



Legislation Text

File #: 2020-0625, **Version:** 0

Title

MAP Collective Bargaining Agreement

History

A new collective bargaining agreement with the Metropolitan Alliance of Police, Chapter 159 and the Village of Orland Park is attached for approval. The terms of the tentative agreement have been incorporated in the new agreement and are outlined on the attached. This new agreement is for four years and the term of the agreement is May 1, 2019 to April 30, 2023. The agreement has been ratified by MAP.

The parties agreed to a 3% wage increase for each year of the contract, retroactive to May 1, 2019. The portion of the increase that represents above market wages is in consideration for concessions from the Union on the retiree insurance and insurance language. The step plan for the Union remains in place.

The parties agreed to substantial changes in insurance with bargaining unit members moving to an increased, percent based, contribution to the Village health insurance plan premiums over the life of the contract. These increases put bargaining unit employees closer to the contributions of other unions as well as non-union Village employees. For example, depending on the plan and dependent coverage selected, contribution increases for the PPO Silver plan for employee + spouse and employee + child increase over the life of the contract from 12% to 20%, and the High Deductible HSA family plan contributions increase from 2.8% to 8%.

Retiree Insurance:

The current retiree insurance provisions sunset for employees hired after May 1, 2020. Furthermore, for current employees and retirees, retiree insurance ends at the attainment of Medicare eligibility, but in no case later than the retiree turning age 65. These concessions were given with the understanding that the Village would dismiss its challenge to the arbitration decision related to retiree health insurance.

Financial Impact

While the Union did receive a total compensation increase over 3%, the Village will find savings with bargaining unit members contributing a larger portion of the health insurance premium over the life of the contract. Additionally, this agreement will alleviate the long-term financial impact retiree health insurance would have on the Village as a result of the arbitration award that was issued on this matter prior to the start of contract negotiations.

Recommended Action/Motion

I move to approve the collective bargaining agreement between the Village of Orland Park and Metropolitan Alliance of Police, Chapter 159;

And,

Authorize the Village Manager to execute said agreement.