



Legislation Details (With Text)

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**File created:** 7/12/2021      **In control:** City Council  
**On agenda:** 7/20/2021      **Final action:** 7/20/2021  
**Title:** Adopt the resolution authorizing execution of a collective bargaining agreement between the City of Naperville and the Illinois Fraternal Order of Police Labor Council covering the Police Department Detention Officers

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Resolution, 2. Ex. A CBA

Date	Ver.	Action By	Action	Result
7/20/2021	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 the Illinois Fraternal Order of Police Labor Council covering the Police Department Detention Officers

**DEPARTMENT:** Legal Department

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

**BOARD/COMMISSION REVIEW:**

N/A

**BACKGROUND:**

The Police Department employs five detention officers represented for purposes of collective bargaining by the Illinois F.O.P. Labor Council (“Union”). The collective bargaining agreement (“CBA”) between the City and the Union expired on December 31, 2020. The parties 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, 2021 and terminates on December 31, 2025.

Wage Rate Increases: Annual percentage wage increases for all employees covered under the CBA are as follows: 1.50% effective January 1, 2021; a new wage step scale in lieu of a percentage wage increase effective January 1, 2022; a 2.50% wage increase effective January 1, 2023; a 2.50% wage increase effective January 1, 2024; and a 2.50% effective January 1, 2025.

Medical Insurance: Inclusion of a term waiving the union's right to bargain over any future medical plan design changes, deferring to the terms in the police officer CBA.

Benefits: Inclusion of the City's maternity benefit, new parent leave benefit, and the PTO-11 sick time benefit.

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 implementation of the 2022 wage step scale, is \$206,415.