

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Village of Orland Park (the "Village") and the American Federal of State, County and Municipal Employee, AFL-CIO, Council 31, Local 368 ("AFSCME" or the "Union").

WHEREAS, the Village and the Union are currently parties to a collective bargaining agreement which is effective from May 1, 2019, through April 30, 2026 (the "Contract"); and

WHEREAS, the Village and the Union are currently negotiating a successor contract; and

WHEREAS, the Village and Union are waiting on salary study information from third-party entities regarding wages for employees in the Village including individuals within the Union; and

WHEREAS, the Parties desire to come to an agreement for a period of time while waiting for the completion of the above-mentioned studies before completing negotiations and entering into a successor agreement; and

WHEREAS, the Village and the Union have met and discussed this issue and mutually agree to hold current contract negotiations in abeyance while waiting on the completion of the above-mentioned studies.

NOW THEREFORE, in consideration of the mutual promises and benefits exchanged herein, the sufficiency of which is acknowledged, the Village and the Union agree as follows:

1. The current negotiations for a successor contract are held in abeyance until the Baker Tilly and Raftelis studies are completed, received, and reviewed by the Village.
2. The parties agree to incorporate the changes to the Contract language on the following sections that the parties have already tentatively agreed to. Those sections are:
 - a. 1.1 Union Recognized
 - b. 5.2 Time Clocks
 - c. 5.3 Meal Periods
 - d. 6.2 Floating Holidays (specific to language "Employees are not authorized to call in for a Floating Holiday like sick or personal day")
 - e. 6.5 Eligibility Requirements
 - f. 7.8 TCO Seniority Bidding of Permanent Shifts and Rating of Work Schedules
 - g. 8.1 Purpose
 - h. 8.2 Allowance
 - i. 8.3 Sick Time Utilization

- j. 8.4 Rate of Payment
- k. 8.5 Notification
- l. 8.6 Medical examination
- m. 8.8 Part-time Employee Exclusion
- n. 8.10 Annual Sick Time Buyback
- o. 10.3 Scheduling and Accrual
- p. 11.6 Pay Rate for TCO Trainer, (1) LEADS Coordinator, (1) LEADS Coordinator Delegate
- q. 17.1 Uniforms and Protective Clothing
- r. Article XXIV Motor Vehicle Reporting

A copy of the language is attached as an exhibit to this MOU.

3. The following six employees will receive a one-time increase to their hourly rate to \$28.00:
 - a. Matthew Asbrand
 - b. Jonathan Hall
 - c. Jason Villagomez
 - d. Michael Hansen
 - e. Joseph Wallace
 - f. Cameron Kessler-Chipman (Following Completion of Probationary Period)
4. All members of the Union will receive their merit-based performance increase retroactive to May 1, 2026, with a maximum increase for employees being 3.25%.
5. For 2026-2027, the applicable salary ranges will be adjusted for a 3.25% increase to the minimum and maximum salary as outlined in the attached.
6. The remaining provisions of the Contract will operate as status quo until negotiations restart.
7. This Memorandum of Understanding will take effect upon being fully executed by both parties.

Dated: _____

Dated: _____

Village of Orland Park

AFSCME COUNCIL 31