

Highlights of Tentative Agreement Between the Village of Orland Park and American Federation of State, County and Municipal Employees, AFL-CIO Council 31, Local 368 (AFSCME)

About AFSCME: The AFSCME bargaining unit represents employees in the position of Telecommunicator; TCO Support Clerk; Bus Driver; Custodian II (Maintenance Worker II); Maintenance Worker I; Maintenance Worker III; Mechanic II; Water Plant Operator; Drafting Technician; Water Meter Technician, Water Sewer Worker I; Maintenance Electrician; and Engineering Technician.. Staff in these positions work within the Orland Park Police Department, Parks and Building Maintenance Department and Public Works Department. The contract being considered is for the four years beginning May 1, 2011 and ending April 30, 2015.

Healthcare:

AFSCME agrees to participate in Village's employee health benefit strategy that shifts toward consumerism and away from high-cost, high-utilization PPO programs. This occurs by:

- Increasing employee cost-sharing for participation in conventional PPO health plan
- Pricing alternative plans to create an incentive for employees to migrate toward consumer-directed plans or managed-care plans (see attached table)
- Funding by the employer of a percentage (40%) of the deductible for the HDHP/HSA plans to create an attractive incentive to shift toward consumer-driven plan. (e.g., what funds the employee doesn't use in one year rolls over to the next and belongs to the employee)
- Requiring employees to participate in annual wellness and health risk assessment screenings in order to qualify for best rates

Consistent with Village health benefit strategy of choice, consumerism, and wellness.

Wages:

Village agrees to pay an increase in wages of 7.8% over the four-year agreement as follows:

Year 1 (5/1/11 – 4/30/12):	1.75% (retroactive)
Year 2 (5/1/12 – 4/30/13):	2.0% (retroactive)
Year 3 (5/1/13 – 4/30/14):	2.0%
Year 4 (5/1/14 – 4/30/15):	2.05%

The Village agrees to increase the Shift Differential from \$0.50 to \$0.75 per hour

Incentive Pay:

- The Village agrees to increase the Tool Allowance from \$500 annual reimbursement to \$750 annual reimbursement.

Bereavement Leave:

- The Village will provide Bereavement Leave for employees eligible in the event of the passing of a brother-in-law and sister-in-law of the employee

Healthcare:

Employee Rates as outlined in the chart below.

	5/1/2011	w/wellness		w/wellness		w/wellness	
		1/1/2013	1/1/2013	1/1/2014	1/1/2014	1/1/2015	1/1/2015
SELECT PLAN							
SELECT EMPLOYEE	\$0.00	\$0.00	\$30.00	\$20.00	\$50.00	\$30.00	\$110.00
SELECT EMPLOYEE + CHILDREN	DNA	\$18.00	\$48.00	\$38.00	\$68.00	\$65.00	\$145.00
SELECT EMPLOYEE + SPOUSE	\$0.00	\$20.00	\$50.00	\$40.00	\$70.00	\$70.00	\$150.00
SELECT FAMILY	\$25.00	\$27.00	\$57.00	\$60.00	\$90.00	\$100.00	\$185.00
HDHP/HSA PLAN							
HDHP/HSA EMPLOYEE	\$0.00	\$0.00	\$35.00	\$0.00	\$40.00	\$15.00	\$55.00
HDHP/HSA EMPLOYEE + CHILDREN	DNA	\$0.00	\$35.00	\$0.00	\$40.00	\$25.00	\$65.00
HDHP/HSA EMPLOYEE + SPOUSE	\$0.00	\$0.00	\$35.00	\$0.00	\$40.00	\$30.00	\$70.00
HDHP/HSA FAMILY	\$0.00	\$0.00	\$35.00	\$0.00	\$40.00	\$35.00	\$75.00
SILVER PLAN							
PPO SILVER EMPLOYEE	DNA	\$55.00	\$125.00	\$55.00	\$135.00	\$65.00	\$155.00
PPO SILVER EMPLOYEE + CHILDREN	DNA	\$105.00	\$175.00	\$105.00	\$185.00	\$130.00	\$220.00
PPO SILVER EMPLOYEE + SPOUSE	DNA	\$110.00	\$180.00	\$110.00	\$190.00	\$135.00	\$225.00
PPO SILVER FAMILY	DNA	\$165.00	\$235.00	\$165.00	\$245.00	\$200.00	\$290.00
GOLD PLAN							
PPO GOLD EMPLOYEE	\$85.00	\$95.00	\$180.00	\$95.00	\$190.00	\$175.00	\$285.00
PPO GOLD EMPLOYEE + CHILDREN	DNA	\$185.00	\$270.00	\$185.00	\$280.00	\$325.00	\$460.00
PPO GOLD EMPLOYEE + SPOUSE	\$170.00	\$195.00	\$280.00	\$195.00	\$290.00	\$340.00	\$475.00
PPO GOLD FAMILY	\$190.00	\$285.00	\$370.00	\$285.00	\$380.00	\$440.00	\$660.00

Those enrolled in HDHP/HSA eligible for employer contribution of 40% of the deductible no later than the second payroll in January.

Employee premium rates will be administered assuming the discount will apply; upon confirmation of non-compliance with the wellness screening, discount removal will be applied retroactively to January 1, of the plan year.

Healthcare Cash equalizer of \$500 first pay of January **2015**.