

**TERM SHEET**  
**IBEW, Local 134 – Village of Orland Park**  
**Contract Negotiations**  
*Accepted Proposals from Mediation*

IBEW Local 134 hereby submits the following proposals/counter-proposals:

1. **Term of Contract:** 5 years

2. **Wages:**

*The below will be the total combined increase to wages annually, however this amount will be separately designated. 1.5% for all years in the initial chart, with the remainder per year separately designated as in consideration for concessions to insurance and removal of steps.*

- a. May 1, 2019 – 2.75%
- b. May 1, 2020 – 2.50%
- c. May 1, 2021 – 2.50%
- d. May 1, 2022 – 2.50%
- e. May 1, 2023 – 2.25%
- f. **Step Increases** – Employees hired before January 1, 2020 shall receive step increases, which will decrease to 4.5% per step, as well as negotiated annual wage percentage increases. Once the maximum step is reached, then the employee(s) shall only receive the negotiated annual wage percentage increase; Agreed.
- g. **New Hires** – (after January 1, 2020) – New Hires shall not receive step increases, but shall receive the annual wage percentage increases listed in 2(a)-2(e) above for the corresponding year. Base Salaries only (i.e. Employer shall pay at a minimum and at a maximum) as follows:
  - i. Lead Field Inspector: \$78,095.00– \$109,333.00
  - ii. Building Inspector: \$66,850.00– \$90,511.00
  - iii. Electrical Inspector: \$66,850.00– \$90,511.00
  - iv. Plumbing Inspector: \$66,850.00– \$90,511.00
  - v. Health & Housing Inspector: \$66,850.00– \$90,511.00
  - vi. Senior Property Main. Insp. \$66,850.00– \$90,511.00
  - vii. Property Main. Insp. \$58,940.00– \$79,800.00
  - viii. Bldg Info & Event Coord. \$56,370.00– \$73,594.00

*If employee is hired at maximum base, employee shall still be entitled to annual wage percentage increases, and maximum base will increase each year beginning in 2020 by the annual wage percentage increase.*

3. **Health Insurance:**

- a. January 1, 2020 – 2% increase to HDHP
- b. January 1, 2021 – 2% increase to HDHP
- c. January 1, 2022 – 1.5% increase to HDHP
- d. January 1, 2023 – 1% increase HDHP
- e. January 1, 2024 – .5% increase HDHP
- f. HMO Blue Advantage (new and replaces HMO Illinois) employee contributions 10% for term of agreement (all levels)
- g. January 1, 2020 Silver plan % share is the same as the non-union 25% EE, 30% for dependent coverage
- h. No other changes (maintain status quo) except for elimination of gold plan

4. **Work on Holiday** – double time. Agreed.

5. **Collection of Union Dues** – maintain status quo. Agreed.

1 of 2

TA subject to ratification  
12/18/19 6:10pm  
K.L.

TA subject to approval by  
The Board  
BH 12/18/19 at 11:07p

6. **Vacancies** – agree to last changes made/offered by Union on 7/23/19. Agreed.
7. **Janus** – agree to Employer proposal. Agreed.
8. **OT Distribution** – Section 11.2 modified per Union proposal dated 7/17/19. We are waiting on some clarification in this language (i.e. 1. Include that the Village will send to Bargaining Unit to post; 2. Clarify whether the overtime to be tracked from the start of the month or the start of the year?)
9. **Union Recognition** – revise per Union proposal on 7/23/19. Agreed.
10. **Revise Section 6.1** – seniority shall be by bargaining unit seniority. Agreed in principle, IBEW to send proposed language.
11. **All other proposals and counter proposals by either party shall be withdrawn unless previously tentatively agreed to by the parties.** Agreed.
12. Village shall revise its Drug and Alcohol Policy, previously incorporated as Appendix D.

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TA subject to Arbitration  
12/18/19 6:10 pm  
mjc K.K.

TA subject  
to approval by  
The Board  
BH  
12/18/19 at 6:00