



Legislation Details (With Text)

**File #:** 21-0510      **Version:** 1

**Type:** Resolution      **Status:** Passed

**File created:** 4/12/2021      **In control:** City Council

**On agenda:** 4/20/2021      **Final action:** 4/20/2021

**Title:** Adopt the resolution authorizing execution of a collective bargaining agreement between the City of Naperville and I.U.O.E. Local 399

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Resolution (PBO), 2. Exhibit A (CBA)

Date	Ver.	Action By	Action	Result
4/20/2021	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 I.U.O.E. Local 399

**DEPARTMENT:** Legal Department

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

**BOARD/COMMISSION REVIEW:**

N/A

**BACKGROUND:**

The Public Buildings Operation (“PBO”) in the Department of Public Works has 11 employees represented for purposes of collective bargaining by I.U.O.E. Local 399 (“Union”). Eight of the employees work as Maintenance Technicians and three work as Building Engineers. The collective bargaining agreement (“CBA”) between the City and Union expired on December 31, 2019. The City and Union 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, 2020 and terminates on December 31, 2024.

**Wage Rates Increases:** Annual percentage wage increases for all employees covered under the

CBA are as follows: 2.75% effective January 1, 2020, 1.50% effective January 1, 2021; 2.50% effective January 1, 2022; 2.50% effective January 1, 2023; and 2.25% effective January 1, 2024.

Maintenance Technician Wage Adjustment: A wage adjustment for maintenance technicians who reach five years of service was implemented equivalent to the 25<sup>th</sup> percentile between the starting wage rate and the top wage rate in the Maintenance Technician group. At ten years of service, a wage adjustment equivalent to the 50<sup>th</sup> percentile between the starting wage rate and the top wage rate in the Maintenance Technician group was implemented. These adjustments cost a total of \$28,455 over the term of the agreement.

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

**FISCAL IMPACT:**

The total cost of this CBA for the five-year term, including the Maintenance Technician wage adjustments is \$115,167.