

Section 12.1 Wage Schedule

Employees shall be compensated in accordance with the wage schedule attached to this Agreement and incorporated herein as "Appendix A."

This compensation shall be retroactive to May 1, 2011 ~~2011~~ 2015.

The hourly rate of full-time employees and those bargaining unit employees regularly working less than forty (40) hours per week shall be determined from the applicable wage schedule by dividing the annual salary by Two Thousand Eighty Hours (2,080). The pay range (top, bottom and intervening steps) for each of the various job classifications is set forth on the applicable wage schedule.

Wage Increase 4 Year Term

~~5/1/2011 — 1.5%~~

~~5/1/2012 — 1.5%~~

~~5/1/2013 — 1.75%~~

~~5/1/2014 — 2.0%~~

5/1/2015 — 2.0%

5/1/2016 — 2.25%

5/1/2017 — 2.25%

5/1/2018 — 2.25%

Should the Village Board approve a higher increase to the non-union employee wage schedule in each specific year, the Village shall provide the difference between the percent increase outlined in this agreement for the specific year and the percent increase applied to the non-union employee wage schedules in that specific year.

Section 12.8 Longevity

10 years, ~~\$500~~ \$700

15 years, ~~\$700~~ \$900

20 years, ~~\$900~~ \$1,100

Section 12.9 Shift Differential

Effective upon ratification a shift differential of ~~fifty cents (\$.50)~~ seventy-five cents (\$.75) per hour will be paid to bargaining unit members assigned to a permanent work schedule from 3:00 p.m. to 11:00 p.m. or 11:00 p.m. to 7:00a.m.

A Shift differential of ~~50 cents~~ 75 cents per hour will be paid to employees performing window cashier functions, Recreation Services Representative positions in the Recreation and Parks Department, and employees in the Office of Special Services for scheduled hours worked after 5:00 p.m. (not to include holdover overtime hours), provided the Village notifies the Employee at least 7 days in advance of the change in schedule. In the event the Village fails to provide the employee at least 7 days' notice, the Village will pay the employee one and one-half (1 ½) times his hourly rate for all hours worked after 5:00 p.m. In the event one and one-half (1 ½) is paid, no shift differential will be paid.

Section 12.10 Uniform Maintenance

**Summary of Tentative Agreement between the VOP and IUOE, Local 399
Modifications to the contract expiring April 30, 2015
- as of 8/13/2015**

Employees assigned to the Police Department shall be required to wear the uniforms deemed necessary in the sole opinion of the Village and the Employer shall provide an annual ~~\$200.00~~ \$300.00 uniform maintenance payable on May 1st.

Section 20.1.C Premium Payment

IUOE Local 399 Health and Welfare Trust Fund will invoice the Village of Orland Park on a monthly basis for covered members based on the following rate schedule. Rates are effective from May 1 – April 30 of each year.

The Village of Orland Park shall contribute, effective ~~January 1, 2012~~ May 1, 2015, the sum of ~~eight hundred six dollars (\$806.00)~~ nine hundred and ten dollars (\$910.00) per month to the Health and Welfare Trust Fund, International Union of Operating Engineers Local 399, for each employee covered under the collective bargaining agreement. Covered employees are those full-time employees regularly working (40) hours a week or more.

The employer shall start paying contribution on the first day of the month following the date of hire. The employer shall pay a full month contribution for the month in which the employee terminates.

The employer further agrees to be bound by the rules and regulations promulgated by the Trustees of the Health and Welfare Fund. The obligation to make the above payments shall continue during periods when a new collective bargaining agreement is being negotiated; however, payments will not exceed the cap in effect on April 30, ~~2014~~ 2019 until a new collective bargaining agreement has been reached.

Effective May 1, ~~2012~~ 2015 and on May 1st of each year thereafter during the term of this Agreement, the Village of Orland Park agrees to pay the rate as established by the Trustees of the Trust Fund, not to exceed the amount set forth below:

Caps

- Effective May 1, ~~2012~~ 5 the annual contribution by the Village will be capped at ~~\$10,192.00~~ \$11,232.00.
- Effective May 1, ~~2013~~ 6 the annual contribution by the Village will be capped at ~~\$10,712.00~~ \$11,856.00.
- Effective May 1, ~~2014~~ 7 the annual contribution by the Village will be capped at ~~\$11,232.00~~ \$12,480.00.
- Effective May 1, 2018 the annual contribution by the Village will be capped at \$13,104.00.

If the amount established by the Trustees is greater than the amount specified in the annual cap, the Village shall pay the rate established by the Trustees and subtract the difference from the annual Healthcare Equalizer, as established on January 1st of the following calendar year. For example, if the annualized amount established by the Trustees on May 1, ~~2012~~ 2015 exceeds ~~\$10,192~~ \$11,232.00, the amount exceeding the \$11,232.00 is subtracted from the Equalizer due in ~~January 2013~~ 6. In no event will the Village contribution exceed the cap and the healthcare.

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If the amount established by the Trustees is less than the amount specified in the annual cap, the Village and IUOE shall share in the savings. The Village shall make a lump sum taxable payment to each current active IUOE member on the first pay period in December of each year. This payment will represent a 50% savings split. For example, if the annualized amount established by the Trustees on May 1, 2015 is \$11,232.00 and actual premium expense is \$10,920.00, the difference (\$312.00) shall be divided by two and that amount (\$156.00) will be paid to the active IUOE member on the first payroll in December.

Section 20.1.D. Healthcare Equalizer

Year	Annual Amount
2012 6	\$2,750.00 <u>\$2,500</u>
2013 7	\$2,000.00 <u>\$2,500</u>
2014 8	\$1,750.00 <u>\$2,700</u>
2015 9	\$1,750.00 <u>\$2,700</u>

Position Title and Grade Reclassifications

- Modify the title of Clerk Typist I to Receptionist.
- Modify the title of Clerk Typist II in Public Works to PW Services Representative and the Police Department to Police Services Representative.
- Modify the current title of Facility Coord/Database Adm to Administrative Coordinator.
- Modify the current title of Account Technician III to Senior Account Technician.
- Modify the current title of the Development Services Representative II position to Senior Development Services Representative and reclassify to grade 205.
- Create a Sr. PW Services Representative position, grade 195. Reclassify Clerk Typist II at Public Works to step 7 of Sr. PW Services Representative position at the time of reclassification.
- Add \$1,000 to each step of grade 185 effective 5/1/2015. This will impact positions titled Recreation Services Representative, PW Services Representative, and Police Services Representative. (other titles in this grade that are not actively in use include, Account Clerk, Principal Clerk, Dispatch Clerk, Clerk Typist II)
- Add \$1,000 to each step of grade 220 effective 5/1/2015. This will impact position(s) titled Development Services Representative and Secretary I.