



Legislation Text

File #: 22-1241, Version: 1

CITY COUNCIL AGENDA ITEM

ACTION REQUESTED:

Adopt the resolution authorizing execution of a collective bargaining agreement between the City of Naperville and the F.O.P. Labor Council representing the Police 911 Telecommunicator employees

DEPARTMENT: Legal Department

SUBMITTED BY: Dwight Pancottine, Labor and Employment Attorney

BOARD/COMMISSION REVIEW:

N/A

BACKGROUND:

The Police Department has 25 employees employed in the position of Police 911 Telecommunicator. They are represented for purposes of collective bargaining by the F.O.P. Labor Council ("Union"). The collective bargaining agreement ("CBA") between the City and Union expired on December 31, 2020. 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. It 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 Rates Increases: Annual percentage wage increases for all employees covered under the CBA are as follows: 2.50% effective January 1, 2021; 2.50% plus a 9.40% market adjustment effective January 1, 2022; 2.50% effective January 1, 2023; 2.50% effective January 1, 2024; and 2.50% effective January 1, 2025.

Certified Training Officer Pay: The wage premium for employees working as a Certified Training Officer was increased from \$2.00 per hour to \$4.00 per hour retroactive to January 1, 2022.

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 in the expired collective bargaining agreement.

FISCAL IMPACT:

The total cost of this agreement, not including the insurance plan design cost savings, for the five-year term of the agreement is \$357,292.