

**VILLAGE OF LOMBARD
REQUEST FOR BOARD OF TRUSTEES ACTION**

_____ Resolution or Ordinance (Blue) Waiver of First requested __
_____ Recommendations of Boards, Commissions & Committees (Green)
 X Other Business (Pink)

TO : PRESIDENT AND BOARD OF TRUSTEES

FROM : Scott R. Niehaus, Village Manager

DATE : February 24, 2026 (B of T) Date: March 5, 2026

TITLE : Agreement with Fraternal Order of Police

SUBMITTED BY: Kathleen Dunne, Director of Human Resources

BACKGROUND/POLICY IMPLICATIONS:

An agreement between the Fraternal Order of Police and the Village of Lombard was reached. The contract runs from January 1, 2026 through December 31, 2028.

FISCAL IMPACT/FUNDING SOURCE:

Village Attorney _____ Date _____
Finance Director _____ Date _____
Village Manager _____ Date _____



To: Scott Niehaus, Village Manager

From: Joseph Grage, Police Chief
Kathleen Dunne, Director of Human Resources

Date: February 23, 2026

Re: **AGREEMENT WITH ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL**

This memo is being written to report on privileged discussions conducted with Village Counsel regarding Collective Negotiating Matters. The Village of Lombard's negotiating team has reached a Tentative Agreement on a contract with the Illinois Fraternal Order of Police Labor Council which represents the Police Officers. A summary of the key issues has been presented for your review. The Union ratified the Agreement on February 24, 2026.

Duration: The Agreement is for a three (3) year term beginning on January 1, 2026 and concluding December 31, 2028

Wages: Year 1 (January 1, 2026 – December 31, 2026)
General Wage Increase: 3.25% + 2.75% Market Adjustment

Year 2 (January 1, 2027 – December 31, 2027)
General Wage Increase: 3.25%

Year 3 (January 1, 2028 – December 31, 2028)
General Wage Increase: 3.25%

The wage increases reflect the Village Board direction to be at the 50% of our comparable communities and internal comparability.

The accruals were modified for the Patrol Division officers who are assigned to work the alternate schedule described in the 2024 Side Letter concerning a 5-2-5-3 work schedule (8.75-hour shifts)

Language was also added if the FMCS is unwilling or unable to fulfill a mediator request, the parties shall request a mediator from the Illinois Relations Board, and the panel of arbitrators was increased from five to seven.

On behalf of the Village staff, we would like to thank the Village Board for their continued support of the Police Department and their clear direction on this matter. The Village's negotiating team recommends that the Village Board support the terms reached in the Tentative Agreement. Should you have any questions, please feel free to contact me.