



AGENDA
Village Board of Trustees
Regular Meeting
Village Hall
1900 Hassell Road, Hoffman Estates, IL 60169

February 16, 2026	Council Chambers	7:00 PM
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1. **CALL TO ORDER/ROLL CALL**
2. **PLEDGE OF ALLEGIANCE TO THE FLAG**
3. **PUBLIC COMMENT**
4. **APPROVAL OF MINUTES**
 - A. Village Board 02-02-2026
 - B. Village Board 02-07-2026 Special
 - C. Village Board 02-09-2026 Special
5. **CONSENT AGENDA/OMNIBUS VOTE (Roll Call Vote)**

(All items under the Consent Agenda are considered to be routine in nature and will be enacted by one motion. There will be no separate discussion of these items unless a Trustee so requests. In that event, the discussion will be the first item of business after approval of the Consent Agenda.)

 - A. Approval of Agenda
 - B. Approval of the schedule of bills for 02-16-2026 — \$3,863,864.07.
 - C. Approval of an Ordinance proposing the establishment of a Special Service Area in the Village of Hoffman Estates, Illinois and providing for a public hearing and other related procedures - Special Service Area 2026-1 (Bell Works Townhomes).
 - D. Approval of an Ordinance granting the Village Manager authority to allow use of Village rights of way by utilities and telecommunication providers.
 - E. Approval of a Resolution authorizing the contract award for the 2026 Street Revitalization Project to Builders Paving, LLC, of Hillside, Illinois, in an amount not to exceed \$4,818,898.
6. **REPORTS**
 - A. President's Report
 1. Presentation(s)
Great Citizen Award:
 - George Kalopisis
 - Fire Captain Ryan Bebe
 - FFPM Jon Drummer

- Fire Chief Alan Wax

2. Board & Commission Appointment(s)/Reappointment(s)/Resignation(s)

- Faris Bhatti, Appointment, Emerging Technology Commission, Term Ending April 30, 2028
- Alina Dekirmenjian, Appointment, Sustainability, Term Ending April 30, 2028

B. Trustee Comments

C. Village Manager's Report

D. Village Clerk's Report

E. Committee Reports

1. Finance

2. Public Works & Utilities

3. Public Health & Safety

F. Treasurer's Report

7. **ADDITIONAL BUSINESS**

- A. Approval of an Ordinance Amending Section 8-3-22, Number of Licenses, of Article 3, Alcoholic Liquors, of the Hoffman Estates Municipal Code.

- B. Approval of Resolution Requesting Legislative Approval of Quick-Take Authority for the Shoe Factory Road Project.

- C. Approval of the Collective Bargaining Agreement between the Village of Hoffman Estates and the Metropolitan Alliance of Police, Hoffman Estates Chapter 97 for the period January 1, 2026 through December 31, 2028.

- D. Approval of the Collective Bargaining Labor Agreement between the Village of Hoffman Estates and the International Brotherhood of Teamsters Local 700 for the period January 1, 2026 through December 31, 2028.

8. **EXECUTIVE SESSION-Litigation (5 ILCS 120/2-(c)-(11))**

9. **ADJOURNMENT**

Further details and information can be found in the agenda packet attached hereto and incorporated herein and can also be viewed online at www.hoffmanestates.org and/or in person in the Village Clerk's office. The Village of Hoffman Estates complies with the Americans with Disabilities Act (ADA). For accessibility assistance, call the ADA Coordinator at 847/882-9100.

MEETING: **HOFFMAN ESTATES VILLAGE BOARD**
DATE: **FEBRUARY 2, 2026**
PLACE: **COUNCIL CHAMBERS**
 MUNICIPAL BUILDING COMPLEX
 1900 HASSELL ROAD
 HOFFMAN ESTATES, ILLINOIS

1. CALL TO ORDER/ROLL CALL

Village President William McLeod called the meeting to order at 7:06 p.m. The Village Clerk called the roll. Trustees present: Patrick Kinnane, Karen Mills, Anna Newell, Gary Pilafas, Gary Stanton, Karen Arnet.

A quorum was present.

ADMINISTRATIVE PERSONNEL PRESENT

E. Palm, Village Manager
D. O'Malley, Deputy Village Manager
J. Pape, Assistant Village Manager
A. Janura, Corporation Counsel
K. Cawley, Chief of Police
A. Wax, Fire Chief
R. Musiala, Finance Director
J. Nebel, PW Director
P. Seger, HRM Director
J. Horn, Planning & Transportation Director
D. Raszka, Director of IT
M. Brito, Communications Manager
A. Marks, Assistant HHS Director
R. Signorella, Multimedia Production Manager
T. Cuevas, Administrative Intern

2. PLEDGE OF ALLEGIANCE TO THE FLAG

The Pledge of Allegiance was led by Trustee Kinnane.

3. PUBLIC COMMENTS

A long-time resident and early childhood educator talked about the needs of many local families with children ages birth to five that struggle to find clear, trustworthy information about childcare, developmental screenings, and early intervention services. Through her work with Birth to Five Illinois, she helped create a multilingual flyer listing free, reliable resources, and she encouraged the village to share it. Dr. Audra Marks introduced herself and shared contact information for them to connect.

4. APPROVAL OF MINUTES

4.A. Village Board 01-19-2026

Motion by Trustee Stanton, seconded by Trustee Arnet, to approve Item 4.A. Voice vote taken. All ayes. Motion carried.

4.B. Village Board 01-26-2026 Special

Motion by Trustee Arnet, seconded by Trustee Stanton, to approve Item 4.B. Voice vote taken. All ayes. Motion carried.

5. CONSENT AGENDA/OMNIBUS VOTE:**5.A. Approval of Agenda**

Motion by Trustee Mills, seconded by Trustee Arnet, to approve Item 5.A.

Roll Call:

Aye: Kinnane, Mills, Newell, Pilafas, Stanton, Arnet

Nay:

Mayor McLeod voted aye.

Motion carried.

5.B. Approval of the schedule of bills for February 2, 2026 - \$2,347,054.65.

Motion by Trustee Mills, seconded by Trustee Arnet, to approve Item 5.B.

Roll Call:

Aye: Kinnane, Mills, Newell, Pilafas, Stanton, Arnet

Nay:

Mayor McLeod voted aye.

Motion carried.

5.C. Approval of Resolution #1751-2026 Authorizing the purchase of (2) 2026 Ford F-150 Responder vehicles from Friendly Ford, Roselle, IL, in the amount of \$100,501.26.

Motion by Trustee Mills, seconded by Trustee Arnet, to approve Item 5.C.

Roll Call:

Aye: Kinnane, Mills, Newell, Pilafas, Stanton, Arnet

Nay:

Mayor McLeod voted aye.

Motion carried.

5.D. Approval of Resolution #1752-2026 Authorizing the purchase of (3) 2026 Ford Explorer Interceptor Utility vehicles from Friendly Ford, Roselle, IL, in an amount of \$143,446.89.

Motion by Trustee Mills, seconded by Trustee Arnet, to approve Item 5.D.

Roll Call:

Aye: Kinnane, Mills, Newell, Pilafas, Stanton, Arnet

Nay:

Mayor McLeod voted aye.

Motion carried.

6. REPORTS

6.A. President's Report

1. Board & Commission Appointment(s) Reappointment(s)/Resignation(s)

a. Kathryn Jorkon, Appointment, Sister Cities Commission, term ending April 30, 2027.

Motion by Trustee Arnet, seconded by Trustee Mills, to accept the appointment of Kathryn Jorkon to the Sister Cities Commission, term ending April 30, 2027. Voice vote taken. All ayes. Motion carried.

Mayor McLeod spent most of the previous week at the Conference of Mayors in Washington DC. He stated it was a very productive and informative conference.

6.B. Trustee Comments

Trustee Kinnane attended the Bull Riding event at the NOW Arena and said it was an amazing event. He also expressed his disappointment regarding the closing of St. Huberts School.

Trustee Arnet attended the Chamber of Commerce Celebration of Excellence event. She congratulated all the recipients and commended Chief Cawley and the Police Department for their award.

Trustee Stanton attended the Commission for Senior Citizen's Luncheon and the Chamber of Commerce Celebration of Excellence event. He congratulated our Police Department on their award. He also attended the Harper Aviation Maintenance Lab Ribbon Cutting Celebration located at the Schaumburg Regional Airport which was possible due to a federal grant sponsored by Representative Raja Krishnamoorthi. He also attended the Northwest Municipal Conference and DuPage Mayors and Managers Conference Legislative Reception and Dinner, a roundtable discussion with Cook County Board President, Toni Preckwinkle sponsored by the Cook County Board and Commissioner Kevin Morrison.

Trustee Pilafas attended the Northwest Municipal Conference and DuPage Mayors and Managers Conference Legislative Reception and Dinner, the Veterans Commission quarterly meeting and a Partners of Our Communities Board meeting.

Trustee Newell attended the Commission for Senior Citizen's Luncheon, the Chamber of Commerce Celebration of Excellence event. She congratulated our Police Department as well as

the other award recipients. She also attended the Swearing-In Ceremony of the Schaumburg Township Assessor.

Trustee Mills on a personal note congratulated her granddaughters' bowling achievements. Her granddaughter, a senior at Sycamore High School, is now ranked first in her conference and recently earned two second-place tournament awards. Her other granddaughter from Palatine placed seventh in her conference. She expressed pride in both and wished them luck.

6.C. Village Manager's Report

Village Manager Palm reported that the Village went live with its new ERP and he was pleased with how well it went and the continued progress.

6.D. Village Clerk's Report

The Village Clerk had no report.

6.E. Committee Reports

1. General Administration & Personnel

Trustee Kinnane stated that they would be meeting to receive and file the Cable TV Monthly Report, the Human Resources Management Monthly Report and the Legislative Operations & Outreach Monthly Report.

2. Transportation & Road Improvement

Trustee Arnet stated that they would be meeting to receive and file the Transportation Division Monthly Report.

3. Planning, Building & Zoning

Trustee Stanton stated that they would be meeting to receive and file the Planning Division Monthly Report, the Code Enforcement Division Monthly Report, and the Economic Development and Tourism Monthly Report.

7. PLAN COMMISSION RECOMMENDATIONS

7.A. Special Use for a Planned Development and Preliminary and Final Plat of Subdivision for Higgins Crossing located at 125 and 155 W. Higgins Road.

Motion by Trustee Kinnane, seconded by Trustee Pilafas, to approve Item 7.A.

Discussion

Chairperson Chatwani stated that the Plan Commission held a public hearing on January 7, 2026 and adopted finding and recommended approval.

The 6.1-acre B-2 zoned site has been vacant for 10 years. The proposed project is for redevelopment with 72 attached residential units, a 4.3-space parking ratio, and revised access points to reduce traffic conflicts. There was discussion about pricing, design variety, ownership structure, construction timing, and stormwater features. The petitioner confirmed mid-to-upper-\$400k pricing, multiple elevations, a condo association, an October construction start, a dry-bottom basin managed by the HOA, and acceptance of all project conditions. The discussion concluded with confirmation that conditions were accepted, and all requirements would be met.

Roll Call:

Aye: Kinnane, Mills, Newell, Pilafas, Stanton, Arnet

Nay:

Mayor McLeod voted aye

Motion carried.

8. ADDITIONAL BUSINESS

There was no additional business.

9. EXECUTIVE SESSION

Motion by Trustee Arnet, seconded by Trustee Stanton, to adjourn the meeting into Executive Session to discuss Collective Bargaining (5 ILCS 120/2-(c)-(2)) and Personnel Bargaining (5 ILCS 120/2-(c)-(1)). Voice vote taken. All ayes. Motion carried. Time: 7:22 p.m.

Patty Richter
Village Clerk

Date Approved

The Village of Hoffman Estates complies with the Americans with Disabilities Act (ADA). For accessibility assistance, call the ADA Coordinator at 847/882-9100.

MEETING: SPECIAL HOFFMAN ESTATES VILLAGE BOARD
DATE: FEBRUARY 7, 2026
PLACE: HOLIDAY INN EXPRESS & SUITES
5235 PRAIRIE STONE PARKWAY
HOFFMAN ESTATES, ILLINOIS

1. CALL TO ORDER:

Village President William McLeod called the meeting to order at 9:06 a.m. The Village Clerk called the roll. Trustees present: Karen Mills, Anna Newell, Gary Pilafas, Gary Stanton, Karen Arnet, Patrick Kinnane.
A quorum was present.

ADMINISTRATIVE PERSONNEL PRESENT:

E. Palm, Village Manager
J. Pape, Assistant Village Manager
P. Green,

2. PUBLIC COMMENTS

No one wished to be recognized.

3. ADDITIONAL BUSINESS:

3.A. Comprehensive Plan/Strategic Plan

Phil Green, Transportation & Long-Range Planner led the Board in a strategic planning session as part of the Hello Hoffman Comprehensive & Strategic Plan process. The Board received an overview of public engagement efforts to date, and the key themes emerging from Phase 1 of the project. A discussion was held on high and low points from the Village's history, with those events being used to draw out key themes that should be a part of the Village's strategy moving forward.

4. ADJOURNMENT

Motion by Trustee Stanton, seconded by Trustee Mills, to adjourn the meeting. Voice vote taken. All ayes. Motion carried. Time: 1:42 p.m.

MEETING: SPECIAL HOFFMAN ESTATES VILLAGE BOARD
DATE: FEBRUARY 9, 2026
PLACE: COUNCIL CHAMBERS
MUNICIPAL BUILDING COMPLEX
1900 HASSELL ROAD
HOFFMAN ESTATES, ILLINOIS

1. CALL TO ORDER:

Village President William McLeod called the meeting to order at 6:52 p.m. The Village Clerk called the roll. Trustees present: Anna Newell, Gary Pilafas, Gary Stanton, Karen Arnet, Patrick Kinnane, Karen Mills.

A quorum was present.

ADMINISTRATIVE PERSONNEL PRESENT:

E. Palm, Village Manager
D. O'Malley, Deputy Village Manager
J. Dickson, Assistant Corporation Counsel
P. Seger, HRM Director
A. Wenderski, Director of Engineering
R. Signorella, Multimedia Production Manager

2. PLEDGE OF ALLEGIANCE TO THE FLAG

The Pledge of Allegiance was led by Trustee Newell.

3. PUBLIC COMMENTS

No one wished to be recognized.

4. ADDITIONAL BUSINESS:

4.A. Boards and Commissions Interviews

The Board interviewed a volunteer for the Emerging Technology Commission. This applicant will be appointed to the Emerging Technology Commission at the February 16, 2026 Village Board Meeting.

5. ADJOURNMENT

Motion by Trustee Pilafas, seconded by Trustee Mills, to adjourn the meeting. Voice vote taken. All ayes. Motion carried. Time: 6:59 p.m.

Patty Richter Village Clerk

Date Approved

DRAFT



BILL LIST SUMMARY

BILL LIST AS OF	02/16/2026	\$ 1,489,897.83
MANUAL CHECKS	01/30/2026 -02/12/2026	\$ 26,677.48
PAYROLL	02/01/2026	\$ 33,950.00
WIRES	01/01/2026 - 01/31/2026	\$ 2,313,338.76
TOTAL		\$ 3,863,864.07

VILLAGE OF HOFFMAN ESTATES

FEBRUARY 16, 2026

GL Number	Vendor Name	Invoice Description	Amount
Fund: 100 GENERAL FUND			
Department: 0000 MISCELLANEOUS			
100-0000-03020.000	BUMPER TO BUMPER/ LEE AUTO	STOCK PARTS P/O 104314	154.71
100-0000-03020.000	BUMPER TO BUMPER/ LEE AUTO	CREDIT	(50.00)
100-0000-03020.000	MONROE TRUCK EQUIPMENT	STOCK PARTS P/O 104313	213.20
100-0000-34050.000	COLLEEN SPENGLER	PARAMEDIC REFUND	300.59
100-0000-34050.000	LYNN DUCKMAN	PARAMEDIC REFUND	250.00
100-0000-34050.000	MARGARET FICK	PARAMEDIC REFUND	250.00
100-0000-34050.000	MARY C MASTENBROOK	PARAMEDIC REFUND	109.27
100-0000-34050.000	SHELIA WEYGANDT	PARAMEDIC REFUND	3,450.00
100-0000-34050.000	STEPHANIE LOCONTI	PARAMEDIC REFUND	225.00
Total Department 0000 MISCELLANEOUS			4,902.77
Department: 1012 GENERAL GOVT ADMINISTRATION			
100-1012-45070.000	A & A CUSTOM SHIRTS	2026 EMPLOYEES APPAREL	88.00
100-1012-45070.000	A & A CUSTOM SHIRTS	APPAREL - DEC 2025	1,941.00
100-1012-45070.000	A & A CUSTOM SHIRTS	APPAREL - JAN 2026	1,824.00
100-1012-45420.000	LANGUAGE LINE SERVICES INC	LANGUAGE LINE SERVICES	56.00
Total Department 1012 GENERAL GOVT ADMINISTRATION			3,909.00
Department: 1013 GENERAL GOVT LEGAL			
100-1013-45420.000	RICHARD A KAVITT ATTORNEY AT LAW	HOURS WEEK OF JAN 26, 2026	500.00
100-1013-45420.000	RICHARD A KAVITT ATTORNEY AT LAW	HOURS WEEK OF FEB 2, 2026	1,000.00
100-1013-45470.000	THOMSON REUTERS-WEST	WESTLAW- SOFTWARE SUBSCRIPTION	805.99
100-1013-45670.000	SAUL EWING LLP	LEGAL SERVICES	6,035.60
Total Department 1013 GENERAL GOVT LEGAL			8,341.59
Department: 1014 GENERAL GOVT FINANCE			
100-1014-44010.000	FEDERAL EXPRESS CORP	SHIPPING	17.88
100-1014-44020.000	DEDICATED GRAPHICS, INC	2K REAL ESTATE TRANSFER STAMPS	467.44
Total Department 1014 GENERAL GOVT FINANCE			485.32
Department: 1016 GENERAL GOVT HRM			
100-1016-43010.000	SRSD CONSULTING, LLC	EMERGING LEADERSHIP PROGRAM	5,500.00
100-1016-44020.000	WAREHOUSE DIRECT	2025 OFFICE SUPPLIES	112.98
100-1016-45070.000	MGT IMPACT SOLUTIONS, LLC	CONTRACTUAL SERVICES	6,496.00
100-1016-45790.000	WELLOW URGENT CARE	2025 SCREENINGS	2,647.00
100-1016-45800.000	EMPLOYMENT SCREENING ALLIANCE GROUP	JAN 2026 BACKGROUND SCREEN	258.00
100-1016-45800.000	EMPLOYMENT SCREENING ALLIANCE GROUP	BACKGROUND SCREENING	210.00
100-1016-45800.000	EMPLOYMENT SCREENING ALLIANCE GROUP	BACKGROUND SCREENINGS	144.00
Total Department 1016 GENERAL GOVT HRM			15,367.98

GL Number	Vendor Name	Invoice Description	Amount
Department: 1025 GENERAL GOVT COMMUNICATIONS			
100-1025-43010.000	RICHARD SIGNORELLA	MILEAGE REIMBURSEMENT	49.30
Total Department 1025 GENERAL GOVT COMMUNICATIONS			49.30
Department: 2012 POLICE ADMINISTRATION			
100-2012-43030.000	INT'L ASSOC OF CHIEFS OF POLICE	ACTIVE 2026 DUES - BENDING	220.00
100-2012-43030.000	INT'L ASSOC OF CHIEFS OF POLICE	ACTIVE 2026 P DUES - THOMAS	220.00
100-2012-44140.000	OFFICE DEPOT	OFFICE SUPPLIES	116.69
100-2012-44220.000	PAMELA G KARAHALIOS	HEARING OFFICER JAN' 2026	1,150.00
100-2012-45070.000	MORIZZO FUNERAL HOME & CREMATION	ME TRANSPORT HEP26-000477	380.00
Total Department 2012 POLICE ADMINISTRATION			2,086.69
Department: 2021 POLICE PATROL & RESPONSE			
100-2021-44030.000	MINUTEMAN PRESS	BUSINESS CARDS - PD	35.07
Total Department 2021 POLICE PATROL & RESPONSE			35.07
Department: 2022 POLICE TRAFFIC CONTROL			
100-2022-45420.000	ANDY FRAIN SERVICES, INC	CROSSING GUARD SERVICES NOV 2025	20,508.15
100-2022-45420.000	ANDY FRAIN SERVICES, INC	CROSSING GUARD SERVICES DEC 2025	19,804.32
Total Department 2022 POLICE TRAFFIC CONTROL			40,312.47
Department: 2023 POLICE INVESTIGATIONS			
100-2023-44140.000	T-MOBILE USA INC	CELL AREA DUMP 25-005709	300.00
100-2023-44140.000	T-MOBILE USA INC	TDOA 26-000002	150.00
Total Department 2023 POLICE INVESTIGATIONS			450.00
Department: 2029 POLICE ADMINISTRATIVE SERVICES			
100-2029-43010.000	IL. ASSOC OF PROPERTY & EVIDENCE MA	IAPEM 2026 CONFERENCE REGISTRATION	595.00
Total Department 2029 POLICE ADMINISTRATIVE SERVICES			595.00
Department: 3012 FIRE ADMINISTRATION			
100-3012-43010.000	SRSD CONSULTING, LLC	COACHING SESSIONS FEB'26	1,000.00
Total Department 3012 FIRE ADMINISTRATION			1,000.00
Department: 3031 FIRE SUPPRESSION			
100-3031-43010.170	DJS SCUBA LOCKER INC	ERDI ICE DIVE CLASS	400.00
100-3031-43010.170	DJS SCUBA LOCKER INC	EQUIP RENTAL	50.00
100-3031-43040.000	TODAYS UNIFORMS	UNIFORMS	867.30
100-3031-43040.160	AIR ONE EQUIPMENT INC	PROTECTIVE CLOTHING	1,193.00
100-3031-44080.170	DJS SCUBA LOCKER INC	SCUBA EQUIPMENT	540.00
100-3031-44140.190	THOMAS ZITO	TRAINING SUPPLIES REIMB	38.49
100-3031-45100.110	AIR ONE EQUIPMENT INC	VARIOUS SUPPLIES	564.00
100-3031-45150.100	CDW-GOVERNMENT INC	HAVIS DOCK FOR TABLET COMMAND	16,195.08
100-3031-45150.100	THE HOME DEPOT #1904	VARIOUS SUPPLIES	204.58
Total Department 3031 FIRE SUPPRESSION			20,052.45

GL Number	Vendor Name	Invoice Description	Amount
Department: 3032 FIRE EMERGENCY MEDICAL SERVICES			
100-3032-43010.000	KEVIN SULLIVAN	PARAMEDIC RENEWAL	41.00
100-3032-43010.000	NORTHWEST COMMUNITY EMS DEPT.	SYSTEM ENTRY FEE	75.00
Total Department 3032 FIRE EMERGENCY MEDICAL SERVICES			116.00
Department: 3033 FIRE PREVENTION			
100-3033-45070.000	FIRE SAFETY CONSULTANTS INC	PLAN REVIEW #26-12097	360.00
100-3033-45070.000	FIRE SAFETY CONSULTANTS INC	PLAN REVIEW #26-12099	360.00
100-3033-45070.000	FIRE SAFETY CONSULTANTS INC	PLAN REVIEW #26-12100	360.00
100-3033-45070.000	FIRE SAFETY CONSULTANTS INC	PLAN REVIEW #26-12018	335.00
100-3033-45070.000	FIRE SAFETY CONSULTANTS INC	PLAN REVIEW #26-12063	335.00
100-3033-45070.000	FIRE SAFETY CONSULTANTS INC	PLAN REVIEW #26-12080	365.00
100-3033-45070.000	FIRE SAFETY CONSULTANTS INC	PLAN REVIEW #26-12122	4,161.00
Total Department 3033 FIRE PREVENTION			6,276.00
Department: 3035 FIRE STATIONS			
100-3035-44120.000	THE HOME DEPOT #1904	VARIOUS SUPPLIES	273.38
Total Department 3035 FIRE STATIONS			273.38
Department: 4041 PUBLIC WORKS SNOW & ICE			
100-4041-44080.000	MENARDS - HNVR PARK	BLASTER PENETRANT	131.76
100-4041-44100.000	ARLINGTON POWER EQUIPMENT	SIDEWALK SALT FOR VILLAGE FACILITIES	2,130.72
100-4041-44100.000	SICALCO LTD	DE-ICING CALCIUM CHLORIDE	3,283.28
100-4041-44140.000	MENARDS - HNVR PARK	VARIOUS SUPPLIES	75.00
100-4041-44140.000	PETTY CASH	TEMPORARY MAILBOX BUCKETS	20.00
100-4041-44140.000	THE HOME DEPOT #1904	VARIOUS SUPPLIES	67.31
100-4041-45070.000	FIGMENT GROUP INC	ANNUAL FEE FOR DRUG TESTING	495.00
100-4041-45100.000	AMAZON CAPITAL SERVICES INC	MAINTENANCE EQUIPMENT	195.99
100-4041-45420.200	BAMWX LLC	2026 METEOROLOGICAL SUBSCRIPTION	7,825.00
Total Department 4041 PUBLIC WORKS SNOW & ICE			14,224.06
Department: 4042 PUBLIC WORKS TRAFFIC OPERATIONS			
100-4042-44080.000	THE HOME DEPOT #1904	VARIOUS SUPPLIES	568.00
100-4042-44140.000	GRIMCO INC	LATEX MAINTENANCE CARTRIDGE	213.83
100-4042-44140.000	MCMaster CARR SUPPLY CO	SNAP-TOGETHER FASTENER	38.26
100-4042-44140.000	MENARDS - HNVR PARK	SPRAY PAINT & MARKING PAINT	87.46
100-4042-45020.000	COMMONWEALTH EDISON	ELECTRIC TRAFFIC LIGHTS	487.53
100-4042-45020.000	COMMONWEALTH EDISON	ELECTRIC 0 SEDGE STREET LIGHT	5,216.68
100-4042-45210.000	BUILDERS ASPHALT, LLC	COLD PATCH	1,011.50
100-4042-45420.000	LAKESHORE RECYCLING SYSTEMS	STREET SWEEPING	895.50
100-4042-45440.000	MCMaster CARR SUPPLY CO	VARIOUS SUPPLIES	279.81
100-4042-45450.000	FULLIFE SAFETY CENTER	GLASSES	48.00
Total Department 4042 PUBLIC WORKS TRAFFIC OPERATIONS			8,846.57
Department: 4043 PUBLIC WORKS FORESTRY			
100-4043-44140.000	FULLIFE SAFETY CENTER	GLASSES AND GLOVES	200.00
100-4043-46280.000	HOLIDAY CHEER DECORATIONS	2025 HOLIDAY DECORATIONS	2,368.00
Total Department 4043 PUBLIC WORKS FORESTRY			2,568.00

GL Number	Vendor Name	Invoice Description	Amount
Department: 4044 PUBLIC WORKS FACILITIES			
100-4044-44080.000	THE HOME DEPOT #1904	VARIOUS SUPPLIES	119.01
100-4044-44120.000	MENARDS - HNVR PARK	GAIN DISH SOAP	20.90
100-4044-45010.000	PEERLESS NETWORK INC	LANDLINES	808.67
100-4044-45020.000	COMMONWEALTH EDISON	ELECTRIC - 5323 PRAIRIESTONE	291.55
100-4044-45030.000	NICOR GAS	GAS 225 FLAGSTAFF -NEW	499.89
100-4044-45070.000	ACCURATE DOCUMENT DESTRUCTION INC	DOCUMENT SHREDDING VILLAGE HALL	495.00
100-4044-45070.000	ACCURATE DOCUMENT DESTRUCTION INC	DOCUMENT SHREDDING 2305 PEMBROKE	115.69
100-4044-45070.000	ACCURATE DOCUMENT DESTRUCTION INC	DOCUMENT SHREDDING ST. 23	65.98
100-4044-45070.000	ACCURATE DOCUMENT DESTRUCTION INC	DOCUMENT SHREDDING ST. 21	65.98
100-4044-45070.000	ACCURATE DOCUMENT DESTRUCTION INC	DOCUMENT SHREDDING ST. 22	65.98
100-4044-45070.000	ACCURATE DOCUMENT DESTRUCTION INC	DOCUMENT SHREDDING ST. 24	65.98
100-4044-45070.000	ACCURATE DOCUMENT DESTRUCTION INC	DOCUMENT SHREDDING POLICE	330.00
100-4044-45100.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	0.00
100-4044-45100.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	0.00
100-4044-45100.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	0.00
100-4044-45100.000	GENSERVE LLC	EMERGENCY REPAIR 5775 BEACONPOINT	2,442.21
100-4044-45160.000	AMLINGS INTERIOR LANDSCAPE	INTERIOR LANDSCAPING	507.34
100-4044-45160.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	0.00
100-4044-45160.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	0.00
100-4044-45160.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	0.00
100-4044-45160.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	139.50
100-4044-45160.000	MENARDS - HNVR PARK	CLEANING VINEGAR	8.36
100-4044-45160.000	MENARDS - HNVR PARK	VARIOUS SUPPLIES	34.99
100-4044-45160.000	ROSE PEST SOLUTIONS INC	PEST CONTROL 1900 HASSELL	171.00
100-4044-45160.000	THE HOME DEPOT #1904	VARIOUS SUPPLIES	26.98
100-4044-45170.000	1000 BULBS.COM	LED EMERGRNCY LIGHT REPLACEMENT	513.45
100-4044-45170.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	0.00
100-4044-45170.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	0.00
100-4044-45170.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	94.50
100-4044-45180.000	CINTAS	MAT SERVICES 5775 BEACON POINT	29.18
100-4044-45180.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	0.00
100-4044-45180.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	94.50
100-4044-45180.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	0.00
100-4044-45180.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	0.00
100-4044-45180.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	94.50
100-4044-45180.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	0.00
100-4044-45180.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	0.00
100-4044-45180.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	0.00
100-4044-45180.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	0.00
100-4044-45180.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	0.00
100-4044-45180.000	FOX VALLEY FIRE & SAFETY CO	FIRE EXTINGUISHER SERVICE	94.50
100-4044-45180.000	MENARDS - HNVR PARK	FIRE STATION 24 - AIR HOSE REPAIR	3.49
100-4044-45180.000	MENARDS - HNVR PARK	RETURNED AIR HOSE	(3.49)
100-4044-45180.000	MENARDS - HNVR PARK	REPAIR PARTS TO AIR HOSE	20.34

GL Number	Vendor Name	Invoice	Amount
		Description	
100-4044-45180.000	MENARDS - HNVR PARK	REPAIR PARTS TO AIR COMPRESSOR	1.39
100-4044-45180.000	ROSE PEST SOLUTIONS INC	PEST CONTROL 5775 BEACON POINT	157.00
100-4044-45180.000	ROSE PEST SOLUTIONS INC	PEST CONTROL 1300 WESTBURY	138.00
100-4044-45180.000	ROSE PEST SOLUTIONS INC	PEST CONTROL 1700 MOON LAKE	138.00
100-4044-45180.000	ROSE PEST SOLUTIONS INC	PEST CONTROL 225 FLAGSTAFF	120.00
100-4044-45200.000	THE HOME DEPOT #1904	VARIOUS SUPPLIES	30.72
Total Department 4044 PUBLIC WORKS FACILITIES			7,801.09
Department: 4045 PUBLIC WORKS FLEET SERVICES			
100-4045-44110.000	AL WARREN OIL CO INC	BULK FLUID FOR STOCK P/O 104299	3,991.45
100-4045-45070.000	PRECISE MRM LLC	5MB FLAT DATA PLAN	324.00
100-4045-45100.000	THE HOME DEPOT #1904	VARIOUS SUPPLIES	79.19
100-4045-45130.000	BRAD MANNING FORD INC	P13 PARTS	219.94
100-4045-45140.000	BRAD MANNING FORD INC	FC14 PARTS	123.56
100-4045-45140.000	MACQUEEN EMERGENCY GROUP	FT22 REPAIRS	10,104.06
100-4045-45140.000	MACQUEEN EMERGENCY GROUP	FT22 REPAIRS	7,526.17
100-4045-45340.000	BRAD MANNING FORD INC	UNIT 97 PARTS	333.50
100-4045-45340.000	RUSH TRUCK CENTER OF ILLINOIS, INC	UNIT 8 PARTS	38.58
100-4045-45450.000	THE HOME DEPOT #1904	VARIOUS SUPPLIES	245.00
Total Department 4045 PUBLIC WORKS FLEET SERVICES			22,985.45
Department: 4046 PUBLIC WORKS F.A.S.T.			
100-4046-44140.000	THE HOME DEPOT #1904	VARIOUS SUPPLIES	109.79
100-4046-45190.000	MENARDS - HNVR PARK	CLEAR CUTLERY COMBO	16.98
100-4046-45450.000	FULLIFE SAFETY CENTER	GLOVES & GLASSES	186.70
Total Department 4046 PUBLIC WORKS F.A.S.T.			313.47
Department: 4047 PUBLIC WORKS STORM SEWERS			
100-4047-44080.000	THE HOME DEPOT #1904	VARIOUS SUPPLIES	628.00
Total Department 4047 PUBLIC WORKS STORM SEWERS			628.00
Department: 5050 DEVELOPMENT SVCS PLANNING&TRANSPORTATION			
100-5050-45070.000	PHIL GREEN	FOCUS GROUP SNACKS	101.84
100-5050-45420.000	AMERICAN TAXI DISPATCH INC	TAXI INVOICE 2025 EXPENSE	854.70
100-5050-45420.000	AMERICAN TAXI DISPATCH INC	TAXI INVOICE 2026 EXPENSE	123.20
100-5050-45420.000	UNITED DISPATCH	TAXI DISC - SENIOR COUPONS	1,400.00
Total Department 5050 DEVELOPMENT SVCS PLANNING&TRANSPORTATION			2,479.74
Department: 5051 DEVELOPMENT SVCS BLDG&CODE ENFORCEMENT			
100-5051-44030.000	MINUTEMAN PRESS	BUSINESS CARDS - SHULGA & KNUTH	45.92
100-5051-45070.000	SAFEBUILT ILLINOIS LLC	RENTAL INSPECTIONS	6,840.00
100-5051-45070.000	SAFEBUILT ILLINOIS LLC	RENTAL INSPECTIONS	7,767.20
100-5051-45070.000	THOMPSON ELEVATOR INSPECTION INC	ELEVATOR INSPECTIONS	216.00
Total Department 5051 DEVELOPMENT SVCS BLDG&CODE ENFORCEMENT			14,869.12
Department: 5052 DEVELOPMENT SVCS ENGINEERING			
100-5052-43030.000	AMERICAN PUBLIC WORKS ASSOC	MEMBER RENEWAL ALAN WENDERSKI	252.00
100-5052-43030.000	AMERICAN PUBLIC WORKS ASSOC	MEMBER RENEWAL ANDY LOBOSCO	252.00

GL Number	Vendor Name	Invoice Description	Amount
100-5052-45070.000	CZAPLICKI LOPEZ, PLLC	NBIS BRIDGE INSPECTIONS 2025	2,712.20
100-5052-45100.000	TREASURER, STATE OF ILLINOIS	2025 TRAFFIC SIGNAL MAINTENANCE	15,954.48
Total Department 5052 DEVELOPMENT SVCS ENGINEERING			19,170.68
Department: 5059 DEVELOPMENT SVCS ECONOMIC DEVELOPMENT			
100-5059-44030.000	MINUTEMAN PRESS	PRINTING ECON DEV ANNUAL REPORTS	455.71
100-5059-45460.000	BISNOW LLC	BISNOW CHICAGO BRIEF AD - JAN'26	2,545.00
100-5059-45460.000	MULTIVIEW INC	DIGITAL AD GEOTARGETING	10,000.00
Total Department 5059 DEVELOPMENT SVCS ECONOMIC DEVELOPMENT			13,000.71
Department: 5565 HEALTH & HUMAN SERVICES			
100-5565-44020.000	ODP BUSINESS SOLUTIONS, LLC	OFFICE SUPPLIES	103.40
100-5565-44020.000	ODP BUSINESS SOLUTIONS, LLC	OFFICE SUPPLIES	6.13
100-5565-44130.000	EASY ICE LLC	REFRIGERATOR MAINTENANCE	450.00
100-5565-44130.000	GINA MCCAULEY	REIMBURSEMENT	81.08
100-5565-44130.000	GLAXOSMITHKLINE	BOOSTRIX - VACCINE	438.48
100-5565-44140.000	PLUM GROVE PRINTERS INC	DEMENTIA FRIENDLY BANNER STAND	253.88
100-5565-45010.000	PEERLESS NETWORK INC	LANDLINES	4.33
Total Department 5565 HEALTH & HUMAN SERVICES			1,337.30
Department: 6053 BOARDS & COMMISSIONS 4TH OF JULY			
100-6053-45611.000	FAIRYTALE ENTERTAINMENT	2026 4TH OF JULY PARADE PARTICIPANT	812.00
Total Department 6053 BOARDS & COMMISSIONS 4TH OF JULY			812.00
Department: 6058 BOARDS & COMMISSIONS MISCELLANEOUS			
100-6058-45691.000	CHEB ENTERPRISES INC	BLACK HISTORY MONTH SPEAKER	200.00
100-6058-45691.000	PARTY PLUS EVENTS	RENTAL FOR MLK 2026	318.33
100-6058-45750.000	BURNING RED BAND, LLC	DEPOSIT FOR SUMMER CONCERT 2026	750.00
100-6058-45950.000	MINUTEMAN PRESS	DECOR FOR CRE 2026 EVENT	482.00
Total Department 6058 BOARDS & COMMISSIONS MISCELLANEOUS			1,750.33
Total Fund 100 GENERAL FUND			215,039.54
Fund: 224 LAKEWOOD CENTER TIF			
Department: 0000 MISCELLANEOUS			
224-0000-45070.000	EUGENE L GRIFFIN & ASSOCIATES LTD	LAKEWOOD CENTER LEGAL	3,510.00
Total Department 0000 MISCELLANEOUS			3,510.00
Total Fund 224 LAKEWOOD CENTER TIF			3,510.00

GL Number	Vendor Name	Invoice Description	Amount
Fund: 404 ROAD IMPROVEMENT FUND			
404-0000-46060.000	GFT INFRASTRUCTURE INC.	GANNON DR RESURF-BIKE PH2	2,755.37
404-0000-46060.000	TREASURER, STATE OF ILLINOIS	HASSELL RD STP PH3 JOINT FUNDING	271,171.22
404-0000-46100.000	MATHEWSON RIGHT OF WAY COMPANY	SHOE FACTORY ROAD PROJECT	1,750.00
404-0000-46100.000	MATHEWSON RIGHT OF WAY COMPANY	SHOE FACTORY RD PROJECT	3,150.00
404-0000-46100.000	STRAND ASSOCIATES, INC	HASSELL BICYCLE & PEDESTRIAN PROJECT	13,381.60
Total Department 0000 MISCELLANEOUS			292,208.19
Total Fund 404 ROAD IMPROVEMENT FUND			292,208.19
Fund: 405 STORMWATER MANAGEMENT			
405-0000-46130.000	BAXTER & WOODMAN, INC.	NOGALES STORM DESIGN	2,732.50
405-0000-46130.000	LIVING WATERS CONSULTANTS INC	925 GRAND CNYN DESIGN SVCS	7,500.00
405-0000-46130.000	LIVING WATERS CONSULTANTS INC	925 GRAND CNYN DESIGN SVCS	6,500.00
Total Department 0000 MISCELLANEOUS			16,732.50
Total Fund 405 STORMWATER MANAGEMENT			16,732.50
Fund: 410 PRAIRIE STONE CAPITAL FND			
410-0000-46210.000	CONSTRUCTION INC.	VILLAGE GREEN PROJECT	361,191.06
410-0000-46210.000	TRIA ARCHITECTURE INC	CONSTRUCTION OBSERVATION	9,826.23
Total Department 0000 MISCELLANEOUS			371,017.29
Total Fund 410 PRAIRIE STONE CAPITAL FND			371,017.29
Fund: 415 2024 BOND PROJECT			
415-0000-46040.000	THE HOME DEPOT #1904	VARIOUS SUPPLIES	36.00
Total Department 0000 MISCELLANEOUS			36.00
Total Fund 415 2024 BOND PROJECT			36.00
Fund: 501 WATER & SEWER FUND			
Department: 4067 PUBLIC WORKS WATER			
501-4067-44030.000	DEDICATED GRAPHICS, INC	WINDOW ENVELOPES	417.52
501-4067-44080.000	THE HOME DEPOT #1904	VARIOUS SUPPLIES	632.60
501-4067-44140.000	MENARDS - HNVR PARK	VARIOUS SUPPLIES	10.24
501-4067-44140.000	MENARDS - HNVR PARK	POWER CORD	20.13
501-4067-44140.000	MENARDS - HNVR PARK	BATTERIES, HEATER, OTHER SUPPLIES	176.60
501-4067-44140.000	MENARDS - HNVR PARK	BATTERIES, DISINFECTANT	77.29
501-4067-44140.000	MENARDS - HNVR PARK	C TO C BLK 4'	3.26
501-4067-44140.000	ODP BUSINESS SOLUTIONS, LLC	WATER OPS OFFICE SUPPLIES	72.63
501-4067-44140.000	THE HOME DEPOT #1904	VARIOUS SUPPLIES	18.26
501-4067-44200.000	FERGUSON WATERWORKS #2516	3" METER PARTS	43.30

GL Number	Vendor Name	Invoice Description	Amount
501-4067-44200.000	TEST GAUGE INC	WILKINS LEAD-FREE CHECK VALVE	1,269.12
501-4067-44200.000	TEST GAUGE INC	CREDIT MEMO FOR SEATED CHECK VALVE	(883.24)
501-4067-44200.000	THE HOME DEPOT #1904	VARIOUS SUPPLIES	399.00
501-4067-45010.000	PEERLESS NETWORK INC	LANDLINES	399.52
501-4067-45020.000	COMMONWEALTH EDISON	ELECTRIC BILL 2550 BEVERLY	160.63
501-4067-45020.000	COMMONWEALTH EDISON	ELECTYRIC BILL 1790 CHIPENDALE	267.59
501-4067-45020.000	COMMONWEALTH EDISON	ELECTRIC BILL 1335 WESTBURY	206.38
501-4067-45020.000	COMMONWEALTH EDISON	ELECTRIC - 95 ASTER	1,941.79
501-4067-45020.000	COMMONWEALTH EDISON	ELECTRIC BILL 780 HASSELL	305.09
501-4067-45020.000	COMMONWEALTH EDISON	ELECTRIC - 2002 PARKVIEW	1,414.19
501-4067-45020.000	COMMONWEALTH EDISON	ELECTRIC BILL 2 N HILLCREST	129.63
501-4067-45020.000	COMMONWEALTH EDISON	ELECTRIC - 1775 ABBY WOOD	3,743.34
501-4067-45020.000	COMMONWEALTH EDISON	ELECTRIC BILL 2550 BEVERLY	364.16
501-4067-45020.000	COMMONWEALTH EDISON	ELECTRIC - 4140 CRIMSON	1,399.23
501-4067-45020.000	COMMONWEALTH EDISON	ELECTRIC - 2150 STONINGTON	4,891.09
501-4067-45030.000	NICOR GAS	GAS - 4690 OLMSTEAD DR	63.47
501-4067-45030.000	NICOR GAS	GAS 4690 OLMSTED 2026.01.21	63.47
501-4067-45070.000	PRECISE MRM LLC	5MB FLAT DATA PLAN	36.00
501-4067-45090.000	ALEXANDER CHEMICAL CORPORATION	CHLORINE	272.00
501-4067-45100.000	ADVANCE AUTO PARTS	UNIT 56 PARTS	99.32
501-4067-45100.000	STANDARD EQUIPMENT CO	HANDGUN SWIVEL	151.52
501-4067-45100.000	WEST SIDE TRACTOR SALES	SUPPLIES	130.61
501-4067-45100.000	WEST SIDE TRACTOR SALES	UNIT 56 PARTS	2,314.60
501-4067-45100.000	WEST SIDE TRACTOR SALES	UNIT 56 PARTS	1,733.19
501-4067-45290.000	B & A PLUMBING, INC.	B-BOX CHANGE OUT - 1171 W TAMARACK	1,944.00
501-4067-45290.000	BEVERLY MATERIALS, L.L.C.	CLEAN FILL - SEMI	110.00
501-4067-45290.000	BEVERLY MATERIALS, L.L.C.	CA11 WASHED #6	84.18
501-4067-45290.000	BEVERLY MATERIALS, L.L.C.	CLEAN FILL SEMI	110.00
501-4067-45290.000	BEVERLY MATERIALS, L.L.C.	CLEAN FILL - 6 WHEEL	770.00
501-4067-45290.000	BEVERLY MATERIALS, L.L.C.	CLEAN FILL WASHED UNIT #6	1,120.68
501-4067-45290.000	JSN CONTRACTORS SUPPLY	MARKING PAINT	234.90
501-4067-45290.000	UNDERGROUND PIPE & VALVE CO	REPAIR CLAMP	278.00
501-4067-45290.000	UNDERGROUND PIPE & VALVE CO	TAPPED REPAIR CLAMP	569.00
501-4067-45290.000	USA BLUE BOOK	WOODEN PLUGS, GASKET MATERIAL	342.44
501-4067-45290.000	VULCAN MATERIALS CO	CA11 STONE	755.75
501-4067-45290.000	WATER PRODUCTS CO.	BAND REPAIR CLAMP	317.93
501-4067-45290.000	WATER PRODUCTS CO.	WATER SUPPLIES - CLAMP	354.82
501-4067-45290.000	ZIEBELL WATER SERVICE	PLUG, MEGALUG RESTRAINT, GASKET	898.00
501-4067-45290.000	ZIEBELL WATER SERVICE	COUPLINGS	640.00
501-4067-45290.000	ZIEBELL WATER SERVICE	REPAIR PARTS	2,256.00
501-4067-45290.000	ZIEBELL WATER SERVICE	COPPER TUBING	1,049.00
501-4067-45420.000	KLUBER INC.	PUBLIC WORKS SPACE NEEDS STUDY	14,625.00
501-4067-45420.000	KLUBER INC.	PUBLIC WORKS SPACE NEEDS STUDY	2,625.00
501-4067-45450.000	FIVE STAR SAFETY EQUIPMENT INC	RUBBER PALM COATS, SANITIZER	98.00
501-4067-45850.000	ADVANCE AUTO PARTS	UNIT 66 PARTS	43.48
501-4067-45850.000	RUSH TRUCK CENTER OF ILLINOIS, INC	UNIT 40 PARTS	24.50
Total Department 4067 PUBLIC WORKS WATER			51,594.21

GL Number	Vendor Name	Invoice Description	Amount
Department: 4068 PUBLIC WORKS SEWER			
501-4068-44080.000	THE HOME DEPOT #1904	VARIOUS SUPPLIES	217.74
501-4068-45020.000	COMMONWEALTH EDISON	ELECTRICAL - 1101 WESTBURY DR	814.84
501-4068-45020.000	COMMONWEALTH EDISON	ELECTRIC 1101 WESTBURY DR	751.02
501-4068-45020.000	COMMONWEALTH EDISON	ELECTRIC BILL 1101 WESTBURY	912.29
501-4068-45020.000	COMMONWEALTH EDISON	ELECTRIC BILL 1790 CHIPENDALE	401.38
501-4068-45020.000	COMMONWEALTH EDISON	ELECTRIC BILL 897 PARK LN	83.81
501-4068-45020.000	COMMONWEALTH EDISON	ELECTRIC BILL 2380 GOLF	302.37
501-4068-45020.000	COMMONWEALTH EDISON	ELECTRIC BILL 1215 MOON LAKE	584.42
501-4068-45020.000	COMMONWEALTH EDISON	ELECTRIC BILL 1200 KINGS DALE	157.70
501-4068-45020.000	COMMONWEALTH EDISON	ELECTRIC BILL 1869 HAMPTON	120.03
501-4068-45020.000	COMMONWEALTH EDISON	ELECTRIC BILL 6100 SHOE FACTORY	511.75
501-4068-45020.000	COMMONWEALTH EDISON	ELECTRIC - 2364 HIGGINS RD	1,893.85
501-4068-45020.000	COMMONWEALTH EDISON	ELECTRIC BILL 2094 CARLING	173.66
501-4068-45020.000	COMMONWEALTH EDISON	ELECTRIC BILL 1513 GOLF	961.90
501-4068-45020.000	COMMONWEALTH EDISON	ELECTRIC BILL 1629 CROWFOOT	164.90
501-4068-45070.000	SAUL EWING LLP	LEGAL SERVICES	4,143.84
501-4068-45100.000	INTERSTATE POWER SYSTEMS INC.	REPAIR PARTS	67.14
501-4068-45100.000	MENARDS - HNVR PARK	CHARGERS & MISC SUPPLIES	325.45
501-4068-45240.000	MARSHALL WOLF AUTOMATION	ELECTRIAL PARTS	124.99
501-4068-45300.000	BUILDERS ASPHALT, LLC	COLD PATCH	856.55
501-4068-45300.000	JSN CONTRACTORS SUPPLY	MARKING PAINT	234.90
501-4068-46280.000	THE HOME DEPOT #1904	VARIOUS SUPPLIES	239.38
Total Department 4068 PUBLIC WORKS SEWER			14,043.91
Department: 4073 WATER CAPITAL			
501-4073-46090.000	ALAMP CONCRETE CONTRACTORS, INC.	2025 STREET REVITAL PROJECT #2	271,802.55
501-4073-46090.000	BAXTER & WOODMAN, INC.	SHOE FACTORY RD WM REPLACEMENT	225.00
Total Department 4073 WATER CAPITAL			272,027.55
Department: 4075 WATER 2017 BONDS			
501-4075-46090.000	HR GREEN, INC	HUNTINGTON WM REPLACEMT	815.00
501-4075-46090.000	HR GREEN, INC	HUNTINGTON WM REPLACEMT	150.00
Total Department 4075 WATER 2017 BONDS			965.00
Total Fund 501 WATER & SEWER FUND			338,630.67
Fund: 505 NOW ARENA OPERTNG FUND			
Department: 0000 MISCELLANEOUS			
505-0000-45420.000	COPENHAVER CONSTRUCTION, INC	NOW ARENA RETAINING WALL	37,026.00
Total Department 0000 MISCELLANEOUS			37,026.00
Total Fund 505 NOW ARENA OPERTNG FUND			37,026.00

GL Number	Vendor Name	Invoice Description	Amount
Fund: 601 INSURANCE FUND			
601-0000-11010.000	SCOTT LAWRENCE	SICK LEAVE INCENTIVE REIMB	852.20
Total Department 0000 MISCELLANEOUS			852.20
Department: 7000 INSURANCE			
601-7000-45520.000	FORREST AUTO BODY	UNIT P15 REPAIRS	18,315.43
Total Department 7000 INSURANCE			18,315.43
Total Fund 601 INSURANCE FUND			19,167.63
Fund: 602 INFORMATION SYSTEMS FUND			
Department: 4785 IT OPERATIONS			
602-4785-45070.000	PLANTE & MORAN PLLC	ERP IMPLEMENTATION	9,350.00
602-4785-45100.000	CDW-GOVERNMENT INC	EMAIL ARCHIVER	5,880.00
602-4785-45420.000	CARASOFT TECHNOLOGY CORP	ZOOM PHONE OVERAGE	5.85
602-4785-45420.000	CROWN CASTLE FIBER LLC	ISP INTERNET CONNECTION	1,685.00
602-4785-45420.000	SYNAPSE TECH LLC	PROFESSIONAL SERVICES - AD	600.75
602-4785-45420.200	CFA SOFTWARE, INC.	CFA ANNUAL SUPPORT & MAINTENANCE	7,571.00
602-4785-45420.200	GOVERNMENTJOBS.COM, INC.	NEOGOV SUBSCRIPTION SERVICES	31,376.80
602-4785-45420.200	GRANICUS LLC	GOV QA SUBSCRIPTION	22,290.14
602-4785-45420.200	KNOW BE4 INC	KNOW BE 4 ANNUAL SUBSCRIPTION	22,187.52
602-4785-45420.200	PACE SYSTEMS	PACE SCHEDULER - FIRE	7,660.00
602-4785-45420.200	SENTINEL TECHNOLOGIES INC	PROFESSIONAL SERVICES ERP SYSTEM	396.25
602-4785-45420.200	SERVERCENTRAL LLC	SUBSCRIPTION CLOUD BACKUP	600.00
602-4785-45420.200	SUPERION LLC	PROFESSIONAL SERVICES FOR ERP	975.00
602-4785-45420.200	TECHNO CONSULTING INC	SOFTWARE SUBSCRIPTION	3,198.65
602-4785-46020.000	CDW-GOVERNMENT INC	MOUNTING KIT	272.90
Total Department 4785 IT OPERATIONS			114,049.86
Department: 4786 IT CAPITAL			
602-4786-46020.000	AXON ENTERPRISE INC	AXON SYSTEM - ANNUAL	82,480.15
Total Department 4786 IT CAPITAL			82,480.15
Total Fund 602 INFORMATION SYSTEMS FUND			196,530.01
--- TOTALS BY FUND ---			
100		GENERAL FUND	215,039.54
224		LAKEWOOD CENTER TIF	3,510.00
404		ROAD IMPROVEMENT FUND	292,208.19
405		STORMWATER MANAGEMENT	16,732.50
410		PRAIRIE STONE CAPITAL FND	371,017.29
415		2024 BOND PROJECT	36.00
501		WATER & SEWER FUND	338,630.67
505		NOW ARENA OPERTNG FUND	37,026.00
601		INSURANCE FUND	19,167.63
602		INFORMATION SYSTEMS FUND	196,530.01
Total For All Funds:			1,489,897.83

VILLAGE OF HOFFMAN ESTATES

MANUAL CHECKS

GL Number	Vendor Name	Invoice Description	Check Number	Amount
100-0000-12140.000	NCPERS-IL IMRF	Remittance Check	142071	784
100-0000-12180.000	METROPOLITAN ALLIANCE OF POLICE	Remittance Check	142069	4340
100-0000-12180.000	METROPOLITAN ALLIANCE OF POLICE	Remittance Check	142069	564
100-0000-12180.000	INT'L BROTHERHOOD TEAMSTERS LCL 700	Remittance Check	142068	4536
100-0000-12220.000	AFLAC	Remittance Check	142067	7328.49
100-0000-12230.000	AFLAC	Remittance Check	142067	2083.18
100-0000-12260.000	PRE PAID LEGAL SERVICE INC	Remittance Check	142072	597.16
100-0000-12320.000	LYDIA S. MEYER TRUSTEE	Remittance Check	142070	850
100-0000-14080.000	Barrington Lakes Apartments	SELF-HELP FUND RENTAL ASSITANCE	142190	2000
100-1011-43010.000	GARY STANTON	REIMBURSEMNET	142197	82
100-1011-43010.000	GARY PILAFAS	REIMBURSEMNET	142196	82
100-2071-45420.000	COMCAST BUSINESS	INTERNET SERVICES	142194	12.85
100-2071-45420.000	COMCAST BUSINESS	INTERNET SERVICES	142195	42.80
100-5565-45070.000	FRANCES MCCLAIN	PRESENTATION	142198	250.00
100-6058-45692.000	RECORD-A-HIT INC	DEPOSIT FOR SHENNAN ON THE GREEN	142191	3,125.00
			Total:	26,677.48

Detail of Wire/ACH Activity
For the Period 01/01/26 - 01/31/26

Date	Vendor	Description	Source of Funds	Amount
01/02/26	IPBC	Insurance Premium	General	\$ 671,625.16
01/02/26	Payment Express	Credit Card Merchant Fees 12/25	General, Water & Sewer	\$ 132.30
01/02/26	Illinois Public Risk Fund	Annual Worker's Compensation	Insurance	\$ 154,297.00
01/02/26	Illinois Public Risk Fund	Annual Administrative Fee	Insurance	\$ 4,629.00
01/07/26	Neopost	Replenish Postage Machine	General, Water & Sewer	\$ 1,600.00
01/08/26	MidAmerica	FY2026 HRA Contributions	General, IT, Water and Sewer	\$ 2,636.86
01/13/26	IMRF	IMRF December 2025 Payroll Costs	Various	\$ 121,917.98
01/13/26	Canon Financial Services Inc	Copier Lease Payment	Capital Vehicle & Equipment	\$ 1,734.00
01/13/26	Leaf	Copier Lease Payment	Capital Vehicle & Equipment	\$ 965.62
01/14/26	Groot Inc	December Groot Ach Payment	Municipal Waste System	\$ 255,661.90
01/15/26	DataProse LLC	Printing & Postage for Water Bills	Water & Sewer	\$ 10,774.01
01/15/26	Wex Bank	Fuel Purchases	General	\$ 1,291.81
01/15/26	Central States Pension Fund	Liability Withdrawal	NOW Arena Operating	\$ 763.16
01/15/26	SWANCC	Monthly Tipping Fees	Municipal Waste System	\$ 56,474.21
01/15/26	JAWA	Monthly Water Usage	Water & Sewer	\$ 816,481.00
01/16/26	Verra Mobility American Traffic Solutions	Red Light Cameras	General	\$ 27,000.00
01/16/26	FGM Architects Inc	Professional Services	2024 Bond Proceeds	\$ 5,940.00
01/20/26	FGM Architects Inc	Professional Services	2026 Bond Proceeds	\$ 67,320.00
01/20/26	Illinois EPA	Loan Payment	Water & Sewer	\$ 61,400.19
01/23/26	Bestco Benefit Plans	Monthly Retiree Premiums	General	\$ 24,547.28
01/23/26	Neopost	Replenish Postage Machine	General, Water & Sewer	\$ 1,600.00
01/27/26	Bestco Benefit Plans	Monthly Retiree Premiums	General	\$ 24,547.28
	TOTAL			\$ 2,313,338.76



AGENDA ITEM REPORT

Village Board of Trustees
February 16, 2026
ITEM 5C

REQUEST: Approval of an Ordinance proposing the establishment of a Special Service Area in the Village of Hoffman Estates, Illinois and providing for a public hearing and other related procedures - Special Service Area 2026-1 (Bell Works Townhomes).

FROM: Jana Dickson, Assistant Corporation Counsel

ITEM TYPE: Ordinance - Village Board

REQUEST SUMMARY

Bell Works Townhomes includes 164 units located at the southwest corner of Lakewood and Huntington Boulevards. Construction is well underway on Phase 1 of the project. The development will be served by private drives and stormwater improvements on outlots to be owned and maintained by the Homeowners Association. Similar to other residential developments approved by the Village, a back-up special service area shall be established in the event the Homeowners Association fails to maintain private improvements in the future.

The initial amount of taxes to be levied within the proposed SSA 2026-1 shall be a maximum of \$50,000.00. The maximum rate of taxes to be extended within the proposed SSA 2026-1 in any year thereafter shall not exceed one percent (1%, being \$1.00 for every \$100.00) of the whole equalized assessed value of the property within the proposed SSA 2026-1. ***SSA 2026-1 shall be “dormant” and only take effect and taxes levied if the Homeowners Association or owner(s) fails to maintain, repair or replace the stormwater improvements.***

A public hearing on the establishment of SSA 2026-1 shall be held on April 20, 2026. Prior to the hearing, the Village will send the required notice to taxpayers of record within the proposed SSA and will publish notice of the public hearing in a newspaper of general circulation pursuant to the requirements of the Special Service Area Tax Law. After final adjournment of the public hearing, the Village Board may pass an ordinance establishing Special Service Area 2026-1, which will only take effect after a 60-day objection period, provided that the objection threshold is not met.

FINANCIAL IMPACT

N/A

RECOMMENDATION

Approval of an Ordinance proposing the establishment of a Special Service Area in the Village of Hoffman Estates, Illinois, and providing for a public hearing and other related procedures for Special Service Area 2026-1 (Bell works Townhomes).

ATTACHMENTS

1. BW TOWNHOMES Ordinance - Call for Hearing - AW Rev JBD

VILLAGE OF HOFFMAN ESTATES

AN ORDINANCE PROPOSING THE ESTABLISHMENT OF A SPECIAL SERVICE AREA
IN THE VILLAGE OF HOFFMAN ESTATES, ILLINOIS AND PROVIDING FOR A
PUBLIC HEARING AND OTHER RELATED PROCEDURES

Special Service Area 2026-1
(Bell Works Townhomes)

WHEREAS, the Village of Hoffman Estates, Cook County, Illinois (the “Village”) is a home rule municipality within Article VII, Section 6(a) of the 1970 Constitution of the State of Illinois, and as such may exercise any power and perform any function pertaining to its government and affairs for the protection of the public health, safety, morals and welfare; and

WHEREAS, pursuant to the power granted to the Village in item (2) of subsection (l) of Section 6 of Article VII of the 1970 Constitution of the State of Illinois and pursuant to the provisions of the Illinois Special Service Area Tax Law, 35 ILCS 200/27-5 et seq. (the “Tax Law”), the Village is authorized to create special service areas in and for the Village and to levy taxes in order to pay for the provision of special services to said special service areas within the boundaries of the Village; and

WHEREAS, the First Amended and Restated Development Agreement between the Village of Hoffman Estates and Hoffman Estates Acquisition LLC dated November 10, 2025 (“Agreement”) obligated Hoffman Estates Acquisition LLC to waive all objections to a backup Special Service Area (SSA); and

WHEREAS, the Agreement contemplates a backup mechanism for the payment of any and all costs associated with maintaining, repairing, and reconstructing stormwater improvements, including all storm sewers, stormwater detention or retention basins, and compensatory storage facilities that are necessary or desirable to convey stormwater drainage from or stormwater drainage and costs associated with maintaining, repairing, and reconstructing private roads (collectively the “Services”) in the Area only as reasonably necessary and at the election of the Village to abate and failure by the owner or owners association to maintain said improvements; and

WHEREAS, the Agreement governs the development of the properties legally described in Exhibit 1 which is attached hereto and made a part hereof (the “Area”); and

WHEREAS, the Area is accurately depicted on the map marked as Exhibit 2 which is attached hereto and made a part hereof; and

WHEREAS, it is in the public interest that the President and Board of Trustees of the Village consider the establishment of a special service area to provide the Services for the Area; and

WHEREAS, the Area is compact and contiguous, and totally within the corporate limits of the Village; and

WHEREAS, the provision of the Services pertains to the government and affairs of the Village; and

WHEREAS, the Area will benefit specially from the Services to be provided in the event the special service area is established, and the Services are unique and in addition to the municipal services provided generally throughout the Village, and it is, therefore, in the best interests of the Village that the establishment of the Area be considered; and

WHEREAS, it is in the public interest that levy of a direct annual *ad valorem* tax upon all taxable property within the Area being considered for the purpose of paying the cost of providing the Services; and

WHEREAS, the revenue from such tax shall be used solely and only for Services for which the Village is authorized under the provisions of the Illinois Municipal Code, as amended, to levy taxes or special assessments or to appropriate the funds of the Village, all of the Services to be in and for the

Area and all of the necessary Services to be on property now owned or to be acquired by the Village, or property in which the Village will obtain an interest sufficient for the provision of the Services used for the special service area and all of the necessary construction.

NOW, THEREFORE, BE IT ORDAINED by the President and Board of Trustees of the Village of Hoffman Estates, Cook County, Illinois, as follows:

Section 1: Incorporation of Preambles. The preambles of this ordinance constitute legislative findings and are hereby incorporated into this text as if set out herein in full.

Section 2: Findings. The President and Board of Trustees of the Village of Hoffman Estates make the following findings of fact:

- A. The approximate location is the 11.5_ acre property with a common address of 1705 Lakewood Boulevard. The legal descriptions, common addresses, and Property Identification numbers for the property which will comprise the Special Service Area 2026-1 (hereinafter “Area”) is attached hereto as Exhibit 1.
- B. It is in the public interest that the President and Board of Trustees of the Village consider the establishment of a special service area to provide the Services for the Area.
- C. The Area is compact and contiguous, and totally within the corporate limits of the Village as evidenced by the proposed map of Special Service Area 2026-1 attached hereto as Exhibit 2.
- D. The provision of the Services pertains to the government and affairs of the Village.
- E. The proposed Services are for maintenance and other purposes as set forth in the preambles.
- F. The Area will benefit specially from the Services to be provided in the event the special service area is established, and the Services are unique and in addition to the municipal services provided generally throughout the Village, and it is, therefore, in the best interests of the Village that the establishment of the Area be considered.
- G. It is in the public interest that levy of a direct annual *ad valorem* tax upon all taxable property within the Area be considered for the purpose of paying the cost of providing the Services.
- H. The revenue from such tax shall be used solely and only for Services for which the Village is authorized under the provisions of the Illinois Municipal Code, as amended, to levy taxes or special assessments or to appropriate the funds of the Village, all of the Services to be in and for the Area and all of the necessary Services to be on property now owned or to be acquired by the Village, or property in which the Village will obtain an interest sufficient for the provision of the Services used for the special service area and all of the necessary construction.

Section 3: Proposal. The Village hereby proposes the establishment of a special service area for the Area to be known as “Special Service Area 2026-1” for the purpose of providing the Services and providing funding for the costs incurred by the Village in connection with said Services.

Section 4: Public Hearing. A public hearing shall be held on the 20th day of April 2026, at 6:55 p.m. or as soon thereafter as possible, at the Village Hall for the Village of Hoffman Estates, Cook County, Illinois, 1900 Hassell Road, Hoffman Estates, IL 60169 (the “Hearing”), to consider the following:

- A. The establishment of Special Service Area 2026-1 of the Village of Hoffman Estates in the Area which is legally described in Exhibit 1 and depicted on the map marked Exhibit 2.

The levy of an annual *ad valorem* tax based upon the whole equalized assessed value on each parcel of property in the proposed Special Service Area 2026-1 by the Village, sufficient to produce revenues to provide the Services. Initial tax will be imposed when the need arises to provide needed Services. The initial amount of taxes to be levied within the proposed Special Service Area 2026-1 shall be \$50,000.00. The maximum rate of taxes to be extended within the proposed Special Service Area in any year thereafter shall not exceed one percent (1%, being \$1.00 for every \$100.00) of the whole equalized assessed value of the property within the proposed Special Service Area 2026-1.” Said taxes shall be imposed for an indefinite period of time after the date of the ordinance establishing the proposed Special Service Area 2026-1. Said taxes shall be in addition to all other taxes provided by law and shall be levied pursuant to the provisions of the Illinois Property Tax Code. Notwithstanding the foregoing, taxes shall not be levied hereunder and said Area shall be “dormant”, and shall take effect only if the owners association or property owner(s) fails to maintain, repair or replace the stormwater improvements.

Section 5: Notice of the Hearing. The Village Clerk is directed to provide notice of the public hearing (“Notice”) in accordance with the requirements of Section 27-25 of 35 ILCS 200, aforesaid, and this Ordinance.

- A. Form of Notice. The Notice shall be substantially in the form of Exhibit 3 attached hereto and made a part hereof.
- B. Manner of Notice. The Notice shall be given by publication and mailing.
 - 1. Notice by publication shall be given by publication at least once not less than fifteen (15) days prior to the hearing in a newspaper of general circulation within the Village.
 - 2. Notice by mailing shall be given by depositing the notice in the United States mails addressed to the person or persons in whose name the general taxes for the last preceding year were paid on each property lying within the proposed special service area. In the event taxes for the last preceding year were not paid, the notice shall be sent to the person last listed on the tax rolls prior to that year as the owner of the property. The notice shall be mailed not less than 10 days prior to the time set for the public hearing.

Section 6: Conduct of Hearing. At the public hearing, any interested person, including all persons owning taxable property located within the proposed special service area, may file with the Village Clerk written objections to and may be heard orally in respect to any issues embodied in the notice of public hearing. The Village shall hear and determine all protests and objections at the hearing and the hearing may be adjourned to another date without further notice other than a motion to be entered upon the minutes fixing the time and place it will reconvene. At the public hearing or at the first regular meeting of the corporate authorities thereafter, the Village may delete area from the proposed special service area so long as it remains a contiguous area as defined in Section 27-5 of the Tax Law.

Section 7: Objection Petition. If a petition signed by at least 51% of the electors residing within the proposed Special Service Area 2026-1 and by at least 51% of the owners of record of the land included within the boundaries of the proposed Special Service Area 2026-1 is filed with the Village Clerk within 60 days following the final adjournment of the public hearing objecting to the creation of the proposed Special Service Area 2026-1, the enlargement thereof, the levy or imposition of a tax for the provision of special services to the proposed Special Service Area 2026-1, then the proposed Special Service Area 2026-1 shall not be created or enlarged, or the tax shall not

be levied or imposed. Each resident of the proposed Special Service Area 2026-1 registered to vote at the time of the public hearing held with regard to the proposed Special Service Area 2026-1 shall be considered an elector. Each person in whose name legal title to land included within the boundaries of the proposed Special Service Area 2026-1 is held according to the records of the county in which the land is located shall be considered an owner of record. Owners of record shall be determined at the time of the public hearing held with regard to proposed Special Service Area 2026-1. Land owned in the name of a land trust, corporation, estate or partnership shall be considered to have a single owner of record.

Section 8: The Village Clerk is hereby authorized to publish this Ordinance in pamphlet form.

Section 9: Effective Date. This Ordinance shall be in full force and effect immediately from and after its passage and approval.

PASSED THIS _____ day of _____, 2026

VOTE	AYE	NAY	ABSENT	ABSTAIN
Trustee Karen V. Mills	_____	_____	_____	_____
Trustee Anna Newell	_____	_____	_____	_____
Trustee Gary J. Pilafas	_____	_____	_____	_____
Trustee Gary G. Stanton	_____	_____	_____	_____
Trustee Karen Arnet	_____	_____	_____	_____
Trustee Patrick Kinnane	_____	_____	_____	_____
President William D. McLeod	_____	_____	_____	_____

APPROVED THIS _____ DAY OF _____, 2026

Village President

ATTEST:

Village Clerk

Published in pamphlet form this _____ day of _____, 2026

EXHIBIT 1
Boundaries of Area

LEGAL DESCRIPTION:

(Described with the intent to follow the existing right-of-way lines, existing easement lines and existing property boundary lines, and as such, the courses and distances described herein are superseded by the right-of-way lines, easement lines and property boundary lines that they are intended to follow as shown on Exhibit 2.)

Lot 1 in Bellworks Subdivision, being a subdivision of part of the south half of Section 36 Township 42 North, Range 9 East of the Third Principal Meridian, according to the plat thereof, recorded August 9, 2023 as Document Number 2322115008, in Cook County, Illinois,

Also,

Lots 5 through 170, inclusive, in Bellworks Subdivision aforesaid,

Also,

That part of Lot 4 in Bellworks Subdivision aforesaid, described as follows:

Beginning at the southwest corner of Lot 1 aforesaid, thence South 89 degrees 36 minutes 30 seconds West (along the south line of said Lot 4) a distance of 595.86 feet to a boundary corner of said Lot 4;

thence northeasterly along a curve, concave to the northwest, said curve having a radius of 250.00 feet and an arc distance of 93.27 feet (said curve has a chord bearing of North 16 degrees 40 minutes 41 seconds East and a chord length of 92.73 feet) to a point of reverse curve;

thence northeasterly along a curve, concave to the southeast, said curve having a radius of 30.21 feet and an arc distance of 44.30 feet (said curve has a chord bearing of North 47 degrees 59 minutes 51 seconds East and a chord length of 40.44 feet) to a point of compound curve said point being on the southerly line of Lohan Way (Private Drive) as depicted on the aforesaid plat of Bellworks Subdivision;

thence southeasterly (on said southerly line of Lohan Way) along a curve, concave to the south, said curve having a radius of 309.18 feet and an arc distance of 101.30 feet (said curve has a chord bearing of South 82 degrees 10 minutes 05 seconds East and a chord length of 100.84 feet) to a point of reverse curve;

thence southeasterly (on said southerly line of Lohan Way) along a curve, concave to the north, said curve having a radius of 713.50 feet and an arc distance of 246.55 feet (said curve has a chord bearing of South 82 degrees 38 minutes 36 seconds East and a chord length of 245.32 feet) to a point of tangency;

thence North 87 degrees 27 minutes 27 seconds East (on said southerly line of Lohan Way) a distance of 53.06 feet to a point of curve;

thence northeasterly (on said southerly line of Lohan Way) along a curve, concave to the north, said curve having a radius of 713.50 feet and an arc distance of 123.80 feet (said curve has a chord bearing of North 82 degrees 29 minutes 12 seconds East and a chord length of 123.65 feet) to a Northwest corner of Lot 1 aforesaid;

thence South 13 degrees 27 minutes 31 seconds East (along a common line between Lot 1 and Lot 4 aforesaid) a distance of 87.59 feet to the point of beginning, in Cook County, Illinois.

Common Address:

1705 Lakewood Boulevard
Hoffman Estates, IL 60192

PIN's:

01-36-404-0001-0000 thru 01-36-404-168-0000
01-36-403-0007-0000

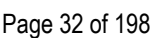


EXHIBIT 3

**NOTICE OF HEARING
VILLAGE OF HOFFMAN ESTATES, COOK COUNTY, ILLINOIS
THE PROPOSED CREATION OF SPECIAL SERVICE AREA NO. 2026-1**

NOTICE IS HEREBY GIVEN that on the 20th day of April, 2026 at 6:55 p.m., or as soon thereafter as possible, in the Village Hall for the Village of Hoffman Estates, Cook County, Illinois, 1900 Hassell Road, Hoffman Estates, IL 60169, a hearing will be held by the President and Board of Trustees of the Village of Hoffman Estates, Cook County, Illinois, to consider the establishment of a special service area to be called “Special Service Area No. 2026-1” consisting of the real property legally described as attached hereto on Notice Exhibit A and incorporated herein (the “Area”). The Area is accurately depicted on the map attached hereto on Notice Exhibit B and incorporated herein.

All interested persons, including all persons owning taxable real property located within the proposed Special Service Area No. 2026-1, may file written objections with the Village Clerk and will be given an opportunity to be heard at the hearing regarding the formation of and the boundaries of the proposed Special Service Area No. 2026-1, and the tax levy and an opportunity to file objections to the amount of the tax levy.

The purpose for the formation of the proposed Special Service Area No. 2026-1, in general, is to provide special governmental services for maintaining, repairing, and reconstructing stormwater improvements, including all storm sewers, detention systems, stormwater detention or retention basins, and compensatory storage facilities that are necessary or desirable to convey stormwater drainage from, or store stormwater drainage (collectively the “Services”), in the Area. The proposed Services are for maintenance and other purposes as required to provide the Services.

It is proposed that to pay for such services, the Village shall levy an annual *ad valorem* tax based upon the whole equalized assessed value on each parcel of property in the proposed Special Service Area 2026-1 by the Village, sufficient to produce revenues to provide the Services. Initial tax will be imposed when the need arises to provide needed Services. The initial amount of taxes to be levied within the proposed Special Service Area 2026-1 shall be \$50,000.00. The maximum rate of taxes to be extended within the proposed Special Service Area in any year thereafter shall not exceed one percent (1%, being \$1.00 for every \$100.00) of the whole equalized assessed value of the property within the proposed Special Service Area 2026-1.” Said taxes shall be imposed for an indefinite period of time after the date of the ordinance establishing the proposed Special Service Area 2026-1. Said taxes shall be in addition to all other taxes provided by law and shall be levied pursuant to the provisions of the Illinois Property Tax Code. Notwithstanding the foregoing, taxes shall not be levied hereunder and said Area shall be “dormant”, and shall take effect only if the owners association or property owner(s) fails to maintain, repair or replace the stormwater improvements.

The President and Board of Trustees shall hear and determine all protests and objections at the hearing and the hearing may be adjourned to another date without further notice other than a motion to be entered upon the minutes fixing the time and place it will reconvene. At the public hearing or at the first regular meeting thereafter, the President and Board of Trustees may delete area from the proposed Special Service Area No. 2026-1.

In accordance with the provisions of Section 27-55 of 35 ILCS 200, if a petition signed by at least 51% of the electors residing within the special service area and by at least 51% of the owners of record of the land included within the boundaries of the special service area is filed with the Village Clerk within 60 days following the final adjournment of the public hearing, objecting to the creation of the special service district, the enlargement of the area, the levy or imposition of a tax for the provision of special services to the area, or to a proposed increase in the tax rate, the district shall not be created or enlarged, or the tax shall not be levied or imposed nor the rate increased.

Dated this ____ day of _____, 2026

VILLAGE CLERK

NOTICE EXHIBIT A
Boundaries of Area

LEGAL DESCRIPTION:

Lot 1 in Bellworks Subdivision, being a subdivision of part of the south half of Section 36 Township 42 North, Range 9 East of the Third Principal Meridian, according to the plat thereof, recorded August 9, 2023 as Document Number 2322115008, in Cook County, Illinois,

Also,

Lots 5 through 170, inclusive, in Bellworks Subdivision aforesaid,

Also,

That part of Lot 4 in Bellworks Subdivision aforesaid, described as follows:

Beginning at the southwest corner of Lot 1 aforesaid, thence South 89 degrees 36 minutes 30 seconds West (along the south line of said Lot 4) a distance of 595.86 feet to a boundary corner of said Lot 4;

thence northeasterly along a curve, concave to the northwest, said curve having a radius of 250.00 feet and an arc distance of 93.27 feet (said curve has a chord bearing of North 16 degrees 40 minutes 41 seconds East and a chord length of 92.73 feet) to a point of reverse curve;

thence northeasterly along a curve, concave to the southeast, said curve having a radius of 30.21 feet and an arc distance of 44.30 feet (said curve has a chord bearing of North 47 degrees 59 minutes 51 seconds East and a chord length of 40.44 feet) to a point of compound curve said point being on the southerly line of Lohan Way (Private Drive) as depicted on the aforesaid plat of Bellworks Subdivision;

thence southeasterly (on said southerly line of Lohan Way) along a curve, concave to the south, said curve having a radius of 309.18 feet and an arc distance of 101.30 feet (said curve has a chord bearing of South 82 degrees 10 minutes 05 seconds East and a chord length of 100.84 feet) to a point of reverse curve;

thence southeasterly (on said southerly line of Lohan Way) along a curve, concave to the north, said curve having a radius of 713.50 feet and an arc distance of 246.55 feet (said curve has a chord bearing of South 82 degrees 38 minutes 36 seconds East and a chord length of 245.32 feet) to a point of tangency;

thence North 87 degrees 27 minutes 27 seconds East (on said southerly line of Lohan Way) a distance of 53.06 feet to a point of curve;

thence northeasterly (on said southerly line of Lohan Way) along a curve, concave to the north, said curve having a radius of 713.50 feet and an arc distance of 123.80 feet (said curve has a chord bearing of North 82 degrees 29 minutes 12 seconds East and a chord length of 123.65 feet) to a Northwest corner of Lot 1 aforesaid;

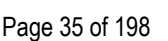
thence South 13 degrees 27 minutes 31 seconds East (along a common line between Lot 1 and Lot 4 aforesaid) a distance of 87.59 feet to the point of beginning, in Cook County, Illinois.

Common Address:

1705 Lakewood Boulevard
Hoffman Estates, IL 60192

PIN's:

01-36-404-0001-0000 thru 01-36-404-168-0000
01-36-403-0007-0000





AGENDA ITEM REPORT

Village Board of Trustees
February 16, 2026
ITEM 5D

REQUEST: Approval of an Ordinance granting the Village Manager authority to allow use of Village rights of way by utilities and telecommunication providers.

FROM: Jon Pape, Assistant Village Manager

ITEM TYPE: Ordinance - Village Board

REQUEST SUMMARY

Village staff has been contacted by numerous vendors interested in installing fiber internet service, also referred to as Fiber to the Home (FTTH), throughout the Village. These proposals include installing fiber infrastructure in the rights-of-way (ROW) throughout the Village, allowing for individual customers (both residential and commercial) to sign-up for service and be connected to main lines.

Village staff has worked with Corporation Counsel on this matter to develop a Master License Agreement (MLA) process to license these vendors to apply for permit to install infrastructure in the public ROW. The goal of the MLA is to provide the following:

- Coordination of ROW access and restoration standards
- Coordination with existing ROW users
- Provide a clear process for permit submittals and approvals
- Create service provisions to municipal owned facilities
- Recuperate reasonable costs associated with permitting this work
- Establish financial guarantees for the maintenance and removal of infrastructure

The proposed ordinance amends the powers and duties of the Village Manager with the Village Code and authorize the Village Manager to negotiate and enter into agreements for the use of Village ROW by vendors wishing to install fiber optic cable throughout the Village for the purpose of providing public utility internet service to residents and businesses, commonly referred to as Fiber to the Home (FTTH).

FINANCIAL IMPACT

N/A

RECOMMENDATION

Approval of an Ordinance granting the Village Manager authority to allow use of Village rights of way by utilities and telecommunication providers.

ATTACHMENTS

1. Village Manager Fiber Authority Ordinance

VILLAGE OF HOFFMAN ESTATES

**ORDINANCE GRANTING THE VILLAGE MANAGER AUTHORITY TO
ALLOW USE OF VILLAGE RIGHTS OF WAY BY UTILITIES AND
TELECOMMUNICATIONS PROVIDERS**

WHEREAS, the Village of Hoffman Estates is a home rule municipality in accordance with the Constitution of the State of Illinois of 1970; and

WHEREAS, the Village has the authority to adopt ordinances and to promulgate rules and regulations governing the use of public right-of-way and that protect the public health, safety, and welfare of its citizens; and

WHEREAS, the Village uses the public rights-of-way within its corporate limits to provide essential public services to its residents and businesses, including traffic control signals, water, sanitary sewer and storm sewer; and

WHEREAS, other utility service providers, including electricity, telephone, natural gas and cable television and video service providers have placed, or from time to time may request to place, certain utility facilities in the public rights-of-way within the Village; and

WHEREAS, legislatures and regulatory agencies at the State and federal levels have implemented changes in the regulatory framework to enhance competition in the providing of various utility services; and

WHEREAS, the combination of legislative and regulatory changes and the development of new technologies has led additional service providers to seek opportunities to provide services in the Village; and

WHEREAS, these regulatory and technological changes have resulted in demands for access to and use of the public rights-of-way in the Village as service providers, particularly in the video and communications services, attempt to provide new or additional services to compete with incumbent service providers; and

WHEREAS, unlike prior deregulations of utility services in which incumbent service providers have been required to make their transmission and/or distribution systems available to competitors, video and communications services seeking to compete with incumbent service providers are seeking to install their own facilities for delivering competing video and communications services; thereby increasing the number of service providers seeking access to and use of the public rights-of-way in the Village; and

WHEREAS, the public rights-of-way within the Village are a limited public resource held in trust by the Village for the benefit of its citizens and the Village has a custodial duty to ensure that the public rights-of-way are used, repaired and maintained in a manner that best serves the public interest; and

WHEREAS, the corporate authorities of the Village find and determine that it is necessary to and in the best interests of the Village to grant the Village Manager authority to enter into agreements with such service providers to further (i) prevent interference with the use of streets, sidewalks, alleys and other public ways and places by the Village and the general public, (ii) protect against visual and physical obstructions to vehicular and pedestrian traffic, (iii) prevent interference with the facilities and operations of the Village's utilities and of other utilities lawfully located in public rights-of-way or property, (iv) protect against environmental damage, including damage to trees, from the installation of utility facilities, (v) preserve the character of the neighborhoods in which facilities are installed, (vi) prevent visual blight, and (vii) assure the continued safe use and enjoyment of private properties adjacent to utility facilities locations.

NOW THEREFORE BE IT ORDAINED by the President and Board of Trustees of the Village of Hoffman Estates as follows:

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

Section 2: Section 4-7-4 of the Municipal Code of the Village of Hoffman Estates shall be amended with the addition of Section 4-7-4(n) which will read as follows:

Section 4-7-4 Powers and Duties

N. To negotiate and enter into agreements for the use of Village rights of way by vendors wishing to install fiber optic cable throughout the Village for the purpose of providing public utility internet service to residents and businesses, commonly referred to as Fiber to the Home (FTTH).

Section 3: The Village Clerk is hereby authorized to publish this Ordinance in pamphlet form.

Section 4: This Ordinance shall be in full force and effect immediately from and after its passage and approval.

PASSED THIS ____ day of ____, 2026

VOTE	AYE	NAY	ABSENT	ABSTAIN
Trustee Karen V. Mills	_____	_____	_____	_____
Trustee Anna Newell	_____	_____	_____	_____
Trustee Gary J. Pilafas	_____	_____	_____	_____
Trustee Gary G. Stanton	_____	_____	_____	_____
Trustee Karen Arnet	_____	_____	_____	_____
Trustee Patrick Kinnane	_____	_____	_____	_____
President William D. McLeod	_____	_____	_____	_____

APPROVED THIS ____ DAY OF ____, 2026

Village President

ATTEST:

Village Clerk

Published in pamphlet form this _____ day of _____, 2026.



AGENDA ITEM REPORT
Village Board of Trustees
February 16, 2026
ITEM 5E

REQUEST: Approval of a Resolution authorizing the contract award for the 2026 Street Revitalization Project to Builders Paving, LLC, of Hillside, Illinois, in an amount not to exceed \$4,818,898.

FROM: Jacob Cuthbert, Civil Engineer II
Alan Wenderski, Director of Engineering

ITEM TYPE: Resolution - Village Board

REQUEST SUMMARY

2026 street improvements will be separated into multiple contracts due to a varying scope of work that includes coordinated water, sanitary sewer, and storm sewer improvements in various project locations. Utilizing multiple contracts ensures competition in bidding and allows for all improvements to be completed in one construction season.

The 2026 Street Revitalization Project includes the rehabilitation of 23 streets. The rehabilitation of eight additional streets is scheduled to be bid later this month within separate contracts.

Six bids were received on February 2, 2026. A copy of the proposed street list and map for the 2026 Street Revitalization Project are attached. The project scope consists of street reconstruction, resurfacing, preventative maintenance (patching), curb & gutter, and sidewalk replacement on various streets. The engineer's estimate was \$5,428,734. A summary of the bids received is shown in Table 1.

Table 1: Bid Summary

Contractor	Bid
Builders Paving, LLC	\$4,818,898
Schroeder Asphalt Services	\$5,027,840
A Lamp Concrete Contractors, Inc.	\$5,063,996
Plote Construction	\$5,494,977
Brothers Asphalt Paving Inc.	\$5,573,261
Everlast Blacktop Inc.	\$6,418,565

The lowest qualified bid was approximately 11% below the engineer's estimate.

Builders Paving, LLC has worked on several previous street and utility improvement projects (some as Arrow Road Construction) for the Village. Builders Paving, LLC is qualified by IDOT to complete this type of work.

FINANCIAL IMPACT

The approved FY2026 budget allocated funding for street, sanitary sewer, and stormwater improvements for this project from several funding sources. See Table 2 below for low bid costs within each category.

Table 2: Low Bid Cost Summary

Category	Low Bid Costs
Reconstruction/Resurfacing	\$4,550,827
Preventative Maintenance	\$96,070
Sanitary	\$51,750
Storm	\$120,251
Total Low Bid Cost	\$4,818,898

The attached appendix provides additional details about the various funding programs and low-bid costs. Based on the low bid amount, project costs are under budget. However, since many program items have not yet been bid, the amount over/under budget for the total programs is not yet known.

RECOMMENDATION

Approve a Resolution authorizing the contract award for the 2026 Street Revitalization Project to Builders Paving, LLC, of Hillside, Illinois, in an amount not to exceed \$4,818,898.

ATTACHMENTS

1. Appendix 2026 Program Costs
2. 2026 Street Project List
3. 2026 Street Project Map
4. RESOLUTION - 2026 Street Revitalization Project

-Appendix-

STREETS

Project	Budget	Cost	(Over)/Under
Reconstruction/Resurfacing - Street Revitalization	\$4,758,462	\$4,550,827	\$207,635
Reconstruction/Resurfacing - Infrastructure Project	\$1,486,538	<i>\$1,486,538</i>	\$0
<i>Gannon Drive STP Resurfacing*</i>	\$208,125	<i>\$208,125</i>	\$0
<i>Jones Rd STP Resurfacing*</i>	\$145,000	<i>\$145,000</i>	\$0
<i>Preventative Maintenance</i>	\$300,000	<i>**\$300,000</i>	\$0
<i>Material Testing</i>	\$150,000	<i>\$150,000</i>	\$0
<i>Survey</i>	\$25,000	<i>\$25,000</i>	\$0
Total Street Revitalization Costs	\$7,073,125	\$6,565,490	\$207,635

* Village share of project costs in 2026

** \$96,070 included in Street Revitalization bid

Items in italic are estimates. Projects yet to be bid.

STORM

Project	Budget	Cost	(Over)/Under
Stormwater - Street Revitalization	\$120,000	\$120,251	<i>(\$251)</i>
Stormwater - Infrastructure Project	\$430,000	<i>\$430,000</i>	\$0
<i>Stormwater Improvements</i>	\$575,000	<i>\$575,000</i>	\$0
Total Stormwater Costs	\$1,125,000	<i>\$1,125,251</i>	<i>(\$251)</i>

Items in italic are estimates. Projects yet to be bid.

SANITARY

Project	Budget	Cost	(Over)/Under
Sanitary Sewer - Street Revitalization	\$50,000	\$51,750	<i>(\$1,750)</i>
<i>Sanitary Sewer - Infrastructure Project</i>	\$350,000	<i>\$350,000</i>	\$0
<i>Sanitary Sewer Rehabilitation Project</i>	\$1,200,000	<i>\$1,200,000</i>	\$0
<i>*Televising</i>	\$100,000	<i>\$100,000</i>	\$0
Total Sanitary Sewer Costs	\$1,700,000	<i>\$1,701,750</i>	<i>(\$1,750)</i>

Items in italic are estimates. Projects yet to be bid.



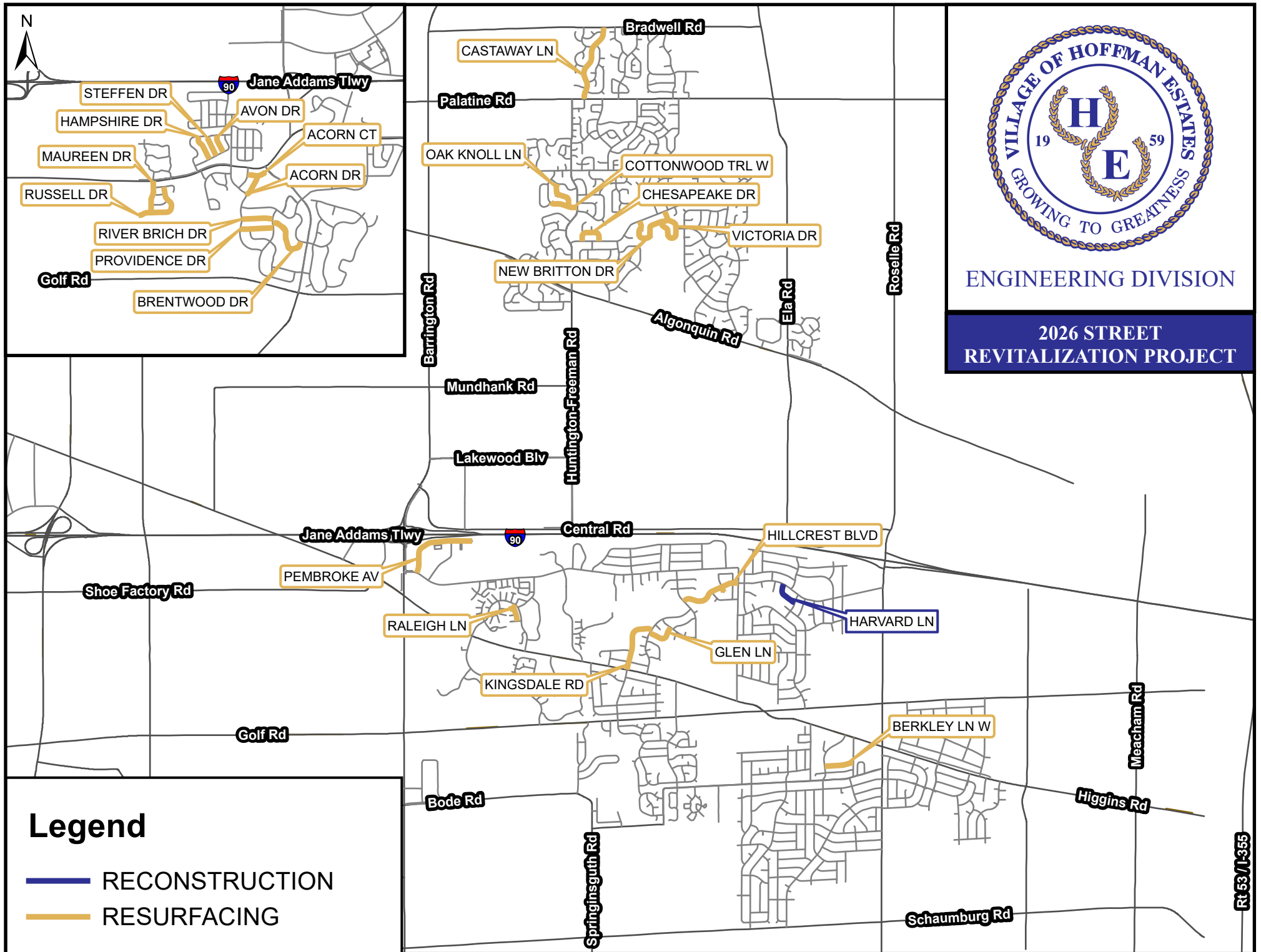
2026 Street Revitalization Project

RECONSTRUCTION

Street	Begin	End
HARVARD LN	FREMONT RD	HILLCREST BLVD

RESURFACING

Street	Begin	End
ACORN CT	WHITE OAK DR	END OF THE ST
ACORN DR	ESSEX DR	ACORN CT
AVON DR	LEEDS RD	HAVERFORD WAY
BERKLEY LN W	GRAND CANYON	EVANSTON ST
BRENTWOOD DR	CARIBOU LN	FOX PATH LN
CASTAWAY LN	PALATINE RD	BRADWELL RD
CHESAPEAKE DR	FREEMAN RD	FREEMAN RD
COTTONWOOD TRL W	HUNTINGTON BLVD	1800 COTTONWOOD
GLEN LN	GLEN LAKE RD	HERMITAGE DR
HAMPSHIRE DR	LEEDS RD	ETON DR
HILLCREST BLVD	CHIPPENDALE RD	JONES RD
KINGSDALE RD	HIGGINS RD	GLEN LAKE RD
MAUREEN DR	RUSSELL DR	SHOE FACTORY RD
NEW BRITTON DR	FREEMAN RD	VICTORIA DR
OAK KNOLL LN	COTTONWOOD TR	PEBBLEWOOD LN
PEMBROKE AV	HASSELL RD	END OF THE ST
PROVIDENCE DR	ESSEX DR	CARIBOU LN
RALEIGH LN	SUDBURY DR	GOVERNORS LN
RIVER BIRCH DR	ESSEX DR	CARIBOU LN
RUSSELL DR	MUNICIPAL LIMIT	IRENE DR
STEFFEN DR	LEEDS RD	HAVERFORD WAY
VICTORIA DR	NEW BRITTON	FREEMAN RD



RESOLUTION NO. ____-2026

VILLAGE OF HOFFMAN ESTATES

RESOLUTION AUTHORIZING A CONTRACT WITH BUILDERS PAVING, LLC, OF
HILLSIDE, IL, FOR THE 2026 STREET REVITALIZATION PROJECT IN AN
AMOUNT NOT TO EXCEED \$4,818,898

WHEREAS, the Village of Hoffman Estates (“the Village”) is a home-rule municipality located in Cook County, Illinois; and

WHEREAS, the Village Right of Way requires maintenance and rehabilitation of pavement and concrete surfaces; and

WHEREAS, the project was advertised for competitive bidding on January 12, 2026, with bids publicly opened on February 2, 2026; and

WHEREAS, the Village has identified Builders Paving, LLC as the most responsible vendor and able to best meet the needs of the Village; and

WHEREAS, the Corporate Authorities have determined that it is in the public interest for the Village to approve a contract with Builders Paving, LLC for the 2026 Street Revitalization Project in an amount not to exceed \$4,818,898.

NOW, THEREFORE, BE IT RESOLVED, by the President and Board of Trustees of the Village of Hoffman Estates, as follows:

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

Section 2: APPROVAL OF AGREEMENT. The President and Board of Trustees hereby approve the selection of Builders Paving, LLC for the 2026 Street Revitalization Project in an amount not to exceed \$4,818,898.

Section 3: AUTHORIZATION TO EXECUTE AGREEMENT. The President or Village Manager is hereby authorized to execute the contract, and to execute any other documents in furtherance of this Resolution in accordance with the Village Code and state and federal law.

Section 4: EFFECTIVE DATE. This Resolution will be in full force and effect from and after its passage and approval as provided by law.

RESOLVED THIS _____ day of _____, 2026

VOTE	AYE	NAY	ABSENT	ABSTAIN
Trustee Karen V. Mills	_____	_____	_____	_____
Trustee Anna Newell	_____	_____	_____	_____
Trustee Gary J. Pilafas	_____	_____	_____	_____
Trustee Gary G. Stanton	_____	_____	_____	_____
Trustee Karen Arnet	_____	_____	_____	_____
Trustee Patrick Kinnane	_____	_____	_____	_____
President William D. McLeod	_____	_____	_____	_____

APPROVED THIS _____ DAY OF _____, 2026

Village President

ATTEST:

Village Clerk



The Village of Hoffman Estates
is proud to present the
Great Citizen Award

to

George Kalopisis

on Monday, February 16, 2026, in recognition of his leadership in coordinating vital firefighting equipment for Greece during devastating wildfires. Beginning in mid-2024, he worked with Hoffman Estates Fire Chief Alan Wax, Fire Captain Ryan Bebe and FFPM Jon Drummer to secure donated retired equipment and partnered with a Greek shipping company to transport it overseas at reduced cost. After months of coordination and logistics, the equipment arrived in March 2025 and is now supporting firefighters across Greece, strengthening emergency response and protecting communities. Thank you, George for your efforts to help the Village of Hoffman Estates continue "Growing to Greatness".

William D. McLeod, Mayor



The Village of Hoffman Estates
is proud to present the
Great Citizen Award

to

Fire Chief Alan Wax

on Monday, February 16, 2026, in recognition of his leadership in coordinating vital firefighting equipment for Greece during devastating wildfires. Beginning in mid-2024, he worked with volunteer and Hoffman Estates resident George Kalopisis, Fire Captain Ryan Bebe and FFPM Jon Drummer to secure donated retired equipment. After months of coordination and logistics, the equipment arrived in March 2025 and is now supporting firefighters across Greece, strengthening emergency response and protecting communities. Thank you, Chief, for your efforts to help the Village of Hoffman Estates continue "Growing to Greatness".

William D. McLeod, Mayor



The Village of Hoffman Estates

is proud to present the

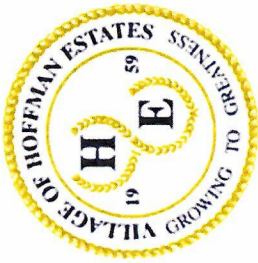
Great Citizen Award

to

Fire Captain Ryan Bebe

on Monday, February 16, 2026, in recognition of his leadership in coordinating vital firefighting equipment for Greece during devastating wildfires. Beginning in mid-2024, he worked with volunteer and Hoffman Estates resident George Kalopisis, Fire Chief Alan Wax and FFPM Jon Drummer to secure donated retired equipment. After months of coordination and logistics, the equipment arrived in March 2025 and is now supporting firefighters across Greece, strengthening emergency response and protecting communities. Thank you, Captain, for your efforts to help the Village of Hoffman Estates continue "Growing to Greatness".

William D. McLeod, Mayor



The Village of Hoffman Estates

is proud to present the

Great Citizen Award

to

FFPM Jon Drummer

on Monday, February 16, 2026, in recognition of his leadership in coordinating vital firefighting equipment for Greece during devastating wildfires. Beginning in mid-2024, he worked with volunteer and Hoffman Estates resident George Kalopisis, Fire Chief Alan Wax and Fire Captain Ryan Bebe to secure donated retired equipment. After months of coordination and logistics, the equipment arrived in March 2025 and is now supporting firefighters across Greece, strengthening emergency response and protecting communities. Thank you, Jon, for your efforts to help the Village of Hoffman Estates continue "Growing to Greatness".

William D. McLeod, Mayor



AGENDA
Finance Committee
Regular Meeting
Village Hall

1900 Hassell Road, Hoffman Estates, IL 60169

February 23, 2026	Council Chambers	7:00 PM
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1. **CALL TO ORDER/ROLL CALL**
2. **APPROVAL OF MINUTES**
 - A. Finance Committee 01-26-2026
3. **PUBLIC COMMENT**
4. **OLD BUSINESS**
5. **NEW BUSINESS**
 - A. Approval of a Resolution authorizing the purchase and installation of LED display panels for the Monument Sign at the NOW Arena from Vernon & Maz, Inc. Monee, Illinois in the amount not to exceed \$292,494.00
 - B. Request approval of an Ordinance providing for the issuance of not to exceed \$26,025,000 General Obligation Bonds, Series 2026, of the Village of Hoffman Estates, Cook County, Illinois, authorizing the execution of a bond order for each series of bonds, and for the levy of a direct annual tax sufficient to pay the principal and interest on said bonds.
6. **REPORTS**
 - A. Finance Department Monthly Report
 - B. Information Technology Department Monthly Report
 - C. NOW Arena Monthly Report
7. **PRESIDENT'S REPORT**
8. **ITEMS IN REVIEW**
9. **OTHER**
10. **ADJOURNMENT**

Further details and information can be found in the agenda packet attached hereto and incorporated herein and can also be viewed online at www.hoffmanestates.org and/or in person in the Village Clerk's office. The Village of Hoffman Estates complies with the Americans with Disabilities Act (ADA). For accessibility assistance, call the ADA Coordinator at 847/882-9100.



AGENDA
Public Works & Utilities Committee
Regular Meeting
Village Hall
1900 Hassell Road, Hoffman Estates, IL 60169

February 23, 2026	Council Chambers	Immediately Following Finance Committee
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1. **CALL TO ORDER/ROLL CALL**
2. **APPROVAL OF MINUTES**
 - A. Public Works & Utilities Committee 01-26-2026
3. **PUBLIC COMMENT**
4. **NEW BUSINESS**
 - A. Approval of a Resolution authorizing the purchase of vehicle up-fitting from Lindco Equipment Sales, Merrillville, IN, in the amount of \$101,088.
 - B. Approval of a Resolution authorizing an agreement for tree removal 2026/2027 to XXXX in an amount not to exceed \$XXXX.
 - C. Approval of a Resolution authorizing an agreement for brush pick-up 2026/2027/2028 to Lucas Landscape and Design, Lake Bluff, IL, in an amount not to exceed \$100,000.
5. **REPORTS**
 - A. Public Works Department Monthly Report
 - B. Engineering Division Monthly Report
6. **PRESIDENT'S REPORT**
7. **ITEMS IN REVIEW**
8. **OTHER**
9. **ADJOURNMENT**

Further details and information can be found in the agenda packet attached hereto and incorporated herein and can also be viewed online at www.hoffmanestates.org and/or in person in the Village Clerk's office. The Village of Hoffman Estates complies with the Americans with Disabilities Act (ADA). For accessibility assistance, call the ADA Coordinator at 847/882-9100.



AGENDA
Public Health & Safety Committee
Regular Meeting
Village Hall
1900 Hassell Road, Hoffman Estates, IL 60169

February 23, 2026	Council Chambers	7:00 PM
--------------------------	-------------------------	----------------

1. **CALL TO ORDER/ROLL CALL**
2. **APPROVAL OF MINUTES**
 - A. Public Health & Safety Committee 1-26-2026
3. **PUBLIC COMMENT**
4. **OLD BUSINESS**
5. **NEW BUSINESS**
6. **REPORTS**
 - A. Police Department Monthly Report
 - B. Health & Human Services Department Monthly Report
 - C. Emergency Management Division Monthly Report
 - D. Fire Department Monthly Report
7. **PRESIDENT'S REPORT**
8. **ITEMS IN REVIEW**
9. **OTHER**
10. **ADJOURNMENT**

Further details and information can be found in the agenda packet attached hereto and incorporated herein and can also be viewed online at www.hoffmanestates.org and/or in person in the Village Clerk's office. The Village of Hoffman Estates complies with the Americans with Disabilities Act (ADA). For accessibility assistance, call the ADA Coordinator at 847/882-9100.



HOFFMAN ESTATES

GROWING TO GREATNESS

February 12, 2026

To: Mayor and Board of Trustees

TREASURER'S REPORT

December 2025

Attached hereto is the Treasurer's Report for the month of December 2025, summarizing total cash receipts and disbursements for the various funds of the Village.

For the Operating funds, cash receipts and transfers-in exceeded cash disbursements and transfers-out by \$1.4 million, primarily due to property tax disbursements being received from the county. After including these receipts and disbursements, the balance of cash and investments for the operating funds is \$64.4 million.

For the Operating, Debt Service and Capital Projects funds, cash receipts and transfers-in exceeded cash disbursements and transfers-out by \$3.2 million, primarily due to interfund transfers.

For the Trust Funds, cash receipts and transfers-in exceeded cash disbursements and transfers-out by \$0.6 million, primarily due to pension fund investment activity.

The total for cash and investments for all funds minimally decreased.

Respectfully Submitted,

Rachel Musiala
Assistant Village Treasurer

Attachment

TREASURER'S REPORT
FOR THE MONTH ENDING December, 2025

Fund	Beginning Balance	Receipts/ Transfers - In	Disbursements/ Transfers - Out	Amount in Cash	Amount Invested	Ending Balance
General (incl. Veterans' Mem)	\$ 25,041,258	\$ 10,571,502	\$ 9,508,622	\$ 611,151	\$ 25,492,986	\$ 26,104,138
Payroll Account	-	2,932,798	2,932,798	-	-	-
Petty Cash	4,500	-	-	4,500	-	4,500
Foreign Fire Ins. Board	304,645	-	-	304,645	-	304,645
Cash, Village Foundation	15,011	200	-	15,211	-	15,211
Cash, Fire Protection District	42,623	30,336	42,622	30,337	-	30,337
Motor Fuel Tax	412,000	206,540	276,462	64,727	277,351	342,078
Comm. Dev. Block Grant	18,005	44,088	44,133	17,960	-	17,960
Asset Seizure - Federal	181,117	4,988	7,502	178,603	-	178,603
Asset Seizure - State	370,457	685	10,504	294,690	65,949	360,639
Asset Seizure - Battle	1,066	4	-	-	1,070	1,070
Asset Seizure - U.S. Marshall	10,624	-	-	10,624	-	10,624
Municipal Waste System	307,347	360,446	305,428	74,072	288,293	362,365
Roselle Road TIF	3,659,153	15,174	6,150	100,069	3,568,108	3,668,177
Higgins/Hassell TIF	1,033,169	6,410	7,960	445,752	585,867	1,031,619
Barrington/Higgins TIF	1,379,374	3,669	-	129,996	1,253,047	1,383,043
Lakewood Center TIF	562,733	5,966	4,400	76,906	487,394	564,299
Higgins/Old Sutton TIF	72,475	201	-	560	72,116	72,676
Stonington/Pembroke TIF	6,538	-	-	6,538	-	6,538
Water & Sewer	15,235,197	2,823,376	1,688,775	453,441	15,916,357	16,369,798
NOW Operating	8,217,128	340,139	26,631	2,766,346	5,764,290	8,530,636
Insurance	3,292,125	238,809	1,303,727	135,102	2,092,104	2,227,207
Information Technology	2,856,190	357,435	417,455	7,167	2,789,002	2,796,170
Total Operating Funds	\$ 63,022,736	\$ 17,942,765	\$ 16,583,169	\$ 5,728,399	\$ 58,653,933	\$ 64,382,332
Debt Service						
2015 A & C G.O. Debt Serv.	\$ 751,713	\$ 716	\$ -	\$ 677,121	\$ 75,308	\$ 752,429
2016 G.O. Debt Serv.	1,056	-	-	1,056	-	1,056
2018 G.O. Debt Serv.	1,201	10,297	-	11,498	-	11,498
Total Debt Service Funds	\$ 753,971	\$ 11,013	\$ -	\$ 689,676	\$ 75,308	\$ 764,984
Capital Projects Funds						
Central Road Imp.	\$ 59,484	\$ 179	\$ -	\$ 2,268	\$ 57,395	\$ 59,663
Hoffman Blvd Bridge Maintenance	316,212	856	-	10,974	306,094	317,068
Western Corridor	2,846,234	8,723	-	77,719	2,777,239	2,854,958
Traffic Improvement	18,695	-	-	18,695	-	18,695
Prairie Stone Capital	3,182,815	287,238	2,446	571,572	2,896,035	3,467,607
Road Improvements	4,294,119	1,120,912	1,430,509	802,742	3,181,780	3,984,522
Western Area Traff. Impr.	1,859	24,996	2,083	24,772	-	24,772
West Area Rd Impr. Impact Fee	179,630	517	108,333	9,476	62,338	71,814
Capital Improvements	1,233,364	200,340	195,780	46,121	1,191,803	1,237,925
Capital Vehicle & Equipment	2,279,955	179,334	26,247	157,920	2,275,122	2,433,042
Capital Replacement	1,351,566	2,304,018	446,663	269,931	2,938,990	3,208,921
Stormwater Management	10,455	265,535	275,717	273	-	273
2019 Capital Projects	601,799	1,523	-	78,371	524,950	603,322
2024 Capital Projects	1,888,609	1,427,668	1,491,790	-	1,824,486	1,824,486
2026 Capital Projects	-	82,500	82,500	-	-	-
Total Capital Proj. Funds	\$ 18,264,795	\$ 5,904,341	\$ 4,062,069	\$ 2,070,835	\$ 18,036,233	\$ 20,107,067
Total Operating, Debt Service and Capital Project Funds	\$ 82,041,502	\$ 23,858,119	\$ 20,645,238	\$ 8,488,909	\$ 76,765,474	\$ 85,254,383
Trust Funds						
Police Pension (Nov)	\$ 112,543,511	\$ 929,241	\$ 837,322	\$ 14,104	\$ 112,621,326	\$ 112,635,430
Firefighters Pension (Nov)	134,607,506	1,217,504	748,098	25,361	135,051,551	135,076,912
Total Trust Funds	\$ 247,151,017	\$ 2,146,745	\$ 1,585,420	\$ 39,465	\$ 247,672,877	\$ 247,712,342
GRAND TOTAL	\$ 329,192,520	\$ 26,004,864	\$ 22,230,658	\$ 8,528,374	\$ 324,438,351	\$ 332,966,725



AGENDA ITEM REPORT

Village Board of Trustees
February 16, 2026
ITEM 7A

REQUEST: Approval of an Ordinance Amending Section 8-3-22, Number of Licenses, of Article 3, Alcoholic Liquors, of the Hoffman Estates Municipal Code.

FROM: Patty Richter, Village Clerk

ITEM TYPE: Ordinance - Village Board

REQUEST SUMMARY

Increase Class A by 2, Sitara23 LLC dba Kritunga Indian Cuisine and MarketZeal LLC dba Casey's Pub and Slots

FINANCIAL IMPACT

N/A

RECOMMENDATION

N/A

ATTACHMENTS

1. 8-3-22 (02-16-26)

VILLAGE OF HOFFMAN ESTATES

AN ORDINANCE AMENDING SECTION 8-3-22,
NUMBER OF LICENSES, OF ARTICLE 3, ALCOHOLIC LIQUORS,
OF THE HOFFMAN ESTATES MUNICIPAL CODE

NOW, THEREFORE, BE IT ORDAINED by the President and Board of Trustees of the Village of Hoffman Estates, Cook County, Illinois, as follows:

Section 1: That Section 8-3-22, NUMBER OF LICENSES, of the Hoffman Estates Municipal Code be and the same is hereby amended to read as follows:

The number of licenses issued to persons for the sale of alcoholic liquors by the Village of Hoffman Estates shall be limited to sixty six (66) Class "A" licenses, two (2) Class "AA" licenses, three (3) Class "AC" license, thirteen (13) Class "B" licenses, unlimited Class "C" licenses, three (3) Class "D" licenses, two (2) Class "DD" licenses, one (1) Class "DJ" license, zero (0) Class "F" licenses, one (1) Class "G" license, unlimited Class "H" licenses, zero (0) Class "I" licenses, fifteen (15) Class "LC" licenses, eleven (11) Class "J" licenses, and zero (0) Class "P" license.

Section 2: That any person, firm or corporation violating any of the provisions of this Ordinance shall be subject to a fine of not less than Ten Dollars (\$10.00) nor more than Five Hundred Dollars (\$500.00) for each offense, and a separate offense shall be deemed committed on each day during or on which a violation occurs or continues.

Section 3: That the Village Clerk is hereby authorized to publish this Ordinance in pamphlet form.

Section 4: That this Ordinance shall be in full force and effect immediately from and after its passage and approval.

PASSED THIS _____ day of _____, 2026

VOTE	AYE	NAY	ABSENT	ABSTAIN
Trustee Karen V. Mills	_____	_____	_____	_____
Trustee Anna Newell	_____	_____	_____	_____
Trustee Gary J. Pilafas	_____	_____	_____	_____
Trustee Gary G. Stanton	_____	_____	_____	_____
Trustee Karen Arnet	_____	_____	_____	_____
Trustee Patrick Kinnane	_____	_____	_____	_____
Mayor William D. McLeod	_____	_____	_____	_____

APPROVED THIS _____ DAY OF _____, 2026

Village President

ATTEST:

Village Clerk

Published in pamphlet form this _____ day of _____, 2026.



AGENDA ITEM REPORT

Village Board of Trustees
February 16, 2026
ITEM 7B

REQUEST: Approval of Resolution Requesting Legislative Approval of Quick-Take Authority for the Shoe Factory Road Project.

FROM: Jana Dickson, Assistant Corporation Counsel

ITEM TYPE: Action Item - Village Board

REQUEST SUMMARY

Village staff has been negotiating the acquisition of certain property rights from the owner of the property located on the southwest corner of Beverly Road and Beacon Pointe Dr. The property rights include fee simple right of way, a permanent easement for utilities, temporary easements for drainage. The property rights sought, are the only remaining property rights needed by the County in order commence the long-anticipated improvement of Shoe Factory Road from west of Essex Drive to east of Beverly Road. After over two years of negotiating with the property owners, Village staff has been unable to make substantial progress in the acquisition and has determined that exercising the power of eminent domain and seeking quick-take authority from the legislature is the most expeditious way forward.

Village staff has been working with our lobbyist and legislators to have legislation introduced granting the Village quick-take authority. A public hearing and board resolution requesting quick-take authority, among other things, are required to comply with House Rule 41 and Senate Rule 5-6 before quick-take authority can be granted. If the legislature approves the Village's request, the Village will have one year to exercise the authority and acquire the property through quick-take.

FINANCIAL IMPACT

Quick-take authority provides a mechanism for the Village to acquire the necessary property rights prior to a court determining the "just compensation" that must be paid to the owner for the property rights. In the event the Village obtains and exercises quick-take authority, the Village is required to continue to engage in a condemnation lawsuit to determine the constitutionally required just compensation. At present, Village-retained appraisers have set a value of the property, and an offer has been made to the owner, in the amount of \$486,000.

RECOMMENDATION

Approval of a resolution requesting legislative approval of quick-take authority for the Shoe Factory Road Project

ATTACHMENTS

1. Board Authorizing Resolution

RESOLUTION NO. ____-2026

VILLAGE OF HOFFMAN ESTATES

**RESOLUTION REQUESTING LEGISLATIVE APPROVAL OF
QUICK-TAKE AUTHORITY FOR THE SHOE FACTORY ROAD PROJECT**

WHEREAS, the Village of Hoffman Estates, County of Cook, State of Illinois (the "Village") is a duly organized and existing village created under the provisions of the laws of the State of Illinois, is an Illinois Home Rule Municipality, and is now operating under the provisions of the Illinois Municipal Code, and all laws amendatory thereof and supplementary thereto, with full powers to enact ordinances for the benefit of the residents of the Village; and

WHEREAS, there exists within the corporate limits of the Village certain property located at the Southwest corner of Beverly Road and Beacon Pointe Drive ("Subject Property"); and

WHEREAS, the President and the Village Board (collectively, the "Corporate Authorities") find that it is advisable, necessary and in the best interests of the Village and its residents to acquire certain property rights in a portion of the Subject Property, i.e., fee simple title, permanent and temporary easements, which acquisitions are necessary for the improvement of Shoe Factory Road from west of Essex Drive to east of Beverly Road in Cook County, Illinois; and

WHEREAS, the property interests which are legally described in the attached Exhibit A should be acquired to fulfill the foregoing needs and best interests of the Village; and

WHEREAS, pursuant to Section 11-61-1 and section 11-71-1 of the Illinois Municipal Code (65 ILCS 5/11-61-1 and 65 ILCS 5/11-71-1), the Corporate Authorities of the Village may exercise the right of eminent domain by condemnation proceedings in conformity with the provisions of the Constitution and statutes of the State of Illinois for the acquisition of property useful, advantageous or desirable for municipal purposes or public welfare; and

WHEREAS, the Corporate Authorities have previously enacted an Ordinance authorizing the Village to exercise the right of eminent domain by condemnation for this property; and

WHEREAS, the Village has been participating in negotiations with the Owner to acquire the property rights required for over two years and such negotiations have been unsuccessful; and

WHEREAS, the Shoe Factory Road Project is being constructed in cooperation with the Cook County Division of Transportation and acquisition of the property rights from the Subject Property are the only remaining property rights needed to let and begin the project; and

WHEREAS, the Corporate Authorities have concluded that the interest of public health and road safety demands that the Village find an alternative for acquisition that would be more expeditious; and

WHEREAS, the Legislature has created a statutory method that would grant a local government "quick-take" authority for condemnation on a more expeditious timeline.

NOW, THEREFORE, BE IT RESOLVED by the President and Board of Trustees of the Village of Hoffman Estates, Cook County, Illinois, as follows:

Section 1: The foregoing recitals are hereby adopted and incorporated in this Resolution.

Section 2: The Village Manager is directed to work with Hoffman Estates legislators to seek assistance in passing legislative action that will provide Village of Hoffman Estates with Quick-Take authority ("quick take") under the Eminent Domain Act and to acquire the property rights outlined in Exhibit A.

Section 3: The Village by enacting this Resolution agrees to comply with House Rule 41 and Senate Rule 5-6 which includes but is not limited to; holding a public hearing, notice of which was published in the Daily Herald on February 6, 2026, and which was held on February 16, 2026 at 6:45 pm at the Village Hall.

Section 4: The Mayor or Village Manager is authorized to attest to any documentation certifying any elements necessary in House Rule 40 and Senate Rule 5-6.

Section 5: This Resolution shall be in full force and effect immediately upon its passage and approval. Further, if the legislative authorization is passed by the Illinois General Assembly, the time period to exercise the “quick-take” powers shall not exceed one year from the date of legislative action.

RESOLVED THIS _____ day of _____, 2026

VOTE	AYE	NAY	ABSENT	ABSTAIN
Trustee Karen V. Mills	_____	_____	_____	_____
Trustee Anna Newell	_____	_____	_____	_____
Trustee Gary J. Pilafas	_____	_____	_____	_____
Trustee Gary G. Stanton	_____	_____	_____	_____
Trustee Karen Arnet	_____	_____	_____	_____
Trustee Patrick Kinnane	_____	_____	_____	_____
President William D. McLeod	_____	_____	_____	_____

APPROVED THIS _____ DAY OF _____, 2026

ATTEST:

Village Clerk

Village President

EXHIBIT A
PROPERTY

Acquisition of the Property is for the purpose of constructing improvements on portions of Shoe Factory Road from Essex Drive to Beverly Road, along with portions of Beverly Road and Rohrssen Road connecting to Shoe Factory Road.

Complete legal descriptions for the Property (one parcel, one permanent easement, and two temporary easements) are as follows:

Route: Shoe Factory Road

Section:

County: Cook

Job No.:

Parcel: 0005

Sta.: 129+93.32 To Sta. 136+47.61

Sta.: 1133+69.43 To Sta. 1149+91.23

Owner: Beverly/Beacon, LLC, an Illinois limited liability company

Index No. 06-05-401-001

That part of Lot 4 in Laufenburger Subdivision, being a subdivision of part of Fractional Section 5 and the Northeast Quarter of Section 8, all in Township 41 North, Range 9 East of the Third Principal Meridian, according to the plat thereof recorded December 18, 2006 as document number 0635216073 and corrected by certificate of correction recorded October 15, 2013 as document number 1328819060, in Cook County, Illinois, described as follows:

Beginning at the southwest corner of said Lot 4; thence on an Illinois Coordinate System NAD 83(2011) East Zone bearing of North 14 degrees 50 minutes 41 seconds West along a westerly line of said Lot 4, a distance of 8.40 feet; thence northeasterly 858.43 feet along a curve to the left having a radius of 1329.42 feet, the chord of said curve bears North 56 degrees 19 minutes 41 seconds East, 843.59 feet to a point of tangency; thence North 37 degrees 49 minutes 47 seconds East, a distance of 387.85 feet; thence North 38 degrees 58 minutes 32 seconds East, a distance of 150.03 feet; thence North 37 degrees 49 minutes 47 seconds East, a distance of 127.68 feet to a point of curvature; thence northeasterly 131.29 feet along a curve to the left having a radius of 200.00 feet, the chord of said curve bears North 19 degrees 01 minute 26 seconds East, 128.94 feet to a point of tangency, being 11.58 feet normally distant West of the east line of said Lot 4; thence North 0 degrees 13 minutes 04 seconds East along a line 11.58 feet normally distant West of and parallel with the east line of said Lot 4, a distance of 310.56 feet to a point of curvature; thence northerly 345.91 feet along a curve to the right having a radius of 8066.58 feet, the chord of said curve bears North 1 degree 26 minutes 47 seconds East, 345.89 feet to an easterly line of said Lot 4; thence South 3 degrees 42 minutes 58 seconds East along an easterly line of said Lot 4, a distance of 60.70 feet to the east line of Lot 4; thence South 0 degrees 13 minutes 04 seconds West along the east line of said Lot 4, a distance of 679.85 feet (679.65 feet, recorded) to the southeasterly line of Lot 4; thence southwesterly 76.39 feet (76.71 feet, recorded) along the southeasterly line of said Lot 4 on a curve to the left having a radius of 1127.04 feet, the chord of said curve bears South 39 degrees 53 minutes 31 seconds West, 76.38 feet to a point of tangency on said southeasterly line; thence South 37 degrees 57 minutes 00 seconds West along the southeasterly line of said Lot 4, a distance of 699.81 feet to a point of curvature on said southeasterly line; thence southwesterly 65.45 feet (65.44 feet, recorded) along the southeasterly line of said Lot 4 on a curve to the right having a radius of 562.50 feet, the chord of said curve bears South 41 degrees 17 minutes 00 seconds West, 65.41 feet to a point of compound curvature on said southeasterly line; thence southwesterly 752.74 feet along the southeasterly line of said Lot 4 on a curve to the right having a radius of 1450.00 feet, the chord of said curve bears South 59 degrees 29 minutes 18 seconds West, 744.32 feet to the point of beginning.

Said parcel containing 0.711 acre, more or less.

Route: Shoe Factory Road

Section:

County: Cook

Job No.:

Parcel : 0005P.E.

Sta. 129+93.32 To Sta. 139+77.09

Sta. 1133+69.48 To Sta. 1149+50.00

Owner: Beverly/Beacon,LLC,anIllinois limited liability company
Index No. 06-05-401-001

That part of Lot 4 in Laufenburger Subdivision, being a subdivision of part of Fractional Section 5 and the Northeast Quarter of Section 8, all in Township 41 North, Range 9 East of the Third Principal Meridian, according to the plat thereof recorded December 18, 2006 as document number 0635216073 and corrected by certificate of correction recorded October 15, 2013 as document number 1328819060, in Cook County, Illinois, described as follows:

Commencing at the southwest corner of said Lot 4; thence on an Illinois Coordinate System NAD 83 (2011) East Zone bearing of North 14 degrees 50 minutes 41 seconds West along a westerly line of said Lot 4, a distance of 8.40 feet to the point of beginning; thence northeasterly 858.43 feet along a curve to the left having a radius of 1329.42 feet, the chord of said curve bears North 56 degrees 19 minutes 41 seconds East, 843.59 feet to a point of tangency; thence North 37 degrees 49 minutes 47 seconds East, a distance of 387.85 feet; thence North 38 degrees 58 minutes 32 seconds East, a distance of 150.03 feet; thence North 37 degrees 49 minutes 47 seconds East, a distance of 127.68 feet to a point of curvature; thence northeasterly 131.29 feet along a curve to the left having a radius of 200.00 feet, the chord of said curve bears North 19 degrees 01 minute 26 seconds East, 128.94 feet to a point of tangency, being 11.58 feet normally distant West of the east line of said Lot 4; thence North 0 degrees 13 minutes 04 seconds East along a line 11.58 feet normally distant West of and parallel with the east line of said Lot 4, a distance of 310.56 feet to a point of curvature; thence northerly 345.91 feet along a curve to the right having a radius of 8066.58 feet, the chord of said curve bears North 1 degree 26 minutes 47 seconds East, 345.89 feet to an easterly line of said Lot 4; thence North 3 degrees 42 minutes 58 seconds West along an easterly line of said Lot 4, a distance of 245.41 feet to an angle point on said easterly line; thence North 5 degrees 05 minutes 46 seconds West along an easterly line of said Lot 4, a distance of 78.73 feet; thence southerly 157.86 feet along a curve to the right having a radius of 2121.00 feet, the chord of said curve bears South 0 degrees 02 minutes 13 seconds East, 157.82 feet to a point of tangency; thence South 2 degrees 05 minutes 42 seconds West, a distance of 246.17 feet to a point of curvature; thence southerly 265.22 feet along a curve to the left having a radius of 8095.00 feet, the chord of said curve bears South 1 degree 09 minutes 24 seconds West, 265.21 feet to a point of tangency, being 40.00 feet normally distant West of the east line of said Lot 4; thence South 0 degrees 13 minutes 04 seconds East along a line 40.00 feet normally distant West of and parallel with the east line of said Lot 4, a distance of 18.88 feet; thence South 89 degrees 46 minutes 56 seconds East, a distance of 16.42 feet to a point 23.58 feet normally distant West of the east line of said Lot 4; thence South 0 degrees 13 minutes 04 seconds West along a line 23.58 feet normally distant West of and parallel with the east line of said Lot 4, a distance of 285.00 feet; thence South 15 degrees 07 minutes 18 seconds West, a distance of 106.59 feet; thence South 37 degrees 49 minutes 47 seconds West, a distance of 149.24 feet; thence South 38 degrees 58 minutes 32 seconds West, a distance of 150.03 feet; thence South 37 degrees 49 minutes 47 seconds West, a distance of 20.66 feet; thence North 52 degrees 10 minutes 13 seconds West, a distance of 42.78 feet; thence South 37 degrees 49 minutes 47 seconds West, a distance of 20.00 feet; thence South 52 degrees 10 minutes 13 seconds East, a distance of 42.78 feet; thence South 37 degrees 49 minutes 47 seconds West, a distance of 135.00 feet; thence South 52 degrees 10 minutes 13 seconds East, a distance of 4.00 feet; thence South 37 degrees 49 minutes 47 seconds West, a distance of 212.32 feet to a point of curvature; thence southwesterly 159.05 feet along a curve to the right having a radius of 1319.42 feet, the chord of said curve bears South 41 degrees 16 minutes 59 seconds West, 158.95 feet; thence North 45 degrees 15 minutes 49 seconds West along a radial line, a distance of 14.00 feet; thence southwesterly 516.16 feet along a curve to the right having a radius of 1305.42 feet, the chord of said curve bears South 56 degrees 03 minutes 49 seconds West, 512.81 feet; thence South 22 degrees 36 minutes 32 seconds East along the prolongation of a radial line, a distance of 8.00 feet; thence westerly 170.36 feet along a curve to the right having a radius of 1313.42 feet, the chord of said curve bears South 71 degrees 06 minutes 24 seconds West, 170.24 feet to a westerly line of said Lot 4; thence South 14 degrees 50 minutes 41 seconds East along a westerly line of said Lot 4, a distance of 16.00 feet to the point of beginning.

Said permanent easement containing 1.066 acres, more or less.

Said permanent easement to be used for grading, drainage and public utility purposes.

Route: Shoe Factory Road

Section:

County: Cook

Job No.:

Parcel: 0005T.E.-A

Sta. 1145+54.93 To Sta. 1146+73.31

Owner: Beverly/Beacon,LLC,anIllinois limited liability company

Index No. 06-05-401-001

That part of Lot 4 in Laufenburger Subdivision, being a subdivision of part of Fractional Section 5 and the Northeast Quarter of Section 8, all in Township 41 North, Range 9 East of the Third Principal Meridian, according to the plat thereof recorded December 18, 2006 as document number 0635216073 and corrected by certificate of correction recorded October 15, 2013 as document number 1328819060, in Cook County, Illinois, described as follows:

Commencing at the southwest corner of said Lot 4; thence on an Illinois Coordinate System NAD 83(2011) East Zone bearing of North 14 degrees 50 minutes 41 seconds West along a westerly line of said Lot 4, a distance of 8.40 feet; thence northeasterly 858.43 feet along a curve to the left having a radius of 1329.42 feet, the chord of said curve bears North 56 degrees 19 minutes 41 seconds East, 843.59 feet to a point of tangency; thence North 37 degrees 49 minutes 47 seconds East, a distance of 387.85 feet; thence North 38 degrees 58 minutes 32 seconds East, a distance of 150.03 feet; thence North 37 degrees 49 minutes 47 seconds East, a distance of 127.68 feet to a point of curvature; thence northeasterly 131.29 feet along a curve to the left having a radius of 200.00 feet, the chord of said curve bears North 19 degrees 01 minute 26 seconds East, 128.94 feet to a point of tangency, being 11.58 feet normally distant West of the east line of said Lot 4; thence North 0 degrees 13 minutes 04 seconds East along a line 11.58 feet normally distant West of and parallel with the east line of said Lot 4, a distance of 310.56 feet to a point of curvature; thence northerly 345.91 feet along a curve to the right having a radius of 8066.58 feet, the chord of said curve bears North 1 degree 26 minutes 47 seconds East, 345.89 feet to an easterly line of said Lot 4; thence North 3 degrees 42 minutes 58 seconds West along an easterly line of said Lot 4, a distance of 245.41 feet to an angle point on said easterly line; thence North 5 degrees 05 minutes 46 seconds West along an easterly line of said Lot 4, a distance of 78.73 feet; thence southerly 157.86 feet along a curve to the right having a radius of 2121.00 feet, the chord of said curve bears South 0 degrees 02 minutes 13 seconds East, 157.82 feet to a point of tangency; thence South 2 degrees 05 minutes 42 seconds West, a distance of 246.17 feet to a point of curvature; thence southerly 265.22 feet along a curve to the left having a radius of 8095.00 feet, the chord of said curve bears South 1 degree 09 minutes 24 seconds West, 265.21 feet to a point of tangency, being 40.00 feet normally distant West of the east line of said Lot 4; thence South 0 degrees 13 minutes 04 seconds East along a line 40.00 feet normally distant West of and parallel with the east line of said Lot 4, a distance of 18.88 feet; thence South 89 degrees 46 minutes 56 seconds East, a distance of 16.42 feet to a point 23.58 feet normally distant West of the east line of said Lot 4; thence South 0 degrees 13 minutes 04 seconds West along a line 23.58 feet normally distant West of and parallel with the east line of said Lot 4, a distance of 285.00 feet; thence South 15 degrees 07 minutes 18 seconds West, a distance of 106.59 feet; thence South 37 degrees 49 minutes 47 seconds West, a distance of 149.24 feet; thence South 38 degrees 58 minutes 32 seconds West, a distance of 132.38 feet to the point of beginning; thence continuing South 38 degrees 58 minutes 32 seconds West, a distance of 17.65 feet; thence South 37 degrees 49 minutes 47 seconds West, a distance of 20.66 feet; thence North 52 degrees 10 minutes 13 seconds West, a distance of 42.78 feet; thence South 37 degrees 49 minutes 47 seconds West, a distance of 20.00 feet; thence South 52 degrees 10 minutes 13 seconds East, a distance of 42.78 feet; thence South 37 degrees 49 minutes 47 seconds West, a distance of 37.14 feet; thence North 57 degrees 29 minutes 40 seconds West, a distance of 247.15 feet; thence North 46 degrees 56 minutes 58 seconds West, a distance of 221.87 feet; thence North 48 degrees 20 minutes 03 seconds East, 70.00 feet; thence South 48 degrees 27 minutes 10 seconds East, a distance of 82.40 feet; thence South 57 minutes 29 minutes 40 seconds East, a distance of 374.00 feet to the point of beginning.

Said temporary easement containing 0.906 acres, more or less.

Said temporary easement to be used for grading purposes.

Route: Shoe Factory Road

Section:

County: Cook

Job No.:

Parcel: 0005T.E.-B

Sta. 133+40.89 To Sta. 134+71.17

Owner: Beverly/Beacon, LLC, an Illinois limited liability company

Index No. 06-05-401-001

That part of Lot 4 in Laufenburger Subdivision, being a subdivision of part of Fractional Section 5 and the Northeast Quarter of Section 8, all in Township 41 North, Range 9 East of the Third Principal Meridian, according to the plat thereof recorded December 18, 2006 as document number 0635216073 and corrected by certificate of correction recorded October 15, 2013 as document number 1328819060, in Cook County, Illinois, described as follows:

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Said temporary easement containing 0.601 acre, more or less.

Said temporary easement to be used for grading purposes.



AGENDA ITEM REPORT

Village Board of Trustees
February 16, 2026
ITEM 7C

REQUEST: Approval of the Collective Bargaining Agreement between the Village of Hoffman Estates and the Metropolitan Alliance of Police, Hoffman Estates Chapter 97 for the period January 1, 2026 through December 31, 2028.

FROM: Dan O'Malley, Deputy Village Manager

ITEM TYPE: Agreement - Village Board

REQUEST SUMMARY

Attached is the successor collective bargaining agreement for MAP 97 (Sergeants). The term of this agreement is January 1, 2026 through December 31, 2028 and covers all Sergeants in the Village.

FINANCIAL IMPACT

RECOMMENDATION

Approval of the successor collective bargaining agreement between the Village and MAP 97.

ATTACHMENTS

1. MAP 97 2026-2028 CBA

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
VILLAGE OF HOFFMAN ESTATES, ILLINOIS

AND

METROPOLITAN ALLIANCE OF POLICE
HOFFMAN ESTATES CHAPTER 97

January 1, 2026 – December 31, 2028

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THIS AGREEMENT entered into as of this ____ day of _____, 2026 between the VILLAGE OF HOFFMAN ESTATES (hereinafter referred to as the "Village") and the METROPOLITAN ALLIANCE OF POLICE HOFFMAN ESTATES CHAPTER 97 (hereinafter referred to as the "Chapter").

It is the intent and purpose of this Agreement to set forth the parties' entire agreement with respect to the rates of pay, hours of employment, fringe benefits, and other conditions of employment that will be in effect during the term of this Agreement for employees covered by this Agreement; to prevent interruptions of work and interference with the operations of the Village; to encourage and improve efficiency; and to provide procedures for the prompt and peaceful adjustment of grievances as provided herein.

NOW, THEREFORE, the parties agree as follows:

ARTICLE I

Recognition and Collective Bargaining

Section 1: Recognition

The Village recognizes the Chapter as the sole and exclusive bargaining representative for all full-time sworn officers the rank of Sergeants (hereinafter referred to as “sergeant”), excluding all sworn officers above the rank of sergeant and all sworn officers below the rank of sergeant, any employees excluded from the definition of “peace officer” as defined in Section 3(k) of the Illinois Public Labor Relations Act, and all other managerial, supervisory, confidential, short-term and professional employees as defined by the Act, as amended.

Section 2: Notification of Chapter Officers

The Chapter shall provide the Village Manager and Police Chief with a list indicating the names and titles of all officers of the Chapter on or before April 30 of each year. In addition, the Chapter shall promptly advise the Village Manager of any changes in the officers of the Chapter by providing an updated list to the Village Manager whenever such changes may occur.

Section 3: Gender

Wherever the male gender is used in this Agreement, it shall be construed to include male and female employees.

ARTICLE II

Non-Discrimination

Section 1: Non-Discrimination

In accordance with applicable law, neither the Village nor the Chapter shall discriminate against any employee covered by this Agreement because of race, sex, age, religion, creed, color, national origin, disability, sexual orientation, marital status, and status as a covered veteran or Chapter membership. This Agreement is also subject to and shall be administered consistent with the requirements of the Americans With Disabilities Act (ADA). Other than Chapter membership or non-membership, any dispute concerning the interpretation or application of this Article shall be processed through the appropriate federal or state agency or court rather than through the grievance procedure set forth in this Agreement.

Section 2: Non-Profiling

The Hoffman Estates Police Department is committed to the ideals of integrity, teamwork, diversity, empowerment, high quality service, commitment to employees, and the protection of constitutional rights.

We recognize our obligation to acknowledge and address crucial societal issues that have an impact on the law enforcement profession. One such issue is “racial profiling.” Racial profiling should not be confused with criminal profiling which is a legitimate tool in the fight against crime. Criminal profiling is an investigative method in which a sergeant, through observation of activities and environment, identifies suspicious behavior by individuals and develops a legal basis to stop them for questioning. Racial profiling refers to the decision by the police to stop and question people randomly when the race of the person is used as an indication of suspicious activity. This Department rejects racial profiling as a law enforcement tactic, and we will not encourage, tolerate or condone its use by any of our members.

We recognize that a strong police presence is needed in high crime areas. Some people are distrustful of police authority and feel they are unfairly targeted by police. We understand that even proper police procedures can be intimidating and frightening to innocent citizens. We therefore realize that the appropriate use of police authority is as important as the results achieved.

The Hoffman Estates Police Department recognizes the importance of community involvement in the reduction of crime, enhanced quality of life, and the safety of our sergeants and our residents. We recognize that the Village of Hoffman Estates enjoys a history rich in multiracial and multiethnic diversity, and that racial profiling is unacceptable and has no place in effective police procedures. We recognize the importance of acceptance and awareness by the community, and we strive to build strong community relationships based upon trust and understanding. We are committed to the development of training to increase sergeant effectiveness and sergeant safety.

We reject police tactics based solely upon assumptions of race or ethnicity, and remain committed to the use of sound police strategies based upon probable cause, the judicious use of police discretion and the continued development of community relationships.

ARTICLE III

No Strike - No Lockout

Section 1: No Strike

Neither the Chapter nor any sergeant covered by this Agreement will instigate, promote, sponsor, engage in, or condone any strike, sympathy strike, speed-up, slowdown, sitdown, concerted stoppage of work, concerted refusal to perform overtime, picketing, concerted, abnormal or unapproved work to the rule situation, mass absenteeism or any other intentional interruption or disruption of the operations of the Village, regardless of the reason for doing so. Any or all sergeants who violate any of the provisions of this Article may be discharged or otherwise disciplined by the Village. Each sergeant who holds the position of officers or steward of the Chapter occupies a position of special trust and responsibility in maintaining and bringing about compliance with the provisions of this Article. In the event of a violation of this Section of this Article, the Chapter officers will inform its members of their obligation under this Agreement and direct them to return to work.

Section 2: No Lockout

The Village will not lockout any sergeant during the term of this Agreement as a result of a dispute with the Chapter.

ARTICLE IV

Management Rights

It is understood and agreed that the Village possesses the sole right and authority to operate and direct the employees of the Village and its various departments in all aspects including, but not limited to, all rights and authority exercised by the Village prior to the execution of this Agreement, except as modified in this Agreement. These rights include, but are not limited to the right:

- a) To determine its mission, policies, and to set forth all standards of service offered to the public;
- b) To plan, direct, control, schedule and determine the operations or services to be conducted by employees of the Village;
- c) To determine the methods, means, number and ranks of personnel needed to carry out the department's mission, including hireback details;
- d) To direct the working forces;
- e) To hire, promote, assign, or transfer employees;
- f) To suspend, discipline, demote or discharge for just cause (just cause not required for demotion of probationary sergeant);
- g) To lay-off or relieve employees;
- h) To make and enforce rules and regulations;
- i) To introduce new or improved methods, equipment, or facilities;
- j) To contract out for goods and services; and
- k) To take any and all actions as may be necessary to carry out the mission of the Village and the Police Department in situations of civil emergency conditions as may be declared by the President of the Board of Trustees or the Village Manager pursuant to Hoffman Estates Municipal Code 3-1-11. Said action may include the suspension of the provisions of this Agreement provided that wage rates and monetary benefits shall not be suspended. All provisions of this Agreement shall be immediately reinstated once a civil emergency condition ceases to exist. In any or all Articles in this contract that have a time frame, the time frame will start the day after the civil emergency ceases to exist and any occurrences that are alleged to have occurred during the civil emergency should then be discussed in the proper manner as outlined in this contract.

ARTICLE V

Labor Management Meetings

At the request of either party, the President of the Chapter and the Village Manager, or their designees, shall meet to discuss matters of mutual concern that do not involve negotiations for a future contract. The President of the Chapter may invite up to three (3) other Chapter unit members to attend such a meeting. The Village Manager may invite up to three (3) other Village representatives.

The party requesting the meeting shall submit a written agenda at least seven (7) days in advance of the items it wishes to discuss. The agenda shall be limited to no more than four (4) items at any one meeting. Discussions at labor management meetings shall not include items being processed under the grievance procedure. The Chapter may request a meeting only after every attempt to resolve an issue within the Department has been made.

Labor management meetings are intended to improve communications and shall be advisory only.

ARTICLE VI

Grievance Procedure

Section 1: Definition

A "grievance" is defined as a dispute or difference of opinion raised by an employee against the Village involving an alleged violation of an express provision of this Agreement except that any dispute or difference of opinion concerning a matter or issue subject to the jurisdiction of the Board of Fire and Police Commissioners shall not be considered a grievance under this Agreement.

Section 2: Procedure

A grievance filed against the Village shall be processed in the following manner:

Step 1: Any sergeant who has a grievance shall submit the grievance in writing to the sergeant's immediate supervisor (in most cases, the sergeant's Lieutenant) or, in the supervisor's absence, the sergeant's Bureau Commander, specifically indicating that the matter is a grievance under this Agreement. The grievance shall contain a complete statement of the facts, the provision or provisions of this Agreement which are alleged to have been violated, and the relief requested. All grievances must be presented no later than ten (10) calendar days from the date of the first occurrence of the matter giving rise to the grievance or within ten (10) calendar days after the sergeant, through the use of reasonable diligence, could have obtained knowledge of the first occurrence of the event giving rise to the grievance. The Lieutenant or Bureau Commander shall render a written response to the grievant within ten (10) calendar days after the grievance is presented.

Step 2: If the grievance is not settled at Step 1 and the sergeant wishes to appeal the grievance to Step 2 of the grievance procedure, it shall be submitted in writing to the sergeant's Bureau Commander within ten (10) calendar days after receipt of the Village's answer at Step 1. The grievance shall specifically state the basis upon which the grievant believes the grievance was improperly denied at the previous step in the grievance procedure. The Bureau Commander shall render a written response to the grievant within ten (10) calendar days after receipt of this grievance.

Step 3: If the grievance is not settled at Step 2 and the sergeant wishes to appeal the grievance to Step 3 of the grievance procedure, it shall be submitted in writing to the Police Chief within ten (10) calendar days after receipt of the Village's answer at Step 2. The grievance shall specifically state the basis upon which the grievant believes the grievance was improperly denied at the previous step in the grievance procedure. The Police Chief, or his designee, shall investigate the grievance and, in the course of such investigation, shall offer to discuss the grievance with the grievant and an authorized representative of the Chapter at a time mutually agreeable to the parties. If no settlement of the grievance is reached, the Police Chief, or his designee, shall provide a written answer to the grievant and the Chapter within ten (10) calendar days after receipt of the grievance.

Step 4: If the grievance is not settled at Step 3 and the Chapter desires to appeal, it shall be referred by the Chapter in writing to the Village Manager, or his designee, within ten

(10) calendar days after receipt of the Village's answer at Step 3. The grievance shall specifically state the basis upon which the grievant believes the grievance was improperly denied at the previous step in the grievance procedure. Thereafter, the Village Manager, or his designee, and other appropriate individuals as desired by the Village Manager, shall meet with the grievant and a Chapter representative within ten (10) calendar days of receipt of the Chapter's appeal. If no settlement is reached, the Village Manager or his designee shall submit a written answer to the grievant and the Chapter within fifteen (15) calendar days following the meeting.

Section 3: Arbitration

If the grievance is not settled in Step 4 and the Chapter wishes to appeal the grievance from Step 4 of the grievance procedure, the Chapter may refer the grievance to arbitration, as described below, within fifteen (15) calendar days of the Village's written answer as provided to the Chapter in Step 4:

- (a) The parties shall attempt to agree upon an arbitrator within five (5) business days after receipt of the notice of referral. In the event the parties are unable to agree upon the arbitrator within said five (5) day period, the parties shall jointly request the Federal Mediation and Conciliation Service to submit a panel of five (5) arbitrators, each of whom shall be from Illinois and a member of the National Academy of Arbitrators. Each party retains the right to reject one panel in its entirety and request that a new panel be submitted. Both the Village and the Chapter shall have the right to strike two (2) names from the panel. The party requesting arbitration shall strike the first name; the other party shall then strike the second name. The party requesting arbitration shall then strike the third name and the other party shall then strike the fourth name. The person remaining shall be the arbitrator.
- (b) The arbitrator shall be notified of his selection and shall be requested to set a time and place for the hearing, subject to the availability of Chapter and Village representatives.
- (c) The Village and the Chapter shall have the right to request the arbitrator to require the presence of witnesses or documents. The Village and the Chapter retain the right to employ legal counsel.
- (d) The arbitrator shall submit his decision in writing within thirty (30) calendar days following the close of the hearing or the submission of briefs by the parties, whichever is later.
- (e) More than one grievance may be submitted to the same arbitrator where both parties mutually agree in writing.
- (f) The fees and expense of the arbitrator and the cost of a written transcript, if any, shall be divided equally between the Village and the Chapter; provided, however,

that each party shall be responsible for compensating its own representatives and witnesses.

Section 4: Limitations on Authority of Arbitrator

The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the question of fact as to whether there has been a violation, misinterpretation or misapplication of the specific provisions of this Agreement. The arbitrator shall be empowered to determine the issue raised by the grievance as submitted in writing at the First Step. The arbitrator shall have no authority to make a decision on any issue not so submitted or raised. The arbitrator shall be without power to make any decision or award which is contrary to or inconsistent with, in any way, applicable laws, or of rules and regulations of administrative bodies that have the force and effect of law. The arbitrator shall not in any way limit or interfere with the powers, duties and responsibilities of the Village under law and applicable court decisions. Any decision or award of the arbitrator rendered within the limitations of this Section 4 shall be final and binding upon the Village, the Chapter and the employees covered by this Agreement.

Section 5: Time Limit for Filing

No grievance shall be entertained or processed unless it is submitted at Step 1 within ten (10) calendar days after the first occurrence of the event giving rise to the grievance or within ten (10) calendar days after the sergeant, through the use of reasonable diligence, could have obtained knowledge of the first occurrence of the event giving rise to the grievance.

If a grievance is not presented by the sergeant within the time limits set forth above, it shall be considered "waived" and may not be pursued further. If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Village's last answer. If the Village does not answer a grievance or an appeal thereof within the specified time limits, the aggrieved sergeant may elect to treat the grievance as denied at the next step and immediately appeal the grievance to the next step. The parties may by mutual agreement in writing extend any of the time limits set forth in this Article.

Section 6: Miscellaneous

No member of the bargaining unit who is serving in acting capacity shall have any authority to respond to a grievance procedure set forth in this Article. Moreover, no action, statement, agreement, settlement, or representation made by any member of the bargaining unit shall impose any obligation or duty or be considered to be authorized by or binding upon the Village unless and until the Village has agreed thereto in writing.

Section 7: Grievance Processing

Any grievance filed in accordance with this Article must contain a written statement

which includes the following information, at a minimum:

- (a) Name(s) of the employee(s) involved;
- (b) Facts giving rise to the grievance;
- (c) Identity of the contractual provisions alleged to be violated;
- (d) The grievant's contentions with respect to the involved contractual provisions;
- (e) A statement of the relief requested;
- (f) The signature of the employee(s).

Reasonable time will be permitted a Chapter representative for purposes of assisting a Chapter member in handling and processing a grievance filed in accordance with this Article.

Section 8: Chapter Grievances

The Chapter shall have the right to submit a grievance at Step 2 of the grievance procedure, but only if the grievance alleges a violation, misinterpretation or misapplication of any of the express provisions of this Agreement that relate directly to Chapter rights. Any such grievance shall be submitted within fifteen (15) calendar days of the first event giving rise to the grievance or within fifteen (15) calendar days of when the Chapter, through the use of reasonable diligence, should have obtained knowledge of the first event giving rise to the grievance.

Section 9: Exclusivity of Grievance Procedure

The grievance procedure set forth in this Article shall be the sole and exclusive means for discussing and processing any differences of opinion or disputes involving any alleged violation, misinterpretation, or misapplication of the terms of this Agreement.

ARTICLE VII

Dues Checkoff

Section 1: Dues Checkoff

During the term of this Agreement, the Employer will deduct from each employee's paycheck the monthly Union dues for each employee in the bargaining unit who has filed with the Employer a lawfully written authorization form. The Village shall remit such deductions monthly to the Metropolitan Alliance of Police at the address designated by the Chapter.

The actual dues amount deducted, as determined by the Metropolitan Alliance of Police, shall be uniform for each employee in order to ease the Employer's burden in administering this provision.

If any employee has no earnings or insufficient earnings to cover the amount of the dues deduction, the Chapter shall be responsible for collection of dues. The Chapter agrees to refund to any employee any amounts paid to the Chapter in error on account of this dues deduction provision.

Section 2: Indemnification

Metropolitan Alliance of Police shall indemnify and hold harmless the Employer, its elected representatives, sergeants, administrators, agents and employees from and against any and all claims, demands, actions, complaints, suits or other forms of liability (monetary or otherwise) that arise out of or by reason of any action taken or not taken by the Employer for the purpose of complying with the provisions of this Article, or in reliance of any written checkoff authorization furnished under any of such provisions.

ARTICLE VIII

Bill of Rights

Section 1: Bill of Rights

Nothing in this Agreement shall be construed to preclude the applicability of the Peace Officer's Bill of Rights, as set forth in 50 ILCS 725/1 et, but observance of said Bill of Rights shall not be subject to the grievance and arbitration procedure set forth in this Agreement.

Section 2: Disclosure

No sergeant shall be required or requested to disclose any item of his property, income, assets, source of income, debts, or personal or domestic expenditures (including those of any member of his family or household) unless such information is necessary in investigating a possible conflict of interest with respect to the performance of his official duties, or unless such disclosure is required by law.

Section 3: Disciplinary Procedure

If the investigation or interrogation of a sergeant results in the recommendation of some action, such as suspension, dismissal, loss of pay, or similar action which would be considered a punitive measure, then before taking such action, the law enforcement agency shall follow the procedures set forth in 65 ILCS 5/10-2.1 et seq. The sergeant may be relieved of duty but shall receive all ordinary pay and benefits as he would have if he were not charged in all cases except where the Board of Fire and Police Commissioners has ordered a suspension without pay under 65 ILCS 5/10-2.1-17 and in such case, the disciplinary hearing shall be held within thirty (30) days unless continued by the Board at the request of either party or waived. No sergeant shall be denied wages as a result of any continuation granted at the request of the Village. This Section shall not apply to the demotion of a probationary sergeant.

Section 4: Rights of Criminally Charged Employees

If an employee covered by this Agreement is charged by indictment or complaint to have violated any provision of the Criminal Code of Illinois or any Statute of the United States, he shall be entitled to his wages and other economic benefits provided for in this Agreement until such time as formal charges are filed with the Board of Fire and Police Commissioners.

Section 5: Written Reprimand

In cases of future written reprimands, such reprimand shall become part of the employee's personnel file and a copy shall be given to the employee.

Section 6: Personnel File

Nothing in this Agreement shall be construed to preclude the applicability of the "Access to Personnel Records Act", 820 ILCS 401.01 et seq. or as modified, but observance of said act shall not be subject to the grievance and arbitration procedures set forth in this Agreement.

ARTICLE IX

Chapter Bulletin Board

Section 1: Location

The Village agrees to provide an area in the Sergeants office for the Chapter to post one (1) bulletin board. Said bulletin board shall not exceed three (3) feet by four (4) feet in area.

Section 2: Posting Contents

The Chapter bulletin board shall be used for posting Chapter notices and shall be restricted to the following:

- a) Notice of Chapter recreational and social activities;
- b) Notice of Chapter elections and results of such elections;
- c) Notice of Chapter appointments;
- d) Notice of Chapter meetings and reports and minutes thereof;
- e) Communications between the Chapter, Chief of Police, or the Village;
- f) If the Chapter desires to post any other information or material, the Chapter shall first submit same to the Chief of Police;
- g) The Chapter may also pass out individual notices and/or materials in each officer's assigned box in the office used by Sergeants. However, before any such material shall be distributed, a copy of any and all material so distributed shall be given to the Chief of Police for his files and records. Any such material so distributed shall be removed from each police officer's individual mailing box within seventy-two (72) hours. The seventy-two (72) hour time frame may be extended by any leave time occurring from the time of placement of the material in the mailbox within the seventy-two (72) hour period.

Section 3: Notice

Prior to posting of any notice on the Chapter bulletin board or pass out of material to an individual sergeant's box, the Chapter shall file one (1) copy of said notice or material with the Chief of Police.

Section 4: Cost

All cost incident to preparing and posting of Chapter material will be borne by the Chapter. The Chapter sergeants are responsible for posting and removing material on its bulletin board and for maintaining same in an orderly, neat and professional fashion.

ARTICLE X
Residency Requirement

All sergeants on the Hoffman Estates Police Department are required to live within a forty-five (45) mile radius of the corporate boundaries of the Village of Hoffman Estates, Illinois.

ARTICLE XI

Uniforms

Section 1: Uniform Allowance

Each sergeant covered by this Agreement shall receive, as and for his uniform allowance the sum of \$800; with \$400 payable on May 1 and \$400 payable on November 1 of each year of this Agreement. No employee shall be eligible to receive more than a total uniform allowance of \$800 during a year in which he or she is promoted, i.e., any uniform allowance received as a patrol officer shall offset the amount due under this Section. Notwithstanding the above, effective January 1, 2020 each newly promoted Sergeant will receive a one-time \$300 uniform allowance.

Section 2: Uniform Changes

It is further agreed that no major change in departmental uniforms and/or equipment will be activated without submission of the proposed changes for review and information before implementation.

If a uniform or equipment change is effected upon recommendations of the Chapter, cost shall be borne by the individuals affected. If a uniform or equipment change is effected upon recommendation of the Village, cost shall be borne by the Village. It is not the intent of this Article to prohibit a mutual agreement for major changes in uniforms or equipment. The cost of said change may be borne by the Village.

Section 3: Body Armor Vest

The Village and Chapter agree that the Village shall replace body armor vests every 5 years and that each sworn sergeant shall wear the body armor vest while on duty except as otherwise permitted by this Section or authorized by the Police Chief.

ARTICLE XII

Leave of Absence

Section 1: Sick Leave Accumulation

All employees, except those in intermittent, temporary, seasonal or part-time positions, and except those on leave of absence, shall accumulate sick leave at the rate of one (1) day for each month's service. All leave "days" and related benefits shall equate to 8 hours per day, and shall continue to accrue at that rate. Any alternative work schedule (i.e. a twelve hour schedule) shall not increase accrual of paid leave time, including sick, vacations, holidays and floating holidays. A sergeant using a full leave day while assigned to any alternative work schedule (i.e. a twelve hour schedule) shall have 12 hours deducted from his/her accrued leave. The only exception shall be for funeral leave, for which a day under Section 12.7 shall be considered the officer's normal work day.

Sick leave may be used for non-duty related illness and disability, pregnancy, off-duty injury of a sergeant, or quarantine of a sergeant. Sick leave for the serious illness or an accident involving a member of the immediate family may be used only for the time necessary to remain at home to resolve the problem and only when no one else is available. For purposes of this section, the definition of immediate family shall be the spouse or dependent minor child, parent/parent-in-law of the sergeant, and serious illness shall mean a medical necessity that requires the sergeant to stay at home. Except in the case of an emergency, the sergeant must directly notify the on duty supervisor prior to his absence from work. If a sergeant is unable to notify the on duty supervisor, he shall notify the radio desk personnel.

All sergeants who are absent from work due to illness for three (3) consecutive shifts must submit a statement from their physician certifying that absence from work was required due to illness and their fitness to return to full duty.

Section 2: Sick Leave Abuse

Sick leave is not a right but a benefit provided by the Village in order to provide a sergeant protection against a loss of pay for a specific period of time due to illness.

The misuse of sick leave is a serious matter, which cannot be accepted by the Village or the Chapter. The Village and the sergeants shall make every effort to correct the misuse or abuse of sick leave whenever it may be suspected of occurring. Abuse of the sick leave benefit shall be cause for disciplinary action up to and including discharge.

Section 3: Leave of Absence

A sergeant who suffers an off-the-job injury or illness and is unable to return to work following exhaustion of all of his accrued sick leave benefits, vacation days and holidays, that sergeant, upon request, may be granted a temporary leave of absence with the approval of the Village Manager. Such leave of absence shall begin following the use of all accrued benefits as described above. If the sergeant is permitted a temporary leave of absence, the Village Manager shall set the time period based on the circumstances in each specific case. No sick leave, vacation,

holiday, or seniority benefits will accrue to the employee during the temporary leave of absence and any holidays which may occur during the leave shall be forfeited.

If a sergeant is determined by appropriate professional(s) to be permanently disabled as the result of an off-the-job injury or illness, the sergeant's benefits shall be terminated effective on the date of such decision, but in no event prior to written notice being sent by the Village.

Section 4: Medical Examinations

If there is any question concerning a sergeant's fitness for duty or fitness to return to duty following a layoff, injury or illness, the Village may require, at its expense, that the sergeant be examined by a qualified physician and/or another appropriate medical professional selected by the Village. The foregoing requirement shall be in addition to any requirement that a sergeant provide at his own expense a statement from his own doctor upon returning from sick leave or disability leave. If the Village determines that a sergeant is not fit for duty after receiving the result of any of the above examinations/tests, the Village may direct appropriate remedial action and/or place the sergeant on sick leave (or unpaid leave if the sergeant does not have any unused sick leave days).

Sergeants shall also participate in an annual pulmonary function test, at no cost to the employee.

Section 5: Sick Leave Incentive

A sick leave incentive program of the following terms and conditions shall be in effect in order to reduce the amount of sick time usage.

Part One: In order to be eligible to receive this benefit, a sergeant must have at least twenty (20) years of continuous service with the Village and a minimum of 1,200 hours of unused accrued sick leave as of the date of resignation from the Village.

Part Two: Upon separation from employment, the appropriate value of an eligible sergeant's accrued sick leave for hours accrued pursuant to the Sick Leave Incentive Payout Schedule below will automatically be applied to the purchase of retiree health insurance or the reimbursement of out-of-pocket medical expenses, for such sergeants or his or her eligible dependents:

Sick Leave Incentive Payout Schedule

1,000 - 1,200 hours	40%	(480 hours)
1,201 – 1,800 hours	45%	(270 hours)
1,801 – 2,400 hours	50%	<u>(300 hours)</u>

Maximum benefit: 1,050 hours

There shall be no cash payout to the employee for any sick leave, and the application of the sick leave benefit described herein shall be pursuant to a plan established by the Village in compliance with Section 105 of the Internal Revenue Code of 1986, as amended, and the applicable regulations. The maximum benefit shall be 1,050 hours, valued at the employee's-existing rate of pay at time of separation from employment.

Part Three: This sick incentive described herein shall be available for use following an eligible employee's last day of employment with the Village, subject to the conditions specified in Parts One and Two of this Section.

Part Four: For purposes of this Section, no sergeants shall substitute scheduled or unscheduled vacation or other paid leave for necessary sick time.

Section 6: Continuation of Benefits

The Village will provide health care coverage in accordance with the provisions of Article XXII, Section 1, of this Agreement for up to 12 months while an employee is on sick leave or injured on duty disability status. Sick leave and vacation leave will be accrued by a sergeant for up to twelve (12) months while on a duty-related disability leave.

Section 7: Funeral Leave

In the event of a death in a sergeant's immediate family, the sergeant shall be excused without loss of pay for a period of up to three (3) consecutive workdays for the purpose of arranging for and attending the funeral.

The sergeant's immediate family shall be defined as spouse, child, step-child, mother, father, step-mother, step-father, legal guardian, mother-in-law, father-in-law, brother, step-brother, sister, step-sister, brother-in-law, sister-in-law, grandmother, grandfather, spouse's grandmother and spouse's grandfather, son-in-law, daughter-in-law and grandchildren.

In the event of a death in an sergeant's extended family, defined as aunt, uncle, niece and nephew, the sergeant shall be excused without loss of pay for a period of up to one (1) consecutive workday for the purpose of attending the funeral.

Section 8: Family and Medical Leave Act of 1993

The parties agree that the Employer may adopt policies to implement the Family and Medical Leave Act of 1993 ("FMLA") that are in accord with what is legally permissible under the FMLA.

Section 9: Light Duty

Light duty for bargaining unit employees will be subject to the Village Light Duty Policy, as set forth in Appendix C, which may be changed from time to time by the Village. An alleged

violation of the policy in effect at the time of the alleged violation will be subject to the grievance procedure contained in this Agreement.

Section 10: Jury Duty/Civic Obligation

For personal civil court actions, sergeants may require time off from work when they are the plaintiff, defendant, or subpoenaed as a witness on a non-Village matter. Such time shall be chargeable against available personal leave accruals, or be unpaid by the Village. Sergeants, whose presence is required for a personal civil action, must provide written notice to the Police Chief as far in advance as practicable.

A sergeant shall be excused from work on the day he is required to be in court for jury duty, with no loss in pay or reduction in benefit time, unless the sergeant is scheduled to work the midnight shift, in which case he will be excused from work the shift immediately preceding his court appearance for jury duty. The sergeant may retain any fee received from the court for jury service. The sergeant shall provide written notice of jury duty to the Police Chief as far in advance as practicable.

ARTICLE XIII
Smoking

Sergeants hired after May 1, 1989 shall not, as a condition of employment, smoke, chew or use tobacco in any form, on the job. The Village retains the right to designate areas for smoking or other use of tobacco for employees hired prior to May 1, 1989.

ARTICLE XIV

Disability from Injuries in the Line of Duty

Whenever any sergeant covered by this Agreement suffers an injury in the line of duty which causes him to be unable to perform duties, he shall continue to be paid by the Village on the same basis as he was paid before the injury, with no deduction from his sick leave credits, compensatory time for overtime accumulations or vacation, or service credits in a public employee pension fund during the time he is unable to perform duties due to the result of the injury but not for a longer period of time than twelve (12) calendar months in relation to the same injury. Sick leave and vacation leave will be accrued by a sergeant for up to twelve (12) months while on a duty-related disability leave.

The Village retains the right to order at its expense physical or medical examinations of the injured sergeant to determine the degree of disability.

Any salary compensation due the injured sergeant from any type of insurance which may be carried by the Village shall revert to the Village during the time for which continuing compensation is paid to him under the provisions of this Article. Any disabled sergeant receiving compensation under the provisions of this Article shall not be entitled to any benefits for which he would qualify because of his disability under the provisions of the Illinois Pension Code, approved March 18, 1963, as amended before or after the effective date of this Agreement.

Any sergeant who is being paid for injured on duty may elect to not take vacation or holidays (that have already been designated by that sergeant to be scheduled during that injured on duty time); however, he must notify the Village of this election within ten (10) days prior to the holiday or vacation. However, if the injury occurs within the ten (10) day period, the sergeant shall notify the Village as soon as he is capable of doing so. Further, it is understood that holidays are not carried over beyond the year in which they are to be used.

In regards to a sergeant being allowed outside employment during the period of time which a sergeant is injured on duty and receiving compensation from the Village, any such secondary employment shall be in accordance with the Police Department's current Secondary Employment policy.

It is understood that if the employee should recover compensation from a third party who caused the injury to the employee, the Village shall be reimbursed for the wages paid to the employee for the time that the employee was off work for this injury. If suit is filed, the sergeant shall notify the Village as soon as possible so that all insurance questions may be coordinated.

ARTICLE XV
Board of Fire and Police Commissioners

The parties recognize that the Board of Fire and Police Commissioners has certain statutory authority over sergeants covered by this Agreement, including but not limited to, the right to make, alter, and enforce rules and regulations. Nothing in this Agreement is intended in any way to replace or diminish the authority of the Fire and Police Commission.

Any matter within the jurisdiction of the Board of Fire and Police Commissioners shall not be subject to the grievance and arbitration procedure set forth in this Agreement.

ARTICLE XVI
Rules, Regulations, Orders

The Chapter and its members agree that it shall encourage its members to comply, in full, with departmental rules, regulations, orders, and the Village's Personnel Policy Manual, as well as all Rules and Regulations of the Board of Fire and Police Commission of the Village, as the same may be changed from time to time by the Village.

ARTICLE XVII

Layoff, Recall

Section 1: Definition of Seniority

Seniority shall be based on the length of time from the last date of beginning continuous full-time employment as a sworn sergeant in the Police Department of the Village. Conflicts of seniority shall be determined on the basis of the order of the sergeants on the Fire and Police Commission promotional list, with the sergeant higher on the list being the more senior. Seniority shall not be earned during the period of any unpaid leave in excess of five (5) consecutive days and in such event the employee's seniority shall be adjusted accordingly.

Section 2: Probationary Period

All newly promoted sergeants shall be on probation for a period of one year, or such other period as may be established by the Board of Fire and Police Commissioners. A probationary sergeant may be demoted one rank without cause during their probationary period. No grievance shall be presented or entertained in connection with any demotion of a probationary sergeant.

Section 3: Seniority List

On or before May 1 and November 1 of each year, the Village will provide the Chapter with a seniority list setting forth each employee's seniority date. The Village shall not be responsible for any errors in the seniority list unless such errors are brought to the attention of the Chief in writing within ten (10) calendar days after the Chapter's receipt of the list. Any difference of opinion regarding this list may be handled via the normal grievance procedures except that it is not subject to arbitration.

Section 4: Layoff

The Village, in its discretion, shall determine whether layoffs are necessary. If it is determined that layoffs are necessary, employees covered by this Agreement will be laid off as provided in 65 ILCS 5/10-2.1-18.

The Village, in the exercise of its right will not contract out for the performance of duties and tasks normally assigned to a police officer in lieu of recalling any police officer who has been laid off in accordance with the procedure specified herein.

Section 5: Recall

Employees who are laid off shall be placed on a recall list for a period of one (1) year. If there is a recall to the position vacated by the employee or employees, employees who are still on the recall list shall be recalled, in the inverse order of their layoff, provided they are fully qualified to perform the work to which they are recalled without further training, and subject to examination by physicians of both the Board of Fire and Police Commissioners and the Pension Board to determine physical fitness.

Employees who are eligible for recall shall be given five (5) calendar days' notice of recall and notice of recall shall be sent to the employee by certified or registered mail with a copy to the Chapter. The Village shall be deemed to have fulfilled its obligations by mailing the recall notice by certified mail, return receipt requested, to the mailing address last provided by the employee, it being the obligation and responsibility of the employee to provide the Police Chief or his designee with his latest mailing address. If an employee fails to timely respond to a recall notice, his name shall be removed from the recall list.

Section 6: Termination of Seniority

Seniority and the employment relationship shall be terminated for all purposes if the employee:

- (a) quits;
- (b) is discharged;
- (c) retires (or is retired pursuant to a legal mandatory retirement age adopted and implemented by the Village);
- (d) falsifies the reason for a leave of absence or disability leave or is found to be working during a leave of absence or a disability leave without prior written approval of the Village;
- (e) does not present proof of necessity for a leave of absence within a reasonable time;
- (f) fails to report to work at the conclusion of an authorized leave of absence or vacation when being capable to do so;
- (g) is laid off and fails to report for work within five (5) calendar days after having been recalled;
- (h) is laid off for a period in excess of one (1) year;
- (i) does not perform work for the Village for a period in excess of twelve (12) months or the length of his seniority; whichever occurs first;
- (j) misrepresents or omits facts on his employment application and such misrepresentation/omission is material to his employment; or
- (k) is absent for two (2) consecutive working days without notifying the Village when being capable to do so.

Section 7: Reinstatement of Seniority

Full seniority rights shall be reinstated to any sergeant covered by this Agreement, provided that the sergeant must complete a program directed by the Chief of Police, and at the Village's expense under the following conditions:

- (a) A sergeant retires due to disability and is later certified by the Police Pension Board to be capable of resuming his duties and is returned to work by the Village;
- (b) A sergeant is separated due to a layoff or reduction of forces and is later reinstated.

The Village and the Chapter agree that no seniority or benefits shall accrue during any period of disability, dismissal or lay-off.

ARTICLE XVIII
Overtime, Court Time, Compensatory Time, and Hireback

Section 1: Tour of Duty

In accordance with the Fair Labor Standards Act, the tour of duty for sergeants covered by this Agreement shall be one hundred seventy-one (171) hours in a 28-day cycle established by the Department. However, the Village agrees to pay sergeants at the rate of time and one-half for all hours worked in excess of their normally scheduled duty day.

Section 2: Compensation

Compensation of the sergeants of the Village of Hoffman Estates for each year of this agreement shall be paid according to Appendix A attached and by reference incorporated herein.

Section 3: Overtime and Compensation Time

Sergeants may have the option of taking all overtime as compensatory time due per 28-day duty schedule. It will be the responsibility of the sergeant to notify the Chief of Police if he wishes to exercise said option on or before the conclusion of the 28-day cycle for each month. If the sergeant fails to notify the Police Chief that he wishes to exercise his option of compensatory time, he shall then be paid for his overtime accumulated during each respective 28-day duty cycle. This paragraph shall not cover official hire back positions authorized by the Village. A sergeant on leave, sick or disabled shall not be allowed to participate in the hireback schedule.

Compensatory time shall be allowed to accumulate and shall be rescheduled by the sergeant with the approval of the Chief of Police and in accordance with the needs of the Department. An employee's request to use accrued compensatory time will not be arbitrarily denied, unless approval would result in overtime liability to the Village. Once an employee has received approval to use compensatory time off at a particular time, such time off will not be arbitrarily canceled by the Village, unless cancellation is necessary to avoid overtime liability to the Village. Upon termination of employment with the Village, all accrued compensatory time shall be paid to the employee at their final rate of pay. No sergeant will accrue more than one hundred sixty (160) hours of compensatory time.

Should there be a final determination of the federal courts that indicates that the Fair Labor Standards Act does not cover local sergeants; this section may be reopened for discussion.

An employee hired after January 1, 2014 and promoted to Sergeant will follow the Compensation Time Language provided below:

Sergeants may have the option of taking all overtime as compensatory time due per 28-day duty schedule. It will be the responsibility of the sergeant to notify the Chief of Police if he wishes to exercise said option on or before the conclusion of the 28-day cycle for each month. If the sergeant fails to notify the Police Chief that he wishes to exercise his option of compensatory time, he shall then be paid for his overtime accumulated during each respective 28-day duty cycle. This paragraph shall not cover official hire back positions authorized by the Village. A sergeant on

leave, sick or disabled shall not be allowed to participate in the hireback schedule.

Compensatory time shall be allowed to accumulate and shall be rescheduled by the sergeant with the approval of the Chief of Police and in accordance with the needs of the Department. An employee's request to use accrued compensatory time will not be arbitrarily denied, unless approval would result in overtime liability to the Village. Once an employee has received approval to use compensatory time off at a particular time, such time off will not be arbitrarily canceled by the Village, unless cancellation is necessary to avoid overtime liability to the Village. Upon termination of employment with the Village, all accrued compensatory time shall be paid to the employee at their final rate of pay. No sergeant will accrue more than eighty four (84) hours of compensatory time. Should there be a final determination of the federal courts that indicates that the Fair Labor Standards Act does not cover sergeants; this section may be reopened for negotiation, upon timely demand by either party. Any dispute arising in connection with such reopener negotiations may be submitted to interest arbitration under the IPLRA, as amended.

Section 4: Shift Hireback

Except as otherwise provided herein, this Section only applies to sergeants assigned to the Patrol Division. The calling back of such sergeants for patrol shift duties, hereinafter referred to as a shift callback or hireback. Whenever practical, the assignment will be split between sergeants from different shifts and shall be accomplished by the following procedure:

A. Next Shift Vacancy

The calling back of supervisors for a next shift vacancy shall be determined by seniority of the supervisors who are working at the time the need arises. Whenever practical, the assignment will be split between sergeants from different shifts, the same seniority process shall govern both selections. If the vacancy is not filled by this process, then an inverse seniority order will be used, whenever practical, to determine the supervisor who must fill the vacancy.

B. Advance Vacancy

Every effort should be made to fill an advanced vacancy with supervisors from the watch that the vacancy exists. In the event that this cannot be worked out, patrol supervisors from other shifts should be allowed to fill the vacancy by seniority, and then by supervisors from other divisions. In the event that a supervisor has to be ordered back and the advance vacancy is not filled voluntarily, the vacancy shall be filled at the discretion of the bureau commander.

C. Scheduled Overtime

Overtime assignments, unless otherwise specified in the contract, shall be generally determined based on a separate Supervisory Hireback List. The payment for such

assignments shall be at one and one half (1½) times the sergeant's regular rate of pay.

The Village reserves the right to determine which Seniority List shall be used based on any special requirements for the overtime.

The Village shall not be required to include a Patrol division sergeant who is off duty but in court or working a hireback pursuant to Appendix B, on a hireback list under this Section.

D. Maximum Hours Worked

Excluding emergency situations, as determined by the Chief of Police, or his designee, and hirebacks, a sergeant generally will not be required to work more than twelve (12) consecutive hours performing patrol duties on a shift.

E. Remedy

If a sergeant demonstrates that he did not receive an overtime offer as provided by this section, the sergeant shall schedule with his or her supervisor a mutually agreed upon overtime assignment at least equal in hours to the inadvertently missed offer.

Section 5: Court Time and Other Hearings

Any sergeants because of performing his duty for the Village, who is required to appear at any official hearing or court while not on his regular schedule tour of duty, shall be compensated as follows:

- (1) Two (2) hours pay at twice the sergeant's regular hourly rate of pay for each session attended. Any hours in excess of two shall be compensated at one and one half (1 1/2) times the hourly rate of pay. If a sergeant's court call is continued by the court from one session to another session within the same calendar day, the sergeant shall be considered on overtime until the conclusion of his scheduled court call that day. For court dates on a sergeant's regular day off (RDO), the sergeant shall have the option of five (5) paid hours at the sergeant's regular hourly rate of pay or four (4) hours as time due.

Separate records shall be kept for actual time in court and only actual time in court shall be applied for FLSA hours and the above provisions shall have no effect on FLSA calculations of time.

For the purposes of this subsection, all morning court calls held at the same location shall be considered one (1) session and all afternoon court calls held at the same location shall be considered one (1) session (e.g. if a sergeant attends both the 9:00 a.m. and 10:30 a.m. court calls, it shall be considered as only one (1) session

for pay purposes). If a sergeant is scheduled for a morning court call and it is continued or put over to an afternoon court call, it shall nevertheless be considered as only one (1) session for pay purposes.

Should the sergeant be required to appear at a court call, not his regularly assigned court call, on the same day as his regularly assigned court day, said required additional appearance shall be considered a separate session and the sergeant shall be compensated as such (e.g. if a sergeant is assigned the 9:00 a.m. or 10:30 a.m. call and he is advised that a case has been assigned to the 1:30 p.m. call, his appearance at both calls shall be considered separate sessions and not applicable to the conditions as set forth for continued court calls).

- (2) Any sergeant who is ordered to report in person to the station while off-duty for any reason other than an official hearing before the Chief of Police, for disciplinary action or for failure to correctly complete and turn in his on-duty assignments prior to going off duty, shall be considered on overtime from the time the sergeant reports for work and to such time as he is no longer needed with a minimum of two (2) hours overtime pay guaranteed for call back. Separate records shall be kept for actual time and only actual time shall be applied for FLSA hours and the above provisions shall have no affect on FLSA calculations of time.
- (3) Sergeants who are ordered to attend Fire and Police Commission hearings shall be compensated as under (1) above. Sergeants who are subpoenaed by the complainant to attend Fire and Police Commission hearings shall be compensated as under (1) above. Sergeants who are subpoenaed by the Respondent to attend Fire and Police Commission hearings and were directly involved in the particular incident shall be compensated as under (1) above. Sergeants who are called or subpoenaed by the Respondent to attend Fire and Police Commission hearings as character witnesses or who were not directly involved in the particular incident shall not be compensated.

Section 6: Hireback

Sergeants who are not on regularly scheduled duty may be hired back to work as a sergeant by organizations, or agencies through the Village, pursuant to the Department's policy and procedure so established. Compensation for such hireback shall be paid at the rate of one and one-half (1½) times the hourly rate of pay for the top sergeant's base pay rate. Any sergeants working on hireback shall be guaranteed a minimum pay of two (2) hours. Sergeants working such hireback assignments shall be considered on official duty for the Village and shall be covered by full benefits of the Village. Notwithstanding the foregoing, if a sergeant is hired back as a patrol officer, or for patrol officer duties, then he or she shall be paid at the top base police officer hourly rate for such work.

Section 7: No Pyramiding

Compensation shall not be paid or compensatory time taken more than once for the same

hours under any provision of this Article or Agreement. There shall be no pyramiding of overtime or premium compensation rates. The intent of this section is not to prevent an officer from working overtime while on a scheduled vacation or other approved benefit time off. (i.e. called in to work a hireback, a case investigation, or respond to an MCAT or NIPAS assignment). This section pertains to eliminating the option to take benefit time in order to attend court (i.e. a day-shift officer requesting to take 2 hours of time due in order to qualify as off-duty for the purposes of attending court).

ARTICLE XIX
Shift Exchange, Holidays and Floating Holidays

Section 1: Shift Exchange

The Police Chief or the non-bargaining unit supervisor in charge may, at their sole discretion, grant the request of any two (2) members of the Police Department to exchange day or days off, without any change in pay, provided that, in the opinion of the Police Chief or the non-bargaining unit supervisor in charge, they are equally capable to perform each other's respective jobs, and able and willing to make the exchange. Such exchanges shall exclude authorized overtime work. All requests should be made in writing at least ten (10) days in advance of the request, when practical. Such requests shall be granted upon the recommendation of the Shift Commander with the approval of the Police Chief or the non-bargaining unit supervisor in charge, and shall not be arbitrarily denied. The Village reserves the right to make reasonable rules limiting the number of shift exchanges that any two employees may arrange.

Section 2: Holidays

Each sergeant shall be granted eight (8) designated holidays each calendar year. The designated holidays and the dates they are observed are:

New Year's Day	January 1
Easter Sunday	
Memorial Day	4 th Monday of May
Independence Day	July 4
Labor Day	1 st Monday of September
Veterans Day	November 11
Thanksgiving Day	4 th Thursday of November
Christmas Day	December 25

Each sergeant may pick one designated holiday to be taken as time off on the day the holiday is observed. Selection of the designated holiday shall be based on seniority, and minimum-staffing levels, as determined by the Department, shall be met. It is understood that due to minimum staffing levels, it may not be possible for all sergeants to select a holiday under this provision.

If a sergeant is unable to select a designated holiday, the sergeant, in order of seniority, may select any other day as a designated holiday, as long as minimum staffing levels are met. The sergeant's immediate supervisor will assign the remaining designated holidays.

A sergeant shall have the right to request a change of a designated holiday to become a floating holiday. The Chief of Police, or his designee, shall consider such requests and grant same provided that the operational requirements of the department are not adversely affected.

Any sergeant who works a regular shift on a designated holiday shall receive, in addition to the regular rate of pay, four (4) hours of time due or six (6) hours of time due (four hours for eight hour shift and six hours for twelve hour shift) to be taken within a reasonable time frame and with the approval of the Department or four (4) hours or six (6) hours of pay at the straight time rate. Any sergeant that is called into work on a designated holiday shall be compensated at their regular overtime rate and shall receive the straight time holiday compensation on a pro-rata basis for the time actually worked.

Section 3: Floating Holidays

Sergeants earn floating holidays on a pro rata basis, in the amount of 4.1538 hours per pay period. If the Village permits an employee to use a floating holiday(s) before it is actually earned and such employee then separates from Village employment (for any reason), the dollar value of such unearned time shall be deducted from the employee's final pay. Each Sergeant shall be granted 108 hours of floating holiday time. Floating holidays selected on a first come, first priority basis, pursuant to a process determined by the Chief of Police. Notwithstanding the foregoing, an employee may, at or before the start of his regularly scheduled shift, request permission to utilize a floating holiday under this section, and such request shall not be arbitrarily denied, unless approval would result in overtime liability to the Village. The Village reserves the right to limit approval of floating holiday requests to one (1) employee per shift

Floating holidays may not be carried over from one year to the next unless prior approval is obtained by the effected sergeant from the Chief of Police or his designee upon good cause shown. Floating holidays approved for carryover must be used within six (6) months.

ARTICLE XX

Drug and Alcohol Testing

The Village may require an employee to submit to a urine and/or blood test where there is reasonable suspicion of improper drug or alcohol use by said employee. The Village shall provide an employee who is ordered to submit to any such test with a written statement of the basis for the Village's reasonable suspicion within forty-eight (48) hours of the request.

The Village shall use only laboratories which are certified by the State of Illinois to perform drug and/or alcohol testing for such testing and shall be responsible for maintaining the identity and integrity of the sample. The passing of urine will not be directly witnessed unless there is reasonable suspicion to believe that the employee may tamper with the testing procedure. If the first test results in a positive finding by a state certified laboratory, a GC/MS confirmatory test shall be conducted as to the same sample. An initial positive screening test shall not be submitted to the Village; only GC/MS confirmatory test results will be reported only to the Police Chief of the Village. The Village shall provide an employee with a copy of any test results which the Village receives with respect to such employee.

A portion of the test sample, if positive, shall be retained by the laboratory for six months so that the employee may arrange for another confirmatory test (GC/MS) to be conducted by a laboratory certified by the State of Illinois to perform drug and/or alcohol testing of the employee's choosing and at the employee's expense.

Use of proscribed drugs at any time while employed by the Village, abuse of prescribed drugs, as well as having alcohol or proscribed drugs in the blood while on duty shall be cause for discipline, including termination, subject to confirmation by the Village Board of Fire and Police Commissioners. All issues relating to the drug and alcohol testing process (e.g., whether there is reasonable suspicion for ordering an employee to undertake a test, whether a proper chain of custody has been maintained, etc.) shall be raised with the Village Board of Fire and Police Commissioners. The Village shall continue to provide an employee wellness program to employees covered by this Agreement. An employee's participation in the employee wellness program shall be voluntary. An employee's voluntary request for assistance with drug and/or alcohol problems shall be held strictly confidential by the employee wellness program director. Documents evidencing an employee's voluntary request for assistance with drug or alcohol problems shall not be inserted into an employee's official personnel file without the employee's consent.

Nothing in this Article shall be construed to prevent an employee from asserting that there should be treatment in lieu of discipline in any proceeding before the Village Board of Fire and Police Commissioners.

ARTICLE XXI
Personnel Information Release to the News Media

Sergeants covered by this Agreement shall not be subject to having their personnel information released to the media, including: Sergeant photographs, address of residence, telephone number, other personal information, and current duty assignment, except for one (1) of the following reasons: written permission by the sergeant, by order of a court of competent jurisdiction, or in the event an sergeant is charged with a criminal act.

ARTICLE XXII

Health Insurance

Section 1: Hospital and Major Medical Insurance

The Village and employees covered under this contract shall pay the monthly premium cost for hospitalization and major medical insurance plan or the HMO option as follows: Effective January 1, 2026 the employee shall pay 16% of the premium for the type of coverage elected (single or family), and the Village shall pay the remainder of the premium. See Appendix D for agreed upon Health Insurance Plan revisions, effective January 1, 2026..

Effective January 1, 2027, the Blue Choice and Blue Advantage HMO shall become effective in lieu of all existing PPO and HMO plans, and employee contributions shall then be as follows:

	<u>2027- PPO and HMO</u>	<u>2028 – PPO and HMO</u>
<u>Employee Share</u>	<u>Single: 10% of Single Premium</u>	<u>Single: 10% of Single Premium</u>
	<u>Single + 1 : 10% of single + 1 premium</u>	<u>Single + 1 : 10% of single + 1 premium</u>
	<u>Family: 10% of Family Premium</u>	<u>Family: 10% of Family Premium</u>
<u>Village Share</u>	<u>Remainder</u>	<u>Remainder</u>

The Union agrees the Village retains the right to change carriers or otherwise provide for coverage (e.g. self-insurance) as long as the level of benefits remains substantially the same.

Section 2: Village's Obligation

It is agreed that the extent Village of Hoffman Estates' obligation under this section is limited solely to the payment of the cost of the insurance premium program provided thereunder, and employees and their dependents and beneficiaries shall be entitled to benefits, if any, only in accordance with and governed by the terms and conditions of the insurance policy, or policies, issued to provide such benefits. The Village of Hoffman Estates shall not itself be obligated to pay any insurance benefits provided of in said Section directly to employees or their dependents or beneficiaries.

The failure of any insurance carrier, or carriers, to provide any benefit for which it has contracted shall result in no liability to the Village of Hoffman Estates nor such failure be considered a breach by the Village of Hoffman Estates of any obligation undertaken under this or any other agreement. However, nothing in this Agreement shall be construed to relieve any insurance carrier from any liability it may have to the Village of Hoffman Estates, employee, or beneficiary, or dependent of any employee. The terms of any contract or policy issued by an insurance carrier shall be controlling in all matters pertaining to benefits thereunder.

The Village will not be responsible for changes unilaterally imposed by an insurance provider in benefits, co-payment provisions or deductibles.

Should there be a dispute between an employee (or his beneficiary or dependent) and the insurance carrier, or carriers, or the processor of claims, this dispute shall not be subject to the grievance procedure provided for in this Collective Bargaining Agreement between the Village of Hoffman Estates and Metropolitan Alliance of Police Chapter 97.

The Village reserves the right to maintain or institute cost containment measures relative to insurance coverage as long as the basic level of coverage remains substantially the same. Such changes may include, but are not limited to, mandatory second opinions for elective surgery, pre-admission and continuing admission review, prohibition on weekend admissions except in emergency situations, and mandatory outpatient elective surgery for designated surgical procedures.

The Village agrees that during the term of this contract it will offer no less than two different insurance plan options. Generally, one will be an HMO program and the other an indemnity plan.

Section 3: Dental Insurance

The Village shall make available to all covered employees, an optional individual or family dental plan. Said dental plan shall be provided at the employee's cost with no cost to the Village.

Section 4: Group Term Life Insurance

During the term of this Agreement, the Village of Hoffman Estates shall provide (by way of paying premiums), each full time employee covered by this Agreement with a paid sixty Thousand Dollar (\$60,000) group term life insurance policy. The Village of Hoffman Estates reserves the right to provide this group term life insurance through a self-insured plan or under a group insurance policy, or policies, issued by an insurance company, or insurance companies, selected by the Village.

Section 5: Inoculation and Immunization

The Village agrees to pay all expenses for inoculation or immunization shots for the employee when such becomes necessary as a result of said employee's exposure to contagious diseases where said sergeant has been exposed to said disease in the line of duty.

Section 6: HIPAA and Mental Health Parity Act

The parties agree that the Employer may adopt policies to implement the Health Insurance Portability and Accountability Act, as well as the Mental Health Parity Act of 1996, that are in accord with what is legally permissible under these federal statutes.

Section 7: Killed in the Line of Duty Benefit

The Village shall convey to a sergeant's immediate family, or designated beneficiary, a sum of \$10,000 if any officer is killed in the line of duty. This payment is an expression of financial support to the family toward funeral and burial expenses of the employee.

Section 8: Health Reimbursement Arrangement (HRA)

This Section shall become effective January 1, 2027. An HRA will be provided to Blue Choice Options PPO Plan participants. Eligible bargaining unit members, as determined by the Village, will receive HRA contributions as follows:

Single Coverage - \$700
Single Plus One Coverage - \$900
Family Coverage- \$1,100

Contributions will be deposited into the HRA twice per year, 50% in January and 50% in July. HMO participants are ineligible for HRA contributions.

ARTICLE XXIII
Vacation Scheduling and Accrual

Section 1: Vacation Accrual

1. From the completion of one (1) year of continuous service until the date of five (5) years of continuous service, an employee is entitled to two (2) times the hours worked in a normal workweek, per year.
2. From the completion of five (5) years of continuous service until the date of eleven (11) years of continuous service, an employee is entitled to three (3) times the hours worked in a normal workweek, per year.
3. From the completion of eleven (11) years of continuous service until the date of seventeen (17) years of continuous service, an employee is entitled to four (4) times the hours worked in a normal workweek, per year.
4. From the completion of seventeen (17) years and over of continuous service, an employee is entitled to five (5) times the hours worked in a normal workweek, per year.
5. In addition, effective January 1, 2020 an employee with an above standard performance evaluation shall receive two (2) additional vacation days regardless of years of service which must be used within a twelve (12) month period after earning.
6. The maximum number of hours employees can accrue vacation leave equals one-and-one-half (1 1/2) times the employee's annual accrual (e.g., three (3) weeks for two (2) weeks annual accrual, four-and-one-half (4 1/2) weeks for three (3) weeks annual earnings. etc.). All employees reaching the maximum vacation accrual will cease to earn additional vacation hours until the vacation balance falls below the maximum accrual limit. Employees are informed on each bi-weekly payroll check stub of current vacation balances. It is the responsibility of employees to monitor individual vacation balances and know how close they are to the maximum accrual limit.

Section 2: Scheduling

Vacation picks for the length of this contract shall be chosen as follows:

Sergeants shall pick their vacation periods in order of overall seniority by shift.

A sergeant shall be permitted to split the number of vacation days he is eligible to receive as many times as desired provided that each two (2) times a vacation period is selected, he shall lose his pick until the rest of the sergeants on his shift or unit of assignment have picked by seniority.

If a transfer from one shift or unit of assignment to another occurs, the sergeant's vacation pick stands unless mutually agreed upon with management approval.

When a sergeant changes shifts after vacation selection has been made, the department shall reasonably attempt to accommodate the vacation schedule of the sergeant changing shifts by first attempting to select sergeants without conflicting vacations.

The Village agrees that vacation picks selected at the beginning of the selection cycle shall supersede the assignment of floating holidays or an assigned legal holiday.

ARTICLE XXIV
Workers Compensation Pay

In the event of an employee on duty injury resulting in payment under Article XIV of this Agreement, the injured employee shall remit to the Village any payment received from the workers compensation carrier for wages. The Village will not be obligated to compensate an injured employee prior to receipt of said remittance from the employee.

Article XXV
No Solicitation

While the Village acknowledges that bargaining unit employees may conduct solicitation of Hoffman Estates merchants, residents or citizens, the Chapter agrees that no bargaining unit employee will solicit any person or entity for contributions on behalf of the Hoffman Estates Police Department or the Village of Hoffman Estates.

Bargaining unit members agree that the Village name, shield or insignia, communication systems, supplies and materials will not be used for solicitation purposes. Solicitation for the benefit of the collective bargaining representative by bargaining unit employees may not be done on work time or in a work uniform. The bargaining unit members agree that they will not use the words "Hoffman Estates Police Department" in their name or describe themselves as the "Village of Hoffman Estates." Bargaining unit members shall have the right to explain to the public, if necessary, that they are members of an organization providing collective bargaining, legal defense and other benefits to sergeants employed by the Village.

The foregoing shall not be construed as prohibition of lawful solicitation efforts by bargaining unit members directed to the general public. Each party hereto agrees that they will comply with all applicable laws regarding solicitation.

This provision of Article XXV does not apply to the solicitation efforts of the Metropolitan Alliance of Police or any of its agents who are not bargaining unit employees.

ARTICLE XXVI
Secondary Employment

Outside or secondary employment shall be governed by the current Hoffman Estates Police Department General Order No. 26.

ARTICLE XXVII

Termination and Legality Clauses

Section 1: Savings Clause

If any provision of this Agreement is subsequently declared by legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement and the parties shall meet as soon as possible to agree on a substitute provision. However, if parties are unable to agree within thirty (30) calendar days following commencement of the initial meeting then the matter shall be postponed until contract negotiations are reopened.

Section 2: Board of Police and Fire Commissioners

The authority and powers of the Board of Fire and Police Commission as established in accordance with the Illinois Constitution, Illinois Revised Statutes, and the Rules and Regulations of the Board of Fire and Police Commission shall supersede and take precedence over any provisions of this Agreement, where applicable. In addition, if any provisions of this Agreement are found to be in conflict with the Village Personnel Policy Manual or any Departmental Rules and Regulations or General Orders, said provisions of this Agreement shall take precedence.

Section 3: Entire Agreement

This Agreement, upon ratification, constitutes the complete and entire agreement between the parties, and concludes collective bargaining for its term.

The parties acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Village and the Union, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, including the impact of the Village's exercise of its rights as set forth herein on wages, hours or terms and conditions of employment, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

Section 4: Effective Dates of Agreement

This Agreement shall become effective as of January 1, 2026 and terminate on December 31, 2028. This Agreement shall be automatically renewed from contract year(s) to contract year(s). Either party shall notify the other party, in writing, no less than sixty (60) calendar days prior to nor more than one hundred twenty (120) calendar days prior to December 31, 2028 of either party's desire to modify or terminate this Agreement. In the event that notice of desire to terminate this Agreement is so given, this Agreement shall be terminated upon the expiration date.

Notwithstanding any provision of this Article or Agreement to the contrary, this Agreement shall remain in full force and effect after any expiration date while negotiations or resolution of impasse procedures are continuing for a new agreement or part thereof between the parties.

THIS AGREEMENT EXECUTED this _____ day of _____, 2026, after receiving official approval by the President and Board of Trustees and ratification by the Chapter membership.

METROPOLITAN ALLIANCE OF
POLICE, HOFFMAN ESTATES,
Chapter 97

VILLAGE OF HOFFMAN ESTATES

By: _____
President, Chapter 97

By: _____
President, Board of Trustees

ATTEST: _____
Secretary, Chapter 97

ATTEST: _____
Village Clerk

FOR THE METROPOLITAN
ALLIANCE OF POLICE, HOFFMAN
ESTATES, Chapter 97

As to Form and Legality:

Village Manager

Corporation Counsel

APPENDIX A

Section 1: Wage Schedule

	1/1/26-12/31/26	1/1/27-12/31/27	1/1/28-12/31/2028
	3.25%	3.25%	3.25%
	1.25% Market adjustment	1.5% Market adjustment	
Step 1	\$130,300.75	\$136,553.56	\$140,991.55
Step 2	\$133,095.79	\$139,482.73	\$144,015.92
Step 3	\$135,950.81	\$142,474.75	\$147,105.18
Step 4	\$138,866.97	\$145,530.85	\$150,260.60
Step 5	\$143,246.80	\$150,120.86	\$154,999.79
Step 6	\$147,626.65	\$154,710.88	\$159,738.98

Section 2: Specialty Pay

- A. Sergeants assigned to the following designated specialty positions shall be paid, prorated for the time of the appointment, in addition to their regular rate of pay: \$1,600.00 per 12-month period, payable in a lump sum during the last payroll period of the year:

Detective Sergeant

Field Training Coordinator

Tactical Sergeant

Staff Services Sergeant

Traffic Sergeant

- B. In no event shall more than one bargaining unit employee be eligible for specialty pay for each of the above assignments at the same time. In addition, sergeants occupying more than one specialty position shall not be eligible to receive more than one (1) specialty stipend per year, *i.e.*, no sergeant may receive more than \$1,600.00 in specialty pay per year.

- C. Sergeants that are fluent in a foreign language, and are called upon by the

department to translate on a regular basis shall be paid, in addition to their regular rate of pay, \$400.00 per 12-month period divided into twenty-six pay periods.

Section 3: Career Service Incentive

Based on the Career Service Incentive schedule below, each employee in the bargaining unit who has completed full-time, sworn service with the Village of Hoffman Estates Police Department according to the following schedule shall have his annual base salary increased in accordance with said schedule upon the first payroll after such anniversary, as a career service incentive. The career service incentive described herein shall be considered a one-time addition to an employee's base wage upon completion of their fifteenth (15) year, twentieth (20) year, or twenty-fifth (25) year anniversary.

This career service incentive shall be considered as part of the employee's base wage for purposes of determining the employee's hourly rate of pay.

Career Service Incentive Schedule

Full-Time Sworn Service with the HEPD	
10 years	\$850
15 years	\$1,100
20 years	\$1,350
25 years	\$1,600

APPENDIX B

Hireback

Section 1: Hireback Defined

Hireback is defined as any employment for an outside entity wherein the sworn member of this department is acting in the capacity of a Hoffman Estates Sergeant and payment for such employment is made to the sergeant through the Village of Hoffman Estates, and the outside organization or agency reimburses the Village for such hireback employment.

Section 2: Compensation for Hireback

Sergeants working hireback will be compensated at one and one-half (1 1/2) times the top sergeant rate regardless of rank. Sergeants of the rank of sergeant, when assigned in the capacity of detail supervisor shall be compensated at one and one-half (1 1/2) times the top sergeant's straight time rate.

Section 3: Hireback Coordinator

The Chief of Police shall assign one or more supervisors to coordinate hireback details and shall designate what details or types of details such coordinator is responsible for.

Section 4: Special Hireback Detail Training

Sergeants may be required to take specialized or refresher training with respect to the areas of hireback details. If such training takes place outside a sergeant's normal hours of work, it shall be treated for compensation purposes in the same way as other departmental training. Failure to complete such training shall preclude the sergeant from signing for hireback detail(s) which were the subject of the training.

Section 5: Responsibilities of Hireback Coordinator

1. The Hireback Coordinator shall have the responsibility of posting details in a timely manner.
2. He shall have the responsibility and authority of designating what sergeants (from the list of those that have signed for a given detail) are to be named as detail supervisor, what sergeants are to be assigned to work in uniform or civilian dress, to assign specific posts to such sergeants, and any other assignments as may be required by such detail.

3. He shall further be responsible for setting the reporting times for sergeants assigned to such detail(s).
4. If after a detail has been signed for and is subsequently canceled or the number of personnel needed for such detail is reduced by the entity requesting such hireback detail, he shall notify all sergeants so affected. If the number needed is reduced, the last to sign up for such detail shall be the sergeants for which reduction is made.

Any sergeant removed from a given hireback detail either by cancellation of such detail or by reduction of personnel needed shall have no claim for compensation for such detail as long as notification was made to such sergeant, either in person, by phone, in writing and by posting in the squad room of such cancellation or reduction.

Section 6: Hireback - Sergeants on Duty

All sergeants working hireback details are considered to be on duty as Hoffman Estates Sergeants and as such are afforded all the benefits of such employment and are subject to all rules, regulations, policies and orders of the Hoffman Estates Police Department with their efforts of such duty directed to the needs of the specific entity requesting the hireback.

Section 7: Hourly Limit on Working Hireback Details

No sergeant shall sign for more than twenty-five (25) hours of hireback detail in any calendar week. In the event a sergeant is on leave or furlough during an entire calendar week, he shall be limited to a total of sixty-five (65) hours of hireback details.

Section 8: Hireback Detail

A hireback detail is defined as any hireback request received by an outside entity for a specific date. If more than one (1) outside entity requests a hireback detail, each such request shall be considered as a separate hireback detail. All hireback requests shall be routed through the Hireback Coordinator.

Section 9: Eligibility for Hireback Details

1. No sergeant may work a hireback detail that is in conflict with his assigned tour(s) of duty.
2. No sergeant may work a hireback detail until he has attended training required by a specific hireback detail(s).

Section 10: Duties of a Detail Supervisor

The Detail Supervisor shall:

1. Be responsible for the conduct and actions of all police personnel assigned to such detail.
2. Once a detail has commenced and the supervisor finds or is advised that the manpower needs should be reduced for the balance of such detail, he shall first seek volunteers that wish to leave such detail early (minimum 2-hours pay). If no volunteers are found, he shall relieve of duty at such detail as many sergeants/officers as he is required to reduce the detail by. To accomplish this he shall relieve those that were the last to sign up for such detail.

Section 11: Hireback List

1. The department's roster of eligible sworn personnel by date of employment shall be split in half with the second half being reversed and merged with the first half by alternating each name for the two (2) halves to permit the department to have a mixture of senior and junior sworn personnel eligible for each detail.
2. In the event a hireback detail requires a supervisor there will be a separate list as stated above that will exclude supervisory personnel, and a second list of supervisory personnel will be posted for such details.
3. Sergeants not desiring to work hireback for any period(s) of time shall advise the Hireback Coordinator, in writing, of the period(s) for which such sergeant wishes to have his/her name stricken from the hireback list.
4. If an sergeant who has signed for a specific hireback detail fails to report for such detail, other than for an excused absence subject to the final approval of the Hireback Coordinator, such sergeant shall forfeit his next two (2) 72 hour picks in rotation on the hireback list and may be subject to disciplinary action under the rules, regulations, policies or orders of this department.
5. Nothing in the above section shall be interpreted to diminish the duties of the detail supervisor, specified herein.
6. If an employee demonstrates that he did not receive a hireback for which he was entitled under this Agreement, the exclusive remedy shall be to give that employee preference for the next available hireback of equal hours.

Section 12: Posting of Hireback Details

1. All hireback details (except in the event of an immediate hireback - less than 72 hours) shall be posted prior to 1200 hours on the date indicated as being posted and any time limits established for signing for any hireback detail shall commence and end at 1200 hours.
2. Hireback details shall be posted in a timely manner but in no event more than thirty (30) days in advance.

Section 13: Signing for a Hireback Detail

1. For each hireback detail, the Hireback Coordinator shall indicate upon the sign-up list the number of sergeants requested for such detail. He shall also indicate upon the hireback list as previously explained the sergeants that fall within a 72-hour initial priority pick period. The next detail will begin with the name following the last sergeant eligible on the previous priority pick period.
2. No sergeant shall sign or trade for any other sworn officer position unless said position became an open pick. Violation of this or any alteration of the sign-up list (except by the Hireback Coordinator) will result in disciplinary action, and removal of the sergeant's name from all hireback eligibility lists for a period of thirty (30) days.
3. Sergeants shall sign upon the next available line on the sign-up list to the maximum number of sergeants required.
4. If after the initial 72-hour priority pick period there remains the need for more sergeants to sign for a given detail, the number of spaces available may be signed by an equal number of sergeants that would immediately follow those on the 72-hour priority period. Such second pick period will last forty-eight (48) hours.
5. If after the 48-hour pick period there still remains openings for a specific detail, any sergeant regardless of his position on the hireback list and regardless of rank may sign for such detail. Such open pick period shall remain open for a maximum of ten (10) days or until seven (7) days prior to a specific detail.
6. If openings for a specific detail still remain after the policy stated in No. 5 above, this department may hireback from outside agencies. In no event shall a sergeant of this department be able to "bump" from a specific detail any sergeant hired back from an outside agency.
7. If a detail request comes in seventy-two (72) hours or less prior to such detail date, it shall be regarded as an instance hireback and any sergeant, regardless of rank, may sign for same.

8. If a hireback request comes in less than eight (8) days prior to the detail date and is not filled as stated in this policy as it regards priority pick periods at seventy-two (72) hours prior to the detail date, any sergeant, regardless of rank, may sign for such detail.
9. Priority 72-hour pick periods for consecutive details shall follow one another and not be affected by any subsequent 48-hour pick period for the previous detail.

APPENDIX C

VILLAGE OF HOFFMAN ESTATES LIGHT DUTY POLICY

The purpose of this policy is to clarify the conditions under which the Village will place an employee on light duty, and to provide guidance to the departments for administering the policy consistently. The employee is responsible for informing all health care providers of the Village's light duty policy.

SCOPE OF THE POLICY

This policy will apply to all full-time and part-time employees who have a temporary disability, which prohibits them from performing full job duties, or meeting the essential job functions of the position. Collective bargaining agreements will supersede this policy in those instances where there is a conflict between them. The policy applies to both on-the-job and non-work related injuries and illnesses. However, in assigning light duty work, those employees who have suffered a work related injury would receive first consideration for any light duty work assignments.

RESPONSIBILITY FOR THE POLICY

The Risk Manager and Department/Division Directors are responsible for monitoring the administration of the policy. All requests for light duty assignments must include the physical or medical restrictions, which will be reviewed by the Risk Manager who will in turn consult with the applicable Director as to the availability of light duty work.

The Director, or designee, will work with the Risk Manager to determine the availability of assignments and monitor the employee's progress in returning to full duty status.

DEFINITION OF LIGHT DUTY

Light duty is defined as temporary work, which can be accomplished by an injured or ill employee within the stipulated medical or physical limitations, and without exposing others to the risk of being harmed.

Light duty is further defined as temporary work, which when accomplished will contribute to the fulfillment of the mission of the department as distinguished from "make work" assignments created solely to accommodate ill or injured employees.

CONSIDERATION FOR LIGHT DUTY

Purpose for Light Duty: It is the policy of the Village to provide light duty work for reasons including but not limited to the following:

- To assist employees in recuperating from a temporary illness or injury by reintroducing them gradually to the demands of full duty work.
- To avoid placing temporarily disabled employees in positions that may aggravate the existing injury or illness or risk harm to themselves, co-workers or to other persons or property, by assigning them work they can perform within the restrictions of the treating health care provider.
- To conserve resources by having recuperating employees accomplish meaningful work that is otherwise performed by the regular work force.
- To assist in determining an employee's fitness for duty.

The Village Creates No "Make Work" Assignments: Based on the aforementioned objectives, there is no intention of creating "make work" assignments for any employee, regardless of the employee's physical condition, disability or illness. Employees assigned to light duty are placed in full pay status and expected to perform a fair day's work in a function that substantially contributes to the mission of the department and the Village.

Availability of Light Duty Work: There is no right to light duty work and no employee will be removed from a Village job to make light duty work available for a recuperating employee. The employee will not receive out-of-classification pay while performing light duty work. Moreover, some employees may be unable to perform certain light duty jobs because of lack of skills, training or similar reasons. The availability of light duty assignments may limit the number of individuals who can perform such work at any given time. In no instance will an injured employee with a light duty assignment be displaced in order to place another injured employee on light duty even if the injury is work related. Finally, there may be instances where light duty is not available.

Duration: Light duty work is temporary in nature and will **not** be made permanent. Light duty may be denied if injured employees do not have a reasonable expectation of returning to full regular duties within ninety (90) days from the first date eligible for a light duty assignment.

Case-by-Case Consideration of Assignments: Each case of eligibility for a light duty assignment is considered independently of any other past or present assignments. Thus, the circumstances of

each case, the needs of the Village, the availability of assignments in a department, and the nature of the work shall determine an assignment being made.

PROCEDURE

Duty Status Report: Employees recuperating from an injury or illness, and unable to perform essential job functions, shall have the treating health care provider complete a *Duty Status Report*. (See Attachment 'A'). The *Duty Status Report* is available from the Risk Manager and in the injured employee's department. The employee's treating health care provider may substitute another report form if it contains the same information as requested in the Village's *Duty Status Report*. The report must identify the employee's limitation(s) and the date on which the employee will next be examined or released for full duty. It is the responsibility of the employee to inform all health care providers of the Village's light duty policy.

Identification of Light Duty Work: The employee shall submit the *Duty Status Report* to the immediate supervisor who will forward the report to the Risk Manager. The Risk Manager will work with the Department Director in identifying light duty work that is compatible with the employee's restriction(s), and the duration of the light duty assignment, as determined by the health care provider.

Expiration of Assignment: When the light duty assignment expires as stated on the *Duty Status Report*, the employee **cannot** continue to work without furnishing the Risk Manager with a new *Duty Status Report* that will either:

- Recommend the continuation of light duty for a specified period of time and state the date on which the employee will next be examined, or
- Restrict the employee from performing any work for a specified period and state the date on which the employee will next be examined, or
- Release the employee for full duty on a specified date, or
- Any continuation of a light duty assignment will be reviewed and processed like the original assignment.

Forfeiture of Workers' Compensation Benefits:

An employee who is released for light duty but fails to notify the Department Director or the Risk Manager, may forfeit workers' compensation pay.

APPENDIX D
Medical Insurance Benefit Summary
2026

PPO 1 Plan		
	Deductible	\$550 individual / 3 X family
	Rx Drug Card Copay	\$5 for Generic
		\$50 for Preferred/Formulary
		\$115 for non-Preferred/non-Formulary
		Mail order (90 day supply) twice the cost above
	Out of Pocket Max	\$1,500/3x family
	Co-Insurance Network	90%
	Non-Network	70%
	Office Visit Copay	\$20
HMO Plan		
	Rx Drug Card Copay	\$5 for Generic
		\$50 for Preferred/Formulary
		\$115 for non-Preferred/non-Formulary
		Mail order (90 day

	supply) twice the cost above
Office Visit Copay	\$20

Effective January 1, 2027:

Blue Choice Options PPO Plan				Blue Advantage HMO
<u>Network Name</u>	<u>Blue Choice Options Network</u>	<u>BCBS PPO Network</u>	<u>Out-of- Network</u>	
Deductible	\$500	\$625	\$3,000	
Out-of-pocket Maximum	\$1,500	\$2,125	\$9,000	\$1,500
Coinsurance	90%	70%	50%	
Office visit/PCP copayment	\$20	\$25	50%	\$20
Specialist copayment	\$40	\$50	50%	
ER Copayment	\$250	\$250	\$250	\$50
ER Coinsurance	90%	90%	90%	
Family deductible and out of pocket maximum are 3 times the amounts above.				
<u>Prescriptions</u>	Monthly			Monthly
<i>Generic</i>	\$10			\$5
<i>Formulary/Brand</i>	\$25			\$30
<i>Non-formulary</i>	\$75			\$90
<i>2x for up to a 90-day supply</i>				<i>2x for up to a 90-day supply</i>

The above is a brief summary of the Village's Blue Choice Options PPO and Blue Advantage HMO health benefit program. This program is more fully described in summary plan description booklets provided to all employees upon becoming eligible to participate in the program.



AGENDA ITEM REPORT

Village Board of Trustees

February 16, 2026

ITEM 7D

REQUEST: Approval of the Collective Bargaining Labor Agreement between the Village of Hoffman Estates and the International Brotherhood of Teamsters Local 700 for the period January 1, 2026 through December 31, 2028.

FROM: Dan O'Malley, Deputy Village Manager

ITEM TYPE: Agreement - Village Board

REQUEST SUMMARY

Attached is the successor collective bargaining agreement for the International Brotherhood of Teamsters Local 700 (Public Works). The term of this agreement is January 1, 2026 through December 31, 2028 and covers all public works maintenance in the Village.

FINANCIAL IMPACT

RECOMMENDATION

Approval of the successor collective bargaining agreement between the Village and Teamsters Local 700.

ATTACHMENTS

1. TEAMSTERS LOCAL 700 2026-2028 CBA

COLLECTIVE BARGAINING LABOR AGREEMENT

BETWEEN

TEAMSTERS LOCAL 700
(Public Works)

AND

**THE VILLAGE OF HOFFMAN ESTATES,
COOK AND KANE COUNTIES, ILLINOIS**

BY ITS PRESIDENT AND BOARD OF TRUSTEES

January 1, 2026 – December 31, 2028

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ARTICLE I

Representation and Recognition

Section 1: Recognition

The Union is recognized by the Village as the bargaining representative for all bargaining unit employees, who are members of the Union, in the job classification of: Maintenance I, Maintenance II, and Maintenance III. Excluded from the bargaining unit are all other Village employees.

Section 2: Roster of Members

The Union Steward shall prepare a certified roster of the Union membership in the classifications outlined in Section 1 above and attach same to this Agreement as Appendix "A." The Union Steward shall also indicate next to any such member's name any official office such member holds with the Union. The Union Steward on or before December 31 of each calendar year shall deliver to the Village Manager an updated certified roster of the Union membership in the classifications outlined above including any official title such Union members hold with the Union.

Section 3: Gender

Wherever the male gender is used in this Agreement, it shall be construed to include male and female employees.

ARTICLE II

Management Rights

It is understood and agreed that the Village possesses the sole right and authority to operate and direct the employees of the Village and its various departments in all aspects including, but not limited to, all rights and authority exercised by the Village prior to the execution of this Agreement, except as modified in this Agreement. These rights include, but are not limited to, the right:

- a) To determine its mission, policies, and to set forth all standards of service offered to the public;
- b) To plan, direct, control, schedule, and determine the operations or services to be conducted by employees of the Village;
- c) To determine the methods, means, number of personnel needed to carry out the department's mission and compensation of employees;
- d) To direct the working forces;
- e) To hire, assign, or transfer employees;
- f) To promote, demote, suspend, discipline or discharge for just cause and determine standards to be met (new employees in probationary period without cause);
- g) To lay off or relieve employees due to lack of work or funds or for other legitimate reasons;
- h) To make and enforce rules and regulations;
- i) To introduce new or improved methods, equipment, or facilities;
- j) To contract out for goods and services; and
- k) To take any and all actions as may be necessary to carry out the mission of the Village and the Public Works Department in situations of civil emergency conditions as may be declared by the President of the Board of Trustees or the Village Manager. Said action may include the suspension of the provisions of this Agreement provided that wage rates and monetary benefits shall not be suspended. All provisions of this Agreement shall be immediately reinstated once a civil emergency condition ceases to exist.

ARTICLE III

Dues Deduction

Section 1: Checkoff

Upon receipt of a signed authorization from an employee in the form set forth in Appendix “B,” the regular monthly dues (in accordance with schedule provided by the Union) of the Union shall be deducted from such employee’s pay. The Financial Officer of the Union shall notify the Department of Finance (with a copy to the Department of Public Works) by certified mail of the amount of union dues to be deducted. Deductions shall be made on the second payday of each month and shall be remitted promptly to the Financial Officer of the Union.

Section 2: Indemnification

The Union shall indemnify and hold harmless the Village, its elected representatives, officers, administrators, agents and employees from and against any and all claims, demands, actions, complaints, suits or other forms of liability (monetary or otherwise) that arise out of or by reason of any action taken or not taken by the Village for the purpose of complying with the provisions of this Article. This indemnification provision shall not extend to errors that are solely the fault of the Village.

ARTICLE IV

No Discrimination – No Strike – No Lockout

Section 1: No Discrimination

In accordance with applicable federal and state statutes, the Village and the Union agree that neither shall unlawfully discriminate among employees in the application of the provisions of this Agreement because of an employee's race, color, religion, sex, national origin, sexual orientation, disability, marital status, status as a covered veteran or age.

Notwithstanding any provision of this Agreement, the Village may take all steps necessary to comply with the Americans with Disabilities Act. Any dispute regarding this section shall not be subject to the grievance procedure provided for in Article VI.

Section 2: Protection of Agreement

Neither the Village nor the Union, through their officers, members, representatives, agents or committees shall engage in any activity of any kind for the purpose of defeating or evading the terms of this Agreement.

Section 3: Union Membership

There shall be no discrimination, interference, restraint or coercion by the Village or any of its agents against any Public Works employee because of his membership in the Union or by the Union because a Public Works employee is not a Union member.

Section 4: Limitation on Union Activities During Working Hours

The Union, its members, agents, or representatives will not engage in any Union activities of any kind during the working hours of the Public Works employees, except as authorized pursuant to the provisions of this Agreement. Working hours shall be defined as those hours in which a Public Works employee receives compensation from the Village, except when a Public Works employee is on authorized vacation leave or holiday.

Section 5: No Lockout

During the term of this agreement, the Village agrees that there shall be no lockout of members of the Union due to a labor dispute.

Section 6: No Strike

During the term of this agreement, neither the Union nor any officers, agents or employees covered by this Agreement will instigate, promote, speak, engage in, or condone any strike, sympathy strike, slowdown, sit down, concerted stoppage of work, concerted refusal to perform overtime, mass resignations, mass absenteeism, or any other intentional interruption or disruption of the operations of the Village, regardless of the reason for so doing. Any or all employees who violate any of the provisions of this Article may be discharged or otherwise disciplined by the Village. In the event of a violation of this Section of this Article, the Union agrees to inform its members of their obligations under this Agreement and to direct them to return to work.

Section 7: Responsibility of Union Steward

All employees covered by the terms of this Agreement who hold a position of steward, or other position of authority and trust in the Union, occupy a position of special trust and responsibility in maintaining and bringing about compliance with this Agreement, including the responsibility to remain at work during any interruption which may be initiated by other Public Works employees and to encourage the Public Works employees violation Article IV, Section 6, to return to work.

Section 8: Duty of Fair Representation

The Union agrees to fulfill its duty to fairly represent all members covered by this agreement. The Union further agrees to indemnify and hold harmless the Village from any and

all liability, including monetary damages, which result from any failure on the part of the Union to fulfill its duty of fair representation.

Section 9: Personnel File

The Village agrees to abide by the requirements of the “Access to Personnel Records Act”, 820 ILCS 40/1 et.seq.

ARTICLE V

Labor Management Meetings

Labor Management meetings between the Union representatives and management shall be arranged by the Village Manager or his designated representative upon request of either party only after the chain of command in the Public Works Department has been exhausted.

Labor Management meetings shall be called by the Village consistent with confidentiality, or other legal restrictions to advise the Union of any anticipated major changes affecting the working conditions of the bargaining unit employees. Arrangements for any consultation meetings shall be made five (5) working days in advance whenever possible and an agenda of matters to be taken up at the meeting shall be presented in writing at the time consultation meeting is requested.

Meetings may address both items on an established agenda as well as additional matters of mutual interest. Union representatives shall be limited to no more than four (4) individuals at any one meeting. Minutes of Labor Management meetings shall reflect verbal and written statements, questions and suggestions made during meetings, as recorded by a Union representative and approved by both parties. Once approved, minutes shall be archived by the Village.

When contact is required by the Union Representative on matters within the scope of this Article, the point of contact is the Village Manager. Where contact is required by management with the Union, the point of contact is the Chief Union Steward.

If the Union requests consultation, it shall bear the cost of expenses and compensation for its own representatives.

ARTICLE VI

Grievance Procedures

Section 1: Definition

A “grievance” is defined as a dispute or difference of opinion raised by an employee against the Village during the term of this Agreement regarding the alleged violation, misinterpretation or misapplication of an express provision of this Agreement only.

Section 2: Procedure

The parties acknowledge that it is usually most desirable for an employee and, if requested by the employee, a Union steward, to meet with the employee’s immediate supervisor to resolve problems through free and informal communications. If, however, the informal process does not resolve the matter, then in processing any grievance the following steps shall be adhered to:

- STEP 1: Any employee who has a grievance shall submit the grievance in writing to the employee’s immediate non-bargaining unit supervisor, specifically indicating that the matter is a grievance under this Agreement. The grievance shall contain a complete statement of the facts, the provision or provisions of this Agreement which are alleged to have been violated, and the relief requested. All grievances must be presented no later than five (5) working days from the date of the first occurrence of the matter giving rise to the grievance or within five (5) working days after the employee, through the use of reasonable diligence, could have obtained knowledge of the first occurrence of the event giving rise to the grievance. The immediate supervisor shall render a written response to the grievant within five (5) working days after the grievance is presented.
- STEP 2: If the grievance is not settled at Step 1 and the employee wishes to appeal the grievance to Step 2 of the grievance procedure, it shall be submitted in writing to the Head of the Division in which the employee is assigned or the Division Head’s designee within five (5) working days after receipt of the Village’s answer at Step 1. The grievance shall specifically state the basis upon which the grievant believes the grievance was improperly denied at the previous step in the grievance procedure. The Division Head or his designee shall render a written response to the grievance within five (5) working days after the grievance is presented.

STEP 3: If the grievance is not settled at Step 2 and the employee wishes to appeal the grievance to Step 3 of the grievance procedure, it shall be submitted in writing to the Head of the department in which the employee is assigned or the Department Head's designee within seven (7) working days after receipt of the Village's answer at Step 2. The grievance shall specifically state the basis upon which the grievant believes the grievance was improperly denied at the previous step in the grievance procedure. The Department Head, or his designee, shall investigate the grievance and, in the course of such investigation, shall offer to discuss the grievance within seven (7) working days with the grievant and an authorized representative of the Union at a time mutually agreeable to the parties. If no settlement of the grievance is reached, the Department Head, or his designee, shall provide a written answer to the grievant and the Union within seven (7) working days following their meeting.

STEP 4: If the grievance is not settled at Step 3 and the grievant desires to appeal, it shall be referred by the grievant in writing to the Village Manager within seven (7) working days after receipt of the Village's answer at Step 3. Thereafter, the Village Manager or his designee and other appropriate individual(s) as desired by the Village Manager, shall meet with the grievant and a Union representative within ten (10) working days of receipt of the grievant's appeal. If no agreement is reached, the Village Manager or designee shall submit a written answer to the grievant and the Union within seven (7) working days following the meeting.

Section 3: Arbitration

If the grievance is not settled in Step 4 and the Union wishes to appeal the grievance from Step 4 of the grievance procedure, the Union may refer the grievance to binding arbitration, as described below, within ten (10) working days of receipt of the Village's written answer as provided to the Union at Step 4:

- (a) The parties shall attempt to agree upon an arbitrator within ten (10) working days after receipt of the Union's written notice of referral. In the event the parties are unable to agree upon the arbitrator within said ten (10) working day period, the parties shall jointly request the Federal Mediation and Conciliation Service to submit a panel of five (5) arbitrators each of whom shall be from Illinois and be a member of the National Academy of Arbitrators. Each party retains the right to reject one panel in its entirety and request that a new panel be submitted. Both the Village and the Union shall have the right to strike two (2) names from the panel. The party requesting arbitration shall strike the first name; the other party shall then strike a name. The process shall be repeated and the person remaining shall be the arbitrator.

- (b) The arbitrator shall be notified of his/her selection and shall be requested to set a time and place for the hearing, subject to the availability of Union and Village representatives.
- (c) The Village and the Union shall have the right to request the arbitrator to require the presence of witnesses or documents. The Village and the Union retain the right to employ legal counsel.
- (d) The arbitrator shall submit his/her decision in writing within thirty (30) working days following the close of the hearing or the submission of briefs by the parties, whichever is later.
- (e) More than one grievance may be submitted to the same arbitrator where both parties mutually agree in writing.
- (f) The fees and expenses of the arbitrator and the cost of a written transcript, if any, shall be divided equally between the Village and the Union; provided, however, that each party shall be responsible for compensating its own representatives and witnesses.

Section 4: Limitations on Authority of Arbitrator

The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the question of fact as to whether there has been a violation, misinterpretation or misapplication of the specific provisions of this Agreement. The arbitrator shall be empowered to determine the issue raised by the grievance as submitted in writing at Step One. The arbitrator shall have no authority to make a decision on any issue not so submitted or raised. The arbitrator shall be without power to make any decision or award which is contrary to or inconsistent with in any way applicable laws, or of rules and regulations of administrative bodies that have the force and effect of law. The arbitrator shall not in any way limit or interfere with the powers, duties and responsibilities of the Village under law and applicable court decisions. Any decision or award of the arbitrator rendered within the limitations of this Section shall be final and binding on the parties.

Section 5: Time Limit for Filing

No grievances shall be entertained or processed unless it is submitted at Step 1 within five (5) working days after the first occurrence of the event giving rise to the grievance or within five (5) working days after the employee or the Union, through the use of reasonable diligence, could have obtained knowledge of the first occurrence of the event giving rise to the grievance.

If a grievance is not presented by the employee within the time limits set forth above, it shall be considered “waived” and may not be pursued further. If a grievance is not appealed to the next step within the specific time limit or any agreed extension thereof, it shall be considered settled on the basis of the Village’s last answer. If the Village does not answer a grievance or an appeal thereof within the specified time limits, the grievance shall be deemed denied at the step and the grievant may immediately appeal the grievance to the next step. The parties may by mutual agreement in writing extend any of the time limits set forth in the Article.

Section 6: Miscellaneous

No member of the bargaining unit who is serving in acting capacity shall have any authority to respond to a grievance being processed in accordance with the grievance procedure set forth in this Article. Moreover, no action, statement, agreement, settlement, or representation made by any member of the bargaining unit shall impose any obligation or duty to be considered to be authorized by or binding upon the Village unless and until the Village has agreed thereto in writing.

Section 7: Exclusivity of Grievance Procedure

The grievance procedure set forth in this Article shall be the sole and exclusive means for discussing and processing items subject to the grievance procedure.

ARTICLE VII

Job Posting/Probationary Promotions

Section 1: Posting

If there is a permanent job opening which the Village has decided to fill, the opening shall be posted by the Village on the bulletin board and employees will have five (5) working days after the opening is posted to make an application for such opening. The Village retains the right to temporarily fill the opening by transfer or otherwise. Even though a job opening has been posted, the Village retains the right to decide whether or not it should be filled. Any employee on approved vacation leave on the date of a job posting will be entitled sufficient time to apply for the position upon returning from vacation.

Section 2: Orientation

A department supervisor or his designee will orientate the new employee.

Section 3: Probationary Promotions

When a promoted employee fails to pass his six-month probationary period as determined by the Village, he will be demoted to the position he had at the time of his promotion if the position has not been filled and at the rate of pay previously held. If the position has been filled, then the demoted employee will be returned to a position that best represents the use of the employee's skills as determined by the Village.

Nothing in this Section shall be construed as preventing the layoff of a less senior employee in order to accommodate the demotion, in accordance with Article XV.

A probationary period may be extended for an additional six months , at the discretion of the Director of Public Works, or their designee.

ARTICLE VIII

Union Access

Section 1: Visitation

The Village agrees that non-employee officers and representatives of the Union shall have reasonable access to the premises of the Village during working hours with advance notice to the appropriate Village representative. Such visitations shall be for the reasons of the administration of this Agreement. The Union agrees that such activities shall not interfere with the normal work duties of employees. The Village reserves the right to designate a meeting place or to provide a representative to accompany a Union officer where operational requirements do not permit unlimited access.

Section 2: Union Steward

The Union shall have the right to certify three (3) stewards to participate in the Grievance Procedure to the extent set forth in Article VI, Grievance Procedure, of this Agreement. In the absence of a steward, one (1) Local Union Representative may act in the capacity of a steward and may participate in the Grievance Procedure to the extent set forth in Article VI, Grievance Procedure, of this Agreement.

Section 3: Notification to Village

The Chief Steward shall notify the Village Manager, in writing, of the name of the Stewards and so certify. Said notification will be made within forty-eight (48) hours of the certification of the Steward by the Union.

Section 4: Union Representation

The Union Steward or other appropriate Local Union Representative may represent individual Union members in matters appropriate for Grievance handling as set forth in Article VI, Grievance Procedure.

ARTICLE IX

Sick Leave

Section 1: Annual Earnings

Sick leave benefits for employees shall be up to ninety-six (96) hours per year earned bi-weekly at the rate of 3.692 hours for each completed payroll period the employee has been paid for at least forty (40) hours. Said sick leave shall accumulate from year to year of continuous employment with the Village. Employees who have exhausted all sick leave benefits may, upon written request and subject to advance approval by the Village Manager or his designee, be permitted to use any accrued vacation time and/or accrued compensation days during additional sick time. Under special circumstances, advanced sick leave may be granted by advance approval of the Village Manager.

Employees shall not be paid for the first day of each sick leave occurrence beginning with the sixth (6) such occurrence in the fiscal year. An employee's pre-approved use of sick leave to attend a scheduled appointment with the employee's or employee's close family member's physician or dentist during the employee's scheduled working hours will not be considered an occurrence under this paragraph, provided the appointment does not exceed four (4) hours and the appointment cannot be scheduled to occur during the employee's non-work time, verified by a written note from the employee's or employee's close family member's physician or dentist stating an appointment was unable to be scheduled outside of the employee's normally scheduled work hours. For purposes of this section, close family members shall be defined as the employee's spouse, child (including stepchild), parent and spouse's parent.

Section 2: Usage

Sick leave may be used for an employee's illness, pregnancy and/or childbirth, off-duty injury or non work-related disability of an employee, or quarantine of an employee. Sick leave

usage shall be charged to accrued time at a rate corresponding to employees daily work schedule. An employee may not use sick leave during the first ninety (90) days of employment.

Employees shall be eligible to receive paid sick leave when there is a sickness or disability involving a member of their immediate family, which requires the employee's personal care and attendance, provided that requiring the employee to report to work would cause a serious hardship on the member of the immediate family suffering from the illness or disability. For purposes of this Section, the definition of immediate family shall mean the employee's spouse, child, parent, or parent-in-law.

In addition, an employee may, subject to advanced approval by the employee's Department Director or the Department Director's designee, be permitted to utilize accrued sick leave to attend a necessary appointment with the employee's or employee's close family member's physician or dentist during the employee's scheduled working hours, provided that such appointment does not exceed four (4) hours and that said appointment could not be scheduled to occur during the employee's non-work time. Further, a written notice, , from the employee's or employee's close family member's physician must be submitted upon the employees return to work. The Department Director may limit the use of such sick leave to those hours traveling or actually attending the medical or dental appointment and may require the employee to work those scheduled hours, which do not conflict with the appointment.

Section 3: Reporting Sick Leave Absences

If an employee fails to call in sick prior to the start of his work day, that employee shall not be paid (or able to use available sick leave benefit) for that time away from work until the time he has made contact with a supervisor, unless such failure is justified by good cause acceptable to the Director of Public Works. Notwithstanding the above, if an employee fails to call in sick to a supervisor any time after two (2) hours past the start of his work day, that

employee shall not be paid (or able to use available sick leave benefit) for the full work day or any portion thereof. Any employee absent three (3) or more consecutive work days, who is suspected of abusing sick leave or who has developed a pattern of sick leave usage shall furnish a statement from their attending physician certifying that absence from work was required due to illness and that they are fit to return to full duty.

The Village may require, at its discretion and at its expense, and whenever possible during normal working hours, that an employee take a medical physical in conjunction with the above sick leave release procedure. An employee shall provide the Village with accurate information concerning the reason for sick leave usage, and cooperate fully with the Village in connection with any inquiries or medical examinations required under this Article.

Section 4: Sick Bank

During the term of this Agreement, employees will be eligible to participate on the same basis as other Village employees in any sick leave incentive program or the sick bank program that may be in effect for Village employees generally.

Section 5: Misuse of Sick Leave

Sick leave is not a right but a benefit provided by the Village in order to provide an employee protection against a loss of pay for a specific period of time due to illness.

The misuse of sick leave is a serious matter which cannot be accepted by the Village or the Union. The Village and the employees shall make every effort to correct the misuse of sick leave whenever it may be suspected of occurring. Abuse of the sick leave benefit shall be cause for disciplinary action up to and including discharge.

Section 6: Medical Leave of Absence

An employee who suffers an off-the-job injury or illness and is unable to return to work following exhaustion of all of his accrued sick leave benefits, vacation days, and holidays, and

any Family Medical Leave as provided by Village policy, if applicable, upon request, may be granted a temporary leave of absence with the approval of the Village Manager. Such leave of absence, if granted, shall begin following the use of all accrued benefits and any Family Medical Leave provided by Village policy, if applicable, as described above. If the employee is permitted a Medical Leave of Absence, the Village Manager shall set the time period based on the circumstances in each specific case. The employee shall inform the Village in writing about the nature of the disability and length of time needed for leave. The request shall be accompanied by a written statement from an appropriate professional, which includes the, prognosis, and expected duration of the disability. No sick leave, vacation, holiday or seniority benefits will accrue to the employee during the temporary leave of absence and any holidays, which may occur during the leave, shall be forfeited.

Failure to apply for such leave within seven (7) days upon expiration of sick leave benefits will result in automatic termination, unless the employee is able to demonstrate that extraordinary circumstances beyond his control prevented him from applying for such leave within the seven (7) day period.

If an employee is determined by appropriate professionals to be permanently disabled and unable to perform the essential duties of his position with reasonable accommodation, as the result of an injury or illness, the employee shall be terminated, effective on the date of such decision by the Village Manager.

Section 7: Sick Leave Separation Incentive

A sick leave incentive program of the following terms and conditions shall be in effect in order to reduce the amount of sick time usage.

Part One: In order to be eligible to receive this benefit, a separating employee must have at least twenty (20) years of continuous service with the Village and a minimum of one thousand (1,000) hours of unused accrued sick leave as of the date of his

resignation from the Village.

Part Two: Upon separation from employment, the appropriate value of an eligible employee's accrued sick leave hours accrued pursuant to the Sick Leave Incentive Payout Schedule below will automatically be applied to the purchase of retiree health insurance or the reimbursement of out-of-pocket medical expenses, for such employee or his eligible dependents.

Sick Leave Incentive Payout Schedule

1,000 hours	30%	(300 hours)
1,001 – 1,600 hours	35%	(210 hours)
1,601 – 2,400 hours	40%	(320 hours)

Maximum benefit: 830 hours

There shall be no cash payout to the employee for any sick leave, and the application of the sick leave benefit described herein shall be pursuant to a plan established by the Village in compliance with Section 105 of the Internal Revenue Code of 1986, as amended, and the applicable regulations. The maximum benefit shall be eight hundred and thirty (830) hours, valued at the employee's existing rate of pay at the time of separation from employment.

Part Three: This sick incentive described herein shall be available for use following an eligible employee's last day of employment with the Village, subject to the conditions specified in Parts One and Two.

Part Four: For purposes of this Section, no employee covered by this agreement shall substitute scheduled or unscheduled vacation or other paid leave for necessary sick time.

ARTICLE X

Rules and Regulations

Section 1: The Union and the Village agree that each will encourage employees to comply, in full, with all Public Works Departmental rules, regulations, orders and directives and the Village of Hoffman Estates Personnel Policy Manual that are not in conflict with provisions of the Agreement.

Work rules, regulations, policies, procedures and general orders of the Department in effect on the effective date of this Agreement or issued after the effective date of this Agreement shall remain in full force and effect if not in conflict with any article or section of this bargaining Agreement.

Section 2: Precedence of Agreement

If there is any conflict between the written provisions of this Agreement and the written provisions of any Village ordinance, Village Personnel Policy Manual or departmental policy, rule or regulation, which may be in effect from time to time, the written terms of this Agreement shall take precedence.

ARTICLE XI

Health and Safety Committee

Section 1: Committee Selection

The Department of Public Works shall have an employee Safety Committee comprised of five (5) persons. The Director of Public Works shall choose one (1) person from the Department. The Union shall choose one (1) person from each of the following three (3) divisions: Water and Sewer, Street, remaining work groups. The Union shall also select one (1) additional member at large and in any event shall appoint no more than two (2) persons of any similar classification.

Section 2: Committee Purpose

In accordance with Village procedures, the responsibilities of the Safety Committee include:

1. Review any work-related accidents in the department, and present recommendations to the department head. These recommendations may include suggestions for better safety techniques or equipment.
2. Identify unsafe working conditions and practices and make recommendations for their correction.
3. Periodically make safety inspections of the department and forward recommendations to the department head.
4. Safety Committees shall encourage employee input regarding safety suggestions.
5. Any employee involved in a matter under review by the Committee shall be given the opportunity to verbally discuss the incident with the Committee.

The Union recognizes the importance of this Committee and agrees to make any changes in membership necessary to maintain the Committee's integrity and to avoid a conflict of interest.

Section 3: Meetings

Safety Committee meetings shall be scheduled on a monthly basis or as needed, and any suggestions should be referred to the Village Manager. The minutes of the Safety Committee meetings shall reflect verbal and written statements, questions and suggestions submitted to the Chairman during the Safety Committee meeting. The Village shall respond to reasonable questions and suggestions submitted during the Safety Committee meetings. The Village's response shall be provided at the following Safety Committee meeting and the minutes shall reflect verbatim said response.

Section 4:

The parties agree to cooperate in fulfilling all obligations under applicable laws providing for a safe and healthful workplace.

ARTICLE XII

Union Bulletin Boards

Section 1: Bulletin Boards

The Village agrees to provide an area in the garage for the Union to post one (1) bulletin board. Also, space in the Building & Grounds work area of the Village Hall will be provided for the union to post one bulletin board.

Section 2: Size

The bulletin board space at the garage shall not exceed three (3) feet by three (3) feet. The bulletin board space at the Village Hall will not exceed two (2) feet by two (2) feet.

Section 3: Use

The Union bulletin boards shall be used for posting of Union notices and shall be restricted to the following:

- a) Notice of Union recreational and social activities;
- b) Notice of Union elections and results of such elections;
- c) Notice of Union appointments;
- d) Notice of Union meetings, committee meetings, and reports and minutes of said meetings;
- e) If the Union desires to post any other information or material, the Union shall first submit a copy of same to the Director of Public Works for his approval. The Director of Public Works shall have the sole discretion to approve or disapprove of said posting.

Section 4: Removal of Posted Material

Any material posted on the Union bulletin boards not on file with the Director of Public Works shall be removed by a supervisor accompanied by a Local Union Steward or representative.

Section 5: Union Responsibility

All cost incident to preparing and posting of Union material will be borne by the Union.

The Union is responsible for posting and removing approved material on its designed bulletin boards and for maintaining such bulletin boards in an orderly condition.

ARTICLE XIII

Sub-Contracting

Section 1: General Policy

It is the general policy of the Village to continue to utilize its employees to perform work they are qualified to perform. However, the Village reserves the right to contract out any work it deems necessary in the interests of efficiency, economy, improved work product or emergency.

Section 2: Notice and Discussion

Except where an emergency situation exists, before the Village changes its policy involving the overall sub-contracting of work in a general area, where such policy change amounts to a significant deviation from past practice which will result in the loss of work of a significant number of bargaining unit employees, the Village will notify the Union and offer the Union an opportunity to discuss the desirability of sub-contracting such work.

ARTICLE XIV

Working Out of Classification

Section 1: Pay for Work Out of Classification

Public Works employees requested to work temporarily, for more than four (4) hours in any classification above the one currently held shall receive \$1.80 per hour in addition to the employee's base rate of pay for the time said employee is working in the higher classification.

Section 2: Selection of Employees to Work Out of Classification

The selection of Public Works employees to work out of classification shall be the responsibility of the Superintendents, or their designee.

If an employee(s) is needed to perform temporary assignment(s) in another division other than the one normally assigned to, the Village will make a reasonable effort to find a volunteer(s). If no one volunteers, or the assignment requires a particular person's skills or qualifications, the Village shall select a qualified person in reverse seniority order.

Unless a particular person's skills or the amount of training involved require his or her continued presence in a temporary position, a temporary assignment will not exceed 60 work days, at which time a different person shall be selected. This process shall continue until the job assignment is completed.

It is specifically understood that this Section shall not pertain to any assignments that are a normal and regular part of an employee's out-of-division assignments or emergency responsibilities; e.g., snow and ice control, emergency response, etc.

ARTICLE XV

Seniority & Layoffs

Section 1: Probationary Period – New Employees

All new employees shall be on probation for a period of one (1) year of work, and shall be subject to discharge, demotion, layoff or otherwise dismissed by the Village at its option.

Neither the reason for nor the above-referenced action may be the subject of a grievance. The probationary period may be extended by the Village Manager for an additional three (3) month period.

Section 2: Seniority and Seniority List

Seniority shall be based on the length of continuous full-time service with the Village. The Village shall maintain seniority lists of all employees covered by this Agreement.

Seniority shall be applied on a department wide basis to determine scheduled overtime provided that the most senior employee is qualified to do the work. To determine the observance of a Designated Holiday, Superbowl and any Call Duty, divisional seniority will be used provided the most senior employee available to meet the staffing requirements is qualified. If the department's staffing needs are not filled going through the applicable seniority list, then an inverse seniority order will be used to meet staffing needs. The inverse process will start with the least senior employee qualified to do the work for scheduled overtime, Designated Holidays, Superbowl and Call Duty staffing assignments. The Union shall provide the department's management with a list of those employees off for the observance of Designated Holidays and the Superbowl by April 1 of each year. Snow and Ice route assignments for the upcoming season will be selected by November 15 and will be made based on department seniority for the initial call-out of employees on a Salting Roster. Any vacancies on the Roster will be filled by the

selection process that was submitted by November 15. It is understood that during continuing snow and ice operations, originally selected route assignments will not be in effect.

Section 3: Termination of Seniority and Employment

Seniority and employment shall be terminated when an employee:

- a) is absent for three (3) consecutive workdays without reporting the reason for such absence to the Village and the expected date of return. Such person shall be considered to have quit without notice. If the employee does not return to work on the date that he indicated, it will be necessary for the absent employee to again notify the Village, and failure to do so shall be considered a quit.
- b) is laid off or absent for any other reason for a period of time equal to his seniority or twelve (12) months, whichever is less (except that absence due to sickness or occupational injury does not apply).
- c) fails to return from an approved leave of absence, including sick leave, on the workday following the expiration of the leave.
- d) quits or retires.
- e) is discharged.

Section 4: Layoffs

In the event the Village determines that a layoff is necessary during the remainder of the term of the contract, employees will be laid off by job classification from the affected division in reverse order of hire, provided that at the Village's determination, the remaining employees in the department division can fully perform the remaining work. Prior to any layoff of a full-time employee in a classification and/or division, all seasonal, part-time, temporary or probationary employees in the affected classification and/or division shall be laid off or terminated. An employee will be notified in writing of his layoff.

When an employee in an affected division is laid off, that employee, if in a higher classification, will have the opportunity to displace the least senior (based on department seniority) bargaining unit employee within the same job classification, if applicable, or in the

next lower job classification, provided he is qualified to fully perform the remaining work of the bargaining unit employee displaced.

The compensation of a laid off employee displacing another bargaining unit employee in the same job classification will remain the same. If the laid off employee, who is displacing a bargaining unit employee in a lower job classification, is at a rate of pay higher than the salary range maximum of the lower job classification, the employee will be placed at that range's maximum rate of pay. If the laid off employee's compensation is at a rate of pay lower than the salary range maximum of the lower job classification, the employee will be placed at the next lower pay step of that salary range that closest corresponds to the rate of pay in the former higher job classification.

The following provisions shall be applicable to any non-probationary full-time employees who are laid off by the Village during the time that they have recall rights:

1. An employee shall receive full pay for all earned and unused vacation time and floating holidays.
2. If an employee with at least three years seniority voluntarily elects to be terminated rather than being laid off and thereby forfeiting any right to recall, said employee shall receive two (2) weeks salary as severance pay.
3. An employee shall be on a recall list for a period of time equal to his seniority or 12 months, whichever is less.
4. Employees shall have the right to maintain insurance coverage under COBRA by paying in advance the full applicable monthly premium (employer and employee co-payments) for employee's coverage in effect prior to the layoff.
5. An employee shall have the right to apply for vacancies at any position covered by this Agreement which the Village has decided to fill, provided the Village has the right to determine whether the employee is qualified to fill any such vacancy. If two or more employees on layoff apply for the same position, which the Village is seeking to fill and the Village has determined that their qualifications are equal, the position shall be awarded to the employee with the greatest seniority.

Section 5: Recall

If there is a recall in the employee's departmental division, employees who are still on the recall list in said departmental division shall be recalled in the inverse order of their layoff. If any employee is recalled from layoff, the employee shall be automatically restored to the rate of pay which he received prior to the layoff, provided the employee is restored to his original job.

Employees who are eligible for recall shall be given seven (7) calendar days notice of recall and notice of recall shall be sent to the employee by certified or registered mail with a copy to the Union, provided that the employee must notify the Village of his intention to return to work within three (3) days after receiving notice of recall. The Village shall be deemed to have fulfilled its obligations by mailing the recall notice by certified or registered mail, return receipt requested, to the mailing address last provided by the employee, it being the obligation and responsibility of the employee to provide the Village with his latest mailing address. If an employee fails to timely respond to a recall notice, his name shall be removed from the recall list.

Section 6: New Hires

The Village shall not hire any new employees at any time unless all present regular employees covered by this Agreement are working a full forty (40) hour week.

Section 7: Discharges

Any employee may be discharged, and any dispute arising as a result of such discharge, with the exception of discharges of new employees on probation, shall be subject to the grievance procedure as herein provided.

ARTICLE XVI

Normal Workday/Workweek

Section 1: Application

This Article is intended to define the normal hours of work per day or per week in effect at the time of execution of this Agreement. Nothing contained herein shall be construed as preventing the Village from restructuring the normal workday or workweek for the purpose of promoting the efficiency of municipal government; from establishing the work schedules of employees; and establishing part-time positions.

Should the Village need to restructure the normal workday or workweek, existing qualified employees may volunteer, in seniority order, to fill that position(s). If sufficient staffing is not met through volunteers, the position or remaining positions of the restructured work schedule shall be filled through an inverse order of seniority from those qualified bargaining unit employees hired after January 1, 2000. In order to provide qualified trained staff for a restructured work schedule under the terms of this Section, the Village may temporarily assign a qualified bargaining unit employee through seniority to the restructured schedule to train a permanently assigned employee or provide coverage while that employee is attending training. A temporary assignment shall not extend more than thirty (30) workdays for any one employee.

Section 2: Calendar Week

Departmental calendar week shall be from 12:00 a.m. Sunday to 11:59 p.m. Saturday.

Section 3: Normal Workweek and Workday

Except as provided elsewhere in this Agreement, the normal workweek shall consist of forty (40) hours per Departmental Calendar week and such additional time as may, from time to time, be required in the judgment of the Village to serve the citizens of the Village. A normal

workday may be interrupted by an unpaid lunch period and consist of two breaks totaling no more than 30 minutes combined.

ARTICLE XVII

Overtime

Section 1: Overtime Pay

Employees covered by this Agreement shall be paid one and one-half (1-1/2) times their regular straight time hourly rate of pay for all authorized hours of work in excess of forty (40) hours in a workweek as required by the Fair Labor Standards Act or as provided for in Section 4 of this Article. For purposes of this Article, “hours of work” shall mean hours actually worked plus scheduled vacation time, floating holidays, designated holidays and compensation time and shall not include sick time, or any other non-work time, as stated in the Fair Labor Standards Act.

Employees have the option of converting earned overtime to compensation time (one hour-of overtime equals one and one-half hours of compensation time) in an amount not to exceed sixty-four (64) total hours of unused compensation time at any given time. Said time may be scheduled off up to a maximum of forty-eight (48) hours in any one calendar year with the approval of the employee’s non-bargaining unit supervisor and a forty-eight (48) hour notice of intent to take said time is required. Employees may, at their option, cash out up to forty (40) hours of their accrued compensation time on an annual basis. Said payment will be made as a separate check only on the first payroll of each December.

Section 2: Holiday Time

Inclusive of holiday pay at an employee’s regular hourly rate of pay, an employee shall be paid two-and-one-half (2-1/2) times his regular straight time hourly rate for all hours worked on any of the seven (7) designated holidays.

Section 3: No Pyramiding

Compensation shall not be paid or compensatory time taken more than once for the same hours under any provision of this Article or Agreement. There shall be no pyramiding of overtime or premium compensation rates.

Section 4: Overtime Payment

An employee who works any hours between 4:30 p.m. and his regular starting time as determined by the Village shall be compensated at one-and-one half (1-1/2) times their regular straight time hourly rate of pay. On any day this occurs, an employee will not be guaranteed eight hours of straight time pay, or permitted to extend any portion of the day with other benefit compensation. Furthermore, it is understood that after an employee has worked a combination of forty (40) hours of straight time and overtime in any single workweek, there will be no guarantee of additional working hours in that same workweek.

Section 5: Overtime Selection

No non-bargaining unit employee will take scheduled overtime work which can be performed by a bargaining unit employee until scheduled overtime opportunities have been posted for twenty-four (24) hours. Notice of scheduled overtime opportunities shall be posted with the date and time of the posting. After the twenty-four (24) hour notice, any qualified member of the department, including non-bargaining unit employees, may sign up. The Village agrees to make a reasonable effort to offer non-emergency bargaining unit overtime to bargaining unit employees who are qualified and capable of performing the work and can respond in a satisfactory response time. The remedy for any error in assignment to overtime shall be to assign the employee the next available overtime.

In the event that there is less than 24 hours' notice of scheduled overtime, the supervisor shall contact bargaining unit members, based on seniority, via Everbridge. If the required

staffing is not filled, the supervisor shall use call duty personnel. If additional staffing is still needed, then any qualified member of the department, including non-bargaining unit employees, may sign up.

This provision shall not apply to and is not intended to limit or restrict the Village's right to subcontract for services, as provided in Article XIII.

Section 6: Overtime Selection – Hold Over

In the event that a bargaining unit employee needs to be “held over” past their normal work hours to complete work started earlier in the day, those bargaining unit employee(s) will be offered the opportunity to continue that work to complete the task. Should the bargaining unit employee, originally assigned to the crew doing the work not be able to stay to complete the task, the Supervisor will request to replace that bargaining unit employee with another bargaining unit employee based on qualified seniority via Everbridge. This provision does not apply to the Snow and Ice Roster.

ARTICLE XVIII

Call Duty/Call Back

Section 1: Call Back

An employee called back to work after having left work shall receive a minimum of two (2) hours at the applicable overtime rate unless the time extends to his regular work shift at which time the employee's straight time rate would apply or unless the individual is called back to rectify his own error.

Section 2: Call Duty

The Village may institute a call duty policy, which may apply to all bargaining unit employees. When an employee is required to be on call duty after hours on their regularly scheduled work days (M – F, or Tues. – Sat.), he shall receive \$60 or one and one half (1.5) hours of compensation time for each call duty tour. When an employee is required to be on call duty during their non-scheduled work days (Sat. – Sun or Sun. – Mon.) or a Village Designated Holiday, he shall receive \$80 or one and one half (1.5) hours of compensation time. A tour is defined as 24 hours. Employees required to be on call duty shall be provided fourteen (14) days notice except in exigent circumstances.

Section 3: Heavy Equipment Operator Call Duty

Employees designated and classified as Heavy Equipment Operators are required to be available for HEO work such as utility excavations. When said employee is required to be on this call duty after hours on their regularly scheduled work days (M – F, or Tues. – Sat.), he shall receive \$60 or one and one half (1.5) hours of compensation time for each call duty tour. When an employee is required to be on call duty during their non-scheduled work days (Sat. – Sun. or Sun. – Mon.) or a Village Designated Holiday, he shall receive \$80 or one and one half (1.5) hours of compensation time for each tour of duty. A tour is defined as 24 hours.

The Union will provide a complete HEO Call Duty Schedule to the Department fourteen (14) days prior to the upcoming month's call duty. If the schedule is submitted incomplete, the Department will complete the schedule from the designated HEO personnel list.

ARTICLE XIX

Heavy Equipment Operator Program

Section 1: Program Purpose

The HEO program is established for operators of equipment required in earth excavations using the backhoe such as for water main repair, hydrant and valve replacement in close proximity to other utilities. A minimum one (1) year commitment is required of program participants. Participants must demonstrate and maintain adequate knowledge and skill in performing HEO duties and are expected to perform such tasks intermittently, as determined by the Director of Public Works or their designee, to retain proficiency. Continued participation in the program is contingent upon satisfactory performance of HEO responsibilities.

Section 2: Designated HEO

The Department will designate up to six (6) HEO positions annually thereafter based on an operator's continued skill and ability on the equipment and the operator's safety record with the equipment. In the Department's determination, additional designated HEOs may be added to the program to address operational needs.

Section 3: HEO in Training

The Department will maintain a secondary pool of personnel who have HEO skills and abilities (as determined by the Department) that will be eligible to sign up for the HEO Call Duty Program to supplement the designated HEOs. These individuals are considered as HEOs in training and will be assigned to this secondary pool by the Department and would only be eligible for a designated HEO position based on meeting the criteria as established in #2 above.

Section 4: Call Duty

A Call Duty program is established to provide coverage seven (7) days per week as provided in Article XVIII, Section 3. The call duty should be equally divided between the designated HEOs. However, the call duty list may be supplemented with a secondary pool of employees that are approved by the Department. The minimum participation level of the designated HEOs shall be 6 weeks per year. All HEOs, as with all other department personnel, are required to respond to emergencies or other types of call-outs, however, not as first responders, that involve multiple personnel participation such as would be the case for snow removal operations, flooding or other events of a significant magnitude that may not involve equipment operation. The Union will provide a complete HEO Call Duty Schedule to the Department fourteen (14) days prior to the upcoming month's call duty. If the schedule is submitted incomplete, the Department will complete the schedule from the designated HEO personnel list. Any schedule changes must be approved by a Supervisor prior to the change.

ARTICLE XX

Salary Schedule and Fringe Benefits

Section 1: Salary Schedule

Effective January 1, 2026, the following step increases and wage adjustments shall be in effect for bargaining unit position classifications in accordance with the schedule below. Beginning on the employee's next anniversary date, union employees not at the top step will advance to the next step in the salary schedule on said anniversary date.

If, at any time during the term of this Labor Agreement, the Village's State shared revenue from Local Government Distributive Fund (LGDF) otherwise known as income tax or sales tax drops by ten percent (10%) or more below the amount of this revenue source as stated in the previous year's CAFR (Comprehensive Annual Financial Report), then the parties agree to reopen for negotiation only this salary schedule Section 1 A-F.

A. Maintenance Worker I

	3.25%	3.25%	3.25%
	Plus .25% Market Adjustment		Plus .25% Market Adjustment
Service	1/1/2026	1/1/2027	1/1/2028
Starting	\$68,029	\$70,240	\$72,704
Aft. 1 yr	\$70,238	\$72,520	\$75,064
Aft. 2 yr.	\$73,750	\$76,146	\$78,818
Aft. 3 yrs	\$77,433	\$79,950	\$82,755
Aft. 4 yrs	\$81,311	\$83,953	\$86,899
Aft. 5 yrs	\$85,376	\$88,150	\$91,243
Aft. 6 yrs	\$89,643	\$92,557	\$95,804
Maximum	\$94,570	\$97,644	\$101,069

Position	1/1/2026	1/1/2027	1/1/2028
MI HEO	\$96,461	\$99,596	\$103,090
MI Technician	\$96,461	\$99,596	\$103,090

If an MI HEO/Technician is not at the maximum step,
then 2% will be added to the employees current wage step.

B. Maintenance Worker II

	3.25%	3.25%	3.25%
	Plus .25% Market Adjustment		Plus .25% Market Adjustment
Service	1/1/2026	1/1/2027	1/1/2028
Starting	\$72,993	\$75,365	\$78,009
Aft. 1 yr.	\$76,641	\$79,131	\$81,907
Aft. 2 yrs.	\$80,477	\$83,092	\$86,007
Aft. 3 yrs.	\$84,500	\$87,246	\$90,307
Aft. 4 yrs.	\$88,725	\$91,609	\$94,822
Aft. 5 yrs.	\$93,160	\$96,188	\$99,563
Aft. 6 yrs.	\$97,816	\$100,995	\$104,538
Maximum	\$103,146	\$106,498	\$110,234

MII HEO/Crew Leader/Technician

Position	1/1/2026	1/1/2027	1/1/2028
MII HEO/ Crew Leader	\$105,209	\$108,628	\$112,439
MII Technician	\$105,209	\$108,628	\$112,439

If an MII HEO/Crew Leader/Technician is not at the maximum step,
then 2% will be added to the employees current wage step.

C. Maintenance Worker III

	3.25%	3.25%	3.25%
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	Plus .25% Market Adjustment		Plus .25% Market Adjustment
Service	1/1/2026	1/1/2027	1/1/2028
Starting	\$78,282	\$80,826	\$83,662
After 1 yr.	\$82,193	\$84,864	\$87,841
After 2 yrs.	\$86,304	\$89,109	\$92,235
After 3 yrs.	\$90,617	\$93,562	\$96,845
After 4 yrs.	\$95,150	\$98,242	\$101,689
After 5 yrs.	\$99,910	\$103,157	\$106,776
After 6 yrs.	\$104,904	\$108,314	\$112,114
Maximum	\$110,373	\$113,960	\$117,958

MIII HEO/Crew
Leader

Position	1/1/2026	1/1/2027	1/1/2028
MIII HEO/ Crew Leader	\$112,580	\$116,239	\$120,317

D. The following wage schedule applies to employees hired on or after
January 1, 2016.

Maintenance Worker I

	3.25%	3.25%	3.25%
	Plus .25% Market Adjustment		Plus .25% Market Adjustment
Service	1/1/2026	1/1/2027	1/1/2028
Starting	\$64,789	\$66,894	\$69,241
Aft. 1 yr	\$66,894	\$69,068	\$71,491
Aft. 2 yrs	\$70,238	\$72,520	\$75,064
Aft. 3 yrs	\$73,746	\$76,143	\$78,814
Aft. 4 yrs.	\$77,439	\$79,955	\$82,760
Aft. 5 yrs.	\$81,310	\$83,952	\$86,897
Aft. 6 yrs.	\$85,376	\$88,150	\$91,243
Aft. 7 yrs.	\$90,067	\$92,994	\$96,256

Maximum	\$94,569	\$97,643	\$101,068
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Position	1/1/2026	1/1/2027	1/1/2028
MI HEO	\$96,461	\$99,596	\$103,089
MI Technician	\$96,461	\$99,596	\$103,089

If an MI HEO/Technician is not at the maximum step,
then 2% will be added to the employees current wage step.

E Maintenance Worker II

	3.25%	3.25%	3.25%
	Plus .25% Market Adjustment		Plus .25% Market Adjustment
Service	1/1/2026	1/1/2027	1/1/2028
Starting	\$69,516	\$71,775	\$74,293
Aft. 1 yr.	\$72,992	\$75,364	\$78,008
Aft. 2 yrs.	\$76,644	\$79,135	\$81,911
Aft. 3 yrs.	\$80,475	\$83,091	\$86,006
Aft. 4 yrs.	\$84,500	\$87,246	\$90,307
Aft. 5 yrs.	\$88,726	\$91,610	\$94,824
Aft. 6 yrs.	\$93,157	\$96,185	\$99,559
Aft. 7 yrs.	\$98,234	\$101,427	\$104,985
Maximum	\$103,146	\$106,498	\$110,234

MII HEO/Crew Leader

Position	1/1/2026	1/1/2027	1/1/2028
MII HEO/ Crew Leader	\$105,209	\$108,628	\$112,439

MII Technician	\$105,209	\$108,628	\$112,439
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If an MII HEO/Crew Leader/Technician is not at the maximum step, then 2% will be added to the employees current wage step.

F. Maintenance Worker III

	3.25%	3.25%	3.25%
	Plus .25% Market Adjustment		Plus .25% Market Adjustment
Service	1/1/2026	1/1/2027	1/1/2028
Starting	\$74,554	\$76,977	\$79,677
Aft. 1 yr.	\$78,278	\$80,822	\$83,657
Aft. 2 yrs.	\$82,194	\$84,865	\$87,842
Aft. 3 yrs.	\$86,302	\$89,107	\$92,233
Aft. 4 yrs.	\$90,619	\$93,564	\$96,847
Aft. 5 yrs.	\$95,153	\$98,245	\$101,692
Aft. 6 yrs.	\$99,910	\$103,157	\$106,776
Aft. 7 yrs.	\$105,117	\$108,533	\$112,340
Maximum	\$110,373	\$113,960	\$117,958

MIII HEO/Crew
Leader

Position	1/1/2026	1/1/2027	1/1/2028
MIII HEO/ Crew Leader	\$112,580	\$116,239	\$120,317

G. Stipends The Village may recognize in the form of a monetary stipend those additional skills, abilities or duties of unit employees attained through certifications, licenses or training that are deemed of value to the Village's operations. The authorized stipends, except as stated below, with the total number of employees eligible and the qualifying requirements for these stipends to be determined by the Village.

Arborist	\$0.10 per hour
Water License	\$0.20 per hour
ASE	\$0.07 per hour
Lead Mechanic	\$1.44 per hour

Certifications -- Work designated under a certification must be performed on a regular basis with re-certifications and renewal requirements being met in order to continue to receive the stipend. A maximum of twenty-two (22) certifications will be paid per employee.

Technician – The Department will place qualified employees into MI Technician and MII Technician classifications as determined by the Director of Public Works with approval from the Village Manager.

Lead Mechanic – The Department will place a qualified employee into the Lead Mechanic classification as determined by the Director of Public Works with approval from the Village Manager.

Crew Leader – The Department will designate annually, based on operational functions, up to six (6) crew leader positions who assign and coordinate the work activities of at least two (2) other bargaining unit employees over the majority of the work year. In the Department's determination, additional designated crew leaders may be added to the program to address operational needs.

Night Shift – Employees working the designated night shift (2:00 p.m. to 10:30 p.m.).

H. Snow and Ice Operations The Snow and Ice operations of the Village are an emergency service and not subject to the provisions of the Call-Duty Section of ARTICLE XVIII or other provisions of this Agreement. Snow and Ice operations are in

effect from December 1 of a calendar year through April 1 of the next calendar year.

Two (2), twelve 12-hour Salting Rosters (A.M. and P.M.), filled on a seniority basis, are maintained throughout the season. For each hour, outside an employee's regularly scheduled workday, on either the A.M. or P.M. Salting Roster that employee will receive a stipend of one dollar and sixty-five cents per hour (\$1.65). Effective January 1, 2028 that employee will receive one dollar and seventy cents per hour (\$1.70). The total stipend will be paid in a separate check to all eligible employees on May first of each year along with the uniform allowance, when applicable. If an employee should separate from Village service during a Snow and Ice season any eligible Salting Roster stipend due will be processed with the employee's final payout.

To address snow and ice emergencies outside of the declared Snow and Ice Season (Dec 1st – April 1st) a voluntary sign up list will be posted on an as needed basis by management staff. Employees that sign up will receive 16 hours of stipend pay at the current stipend rate per hour for weekdays and 24 hours of stipend pay for weekends and holidays. Said employees will be required to respond for the 24 hour period posted, if contacted to address a snow and ice emergency. Should the Village not receive an adequate number of union employee sign ups, then union employees will be contacted in reverse seniority order to address the emergency. If after contacting all union staff there still remains an inadequate number of responding union employees, the Village will deploy non-union staff or auxiliary drivers to address the emergency.

Wages for members of the bargaining unit shall be adjusted during the term of the –2020-2025 Agreement only according to the schedule set forth in Subsections A through F. The Village and the Union agree that the wage increases contained in Subsections A through F are minimum

increases, and that the Village may, at its discretion, provide discretionary increases to any or all employees at any time, including but not limited to performance, range or market adjustments

Section 2: Designated Holidays.

The following are the seven (7) designated holidays to be observed by the unit:

New Year's Day	--	January 1
Memorial Day	--	Last Monday in May
Independence Day	--	July 4
Labor Day	--	1 st Monday in September
Thanksgiving Day	--	4 th Thursday in November
Christmas Eve	--	December 24
Christmas Day	--	December 25

The procedure for taking holidays is outlined under the Designated Holiday section of the Personnel Policy Manual, as the Village may change from time to time. Holiday time shall be paid at a rate corresponding to employees daily work schedule (e.g., eight (8) hour work days).

Section 3: Floating Holidays

Members of the unit shall be entitled to floating holidays totaling forty (40) hours to be used at the discretion of the employee subject to the approval from the department head. They shall be subject to procedures outlined in the Personnel Policy Manual, as the Village may change from time to time.

In January of each fiscal year, an employee may be entitled to one (1) additional floating holiday (utilized as a prize day) if during the twelve (12) months of the preceding fiscal year they had no more than two (2) sick leave occurrences. Additionally, an employee may be entitled to two (2) additional floating holidays (utilized as prize days) if during the twelve (12) months of the preceding fiscal year they had no more than one (1) sick leave occurrence. Floating holidays may be taken in four (4) hour increments corresponding to the assigned work schedule.

Employees must request the use of floating holidays in writing with forty-eight (48) hours notice.

Section 4: Health Insurance

The Village and employees covered under this contract shall pay the monthly premium cost for the hospitalization and major medical insurance plan or the HMO option subject to the following schedule:

	01/01/2026	01/01/2027	01/01/2028
Employee Share	15% Single/ Family Premium	10% Single, Single Plus One, Family Premium	10% Single, Single Plus One. Family Premium
Village Share	Remainder	Remainder	Remainder

The employee contributions required under this Section shall be deducted from the employee's paycheck. Employee contributions required under this Section shall be in addition to employee deductibles or cost sharing required under the Village insurance plan.

The Union agrees the Village retains the right to change carriers or otherwise provide for coverage (e.g., self-insurance) as long as the level of benefits remains substantially the same. Effective January 1, 2026 and each January 1 after that the health insurance plan revisions pursuant to Appendix C will be made.

Notwithstanding the provisions of this Section, the parties agree that if the Village makes any changes or modifications with respect to co-payments and/or deductibles for out-patient surgical procedures and/or with respect to co-payment levels of the indemnity plan (now at 80/20), that are applicable to other regular full-time Village employees, then such changes or modifications shall likewise be applicable to the employees covered by this Agreement on the same terms and on the same date that they are applicable to other regular full-time Village employees provided, however, that written notice thereof is provided to the Union at least thirty (30) days prior to the effective date of such changes and/or modifications.

The parties agree that the Village may take actions to comply with the provisions of the Health Insurance Portability and Accountability Act (HIPAA).

For purposes of compliance with the Patient Protection and Affordable Care Act (hereinafter referred to as the “ACA”) and/or to avoid the statutory threshold of the “Cadillac Plan Excise Tax” provided for in Section 49801 of the Internal Revenue Code, the parties agree as follows:

If the Employer determines that the total dollar amount of health coverage costs for either individual or other coverage is at or above ninety percent (90%) of single and family coverage of the “Cadillac Plan Excise Tax” statutory thresholds provided for in Section 49801 of the Internal Revenue Code, for either self-insured or fully-insured coverage), or if changes under the Patient Protection and Affordable Care Act (the “ACA”) are enacted into law or made applicable through regulations or through binding sub-regulatory guidance and such changes render the Employer’s health plan out of compliance with the ACA, the employer shall notify the Union of that determination with reasonable supporting documentation.

Within thirty (30) days of such notification, for purposes of avoiding the statutory thresholds of the “Cadillac Plan Excise Tax”, the parties shall reopen the Agreement’s health insurance provisions and shall meet to re-negotiate the terms of the health plan design only, including but not limited to possible changes in deductibles, out-of-pocket maximums, co-pays and co-insurance that will reduce the total dollar cost below 90% of both single and family coverage of the “Cadillac Plan Excise Tax” statutory thresholds provided for in Section 49801 of the Internal Revenue Code), or to re-negotiate changes in the health plan in order to be in statutory compliance with the ACA. In the event that the parties reach impasse on these issues or negotiations delay beyond October 1 of the calendar year, the Employer may unilaterally implement its final offer.

Section 5: Miscellaneous

It is agreed that the extent of the Village of Hoffman Estates' obligation under Section 5 (Health Insurance) of this Article is limited solely to the payment of the cost of the insurance premium program provided thereunder, and employees and their dependents and beneficiaries shall be entitled to benefits, if any, only in accordance with and governed by the terms and conditions of the insurance policy, or policies, issued to provide such benefits. The Village of Hoffman Estates shall not itself be obligated to pay any insurance benefits provided for in said sections of this Article directly to employees or their dependents or beneficiaries.

The failure of any insurance carrier, or carriers, to provide any benefit for which it has contracted shall result in no liability to the Village of Hoffman Estates. Additionally, such failure will not be considered a breach by the Village of Hoffman Estates of any obligation undertaken under this or any other agreement. However, nothing in this Agreement shall be construed to relieve any insurance carrier from any liability it may have to the Village of Hoffman Estates, employee, or beneficiary, or dependent of any employee. The terms of any contract or policy issued by an insurance carrier shall be controlling in all matters pertaining to benefits thereunder.

Should there be a dispute between an employee (or his beneficiary or dependent) and the insurance carrier, or carriers, or the processor claims, this dispute shall not be subject to the grievance procedure provided for in this Collective Bargaining Agreement between the Village of Hoffman Estates and Local 700.

The Village reserves the right to maintain or institute cost containment measures relative to insurance coverage as long as the basic level of coverage remains substantially the same. Such changes may include, but are not limited to, mandatory second opinions for elective surgery, pre-admission and continuing admission review, prohibition on weekend admissions

except in emergency situations, and mandatory out-patient elective surgery for designated surgical procedures.

Section 6: Vacation Schedule

<u>Length of Service</u>	<u>Annual Earnings</u>
Starting the 1 st payroll to 3 rd year anniversary	a rate of 2 weeks
Beginning of the 4 th year to 10 th year anniversary	a rate of 3 weeks
Beginning of the 11 th year to 16 th year anniversary	a rate of 4 weeks
During the 17 th year	a rate of 4 weeks + 1 day
During the 18 th year	a rate of 4 weeks + 3 days
Beginning of the 19 th year and each year thereafter	a rate of 5 weeks

Employees following the term of the CBA and Department policies may use accrued vacation time up to the accrued balance. Thus new employees can use vacation during the first year of employment. The bi-weekly accrual of vacation time has an automatic carry-over of up to one-and-one-half an employee's annual earnings (i.e., two (2) weeks annual earning – three (3) annual weeks maximum accrual, four (4) weeks annual earnings – six (6) weeks maximum accrual) An employee who reaches the maximum accrual limit of vacation will cease earning vacation benefit until such time that the total vacation time balance is below the maximum limit. At that time, vacation benefit will resume accruing bi-weekly. Any vacation time canceled by the Village will not be lost to the employee nor count against the maximum accrual. However, such canceled time must be used within six (6) months of cancellation. Up to five (5) vacation and prize days per anniversary year may be taken in four (4) hour increments corresponding to one-half of the assigned daily work schedule. All other vacation time must be taken in full-day (eight (8) hour increments). Employees must provide ten (10) days written notice of vacation of five (5) days or more and forty-eight (48) hours written notice to use vacation of less than one (1) week. All use of vacation time is subject to approval by the supervisor.

Each employee shall be allowed four (4) exemptions per calendar year from the forty-eight (48) hour advance notice requirement, provided that a valid reason exists. An employee may not use the exemption for vacation in excess of a full work day increment (eight (8) hour work day). However, employee may use said exemption for vacation in increments of four (4) hours based on the eight (8) hour work day schedule. Use of more than four (4) exemption requests by an employee during the calendar year shall be cause for denial of the vacation usage. During the Snow & Ice season (Dec. 1 – April 1) or other after hours emergency situations, employees may use vacation time, compensation time or floating holiday to fill in for regular hours not worked as a result of being sent home to prepare for or recover from an after hours snow storm. In no case shall said vacation time, compensation time or floating holiday cause more than 40 regular hours in any one workweek. Employees will be allowed up to four (4) exemptions per calendar year from the 48-hour advance notice with the ability to use vacation in increments up to eight (8) hours, which will be considered an exemption. Should an employee be late for work in excess of fifteen (15) minutes and not make contact with a supervisor prior to the start of the work day, that tardy will be considered use of (1) exemption.

Section 7: Uniforms

All employees who are provided with uniforms are required to wear these uniforms and report to work with them being clean and neat in appearance. The Village reserves the right to determine the appropriate attire, in addition to the uniforms, for bargaining unit employees and when the attire should be worn. If the Village requires employees to wear a jacket with the Village logo in lieu of a plain dark blue jacket or sweatshirt, the Village will provide the jacket with logo.

The Village will provide all employees five (5) t-shirts per year. Employee are responsible to obtain coveralls of a Carhart quality and are subject to the approval of the Department Director.

Mechanics will remain on the uniform service and receive up to \$125 reimbursement annually towards the purchase of an approved pair(s) of shoes. Mechanics shall receive an additional \$100 annually for the reimbursement of Carhart quality coveralls. This payment shall be payable May 1, of each year. Employees receiving the uniform allowance will be responsible for all cleaning, repair and replacement of uniforms. Employees will also adhere to appearance standards set by the Department. Employees are to wear uniforms that are neat, presentable and in a clean appearance at all times. The uniform replacements purchased and maintained by the employees shall be acceptable to the Department Director and shall meet the standards of the Department. Uniforms will be purchased from a vendor designated by the Department and all logos or emblems will be affixed by a Department approved vendor in order to maintain consistency of employee uniforms. Beginning January 1, 2026 the uniform allowance shall be \$900 annually. Each annual payment shall be payable May 1 of each year. New employees will receive a uniform set (7 shirts and pants) and will receive a pro-rated uniform allowance depending on the employees hire date (i.e., hire date of June 1 equates to \$375 uniform allowance, hire date of September 1 equated to \$187.50 uniform allowance. Thereafter, the provisions of this Section 7 apply.

Section 8: Tool Allowance

Mechanics and Equipment Maintenance Technicians will receive effective January 1, 2026 nine hundred (\$900.00) per year for tool allowance as reimbursement for the purchase of new or replacement tools required to perform the job. The employee shall provide a receipt to the Village to obtain reimbursement.

Section 9: Jury Duty

An employee who is called for jury duty will be allowed sufficient time away from work with regular pay for such purpose. If the employee receives any compensation for jury duty, such compensation, less any travel stipend, shall be paid over to the Village of Hoffman Estates. It is understood that only the time needed shall be taken.

Section 10: Life Insurance

Each employee shall receive a life insurance policy in the amount of \$50,000.

Section 11: Funeral Leave

Members of the unit shall be entitled to funeral leave as outlined in the Personnel Policy Manual, as the Village may change from time to time.

Section 12: Career Service Incentive

Effective January 1, 2026, each employee in the bargaining unit who has completed ten (10) years or more of continuous full-time service with the Village of Hoffman Estates Public Works Department shall have his/her annual base salary increased by six hundred (\$600.00) as a career service incentive. Thereafter, when any other employee completes fifteen (15), twenty (20) or twenty-five (25) years of continuous full-time service with the Public Works Department, the applicable career service incentive (nine hundred (\$900) for fifteen (15) years, one thousand one hundred fifty dollars (\$1,150) for twenty (20) years or one thousand four hundred (\$1,400) for twenty-five (25) years) shall be added to the employee's annual base salary effective the first full payroll period after such anniversary date as a career service incentive.

Effective January 1, 2028 the schedule shall be as follows:

Career Service Incentive Schedule

10 years	\$850
15 years	\$1,100
20 years	\$1,350
25 years	\$1,600

The career service incentive shall be considered as part of the employee's base wage for the purpose of determining the employee's hourly rate of pay.

Section 13: CDL License Upgrades

When it is determined by the Village that a CDL license upgrade is required, the Village shall pay the cost of the initial license upgrade. Thereafter, the Village shall reimburse the employee the difference between the renewal cost of a regular license and that of the CDL license renewal cost. Up to four (4) hours of Village time off shall be granted for the initial upgrade testing and a Village vehicle will be provided if applicable.

ARTICLE XXI

Miscellaneous

Section 1: Discipline

The Village shall use its best efforts to issue discipline within thirty (30) days of an incident, unless there is a prolonged absence of the employee. The Department normally follows a “progressive discipline” format as outlined in the Personnel Policy Manual as may be modified by the department (in accordance with the Personnel Action Report, currently in effect, and as may be modified from time to time by the department). However, the Village retains the sole right to invoke a level of discipline, which it deems appropriate regarding any incident that would give rise to disciplinary action.

Prior to the actual imposition of a written reprimand, suspension without pay, other penalty involving pay or discharge, the Village shall give the affected employee an opportunity to discuss the circumstances underlying the disciplinary action. The affected employee upon request shall be allowed to have an Union representative or steward present during the discussion, although such discussion will not be inordinately delayed if a representative is not available.

Section 2: Drug Testing

All bargaining unit employees shall be subject to drug and alcohol testing consistent with the Department of Transportation rules governing drug and alcohol testing and implementing the Omnibus Transportation Employee Testing Act of 1991. The Village may take all steps necessary to comply with the drug and alcohol testing provisions of the Omnibus Transportation Employee Testing Act of 1991.

The Village shall continue to provide an employee wellness program to employees covered by this Agreement. An employee’s participation in the employee wellness program

shall be voluntary. An employee's voluntary request for assistance with drug and/or alcohol problems shall be held strictly confidential by the employee wellness program director and only released to other Village employees on a need-to-know basis. Documents evidencing an employee's voluntary request for assistance with drug or alcohol problems shall not be inserted into an employee's official personnel file without the employee's consent.

Use of prescribed (i.e., illegal) drugs at any time while employed by the Village, abuse of prescribed drugs, as well as having prescribed drugs in the blood while on duty, shall be cause for discipline, including discharge.

Cause for discipline, including dismissal, shall exist when an employee consumes or possesses alcohol at any time during or just prior to the beginning of the employee's working hours or anywhere on any Village premises or job sites, including Village buildings, properties, vehicles and the employee's personal vehicle while engaged in Village business; or when an employee is under the influence of alcohol during working hours. Nothing in this Section shall be construed to prevent an employee from requesting treatment in lieu of discipline.

Section 3: Medical Examinations

If there is any question concerning an employee's fitness for duty or fitness to return to duty following a layoff or leave of absence, the Village may require, at its expense, that the employee be examined by a qualified physician and/or another appropriate medical professional selected by the Village. The foregoing requirement shall be in addition to any requirement that an employee provide at his own expense a statement from his own doctor upon returning from sick leave of not less than three (3) days, or disability leave. If the Village determines that an employee is not fit for duty after receiving the results of any of the above examinations/tests, the Village may place the employee on sick leave (or unpaid leave if the employee does not have any unused sick leave days).

ARTICLE XXII

Termination and Legality Clauses

Section 1: Savings

If any provision of this Agreement is subsequently declared by legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement and the parties shall meet as soon as possible to agree on a substitute provision. However, if parties are unable to agree within thirty (30) days following commencement of the initial meeting, then the matter shall be postponed until contract negotiations are reopened.

Section 2: Entire Agreement

This Agreement, upon ratification, constitutes the complete and entire agreement between the parties, and concludes collective bargaining for its term.

The parties acknowledge that, during the negotiations which result in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Village and the Union, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, including the impact of the Village's exercise of its rights as set forth herein on wages, hours or terms and conditions of employment, even though such subjects or conditions of employment, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

Section 3: Effective Date, Termination and Reopening Provisions

This Agreement shall become effective as of January 1, 2026 and terminate on December 31, 2028. Thereafter, this Agreement shall be automatically renewed from contract year(s) to contract year(s) unless either party shall notify the other party, in writing, no less than one-hundred-and-twenty (120) calendar days prior to December 31st of any contract year or any subsequent anniversary date, of either party's desire to modify or terminate this Agreement. In the event that notice of desire to terminate the Agreement is so given, this Agreement shall be terminated upon the thirty-first (31st) day of December immediately following the giving of such notice.

Executed this _____ day of _____, 2026, after receiving official approval by the President and Board of Trustees and ratification by the Union membership.

TEAMSTERS LOCAL 700, VILLAGE OF HOFFMAN ESTATES

By _____
President, Board of Trustees

By _____
President,
Becky Strzechowski

Village Manager

By _____
Secretary Treasurer,
Barb Cornett

Corporation Counsel

ATTEST

4089708

APPENDIX “A”

Certified Roster of Union Membership

(To be supplied by the Union – ARTICLE I, Section 2)

APPENDIX “B”

Authorization for Check Off of Union Dues

“I hereby authorize the Department of Finance to deduct from my earnings, the regular monthly dues (uniform in dollar amount), in the amount certified by the Financial Officer of Local 700, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, and further authorize the remittance of such amount(s) to said Local Union in accordance with the currently effective Agreement between the Department of Public Works and said Local Union. This authorization is revocable by a notice in writing by certified mail to the Department of Finance and a copy to the Village Manager with a copy to the Department of Public Works and said Local Union.

I hereby waive all right and claim for said monies so deducted and transmitted in accordance with this authorization and, further and separately, relieve the Village, any Department of the Village, the Union and all their officers, representatives or agents from liability thereof.

Print Name

Signature

Date

APPENDIX “C”

	2026
<u>PPO1 Plan</u>	
Deductible	\$450 individual / 3 X family
Out of Pocket Max	\$1,500 individual / 3 X family
Rx Drug Card	\$5 for Generic \$50 for Preferred/Formulary
Co-Pay	\$115 for non-Preferred/non-Formulary Mail order (90 day supply) twice the cost above
Office Visit Co-Pay	\$20
Co-Insurance	Network 90%/ Non-network 70%
<u>HMO Plan</u>	
Rx Drug Card	\$5 for Generic \$50 for Preferred/Formulary
Co-Pay	\$115 for non-Preferred/non-Formulary Mail order (90 day supply) twice the cost above
Office Visit Co-Pay	\$20

Effective January 1, 2027:

Blue Choice Options PPO Plan				Blue Advantage HMO
<u>Network Name</u>	<u>Blue Choice Options Network</u>	<u>BCBS PPO Network</u>	<u>Out-of-Network</u>	
Deductible	\$500	\$625	\$3,000	
Out-of-pocket Maximum	\$1,500	\$2,125	\$9,000	\$1,500
Coinsurance	90%	70%	50%	
Office visit/PCP copayment	\$20	\$25	50%	\$20
Specialist copayment	\$40	\$50	50%	
ER Copayment	\$250	\$250	\$250	\$50
ER Coinsurance	90%	90%	90%	
Family deductible and out of pocket maximum are 3 times the amounts above.				
<u>Prescriptions</u>	Monthly			Monthly
<i>Generic</i>	\$10			\$5
<i>Formulary/Brand</i>	\$25			\$30
<i>Non-formulary</i>	\$75			\$90
<i>2x for up to a 90 day supply</i>				<i>2x for up to a 90 day supply</i>

The above is a brief summary of the Village's Blue Choice Options PPO and Blue Advantage HMO health benefit program. This program is more fully described in summary plan description booklets provided to all employees upon becoming eligible to participate in the program.

Health Reimbursement Arrangement (HRA)

This Section shall become effective January 1, 2027. An HRA will be provided to Blue Choice Options PPO Plan participants. Eligible bargaining unit members, as determined by the Village, will receive HRA contributions as follows:

Single Coverage - \$700
Single Plus One Coverage - \$900
Family Coverage- \$1,100

Contributions will be deposited into the HRA twice per year, 50% in January and 50% in July. HMO participants are ineligible for HRA contributions.