

VILLAGE OF HOMEWOOD



BOARD AGENDA MEMORANDUM

DATE OF MEETING: September 27, 2022

To: Village President and Board of Trustees

From: Napoleon Haney, Village Manager

Topic: Collective Bargaining Agreement between the Village of Homewood and the Metropolitan Alliance of Police (MAP)

PURPOSE

After a lengthy period of negotiations culminating with a mediation session, the Village of Homewood and the Metropolitan Alliance of Police – Chapter 621 have reached an agreement. The Village was notified that MAP received sufficient votes to ratify the agreement; now the Village Board can approve the agreement.

PROCESS

MAPs previous four-year collective bargaining agreement expired on April 30, 2020. Because of COVID related economic uncertainties, both the Village and MAP agreed to a one-year agreement (May 1, 2020 to April 30, 2021). This single year agreement included a 2.0% cost of living allowance (COLA) that was provided to non-union employees as well as the Village’s three other unions (Teamsters, IAFF, and AFSCME).

Union negotiations resumed in 2021 and continued through to September 2022. The Village of Homewood and MAP were successful in tentatively agreeing (T/A) to a number of non-financial items during this period of negotiation. During the summer of 2022, the Village and MAP reached an impasse regarding cost of living allowances (COLAs) for the proposed four-year agreement - triggering a formal mediation. A mediation was scheduled with a federal mediator provided by the Federal Mediation & Conciliation Services on September 1, 2022. The mediation proved beneficial.

OUTCOME

The mediation session produced an agreement that was acceptable by both the Village of Homewood and MAP. The four-year contract COLAs are listed below.

| Contract Year | Year 1 | Year 2 | Year 3 | Year 4 |
|----------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| <i>Fiscal Year</i> | <i>5/1/2021 to 4/30/2022</i> | <i>5/1/2022 to 4/30/2023</i> | <i>5/1/2023 to 4/30/2024</i> | <i>5/1/2024 to 4/30/2025</i> |
| | 2.00% | 2.75% | 3.00% | 3.00% |

VILLAGE OF HOMEWOOD



FINANCIAL IMPACT

Budgeted Amount: N/A

LEGAL REVIEW

Completed by Village's Labor Attorney

RECOMMENDED BOARD ACTION

Approve a four-year collective bargaining agreement between the Village of Homewood and the Metropolitan Alliance of Police – Chapter 621 retroactively to May 1, 2021 through April 30, 2025, pending final review by the Village's labor attorney.

ATTACHMENT(S)

None