

Agreement. The City and the Union are each free to argue the relative value to be afforded to the hours reduction and rate change when advocating their respective positions on a 2007 wage increase.

ARTICLE XXIV

TRAINING SCHEDULES AND EXPENSES

24.1 Training/Instruction Schedules and Compensation

(A) Departmental training/instruction schedules will normally be posted prior to December 20 of the calendar year preceding the training except for those training courses dependent upon special funding or merely hosted by the Academy (such as MTU events).

(B) Training/instruction may be mandated by the Department, or requested by an officer. The Department reserves the right to determine whether to reschedule an officer's shift and days off in order to accommodate the training/instruction needs of the Department subject to the following:

1. Mandatory Schedule Change for Training/Instruction - The Department shall provide written notice to the officer at least twenty-eight (28) days in advance of any change in schedule for training/instruction (including course development), which shall include the date and time of the training. Mandatory schedule changes for training shall be for training of four (4) hours' duration or more. If the Department provides the twenty-eight (28) days notice and changes the officer's shift and/or day(s) off for training/instruction, the officer will receive his regular salary for the day spent in attendance at training or providing instruction. Hours spent in attendance at training or providing instruction in excess of the regular work day will be compensated at the applicable overtime rate. If the Department fails to provide the twenty-eight (28) days written notice, the officer will be compensated at the applicable hourly overtime rate for actual hours in training or acting as an instructor mandated by the Department outside an officer's regular work schedule or on a pre-approved compensatory, personal, or vacation day.

2. Voluntary Schedule Change for Training/Instruction - Officers may volunteer or request to attend training or provide instruction. Voluntary training/instruction requests submitted without the twenty-

eight (28) days written notice must be accompanied by a written waiver of the scheduling restrictions of this section and signed by the officer and a PBPA representative. The determination as to whether officers attend training, whether to grant an officer's request to act as an instructor while on-duty, and which officer(s), is within the sole discretion of the Department.

3. Preparation for Instruction - Instructors may request reasonable time on duty to prepare course materials and/or prepare to teach a course. Such reasonable time may be granted subject to the operational needs of the Department and with the approval of the immediate non-bargaining unit supervisor.

4. Officers in Posted Positions and Special Assignments that periodically train as a group or unit (e.g. ERT, HNT and Canine and those where training as a group is identified on the posting) are presumed to have "volunteered" for those training days (including waiving the scheduling restrictions) and the current practice of Rxing or trading days and shifts for participation in training for such assignments shall continue.

24.2 Expenses For Out of County Police School or Training Programs

In the event the Employer requires an officer to attend school or a training program outside Sangamon County which lasts greater than five (5) consecutive days, the officer shall receive prior to departure an allowance for any incidental expenses that may be required in an amount determined by the applicable rules and regulations of the Employer. This weekly allowance shall be satisfactorily accounted for in accordance with the practices and procedures of the Office of Budget and Management and any excess monies shall be returned to the City Treasurer through the normal procedures. If such an out-of-town school or training program is held within the State of Illinois and the employer does not provide the officer(s) with a mode of travel, officers so attending shall be entitled to travel expenses at the rate per mile established by the City Code for two (2) times the travel to and two (2) times the travel from the school or training program (measured from City Hall or the officer's residence, whichever is closer), provided the school exceeds one (1) week. The Employer will continue, as in the past, to provide the employee room and board expenses at such required programs.

24.3 Eligibility for Out of Town Training Travel Pay

- (A) If the distant training requires an overnight stay, and multiple officers travel, only the driver receives travel time pay. If only one (1) officer goes, travel time is paid.
- (B) If no overnight stay is required for distant training, all officers receive travel time pay regardless of who is driving.
- (C) If multiple officers are scheduled to travel to a distant school, officers will be required to rendezvous at the station and all leave from that location. This is to obviate claims for time spent picking up passenger officers.
- (D) Travel time will be paid as described above regardless of whether the attending officer initiates the idea of attending the training or he is ordered to attend the training.

24.4 Education Reimbursement and Incentives

- (A) The Employer agrees to maintain a fund of \$7500.00 for each fiscal year of the Agreement for the purpose of reimbursing the costs of continuing education and providing incentives to officers to pursue higher levels of formal education. The fund will be fully disbursed during the last month of the fiscal year according to the following priorities:
 - 1. Tuition reimbursement at the rate of 100% for a grade of “C”, or higher in eligible courses according to course guidelines developed by the Educational Incentive Committee;
 - 2. Reimbursement for required text books and lab fees;
 - 3. Reimbursement for any other student activity fee as determined by the Educational Incentive Committee.
- (B) If any funds remain after reimbursement of eligible officers pursuant to the above schedule, the unexpended funds will be disbursed in equal shares, to officers holding degrees from accredited institutions of higher education in the following manner:

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| 1. | Associates Degree | 1 Share |
| 2. | Bachelors Degree | 2 Share |

(C) The parties agree to continue the Educational Incentive Committee, consisting of three (3) officers appointed by the PBPA and three (3) persons appointed by the Employer. The purpose of the committee shall be to research, identify, and make written recommendations to the Chief and the PBPA relative to the issue of educational incentives for members of the bargaining unit. The committee shall meet at least once a year (and otherwise by mutual agreement) to make recommendations regarding the disposition of educational reimbursement funds. Any disputes regarding decisions on entitlement to reimbursement and/or disbursement of funds shall be resolved by a flip of a coin provided the funding priorities and objectives of this section are met.

ARTICLE XXV

INSURANCE

25.1 Group Health Insurance

Officers shall be provided health insurance through a self-insured plan or under group insurance policy or policies selected by the Employer, and shall receive the same insurance benefits at the same premium levels as any other City employee. In the event that the Employer desires or determines to change or modify the existing health insurance program with regard to premiums or coverage, the Employer shall provide the PBPA with reasonable advance notice of any such change and shall consult with its representatives prior to the change.

25.2 Retiree Health Insurance

The Employer shall provide a payroll deduction to any bona fide Voluntary Employee Beneficiary Association (VEBA) established and maintained by the PBPA for the purpose of pre-funding retiree health insurance.