

# Memorandum

**To:** Mayor and Board of Trustees, Village of Orland Park

**From:** Karl Ottosen, Ottosen DiNolfo Hasenbalg & Castaldo, Ltd.

**CC:** George Koczwarra; Jim Culotta; Regina Early; Chief Eric Rossi

**Re:** Summary of Proposed MAP Collective Bargaining Agreement

**Date:** June 27, 2024

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The Village bargaining team and MAP have reached an agreement for the patrol officers' bargaining unit. A summary of the main points follows:

## Term

A new collective bargaining agreement with the Metropolitan Alliance of Police, Chapter 159 and the Village of Orland Park is attached for approval. The terms of the tentative agreement have been incorporated in the new agreement. This new agreement is for five years, effective May 1, 2023, to April 30, 2028. The agreement has been ratified by MAP.

## Wages and Benefits

The parties agreed to 3.25% wage increases each year of the contract, retroactive to May 1, 2023, for active employees or those who retired in good standing on or after May 1, 2023. Effective upon ratification, new patrol officers will be placed at step one rather than at a "recruit" step on the salary schedule. The current recruit step is 80% of step one and it is expected the elimination of the recruit step will attract more applicants. Members currently in the recruit step will be moved to step one prospectively. There is no retro pay for those on the recruit step based on what they would have been paid if on step one.

Lateral hires may be placed on the salary schedule based on their previous experience up to Step 5 rather than the current limit of Step 2. This will allow the Village to attract more experienced lateral hires.

The uniform allowance was increased by \$50.00 with no additional increase during the five years of the agreement.

Health insurance contributions were maintained as status quo. In addition, we agreed to provide an opt-out incentive for employees who elect not to be covered

by the Village's plan. Those electing out of the plan starting with the 2025 open enrollment will receive 20% of the HMO single annual premium cost, paid out in monthly installments.

No other stipends were increased. No operational restrictions were agreed upon and the union dropped its request to move to 12-hour shifts.

Recommended Action/Motion:

I move to approve the resolution authorizing the collective bargaining agreement between the Village of Orland Park and Metropolitan Alliance of Police, Chapter 159 with the Village Manager, Village President, and Village Clerk to execute the agreement.