

Highlights of Tentative Agreement Between the Village of Orland Park and Orland Park Police Supervisors' Association (OPPSA) for the Meet and Confer Agreement for the Positions of Deputy Chief and Commander

About the DCC: The OPPSA has a Meet and Confer Agreement with the Village for the positions of Deputy Chief and Commander. Those positions can be members of and can be represented by the OPPSA for purposes of meeting and conferring as to the wages and benefits of such employees. The DCC group has 4 sworn police management staff within the Orland Park Police Department. The current Meet and Confer Agreement being considered is for the four years beginning May 1, 2011 and ending April 30, 2015.

Healthcare:

DCC 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 8.5% over the four-year agreement as follows:

- Year 1 (5/1/11 – 4/30/12): 1.0% (retroactive)
- Year 2 (5/1/12 – 4/30/13): 2.5%
- Year 3 (5/1/13 – 4/30/14): 2.5%
- Year 4 (5/1/14 – 4/30/15): 2.5%

Village agrees to a one time range adjustment of \$1,500 to the position of Commander and \$2,000 to the position of Deputy Chief effective 5/1/2012.

Retirement Healthcare:

Union agrees that future retirees will contribute toward their cost of an individual HMO plan, commensurate to what is paid by employees at date of retirement. Currently, retirees pay nothing for individual HMO health benefits upon retirement.

Incentive Pay:

- Village will increase annual longevity incentive pay for DCC by \$100 for Years 2 and 3 and another \$100 for Year 4.

- Village will increase annual educational incentive for a bachelor's degree by \$100 for Years 2 and 3 and \$200 for Year 4. Village will increase annual educational incentive for a master's degree by \$300 for Years 2 and 3 and by \$200 for Year 4, which the provides for annual amounts consistent with the OPPSA.
- Village will increase annual uniform allowance by \$100.

Annual Sick Time Buyback:

- The Village will provide for the annual buy back of 4 unused sick days consistent with the MAP and OPPSA agreements.

Management Rights:

- Elimination of compensatory time provision in the agreement.

Insurance Rate Table Ratified by OPPSA as part of CBA for 5/1/2011 – 4/30/2015 And Agreed to by DCC

	5/1/2011	w/wellness 1/1/2013	1/1/2013	w/wellness 1/1/2014	1/1/2014	w/wellness 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