

MEMORANDUM OF AGREEMENT

This is a Memorandum of Agreement between Teamsters Local Union No. 700 (Union), and the Village of Hoffman Estates, Illinois (Village). The Union and the Village hereby agree as follows:

1. Section I of Article XX of the Collective Bargaining Agreement between Teamsters Local 700 and the Village of Hoffman Estates provides for a re-opener for wages and health insurance only.
2. In accordance with Section 1 above, the Collective Bargaining Labor Agreement is amended to include the following:
 - a) Article XX, Section 1: Salary Schedule - Wage adjustments to subsection A, B, C, D, E and F per Attachment A:

Effective January 1, 2024:

Maintenance Worker I: 3% salary increase; 2% market adjustment
Maintenance Worker II: 3% salary increase; 1% market adjustment
Maintenance Worker III: 3% salary increase; 1% market adjustment

Effective January 1, 2025:

Maintenance Worker I: 3% salary increase; 1% market adjustment
Maintenance Worker II: 3% salary increase; 0.5% market adjustment
Maintenance Worker III: 3% salary increase; 0.5% market adjustment

- b) Article XX, Section 4: Health Insurance – Health Insurance Schedule Revisions as follows:
 - 1) Employee share of health insurance effective January 1, 2024 15% and January 1, 2025 15% per Attachment B; and
3. This Memorandum of Agreement shall be in effect for the period January 1, 2024 through December 31, 2025.

TEAMSTERS LOCAL 700 PRESIDENT,

Ramon D. Williams.

Ramon D. Williams 11/30/23

TEAMSTERS LOCAL 700 SECY. TREASURER,

Robert V. Santana.

Robert V. Santana Jr
11-30-2023

VILLAGE OF HOFFMAN ESTATES

By: Emitabm

Title: VILLAGE MANAGER

Date: DECEMBER 6, 2023

Attachment A

A. Maintenance Worker I

3% + 2% 3% + 1%
market market
adjustment adjustment

	Reopener	Reopener
Service	1/1/2024	1/1/2025
Starting	\$63,177	\$65,723
Aft. 1 yr	\$65,228	\$67,857
Aft. 2 yr.	\$68,490	\$71,250
Aft. 3 yrs	\$71,911	\$74,809
Aft. 4 yrs	\$75,512	\$78,555
Aft. 5 yrs	\$79,287	\$82,482
Aft. 6 yrs	\$83,250	\$86,605
Maximum	\$87,825	\$91,365

MI HEO/Technician

3% + 2% 3% + 1%
market market
adjustment adjustment

	Reopener	Reopener
Position	1/1/2024	1/1/2025
MI HEO	\$89,582	\$93,192
MI Technician	\$89,582	\$93,192

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

B. Maintenance Worker II

3% + 1% 3% + 0.5%
market market
adjustment adjustment

	Reopener	Reopener
Service	1/1/2024	1/1/2025
Starting	\$68,124	\$70,519
Aft. 1 yr.	\$71,529	\$74,043
Aft. 2 yrs.	\$75,109	\$77,749

Aft. 3 yrs.	\$78,864	\$81,636
Aft. 4 yrs.	\$82,807	\$85,718
Aft. 5 yrs.	\$86,947	\$90,003
Aft. 6 yrs.	\$91,292	\$94,501
Maximum	\$96,266	\$99,650

MII HEO/Crew Leader

3% + 1% market adjustment 3% + 0.5% market adjustment

	Reopener	Reopener
Position	1/1/2024	1/1/2025
MII HEO/ Crew Leader	\$98,191	\$101,643

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

C. Maintenance Worker III

3% + 1% market adjustment 3% + 0.5% market adjustment

	Reopener	Reopener
Service	1/1/2024	1/1/2025
Starting	\$73,061	\$75,629
After 1 yr.	\$76,711	\$79,407
After 2 yrs.	\$80,548	\$83,379
After 3 yrs.	\$84,574	\$87,546
After 4 yrs.	\$88,804	\$91,925
After 5 yrs.	\$93,247	\$96,524
After 6 yrs.	\$97,908	\$101,349
Maximum	\$103,011	\$106,632

MIII HEO/Crew Leader

3% + 1% market adjustment 3% + 0.5% market adjustment

	Reopener	Reopener
Position	1/1/2024	1/1/2025

MIII HEO/ Crew Leader	\$105,070	\$108,763.52
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D. Maintenance Worker I

3% + 2% market adjustment
3% + 1% market adjustment

	Reopener	Reopener
	1/1/2024	1/1/2025
Service		
Starting	\$60,168	\$62,593
Aft. 1 yr	\$62,123	\$64,627
Aft. 2 yrs	\$65,228	\$67,857
Aft. 3 yrs	\$68,487	\$71,247
Aft. 4 yrs.	\$71,916	\$74,814
Aft. 5 yrs.	\$75,511	\$78,554
Aft. 6 yrs.	\$79,287	\$82,482
Aft. 7 yrs.	\$83,643	\$87,014
Aft. 8 yrs.	\$85,734	\$89,189
Maximum	\$87,825	\$91,364

MI HEO/Technician

3% + 2% market adjustment
3% + 1% market adjustment

	Reopener	Reopener
	1/1/2024	1/1/2025
Position		
MI HEO	\$89,581	\$93,192
MI Technician	\$89,581	\$93,192

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

E Maintenance Worker II

3% + 1% market adjustment
3% + 0.5% market adjustment

	Reopener	Reopener
	1/1/2024	1/1/2025
Service		
Starting	\$64,879	\$67,160
Aft. 1 yr.	\$68,123	\$70,518
Aft. 2 yrs.	\$71,532	\$74,046

Aft. 3 yrs.	\$75,108	\$77,748
Aft. 4 yrs.	\$78,864	\$81,636
Aft. 5 yrs.	\$82,808	\$85,719
Aft. 6 yrs.	\$86,944	\$90,000
Aft. 7 yrs.	\$91,682	\$94,905
Aft. 8 yrs.	\$93,974	\$97,277
Maximum	\$96,266	\$99,650

MII HEO/Crew Leader 3% + 1% 3% + 0.5%
 market market
 adjustment adjustment

	Reopener	Reopener
Position	1/1/2024	1/1/2025
MII HEO/ Crew Leader	\$98,192	\$101,643

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

F. Maintenance Worker III

3% + 1% 3% + 0.5%
 market market
 adjustment adjustment

	Reopener	Reopener
Service	1/1/2024	1/1/2025
Starting	\$69,581	\$72,027
Aft. 1 yr.	\$73,058	\$75,625
Aft. 2 yrs.	\$76,712	\$79,408
Aft. 3 yrs.	\$80,546	\$83,377
Aft. 4 yrs.	\$84,575	\$87,548
Aft. 5 yrs.	\$88,806	\$91,928
Aft. 6 yrs.	\$93,247	\$96,524
Aft. 7 yrs.	\$98,106	\$101,554
Aft. 8 yrs.	\$100,558	\$104,093
Maximum	\$103,012	\$106,632

MIII HEO/Crew Leader 3% + 1% 3% + 0.5%
 market market
 adjustment adjustment

	Reopener	Reopener
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Position	1/1/2024	1/1/2025
MIII HEO/ Crew Leader	\$105,072	\$108,765

Attachment B

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:

	Reopener 1/1/2024	Reopener 1/1/2025
Employee Share	15% Single/ Family Premium	15% Single/ Family Premium
Village Share	Remainder	Remainder

The following health insurance schedule applies to employees hired on or after January 1, 2016.

	Reopener 1/1/2024	Reopener 1/1/2025
Employee Share	15% Single/ Family Premium	15% Single/ Family Premium
Village Share	Remainder	Remainder