



Legislation Details (With Text)

File #: 19-579 **Version:** 1
Type: Resolution **Status:** Passed
File created: 5/28/2019 **In control:** City Council
On agenda: 6/4/2019 **Final action:** 6/4/2019
Title: Adopt the resolution authorizing execution of a collective bargaining agreement between the City of Naperville and MAP Ch. # 744.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Resolution, 2. Exhibit A-CBA

Date	Ver.	Action By	Action	Result
6/4/2019	1	City Council	adopted	

CITY COUNCIL AGENDA ITEM

ACTION REQUESTED:

Adopt the resolution authorizing execution of a collective bargaining agreement between the City of Naperville and MAP Ch. # 744.

DEPARTMENT: Legal Department

SUBMITTED BY: Dwight Pancottine, Labor and Employment Attorney

BOARD/COMMISSION REVIEW:

N/A

BACKGROUND:

Police Department employees working in the jobs of Police Service Officers (“PSO”), Community Service Officers (CSO), Animal Control Officers (ACO) and Crime Scene Technicians (CST) organized in to a bargaining unit represented by the MAP police union. There are twenty-two employees in the bargaining unit. The City and MAP Ch. # 744 have reached agreement on an initial collective bargaining agreement consistent with City Council authority and that agreement has been ratified by the bargaining unit employees.

DISCUSSION:

The attached collective bargaining agreement contains the following economic terms:

Term: The agreement has a sixty (60) month term retroactive to January 1,2018 and terminates on December 31, 2022.

Wage Rates and Increases: Each of the four job classifications were placed in a seven step pay plan. The PSO, CSO and ACO pay plans have a starting hourly wage rate of \$19.00 and a top

hourly rate of \$29.00. The CST's have a starting hourly rate of \$25.00 and a top rate of \$34.00.

These wage scales are retroactive to January 1, 2018 on all hours paid.

Annual percentage wage increases on these rates are 2.50% effective January 1, 2020, 2.50% effective January 1, 2021 and 2.50% effective January 1, 2022.

All other economic terms of the agreement are consistent with the terms that applied to these employee groups prior to unionization.

FISCAL IMPACT:

The total cost of this agreement for the retroactive period of January 1, 2018 through May 2019 is \$230,445.