

MEMORANDUM OF UNDERSTANDING

III. Appendix C

The Employer and the Chapter agree that the following Appendix C shall be incorporated into the CBA as the seniority list and salary schedule placement for covered employees:

| Officer | Seniority Date | Years of Service on 01 May 25 | Step FY26 |
|-----------------------|-----------------------|--------------------------------------|------------------|
| Kotsianis, Haralambos | 11/1/2004 | 20 Years, 6 Months | H |
| Caiazzo, Jason | 1/7/2006 | 19 Years, 3 Months | H |
| Winter, John * | 4/30/2012 | 13 years, 0 Months | 4 |
| VanHowe, James | 3/1/2019 | 6 Years, 2 Months | 3 |
| Marano, Michelle | 8/14/2021 | 3 Years, 8 Months | 2 |
| Pudinoff, Austin | 09/11/23 | 1 Years, 7 Months | 2 |
| Piechocinski, Cohen | 04/08/24 | 1 Years, 0 Months | 2 |
| Sorisho, Oliver | 05/05/25 | 0 Years, 0 Months | 2 |

*OK
PBB 6/16/2025
JK 6/16/2025
KLS 7/25/2025*

IV. Section 17.14 Termination

The Employer and the Chapter agree that the Section 17.14 shall be revised to read in its entirety as follows;

Section 17.14. Termination in 2026.

This Agreement shall be effective as of the 1st day of May, 2025, and shall remain in force and effect until April 30, 2026. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing not less than one hundred and twenty (120) days prior to the termination date to the effect that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin not later than ninety (90) days prior to the termination date. This Agreement shall remain in full force and be effective during the negotiations and up to and until a new employment Agreement has been reached between the Parties.

V. Disputes

Any dispute regarding this Memorandum of Understanding or its application to the wages of any covered employee shall be resolved pursuant to the Collective Bargaining Agreement between the disputing parties, to which this Memorandum of Understanding shall be incorporated. This Memorandum of Understanding does not waive the right of the Chapter or its members to pursue a remedy in any

MEMORANDUM OF UNDERSTANDING

In exchange for the mutual promises contained herein, this Memorandum of Understanding is entered into between the Village of Palos Park, (hereinafter referred to as "Employer"), the Metropolitan Alliance of Police, Palos Park Police Department Chapter #150 (hereinafter referred to as the "Chapter"). By this Memorandum of Understanding the Employer and the Chapter agree as to the incorporation of this Agreement to their Collective Bargaining Agreement.

RECITALS

Whereas, the parties are signatories to a collective bargaining agreement ("CBA") governing the wages, terms and conditions of employment; and,

Whereas, Section 17.14 of the CBA indicates that it shall remain in force and effect until April 30, 2025.

Whereas, the parties have engaged in collective bargaining concerning the successor agreement; and

Whereas, the parties have reached agreement, which is set forth herein.

AGREEMENT

I. Contract Extension

The Employer and the Chapter agree to maintain the status quo on all provisions of the CBA for a period of one year (05/01/25 – 04/30/26) with the exceptions indicated herein.

II Appendix A

The Employer and the Chapter agree that the following Appendix A shall be incorporated into the CBA as the wage scale for covered employees;

MEMORANDUM OF UNDERSTANDING

APPENDIX "A"

EMPLOYEES HIRED BEFORE MAY 1, 2011

| Step | FY26 |
|--|-------------|
| | 3.25% |
| | |
| A (0 through the end of 12th month) | \$72,180 |
| B (start of 13th month through the end of 24th month) | \$76,359 |
| C (start of 25th month through the end of 36th month) | \$80,731 |
| D (start of 37th month through the end of the 48th month) | \$85,374 |
| E (start of 49th month through the end of the 60th month) | \$90,287 |
| F (Start of 61st month through the end of the 72nd month) | \$95,466 |
| G (start of 73rd month through the end of the 84th month) | \$100,961 |
| H (after the start of the 85th month) | \$107,522 |

EMPLOYEES HIRED AFTER MAY 1, 2011

| Step | FY26 |
|--|-------------|
| | 3.25% |
| | |
| 1 (0 thorough the end of the 12th month) | \$72,180 |
| 2 (start of 13 through the end of the 60th month) | \$80,731 |
| 3 (start of 61 through the end of the 84th month) | \$95,466 |
| 4 (after the start of the 85th month) | \$107,522 |

* Annual wage is based upon 2184 hours, calculated at straight-time rate of pay. Wage increases are retroactive to 05/01/25.

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V. **Disputes**

Any dispute regarding this Memorandum of Understanding or its application to the wages of any covered employee shall be resolved pursuant to the Collective Bargaining Agreement between the disputing parties, to which this Memorandum of Understanding shall be incorporated. This Memorandum of Understanding does not waive the right of the Chapter or its members to pursue a remedy in any other court, board or forum, beyond what may otherwise be agreed upon between the parties within the Collective Bargaining Agreement.

MEMORANDUM OF UNDERSTANDING

V Recitals Adopted

The recitals of this Memorandum are hereby adopted as if fully set forth herein.

VI Entire Agreement

This writing constitutes the entire understanding between the parties and may only be modified in writing executed by both parties.

Adopted by the parties on the date written below.

AGREED:

JUNE 9, 2025



Village of Palos Park



Metropolitan Alliance of Police
Palos Park Police Department
Chapter #150 President



Metropolitan Alliance of Police
Keith George, President