

This Side Letter Agreement is entered into by and between the Village of Villa Park ("Village") and the American Federation of State, County Municipal Employees, Council 31 Local 964 ("Union")

Whereas, the Village and the Union have entered into a Collective Bargaining Agreement for the term January 1, 2026, to December 31, 2028. (the CBA); and

Whereas, the previous CBA was set to expire on April 30, 2026, resulting in an overlap of scheduled time off and planned longevity bonus;

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

1. For any employee which is set to receive a longevity bonus as of April 1, 2026, will receive a longevity bonus on the first paycheck in January 2026 after the completion of the contract. All future longevity bonus will be set forth in the CBA.
2. The Village will honor all previous approved and scheduled days off till April 30, 2026 and allow for the new scheduled days off per the new CBA.
3. All employees shall retain their current vacation accrual rates and shall receive their full-scheduled paid vacation allotment effective January 1, 2026 with scheduling to begin as soon as the contract is executed.
4. All employees will receive retro pay for change in rates effective date of January 1st.
5. All employees who are unable to utilize all earned vacation time in calendar year 2026 shall be permitted a one-time vacation carryover into calendar year 2027 but shall not exceed 5 days in addition to contract approved carryover language.
6. The Village will institute a Village wide policy on for bilingual pay of \$0.50 per hour by May 1st, 2026.
7. The Village and AFCSME will draft the job descriptions for PW Utility Specialist and PW Street Specialist, post and fill the position withing 30 days of the contract.
8. The Village and the Union will commence a meeting to discuss revamping the elevation form for the Union.
9. This Side Letter Agreement shall be non-precedential and shall not be cited by either the Village of the Union in any future grievance, arbitration, or future litigation with the exception of enforcing the ters of this Side Letter Agreement.
10. The remaining terms and conditions of the CA shall continue to be full force and effect.

The Village and Union have tentatively agreed upon the substance of this language for a side letter to include with the CBA approval.


Village of Villa Park


AFSCME Council 31 (12/31/25)