

# 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 Agreements-Metropolitan Alliance of Police Chapters 621 and 622

### PURPOSE

After a short and successful period of negotiations, the Village of Homewood reached separate tentative agreements (T/A) with the Metropolitan Alliance of Police (MAP) Chapters 621 representing patrol officers and 622 representing the sergeants. The Village was notified that both MAP unions received sufficient votes to ratify their agreements. Staff is requesting that the Village Board approve both agreements.

### PROCESS

MAP 621, which represents the Patrol Officers, previously operated under a four-year collective bargaining agreement that expired on April 30, 2025. Village staff held three (3) negotiation sessions with the union in order to reach a new agreement.

MAP 622, the newly formed union representing Police Sergeants, participated in four (4) negotiation sessions and finalized their first collective bargaining agreement.

### OUTCOME

Key highlights of the agreement terms are identified below.

- **Contract Term:** Three years
- **Military Leave and Body Camera Language:** Updated to reflect federal/state statutes
- **Uniform Allowance:** Increased from \$1,000 to \$1,250
- **Bereavement Leave:** Three calendar days per the Family Bereavement Leave Act or at Chief's discretion
- **Vacation Accrual Adjustments:** Enhanced tiered schedule up to 240 hours after 15 years and new hires accrue additional vacation hours after a year of hire.
- **Retirement Health Savings (RHS):** Increased employee contribution to 4%
- **Responder Compensation (CIU On-Call):** Changed from three hours overtime to five hours overtime per week (affects one sergeant and three officers)
- **Longevity Pay:** Updated to:
  - 6–10 years: \$800
  - 10–15 years: \$1,100
  - 15–19 years: \$1,500
  - Over 19 years: \$2,000

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- **Cost of Living Adjustment (COLA):**

| <b>Contract Year</b> | <b>Year 1</b>                | <b>Year 2</b>                | <b>Year 3</b>                |
|----------------------|------------------------------|------------------------------|------------------------------|
| <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> |
|                      | <b>3.50%</b>                 | <b>3.50%</b>                 | <b>4.00%</b>                 |

### *Non-Union Employees*

It is customary to present cost-of-living adjustments (COLA) for non-union employees to the Village Board at the same time as those for union-represented employees. If approved, the COLA for the Village's 44 non-union employees will align with the adjustments negotiated for the 34 members of MAP 621 and the 7 members of MAP 622. All COLA adjustments—for both police unions and non-union staff—will be retroactive to May 1, 2025, with eligible employees expected to receive retroactive pay in 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 Metropolitan Alliance of Police Chapter 621 retroactive to May 1, 2025, and extending through April 30, 2028; and, approve a three-year collective bargaining agreement between the Village of Homewood and the Metropolitan Alliance of Police Chapter 622 retroactive to May 1, 2025, and extending through April 30, 2028; and, approve a corresponding cost-of-living adjustment for non-union Village employees retroactive to May 1, 2025.

### **ATTACHMENT(S)**

- MAP 621 Contract
- MAP 622 Contract