	DUI Fines	2,486.00	86.74	0.00	113.17	199.91	2,286.09	8.04
01-00-00-44-4436	Drug Forfeiture Revenue	2,233.00	0.00	0.00	0.00	0.00	2,233.00	0.00
01-00-00-44-4439	Article 36 Forfeited Funds	1,716.00	-106.40	0.00	1,750.04	1,643.64	72.36	95.78
01-00-00-44-4440	Building Construction Citation	2,500.00	0.00	0.00	0.00	0.00	2,500.00	0.00
	Fines & Forfeits	315,324.00	182,932.89	0.00	23,438.39	206,371.28	108,952.72	65.45
01-00-00-45-5100	Interest	334,818.00	209,882.41	0.00	7,911.33	217,793.74	117,024.26	65.05

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% ExpCol
01-00-00-45-5200	Net Change in Fair Value	0.00	19,348.66	0.00	2,179.65	21,528.31	-21,528.31	0.00
	Interest	334,818.00	229,231.07	0.00	10,090.98	239,322.05	95,495.95	71.48
01-00-00-46-6410	Miscellaneous	10,000.00	68,002.04	0.00	9,054.00	77,056.04	-67,056.04	770.56
01-00-00-46-6411	Miscellaneous Public Safety	6,000.00	670.00	0.00	0.00	670.00	5,330.00	11.17
01-00-00-46-6412	Reimbursements-Crossing Guards	109,077.00	0.00	0.00	0.00	0.00	109,077.00	0.00
01-00-00-46-6415	Reimbursement of Expenses	2,500.00	0.00	0.00	0.00	0.00	2,500.00	0.00
01-00-00-46-6417	IRMA Reimbursements	50,000.00	11,903.15	0.00	4,147.06	16,050.21	33,949.79	32.10
01-00-00-46-6418	IPBC Rebate	22,000.00	0.00	0.00	35,140.00	35,140.00	-13,140.00	159.73
01-00-00-46-6510	T-Mobile Lease	39,960.00	29,970.00	0.00	3,330.00	33,300.00	6,660.00	83.33
01-00-00-46-6511	WSCDC Rental Income	65,231.00	54,085.18	0.00	5,524.71	59,609.89	5,621.11	91.38
01-00-00-46-8001	IRMA Excess	250,000.00	0.00	0.00	0.00	0.00	250,000.00	0.00
	Miscellaneous	554,768.00	164,630.37	0.00	57,195.77	221,826.14	332,941.86	39.99
01-00-00-46-6521	Law Enforcement Training Reimb	14,400.00	3,575.00	0.00	17,875.00	21,450.00	-7,050.00	148.96
01-00-00-46-6524	ISEARCH Grant	9,000.00	0.00	0.00	0.00	0.00	9,000.00	0.00
01-00-00-46-6525	Bullet Proof Vest Reimb-DOJ	4,500.00	4,561.18	0.00	960.74	5,521.92	-1,021.92	122.71
01-00-00-46-6528	IDOT Traffic Safety Grant	28,000.00	0.00	0.00	0.00	0.00	28,000.00	0.00
01-00-00-46-6532	Grants	20,000.00	84,192.63	0.00	3,157.37	87,350.00	-67,350.00	436.75
01-00-00-46-6536	IRMA Fire Equipment Grant	4,900.00	5,941.05	0.00	0.00	5,941.05	-1,041.05	121.25
01-00-00-46-6615	MABAS Grant	3,000.00	0.00	0.00	0.00	0.00	3,000.00	0.00
01-00-00-46-6620	State Fire Marshal Training	8,000.00	1,991.08	0.00	0.00	1,991.08	6,008.92	24.89
	Grants & Contributions	91,800.00	100,260.94	0.00	21,993.11	122,254.05	-30,454.05	133.17
01-00-00-48-8000	Sale of Property	1,000.00	0.00	0.00	0.00	0.00	1,000.00	0.00
	Other Financing Sources	<u>1,000.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>1,000.00</u>	<u>0.00</u>
00		<u>21,046,487.00</u>	<u>11,216,148.25</u>	<u>174,068.07</u>	<u>3,876,340.34</u>	<u>14,918,420.52</u>	<u>6,128,066.48</u>	<u>70.88</u>
	Revenue	21,046,487.00	11,216,148.25	174,068.07	3,876,340.34	14,918,420.52	6,128,066.48	70.88
10	Administration							
01-10-00-51-0200	Salaries Regular	830,666.00	607,628.50	67,418.65	0.00	675,047.15	155,618.85	81.27
01-10-00-51-1700	Overtime	500.00	0.00	0.00	0.00	0.00	500.00	0.00
	Personal Services	831,166.00	607,628.50	67,418.65	0.00	675,047.15	156,118.85	81.22
01-10-00-52-0100	ICMA Retirement	9,000.00	4,218.75	843.74	0.00	5,062.49	3,937.51	56.25

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% ExpCol
01-10-00-52-0320	Contract							
01-10-00-52-0320	FICA	48,299.00	35,442.36	4,141.11	0.00	39,583.47	8,715.53	81.96
01-10-00-52-0325	Medicare	12,052.00	8,956.36	968.40	0.00	9,924.76	2,127.24	82.35
01-10-00-52-0330	IMRF	55,342.00	39,433.00	5,211.89	0.00	44,644.89	10,697.11	80.67
01-10-00-52-0350	Employee Assistance Program	2,026.00	1,887.93	4.17	0.00	1,892.10	133.90	93.39
01-10-00-52-0375	Fringe Benefits	8,904.00	6,678.00	742.00	0.00	7,420.00	1,484.00	83.33
01-10-00-52-0400	Health Insurance	88,562.00	64,493.22	9,827.59	1,156.42	73,164.39	15,397.61	82.61
01-10-00-52-0420	Health Insurance - Retirees	0.00	0.00	807.28	807.28	0.00	0.00	0.00
01-10-00-52-0425	Life Insurance	623.00	368.98	333.61	291.75	410.84	212.16	65.95
01-10-00-52-0430	VEBA Contributions	16,929.00	13,307.26	300.00	0.00	13,607.26	3,321.74	80.38
01-10-00-52-0500	Wellness Program	10,000.00	12,017.14	0.00	0.00	12,017.14	-2,017.14	120.17
	Benefits	251,737.00	186,803.00	23,179.79	2,255.45	207,727.34	44,009.66	82.52
01-10-00-53-0200	Communications	34,331.00	27,299.85	3,387.82	0.00	30,687.67	3,643.33	89.39
01-10-00-53-0300	Audit Services	25,682.00	21,899.51	0.00	0.00	21,899.51	3,782.49	85.27
01-10-00-53-0350	Actuarial Services	5,610.00	5,610.00	0.00	0.00	5,610.00	0.00	100.00
01-10-00-53-0380	Consulting Services	104,750.00	78,555.93	9,171.45	6.45	87,720.93	17,029.07	83.74
01-10-00-53-0410	IT Support	263,502.00	209,077.54	14,159.88	162.00	223,075.42	40,426.58	84.66
01-10-00-53-0425	Vehicle Sticker Program	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01-10-00-53-0429	Vehicle Sticker Program	24,763.00	24,772.95	0.00	0.00	24,772.95	-9.95	100.04
01-10-00-53-1100	Health Inspection Services	20,000.00	10,499.67	2,709.40	0.00	13,209.07	6,790.93	66.05
01-10-00-53-1250	Unemployment Claims	5,000.00	0.00	0.00	0.00	0.00	5,000.00	0.00
01-10-00-53-2100	Bank Fees	15,444.00	7,441.04	726.06	300.41	7,866.69	7,577.31	50.94
01-10-00-53-2200	Liability Insurance	504,267.00	365,661.06	52,730.58	0.00	418,391.64	85,875.36	82.97
01-10-00-53-2250	IRMA Liability	10,000.00	24,046.69	0.00	0.00	24,046.69	-14,046.69	240.47
	Deductible							
01-10-00-53-3300	Maint of Office Equipment	11,549.00	7,553.93	0.00	0.00	7,553.93	3,995.07	65.41
01-10-00-53-4100	Training	7,500.00	55.00	244.64	0.00	299.64	7,200.36	4.00
01-10-00-53-4150	Tuition Reimbursement	35,745.00	13,226.00	0.00	0.00	13,226.00	22,519.00	37.00
01-10-00-53-4250	Travel & Meeting	9,425.00	3,668.24	50.00	15.00	3,703.24	5,721.76	39.29
01-10-00-53-4300	Dues & Subscriptions	27,382.00	35,062.09	205.25	0.00	35,267.34	-7,885.34	128.80
01-10-00-53-4350	Printing	8,150.00	112.08	0.00	0.00	112.08	8,037.92	1.38
01-10-00-53-4400	Medical & Screening	1,500.00	0.00	0.00	0.00	0.00	1,500.00	0.00
01-10-00-53-5300	AdvertisingLegal Notice	6,000.00	3,108.50	0.00	0.00	3,108.50	2,891.50	51.81
01-10-00-53-5600	Community and Emp Programs	65,930.00	43,180.09	1,211.88	0.00	44,391.97	21,538.03	67.33
	Contractual Services	1,186,530.00	880,830.17	84,596.96	483.86	964,943.27	221,586.73	81.32
01-10-00-54-0100	Office Supplies	25,235.00	11,820.27	229.45	0.00	12,049.72	13,185.28	47.75
01-10-00-54-0150	Office Equipment	2,000.00	0.00	0.00	0.00	0.00	2,000.00	0.00
01-10-00-54-0600	Operating Supplies	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01-10-00-54-1300	Postage	8,612.00	7,102.25	1,000.00	306.49	7,795.76	816.24	90.52
	Materials & Supplies	35,847.00	18,922.52	1,229.45	306.49	19,845.48	16,001.52	55.36

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% ExpCol
10	Administration	2,305,280.00	1,694,184.19	176,424.85	3,045.80	1,867,563.24	437,716.76	81.01
14	E911							
01-14-00-53-0410	IT Support	7,500.00	6,271.00	0.00	0.00	6,271.00	1,229.00	83.61
01-14-00-53-3100	Maintenance of Equipment	0.00	1,475.00	0.00	0.00	1,475.00	-1,475.00	0.00
01-14-00-53-4275	WSCDC Contribution	470,580.00	327,117.64	180,289.04	0.00	507,406.68	-36,826.68	107.83
	Contractual Services	478,080.00	334,863.64	180,289.04	0.00	515,152.68	-37,072.68	107.75
14	E911	478,080.00	334,863.64	180,289.04	0.00	515,152.68	-37,072.68	107.75
15	Boards and Commissions							
01-15-00-52-0320	FICA	157.00	143.17	2.20	0.00	145.37	11.63	92.59
01-15-00-52-0325	Medicare	37.00	33.48	0.52	0.00	34.00	3.00	91.89
01-15-00-52-0330	IMRF	190.00	174.08	2.79	0.00	176.87	13.13	93.09
01-15-00-52-0375	Fringe Benefits	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Benefits	384.00	350.73	5.51	0.00	356.24	27.76	92.77
01-15-00-53-0380	Consulting Services	10,000.00	7,017.50	0.00	0.00	7,017.50	2,982.50	70.18
01-15-00-53-0400	Secretarial Services	2,520.00	2,308.80	35.52	0.00	2,344.32	175.68	93.03
01-15-00-53-0420	Legal Services	10,000.00	4,136.00	1,335.01	0.00	5,471.01	4,528.99	54.71
01-15-00-53-4100	Training	500.00	500.00	0.00	0.00	500.00	0.00	100.00
01-15-00-53-4250	Travel & Meeting	6,700.00	2,259.92	0.00	0.00	2,259.92	4,440.08	33.73
01-15-00-53-4300	Dues & Subscriptions	7,530.00	5,831.00	0.00	0.00	5,831.00	1,699.00	77.44
01-15-00-53-4400	Medical & Screening	4,000.00	5,075.00	0.00	0.00	5,075.00	-1,075.00	126.88
01-15-00-53-4450	Testing	8,000.00	16,407.98	0.00	0.00	16,407.98	-8,407.98	205.10
01-15-00-53-5300	AdvertisingLegal Notice	5,500.00	6,295.85	0.00	0.00	6,295.85	-795.85	114.47
	Contractual Services	54,750.00	49,832.05	1,370.53	0.00	51,202.58	3,547.42	93.52
01-15-00-54-0100	Office Supplies	250.00	588.00	0.00	0.00	588.00	-338.00	235.20
01-15-00-54-1300	Postage	2,500.00	4,000.00	0.00	0.00	4,000.00	-1,500.00	160.00
	Materials & Supplies	2,750.00	4,588.00	0.00	0.00	4,588.00	-1,838.00	166.84
15	Boards and Commissions	57,884.00	54,770.78	1,376.04	0.00	56,146.82	1,737.18	97.00
20	Building and Development							
01-20-00-51-0200	Full-Time Salaries	319,700.00	236,124.27	26,183.85	0.00	262,308.12	57,391.88	82.05
01-20-00-51-1700	Overtime	500.00	0.00	0.00	0.00	0.00	500.00	0.00
01-20-00-51-1950	Insurance Refusal Reimbursemnt	1,200.00	900.00	100.00	0.00	1,000.00	200.00	83.33
	Personal Services	321,400.00	237,024.27	26,283.85	0.00	263,308.12	58,091.88	81.93

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% ExpCol
01-20-00-52-0320	FICA	19,852.00	14,492.18	1,589.76	0.00	16,081.94	3,770.06	81.01
01-20-00-52-0325	Medicare	4,643.00	3,389.42	371.80	0.00	3,761.22	881.78	81.01
01-20-00-52-0330	IMRF	22,918.00	16,542.40	1,998.69	0.00	18,541.09	4,376.91	80.90
01-20-00-52-0375	Fringe Benefits	1,824.00	1,368.00	152.00	0.00	1,520.00	304.00	83.33
01-20-00-52-0400	Health Insurance	52,332.00	38,841.17	4,974.29	609.00	43,206.46	9,125.54	82.56
01-20-00-52-0425	Life Insurance	137.00	64.38	54.52	48.04	70.86	66.14	51.72
01-20-00-52-0430	VEBA Contributions	7,658.00	5,400.03	0.00	0.00	5,400.03	2,257.97	70.51
	Benefits	109,364.00	80,097.58	9,141.06	657.04	88,581.60	20,782.40	81.00
01-20-00-53-0370	Professional Services	15,183.00	8,048.08	36.01	0.00	8,084.09	7,098.91	53.24
01-20-00-53-0371	Recorder's Office Fees	1,000.00	0.00	0.00	0.00	0.00	1,000.00	0.00
01-20-00-53-1300	Inspection Services	76,500.00	48,112.00	0.00	0.00	48,112.00	28,388.00	62.89
01-20-00-53-1305	Plan Review Services	87,000.00	53,873.30	11,764.20	0.00	65,637.50	21,362.50	75.45
01-20-00-53-3200	Vehicle Maintenance	500.00	51.05	0.00	0.00	51.05	448.95	10.21
01-20-00-53-4100	Training	4,000.00	0.00	0.00	0.00	0.00	4,000.00	0.00
01-20-00-53-4300	Dues & Subscriptions	60.00	0.00	0.00	0.00	0.00	60.00	0.00
	Contractual Services	184,243.00	110,084.43	11,800.21	0.00	121,884.64	62,358.36	66.15
01-20-00-54-0100	Office Supplies	500.00	0.00	0.00	0.00	0.00	500.00	0.00
01-20-00-54-0150	Office Equipment	150.00	0.00	0.00	0.00	0.00	150.00	0.00
01-20-00-54-0200	Gas & Oil	100.00	0.00	0.00	0.00	0.00	100.00	0.00
01-20-00-54-0600	Operating Supplies	500.00	0.00	0.00	0.00	0.00	500.00	0.00
	Materials & Supplies	1,250.00	0.00	0.00	0.00	0.00	1,250.00	0.00
01-20-00-57-5013	Transfer to CERF	1,234.00	925.47	102.83	0.00	1,028.30	205.70	83.33
	Other Financing Uses	1,234.00	925.47	102.83	0.00	1,028.30	205.70	83.33
20	Building and Development	617,491.00	428,131.75	47,327.95	657.04	474,802.66	142,688.34	76.89
30	Legal Services							
01-30-00-53-0420	Labor and Employment Legal Svc	25,000.00	9,420.00	385.00	0.00	9,805.00	15,195.00	39.22
01-30-00-53-0425	Village Attorney	165,000.00	84,898.77	10,058.70	0.00	94,957.47	70,042.53	57.55
01-30-00-53-0426	Village Prosecutor	18,000.00	10,504.60	1,500.00	0.00	12,004.60	5,995.40	66.69
	Contractual Services	208,000.00	104,823.37	11,943.70	0.00	116,767.07	91,232.93	56.14
30	Legal Services	208,000.00	104,823.37	11,943.70	0.00	116,767.07	91,232.93	56.14
40	Police Department							
01-40-00-51-0100	Salaries Sworn	3,401,444.00	2,526,666.17	273,061.42	0.00	2,799,727.59	601,716.41	82.31
01-40-00-51-0200	Salaries Regular	134,415.00	107,030.35	11,790.02	0.00	118,820.37	15,594.63	88.40
01-40-00-51-1500	Specialist Pay	37,260.00	28,890.00	3,344.25	0.00	32,234.25	5,025.75	86.51
01-40-00-51-1600	Holiday Pay	151,008.00	89,194.72	0.00	0.00	89,194.72	61,813.28	59.07
01-40-00-51-1700	Overtime	387,600.00	324,084.03	43,015.17	0.00	367,099.20	20,500.80	94.71

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% ExpCol
01-40-00-51-1727	IDOT STEP Overtime	28,000.00	2,902.66	0.00	0.00	2,902.66	25,097.34	10.37
01-40-00-51-1800	Educational Incentives	36,500.00	750.00	0.00	0.00	750.00	35,750.00	2.05
01-40-00-51-1950	Insurance Refusal Reim	1,800.00	1,000.00	75.00	0.00	1,075.00	725.00	59.72
01-40-00-51-3000	Part-Time Salaries	60,808.00	17,650.96	3,501.84	0.00	21,152.80	39,655.20	34.79
	Personal Services	4,238,835.00	3,098,168.89	334,787.70	0.00	3,432,956.59	805,878.41	80.99
01-40-00-52-0320	FICA	12,104.00	7,671.56	932.70	0.00	8,604.26	3,499.74	71.09
01-40-00-52-0325	Medicare	61,031.00	43,282.39	4,665.72	0.00	47,948.11	13,082.89	78.56
01-40-00-52-0330	IMRF	13,059.00	9,207.05	1,211.09	41.84	10,376.30	2,682.70	79.46
01-40-00-52-0375	Fringe Benefits	2,640.00	1,620.00	180.00	0.00	1,800.00	840.00	68.18
01-40-00-52-0400	Health Insurance	464,357.00	329,806.76	44,393.81	6,300.84	367,899.73	96,457.27	79.23
01-40-00-52-0420	Health Insurance - Retirees	100,990.00	76,477.75	20,103.81	13,164.44	83,417.12	17,572.88	82.60
01-40-00-52-0425	Life Insurance	2,206.00	993.59	802.31	693.28	1,102.62	1,103.38	49.98
01-40-00-52-0430	VEBA Contributions	69,782.00	107,931.46	0.00	0.00	107,931.46	-38,149.46	154.67
01-40-00-53-0009	Contribution to Police Pension	2,039,631.00	264,052.67	686,253.03	0.00	950,305.70	1,089,325.30	46.59
	Benefits	2,765,800.00	841,043.23	758,542.47	20,200.40	1,579,385.30	1,186,414.70	57.10
01-40-00-53-0200	Communications	9,882.00	4,112.73	513.74	0.00	4,626.47	5,255.53	46.82
01-40-00-53-0385	Administrative Adjudication	34,800.00	25,746.48	600.00	0.00	26,346.48	8,453.52	75.71
01-40-00-53-0410	IT Support	69,190.00	51,800.96	773.76	0.00	52,574.72	16,615.28	75.99
01-40-00-53-0430	Animal Control	3,860.00	3,089.99	0.00	0.00	3,089.99	770.01	80.05
01-40-00-53-3010	Equipment Lease	32,487.00	0.00	0.00	0.00	0.00	32,487.00	0.00
01-40-00-53-3100	Maint of Equipment	42,405.00	22,186.59	341.98	0.00	22,528.57	19,876.43	53.13
01-40-00-53-3200	Maintenance of Vehicles	65,000.00	58,707.40	9,422.79	0.00	68,130.19	-3,130.19	104.82
01-40-00-53-3600	Maintenance of Buildings	1,000.00	36.07	0.00	0.00	36.07	963.93	3.61
01-40-00-53-4100	Training	50,550.00	33,504.74	4,565.00	0.00	38,069.74	12,480.26	75.31
01-40-00-53-4200	Community Support Services	275,309.00	156,406.55	15,091.40	0.00	171,497.95	103,811.05	62.29
01-40-00-53-4250	Travel & Meeting	13,100.00	2,244.79	5,900.00	0.00	8,144.79	4,955.21	62.17
01-40-00-53-4300	Dues & Subscriptions	14,020.00	10,787.38	300.00	0.00	11,087.38	2,932.62	79.08
01-40-00-53-4350	Printing	7,725.00	7,861.11	60.23	327.50	7,593.84	131.16	98.30
01-40-00-53-4400	Medical & Screening	12,540.00	5,911.00	6,290.00	0.00	12,201.00	339.00	97.30
01-40-00-53-5400	Damage Claims	5,000.00	15,058.34	1,782.06	0.00	16,840.40	-11,840.40	336.81
	Contractual Services	636,868.00	397,454.13	45,640.96	327.50	442,767.59	194,100.41	69.52
01-40-00-54-0100	Office Supplies	9,500.00	10,411.77	1,021.47	4,600.00	6,833.24	2,666.76	71.93
01-40-00-54-0150	Equipment	29,450.00	89,835.00	0.00	0.00	89,835.00	-60,385.00	305.04
01-40-00-54-0200	Gas & Oil	59,195.00	37,098.79	4,509.48	0.00	41,608.27	17,586.73	70.29
01-40-00-54-0300	Uniforms Sworn Personnel	57,750.00	65,582.32	3,350.80	1,223.50	67,709.62	-9,959.62	117.25
01-40-00-54-0310	Uniforms Other Personnel	3,000.00	597.15	0.00	0.00	597.15	2,402.85	19.91
01-40-00-54-0400	Prisoner Care	4,000.00	1,425.70	0.00	0.00	1,425.70	2,574.30	35.64
01-40-00-54-0600	Operating Supplies	7,380.00	6,346.33	228.78	0.00	6,575.11	804.89	89.09
01-40-00-54-0601	Radios	5,350.00	1,492.60	750.00	0.00	2,242.60	3,107.40	41.92
01-40-00-54-0602	Firearms and Range Supplies	28,355.00	19,587.60	620.50	0.00	20,208.10	8,146.90	71.27

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% ExpCol
01-40-00-54-0603	Evidence Supplies	7,825.00	2,082.07	317.72	0.00	2,399.79	5,425.21	30.67
01-40-00-54-0605	DUI Expenditures	10,000.00	7,904.25	90.00	0.00	7,994.25	2,005.75	79.94
01-40-00-54-0610	Drug Forfeiture Expenditures	1,200.00	0.00	0.00	0.00	0.00	1,200.00	0.00
01-40-00-54-0615	Article 36 Exp	3,200.00	0.00	0.00	0.00	0.00	3,200.00	0.00
01-40-00-54-0620	Cannabis Tax Act Expenditures	13,275.00	10,039.00	0.00	0.00	10,039.00	3,236.00	75.62
	Materials & Supplies	239,480.00	252,402.58	10,888.75	5,823.50	257,467.83	-17,987.83	107.51
01-40-00-57-5013	Transfer to CERF	183,803.00	137,852.46	15,316.94	0.00	153,169.40	30,633.60	83.33
	Other Financing Uses	183,803.00	137,852.46	15,316.94	0.00	153,169.40	30,633.60	83.33
40	Police Department	8,064,786.00	4,726,921.29	1,165,176.82	26,351.40	5,865,746.71	2,199,039.29	72.73
50	Fire Department							
01-50-00-51-0100	Salaries Sworn	2,543,757.00	1,862,402.92	203,119.70	0.00	2,065,522.62	478,234.38	81.20
01-50-00-51-0200	Salaries Regular	102,141.00	74,589.51	7,500.00	0.00	82,089.51	20,051.49	80.37
01-50-00-51-1500	Specialist Pay	157,018.00	115,674.59	12,528.56	0.00	128,203.15	28,814.85	81.65
01-50-00-51-1600	Holiday Pay	100,994.00	49,511.92	0.00	0.00	49,511.92	51,482.08	49.02
01-50-00-51-1700	Overtime	160,000.00	211,555.89	20,352.06	0.00	231,907.95	-71,907.95	144.94
01-50-00-51-1800	Educational Incentives	18,450.00	15,950.00	0.00	0.00	15,950.00	2,500.00	86.45
01-50-00-51-3000	Part-Time Salaries	44,431.00	34,669.24	3,409.92	0.00	38,079.16	6,351.84	85.70
	Personal Services	3,126,791.00	2,364,354.07	246,910.24	0.00	2,611,264.31	515,526.69	83.51
01-50-00-52-0320	FICA	20,095.00	14,899.85	1,589.62	0.00	16,489.47	3,605.53	82.06
01-50-00-52-0325	Medicare	45,309.00	32,898.56	3,425.66	0.00	36,324.22	8,984.78	80.17
01-50-00-52-0330	IMRF	11,051.00	7,986.63	848.54	0.00	8,835.17	2,215.83	79.95
01-50-00-52-0375	Fringe Benefits	2,880.00	2,138.00	240.00	0.00	2,378.00	502.00	82.57
01-50-00-52-0400	Health Insurance	421,390.00	297,216.80	39,595.83	5,385.26	331,427.37	89,962.63	78.65
01-50-00-52-0420	Health Insurance - Retirees	25,550.00	30,725.50	9,820.52	6,191.92	34,354.10	-8,804.10	134.46
01-50-00-52-0425	Life Insurance	1,529.00	630.09	545.23	471.72	703.60	825.40	46.02
01-50-00-52-0430	VEBA Contributions	65,451.00	52,068.66	0.00	0.00	52,068.66	13,382.34	79.55
01-50-00-53-0010	Contribution to Fire Pension	1,850,433.00	209,161.36	558,997.25	0.00	768,158.61	1,082,274.39	41.51
	Benefits	2,443,688.00	647,725.45	615,062.65	12,048.90	1,250,739.20	1,192,948.80	51.18
01-50-00-53-0200	Communications	3,645.00	1,850.08	287.90	0.00	2,137.98	1,507.02	58.66
01-50-00-53-0410	IT Support	41,197.00	47,686.32	844.12	0.00	48,530.44	-7,333.44	117.80
01-50-00-53-3010	Equipment Lease	19,940.00	19,939.29	0.00	0.00	19,939.29	0.71	100.00
01-50-00-53-3100	Maintenance of Equipment	21,060.00	14,073.74	165.00	0.00	14,238.74	6,821.26	67.61
01-50-00-53-3200	Maintenance of Vehicles	65,250.00	78,830.64	242.33	0.00	79,072.97	-13,822.97	121.18
01-50-00-53-3300	Maint of Office Equipment	500.00	0.00	0.00	0.00	0.00	500.00	0.00
01-50-00-53-3600	Maintenance of Buildings	2,000.00	-348.80	0.00	0.00	-348.80	2,348.80	-17.44
01-50-00-53-4100	Training	22,700.00	10,143.79	444.00	0.00	10,587.79	12,112.21	46.64

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% ExpCol
01-50-00-53-4200	Community Support Services	15,750.00	20,772.82	737.37	0.00	21,510.19	-5,760.19	136.57
01-50-00-53-4250	Travel & Meeting	18,950.00	5,359.89	1,090.64	0.00	6,450.53	12,499.47	34.04
01-50-00-53-4300	Dues & Subscriptions	17,645.00	14,886.25	55.00	0.00	14,941.25	2,703.75	84.68
01-50-00-53-4400	Medical & Screening	15,000.00	1,803.00	0.00	0.00	1,803.00	13,197.00	12.02
01-50-00-53-5700	GEMT Expenses	270,000.00	102,149.06	0.00	11,387.84	90,761.22	179,238.78	33.62
	Contractual Services	513,637.00	317,146.08	3,866.36	11,387.84	309,624.60	204,012.40	60.28
01-50-00-54-0100	Office Supplies	2,000.00	1,449.42	25.50	299.81	1,175.11	824.89	58.76
01-50-00-54-0150	Equipment	13,000.00	7,885.73	0.00	0.00	7,885.73	5,114.27	60.66
01-50-00-54-0200	Gas & Oil	21,139.00	14,525.83	1,580.65	0.00	16,106.48	5,032.52	76.19
01-50-00-54-0300	Uniforms Sworn Personnel	34,450.00	28,121.91	1,681.00	0.00	29,802.91	4,647.09	86.51
01-50-00-54-0600	Operating Supplies	44,350.00	25,205.36	1,163.26	0.00	26,368.62	17,981.38	59.46
	Materials & Supplies	114,939.00	77,188.25	4,450.41	299.81	81,338.85	33,600.15	70.77
01-50-00-55-8700	Fire Vehicle	39,500.00	34,978.09	0.00	0.00	34,978.09	4,521.91	88.55
	Capital Outlay	39,500.00	34,978.09	0.00	0.00	34,978.09	4,521.91	88.55
01-50-00-57-5013	Transfer to CERF	139,687.00	104,765.58	11,640.62	0.00	116,406.20	23,280.80	83.33
	Other Financing Uses	139,687.00	104,765.58	11,640.62	0.00	116,406.20	23,280.80	83.33
50	Fire Department	6,378,242.00	3,546,157.52	881,930.28	23,736.55	4,404,351.25	1,973,890.75	69.05
60	Public Works							
01-60-01-51-0200	Salaries Regular	610,040.00	467,255.31	52,435.84	0.00	519,691.15	90,348.85	85.19
01-60-01-51-1500	Certification Pay	9,200.00	7,800.00	0.00	0.00	7,800.00	1,400.00	84.78
01-60-01-51-1700	Overtime	50,000.00	43,217.12	24,741.43	0.00	67,958.55	-17,958.55	135.92
01-60-01-51-3000	Part-Time Salaries	12,000.00	9,600.00	1,400.00	0.00	11,000.00	1,000.00	91.67
	Personal Services	681,240.00	527,872.43	78,577.27	0.00	606,449.70	74,790.30	89.02
01-60-01-52-0320	FICA	42,017.00	32,493.27	4,848.69	0.00	37,341.96	4,675.04	88.87
01-60-01-52-0325	Medicare	9,817.00	7,598.99	1,133.94	0.00	8,732.93	1,084.07	88.96
01-60-01-52-0330	IMRF	48,890.00	36,594.01	5,911.28	0.00	42,505.29	6,384.71	86.94
01-60-01-52-0375	Fringe Benefits	4,584.00	3,798.00	442.00	0.00	4,240.00	344.00	92.50
01-60-01-52-0400	Health Insurance	141,686.00	97,224.91	9,784.61	861.96	106,147.56	35,538.44	74.92
01-60-01-52-0420	Health Insurance - Retirees	7,690.00	7,301.84	2,199.10	1,379.41	8,121.53	-431.53	105.61
01-60-01-52-0425	Life Insurance	288.00	59.73	102.03	120.08	41.68	246.32	14.47
01-60-01-52-0430	VEBA Contributions	6,622.00	17,527.68	0.00	0.00	17,527.68	-10,905.68	264.69
	Benefits	261,594.00	202,598.43	24,421.65	2,361.45	224,658.63	36,935.37	85.88
01-60-01-53-0200	Communications	8,083.00	4,423.25	586.49	0.00	5,009.74	3,073.26	61.98
01-60-01-53-0380	Consulting Services	5,000.00	195.50	0.00	0.00	195.50	4,804.50	3.91
01-60-01-53-0410	IT Support	25,169.00	18,993.67	2,080.94	0.00	21,074.61	4,094.39	83.73
01-60-01-53-1310	Julie Notifications	750.00	700.12	0.00	0.00	700.12	49.88	93.35
01-60-01-53-3100	Maintenance of	4,000.00	2,220.80	722.81	0.00	2,943.61	1,056.39	73.59

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% ExpCol
	Equipment							
01-60-01-53-3200	Maintenance of Vehicles	19,000.00	8,011.98	2,078.31	0.00	10,090.29	8,909.71	53.11
01-60-01-53-3400	Maintenance TrafficSt Lights	81,500.00	67,930.47	3,729.64	0.00	71,660.11	9,839.89	87.93
01-60-01-53-3550	Tree Maintenance	112,000.00	32,565.28	45,333.00	0.00	77,898.28	34,101.72	69.55
01-60-01-53-3600	Maintenance of Bldgs & Grounds	121,500.00	99,855.21	4,364.13	0.00	104,219.34	17,280.66	85.78
01-60-01-53-3610	Maintenance Sidewalks	90,000.00	90,000.00	0.00	0.00	90,000.00	0.00	100.00
01-60-01-53-3620	Maintenance Streets	13,000.00	25,801.54	0.00	0.00	25,801.54	-12,801.54	198.47
01-60-01-53-4100	Training	3,000.00	445.88	0.00	0.00	445.88	2,554.12	14.86
01-60-01-53-4250	Travel & Meeting	6,010.00	3,322.00	512.50	0.00	3,834.50	2,175.50	63.80
01-60-01-53-4300	Dues & Subscriptions	9,456.00	8,586.53	60.00	0.00	8,646.53	809.47	91.44
01-60-01-53-4400	Medical & Screening	2,000.00	806.00	0.00	0.00	806.00	1,194.00	40.30
01-60-01-53-5300	AdvertisingLegal Notice	1,000.00	119.88	0.00	0.00	119.88	880.12	11.99
01-60-01-53-5350	Dumping Fees	13,000.00	6,396.64	442.88	0.00	6,839.52	6,160.48	52.61
01-60-01-53-5400	Damage Claims	25,000.00	14,607.41	0.00	0.00	14,607.41	10,392.59	58.43
01-60-01-53-5450	St Light Electricity	44,600.00	35,210.00	1,414.26	3,252.13	33,372.13	11,227.87	74.83
01-60-05-53-5500	Collection & Disposal	1,288,617.00	860,552.95	107,438.03	0.00	967,990.98	320,626.02	75.12
01-60-05-53-5510	Leaf Disposal	60,661.00	67,890.96	0.00	0.00	67,890.96	-7,229.96	111.92
	Contractual Services	1,933,346.00	1,348,636.07	168,762.99	3,252.13	1,514,146.93	419,199.07	78.32
01-60-01-54-0100	Office Supplies	1,000.00	0.00	0.00	0.00	0.00	1,000.00	0.00
01-60-01-54-0150	Equipment	1,800.00	0.00	0.00	0.00	0.00	1,800.00	0.00
01-60-01-54-0200	Gas & Oil	20,279.00	19,598.22	3,139.88	0.00	22,738.10	-2,459.10	112.13
01-60-01-54-0310	Uniforms	7,300.00	4,416.07	0.00	0.00	4,416.07	2,883.93	60.49
01-60-01-54-0500	Vehicle Parts	8,000.00	5,063.93	214.30	0.00	5,278.23	2,721.77	65.98
01-60-01-54-0600	Operating Supplies & Equipment	61,500.00	33,252.24	6,617.36	0.00	39,869.60	21,630.40	64.83
01-60-01-54-0800	Trees	41,000.00	24,637.50	0.00	14,125.00	10,512.50	30,487.50	25.64
01-60-05-54-0600	Operating Supplies	1,000.00	0.00	0.00	0.00	0.00	1,000.00	0.00
	Materials & Supplies	141,879.00	86,967.96	9,971.54	14,125.00	82,814.50	59,064.50	58.37
01-60-01-55-1205	Streetscape Improvements	30,000.00	48,366.08	0.00	0.00	48,366.08	-18,366.08	161.22
	Capital Outlay	30,000.00	48,366.08	0.00	0.00	48,366.08	-18,366.08	161.22
01-60-01-57-5013	Transfer to CERF	91,209.00	68,406.39	7,600.71	0.00	76,007.10	15,201.90	83.33
	Other Financing Uses	91,209.00	68,406.39	7,600.71	0.00	76,007.10	15,201.90	83.33
60	Public Works	<u>3,139,268.00</u>	<u>2,282,847.36</u>	<u>289,334.16</u>	<u>19,738.58</u>	<u>2,552,442.94</u>	<u>586,825.06</u>	<u>81.31</u>
	Expense	<u>21,249,031.00</u>	<u>13,172,699.90</u>	<u>2,753,802.84</u>	<u>73,529.37</u>	<u>15,852,973.37</u>	<u>5,396,057.63</u>	<u>74.61</u>
01	General Fund	202,544.00	1,956,551.65	2,927,870.91	3,949,869.71	934,552.85	-732,008.85	461.41

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% Exp/Col
02	Water & Sewer Fund							
00								
02-00-00-42-2360	Permit Fees	29,055.00	15,050.00	0.00	2,100.00	17,150.00	11,905.00	59.03
	Licenses & Permits	29,055.00	15,050.00	0.00	2,100.00	17,150.00	11,905.00	59.03
02-00-00-43-3100	Water Sales	3,615,981.00	2,790,283.12	0.00	268,335.33	3,058,618.45	557,362.55	84.59
02-00-00-43-3150	Sewer Sales	2,172,804.00	1,658,283.74	0.00	160,166.04	1,818,449.78	354,354.22	83.69
02-00-00-43-3160	Water Penalties	33,000.00	29,666.12	1,575.08	3,864.00	31,955.04	1,044.96	96.83
02-00-00-43-3515	NSF Fees	200.00	675.00	0.00	0.00	675.00	-475.00	337.50
	Charges for Services	5,821,985.00	4,478,907.98	1,575.08	432,365.37	4,909,698.27	912,286.73	84.33
02-00-00-45-5100	Interest	116,256.00	98,954.06	0.00	12,463.03	111,417.09	4,838.91	95.84
02-00-00-45-5200	Net Change in Fair Value	0.00	3,509.93	472.56	0.00	3,037.37	-3,037.37	0.00
	Interest	116,256.00	102,463.99	472.56	12,463.03	114,454.46	1,801.54	98.45
02-00-00-46-6410	Miscellaneous	5,000.00	339.90	0.00	0.00	339.90	4,660.10	6.80
02-00-00-46-6417	IRMA	2,000.00	0.00	0.00	0.00	0.00	2,000.00	0.00
	Reimbursements							
02-00-00-46-6580	Sale of Meters	10,000.00	11,709.00	270.00	1,890.00	13,329.00	-3,329.00	133.29
	Miscellaneous	17,000.00	12,048.90	270.00	1,890.00	13,668.90	3,331.10	80.41
02-00-00-46-6532	Grants	750,000.00	0.00	0.00	0.00	0.00	750,000.00	0.00
	Grants & Contributions	750,000.00	0.00	0.00	0.00	0.00	750,000.00	0.00
00		<u>6,734,296.00</u>	<u>4,608,470.87</u>	<u>2,317.64</u>	<u>448,818.40</u>	<u>5,054,971.63</u>	<u>1,679,324.37</u>	<u>75.06</u>
	Revenue	6,734,296.00	4,608,470.87	2,317.64	448,818.40	5,054,971.63	1,679,324.37	75.06
60	Public Works							
02-60-06-51-0200	Salaries Regular	964,397.00	737,266.89	83,886.96	0.00	821,153.85	143,243.15	85.15
02-60-06-51-1500	Specialists Pay	3,000.00	2,400.00	0.00	0.00	2,400.00	600.00	80.00
02-60-06-51-1700	Overtime	12,000.00	6,145.14	0.00	2,029.57	4,115.57	7,884.43	34.30
02-60-06-51-1950	Insurance Refusal	300.00	225.00	25.00	0.00	250.00	50.00	83.33
	Reimb							
02-60-06-51-3000	Part-Time Salaries	12,000.00	9,600.00	1,400.00	0.00	11,000.00	1,000.00	91.67
	Personal Services	991,697.00	755,637.03	85,311.96	2,029.57	838,919.42	152,777.58	84.59
02-60-06-52-0100	ICMA Retirement	1,000.00	468.75	93.76	0.00	562.51	437.49	56.25
02-60-06-52-0320	FICA	61,011.00	45,711.96	5,073.16	0.00	50,785.12	10,225.88	83.24
02-60-06-52-0325	Medicare	14,436.00	10,818.53	1,186.57	0.00	12,005.10	2,430.90	83.16
02-60-06-52-0330	IMRF	72,681.00	52,694.73	6,286.03	0.00	58,980.76	13,700.24	81.15
02-60-06-52-0375	Fringe Benefits	5,808.00	4,596.00	524.00	0.00	5,120.00	688.00	88.15
02-60-06-52-0400	Health Insurance	185,618.00	130,573.17	15,193.29	1,289.07	144,477.39	41,140.61	77.84
02-60-06-52-0420	Health Insurance -	3,440.00	2,572.64	508.00	284.00	2,796.64	643.36	81.30

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% Exp/Col
	Retirees							
02-60-06-52-0425	Life Insurance	445.00	263.92	350.59	296.55	317.96	127.04	71.45
02-60-06-52-0430	VEBA Contributions	16,976.00	36,511.94	200.00	0.00	36,711.94	-19,735.94	216.26
	Benefits	361,415.00	284,211.64	29,415.40	1,869.62	311,757.42	49,657.58	86.26
02-60-06-53-0100	Electricity	58,000.00	36,055.15	2,510.06	0.00	38,565.21	19,434.79	66.49
02-60-06-53-0200	Communications	5,768.00	5,029.89	752.14	0.00	5,782.03	-14.03	100.24
02-60-06-53-0300	Auditing	10,407.00	10,191.69	0.00	0.00	10,191.69	215.31	97.93
02-60-06-53-0380	Consulting Services	1,540.00	20,244.71	29.41	0.00	20,274.12	-18,734.12	1,316.50
02-60-06-53-0410	IT Support	149,735.00	107,118.07	6,648.44	0.00	113,766.51	35,968.49	75.98
02-60-06-53-1300	Inspections	1,500.00	0.00	0.00	0.00	0.00	1,500.00	0.00
02-60-06-53-1310	JULIE Participation	1,750.00	1,633.63	0.00	0.00	1,633.63	116.37	93.35
02-60-06-53-2100	Bank Fees	27,937.00	33,441.99	4,747.27	834.42	37,354.84	-9,417.84	133.71
02-60-06-53-2200	Liability Insurance	72,320.00	49,485.44	6,500.00	0.00	55,985.44	16,334.56	77.41
02-60-06-53-2250	IRMA Deductible	9,500.00	0.00	0.00	0.00	0.00	9,500.00	0.00
02-60-06-53-3050	Water System	128,000.00	121,694.12	18,668.68	0.00	140,362.80	-12,362.80	109.66
	Maintenance							
02-60-06-53-3055	Hydrant Maintenance	20,000.00	0.00	0.00	0.00	0.00	20,000.00	0.00
02-60-06-53-3200	Maintenance of	10,000.00	23,371.68	709.11	0.00	24,080.79	-14,080.79	240.81
	Vehicles							
02-60-06-53-3300	Maint of Office	1,102.00	2,310.51	0.00	0.00	2,310.51	-1,208.51	209.67
	Equipment							
02-60-06-53-3600	Maintenance of	16,930.00	13,018.25	1,064.25	0.00	14,082.50	2,847.50	83.18
	Buildings							
02-60-06-53-3620	Maintenance of	55,000.00	0.00	0.00	0.00	0.00	55,000.00	0.00
	Streets							
02-60-06-53-3640	SewerCatch Basin	40,000.00	30,966.76	0.00	0.00	30,966.76	9,033.24	77.42
	Repair							
02-60-06-53-4100	Training	1,150.00	0.00	0.00	0.00	0.00	1,150.00	0.00
02-60-06-53-4250	Travel & Meeting	4,320.00	2,689.75	0.00	0.00	2,689.75	1,630.25	62.26
02-60-06-53-4300	Dues & Subscriptions	1,320.00	540.81	0.00	0.00	540.81	779.19	40.97
02-60-06-53-4350	Printing	2,200.00	1,066.07	238.03	0.00	1,304.10	895.90	59.28
02-60-06-53-4400	Medical & Screening	700.00	0.00	0.00	0.00	0.00	700.00	0.00
02-60-06-53-4480	Water Testing	9,010.00	7,230.00	590.60	0.00	7,820.60	1,189.40	86.80
02-60-06-53-5350	Dumping Fees	20,000.00	15,159.55	1,314.31	0.00	16,473.86	3,526.14	82.37
	Contractual	648,189.00	481,248.07	43,772.30	834.42	524,185.95	124,003.05	80.87
	Services							
02-60-06-54-0100	Office Supplies	0.00	85.00	0.00	0.00	85.00	-85.00	0.00
02-60-06-54-0200	Gas & Oil	15,095.00	11,035.04	1,299.38	0.00	12,334.42	2,760.58	81.71
02-60-06-54-0310	Uniforms	2,125.00	1,405.95	0.00	0.00	1,405.95	719.05	66.16
02-60-06-54-0500	Vehicle Parts	10,000.00	7,478.03	191.39	0.00	7,669.42	2,330.58	76.69
02-60-06-54-0600	Operating Supplies	41,000.00	29,235.92	5,422.36	0.00	34,658.28	6,341.72	84.53
02-60-06-54-1300	Postage	10,300.00	7,234.59	782.12	0.00	8,016.71	2,283.29	77.83
02-60-06-54-2200	Water from Chicago	2,066,254.00	1,391,926.67	178,168.80	0.00	1,570,095.47	496,158.53	75.99
	Materials &	2,144,774.00	1,448,401.20	185,864.05	0.00	1,634,265.25	510,508.75	76.20
	Supplies							
02-60-06-53-3630	Overhead Sewer	45,500.00	4,000.00	4,000.00	0.00	8,000.00	37,500.00	17.58
	Program							

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% Exp/Col
02-60-06-53-3631	Lead Service Line Program	230,000.00	184,926.69	22,500.00	0.00	207,426.69	22,573.31	90.19
02-60-06-55-0500	Building Improvements	20,000.00	19,900.00	0.00	0.00	19,900.00	100.00	99.50
02-60-06-55-1150	Sewer System Improvements	310,000.00	155,514.10	161.00	0.00	155,675.10	154,324.90	50.22
02-60-06-55-1300	Water System Improvements	545,000.00	426,512.27	0.00	0.00	426,512.27	118,487.73	78.26
02-60-06-55-1400	Meter Replacement Program	37,000.00	36,776.96	17,864.70	0.00	54,641.66	-17,641.66	147.68
02-60-06-55-9100	Street Improvements	70,000.00	70,000.00	0.00	0.00	70,000.00	0.00	100.00
	Capital Outlay	1,257,500.00	897,630.02	44,525.70	0.00	942,155.72	315,344.28	74.92
02-60-06-55-0010	Depreciation Expense	375,000.00	0.00	0.00	0.00	0.00	375,000.00	0.00
	Depreciation	375,000.00	0.00	0.00	0.00	0.00	375,000.00	0.00
02-60-06-56-0104	IEPA Loan Principal	724,158.00	724,157.97	0.00	0.00	724,157.97	0.03	100.00
02-60-06-56-0105	IEPA Loan Interest	192,988.00	192,987.83	0.00	0.00	192,987.83	0.17	100.00
02-60-06-56-0106	Series 2022 Principal	54,445.00	54,444.44	0.00	0.00	54,444.44	0.56	100.00
02-60-06-56-0107	Series 2022 Interest	47,846.00	47,846.30	0.00	0.00	47,846.30	-0.30	100.00
	Debt Service	1,019,437.00	1,019,436.54	0.00	0.00	1,019,436.54	0.46	100.00
02-60-06-57-5013	Transfer to CERF	117,226.00	87,919.47	9,768.83	0.00	97,688.30	19,537.70	83.33
	Other Financing Uses	117,226.00	87,919.47	9,768.83	0.00	97,688.30	19,537.70	83.33
60	Public Works	6,915,238.00	4,974,483.97	398,658.24	4,733.61	5,368,408.60	1,546,829.40	77.63
	Expense	6,915,238.00	4,974,483.97	398,658.24	4,733.61	5,368,408.60	1,546,829.40	77.63
02	Water & Sewer Fund	180,942.00	366,013.10	400,975.88	453,552.01	313,436.97	-132,494.97	173.23

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% Exp/Col
03	Motor Fuel Tax Fund							
00								
03-00-00-45-5100	Interest	26,611.00	30,934.87	0.00	1,583.25	32,518.12	-5,907.12	122.20
	Interest	26,611.00	30,934.87	0.00	1,583.25	32,518.12	-5,907.12	122.20
03-00-00-47-7100	State Allotment	252,736.00	196,130.11	0.00	22,066.56	218,196.67	34,539.33	86.33
03-00-00-47-7200	State Renewal Allotment	271,483.00	211,208.84	0.00	23,985.90	235,194.74	36,288.26	86.63
	Intergovernmental	524,219.00	407,338.95	0.00	46,052.46	453,391.41	70,827.59	86.49
00		550,830.00	438,273.82	0.00	47,635.71	485,909.53	64,920.47	88.21
	Revenue	550,830.00	438,273.82	0.00	47,635.71	485,909.53	64,920.47	88.21
00								
03-00-00-53-2100	Bank Fees	60.00	0.00	0.00	0.00	0.00	60.00	0.00
03-00-00-53-3620	Street Maintenance	140,000.00	133,100.03	0.00	0.00	133,100.03	6,899.97	95.07
	Contractual Services	140,060.00	133,100.03	0.00	0.00	133,100.03	6,959.97	95.03
03-00-00-54-2100	Snow & Ice Control	63,570.00	23,416.79	7,105.92	0.00	30,522.71	33,047.29	48.01
	Materials & Supplies	63,570.00	23,416.79	7,105.92	0.00	30,522.71	33,047.29	48.01
03-00-00-55-9100	Street Improvement	410,000.00	86,451.07	0.00	0.00	86,451.07	323,548.93	21.09
	Capital Outlay	410,000.00	86,451.07	0.00	0.00	86,451.07	323,548.93	21.09
00		613,630.00	242,967.89	7,105.92	0.00	250,073.81	363,556.19	40.75
	Expense	613,630.00	242,967.89	7,105.92	0.00	250,073.81	363,556.19	40.75
03	Motor Fuel Tax Fund	62,800.00	-195,305.93	7,105.92	47,635.71	-235,835.72	298,635.72	-375.53

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% Exp/Col
05	Debt Service Fund							
00								
05-00-00-41-1000	Prior Yrs Taxes	133,680.00	7,454.47	0.00	139,854.29	147,308.76	-13,628.76	110.20
05-00-00-41-1021	Property Taxes	161,409.00	0.00	0.00	0.00	0.00	161,409.00	0.00
	Current							
	Property Taxes	295,089.00	7,454.47	0.00	139,854.29	147,308.76	147,780.24	49.92
05-00-00-45-5100	Interest	9,202.00	5,937.81	0.00	2.93	5,940.74	3,261.26	64.56
	Interest	9,202.00	5,937.81	0.00	2.93	5,940.74	3,261.26	64.56
05-00-00-47-7018	Transfer from CIF	292,260.00	292,259.26	0.00	0.00	292,259.26	0.74	100.00
	Other Financing Sources	292,260.00	292,259.26	0.00	0.00	292,259.26	0.74	100.00
00		596,551.00	305,651.54	0.00	139,857.22	445,508.76	151,042.24	74.68
	Revenue	596,551.00	305,651.54	0.00	139,857.22	445,508.76	151,042.24	74.68
00								
05-00-00-53-2100	Bank Fees	450.00	0.00	0.00	0.00	0.00	450.00	0.00
	Contractual Services	450.00	0.00	0.00	0.00	0.00	450.00	0.00
05-00-00-56-0037	DSEB Bond Principal	300,000.00	300,000.00	0.00	0.00	300,000.00	0.00	100.00
05-00-00-56-0106	2022 Series Bond	155,556.00	155,555.56	0.00	0.00	155,555.56	0.44	100.00
	Principal							
05-00-00-56-0107	2022 Series Bond	136,704.00	136,703.70	0.00	0.00	136,703.70	0.30	100.00
	Interest							
	Debt Service	592,260.00	592,259.26	0.00	0.00	592,259.26	0.74	100.00
05-00-00-56-0038	DSEB Bond Interest	10,350.00	10,350.00	0.00	0.00	10,350.00	0.00	100.00
	Interest on Debt	10,350.00	10,350.00	0.00	0.00	10,350.00	0.00	100.00
00		603,060.00	602,609.26	0.00	0.00	602,609.26	450.74	99.93
	Expense	603,060.00	602,609.26	0.00	0.00	602,609.26	450.74	99.93
05	Debt Service Fund	6,509.00	296,957.72	0.00	139,857.22	157,100.50	-150,591.50	2,413.59

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% Exp/Col
09	Police Pension Fund							
00								
09-00-00-45-5100	Interest	350,000.00	124,424.13	0.00	0.00	124,424.13	225,575.87	35.55
09-00-00-45-5200	Net Change in Fair Value	2,147,518.00	4,672,483.71	0.00	0.00	4,672,483.71	-2,524,965.71	217.58
	Interest	2,497,518.00	4,796,907.84	0.00	0.00	4,796,907.84	-2,299,389.84	192.07
09-00-00-41-1100	Employer Contribution	2,072,351.00	264,052.67	0.00	686,253.03	950,305.70	1,122,045.30	45.86
09-00-00-46-7350	Employee Contribution	359,358.00	253,739.81	0.00	27,368.00	281,107.81	78,250.19	78.23
	Grants & Contributions	2,431,709.00	517,792.48	0.00	713,621.03	1,231,413.51	1,200,295.49	50.64
00		4,929,227.00	5,314,700.32	0.00	713,621.03	6,028,321.35	-1,099,094.35	122.30
	Revenue	4,929,227.00	5,314,700.32	0.00	713,621.03	6,028,321.35	-1,099,094.35	122.30
00								
09-00-00-52-6100	Pensions	2,880,527.00	1,935,670.73	0.00	0.00	1,935,670.73	944,856.27	67.20
09-00-00-52-6150	Pension Refund	50,000.00	626,085.02	0.00	0.00	626,085.02	-576,085.02	1,252.17
	Benefits	2,930,527.00	2,561,755.75	0.00	0.00	2,561,755.75	368,771.25	87.42
09-00-00-53-0300	Audit Services	2,410.00	2,409.40	0.00	0.00	2,409.40	0.60	99.98
09-00-00-53-0350	Actuarial Services	4,668.00	4,905.00	0.00	0.00	4,905.00	-237.00	105.08
09-00-00-53-0360	Payroll Services	33,405.00	23,120.00	0.00	0.00	23,120.00	10,285.00	69.21
09-00-00-53-0380	Consulting Services	15,000.00	20,069.26	0.00	0.00	20,069.26	-5,069.26	133.80
09-00-00-53-0420	Legal Services	4,000.00	2,677.50	0.00	0.00	2,677.50	1,322.50	66.94
09-00-00-53-2100	Bank Fees	200.00	205.27	0.00	0.00	205.27	-5.27	102.64
09-00-00-53-4100	Training	500.00	0.00	0.00	0.00	0.00	500.00	0.00
09-00-00-53-4250	Travel & Meeting	500.00	0.00	0.00	0.00	0.00	500.00	0.00
09-00-00-53-4300	Dues & Subscriptions	825.00	825.00	0.00	0.00	825.00	0.00	100.00
09-00-00-53-4400	Medical & Screening	1,800.00	0.00	0.00	0.00	0.00	1,800.00	0.00
09-00-00-54-3100	Misc Expenditures	14,160.00	7,092.00	0.00	0.00	7,092.00	7,068.00	50.08
	Contractual Services	77,468.00	61,303.43	0.00	0.00	61,303.43	16,164.57	79.13
00		3,007,995.00	2,623,059.18	0.00	0.00	2,623,059.18	384,935.82	87.20
	Expense	3,007,995.00	2,623,059.18	0.00	0.00	2,623,059.18	384,935.82	87.20
09	Police Pension Fund	-1,921,232.00	-2,691,641.14	0.00	713,621.03	-3,405,262.17	1,484,030.17	177.24

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% Exp/Col
10	Fire Pension Fund							
00								
10-00-00-45-5100	InterestDividends	375,000.00	293,658.17	0.00	0.00	293,658.17	81,341.83	78.31
10-00-00-45-5200	Net Change in Fair Value	1,437,733.00	2,905,413.11	0.00	0.00	2,905,413.11	-1,467,680.11	202.08
	Interest	1,812,733.00	3,199,071.28	0.00	0.00	3,199,071.28	-1,386,338.28	176.48
10-00-00-41-1100	Employer Contribution	1,776,630.00	209,161.36	0.00	558,997.25	768,158.61	1,008,471.39	43.24
10-00-00-46-7350	Employee Contribution	248,863.00	179,015.68	0.00	19,009.04	198,024.72	50,838.28	79.57
	Grants & Contributions	2,025,493.00	388,177.04	0.00	578,006.29	966,183.33	1,059,309.67	47.70
00		3,838,226.00	3,587,248.32	0.00	578,006.29	4,165,254.61	-327,028.61	108.52
	Revenue	3,838,226.00	3,587,248.32	0.00	578,006.29	4,165,254.61	-327,028.61	108.52
00								
10-00-00-52-6100	Pensions Benefits	2,345,378.00	1,553,816.32	0.00	0.00	1,553,816.32	791,561.68	66.25
		2,345,378.00	1,553,816.32	0.00	0.00	1,553,816.32	791,561.68	66.25
10-00-00-53-0300	Audit Services	2,410.00	2,409.40	0.00	0.00	2,409.40	0.60	99.98
10-00-00-53-0350	Actuarial Services	4,545.00	4,545.00	0.00	0.00	4,545.00	0.00	100.00
10-00-00-53-0360	Payroll Services	16,505.00	12,180.00	0.00	0.00	12,180.00	4,325.00	73.80
10-00-00-53-0380	Consulting Services	15,000.00	29,640.52	0.00	0.00	29,640.52	-14,640.52	197.60
10-00-00-53-0420	Legal Services	3,500.00	8,023.90	0.00	0.00	8,023.90	-4,523.90	229.25
10-00-00-53-2100	Bank Fees	200.00	314.78	0.00	0.00	314.78	-114.78	157.39
10-00-00-53-4100	Training	500.00	0.00	0.00	0.00	0.00	500.00	0.00
10-00-00-53-4250	Travel & Meeting	500.00	260.00	0.00	0.00	260.00	240.00	52.00
10-00-00-53-4300	Dues & Subscriptions	825.00	825.00	0.00	0.00	825.00	0.00	100.00
10-00-00-53-4400	Medical & Screening	1,000.00	0.00	0.00	0.00	0.00	1,000.00	0.00
10-00-00-54-1300	Postage	50.00	0.00	0.00	0.00	0.00	50.00	0.00
10-00-00-54-3100	Misc Expenditures	16,722.00	11,753.00	0.00	0.00	11,753.00	4,969.00	70.28
	Contractual Services	61,757.00	69,951.60	0.00	0.00	69,951.60	-8,194.60	113.27
00		2,407,135.00	1,623,767.92	0.00	0.00	1,623,767.92	783,367.08	67.46
	Expense	2,407,135.00	1,623,767.92	0.00	0.00	1,623,767.92	783,367.08	67.46
10	Fire Pension Fund	-1,431,091.00	-1,963,480.40	0.00	578,006.29	-2,541,486.69	1,110,395.69	177.59

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% Exp/Col
13	Capital Equip							
	Replacement Fund							
00								
13-00-00-45-5100	Interest	200,919.00	206,193.29	0.00	14,776.70	220,969.99	-20,050.99	109.98
13-00-00-45-5200	Net Change in Fair Value	0.00	16,372.91	0.00	820.54	17,193.45	-17,193.45	0.00
	Interest	200,919.00	222,566.20	0.00	15,597.24	238,163.44	-37,244.44	118.54
13-00-00-46-6410	Miscellaneous	0.00	7,500.00	0.00	0.00	7,500.00	-7,500.00	0.00
	Miscellaneous	0.00	7,500.00	0.00	0.00	7,500.00	-7,500.00	0.00
13-00-00-47-7001	From General Fund	415,933.00	311,949.90	0.00	34,661.10	346,611.00	69,322.00	83.33
13-00-00-47-7002	Transfer from Water and Sewer	117,226.00	87,919.47	0.00	9,768.83	97,688.30	19,537.70	83.33
13-00-00-48-8000	Sale of Property	25,000.00	0.00	0.00	0.00	0.00	25,000.00	0.00
	Other Financing Sources	558,159.00	399,869.37	0.00	44,429.93	444,299.30	113,859.70	79.60
00		759,078.00	629,935.57	0.00	60,027.17	689,962.74	69,115.26	90.89
	Revenue	759,078.00	629,935.57	0.00	60,027.17	689,962.74	69,115.26	90.89
00								
13-00-00-53-2100	Bank Fees	100.00	0.00	0.00	0.00	0.00	100.00	0.00
	Contractual Services	100.00	0.00	0.00	0.00	0.00	100.00	0.00
13-00-00-55-0500	Building Improvements	407,204.00	0.00	0.00	0.00	0.00	407,204.00	0.00
13-00-00-55-8700	Police Vehicles	154,868.00	198,039.06	787.98	0.00	198,827.04	-43,959.04	128.38
13-00-00-55-8720	Police Equipment	64,026.00	62,160.90	0.00	0.00	62,160.90	1,865.10	97.09
13-00-00-55-8850	Fire Dept Equipment	99,540.00	98,796.00	0.00	0.00	98,796.00	744.00	99.25
13-00-00-55-8910	PW Vehicles	240,000.00	222,802.00	0.00	0.00	222,802.00	17,198.00	92.83
13-00-00-55-8925	PW Equipment	228,000.00	133,573.00	0.00	0.00	133,573.00	94,427.00	58.58
	Capital Outlay	1,193,638.00	715,370.96	787.98	0.00	716,158.94	477,479.06	60.00
00		1,193,738.00	715,370.96	787.98	0.00	716,158.94	477,579.06	59.99
	Expense	1,193,738.00	715,370.96	787.98	0.00	716,158.94	477,579.06	59.99
13	Capital Equip	434,660.00	85,435.39	787.98	60,027.17	26,196.20	408,463.80	6.03

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% Exp/Col
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Replacement Fund

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% Exp/Col
14	Capital Improvement Fund							
00								
14-00-00-43-3200	Metra Daily Parking Fees	9,000.00	0.00	0.00	0.00	0.00	9,000.00	0.00
14-00-00-43-3220	Parking Lot Permit Fees	35,751.00	0.00	0.00	0.00	0.00	35,751.00	0.00
14-00-00-43-3550	Ambulance Fees	800,000.00	559,167.41	0.00	27,294.97	586,462.38	213,537.62	73.31
	Charges for Services	844,751.00	559,167.41	0.00	27,294.97	586,462.38	258,288.62	69.42
14-00-00-44-4240	Automated Traffic Enf Fines	270,000.00	280,975.42	242.50	14,534.92	295,267.84	-25,267.84	109.36
	Fines & Forfeits	270,000.00	280,975.42	242.50	14,534.92	295,267.84	-25,267.84	109.36
14-00-00-45-5100	Interest	33,289.00	43,343.21	110.67	0.00	43,232.54	-9,943.54	129.87
14-00-00-45-5200	Net Change in Fair Value	0.00	2,259.42	0.00	52.30	2,311.72	-2,311.72	0.00
	Interest	33,289.00	45,602.63	110.67	52.30	45,544.26	-12,255.26	136.81
14-00-00-46-6410	Miscellaneous	6,000.00	0.00	0.00	0.00	0.00	6,000.00	0.00
	Miscellaneous	6,000.00	0.00	0.00	0.00	0.00	6,000.00	0.00
14-00-00-46-6527	DCEO Grant	125,000.00	9,117.53	0.00	0.00	9,117.53	115,882.47	7.29
14-00-00-46-6532	Grants	788,491.00	0.00	0.00	0.00	0.00	788,491.00	0.00
	Grants & Contributions	913,491.00	9,117.53	0.00	0.00	9,117.53	904,373.47	1.00
00		<u>2,067,531.00</u>	<u>894,862.99</u>	<u>353.17</u>	<u>41,882.19</u>	<u>936,392.01</u>	<u>1,131,138.99</u>	<u>45.29</u>
	Revenue	2,067,531.00	894,862.99	353.17	41,882.19	936,392.01	1,131,138.99	45.29
00								
14-00-00-53-0370	Professional Services	114,000.00	53,037.50	5,082.00	0.00	58,119.50	55,880.50	50.98
14-00-00-53-0380	Consulting Services	0.00	0.00	0.00	0.00	0.00	0.00	0.00
14-00-00-53-4290	License Fees	12,000.00	12,000.00	0.00	0.00	12,000.00	0.00	100.00
14-00-00-53-5700	GEMT Expenses	180,000.00	68,099.37	1,294.17	8,886.07	60,507.47	119,492.53	33.62
	Contractual Services	306,000.00	133,136.87	6,376.17	8,886.07	130,626.97	175,373.03	42.69
14-00-00-55-0500	Building Improvements	326,755.00	152,119.25	21,060.19	0.00	173,179.44	153,575.56	53.00
14-00-00-55-1205	Streetscape Improvements	980,452.00	731,309.99	8,635.85	0.00	739,945.84	240,506.16	75.47
14-00-00-55-1210	Parking Lot Improvements	0.00	71,857.60	815.70	0.00	72,673.30	-72,673.30	0.00
14-00-00-55-8620	Information Technology Equipme	138,395.00	16,579.33	7,082.31	0.00	23,661.64	114,733.36	17.10

<u>Account Number</u>	<u>Description</u>	<u>Budget</u>	<u>Beg Bal</u>	<u>Debits</u>	<u>Credits</u>	<u>End Bal</u>	<u>Remaining</u>	<u>% Exp/Col</u>
	Capital Outlay	1,445,602.00	971,866.17	37,594.05	0.00	1,009,460.22	436,141.78	69.83
14-00-00-57-5005	Transfer To Debt Service	292,260.00	292,259.26	0.00	0.00	292,259.26	0.74	100.00
	Other Financing Uses	<u>292,260.00</u>	<u>292,259.26</u>	<u>0.00</u>	<u>0.00</u>	<u>292,259.26</u>	<u>0.74</u>	<u>100.00</u>
00		<u>2,043,862.00</u>	<u>1,397,262.30</u>	<u>43,970.22</u>	<u>8,886.07</u>	<u>1,432,346.45</u>	<u>611,515.55</u>	<u>70.08</u>
	Expense	<u>2,043,862.00</u>	<u>1,397,262.30</u>	<u>43,970.22</u>	<u>8,886.07</u>	<u>1,432,346.45</u>	<u>611,515.55</u>	<u>70.08</u>
14	Capital Improvement Fund	-23,669.00	502,399.31	44,323.39	50,768.26	495,954.44	-519,623.44	-2,095.38

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% Exp/Col
31	TIF-Madison Street							
00								
31-00-00-41-1000	Property Taxes-Prior Years	422,734.00	31,673.76	0.00	359,147.29	390,821.05	31,912.95	92.45
31-00-00-41-1021	Property Taxes-Current Year	431,188.00	0.00	0.00	0.00	0.00	431,188.00	0.00
	Property Taxes	853,922.00	31,673.76	0.00	359,147.29	390,821.05	463,100.95	45.77
31-00-00-45-5100	Interest	85,557.00	76,377.64	0.00	10,646.21	87,023.85	-1,466.85	101.71
	Interest	85,557.00	76,377.64	0.00	10,646.21	87,023.85	-1,466.85	101.71
00		939,479.00	108,051.40	0.00	369,793.50	477,844.90	461,634.10	50.86
	Revenue	939,479.00	108,051.40	0.00	369,793.50	477,844.90	461,634.10	50.86
00								
31-00-00-53-0100	Electricity & Natural Gas	1,700.00	1,400.36	230.22	0.00	1,630.58	69.42	95.92
31-00-00-53-0300	Audit Services	545.00	545.00	0.00	0.00	545.00	0.00	100.00
31-00-00-53-0380	Consulting Services	51,015.00	33,148.60	4,252.50	0.00	37,401.10	13,613.90	73.31
31-00-00-53-0425	Village Attorney	10,000.00	0.00	846.00	0.00	846.00	9,154.00	8.46
31-00-00-53-3600	Maintenance of Buildings	5,000.00	4,990.00	0.00	0.00	4,990.00	10.00	99.80
31-00-00-53-5300	AdvertisingLegal Notice	500.00	5,294.58	0.00	0.00	5,294.58	-4,794.58	1,058.92
	Contractual Services	68,760.00	45,378.54	5,328.72	0.00	50,707.26	18,052.74	73.75
31-00-00-55-4300	Other Improvements	253,000.00	3,000.00	328.80	0.00	3,328.80	249,671.20	1.32
	Capital Outlay	253,000.00	3,000.00	328.80	0.00	3,328.80	249,671.20	1.32
31-00-00-56-0081	Interest on Interfund Loan	56,190.00	0.00	0.00	0.00	0.00	56,190.00	0.00
	Debt Service	56,190.00	0.00	0.00	0.00	0.00	56,190.00	0.00
00		377,950.00	48,378.54	5,657.52	0.00	54,036.06	323,913.94	14.30
	Expense	377,950.00	48,378.54	5,657.52	0.00	54,036.06	323,913.94	14.30
31	TIF-Madison Street	-561,529.00	-59,672.86	5,657.52	369,793.50	-423,808.84	-137,720.16	75.47

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% Exp/Col
32	Tif - North Avenue							
00								
32-00-00-41-1000	Property Taxes-Prior Years	368,914.00	3,352.08	0.00	464,420.95	467,773.03	-98,859.03	126.80
32-00-00-41-1021	Property Taxes-Current Year	376,293.00	0.00	0.00	0.00	0.00	376,293.00	0.00
	Property Taxes	745,207.00	3,352.08	0.00	464,420.95	467,773.03	277,433.97	62.77
32-00-00-45-5100	Interest	46,100.00	42,411.78	0.00	6,385.31	48,797.09	-2,697.09	105.85
	Interest	46,100.00	42,411.78	0.00	6,385.31	48,797.09	-2,697.09	105.85
00		791,307.00	45,763.86	0.00	470,806.26	516,570.12	274,736.88	65.28
	Revenue	791,307.00	45,763.86	0.00	470,806.26	516,570.12	274,736.88	65.28
00								
32-00-00-53-0300	Audit Services	545.00	545.00	0.00	0.00	545.00	0.00	100.00
32-00-00-53-0380	Consulting Services	21,015.00	870.00	0.00	0.00	870.00	20,145.00	4.14
32-00-00-53-0425	Village Attorney	2,500.00	0.00	0.00	0.00	0.00	2,500.00	0.00
32-00-00-53-5300	AdvertisingLegal	325.00	0.00	0.00	0.00	0.00	325.00	0.00
	Contractual Services	24,385.00	1,415.00	0.00	0.00	1,415.00	22,970.00	5.80
32-00-00-55-4300	Other Improvements	452,500.00	13,511.07	0.00	0.00	13,511.07	438,988.93	2.99
	Capital Outlay	452,500.00	13,511.07	0.00	0.00	13,511.07	438,988.93	2.99
00		476,885.00	14,926.07	0.00	0.00	14,926.07	461,958.93	3.13
	Expense	476,885.00	14,926.07	0.00	0.00	14,926.07	461,958.93	3.13
32	Tif - North Avenue	-314,422.00	-30,837.79	0.00	470,806.26	-501,644.05	187,222.05	159.54

Account Number	Description	Budget	Beg Bal	Debits	Credits	End Bal	Remaining	% Exp/Col
35	Infrastructure Imp							
	Bond Fund							
00								
35-00-00-45-5100	Interest	10,000.00	10,978.22	0.00	345.27	11,323.49	-1,323.49	113.23
	Interest	10,000.00	10,978.22	0.00	345.27	11,323.49	-1,323.49	113.23
35-00-00-48-7090	Bond Proceeds	0.00	0.00	0.00	600,000.00	600,000.00	-600,000.00	0.00
	Other Financing	0.00	0.00	0.00	600,000.00	600,000.00	-600,000.00	0.00
	Sources							
00		10,000.00	10,978.22	0.00	600,345.27	611,323.49	-601,323.49	6,113.23
	Revenue	10,000.00	10,978.22	0.00	600,345.27	611,323.49	-601,323.49	6,113.23
00								
35-00-00-53-0420	Legal Services	0.00	0.00	7,314.00	0.00	7,314.00	-7,314.00	0.00
35-00-00-53-3610	Maintenance	135,000.00	134,990.50	0.00	0.00	134,990.50	9.50	99.99
	Sidewalks							
	Contractual	135,000.00	134,990.50	7,314.00	0.00	142,304.50	-7,304.50	105.41
	Services							
35-00-00-55-9100	Street Improvements	165,000.00	151,577.87	0.00	0.00	151,577.87	13,422.13	91.87
	Capital Outlay	165,000.00	151,577.87	0.00	0.00	151,577.87	13,422.13	91.87
00		300,000.00	286,568.37	7,314.00	0.00	293,882.37	6,117.63	97.96
	Expense	300,000.00	286,568.37	7,314.00	0.00	293,882.37	6,117.63	97.96
35	Infrastructure Imp	290,000.00	275,590.15	7,314.00	600,345.27	-317,441.12	607,441.12	-109.46
	Bond Fund							

Village of River Forest Investments				Fiscal Year 2026 Through 02/28/2026				
Fun	ID	Bank	Interest Rate	Purchase Date	Maturity Date	Cost	Par Value	Market Value
01	2024-31	Live Oak Banking	04.100%	12/31/2024	4/6/2026	\$249,000.00	\$249,000.00	\$249,166.83
01	2021-11	US Treasury	00.770%	4/29/2021	4/30/2026	\$500,000.00	\$499,511.72	\$497,539.85
01	2025-11	NorthEast Community Bank	03.968%	8/29/2025	8/27/2026	\$240,400.00	\$240,400.00	\$240,400.00
01	2025-01	First Pryority Bank	04.248%	1/9/2025	10/5/2026	\$232,500.00	\$232,500.00	\$232,500.00
01	2024-30	John Marshall Bank	04.100%	12/27/2024	1/27/2027	\$249,000.00	\$249,000.00	\$249,761.94
01	2025-04	Wells Fargo	04.250%	3/5/2025	3/5/2027	\$249,000.00	\$249,000.00	\$250,294.80
01	2025-22	Bank of China	03.655%	12/19/2025	3/17/2027	\$239,100.00	\$239,100.00	\$239,100.00
01	2025-16	Financial Federal Bank	03.750%	10/21/2025	4/14/2027	\$236,800.00	\$236,800.00	\$236,800.00
01	2024-20	One Community Bank	03.800%	10/17/2024	5/17/2027	\$249,000.00	\$249,000.00	\$249,136.95
01	2025-02	1St Financial Bank	04.100%	1/28/2025	7/28/2027	\$249,000.00	\$249,000.00	\$250,030.86
01	2025-13	KS StateBank	03.756%	9/26/2025	9/27/2027	\$232,400.00	\$232,400.00	\$232,400.00
01	2024-16	FFCB	03.670%	10/7/2024	10/7/2027	\$350,000.00	\$350,000.00	\$349,125.00
01	2025-15	Firstbank	03.700%	10/31/2025	10/29/2027	\$245,000.00	\$245,000.00	\$244,600.65
01	2024-25	Morgan Stanley Private Bank	03.900%	10/30/2024	11/1/2027	\$245,000.00	\$245,000.00	\$245,335.65
01	2025-20	American Eagle	03.500%	11/7/2025	3/7/2029	\$249,000.00	\$249,000.00	\$246,694.26
01	2025-08	FHLB	04.200%	4/23/2025	4/23/2029	\$250,000.00	\$250,000.00	\$251,010.00
01	2025-18	FHLB	03.950%	10/7/2025	10/7/2030	\$250,000.00	\$250,000.00	\$250,572.50
								\$4,514,469.29
02	2025-17	Gbank	03.689%	10/21/2025	4/14/2027	\$237,000.00	\$237,000.00	\$237,000.00

Village of River Forest Investments Fiscal Year 2026 Through 02/28/2026								
Fun	ID	Bank	Interest Rate	Purchase Date	Maturity Date	Cost	Par Value	Market Value
02	2025-12	Toyota Financial	03.950%	8/21/2025	8/24/2027	\$245,000.00	\$245,000.00	\$245,531.65
02	2026-01	City National Bank	03.750%	1/30/2026	1/31/2028	\$245,000.00	\$245,000.00	\$244,647.20
02	2024-17	Texas Exchange	03.700%	10/11/2024	10/11/2028	\$249,000.00	\$249,000.00	\$248,200.71
								\$975,379.56
03	2025-14	Farmers and Merchants Union	03.893%	9/5/2025	9/3/2027	\$231,900.00	\$231,900.00	\$231,900.00
								\$231,900.00
13	2021-07	FHLB	00.750%	2/18/2021	3/16/2026	\$100,000.00	\$100,000.00	\$99,885.00
13	2024-29	Optum Bank	04.200%	12/11/2024	6/11/2026	\$244,000.00	\$244,000.00	\$244,222.04
13	2024-24	ESSA Bank	03.850%	10/29/2024	7/29/2026	\$245,000.00	\$245,000.00	\$245,044.10
13	2024-18	First Keystone	03.700%	10/8/2024	10/8/2026	\$249,000.00	\$249,000.00	\$248,915.34
13	2024-26	BMW Bank	04.050%	11/15/2024	11/16/2026	\$245,000.00	\$245,000.00	\$245,529.20
13	2024-28	Bank Hapoalim BM	04.250%	11/25/2024	11/25/2026	\$230,300.00	\$230,300.00	\$230,300.00
13	2024-27	Morgan Stanley	04.150%	11/27/2024	11/27/2026	\$244,000.00	\$244,000.00	\$244,619.76
13	2025-23	Consumers Credit Union	03.769%	12/18/2025	12/18/2026	\$240,800.00	\$240,800.00	\$240,800.00
13	2025-05	Southpoint Bank	04.000%	4/29/2025	4/29/2027	\$249,000.00	\$249,000.00	\$249,664.83
13	2025-10	State Bank of India	04.106%	6/16/2025	6/16/2027	\$244,668.08	\$244,000.00	\$245,375.79
13	2026-02	Cornerstone Bank	03.626%	1/21/2026	7/15/2027	\$237,200.00	\$237,200.00	\$237,200.00
13	2024-19	Merrick Bank	03.550%	10/10/2024	4/10/2028	\$249,000.00	\$249,000.00	\$247,545.84
13	2025-03	FHLB	04.550%	2/12/2025	2/12/2029	\$300,000.00	\$300,000.00	\$301,809.00

Village of River Forest Investments

Fiscal Year 2026
Through 02/28/2026

Fun	ID	Bank	Interest Rate	Purchase Date	Maturity Date	Cost	Par Value	Market Value
13	2025-07	UBS Bank	04.000%	4/23/2025	4/23/2029	\$249,000.00	\$249,000.00	\$250,230.06
13	2025-21	Goldman Sachs	03.750%	11/4/2025	11/4/2029	\$245,000.00	\$245,000.00	\$243,983.25
13	2025-19	FHLB	03.950%	10/7/2025	10/7/2030	\$250,000.00	\$250,000.00	\$250,572.50
								\$3,825,696.71
14	2025-06	American Express	04.050%	4/30/2025	4/30/2027	\$245,000.00	\$245,000.00	\$245,722.75
14	2025-09	FFCB	04.220%	5/23/2025	5/23/2028	\$200,000.00	\$200,000.00	\$200,792.00
								\$446,514.75
								\$9,993,960.31



MEMORANDUM

Date: March 23rd, 2026

To: President Adduci & Village
Board of Trustees

From: Jessica Spencer, Assistant Village Administrator

Subject: Administration Report

Upcoming Public Meetings and Closures

Thursday, March 26 th	7:00pm	Historic Preservation Commission
Tuesday, April 2 nd	7:00pm	Development Review Board Meeting
Thursday, April 9 th	7:30pm	Zoning Board of Appeals

Recent Payments of >\$10,000

In accordance with the purchasing policy, the following is a summary of payments between \$10,000 and \$20,000 that have occurred since the last Board meeting:

Vendor	Amount	Description
DeKind Computer Consultants	\$13,679.89	I.T. Support Services
Osco Incorporated	\$14,430.23	Fuel
Suburban General Construction	\$14,235.12	Thatcher/Chicago Water Main Repairs
State Treasurer	\$17,842.19	State Income Tax

**VILLAGE OF RIVER FOREST
VILLAGE BOARD OF TRUSTEES MINUTES
March 9th, 2026**

A regular meeting of the Village of River Forest Board of Trustees was held on March 9th, 2026, at 7:00 p.m. in the Community Room of Village Hall, 400 Park Avenue – River Forest, IL.

1. CALL TO ORDER/ROLL CALL

The meeting was called to order at 7:00 p.m. Upon roll call, the following persons were:

Present: President Adduci, Bachner, Brennan, Gillis, O’Connell, Keskitalo, and Village Clerk Castellano

Absent: Trustee Vazquez

Also Present: Village Attorney Lance Malina, Assistant Village Administrator Jessica Spencer, Fire Chief Tom Gaertner, Director of Public Works and Engineering Jack Bielak, Deputy Police Chief Michael Swierczynski, Police Commander Martin Grill, Finance Director Rosemary McAdams, HR Manager Trish Ivansek, Deputy Clerk Luke Masella, and Assistant to the Director of Public Works Seth Jansen.

2. PLEDGE OF ALLEGIANCE

President Adduci led the Pledge of Allegiance.

3. CITIZEN COMMENTS

Homer Bizzle, founder and president of America Cares Too, a local charity that recently moved into town, introduced himself and his organization to the Village Board. He noted that he looks forward to working together in the future.

Ronald J. Villagomez introduced himself and shared information about his role and work with the America Cares Too charity. He noted that he looks forward to working with the Village on future projects.

President Adduci invited them to participate in the River Forest Memorial Day

Parade.

Trustee Brennan thanked them for attending the meeting and introducing themselves.

Patty Henek thanked the charity representatives and provided public comment on the Madison Street development. She raised concerns about the developer's ties to the Lake and Lathrop property, prior cigar shop ownership, attempts to open another shop against resident opposition, reported COVID violations at a shop in Oak Park, and the Village hiring a communications firm to manage messaging about the property.

Ed Pogue provided public comment on the proposed Madison Street development. He stated that while he supports reasonable development in town, he does not consider this project to be reasonable. He raised concerns about its impact on parking and congestion, as well as actions by a surveyor who attempted to survey his property, and urged the Board to respect neighbors' wishes and not approve the project.

Trustee Brennan inquired whether the Village had contacted the surveyor or the developer regarding the request to survey Mr. Pogue's property.

Assistant Village Administrator Spencer addressed Mr. Pogue's comments and described the usual process surveyors follow in the Village.

Trustee Brennan requested that, in similar situations in the future, the Village consider requiring applicants to provide residents with advance notice if a survey will be conducted on their property.

Debbie Borman provided public comment regarding the recent neighbor meeting for the proposed Madison development project. She expressed concerns about the meeting format and the required summary submission under the Planned Unit Development Code. She also raised questions about the proposed developer, including information related to their actions on prior developments in the area.

Greg Abcarian provided public comment on the proposed Madison Street development, raising several concerns, some of them being safety and nuisances in the alley and parking areas, security, traffic congestion, and potential impacts

on local schools. He encouraged the Village Board to listen to the residents in the room and not allow the project to move forward.

Charles Burchard provided public comment on the proposed Madison Street development, expressing concerns about parking, density, fit, and the elevators.

4. ELECTED OFFICIAL COMMENTS & ANNOUNCEMENTS

Trustee O'Connell thanked the Village's Police and Public Works departments for their work on the St. Patrick's Day parade.

Trustee Keskitalo addressed the residents, acknowledging their concerns and expressing disappointment upon learning of a potential connection between Lake and Lathrop and the proposed developer. She requested an open discussion between the developer and the Village Board to clarify the situation. She also thanked the representatives from America Cares for attending the meeting and highlighted a recent Lincoln PTO event.

Trustee Brennan raised concerns about a possible connection between the cigar shop and the proposed Madison Street development, and requested that the Village research this connection so the Board can have an informed discussion about the property.

Trustee Gillis congratulated Trinity High School on their third-place finish in the state championship and thanked the Police, Fire, and Public Works departments for their work in the team's send-off. She also highlighted the upcoming deadline for E-Waste pickup, reminded residents to vote in the upcoming election, and thanked the representatives from America Cares Too for attending, noting she looks forward to working with them.

Trustee Bachner opened her comments with a land acknowledgment and shared concerns about the cigar shop similar to those raised by other trustees. She agreed that the Village Board should have an open discussion with the developer about the facts surrounding these issues before moving forward. She also noted her support for including a requirement in the RDA for the proposed project to use as much union labor as possible if the contract proceeds.

President Adduci stated that she would also support including union labor requirements in the RDA if the contract moves forward. She further expressed

support for inviting the developer before the Board to address questions about the potential connections between the cigar shop and Lake and Lathrop. She then shared her recollections regarding the cigar shop and reiterated her support for the Village to research the matter and have the developer appear before the Board for clarification.

5.CONSENT AGENDA

- a. Village Board of Trustees Meeting Minutes – February 23rd, 2026
- b. February 2026 Accounts Payable – \$1,845,837.96
- c. Administration Department Report
- d. Monthly Department Reports
- e. Right-of-Way Encroachment Waiver – 1224 Franklin Avenue
- f. Award of Contract – Roof Top Unit (RTU) #2 – Anchor Mechanical Incorporated – \$168,162.63
- g. Purchase Approval – Bulk Salt - State of Illinois Joint Purchasing Program – \$63,570.00
- h. Award of Contract – 2026 Village Hall Building Envelope Maintenance Project – Otto Baum Company, Inc – \$35,000.00
- i. Award of Contract – 2026 Sewer Lining – National Power Rodding Corp – \$140,000.00
- j. ComEd Green Region Program Authorization – Hawthorne and Central Native Pollinator Restoration Project – Resolution
- k. Purchase Approval – Light Rescue Vehicle – Bulldog Fire Apparatus – \$278,996.00

Trustee Brennan asked that Item i. be pulled for separate consideration.

MOTION by Trustee Keskitalo to approve consent agenda items A through H, J and K. Seconded by Trustee O’Connell.

Roll call:

Ayes: Trustees O’Connell, Gillis, Bachner, Brennan and Keskitalo

Absent: Trustee Vazquez

Nays: None

Motion Passes.

6.CONSENT ITEMS FOR SEPARATE CONSIDERATION

- i. Award of Contract – 2026 Sewer Lining – National Power Rodding Corp – \$140,000.00

MOTION by Trustee O’Connell to approve consent agenda item i. Seconded by Trustee Bachner.

Trustee Brennan noted a possible scrivener’s error in the memo related to this agenda item and requested clarification regarding the price differences outlined in the memo.

Director Bielak provided clarification on the memo and explained the difference in the listed prices, noting that the point repair costs are included in case the contractor discovers larger issues during the work.

Roll call:

Ayes: Trustees O’Connell, Gillis, Bachner, Brennan and Keskitalo

Absent: Trustee Vazquez

Nays: None

Motion Passes.

7.RECOMMENDATIONS OF BOARDS, COMMISSIONS, AND COMMITTEES

None.

8. UNFINISHED BUSINESS

None.

9.NEW BUSINESS

None.

10.EXECUTIVE SESSION

None.

11. ADJOURNMENT

MOTION to adjourn by Trustee O'Connell, Seconded by Trustee Bachner.

Roll call:

Ayes: Trustees O'Connell, Gillis, Bachner, Brennan and Keskitalo

Absent: Trustee Vazquez

Nays: None

Motion Passes.

The Village Board of Trustees Meeting adjourned at 7:48 p.m.

Rosa Castellano, Village Clerk

Date:_____