

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 on behalf of the DEPUTY CHIEF and COMMANDERS (the "OPPSA").

WHEREAS, the Village and the OPPSA are parties to a meet and confer agreement effective May 1, 2023 through April 30, 2027 (the "Meet and Confer Agreement"); and

WHEREAS, Section 5.1 of the Meet and Confer Agreement provides for varying levels of vacation time for employees based on length of continuous service; and

WHEREAS, the Village has recently made certain lateral hires to positions covered by the Meet and Confer Agreement; and

WHEREAS, the Village and the OPPSA have met and agreed that it is important to provide lateral hires with an adequate amount of vacation time; and

WHEREAS, in addition, the Village and the OPPSA wish to clarify health insurance contributions and annual wage increases; and

WHEREAS, the OPPSA continues to recognize and agree that the discussions leading up to the Meet and Confer Agreement, as well as the discussions leading up to this Agreement, are not to be construed as collective bargaining negotiations as provided by the Illinois Public Labor Relations Act, and that the positions covered by the Meet and Confer Agreement are not bargained-for positions;

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

1. The WHEREAS clauses set forth above are incorporated herein as substantive provisions of this Agreement.
2. Effective as of _____, Section 5.1 of the Meet and Confer Agreement is amended by adding the following sentence at the end:

Lateral hires with at least 15 years of prior law enforcement experience shall be granted 15 days of vacation annually.

3. In addition, Deputy Chiefs and Commanders shall have the same health insurance contribution rates as MAP and the OPPSA, and shall be afforded the same pay increases as MAP and the OPPSA (3.25%), retroactive to the effective date of this Agreement.
4. All other provisions of the Meet and Confer Agreement shall remain unchanged and in full force and effect.
5. The Village and the OPPSA both acknowledge that they have entered into this Agreement freely and voluntarily, and have both agreed to the terms set forth herein.

6. This Agreement shall be admissible in evidence in any action in which its terms are sought to be enforced.
7. This Agreement may be executed in any number of counterparts, with each counterpart deemed to be an original, and shall be effective as of _____.
8. 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.
9. This Agreement shall be binding and enforceable on the parties, their heirs, successors and assigns in accordance with its terms.
10. Nothing in this Agreement is intended to be construed as collective bargaining nor to entitle any employee covered by the Meet and Confer Agreement to be entitled to the protections of the Illinois Public Labor Relations Act.

VILLAGE OF ORLAND PARK

ORLAND PARK POLICE SUPERVISORS
ASSOCIATION

Date

Date