

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (the "Agreement") is entered into by and between the VILLAGE OF ORLAND PARK (the "Village") and the ORLAND PARK POLICE SUPERVISORS ASSOCIATION, collectively referred to as the "Parties."

WHEREAS, the Village and the Union are Parties to a collective bargaining agreement effective May 1, 2023 through April 30, 2028 (the "CBA"); and

WHEREAS, the Village and the Union have met and discussed the issue of twelve (12) hour shifts, and have agreed to try twelve (12) hour shifts on a temporary basis; and

WHEREAS, the Village and the Union agree to temporarily modify the applicable provisions of the CBA, as specifically set forth in this Agreement, in order to move most police supervisors to twelve (12) hour shifts on a temporary, trial basis; and

NOW, THEREFORE, in exchange for the mutual covenants and promises exchanged herein, the Village and the Union stipulate and agree as follows:

The WHEREAS clauses set forth above are incorporated herein as substantive provisions of this Agreement.

1. Effective as of February 1, 2026, and continuing until January 31, 2027, the Village will implement a twelve (12) hour shift schedule for most police supervisors on a temporary, experimental basis. If either the Union or the Village elects to discontinue the 12-hour shift schedule after January 31, 2027, the terminating Party shall provide written notice to the other Party at least sixty (60) days prior to January 31, 2027. The Village may maintain the current shift schedules as set forth in the CBA for any employees it determines should remain on the current schedule. Employees assigned to twelve (12) hour shifts will be scheduled for 2080 hours of work per year.
2. **Implementation of 12-Hour Schedule for Patrol Division Supervisors.** Each employee assigned to the 12-hours shift shall be compensated at a rate of 11.4 paid hours, inclusive of a 35-minute unpaid lunch period. Employees may combine this unpaid lunch period with two (2) 15-minute paid personal breaks. Employees are permitted to utilize the department's workout facilities/gym during the combined 35-minute unpaid lunch period and two (2) 15-minute paid personal breaks, provided such use does not interfere with operational needs.
3. **Recall During Lunch Break.** In the event an employee is recalled to duty during the 35-minute unpaid lunch break, the employee shall be compensated at a rate of time and one-half (1.5x) for the duration of the recall.

4. **Shift Schedule.** The 12-hour shift schedule shall operate on a repeating two-week cycle as follows:
  - **Week 1:** Work Monday and Tuesday; off Wednesday and Thursday; work Friday, Saturday, and Sunday.
  - **Week 2:** Work Wednesday and Thursday; off all other days.

This cycle shall repeat thereafter. The schedule is designed to provide for 80 hours over the two-week pay period, based on 11.4 paid hours per shift.

5. **Overtime Threshold.** The work period shall be fourteen (14) consecutive days. Any hours worked in excess of 80 hours during the 14 day pay period shall be compensated at the overtime rate of time and one-half (1.5x).
6. **Platoon Structure.** The Patrol Division shall be divided into two platoons: Platoon A and Platoon B. Each platoon shall have opposite work days to ensure continuous coverage (i.e., when Platoon A is scheduled to work, Platoon B shall be off, and vice versa). Each platoon shall further be subdivided into a Day Shift and a Night Shift, with shift start and end times to be determined by the Village in consultation with the Union, consistent with operational needs (e.g., Day Shift: 0600-1800 hours and 0700-1900 hours; Night Shift: 1800-0600 hours and 1900 hours and 0700 hours).
7. **Administration and Modifications.** The Parties agree to work collaboratively and in good faith regarding any necessary adjustments to this schedule due to unforeseen circumstances, such as staffing shortages or emergencies. If issues or problems arise that cannot be resolved by mutual agreement, as determined by the Village in its discretion, the Village shall have the right to terminate this Agreement and the 12 hour shifts upon sixty (60) days written notice to the Union.
8. Employees shall continue to be compensated at the hourly rates set forth in Appendix B of the CBA.
9. All benefit time in the CBA shall remain at the current amounts and shall be calculated on an hourly basis. Any benefit time expressed in days shall be converted to hours at the rate of eight (8) hours per day. Nothing in this Agreement shall cause any increase in the amount of any paid leave time or other benefit time provided for in the CBA.
10. Employees cannot work more than eighteen (18) hours in a twenty-four (24) hour period absent emergency circumstances as determined by the Chief of

Police.

11. The Village shall periodically review and evaluate the twelve (12) hour shift schedule regarding service levels, productivity, operational needs, accidents, safety, leave usage, cost effectiveness and overall value to the community. The Parties shall endeavor to meet quarterly to discuss the 12-hour shifts.
12. Twelve (12) hour shifts may be extended beyond the expiration date set forth in Paragraph 2 above only by written, mutual agreement of both parties.
13. All other provisions of the Current CBA shall remain unchanged and in full force and effect.

The parties acknowledge that the twelve (12) hour shift experiment undertaken pursuant to this Agreement shall not constitute a precedent or the status quo which may be cited in subsequent negotiations or interest arbitration.

14. The Village and the Union both acknowledge that they have entered into this Agreement freely and voluntarily, and have both agreed to the terms set forth herein. The Union hereby waives and releases any claim that the terms of this Agreement or any action taken based on this Agreement are in violation of the CBA. The Union further agrees that the provisions of this Agreement are not subject to the grievance procedure, and agrees that no grievance may be filed over any alleged violation of this Agreement or relating to the adoption, implementation or cancellation of twelve (12) hour shifts.
15. This Agreement shall be admissible in evidence in any action in which its terms are sought to be enforced.
16. This Agreement may be executed in any number of counterparts, with each counterpart deemed to be an original, and shall be effective as of February 1, 2026. It shall automatically expire on January 31, 2027, unless an extension is mutually agreed to by both parties.
17. The provisions of this Agreement are severable, and if any part is found unenforceable the other parts shall remain fully valid and enforceable to the extent compatible with the intent of the original Agreement.
18. This Agreement shall be binding and enforceable on the parties, their heirs, successors and assigns in accordance with its terms.

VILLAGE OF ORLAND PARK

ORLAND PARK POLICE  
SUPERVISORS ASSOCIATION

For Itself and on behalf of the  
employees identified herein

A handwritten signature in black ink, appearing to be "A. Olson", written over a horizontal line.

10/15/2025

Date

Date