

**SIDE LETTER AGREEMENT ENTERED INTO BETWEEN
THE VILLAGE OF VILLA PARK AND THE ILLINOIS FRATERNAL ORDER OF
POLICE LABOR COUNCIL – PATROL OFFICERS**

This Side Letter Agreement is entered into by and between the Village of Villa Park (“Village”) and the Illinois Fraternal Order of Police Labor Council (“Union”) on behalf of Villa Park Police Officers.

WHEREAS, the Village and the Union have entered into a collective bargaining agreement for the term of May 1, 2025 through April 30, 2028 (the “Agreement”); and

WHEREAS, the Village and the Union desire to amend such Agreement to extend the term of the Agreement through December 31, 2027, and amend the effective date of certain benefits.

NOW, THEREFORE, in consideration of the mutual promises set forth hereinafter and other good and valuable consideration, the Village and the Union agree as follows:

1. Section 13.2, Longevity, is hereby amended to read as follows:

Section 13.2 Longevity.

After completion of seven (7) consecutive years of service with the Village, and in each year thereafter, patrol officers shall earn and receive an annual longevity bonus of one thousand seven hundred fifty-four dollars (\$1,754.00) per year. Longevity payments shall be made by the Village in one installment on or about May 1 of each year. Eligible employees shall receive the full longevity bonus based on the number of years completed as of April 30 of the current year. Effective January 1, 2026, longevity payments shall be made by the Village in one installment on or about January 2 of each year. Eligible employees shall receive the full longevity bonus based on the number of years completed as of January 2 of the current year.

2. Section 14.1, Uniform Allowance, is hereby amended to read as follows:

Section 14.1 Uniform Allowance.

The Village agrees to establish one (1) payment for the purchase of departmental authorized uniforms and equipment per year. Covered employees will be entitled to a uniform allowance for the purchase of uniform and equipment as set forth below:

May 1, 2021 \$1,000.00.

Effective January 1, 2026, the uniform allowance of \$1,000 for the purchase of uniform and equipment shall be available on January 2 of each year for eligible purchases within a calendar year.

New hires shall receive a three thousand five hundred dollar (\$3,500) for uniform allowance during the first year of employment only. Any employee who leaves the department shall return all uniform or equipment items purchased by the department within the past five (5) years upon separation, and the employee's final paycheck may be deducted by the cost of missing

items or items in need of repair. This provision applies to officers who were hired on or after March 1, 2014.

The Village shall pay for the purchase of a bulletproof vest for new hires. The Village further agrees to replace bulletproof vests for all officers after five (5) years of use, or upon reaching expiration of the useful life of the vests and or vest covers, where manufacturers recommendations and independent research demonstrate a useful life in excess of five (5) years, whichever is later.

3. Section 23.1, Termination, is hereby amended to read as follows:

Section 23.1 Termination.

This Agreement shall be effective May 1, 2025, and shall remain in force and effect until December 31, 2027. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing at least seventy (70) calendar days prior to the anniversary date that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin no later than sixty (60) calendar days prior to the anniversary date, or at a time mutually agreed between the parties. In the event that either party desires to terminate this Agreement, written notice must be given to the other party no later than ten (10) days prior to the desired termination date, which shall not be before the anniversary date.

4. Appendix B, Wage Schedule, is hereby amended as follows:

Annual:

	Current	5/1/2025 9% (3.25% COLA plus equity adjustment of 5.75%)	1/1/2026 7% (3.25% COLA plus equity adjustment of 3.75%)	1/1/2027 3.5%
P-1	\$71,558.40	\$77,998.66	\$83,458.56	\$86,379.61
P-2	\$82,185.90	\$89,698.45	\$95,977.35	\$99,336.55
P-3	\$88,355.84	\$96,874.33	\$103,655.53	\$107,283.48
P-4	\$94,473.49	\$104,624.28	\$111,947.98	\$115,866.16
P-5	\$100,617.99	\$110,901.73	\$118,664.86	\$122,818.13
P-6	\$106,765.28	\$117,555.84	\$125,784.75	\$130,187.21

Hourly:

	Current	5/1/2025 9% (3.25% COLA plus equity adjustment of 5.75%)	1/1/2026 7% (3.25% COLA plus equity adjustment of 3.75%)	1/1/2027 3.5%
P-1	\$34.4031	\$37.4994	\$40.1243	\$41.5287
P-2	\$39.5125	\$43.1243	\$46.1430	\$47.7580
P-3	\$42.4788	\$46.5742	\$49.8344	\$51.5786
P-4	\$45.4199	\$50.3001	\$53.8211	\$55.7049
P-5	\$48.3740	\$53.3181	\$57.0504	\$59.0472
P-6	\$51.3295	\$56.5172	\$60.4734	\$62.5900

5. The remaining terms and conditions of the Agreement shall continue in full force and effect.

IN WITNESS WHEREOF, the Village and the Union have executed this Side Letter on the dates set forth hereinafter.

VILLAGE OF VILLA PARK

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

Michael Rivas Date
Village Manager

 8/19/2025
For the ILFOPLC Date

 8/19/2025
Date