

## MEMORANDUM OF UNDERSTANDING

The Waukegan Police Benevolent Labor Committee Unit # 42 and the City of Waukegan Police Department have agreed to a modification of Section 15.5 to supersede the current section language.

1. The following changes shall be effective upon signing, as follows:

SECTION 15.5.            PROMOTION. Promotions shall be governed by applicable Civil Service Regulations to the extent such regulations continue to apply to the Department, except for the following:

The weights assigned to and the components of the promotional process shall be as follows:

- 10% - Seniority
- 15%- Police Chief Points
- 5%- Civil Service Commission Interview
- 70%- Written


The components for scoring shall be administered in order as listed above. The score for each component shall be posted prior to the next component.

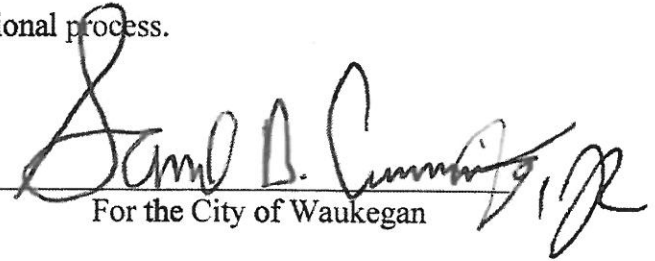
For calculating purposes, the end date shall be the date of the written examination. Calculating seniority points for candidates testing for the rank of Sergeant: For every consecutive month of seniority after seven (7) years with the Waukegan Police Department .0962 points shall be awarded, with a maximum of 10 points. Seniority points for all candidates shall be posted thirty (30) days prior to the written examination.

The Written Exam shall be scored on a scale of 100 points. The component scores shall then be reduced by the weighting factor assigned to the component on the test and the scores of all components shall be added to produce a total score based on a scale of 100 points. Candidates shall be ranked on the preliminary promotional list in rank order based on the highest to the lowest points scored on all of the components of the test

Preference points (as provided for in the CSC Rules), if any, shall be applied at the request of the applicant after the posting of the preliminary list. Once all applicants have been given an opportunity to utilize any preference points, a final promotional list shall be posted.

2. The parties agree that immediately after the posting of the eligibility list for promotion to Sergeant, they will begin the negotiations process for any additional changes to Section 15.5 for the anticipated 2022 promotional process.

  
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For PBLC Unit # 42

  
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For the City of Waukegan