

**Memorandum of Understanding Between County of DuPage and International Union of
Operating Engineers, Local 150**

The County of DuPage (the "County") and the International Union of Operating Engineers ("IUOE"), Local 150 enter this Memorandum of Understanding ("MOU") on the ____ day of September 2022. The parties agree to the following:

1. The parties currently have a Collective Bargaining Agreement for Highway, Grounds and Vehicle Maintenance Supervisors employed in the Division of Transportation and/or Facilities Management. The current CBA expires November 30, 2024 (the "Current CBA").
2. The parties hereby agree to modify the Current CBA as follows:
 - A. Add Juneteenth as an authorized holiday under Article 11.1;
 - B. Amend Article 11.2 as follows:

All employees shall receive eight (8) hours pay for each holiday. Employees who are called out to work on an emergency basis on a holiday shall additionally be compensated at time and one half (1 ½) their regular rate of pay, with a guaranteed minimum of two and one half (2.5) hours; except that an employee that is called out to work on an emergency basis shall be compensated at two (2) times their regular rate of pay for the time worked on the following actual holidays: Thanksgiving Day, Christmas Day, New Year's Day and Independence Day, with a guaranteed minimum of two and one half (2.5) hours.

With the intent being employees will receive the emergency overtime rate of twice their regular rate of pay for work performed on these actual holidays, and not for work performed on a day designated by the County as the observed holiday.

- C. Amend Article 24.1 to increase minimum starting salaries as of the date of approval of this MOU to \$87,500.
- D. Unless otherwise stated in this MOU, bargaining unit employees who earn less than the new minimum salary shall have their annual salary increased to \$87,500 effective the second full payroll period following MOU ratification.
- E. Add the following Section B to Section 24.1:

Section B: Five Year Performance Adjustment

Bargaining unit members who reach five (5) years of service within their County supervisory classification shall receive a salary increase to \$101,500 if they received a performance appraisal score of at least a 3.00 on their most recent performance appraisal preceding their 5-year anniversary. This performance adjustment shall begin on the second full payroll period following the five (5) year anniversary date for time in their position classification.

Bargaining unit employees who have five years of service within their County supervisory classification as of the date the County ratifies this MOU shall have their annual salary increased to \$101,500 effective the second full payroll period following MOU ratification.

- F. Effective the second full payroll period following MOU ratification, the County shall issue a market adjustment salary increase to \$92,600 to Highway and/or Vehicle Maintenance Supervisors making under \$92,600 and/or not otherwise eligible for a Five-Year Performance Adjustment at the time of MOU ratification.
- 3. The foregoing salary adjustments to current bargaining unit members are not retroactive and contingent on the employee being employed with the County as of the date the County ratifies this MOU.
- 4. Nothing in this MOU shall be construed as obligating either party to engage in mid-term bargaining where not otherwise required.
- 5. The parties agree this MOU is effective only after the County of DuPage Board ratifies a resolution adopting this MOU. Otherwise, this MOU is null and void.

**INTERNATIONAL UNION
OF OPERATING ENGINEERS, LOCAL 150**

By: Deanna M. Distasio

Its: Attorney

Date: 9/8/2022

COUNTY OF DUPAGE

By: 

Its: County Board Chairman

Date: 9/27/22