

Tentative Agreement
Between the Village of Orland Park and Deputy Chief and Commanders Group
Regarding the Meet and Confer Agreement expiring 4/30/2015

Cover Page
~~MAY 1, 2011 – APRIL 30, 2015~~
MAY 1, 2015 to APRIL 30, 2019

Section 7.6. Leave for Illness, Injury or Pregnancy.

(a) In the event an employee is unable to work by reason of illness, or injury (including those compensable under Worker's Compensation), or pregnancy, the Village may grant a leave of absence without pay. Said leave shall be with pay provided that the police officer qualifies for short term disability in accordance with the provisions of Ordinance No. 1189, or with the provisions of Ordinance No. 4690 for employees hired on or after October 1, 2015, attached hereto as Attachment B. The Village shall pay the difference necessary to constitute: (1) full pay for the first two months; (2) 95% of full pay for the second two months; (3) 90% of full pay for the remaining 8 months; provided, the police officer must have applied and be receiving disability pay from the Police Pension Board during the periods specified above. If the police officer is not receiving disability from the Police Pension Board but qualifies under Ordinance No. 1189 or 4690 as applicable, he shall be paid short-term disability as any other Village employee. Employees who otherwise qualify for paid short term disability benefits under Section 11.6 of this Agreement shall be entitled to receive such short term disability benefits for a period of up to 52 weeks per disability, 26 weeks for employees hired on or after October 1, 2015. An outline of the coordination of the police disability pension and the Village's short-term disability program is included in Attachment B.

(b) To qualify for such leave, the employee must report the illness, injury or inability to work because of pregnancy as soon as the illness, injury or pregnancy is known, and thereafter furnish to the Police Chief or his designee a physician's written statement showing the nature of the illness, injury or state of pregnancy and the estimated length of time that the employee will be unable to work, together with a written application for such leave. Thereafter, during such leave, the employee shall furnish a current report from the attending doctor at the end of every forty-five (45) day interval. Request for

such leave shall be subject to the approval of the Chief. Approval of sick leave shall not be arbitrarily withheld.

(c) Before returning from leave of absence for injury, illness or pregnancy, or during such leave or during any light duty assignment, the employee at the discretion of the Village may be required to have a physical examination by a doctor designated by the Village to determine the employee's capacity to perform work assigned.

(d) In the event that an employee is restricted to non-patrol functions by the order of a doctor designated by the village for physical conditions that have not become incapacitating for purposes of this Section, the employee will be assigned to administrative and/or light duty assignments. During any employee's assignment to the investigative unit, the employee will receive a monthly pro rata portion of the appropriate civilian clothing allowance.

Section 13.1. Wage Schedule.

5/1/2015 2.4% (Retro, effective 5-1-15)

5/1/2016 2.4%

5/1/2017 2.4%

5/1/2018 2.4%

Section 9.2. Service Longevity. Salary and wage recognition is to be accorded each employee covered by this Agreement on the basis of service longevity, independent of, but in addition to that accorded as base pay or step increases, as follows:

<u>Year Completed</u>	<u>Longevity Amount</u>
5	\$2,200 <i>\$2,450</i>
10	\$2,600 <i>\$2,850</i>
15	\$2,900 <i>\$3,250</i>
20	\$3,200 <i>\$3,650</i>
25	\$3,700 <i>\$3,850</i>

Effective after December 1, 2000, the service longevity payments set forth in this Article IX § 9.2 shall accrue on the date of the employee's anniversary of employment.

~~Effective the end of the day on April 30, 2003, delete Article IX §9.5 in its entirety and add the Commanders Annual Supervisory Stipend of \$9,500.00 into the base salary of Commanders as of April 30, 2003, as set forth in Appendix B, and add the Deputy Chiefs Annual Supervisory Stipend of \$10,500.00 into the base salary of Deputy Chief as of April 30, 2003, as set forth in Appendix B.~~

Section 9.3. Educational Incentive.

(a) Supervisory employees who have attended an accredited college or university and received credit for hours attended shall receive an education incentive as follows;

For all employees (effective 5/1 of each contract year):

Bachelor's Degree	\$2,400 \$2,800
Master's Degree	\$3,000 \$3,300

(b) Supervisory employees shall be eligible to participate in the educational incentive program once each year. ~~In order to make application, T~~the employee shall submit documents that will provide evidence of requirement to the Chief of Police. The Chief shall examine any records provided and certify that the employee qualifies. Once the employee's documents are certified for eligibility by the Chief of Police, they shall be retained in the employees personnel file. Thereafter, the employee ~~may simply make a written request annually to the Chief of Police to~~will be able to participate in the program. Documents to establish eligibility should only thereafter be submitted if the employee becomes eligible for an advanced level in the program.

(c) Effective May 1, 2001 delete Article IX § 9.6. (c) in its entirety and substitute in lieu thereof the following: Education incentive payments shall be made in one lump sum on May 1 of each year, upon approval

of the Chief of Police and the requisite processing time required by the Finance Department. ~~The employee must submit the appropriate document and/or request to the Chief of Police before April 15th.~~ Employees shall be eligible for only such payment each contract year.

ARTICLE X

UNIFORM AND CLOTHING ALLOWANCE

Employees who are required to wear and regularly and continuously maintain prescribed items of uniform clothing shall receive the clothing from the Village. Officers who are permitted to regularly wear civilian clothes shall receive \$1,000 ~~\$1,100~~ (effective ~~May 1, 2016~~ ~~January 1, 2012~~) per year per employee toward said clothing cost. Such payment shall be made annually in accordance with department special order S97-25.???

ARTICLE XI

INSURANCE

Section 11.1 Coverage. The Village shall make available to full-time employees and their dependents group health, dental, hospitalization, vision and life insurance. The Village shall also offer employees and their dependents the option to enroll in any approved plan currently offered. Employees shall be afforded an opportunity to change their enrollment in plans offered by the Village annually during the Village's open enrollment period. The Village shall also offer employees who are under the age of 65 who retire during the life of this Agreement and their dependents, the option to participate in the plans offered by the Village to employees subject to their contribution of premium costs as provided in §11.2 of this Agreement. The Village reserves the right to change insurance carriers or benefit levels or to self-insure as it deems appropriate, so long as the new coverage and benefits are substantially the same to those in effect as of May 1, 2011 and as generally indicated by cover sheets in Attachment D.

Prior to implementing any change, the Village shall notify the Association at least 30 days prior to any change and, if requested, schedule a meeting to discuss any changes in accordance with Article II.

Employee deductibles, co-insurances, co-pays for services and prescriptions are outlined in the individual plan summaries. Parties agree that should any governmental regulation impose obligations on either party regarding provisions of insurance benefits, that parties will meet and confer for the purpose of discussing the impact of such legislation.

Effective May 1, 2011, the Parties agree that § 11.2 will be amended as follows:

Section 11.2. Cost. The Village and the Association agree that the Village shall pay the cost of premiums for the insurance coverage provided by §15.1 of this Agreement as follows:

- a) HMO -- Employee and dependents - share in the premium costs as outlined in Section 11.2(b).
- Employees who retire after 20 years of service and at 50 years of age or older:
 - Retired individual - 100% less the monthly employee premium contribution rate as outlined in Section 11.2(b).
 - Retiree's spouse and dependents - shall be entitled to be enrolled and the retiree shall pay 100% of the additional premium for such coverage.
 - The Village shall apply the current monthly premium for single (HMO) (less the monthly employee premium contribution rate) coverage to the retired employee's medical plan of choice currently offered by the Village.

- In the event a retiring member relocates from the State of Illinois and the HMO program is unavailable to that member, the member shall receive a cash reimbursement equal to one hundred percent (100%) of the cost of member HMO premiums that are in effect at that time minus the then current monthly premium for single HMO coverage. The retiree shall pay all premium costs due directly to the Village finance department.

b) Employee Premium Sharing

Plan participants providing for individual coverage and/or family coverage shall contribute toward monthly premium costs through payroll as follows: (The “w/wellness” rates are discounted based on completion of the employee wellness screening as outlined below in the employee wellness incentive.)

w/Wellness Rates	5/1/2011	1/1/2013 Upon Ratification	1/1/2013 1/1/2017	1/1/2014 1/1/2018	1/1/2014 1/1/2019
SELECT PLAN HMO	1/1/2015				
EMPLOYEE	\$30.00	<u>\$35</u>	<u>\$40</u>	<u>\$45</u>	<u>\$50</u>
EMPLOYEE + CHILDREN	\$65.00	<u>\$70</u>	<u>\$75</u>	<u>\$80</u>	<u>\$85</u>
EMPLOYEE + SPOUSE	\$70.00	<u>\$75</u>	<u>\$80</u>	<u>\$85</u>	<u>\$90</u>
FAMILY	\$100.00	<u>\$125</u>	<u>\$135</u>	<u>\$150</u>	<u>\$175</u>
HDHP/HSA PLAN					
EMPLOYEE	\$15.00	<u>\$20</u>	<u>\$25</u>	<u>\$30</u>	<u>\$35</u>
EMPLOYEE + CHILDREN	\$25.00	<u>\$30</u>	<u>\$35</u>	<u>\$40</u>	<u>\$45</u>
EMPLOYEE + SPOUSE	\$30.00	<u>\$35</u>	<u>\$40</u>	<u>\$45</u>	<u>\$50</u>
FAMILY	\$35.00	<u>\$40</u>	<u>\$45</u>	<u>\$50</u>	<u>\$55</u>
SILVER PLAN					
EMPLOYEE	\$65.00	<u>\$70</u>	<u>\$80</u>	<u>\$90</u>	<u>\$100</u>
EMPLOYEE + CHILDREN	\$130.00	<u>\$140</u>	<u>\$150</u>	<u>\$160</u>	<u>\$170</u>
EMPLOYEE + SPOUSE	\$135.00	<u>\$145</u>	<u>\$155</u>	<u>\$165</u>	<u>\$175</u>
FAMILY	\$200.00	<u>\$210</u>	<u>\$235</u>	<u>\$255</u>	<u>\$275</u>
GOLD PLAN					
EMPLOYEE	\$175.00	<u>\$190</u>	<u>\$205</u>	<u>\$220</u>	<u>\$235</u>
EMPLOYEE + CHILDREN	\$325.00	<u>\$350</u>	<u>\$375</u>	<u>\$405</u>	<u>\$435</u>
EMPLOYEE + SPOUSE	\$340.00	<u>\$366</u>	<u>\$393</u>	<u>\$422</u>	<u>\$454</u>
FAMILY	\$440.00	<u>\$550</u>	<u>\$650</u>	<u>\$760</u>	<u>\$800</u>

~~For plan years 2013, 2014, and 2015 an Emergency room co-pay of \$150.00 will be applied to the Select HMO and Gold plans.~~

~~For plan years 2013, 2014 and 2015~~ Prescription co-pays for the ~~Select~~ HMO and Gold plans are:

- \$10 Generic
- \$15 Brand when generic is not available
- \$25 Brand if a brand prescription is purchased and a generic is available

(c) Wellness Incentive (All Plans)

1. The Village will conduct on-site health screenings scheduled by the Village on predetermined dates each calendar year for the employee. The Village will pay for the cost of the health screening for full-time employees, and their spouses who are currently enrolled on the Village medical plan.

For those employees who choose not to participate in the employee health screening, the employee's monthly health insurance premium share will be increased by \$80 per month, such premium increase shall not reflect the voluntary decision of a member's eligible spouse who has elected not to participate in the health screening.

~~The Village will pay for the cost of the health screening for full time employees. Beginning January 1, 2013, employees who choose not to participate in the employee health screening for that plan year will not be eligible for the discounted rates in that plan year.~~

2. If an employee is unable to participate in the health screening when they are held onsite, the employee will have 30 days post written notification that they have not completed the screening to obtain a health screening at one of the screening company's alternate locations. Failure to obtain a screening by that date will result in the loss of the discounted rate.

3. 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.

(d) HDHP/HSA

Annual Deductible:

~~For plan years 2011, 2012, 2013, 2014, and 2015 annual deductibles for the HSA will be:~~

EE:	\$2,500 per annum
EE + Spouse	\$5,000 per annum
EE + Child(ren)	\$5,000 per annum
Family	\$5,000 per annum

For plan year 2016 the annual deductibles for the HDHP/HSA plans will be:

<u>EE:</u>	<u>\$2,600 per annum</u>
<u>EE + Spouse</u>	<u>\$5,200 per annum</u>
<u>EE + Child(ren)</u>	<u>\$5,200 per annum</u>
<u>Family</u>	<u>\$5,200 per annum</u>

For plan year 2017 the annual deductibles for the HDHP/HSA plans will be:

<u>EE:</u>	<u>\$3,250 per annum</u>
<u>EE + Spouse</u>	<u>\$6,500 per annum</u>
<u>EE + Child(ren)</u>	<u>\$6,500 per annum</u>
<u>Family</u>	<u>\$6,500 per annum</u>

For plan years 2018 and 2019, the annual deductibles for the HDHP/HSA plans will be:

<u>EE:</u>	<u>\$3,500 per annum</u>
<u>EE + Spouse:</u>	<u>\$7,000 per annum</u>
<u>EE + Child(ren):</u>	<u>\$7,000 per annum</u>
<u>Family</u>	<u>\$7,000 per annum</u>

Employer contribution to HSA:

For those employees enrolled in the HDHP/HSA Plan, the Village will contribute an amount equal to 40% of the deductible associated with the employee's plan election in the employee's HSA, ~~for plan years 2012, 2013, 2014, and 2015.~~ ~~For plan years 2012, 2013, 2014, and 2015~~ The Village will make annual deposits no later than the second pay period in January of the respective plan year.

Prescription Drugs / Emergency Room Co-pays:

~~For plan years 2011, 2012, and 2013, the prescription drug benefit and emergency room costs will be subject to the annual deductible. Once the deductible is reached, prescription drugs and emergency room visits are paid at 100% by the Village health plan.~~

~~For plan years 2014 and 2015,~~ The prescription drug benefit will ~~again~~ be subject to the annual deductible; however, once the deductible is satisfied prescriptions will be subject to a co-pay of \$0/\$20/\$40 or a model similar, as offered by the administrator at that time.

~~For plan years 2014 and 2015,~~ Emergency room benefit will ~~again~~ be subject to the annual deductible; however once the deductible is satisfied emergency room benefits will be subject to a \$150 co-pay after the deductible is satisfied. All co-pays and deductibles will be subject to a maximum annual out-of-pocket limit in the amount of \$5,950 per single coverage and \$11,900 per family coverage. *This limit does not apply to deductible and expenses for out-of-network services if the plan uses a network of providers. Instead only deductibles and out-of-pocket expenses for services within the network should be used to figure whether the limit applies.

(e) Section 125 Plan. The Village shall extend to members of the bargaining unit the opportunity to participate in the IRC §125 Plan it has established so long as such Plan continues to be authorized by the Internal Revenue Code.

(f) ~~Healthcare Cash Equalizer. MAP #159 members shall be paid a one-time taxable payment of \$500.00 "healthcare cash equalizer" payable during the first pay period of January 2015.~~

Section 11.3. Terms of Insurance Policies to Govern. The extent of coverage under any insurance policies and/or benefit plan descriptions referred to in this Agreement shall be governed by the terms and conditions set forth in such policies. Any questions or disputes concerning said insurance

policies and/or benefit plan descriptions or benefits thereunder shall be resolved in accordance with the terms and conditions set forth in said policies and/or benefit plan descriptions and shall not be subject to the grievance and arbitration procedure set forth in this Agreement. The failure of any insurance carrier(s) to provide any benefit for which it has contracted or is obligated shall result in no liability to the Village, nor shall such failure be considered a breach by the Village of any obligation undertaken under this or any other Agreement. However, nothing in this Agreement shall be construed to relieve any insurance carrier(s) from any liability it may have to the Village, employee or beneficiary of any Village employee, by reason of said insurance policy.

Section 11.4. Life Insurance. The Village shall provide, at no cost to the employee, life insurance coverage at least equal to two years' annual base salary of the employee up to a maximum of \$150,000.00.

Section 11.5. Vision Care. Provides vision coverage for employee and eligible dependents at no additional premium cost. Refer to the plan summary for coverage details.

Section 11.6. Permanent Partial and Permanent Total Disability. The village shall allow each former employee who at the time of separation is receiving a disability pension benefit and is physically or mentally unable to perform the duties of the position which the former employee held at the time of separation, to continue to receive the following group benefits:

1. Hospitalization and major medical benefits, equal to those of current full time employees, including eligible dependents.
2. Dental benefits equal to those of current full time employees including eligible dependents.
3. Life insurance benefits, equal to those of current full time employees, including eligible dependents.

The permanent partially disabled employee shall bear the cost of benefits, i.e., pay the monthly premium. This coverage shall be made available at the group rate. The village shall bear the cost of a rider attachment to insurance.

Section 11.7. Insurance for Surviving Spouse. The village shall allow a surviving spouse and eligible dependents of a deceased employee, either active or retired at the time of death, to maintain group hospitalization and major medical benefits, provided these individuals pay the monthly premium charge for this coverage to the village. Such premiums shall be made available at group rates.

In the event that the deceased employee is killed in the line of duty the surviving spouse and eligible dependents of such employee shall be provided with health and dental benefits equal to those prior to the employee's death and the cost of such benefits shall be paid entirely by the village.

Section 11.8. PEHP Re-Opener. Effective on or after December 1, 2001, the Association upon thirty days' written notice shall have the right to reopen this Agreement for the sole purpose of discussing with the Village the diversion of additional existing salary to the PEHP. These discussions shall only relate to existing salary levels and shall in no way be construed to be for the purpose of increasing salary levels.

ARTICLE XIV

TERMINATION

Section 14.1. Termination. This Agreement shall be effective as of May 1, ~~2015~~ ~~2014~~ and shall remain in full force and effect until 11:59 p.m. on the 30th day of April, ~~2019~~ ~~2015~~.

The parties agree that if either party requests to meet and confer regarding the matters contained herein the party shall notify the other in writing at least 120 days prior to the date of expiration of this Agreement.

ATTACHMENT B

Clarification of the Coordination of Police Disability Pension Application and the Village's Short-Term Disability Program, Ordinance 1189 (applies to employees hired before October 1, 2015)

Pure Police Pension Application

- a. The employee applies for the Police Disability Pension.
- b. The employee does not apply for the Village's STD program.
- c. The employee uses paid accrued time (sick, vacation, personal, holiday, compensatory time) while waiting for the approval of the Police Disability Pension.
 - i. Employee is considered an active employee, all deductions are made from paycheck. (insurance, pension, union, deferred comp, etc.)
 - ii. Considered "good time" for pension purposes.
- d. If the employee runs out of accrued time and the Police Disability Pension is yet to be approved the employee is put in an unpaid status for up to a maximum of 12 months from the date of the application for the Police Disability Pension.
 - i. Employee pays the current employee insurance rate in a separate check to payroll to maintain insurance benefits.
 - ii. No payroll deductions are made as employee is in an unpaid status.
 - iii. Considered "bad time" for pension purposes.
- e. The Police Disability Pension is approved by the Pension Board.
 - i. Police Disability Pension starts on the day the employee is removed from the Village payroll.
 - ii. This would be the day the employee entered an unpaid status.
- f. Village processes payment to employee in accordance with Section 11.6 Leave for Illness, Injury or Pregnancy of the collective bargaining agreement (assume non-duty related for example purposes). Village payments are made directly to the employee by the short-term disability administrator.
 - i. Pension pays 50%, Village pays 50% ~~on biweekly payroll~~ for 2 months.
 - ii. Pension pays 50%, Village pays 45% ~~on biweekly payroll~~ for 2 months.
 - iii. Pension pays 50%, Village pays 40% ~~on biweekly payroll~~ for 8 months.
 - iv. The payments are retro to the date the employee was removed from Village payroll. Thus, if employee is removed from payroll on January 1 and the Police Disability Pension is approved on June 1, retro pay would be paid in accordance with the schedule above, the employee would remain on the biweekly payroll in addition to the pension for up to a maximum of 12 months, December 31 (from the date of unpaid status).
 - v. This time is considered "bad time" for pension purposes.
 - ~~vi. Pension, state taxes are not taken from the pension payments. However, state taxes are taken from the bi-weekly.~~
- ~~g. Employee insurance premiums (at the employee rate) are taken from these payments. In addition any other deductions like deferred compensation, AFLAC etc. are taken from the Village portion on a priority basis.~~ Federal taxes and state taxes are deducted from the STD weekly benefit payment; the employer will make arrangements with the employee to process the other payroll deductions (ie, insurance premium, pension contribution).
 - ~~i.~~
 - ii. At the end of the 12 months the employee is removed from the Village's biweekly payroll and is paid the 50% Police Disability Pension.
 - iii. The employee is now considered a Police Disability Pensioner and is no longer in an active employment status. They receive the 50% Police Disability Pension and are responsible for the full insurance premium to continue medical, dental, or vision coverage. Life insurance coverage is also cancelled at this time. Disability

Pensioners can contact Fort Dearborn Life Insurance to determine the cost of converting the policy.

2. Village's Short-Term Disability Program (STD), Ordinance 1189.

- a. Employee applies for short-term disability on forms provided by the current short-term disability administrator.
- b. The claim for short-term disability is reviewed by the administrator and an approval determination is made and provided to the Village and the employee.
- c. Employee is paid 75% salary for a maximum of 52 weeks (12 months) per disability.
- d. "Good time" for Police Pension purposes.
- e. STD benefit payments are made to the employee by the current short-term disability administrator.
- ~~f. All employee deductions are taken from bi-weekly payroll. Federal taxes and state taxes are deducted from the STD weekly benefit payment; the employer will make arrangements with the employee to process the other payroll deductions (ie, pension contribution, insurance premium).~~
- g. At the end of the 52 weeks employee returns to work, runs out accruals, leaves employment, or becomes a Police Disability Pensioner (if applied for and approved).

3. Village STD Program and Police Disability Pension.

- a. Employee applies for Village's STD program and Police Disability Pension at the same time.
- b. STD is approved within the STD administrator process, Police Disability Pension is pending for several weeks/months.
- c. Employee is paid 75% on Village's STD, time is considered "good time".
- d. Disability Pension is approved 6 months into Village's STD program.
- e. Disability Pension **begins on the date of its approval** in conjunction with Village's STD. Village payments are made directly to the employee by the short-term disability administrator.
 - i. Pension pays 50%, Village pays 50% ~~on biweekly payroll~~ for 2 months.
 - ii. Pension pays 50%, Village pays 45% ~~on biweekly payroll~~ for 2 months.
 - iii. Pension pays 50%, Village pays 40% ~~on biweekly payroll~~ for remaining 2 months.
 - iv. This time is considered "bad time" for pension purposes.
 - v. Payroll deductions will not be taken from these payments. The employer will make arrangements with the employee to process the other payroll deductions (ie, insurance premium, pension contribution).
 - ~~vi. Pension, state taxes are not taken from these payments. However, state taxes are taken from the bi-weekly payroll.~~
 - ~~vii. Employee insurance premiums (at the employee rate) are taken from these payments. In addition any other deductions like deferred compensation, AFLAC etc. are taken from the Village portion on a priority basis.~~
 - viii. At the end of the 12 months (which started at the beginning of the Village's STD Program) the employee is removed from the Village's biweekly payroll and is paid the 50% Police Disability Pension.
 - ix. The employee is now considered a Police Disability Pensioner and is no longer in an active employment status. They receive the 50% Police Disability Pension and are responsible for the full insurance premium to continue medical, dental, or vision coverage. Life insurance coverage is also cancelled at this time. Disability Pensioners can contact Fort Dearborn Life Insurance to determine the cost of converting the policy.

APPENDIX A

Clarification of the Coordination of Police Disability Pension Application and the Village's Short-Term Disability Program, Ordinance 4690 (applies to employees hired on or after October 1, 2015)

Pure Police Pension Application

- a. The employee applies for the Police Disability Pension.
- b. The employee does not apply for the Village's STD program.
- c. The employee uses paid accrued time (sick, vacation, personal, holiday, compensatory time) while waiting for the approval of the Police Disability Pension.

- x. Employee is considered an active employee, all deductions are made from paycheck. (insurance, pension, union, deferred comp, etc.)

- xi. Considered "good time" for pension purposes.

If the employee runs out of accrued time and the Police Disability Pension is yet to be approved the employee is put in an unpaid status for up to a maximum of ~~42~~ 6 months from the date of the application for the Police Disability Pension.

- xii. Employee pays the current employee insurance rate in a separate check to payroll to maintain insurance benefits.

- xiii. No payroll deductions are made as employee is in an unpaid status.

- xiv. Considered "bad time" for pension purposes.

The Police Disability Pension is approved by the Pension Board.

- xv. Police Disability Pension starts on the day the employee is removed from the Village payroll.

- xvi. This would be the day the employee entered an unpaid status.

Village processes payment to employee in accordance with Section 11.6 Leave for Illness, Injury or Pregnancy of the collective bargaining agreement (assume non-duty related for example purposes). Village payments are made directly to the employee by the short-term disability administrator.

- xvii. Pension pays 50% , Village pays 50% ~~on bi-weekly payroll~~ for 2 months.

- xviii. Pension pays 50%, Village pays 45% ~~on bi-weekly payroll~~ for 2 months.

- xix. Pension pays 50%, Village pays 40% ~~on bi-weekly payroll~~ for 8 months.

- xx. The payments are retro to the date the employee was removed from Village payroll. Thus, if employee is removed from payroll on January 1 and the Police Disability Pension is approved on June 1, retro pay would be paid in accordance with the schedule above, the employee would remain on the biweekly payroll in addition to the pension for up to a maximum of ~~42~~ 6 months, December 31 (from the date of unpaid status).

- xxi. This time is considered "bad time" for pension purposes.

- xxii. Pension, state taxes are not taken from the pension payments. However, state taxes are taken from the bi-weekly.

- xxiii. Employee insurance premiums (at the employee rate) are taken from these payments. In addition any other deductions like deferred compensation, AFLAC etc. are taken from the Village portion on a priority basis.

- xxiv. At the end of the ~~42~~ 6 months the employee is removed from the Village's biweekly payroll and is paid the 50% Police Disability Pension.

- xxv. The employee is now considered a Police Disability Pensioner and is no longer in an active employment status. They receive the 50% Police Disability Pension and are responsible for the full insurance premium to continue medical, dental, or vision coverage. Life insurance coverage is also cancelled at this time. Disability Pensioners can contact Fort Dearborn Life Insurance to determine the cost of converting the policy.

4. **Village's Short-Term Disability Program (STD), Ordinance 1189.**

- a. Employee applies for short-term disability on forms provided by the current short-term disability administrator.
- b. The claim for short-term disability is reviewed by the administrator and an approval determination is made and provided to the Village and the employee.
- c. Employee is paid 75% salary for a maximum of ~~52~~ 26 weeks (~~42~~ 6 months) per disability.
- d. "Good time" for Police Pension purposes.
- e. STD benefit payments are made to the employee by the current short-term disability administrator.
- ~~f. All employee deductions are taken from bi-weekly payroll. Federal taxes and state taxes are deducted from the STD weekly benefit payment; the employer will make arrangements with the employee to process the other payroll deductions (ie, pension contribution, insurance premium).~~
- g. At the end of the ~~52~~ 26 weeks employee returns to work, runs out accruals, leaves employment, or becomes a Police Disability Pensioner (if applied for and approved).

5. **Village STD Program and Police Disability Pension.**

- a. Employee applies for Village's STD program and Police Disability Pension at the same time.
- b. STD is approved within the STD administrator process, Police Disability Pension is pending for several weeks/months.
- c. Employee is paid 75% on Village's STD, time is considered "good time".
- d. Disability Pension is approved ~~6~~ 2 months into Village's STD program.
- e. Disability Pension **begins on the date of its approval** in conjunction with Village's STD. Village payments are made directly to the employee by the short-term disability administrator.
 - i. Pension pays 50%, Village pays 50% ~~on biweekly payroll~~ for 2 months.
 - ii. Pension pays 50%, Village pays 45% ~~on biweekly payroll~~ for 2 months.
 - iii. Pension pays 50%, Village pays 40% ~~on biweekly payroll~~ for remaining 2 months.
 - iv. This time is considered "bad time" for pension purposes.
- ~~f. Payroll deductions will not be taken from these payments. The employer will make arrangements with the employee to process the other payroll deductions (ie, pension contribution, insurance premium).~~
 - ~~i. Pension, state taxes are not taken from these payments. However, state taxes are taken from the bi-weekly payroll.~~
 - ~~ii. Employee insurance premiums (at the employee rate) are taken from these payments. In addition any other deductions like deferred compensation, AFLAC etc. are taken from the Village portion on a priority basis.~~
 - iv. At the end of the ~~42~~ 6 months (which started at the beginning of the Village's STD Program) the employee is removed from the Village's biweekly payroll and is paid the 50% Police Disability Pension.
 - v. The employee is now considered a Police Disability Pensioner and is no longer in an active employment status. They receive the 50% Police Disability Pension and are responsible for the full insurance premium to continue medical, dental, or vision coverage. Life insurance coverage is also cancelled at this time. Disability Pensioners can contact Fort Dearborn Life Insurance to determine the cost of converting the policy.

Village of Orland Park					
Deputy Chief and Commanders					
Pay Rates 5/1/2015 - 4/30/2019			Step	Step	Step
		Effective Date	5	6	7
Police Commander		5/1/2014	\$111,971.86	\$116,076.20	\$120,385.69
Grade 364 POS 49			\$53.8300	\$55.8100	\$57.8800
		5/1/2015	\$114,649.60	\$118,872.00	\$123,281.60
		2.40%	\$55.1200	\$57.1500	\$59.2700
		5/1/2016	\$117,649.60	\$121,872.00	\$126,281.60
		\$3,000 added to base	\$56.5600	\$58.5900	\$60.7100
		5/1/2016	\$120,473.60	\$124,800.00	\$129,313.60
		2.40%	\$57.9200	\$60.0000	\$62.1700
		5/1/2017	\$123,364.80	\$127,795.20	\$132,412.80
		2.40%	\$59.3100	\$61.4400	\$63.6600
		5/1/2018	\$126,318.40	\$130,852.80	\$135,595.20
		2.40%	\$60.7300	\$62.9100	\$65.1900
Deputy Chief of Police		5/1/2014	\$115,846.86	\$119,950.89	\$124,260.68
Grade 365 POS 48			\$55.7000	\$57.6700	\$59.7400
		5/1/2015	\$118,643.20	\$122,824.00	\$127,233.60
		2.40%	\$57.0400	\$59.0500	\$61.1700
		5/1/2016	\$122,643.20	\$126,824.00	\$131,233.60
		\$4,000 added to base	\$58.9600	\$60.9700	\$63.0900
		5/1/2016	\$125,590.40	\$129,854.40	\$134,368.00
		2.40%	\$60.3800	\$62.4300	\$64.6000
		5/1/2017	\$128,606.40	\$132,974.40	\$137,592.00
		2.40%	\$61.8300	\$63.9300	\$66.1500
		5/1/2018	\$131,684.80	\$136,156.80	\$140,899.20
		2.40%	\$63.3100	\$65.4600	\$67.7400