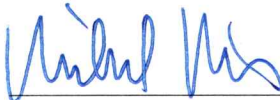



IN WITNESS WHEREOF, the Village and the Union have executed this Memorandum of Understanding on the dates set forth hereinafter.

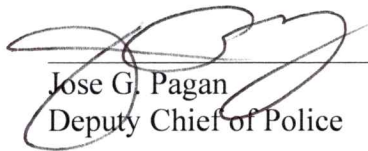
VILLAGE OF VILLA PARK

 11/25/25

Michael Rivas Date
Village Manager

 11/25/25

Todd N. Kubish Date
Chief of Police

 11/25/25

Jose G. Pagan Date
Deputy Chief of Police

ILLINOIS FRATERNAL ORDER OF
POLICE LABOR COUNCIL, ON BEHALF
OF VILLA PARK POLICE OFFICERS

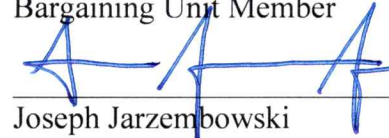
For the ILFOPLC Date

 11/24/25

Donald Giammarino Date
Bargaining Unit Member

 11/24/25

Ilir Bekteshi Date
Bargaining Unit Member

 11/24/25

Joseph Jarzembowski Date
Bargaining Unit Member

their eight (8) hours ("short") day. The Village shall not schedule a short day on the holidays designated in Section 7.1, except upon mutual agreement of the officer and the Village, and except as further provided hereinafter. The Village and the Union acknowledge that the Village may change the short day designation for operational needs, as determined by the Village, upon such notice to the officer as is practicable. The Village and the Union further acknowledge that an officer's "short day" may also be changed, if an officer requests a different day, but only upon mutual agreement of the officer and the Village.

8. Training. When an officer is assigned to attend a training class, those hours will be considered duty hours and paid on an hour-for-hour basis. For training classes that are multiple day training classes, the officer's work days and days off may be changed, in order to accommodate such training. Upon completion of a training class, if such officer's assigned twelve (12) hour work day has not been completed, the officer shall contact the supervisor on duty, so that the remainder of the officer's work day can be determined and assigned. Officers may utilize benefit time on an hour-for-hour basis, when assigned for training, in order to avoid returning to a shift assignment.

9. Meal Periods. Officers assigned to the alternative work schedule shall receive a forty-five (45) minute paid meal period, and two fifteen (15) minute breaks. Every effort will be made to permit the officer to receive those breaks; however, failure to secure break time shall not result in the payment of any additional or overtime compensation.

10. Grievances Waived. During the trial period, no grievances related to the schedule or to shift assignments, or to this Memorandum of Understanding shall be filed. Instead, the parties shall meet upon request of one party throughout the one-year trial period, in order to assess the progress and any problems which may arise regarding this Alternative Work Schedule, rather than having grievance meetings to address such issues.

11. Conflicts. In the event of any conflict between the terms and provisions of this Memorandum and the provisions of the parties' collective bargaining agreement, the provisions of this Memorandum shall control, so long as this Memorandum is in effect.

12. Expiration of Memorandum of Understanding. At the conclusion of the trial period (11:59:59 p.m. on December 31, 2026), this Memorandum of Understanding shall expire, and the parties shall return to the status quo ante unless it is extended by mutual written agreement between the Village and the Union. *Additionally, this agreement is revocable at any time, without notice, by the Chief of Police or his designee, if he determines in his sole discretion that the terms are no longer compatible with the operational needs of the department.*

control. Assignments to shifts and to Teams (Teams A and B) will be made by the Chief of Police or designee, and will be adjusted, in order to ensure appropriate assignment of officers with various specialties. Officers with other specialties will be distributed amongst the Teams, as needed by the Department.

D. In addition to the two Teams, there may be established a power shift, from which officers assigned to such power shift may be subject to reassignment, necessitated by staffing shortages. The Village retains the right to reassign any officer throughout the year, as the need arises.

4. Benefit Time. This memorandum of understanding does not change any sections of the current bargaining agreement related to hours of vacation or sick time. However, personal days shall be converted to hours, with a "day" being equal to eight (8) hours. All benefit time shall continue to accrue at the rate of eight (8) hours equals a "day." Any employee who is assigned to such alternative work schedule shall have vacation or sick time deducted on an hour-for-hour basis (e.g., twelve hours absence on sick leave equals twelve hours deducted from the officer's sick leave bank). Demand time requirements for time off which create a shortage will remain the same as set forth in Sections 4.8 and 8.3 of the collective bargaining agreement. A member will pay six (6) hours demand time for a (twelve) 12-hour shift vacation day or use of compensatory time for a 12 - hours shift, for a total of eighteen (18) hours.

5. Overtime. Overtime shall only be paid for hours worked in excess of eighty (80) hours in a fourteen (14) day work cycle. Approved paid days off work, such as compensatory time, personal days, holidays or vacation, shall be counted as hours worked for the sole purpose of determining eligibility for overtime pay.

6. Holiday Pay. For purposes of implementing Section 7.3 of the collective bargaining agreement, for patrol officers assigned to the alternate work schedule (12 hour shifts), hours worked on a holiday shall be considered to be those hours worked on a shift that occurs on the actual holiday. Employees assigned to the alternate work schedule who work on a holiday shall receive pay for the hours worked on the holiday and, in addition, shall receive another eight (8) hours of time off, with pay, to be taken upon prior request and approval of the Department. (Examples: If an employee assigned to the alternate work schedule works from 6:00 a.m. on the day before a holiday to 6:00 p.m. on a holiday, or works from 6:00 p.m. on the holiday until 6:00 a.m. on the day after the holiday, the employee shall be paid for twelve (12) working hours at his or her regular straight-time hourly rate, plus shall receive another eight (8) hours of paid time off as holiday pay. More specifically, if an employee works from 6:00 p.m. on the day before Labor Day until 6:00 a.m. on Labor Day, the employee shall be paid for twelve (12) working hours at his or her regular straight time hourly rate, plus shall receive another eight (8) hours of paid time off as holiday pay.) For purposes of implementing Section 7.2 of the collective bargaining agreement, eligible employees assigned to the alternate work schedule shall receive eight (8) hours of time off in his or her account for each holiday identified in Section 7.1, on or about January 1, each year, to be used similar to vacation days.

7. Short Days Schedule. The Village shall provide employees working a twelve (12) hour alternative shift a schedule of their work days at least one month in advance, intended to show

Third EXTENDED
MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Village of Villa Park ("Village") and the Illinois Fraternal Order of Police Labor Council, on behalf of Villa Park Police Officers ("Union").

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WHEREAS, the Village and the Union are desirous of continuing to conduct a trial period in which certain patrol officers would be assigned to twelve (12) hour shifts, for calendar year 2026 (*i.e.*, January 5, 2026, through December 31, 2026).

NOW, THEREFORE, the Village and the Union agree as follows:

1. Non-Precedential Effect of Memorandum. The Village and the Union agree that this Memorandum of Understanding shall not be considered part of the current collective bargaining agreement between the Village and the Union, nor shall it be considered an amendment to said agreement, nor shall it constitute a precedent or a change in the *status quo ante*. The Village and the Union agree that neither the Village nor the Union may cite or reference this Memorandum of Understanding as precedent or as a change in the *status quo ante*, or the trial period referenced herein, in any subsequent negotiations or interest arbitration proceedings.

2. Alternative Work Schedule for Patrol Division. The Village shall implement, on a trial basis, an alternative work schedule for officers assigned to the Patrol Division for the period beginning January 5, 2026 and ending December 31, 2026, subject to the terms of this Memorandum of Understanding, provided that this Memorandum of Understanding shall not apply to officers who are assigned to specialty assignments, including Investigations, School Resource Officer, and TAC Officer.

3. Conditions. The alternative work schedule provided by this Memorandum shall be in accordance with the following conditions:

A. The work cycle for purposes of the Fair Labor Standards Act shall be fourteen (14) days.

B. The normal work day for patrol officers assigned to the alternative work schedule shall be twelve (12) hours, except that once during the two (2) week work cycle, the Village will schedule an eight (8) hour work day for each employee assigned to a twelve (12) hour shift schedule, so that an employee will normally be scheduled to work eighty (80) hours during the two (2) week work cycle. Sample Day Shift and Night Shift schedules for January 5, 2026 – December 31, 2026 are attached hereto.

C. All shift and Team assignments shall be made by the Chief of Police or designee. Shifts shall not be rotated, but the Village retains the right to reassign officers throughout the trial period to a different shift or Team, as the need arises. An officer's shift preference by seniority will be considered in making such assignments, but shall not