

# VILLAGE OF HOMEWOOD



## BOARD AGENDA MEMORANDUM

DATE OF MEETING: June 23, 2026

**To:** Village President and Board of Trustees

**Through:** Napoleon Haney, Village Manager

**From:** Terence Acquah, Assistant Village Manager

**Topic:** Collective Bargaining Agreement with Teamsters Union Local #700

### PURPOSE

After a short and successful period of negotiations, the Village of Homewood reached a tentative agreement with the Teamsters Union Local #700. The Village was notified the union received sufficient votes to ratify their agreements. Staff is requesting that the Village Board approve the agreement.

### PROCESS

The Teamsters Union, which represents the Village of Homewood clerks, previously operated under a five-year collective bargaining agreement that expired on April 30, 2026. Village staff held three (3) negotiation sessions with the union in order to reach a new agreement.

### OUTCOME

Key highlights of the agreement terms are identified below.

- **Contract Term:**  
Changed from five (5) to three (3) years
- **Uniform Allowance:**  
Increase uniform allowance from \$400 to \$600
- **Compensation Time:**  
Increase from 80 hours to 120 hours
- **PPO 1 Sunset:**  
Effective July 1, 2026, newly hired employees will no longer be allowed to enroll in the Village's PPO #1 health insurance plan. Instead, they will have to choose from the other health insurance options offered by the Village. However, current employees who are already enrolled in the PPO #1 health insurance plan or are eligible under the contract may retain access to the PPO #1 plan.
- **Longevity Pay:**  
Added to contract:
  - 6–10 years of service time: \$800
  - 10–15 years of service time: \$1,100
  - 15–19 years of service time: \$1,500
  - Over 19 years of service time: \$2,000

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- **New Scale & Cost of Living Adjustment (COLA)**

Significant changes to salary scale and Cost of Living Adjustment for the next three (3) years.

<b>Contract Year</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>
<i>Fiscal Year</i>	<i>5/1/2026 to 4/30/2027</i>	<i>5/1/2027 to 4/30/2028</i>	<i>5/1/2028 to 4/30/2029</i>
	<b>3.50%</b>	<b>4.00%</b>	<b>3.00%</b>

## **FINANCIAL IMPACT**

None

## **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 Teamsters, Local #700, retroactive to May 1, 2026 and extending through April 30, 2029.

## **ATTACHMENT(S)**

Teamsters Contract