



Legislation Text

File #: 21-1400, 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 #363

DEPARTMENT: Legal Department

SUBMITTED BY: Dwight Pancottine, Labor and Employment Attorney

BOARD/COMMISSION REVIEW:

N/A

BACKGROUND:

The Naperville Police Department has 24 employees in the position of police sergeant. They are represented for purposes of collective bargaining by MAP Chapter #363 ("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. 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, 2020 and terminates on December 31, 2024.

Wage Rates Increases: Annual percentage wage increases for all employees covered under the CBA are as follows: 4.25% effective January 1, 2020, 1.50% effective January 1, 2021; 1.75% effective January 1, 2022; 2.50% effective January 1, 2023; and 2.50% effective January 1, 2024.

Starting Pay Freeze: The Step 1 starting pay rate for sergeants is reduced by \$1,750.00 for all sergeants hired on or after January 1, 2022 and remains in effect through December 31, 2024.

Experience Pay: Establish a lump sum payment of \$3,750 for sergeants with 20 or more years of service taking effect on January 1, 2023. This increases the current experience pay rate for these officers by \$500. The cost of this increase is offset during the term of the CBA by the savings realized through the starting pay freeze referenced above.

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 \$470,782.