



Legislation Text

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File #: 22-1243, 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 IUOE Local 150 representing the Naperville Department of Public Works Equipment Operator employees

**DEPARTMENT:** Legal Department

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

**BOARD/COMMISSION REVIEW:**

N/A

**BACKGROUND:**

The Department of Public Works has 45 employees employed in the position of Equipment Operator. They are represented for purposes of collective bargaining by the I.U.O.E Local ("Union"). The collective bargaining agreement ("CBA") between the City and Union expired on December 31, 2021. 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, 2022 and terminates on December 31, 2026.

Wage Rates Increases: Annual percentage wage increases for all employees covered under the CBA are as follows: 4.0% effective January 1, 2022; 3.00% effective January 1, 2023; 3.00% effective January 1, 2024; 2.50% effective January 1, 2025; and 2.00% effective January 1, 2026.

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 for the five-year term of the agreement is \$514,607.