



## Legislation Details (With Text)

**File #:** 19-579      **Version:** 1

**Type:** Resolution      **Status:** Passed

**File created:** 5/28/2019      **In control:** City Council

**On agenda:** 6/4/2019      **Final action:** 6/4/2019

**Title:** Adopt the resolution authorizing execution of a collective bargaining agreement between the City of Naperville and MAP Ch. # 744.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Resolution, 2. Exhibit A-CBA

| Date     | Ver. | Action By    | Action  | Result |
|----------|------|--------------|---------|--------|
| 6/4/2019 | 1    | City Council | adopted |        |

### CITY COUNCIL AGENDA ITEM

#### **ACTION REQUESTED:**

Adopt the resolution authorizing execution of a collective bargaining agreement between the City of Naperville and MAP Ch. # 744.

**DEPARTMENT:** Legal Department

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

#### **BOARD/COMMISSION REVIEW:**

N/A

#### **BACKGROUND:**

Police Department employees working in the jobs of Police Service Officers ("PSO"), Community Service Officers (CSO), Animal Control Officers (ACO) and Crime Scene Technicians (CST) organized in to a bargaining unit represented by the MAP police union. There are twenty-two employees in the bargaining unit. The City and MAP Ch. # 744 have reached agreement on an initial collective bargaining agreement consistent with City Council authority and that agreement has been ratified by the bargaining unit employees.

#### **DISCUSSION:**

The attached collective bargaining agreement contains the following economic terms:

**Term:** The agreement has a sixty (60) month term retroactive to January 1, 2018 and terminates on December 31, 2022.

**Wage Rates and Increases:** Each of the four job classifications were placed in a seven step pay plan. The PSO, CSO and ACO pay plans have a starting hourly wage rate of \$19.00 and a top

hourly rate of \$29.00. The CST's have a starting hourly rate of \$25.00 and a top rate of \$34.00.

These wage scales are retroactive to January 1, 2018 on all hours paid.

Annual percentage wage increases on these rates are 2.50% effective January 1, 2020, 2.50% effective January 1, 2021 and 2.50% effective January 1, 2022.

All other economic terms of the agreement are consistent with the terms that applied to these employee groups prior to unionization.

**FISCAL IMPACT:**

The total cost of this agreement for the retroactive period of January 1, 2018 through May 2019 is \$230,445.