



Legislation Text

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File #: 22-0694, 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 IBEW Local 9 representing the Naperville Electric Utility employees

**DEPARTMENT:** Legal Department

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

**BOARD/COMMISSION REVIEW:**

N/A

**BACKGROUND:**

The Naperville Electric Utility has 46 employees in a variety of positions, which includes 28 in the positions of Lineman and Substation Lineman. They are represented for purposes of collective bargaining by IBEW Local 9 ("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:**

City Council authorized staff to negotiate a five-year agreement with a total wage increase of up to 12.5% over that period. The City Council also authorized staff to bargain the removal of the Vested Overtime provision, an antiquated guaranteed overtime clause that has been in the CBA since the 1980's. The attached CBA contains the following economic terms:

Term: The CBA has a five-year term retroactive to January 1, 2021 and terminates on December 31, 2025.

Wage Rate Increases: The Agreement includes a 12.5% wage increase over the five-year term. Staff bargained the Vested Overtime provision out of the CBA and the cost of doing so was consistent with City Council authority and is reflected in the wage increases that take effect in 2022.

**FISCAL IMPACT:**

The total cost of the five -year 12.5% wage increase is \$682,035. There is no fiscal impact attributable to the wage increases related to the Vested Overtime elimination as they were offset by cost savings bargained into the CBA and savings implemented by Electric Utility management as authorized by Council.