

ROCHELLE CITY COUNCIL AGENDA ITEM MEMO REGULAR MEETING

SUBJECT: Collective Bargaining Agreement Between the City of Rochelle and International Brotherhood of Electrical Workers Local 196 with the term of May 1, 2022 through April 30, 2026

Staff Contact:

Nancy Bingham

Summary:

The current collective bargaining agreement with the IBEW Division of Streets and Cemetery expired on April 30, 2022. Our team met with their group over the course of a couple of in-person meetings to negotiate a new agreement. Our teams reached a tentative agreement for the entire package April 18th, due to scheduling, the IBEW Streets and Cemetery union met and ratified the collective bargaining agreement on May 19, 2022.

The proposal represents a good compromise, where both sides gave and received concessions.

Attached is the redlined tentative agreement with the new provisions. Most of the provisions from the previous agreement carried over to the new one. Below is a brief summary of the major changes to the new proposed agreement Effective May 1, 2022. Some minor corrections to position titles were included in the changes.

Term of Contract: 4 Years – May 1, 2022 – April 30, 2026

Jury Duty: An employee called for jury duty shall be paid his or her straight time hourly rate for scheduled hours and retain any payment for such jury duty.

Holidays: Martin Luther King Jr. Day was added to the calendar.

Work on a Holiday: An employee who works on an observed holiday shall receive two (2) times the employee's regular rate of pay for all hours worked increase from one and half times (1.5)

Group Insurance: Employee premium percentage changes as follows:

From: Employee Only to 16% and Family to 19%

To: 01/01/23 thru 12/31/2024 Employee Only to 18% and Family to 20%

On or after April 30, 2024, the City and Union will meet to negotiate for limited purpose of determining existing employees, Employee Only and Family insurance contributions for 2025 and 2026.

Normal Work Day/Work Week:

Updated to current hours 6:30 a.m. to 3:00 p.m.

Day of week changed for street sweeping to Mondays or as designated day selected may be changed with notice from Director of Public Works.

Standby: Changed from a flat rate to 1 hour at 1.5 times the regular rate of pay, Monday-Friday. 1 hour at 2 times the regular rate of pay, Weekends and Holidays.

New Certification Incentive Program:

The city will provide and pay for training opportunities for employees to gain skills which are beneficial for both the employee and the City. Each year, the Director of Public Works will provide a list of training/skills classes as well as the designated annual incentive for completion of said classes. All employees will be permitted to attend trainings based on budget and staffing. Employees will be eligible to receive the designated incentive pay in December of each year provided the employee is still employed with the City of the date the incentive are paid. Employees will be eligible for payment of all incentives for each year they maintain certifications for the skill/training.

The list of certifications in the program and the incentive amounts:

Work Zone Temporary Traffic Control Technician: Annual Incentive \$50

Signs & Pavement Markings Technician Level 1: \$250

Signs Technician Level II: \$500

Pavement Markings Technician Level II: Annual Incentive \$750

Traffic Signal Technician: Annual Incentive \$500

Traffic Signal Field Technician Level II: Annual Incentive \$750

Traffic Signal Inspector: Annual Incentive \$750

ISA Certified Arborist: Annual Incentive \$750

Municipal Separate Storm Sewer System (MS\$) Bundle: Annual Incentive \$500

Fleet Certification Program Choices:

Certified Automotive Fleet Specialist program: Annual Incentive \$500

Certified Automotive Fleet Manager certification program: Annual Incentive \$750

Illinois Pesticide Act Licensing:

Mosquito Control: Annual Incentive \$250

Ornamental Pest Control: Annual Incentive \$250

Right-of-way Pest Control: Annual Incentive \$250

Wages: Exhibit A

Effective on the fiscal basis as previous agreement.

January 1, 2023 - 3%

January 1, 2024 – 3%

January 1, 2025 – 3%

January 1. 2026 – 3%

Lead Person:

Effective 1/1/2023 \$1.75 over Top Operator

Effective 1/1/2024 \$2.50 over Top Operator

Foreman:

Effective 1/1/2023 \$4.00 over Top Operator

Effective 1/1/2024 \$5.00 over Top Operator

Funding Sources:

Source:	Budgeted Amount:	Proposed Expenditure:

Strategic Plan Goal Application:

Recommendation: Approve the Collective Bargaining Agreement Between the City of Rochelle and International Brotherhood of Electrical Workers Local 196 with the term of May 1, 2022 through April 30, 2026