

Resolution No. 25054

**RESOLUTION OF THE VILLAGE OF VILLA PARK, DUPAGE COUNTY,
ILLINOIS, APPROVING A SIDE LETTER AGREEMENT TO THE COLLECTIVE
BARGAINING AGREEMENT BETWEEN THE VILLAGE OF VILLA PARK AND THE
ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL ON BEHALF
OF VILLA PARK POLICE SERGEANTS AND LIEUTENANTS
AMENDING CERTAIN DATES**

WHEREAS, the Village of Villa Park (the "Village") is a duly organized and validly existing non-home rule municipality created in accordance with the Constitution of the State of Illinois of 1970 and the laws of the State; and

WHEREAS, the Village President and Board of Trustees of the Village (the "Corporate Authorities") hereby find that it is in the best interest of the Village to Approve a Side Letter Agreement to the Collective Bargaining Agreement between the Village of Villa Park and the Illinois Fraternal Order of Police Labor Council on behalf of Villa Park Police Sergeants and Lieutenants amending certain dates (the "Side Letter Agreement").

NOW, THEREFORE, BE IT RESOLVED by the President and Board of Trustees of the Village of Villa Park, DuPage County, State of Illinois, as follows:

Section 1: The facts and statements contained in the preamble clauses to this Resolution are found to be true and correct and are hereby adopted as part of this Resolution.

Section 2: The Side Letter Agreement to the Collective Bargaining Agreement between the Village of Villa Park and the Illinois Fraternal Order of Police Labor Council on behalf of Villa Park Police Sergeants and Lieutenants amending certain dates, which is attached hereto and made a part hereof as Exhibit A, is hereby approved and the Village President, Village Clerk, and Village Manager are hereby authorized to execute and deliver said Side Letter Agreement. The officials, officers, employees, and agents of the Village are authorized to take such actions as may be necessary to carry out the purpose and intent of this Resolution.

Section 3: If any section, paragraph, clause or provision of this Resolution shall be held invalid, the invalidity thereof shall not affect any of the other provisions of this Resolution.

Section 4: All ordinances, resolutions, motions or orders in conflict with this Resolution are hereby repealed to the extent of such conflict.

Section 5: This Resolution shall be in full force and effect immediately from and after

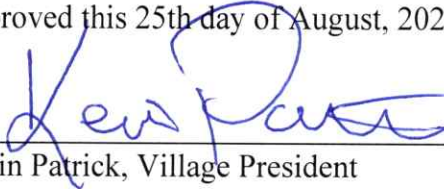
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its passage and approval according to law.

PASSED this 25th day of August, 2025, pursuant to a roll call vote as follows:

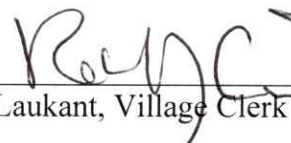
AYES: 6
NAYS: 0
ABSENT: 0
ABSTAINING: 0

Approved this 25th day of August, 2025.



Kevin Patrick, Village President

Attest:


Rolf Laukant, Village Clerk

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

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 Sergeants.

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 consecutive years of service with the Village, and in each year thereafter, employees shall earn and receive an annual longevity bonus of one thousand seven hundred fifty-four dollars (\$1754.00) per year. Longevity payments shall be made by the Village in one installment, on or about May 1 of each 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.

Effective May 1, 2016, covered employees will be entitled to an annual uniform allowance of one thousand dollars (\$1,000.00) for purchase of uniform and equipment. Effective January 1, 2026, the annual uniform allowance shall be available on January 2 of each year for eligible purchases within that calendar year. Uniform or equipment items destroyed or damaged in the line of duty may be replaced by the Village without cost to the employee or deduction from the employee's uniform allowance amount. Uniform allowance payments shall be made retroactively, within thirty (30) days of the execution of this Agreement by both parties, for all employees employed on the date this Agreement is executed by both parties or the issuance of an interest arbitration award, whichever is sooner.

3. Section 22.1, Termination, is hereby amended to read as follows:

Section 22.1 Termination.

This Agreement shall be effective as of the day after it is executed by both parties 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 one hundred and eighty (180) 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 seventy (70) days prior to the anniversary date. 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 A, Wages, is hereby amended as follows:

Employee Wage Percentage Increases
 May 01, 2025- 3.25% COLA plus equity adjustment set forth below
 January 01, 2026 – 5.50% (3.25% COLA plus equity adjustment of 2.25%)
 January 01, 2027 -3.50%

SERGEANTS

Annual:

	Current	5/1/2025 3.25% COLA plus equity adjustment		
Step 1 (at promotion)	\$111,240.74	\$121,252.41		
Step 2 (after 1 year)	\$124,040.20	\$132,102.81		
Step 3 (after 2 years)	\$128,309.49	\$136,970.38		
Step 4 (after 3 years)	\$132,606.50	\$141,888.95	692.84	932.08

	1/1/2026 5.5% (3.25% COLA plus equity adjustment of 2.25%)	1/1/2027 3.5%
Step 1 (at promotion)	\$139,368.47	\$144,246.36
Step 2 (after completion of 1 year)	\$144,503.75	\$149,561.38
Step 3 (after completion of 2 years)	\$149,692.84	\$154,932.08

Hourly:

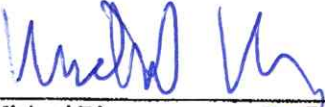
	Current	5/1/2025 3.25% COLA plus equity adjustment		
Step 1 (at promotion)	\$53.4811	\$58.2944		
Step 2 (after 1 year)	\$59.6347	\$63.5110		
Step 3 (after 2 years)	\$61.6873	\$65.8511		
Step 4 (after 3 years)	\$63.7531	\$68.2158	9677	4865

	1/1/2026 5.5% (3.25% COLA plus equity adjustment of 2.25%)	1/1/2027 3.5%
Step 1 (at promotion)	\$67.0041	\$69.3492
Step 2 (after completion of 1 year)	\$69.4730	\$71.9045
Step 3 (after completion of 2 years)	\$71.9677	\$74.4865

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




 Michael Rivas Date
 Village Manager

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



 For the ILFOPLC Date



 Date