



Legislation Details (With Text)

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**Type:** Resolution      **Status:** Agenda Ready

**File created:** 3/12/2024      **In control:** City Council

**On agenda:** 3/19/2024      **Final action:**

**Title:** Adopt the resolution authorizing execution of a collective bargaining agreement between the City of Naperville and I.U.O.E. Local 150 representing the Field Supervisor employees in the Water Utilities

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. IUOE Local 150 Water Resolution 03-19-24, 2. Exhibit A: Water Field Supervisor CBA 23-27

Date	Ver.	Action By	Action	Result
3/19/2024	1	City Council	adopted	Pass

**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 150 representing the Field Supervisor employees in the Water Utilities

**DEPARTMENT:** Legal Department

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

**BOARD/COMMISSION REVIEW:**

N/A

**BACKGROUND:**

Six employees work in the Water Utilities in the position of Field Supervisor and oversee the work of the Utility Technicians. The Field Supervisors are represented for the purposes of collective bargaining by I.U.O.E. Local 150. The City and I.U.O.E. Local 150 have reached agreement on a successor collective bargaining agreement (CBA) consistent with City Council authority, and that agreement has been ratified by the bargaining unit employees. The CBA is attached to the Resolution 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: 4.0% effective January 1, 2023; 4.0% effective January 1, 2024; 4.0% effective

January 1, 2025; 1.50% effective January 1, 2026; and 1.0% effective January 1, 2027.

Benefit Additions: The City Sick Leave benefit for employees on the PTO-11-time off plan and the City Maternity/New Parent Leave benefit were 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 \$82,514.