



Legislation Text

File #: 2021-0306, **Version:** 0

Title

Orland Park Police Supervisors Association Collective Bargaining Agreement

History

The Village bargaining team and Orland Park Police Supervisors Association (OPPSA) have reached a tentative agreement. OPPSA has ratified the tentative agreement and the management bargaining team recommends that the Village Board approve the agreement. In many ways, the proposed agreement for OPPSA mirrors the collective bargaining agreement with MAP including:

* Contract Length: This new agreement is for four years and the term of the agreement is May 1, 2019 to April 30, 2023.

* Wages and Insurance: 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. This increase mirrors the MAP contract.

* Health Insurance: The parties agreed to substantial changes in insurance with bargaining unit members eliminating certain plans and moving to an increased, percent based, contribution to the Village health insurance plan premiums over the life of the contract. These increases move bargaining unit employees closer to the contributions of other unions as well as non-union Village employees. These changes mirror the MAP contract.

* 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 changes mirror the MAP contract.

* 401(a) and Compensatory Time: OPPSA originally proposed a compensatory time provision that mirrored what is provided in the MAP agreement. Compensatory time for MAP was the result of a prior arbitration award. For OPPSA, the agreement allows supervisors to accrue up to 80 hours of compensatory time each year in lieu of overtime payments. Officers can carry over a maximum of 40 hours of compensatory time to the next calendar year. On or about January 1st of each year, any hours over the carryover limit of 40 hours will be paid out at the officer's current hourly rate to the 401(a) plan. The initial 600-hour requirement to contribute to the 401(a) plan for sick time buy back is being eliminated. The 401(a) plan has been changed to reflect this understanding in the contract.

* Longevity: The parties agreed to a proposal on longevity that would spread the longevity payments over 24 pay periods. There is no change to the longevity payment amounts.

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. Finally, while the Village did agree to compensatory time for the supervisors, the new provision will avoid OPPSA taking this issue to interest arbitration and will limit the liability that comes with compensatory time.

Recommended Action/Motion

I move to approve the collective bargaining agreement between the Village of Orland Park and Orland Park Police Supervisors Association;

And,

Authorize the Village Manager to execute said agreement.