



Legislation Details (With Text)

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Title:	Adopt the Resolution Authorizing Execution and Approval of the Intergovernmental Agreement for an Apprentice Employee Program between the City of Naperville and the City of Geneva.		
Sponsors:			
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Attachments:	1. Resolution - Geneva, 2. Exhibit A - Geneva Agreement		

Date	Ver.	Action By	Action	Result
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CITY COUNCIL AGENDA ITEM

ACTION REQUESTED:

Adopt the Resolution Authorizing Execution and Approval of the Intergovernmental Agreement for an Apprentice Employee Program between the City of Naperville and the City of Geneva.

DEPARTMENT: Electric Utility

SUBMITTED BY: Mark Curran, Electric Utility Director

BOARD/COMMISSION REVIEW:

N/A

BACKGROUND:

The Electric Utility has experienced difficulties in filling vacated journey line electrician (linemen) positions. This is mainly due to ComEd actively completing improvements to their electrical system by \$2.6 billion over a 10-year period as part of the Energy Infrastructure Modernization Act (EIMA) enacted by the Illinois General Assembly in October 2011. ComEd and their sub-contractors have attracted and hired most of the qualified linemen in Illinois because of the amount of work to be completed and an extensive amount of overtime for linemen. ComEd is projected to continue making extensive improvements to their electrical system over the next several years.

Faced with this hiring challenge, the Electric Utility determined an apprenticeship program would be a means to attract, train, and maintain linemen. The utility conducted a successful apprenticeship program in the early 1990's which resulted in the training and retention of qualified linemen which has helped to provide the citizens of Naperville with safe, reliable, efficient, and high-quality electric service.

DISCUSSION:

During CY2017 Electric has collaboratively worked with other city departments, the International Brotherhood of Electrical Workers (IBEW) Local 9, the American Line Builders Apprenticeship Training (ALBAT), the U.S. Department of Labor (USDOL), and the City of Geneva to develop a new and improved apprenticeship program to meet the needs of the city.

Apprentices hired into the program must first participate in and successfully complete a rigorous 3-week apprenticeship school program sponsored and conducted by ALBAT. Apprentices will then begin their on-the-job training with the electric utility under the guidance of experienced linemen. IBEW Local 9 will conduct the monthly weekend training portion of the program. The city will manage the program and monitor the progress of the apprentice. Between the ALBAT and Local 9 training, Apprentices, will receive over 500 classroom hours of training. The electric utility on-the-job training will consist of over 7000 hours of training. The apprenticeship program will be a minimum of three and a half years and it will be accredited by USDOL.

An Intergovernmental Agreement (IGA) between the city of Geneva and Naperville has been established to allow reciprocal training opportunities. Because Naperville consists of over 93% underground facilities, most proficiencies relating to overhead construction principals are not something performed on a daily or even weekly basis. Geneva has more overhead facilities. By having this IGA, both cities will be able to send their apprentices to the each other's place of work, perform on the job learning on projects, and gain the skillsets necessary for successful completion of the program.

This IGA is required given the various liabilities of having workers of each respective city working on projects within the other city. This IGA has been written by the Naperville Legal staff which outlines all the terms of the agreement, liabilities, responsibilities, and general provisions. The City of Geneva has reviewed this IGA with their legal counsel, and the final IGA is attached. This IGA is a great opportunity to partner with a neighboring community to make both programs stronger.

FISCAL IMPACT:

The ALBAT program will cost \$12,000 per Apprentice. Any additional expenses will be the responsibility of the Apprentice, and should the Apprentice leave after completing the program, a graduated pay back plan will be imposed with 100% of the cost of the program being paid back during the first 2 years.

By implementing this apprenticeship, the Electric Utility will recognize a savings of over \$91,000 for each of the initial 2 apprentices beginning in October 2017, and over \$93,000 for each of the second 2 apprentices scheduled to begin in the Spring of 2018. This cost savings is the difference between the Journey Line Electrician and Apprentice rates established in the collective bargaining agreement with IBEW Local 9 over the three and a half year term.