



Legislation Text

File #: 22-0851, Version: 1

CITY COUNCIL AGENDA ITEM

ACTION REQUESTED:

Adopt the resolution authorizing execution of a collective bargaining agreement between the City of Naperville and IUOE Local 150 representing Department of Public Works Fleet Services

DEPARTMENT: Legal Department

SUBMITTED BY: Dwight Pancottine, Labor and Employment Attorney

BOARD/COMMISSION REVIEW:

N/A

BACKGROUND:

The Department of Public Works Fleet Services employs 13 employees in the positions of Equipment Technicians, Automotive Technicians, and Parts Technicians. They are represented for purposes of collective bargaining by IUOE Local 150 ("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 two percent wage adjustment and annual wage increases of 2.5% over that period. 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: A 2.0% wage adjustment is implemented effective on January 1, 2021 for all employees covered under the CBA. Annual wage increases are as follows: 2.5% in addition to the wage adjustment effective January 1, 2021; 2.5% effective January 1, 2022; 2.5% effective January 1, 2023; 2.5% effective January 1, 2024; and 2.5% effective January 1, 2025.

FISCAL IMPACT:

The total cost of this agreement, not including the insurance plan design cost savings, for the five-year term of the agreement \$151,047.