

# VILLAGE OF HOMEWOOD



**BOARD AGENDA MEMORANDUM**

**DATE OF MEETING: September 12, 2023**

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**To:** Village President and Board of Trustees

**From:** Napoleon Haney, Village Manager

**Topic:** Board Support for the Unionization of Police Sergeants within the Homewood Police Department

## **PURPOSE**

During the executive session meeting of July 25, 2023, the Village Board first learned that the Police Sergeant group made Chief McGrath aware that the group planned to file their petition to unionize with the Illinois Labor Board. After hearing from the Village's labor attorney and management staff during the meeting, the Village Board shared their unanimous opinion that the Village would refrain from protesting or filing any challenge to the petition.

## **PROCESS**

You may recall that there were two prior efforts raised by unions to represent the Police Sergeants many years back. During each of these petition periods, the Village exercised its right to protest those prior petitions because the Sergeants are generally considered "supervisors" under the Labor Act, which means there is a potential for an inherent conflict of interest to include them in the same bargaining unit with the officers that they supervise. In Homewood, even though all officers in the rank of patrol are also represented by this same Union (MAP), the Sergeants will also be represented by MAP in a separate collective bargaining agreement that governs their employment. We are confident that this will help minimize any potential for conflicts of interests between the Sergeants and the officers they supervise.

More specifically, the Village of Homewood and the Homewood Police Department have chosen to respect the views and perspective of the Police Sergeants which we hope will foster our continued efforts to recruit and attract excellent officers to serve in the Homewood Police Department. The Village Board and management's supportive position also is an indication that we recognize the additional demands placed on all of our officers due to police reform efforts and increased accountability in law enforcement generally.

Attached is the Certification issued by the Illinois Labor Relations Board (the "Labor Board") confirming that the Metropolitan Alliance of Police, Chapter #22 has been certified as the exclusive representative of the Homewood Police Department - Police Sergeants to negotiate the terms and conditions of their employment with the Village of Homewood.

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## **OUTCOME**

As indicated in the attached Certification notice, there are presently seven (7) eligible Police Sergeants and six (6) of those Sergeants expressed their desire to be represented by this Union. When a collective bargaining agreement (CBA) is reached with this Union, the CBA would apply to all Sergeants regardless of the number of Sergeants who support the Union at this time.

## **FINANCIAL IMPACT**

- **Funding Source:** N/A
- **Budgeted Amount:** N/A

## **LEGAL REVIEW**

Completed

## **RECOMMENDED BOARD ACTION**

Pass a resolution acknowledging and accepting a petition to unionize filed by the Sergeants of the Homewood Police Department.

## **ATTACHMENT(S)**

- Resolution
- State of Illinois Labor Certification