

Lake County and Local 150

Facility Operations Supplemental

December 1, 2023 through November 30, 2026

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ARTICLE 1
DEFINITION OF TERMS

- E) Temporary full-time employees are eligible for paid holidays, provided that they are scheduled to work on the paid holiday. Temporary employees are not eligible for any employee benefits except worker's compensation and unemployment insurance. A temporary employee has no right to use the grievance procedure contained in Article 13 or the Lake County grievance procedure. The discipline, demotion, or discharge of a temporary employee shall not be a violation of this Agreement. A temporary employee may be asked to extend the duration of their temporary employment in the event that a temporary vacancy is created by another employee's authorized leave of absence. While those employees will still be considered temporary employees, a temporary employee who is asked to serve for an extended duration due to another employee's leave of absence may be eligible for employee benefits including IMRF, health, life, and dental insurance, sick leave, vacation (provided they work the required number of hours), worker's compensation and unemployment insurance but still will not have the right to use the grievance procedure contained in Article 13 or the Lake County grievance procedure. The employment of temporary employees will not be used to diminish regular, full-time employees' hours of work nor their usual opportunities for overtime.

**ARTICLE 3
RECOGNITION**

The Employer hereby recognizes the International Union of Operating Engineers, Local 150, as the exclusive collective bargaining agent for all Lake County Facility Operations Division employees within the following bargaining unit, as certified by the Illinois State Labor Relations Board:

Included in Bargaining Unit:

Lake County employees in the Facility Operations Division who hold the following job classifications: Maintenance Supervisor, Lead Engineer, Engineer I, Electronics Technician, Maintenance III, Maintenance/Custodial II, Landscaper II and Maintenance/Custodial I.

Excluded from Bargaining Unit:

All other Lake County employees

**ARTICLE 7
WAGES**

Section 1. Increases.

Effective 12/01/22, the employees will receive a 3.25% increase.

Effective 12/01/23, the employees will receive a 4% increase.

Effective 12/01/24, the Employer will implement a new salary schedule and place employees on a step that provides at minimum a 3.5% increase.

Effective 12/01/25, the employees will receive the same increase to the salary schedule as the across the board increases for the non-represented employees of the County but not less than a 2.5% increase.

Section 2. Step Progression

Beginning December 1, 2024, the new salary schedule effective December 1, 2024, set forth in Appendix B will apply. Employees will be placed on a step of the December 1, 2024, salary schedule that provides employees at minimum a 3.5% increase. Said salary schedule shall increase on December 1, 2025, by the amounts set forth in Section 1. Employees shall be eligible for a step increase on December 1, 2025.

The Employer may deny or delay a Step increase if the employee does not have satisfactory performance. Such a decision shall not be arbitrary or capricious.

For new hires, the Employer shall have the right to determine the starting step/wage for any employee, provided the employee is placed on a step of the salary schedule.

An employee who is promoted will be moved to the step on the salary schedule that provides the employee with at least a 5% increase. A newly hired or promoted employee will be eligible for a step increase if the employee was hired or promoted prior to June 1 of any year. An employee desiring to return to his previous position must do so within the first thirty (30) days of the promotion. The employee will be paid consistent with the salary previously paid. An employee who fails to maintain the required certification within the requisite timeframe will be afforded sixty (60) days to obtain or re-certify as the case may be. The failure of the employee to do so will result in the demotion or termination of the employee, whichever is applicable.

Section 3. Retroactivity

Employees who are on the active payroll of the County on the execution date of the Agreement or who have retired in good standing will receive retroactive pay on the 2022, 2023, and 2024 increases for all wages paid by the County.

**ARTICLE 8
HOURS OF WORK AND OVERTIME**

Section 1. Normal Work Hours

The employer reserves the right to set schedules and hours of work for the efficient operation of the Division. However, the current hours of operations are as follows:

Maintenance

Monday through Friday	7:00 am to 3:30 pm
Monday through Friday	8:30 am to 5:00 pm

Engineer Courthouse

First Shift

Sunday through Thursday	7:00 am to 3:30 pm
Tuesday through Saturday	8:30 am to 5:00 pm

Second Shift

Wednesday through Sunday	3:00 pm to 11:30pm
Tuesday through Saturday	3:00 pm to 11:30 pm

Third Shift

Friday through Tuesday	11:00 pm to 7:00 am
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Central Permit

First Shift

Monday through Friday	7:00 am to 3:30 pm
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The parties will meet and confer regarding any permanent changes to the hours of work outlined herein (including adding new shifts). The Employer will provide the Union with two weeks' advance notice of the change; and the Union will have two weeks upon receipt of such notification to schedule a meeting in order to discuss the above. The Employer may implement the schedule change or additional shift(s) if no meeting is scheduled within the two week notice period. The Employer will implement the original or a modified schedule after consideration is given to the issues raised.

Section 2. Overtime

Overtime compensation will be provided to bargaining unit employees in accordance with Section 3.5 of the Lake County Employee Policies and Procedures Ordinance.

Overtime shall be compensated at a rate of 1.5 times base hourly salary for hours worked in excess of eight (8) in a day and forty (40) in a week.

Section 3. Holiday Compensation

Holiday compensation will be paid to the employees at their regular rate for the hours worked during a fixed holiday by one of the following methods:

- a. An alternate day off during the pay period in which the holiday occurs.
- b. Compensatory time off at straight rate of pay for the hours worked.
- c. Cash payment for the holiday at straight pay.

Effective December 1, 2010, double time shall be paid for all hours worked on Thanksgiving Day, Christmas Day and New Year's Day.

Section 4. Call Outs

- (i) A "call out" is defined as an official assignment to work which does not continuously precede or follow the regularly scheduled working hours of an employee covered by this Agreement.
- (ii) A minimum two-hour guarantee at the employee's overtime rate of pay will be provided for all call-outs.

Section 5. On Call Pay

Employees who are designated to be on call shall be paid one (1) hour per on call day at a rate of time and one half (1.5) their regular rate of pay.

Section 6. Compensatory Time and Accumulation

The Employer shall grant the use of compensatory time pursuant to Section 5.7 (3) Compensatory Time Off, of the current Lake County Personnel Policies and Procedures Ordinance.

Section 7. Mandatory Overtime

Employees shall be required to work overtime in situations:

- a. that require immediate attention and a failure to act immediately may create an unsafe condition which could result in damage/injury to the public, employees and/or county owned property; and/or
- b. to meet operational needs (such as contract completion).

Overtime shall be assigned to qualified employees and then in rotating order amongst the employees who normally perform the type of work at issue. The supervisor shall contact employees in order who are qualified to perform the work needed. Employees may decline the overtime. If the list is exhausted the least senior employee will be required to work the overtime even if they initially declined.

**ARTICLE 9
LAYOFF AND RECALL**

Section 1. General Procedures

In the event of a layoff, employees shall be laid off in inverse order of seniority as defined in Article 10. However, prior to laying off any bargaining unit employees, all seasonal, temporary, introductory, part-time or other non-bargaining unit employees who perform work customarily performed by bargaining unit employees within the Facility Operations Division of Central Services shall be laid off or terminated, as the case may be.

Section 2. Recall of Laid-off Employees

The names of laid-off employees shall be placed on a layoff list for twelve (12) months.

Employees shall be recalled in seniority order.

ARTICLE 12 UNIFORMS

Section 1. Uniforms

During each fiscal year of this Agreement, the Employer will provide employees in the bargaining unit with 4 pants, 4 shirts, and 1 jacket. The employees will be responsible for the care and cleaning of their uniforms. During each year of this Agreement, the employer will provide reimbursement, up to a maximum of \$250.00 for the purchase of safety shoes from the County's vendor.

All employees will be required to wear their uniform, safety shoes and ID badge while on duty. Employees will be expected to present a neat and clean appearance when reporting for duty.

Section 2. Protective Clothing

The Employer shall provide all necessary items of protective clothing and safety gear, which shall include, but shall not be limited to, gloves, masks, protective clothing and safety face gear.

Section 3. Prescription Safety Glasses

Bargaining unit employees who are subject to assignments or situations necessitating protective eyeglasses shall be reimbursed for purchasing prescription safety glasses as follows:

- (A) Reimbursement may be made once every two years from date of purchase.
- (B) The Employer shall reimburse one hundred percent (100%) of the cost for one (1) pair of prescription safety glasses up to a maximum of \$100.00.

Section 4. Tool Allowance

Should an employee be required to purchase his/her own tools, the Employer shall reimburse the employee upon presentation of an original receipt up to a maximum of (1) \$275.00 per fiscal year for employees holding the position of Maintenance/Custodial I and II; or (2) \$350.00 per fiscal year for employees holding the position of Maintenance III, Engineer I and Lead Engineer.

Employees shall request approval for the purchase of tools in advance. The Employer reserves the right to deny approval for the purchase of tools that are deemed to be unrelated to the employee's duties. No request shall be unreasonably denied.

IN WITNESS WHEREOF, the parties have executed this Agreement this _____ day of _____, 2025 in Lake County.

FOR THE EMPLOYER

FOR THE UNION

Sandra Hart
Lake County Board Chair

James Sweeney
President/Business Manager

Anthony Vega
Lake County Clerk

Deanna M. Distasio

**APPENDIX A
WAGE SCALE**

12/1/2022	3.25% on current	Minimum	Midpoint	Maximum
	Maintenance Worker I	\$18.25	\$22.30	\$26.35
	Maintenance Worker II	\$21.94	\$26.99	\$32.01
	Maintenance Worker III	\$24.04	\$29.67	\$35.33
	Electronic Technician	\$26.37	\$32.66	\$38.95
	Stationary Engineer I	\$30.88	\$35.93	\$40.97
	Lead Stationary Engineer	\$33.38	\$39.23	\$45.07
	Maintenance Leader	\$26.37	\$32.66	\$38.95
12/1/2023	4%	Minimum	Midpoint	Maximum
	Maintenance Worker I	\$18.98	\$23.19	\$27.40
	Maintenance Worker II	\$22.82	\$28.07	\$33.29
	Maintenance Worker III	\$25.00	\$30.86	\$36.74
	Electronic Technician	\$27.42	\$33.97	\$40.51
	Stationary Engineer I	\$32.12	\$37.37	\$42.61
	Lead Stationary Engineer	\$34.72	\$40.80	\$46.87
	Maintenance Leader	\$27.42	\$33.97	\$40.51

12/1/2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
Maintenance Worker I	\$19.75	\$20.15	\$20.55	\$20.96	\$21.38	\$21.81	\$22.24	\$22.69	\$23.14	\$23.60	\$24.08	\$24.56	\$25.05	\$25.55	\$26.06	\$26.58	\$27.11
		2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%

12/1/2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
Maintenance Worker II	\$23.74	\$24.21	\$24.70	\$25.19	\$25.70	\$26.21	\$26.74	\$27.27	\$27.82	\$28.37	\$28.94	\$29.52	\$30.11	\$30.71	\$31.32	\$31.95	\$32.59

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12/1/2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
Maintenance Worker III	\$26.01	\$26.53	\$27.06	\$27.60	\$28.15	\$28.72	\$29.29	\$29.88	\$30.47	\$31.08	\$31.71	\$32.34	\$32.99	\$33.65	\$34.32	\$35.01	\$35.71

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12/1/2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
Electronic Technician	\$28.53	\$29.10	\$29.68	\$30.28	\$30.88	\$31.50	\$32.13	\$32.77	\$33.43	\$34.10	\$34.78	\$35.47	\$36.18	\$36.91	\$37.64	\$38.40	\$39.17

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12/1/2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
Stationary Engineer I	\$33.41	\$34.08	\$34.76	\$35.45	\$36.16	\$36.89	\$37.63	\$38.38	\$39.15	\$39.93	\$40.73	\$41.54	\$42.37	\$43.22	\$44.08	\$44.97	\$45.86

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12/1/2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
Lead Stationary Engineer	\$36.12	\$36.84	\$37.58	\$38.33	\$39.10	\$39.88	\$40.68	\$41.49	\$42.32	\$43.17	\$44.03	\$44.91	\$45.81	\$46.73	\$47.66	\$48.61	\$49.59

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12/1/2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
Maintenance Leader	\$28.53	\$29.10	\$29.68	\$30.28	\$30.88	\$31.50	\$32.13	\$32.77	\$33.43	\$34.10	\$34.78	\$35.47	\$36.18	\$36.91	\$37.64	\$38.40	\$39.17

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12/1/2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step	Step	Step	Step	Step	Step	Step	Step
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Maintenance Worker I	\$20.24	\$20.65	\$21.06	\$21.48	\$21.91	\$22.35	\$22.80	\$23.25	\$23.72	\$24.19	\$24.68	\$25.17	\$25.67	\$26.19	\$26.71	\$27.25	\$27.79
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12/1/2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
Maintenance Worker II	\$24.33	\$24.82	\$25.32	\$25.82	\$26.34	\$26.87	\$27.40	\$27.95	\$28.51	\$29.08	\$29.66	\$30.26	\$30.86	\$31.48	\$32.11	\$32.75	\$33.40
	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%

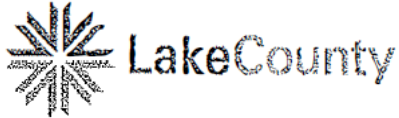
12/1/2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
Maintenance Worker III	\$26.66	\$27.19	\$27.74	\$28.29	\$28.86	\$29.44	\$30.02	\$30.62	\$31.24	\$31.86	\$32.50	\$33.15	\$33.81	\$34.49	\$35.18	\$35.88	\$36.60
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12/1/2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
Electronic Technician	\$29.24	\$29.83	\$30.42	\$31.03	\$31.65	\$32.29	\$32.93	\$33.59	\$34.26	\$34.95	\$35.65	\$36.36	\$37.09	\$37.83	\$38.59	\$39.36	\$40.14
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12/1/2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
Stationary Engineer I	\$34.25	\$34.93	\$35.63	\$36.34	\$37.07	\$37.81	\$38.57	\$39.34	\$40.12	\$40.93	\$41.74	\$42.58	\$43.43	\$44.30	\$45.19	\$46.09	\$47.01
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12/1/2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
Lead Stationary Engineer	\$37.02	\$37.76	\$38.52	\$39.29	\$40.07	\$40.88	\$41.69	\$42.53	\$43.38	\$44.25	\$45.13	\$46.03	\$46.95	\$47.89	\$48.85	\$49.83	\$50.82
	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%

12/1/2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17
Maintenance Leader	\$29.24	\$29.83	\$30.42	\$31.03	\$31.65	\$32.29	\$32.93	\$33.59	\$34.26	\$34.95	\$35.65	\$36.36	\$37.09	\$37.83	\$38.59	\$39.36	\$40.14
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**Human Resources and Risk Management
Rodney S. Marion**

18 North County Street – 7th Floor
Waukegan, Illinois 60085-4355
Phone 847 377-2700
HR Fax 847 625-7045
Risk Fax 847 377-2182

Ken Edwards
International Union of Operating Engineers
Local Union 150
6200 Joliet Road
Countryside, IL 60525

Re: Letter of Intent

Dear Ken:

During contract negotiations, for the successor collective bargaining agreement 1D the expired November 10, 2011 agreement, the union requested acknowledgement regarding the role Facilities Operation Division employees in emergency situations and the roles of supervisory personnel as it relates to performing the work of bargaining unit personnel.

Emergency Related Duties

Part of the emergency related job responsibilities of employees covered by the IUOE Local 150 Collective bargaining agreement for the Facilities Operations Division includes but, are not limited to;

- assisting emergency response personnel in gaining access to areas within County owned and operated buildings;
- assisting with the identification/explanation/repair of mechanical functions and equipment operations as requested;
- assisting the public and employees in exiting the building;
- providing access to County owned and operated buildings and property during inclement weather events.

Supervisory Personnel Performance of Bargaining Unit Work

Supervisory Personnel in the Facilities Operations Division shall not be used to perform work that would otherwise be performed by a full-time bargaining unit employee unless an emergency situation exists or a temporary vacancy exists due to time off or time needed to fill a position vacancy. Supervisory personnel may be used to assist bargaining unit employees to periodically perform bargaining unit work. Supervisory personnel may also perform bargaining unit work on an unassisted basis provided the frequency of the work performed does not amount to the equivalent of a full-time position.

This letter of intent is not meant to represent a negotiated agreement.

Sincerely,

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Rodney S. Marion
Human Resources Director