



Legislation Text

File #: 23-1116, Version: 1

CITY COUNCIL AGENDA ITEM

ACTION REQUESTED:

Adopt the resolution authorizing execution of a collective bargaining agreement between the City of Naperville and MAP Chapter # 744 representing the Naperville Police Department Community Service Officers, Police Service Officers, Animal Control Officers and Crime Scene Technicians

DEPARTMENT: Legal Department

SUBMITTED BY: Dwight Pancottine, Labor and Employment Attorney

BOARD/COMMISSION REVIEW:

N/A

BACKGROUND:

The Police Department has 23 employees employed in the positions of Community Service Officer, Police Service Officer, Animal Control Officer and Crime Scene Technician. They are represented for purposes of collective bargaining by MAP Chapter # 744 ("Union"). The collective bargaining agreement ("CBA") between the City and Union expired on December 31, 2022. 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. 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, 2023 and terminates on December 31, 2027.

Wage Rates Increases: Annual percentage wage increases for all employees covered under the CBA are as follows: 9.0% effective January 1, 2023 which includes a market rate adjustment of 6.5%; 2.50% effective January 1, 2024; 2.50% effective January 1, 2025; 2.50% effective January 1, 2026; and 2.20% 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 \$500,434.