



AGENDA MEMORANDUM

DATE: May 12, 2026

TO: Forest Preserve District Full Commission

FROM: Jennifer Clough, Director of Human Resources

VIA: Ben Haberthur, Executive Director

SUBJECT: Presentation and Approval of a Collective Bargaining Agreement between the Forest Preserve District of Kane County and the Metropolitan Alliance of Police, Forest Preserve District of Kane County Police Officers, Chapter #315

PURPOSE:

The purpose of this memorandum is to provide the Commission with information to consider the approval of a Collective Bargaining Agreement between the Forest Preserve District of Kane County and the Metropolitan Alliance of Police (MAP) effective July 1, 2025 through June 30, 2028.

BACKGROUND:

Following an election and certification by the Illinois Labor Relations Board under Case, No. S-RC-24-021, dated November 14, 2023, the District recognized MAP Chapter #315 as the exclusive bargaining agent for the purpose of establishing wages, hours, and other conditions of employment for all full-time police officers employed by the District.

District staff, union representatives, and their respective legal counselors began contract negotiations in July 2025 and reached a tentative agreement in April 2026. The labor contract is intended to promote collaborative and mutually beneficial relations between the District and the Chapter, and sets forth the full agreement concerning compensation, benefits and employment conditions for full-time Police Officers, including probationary Police Officers, below the rank of Sergeant for the four (4) year period beginning July 1, 2025 through June 30, 2028.

The agreement includes a twelve (12) step wage scale, consistent with the current compensation system offered to all other non-bargaining employees of the District. It further provides a 2.5% market adjustment to the range in 2026 and 2.0% the following two years, with an equity clause that ensures the market adjustment made is no less than that provided to all other non-represented staff of the District.

FINANCIAL IMPACT:

The proposed contract provides for annual wage increases effective July 1 of each year of the agreement, except for the contract year beginning July 1, 2025, through June 30, 2026 (Fiscal Year 2026). The District and the bargaining unit mutually agreed that the previously awarded wage increases for eligible bargaining unit members during the first year of the contract had already been addressed prior to the commencement of negotiations and therefore were not subject to retroactive payment negotiations as part of this agreement. The financial impact of the agreement will be incorporated into the District's annual operating budgets over the term of the contract.

Sufficient appropriations will be included in future budget recommendations to fund the negotiated wage adjustments. Staff have reviewed the agreement and determined that the overall financial impact is manageable within the District's long-term financial planning framework and consistent with the increases intended for all other District Staff.

RECOMMENDATION:

Staff recommends approving a Collective Bargaining Agreement between the Forest Preserve District of Kane County and the Metropolitan Alliance of Police, Forest Preserve District of Kane County Police Officers, Chapter #315 for the term beginning July 1, 2025 and concluding June 30, 2028.

ATTACHMENTS:

Collective Bargaining Agreement