

040286

VILLAGE OF LOMBARD
REQUEST FOR BOARD OF TRUSTEES ACTION

 X Resolution or Ordinance (Blue) *Waiver of First requested* X
 Recommendations of Boards, Commissions & Committees (Green)
 Other Business (Pink)

TO: PRESIDENT AND BOARD OF TRUSTEES
FROM: William T. Lichter, Village Manager
DATE: July 1, 2004 (B of T) Date: July 22, 2004
TITLE: Collective Bargaining Agreement Between the Village of Lombard and AFSCME Local 31

SUBMITTED BY: Joanne Jakubowski, Human Resources Manager

BACKGROUND/POLICY IMPLICATIONS:

Please see the attached changes which reflect a four (4) year contract from June 1, 2004 to May 31, 2008, between the Village of Lombard and AFSCME Local 31.

FISCAL IMPACT/FUNDING SOURCE:

Village Attorney _____ Date _____
Finance Director _____ Date _____
Village Manager W.T. Lichter Date 7/8/04

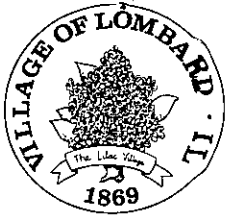



Exhibit A

DATE: June 10, 2004

TO: William T. Lichter

FROM: Joanne Jakubowski 
Human Resources Manager

SUBJECT: Changes to Collective Bargaining Agreement with Public Works
AFSCME Local 31

The following changes were agreed to with Local 31 and ratified by the membership on June 10, 2004.

- A four year agreement from June 1, 2004 – May 31, 2008
- Wage Increases as follows:
 - Year 04-05: General Increase – 3.75%; Merit – Exceeds (1.5% pool for eligible personnel), Meets – (.5% pool of eligible personnel); adjustments to ranges of some positions in the first year of the contract
 - Year 05-06: General Increase – 4%; Merit – Exceeds (1.5% pool for eligible personnel), Meets – (.5% pool of eligible personnel) or pool given to all other personnel
 - Year 06-07: General Increase – 4%; Merit – Exceeds (1.5% pool for eligible personnel), Meets – (.5% pool of eligible personnel) or pool given to all other personnel
 - Year 07-08: General Increase – 3.75%; Merit – Exceeds (1.5% pool for eligible personnel), Meets – (.5% pool of eligible personnel) or pool given to all other personnel
- Changes to License Bonuses:
 - June 1, 2005 - \$25 increase to Water Licenses
 - June 1, 2006 - \$25 increase to Certified Arborist, Wastewater Collection, and IL Dept. of Agriculture Public Operator
 - June 1, 2007 - \$25 increase to Water Licenses

- Changes in language on movement from Maintenance I to Maintenance worker II that shall not be considered a promotion.

- Side Letter agreeing to move personnel through the pay range based on service time in the job and exceeds expectations reviews in two of the last three years.

- Agreement on for health insurance changes to premiums for single employees. Also agreed to accept any plan changes to Health Insurance in Plan Year 2007-2008 adopted for all other Village employees.

- Adopted the Retirement Health Savings (RHS) Plan to be implemented for all employees January 1, 2005

- Changes to Clothing Allowance due to increased costs of safety clothing:
 - June 1, 2004 - Increase of \$25 per person
 - June 1, 2005 - Increase of \$25 per person
 - June 1, 2007 - Increase of \$25 per person

RESOLUTION
R _____ 05

A RESOLUTION AUTHORIZING SIGNATURE OF THE VILLAGE MANAGER AND/OR DESGNEES ON AN AGREEMENT

WHEREAS, the Corporate Authorities of the Village of Lombard have reviewed the proposed Agreement between the American Federation of State County, and Municipal Employees (AFSCME) Local 31 and the Village of Lombard as attached herto and marked Exhibit "A"; and

WHEREAS, the Corporate Authorities deem it to be in the best interest of the Village of Lombard to approve such agreement.

NOW, THEREFORE, BE IT RESOLVED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF LOMBARD, DU PAGE COUNTY, ILLINOIS as follows:

SECTION 1: That the Village Manager and/or his designee(s) be and hereby is authorized to sign on behalf of the Village of Lombard said agreement.

Adopted this ____ day of _____, 2004.

Ayes: _____

Nays: _____

Absent: _____

Approved this ____ day of _____, 2004.

William J. Mueller
Village President

ATTEST:

Barbara A. Johnson
Deputy Village Clerk