

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Village of Orland Park (the "Village") and the American Federation of State, County and Municipal Employees, AFL-CIO Council 31, Local 368 (the "Union").

WHEREAS, the Village and the Union are currently parties to a collective bargaining agreement which is effective from May 1, 2019, through April 30, 2026, (the "Contract"); and

WHEREAS, the Contract provides a provision related to Electronic Recognition Systems (Section 5.5) which provides for the use of dual facing dash cameras; and

WHEREAS, the Village and the Union have determined that the use of dash cameras facing the employees inside the vehicle ("employee-facing dash cameras") are no longer necessary unless extraordinary circumstances exist; and

WHEREAS, the Village and the Union have determined that mounted dash cameras or other security cameras to record external surrounding activity are beneficial; and

WHEREAS, the Village and the Union have met and discussed this issue and have agreed to clarify the language regarding dual facing dash cameras; and

WHEREAS, the Village and the Union have agreed to manage the provision as set forth in this Memorandum of Understanding.

NOW THEREFORE, in consideration of the mutual promises and benefits exchanged herein, the sufficiency of which is acknowledged, the Village and the Union agree as follows:

1. The Whereas clauses set forth above are incorporated herein as substantive provisions of this Memorandum of Understanding.
2. The employee-facing dash cameras will be turned off and will remain turned off unless:
 - a. An extraordinary circumstance necessitating the use of the employee-facing dash camera exists; and
 - b. The Union Board is notified of the extraordinary circumstance in writing prior to the employee-facing dash cameras being turned-on; and
 - c. The use of the employee-facing dash camera is limited to a specific period of time where the extraordinary circumstance exists.

3. The Village will use its discretion to determine when an extraordinary circumstance exists.
4. All other provisions of the Contract and Section 5.5, Electronic Recognition Systems remain in full force and effect and shall not be affected by this Memorandum of Understanding.

VILLAGE OF ORLAND PARK

AFSCME COUNCIL 31

DATE:



DATE:

6/18/25