

VILLAGE OF HOMEWOOD



BOARD AGENDA MEMORANDUM

DATE OF MEETING: August 26, 2025

To: Village President and Board of Trustees

Through: Napoleon Haney, Village Manager

From: Terence Acquah, Assistant Village Manager

Topic: Collective Bargaining Agreement between the Village of Homewood and the American Federation of State, County, and Municipal Employees Council 31, Local 2891

PURPOSE

After a short and successful period of negotiations, the Village of Homewood and the American Federation of State, County, and Municipal Employees (AFSCME) have reached an agreement. The Village was notified that the union received sufficient votes to ratify the agreement; now the Village Board can approve the agreement.

PROCESS

AFSCME Local 2891 represents members of the Public Works Department, and previously operated under a four-year collective bargaining agreement (CBA) that expired on April 30, 2025. Four (4) negotiation sessions were held with the union to reach a new agreement.

OUTCOME

Highlighted items

- **Contract Term:** This contract will be in effect for three years.
- **Normal Workweek and Workday, Rest Periods, and Meal Periods:** The previous Memo of Understanding (MOU) was incorporated into the CBA, clarifying previously agreed items.
- **Emergency Vacation:** If an employee needs to take a vacation day for an emergency—such as a sudden illness affecting themselves or a family member—they should let the Village know as soon as possible. As long as the employee has vacation time available and no remaining sick time, the day off will usually be approved unless it would seriously disrupt Village operations. The Village will make every effort to honor these types of requests.
- **Work Rules:** When the Village institutes or modifies any new work rules, the union will now be given 10 days advanced noticed instead five (5) days.
- **Overtime Procedure:** The Village can now assign missed overtime by the next pay period of the infraction, instead of within 60 days of the infraction. Missed overtime assignments must take place between Monday and Friday.

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- **Vacation Accrual Adjustments:** An enhanced tiered schedule includes up to 240 hours after 15 years of service and new hires accrue additional vacation hours after a year of hire.
- **Overtime Callbacks:** The rest bank is increased from 18 hours to 28 hours.
- **Uniform Issuance:** Outerwear will now be considered part of a uniform.
- **Longevity Pay:** Updated to -
 - 6–10 years: \$800
 - 10–15 years: \$1,100
 - 15–19 years: \$1,500
 - Over 19 years: \$2,000
- **Cost-of-Living Adjustment (COLA):**

Contract Year	Year 1	Year 2	Year 3
<i>Fiscal Year</i>	<i>5/1/2025 to 4/30/2026</i>	<i>5/1/2026 to 4/30/2027</i>	<i>5/1/2027 to 4/30/2028</i>
	3.50%	3.50%	4.00%

It is customary for the Village to present cost-of-living (COLA) adjustments for non-union employees to the Village Board for approval at the same time as those for union-represented employees. The approved COLA increases for the 44 non-union staff will align with those negotiated by the 23 members of the Public Works union (AFSCME) and the 41 members of the Police unions (MAP). All COLA adjustments will be retroactive to May 1, 2025, and employees eligible for retroactive pay can expect to receive those payments in August or September.

FINANCIAL IMPACT

Budgeted Amount: N/A

LEGAL REVIEW

Completed by Village's Labor Attorney

RECOMMENDED BOARD ACTION

Approve a three-year collective bargaining agreement between the Village of Homewood and the American Federation of State, County, and Municipal Employees (AFSCME) Council 31, Local 2891, retroactive to May 1, 2025, and extending through April 30, 2028; and, approve a corresponding cost-of-living adjustment (COLA) for non-union employees.

ATTACHMENT(S)

AFSCME Local 2891 Contract