



Legislation Text

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File #: 20-355, Version: 1

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**CITY COUNCIL AGENDA ITEM**

**ACTION REQUESTED:**

Adopt the resolution authorizing execution of a collective bargaining agreement between the City of Naperville and IAFF Local # 4302

**DEPARTMENT:** Legal Department

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

**BOARD/COMMISSION REVIEW:**

N/A

**BACKGROUND:**

The Fire Department has 187 employees in the positions of firefighter and firefighter/paramedic. They are represented for purposes of collective bargaining by IAFF Local # 4302 ("Union"). 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.

**DISCUSSION:**

The attached CBA contains the following economic terms:

Term: The agreement has a sixty (60) month 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: 3.0% effective January 1, 2020, 1.0% effective January 1, 2021; 1.0% effective January 1, 2022; 2.0% effective January 1, 2023; and 1.75% effective January 1, 2024.

Paramedic Stipend: Paid annually to all employees who hold a paramedic license as follows:

Firefighter/Paramedic - Instead of the current annual lump sum stipend payment of \$1,800 or \$2,000 depending on years of service, all FF/PM's with five or more years of service will receive a stipend equivalent to 5% of the top firefighter pay rate (\$4,960 in 2020).

Lieutenants and Captains - Instead of the current annual lump sum stipend payment of \$250, the annual stipend will be the equivalent of 3% of the top firefighter pay rate (\$2,976 in 2020).

Funeral Leave: An increase from one shift day (24 hours) to 2 shift days of paid leave for a death in the family.

Education Incentive Pay: The amounts of the incentive will not increase, but the five years of service requirement has been removed, making the incentive available to all employees.

Paid Parental Leave: Employees will be given 4 paid shift days (96 hours) for parental (birth fathers and adoptive and foster parents) leave and 8 paid shift days (192 hours) for maternal (birth mother) leave.

Staffing: Increase the minimum staffing number to 44 and maintain a minimum of 6 ambulances during all hours. These numbers include power shift staffing.

Medical Insurance: Plan design changes were included that are projected to reduce the amount paid by the City and its insured employees through the self-insured premium rates and increase the share of expenses for participants for out of network services.

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, not including the insurance plan design cost savings, for the 2020 calendar year is \$443,911.