



Legislation Details (With Text)

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**Title:** Adopt the resolution authorizing execution of a collective bargaining agreement between the City of Naperville and M.A.P. CH. # 582 representing the Records Specialist employees in the Naperville Police Department

**Sponsors:**

**Indexes:**

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**Attachments:** 1. MAP 582 Agenda Resolution 6-18-24, 2. MAP CH # 582 CBA - Ex. A

Date	Ver.	Action By	Action	Result
6/18/2024	1	City Council		

**CITY COUNCIL AGENDA ITEM**

**ACTION REQUESTED:**

Adopt the resolution authorizing execution of a collective bargaining agreement between the City of Naperville and M.A.P. CH. # 582 representing the Records Specialist employees in the Naperville Police Department

**DEPARTMENT:** Legal Department

**SUBMITTED BY:** Dwight Pancottine, Labor and Employment Attorney

**BOARD/COMMISSION REVIEW:**

N/A

**BACKGROUND:**

The Naperville Police Department employs eight employees in the position of Records Specialist. These employees are responsible for handling and maintaining all documents and records associated with police enforcement and prosecution activity. The Records Specialist employees are represented for the purposes of collective bargaining by M.A.P. CH. # 582. The City and by M.A.P. CH. # 582 have reached agreement on a successor CBA consistent with City Council authority, and that agreement has been ratified by the bargaining unit employees. The CBA is attached to the Resolution document as Exhibit A.

**DISCUSSION:**

The attached CBA contains the following economic terms:

Term: The agreement has a five-year term retroactive to January 1, 2023 and terminates on December 31, 2027.

Wage Rates Increases: Annual percentage wage increases for all employees covered under the CBA are as follows: a 6.5% market adjustment and a 2.5% regular wage increase effective January 1, 2023; a 2.5% wage increase effective January 1, 2024; a 2.5% wage increase effective January 1, 2025; a 2.5% wage increase effective January 1, 2026; and a 2.5% wage increase effective January 1, 2027.

Benefit Additions: The City Maternity/New Parent Leave benefit was negotiated into the CBA.

All other economic terms of the agreement are consistent with the terms in the expired collective bargaining agreement.

**FISCAL IMPACT:**

The total cost of the wage increases for the five-year term of the agreement is \$117,043