



ILLINOIS FOP  
LABOR COUNCIL

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## SETTLEMENT AGREEMENT AND RELEASE OF CLAIMS

This agreement is made and entered into between the Joliet Police Department (“Employer”), and the Illinois Fraternal Order of Police Labor Council (“Union”). In full, final and complete settlement of all issues raised by grievance GR-230517-KWTO/23-001, the parties hereby agree as follows:

The parties have entered into this agreement in order to resolve the Union’s grievance and to avoid further litigation. The parties agree to the following:

1. The Employer shall only require a physician’s statement after an Officer takes 7 unexcused work days of sick leave or when a pattern of abuse has been established within the calendar year. (January 1-December 31)
2. If the Officer has a chronic condition that he/she wishes to disclose to Human Resources or Police Administration, said Officer will only be required to show one doctor’s note at time of disclosure.

Illinois Fraternal Order of Police Labor Council

Joliet Police Department  
Chief of Police

Kathy Franzen  
Director of Human Resources  
City of Joliet

Date: 07/19/23

Date: 7/19/23

Date: 7/19/23

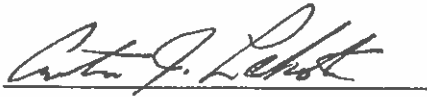
**MEMORANDUM OF UNDERSTANDING**  
**DRUG AND ALCOHOL TESTING**

This is an Agreement reached and entered into between the parties, IFOP Labor Council ("Union") and the City of Joliet ("City").

WHEREAS, there is currently in place General Order 3-1, Addendum A entitled "Use of Deadly Force" and General Order 5-10 entitled "Drug-Free Workplace",

WHEREAS, the Collective Bargaining Agreement between the Union and the City outlines the procedure for Drug Testing under Article XXIII,

WHEREAS, the parties have reached an agreement that any drug and/or alcohol test shall be conducted via **urine** sample.



For the Union

09/22/22

Date



For the City

9.22.22

Date

**MEMORANDUM OF UNDERSTANDING  
ANY AND ALL AUDIO/VIDEO RECORDINGS**

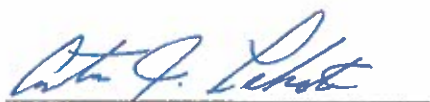
This is an Agreement reached and entered into between the parties, IFOP Labor Council ("Union") and the City of Joliet ("City").

WHEREAS, there is currently in place General Order 3-1, Addendum B entitled "Use of Non Deadly Force", General Order 9-21 entitled "In-Squad Video Systems Operations" and General Order 9-34 entitled "Body Worn Camera",

WHEREAS, the parties have reached an agreement regarding the procedure of auditing all audio and video recordings and the subsequent use of information obtained during such auditing, and the parties wish to memorialize that agreement in this Memorandum of Understanding;

THEREFORE, effective immediately upon execution of this Memorandum of Understanding, Article XXIV of the Collective Bargaining Agreement entitled "Employee Security" shall be amended as follows:

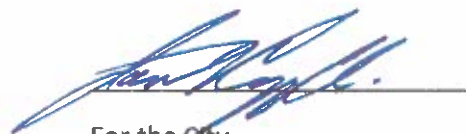
"Information obtained during the audit of any and all audio and video recordings past and present shall not be used to initiate discipline and can only be used in the disciplinary process to substantiate or negate a citizen's complaint made to the Department. Nothing precludes such information from being used for training purposes or from being used and acted upon if said information depicts criminal conduct".



For the Union

09/22/22

Date



For the City

9.22.22

Date