



Legislation Details (With Text)

File #: 2016-0409 **Version:** 0 **Name:** Ratification of Collective Bargaining Agreement between the Village of Orland Park and AFSCME

Type: MOTION **Status:** PASSED

File created: 6/2/2016 **In control:** Board of Trustees

On agenda: 6/6/2016 **Final action:** 6/6/2016

Title: Ratification of Collective Bargaining Agreement between the Village of Orland Park and AFSCME

Code sections:

Attachments: 1. Tentative Agreement VOP AFSCME 5-25-16

Date	Ver.	Action By	Action	Result
6/6/2016	0	Board of Trustees		
6/2/2016	0	Village Manager	INTRODUCED TO BOARD	

Title/Name/Summary

Ratification of Collective Bargaining Agreement between the Village of Orland Park and AFSCME

History

A tentative agreement was recently reached with AFSCME, AFL-CIO COUNCIL 31 on behalf of Affiliated Local 368, and ratified by the union membership and will cover the period May 1, 2015 through April 30, 2019. AFSCME represents approximately 70 employees in the Public Works and Parks Maintenance departments, as well as the Police department TCOs (dispatchers) Attached is a detailed summary of the agreement.

Some important components of the tentative agreement that modify the previous agreement:

Term of Agreement

4-year agreement, May 1, 2015 to April 30, 2019

Wages

- 5/1/2015 - 2.00%
- 5/1/2016 - \$900.00 added to step 7 of each grade
- 5/1/2016 - 2.25%
- 5/1/2017 - 2.25%
- 5/1/2018 - 2.25%

TCO Trainer Add Pay increased from \$200 to \$300 per month effective 5/1/2016.

Service Longevity

- 10 years - 14 years - \$700
- 15 years - 19 years - \$900
- 20 years + \$1,100

Uniform Allowance

Effective May 1, 2016, TCOs required to regularly wear a uniform shall receive \$300 per year per employee to clean and maintain such uniforms payable May 1st.

Wellness Incentive

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.

Specialty/Education Pay

Effective May 1, 2016, the Village agrees to pay employees a specialized education fee for the following skills and or licenses payable May 1st. The needs of the Village will dictate the payment of courses to obtain or maintain each license. The maximum amount of annual incentive shall not exceed \$750 per year per eligible member.

Arborist License	\$250 per year
Water Plant Operator Certification.....	\$250 per year
Playground Inspector Certification.....	\$250 per year
NASSCO Certification*.....	\$250 per year
Certified Pool Operator (CPO).....	\$250 per year

*National Association of Sewer Service Companies (NASSCO) including Pipeline Assessment and Certification Program (PACP), Manhole Assessment and Certification Program (MACP) and Lateral Assessment and Certification Program (LACP)

Wellness Incentive (All Plans)

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. For those employees who choose not to participate in the employee health screening for that plan year, the employee’s monthly health insurance premium share will be increased by \$80 per month.

Annual Deductible:

For plan years 2016 and 2017, the annual deductibles for the HDHP/HSA plans will be:

EE:.....	\$3,250 per annum
EE + Spouse.....	\$6,500 per annum
EE + Child(ren).....	\$6,500 per annum
Family.....	\$6,500 per annum

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

EE:.....	\$3,500 per annum
EE + Spouse:.....	\$7,000 per annum
EE + Child(ren):.....	\$7,000 per annum
Family.....	\$7,000 per annum

Healthcare Cash Equalizer

AFSCME employees shall be paid a one-time taxable payment of \$750.00 “healthcare cash equalizer” payable during the first pay period of January 2017.

Memorandum of Understanding Regarding Short-Term Disability

No employee shall be eligible for benefits under this Memorandum until the employee has worked at least thirty (30) 180 consecutive days in a full-time capacity for the Employer.

Financial Impact

Costs for this bargaining agreement are factored in Village's annual operating budget.

Recommended Action/Motion

I move to approve ratification of the collective bargaining agreement for the period May 1, 2015 through April 30, 2019 between the Village of Orland Park and AFSCME, AFL-CIO COUNCIL 31 on behalf of Affiliated Local 368;

And

To authorize execution of said agreement by the Village Manager.