

VILLAGE OF LOMBARD
REQUEST FOR BOARD OF TRUSTEES ACTION
For Inclusion on Board Agenda

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

TO: PRESIDENT AND BOARD OF TRUSTEES

FROM: Scott R. Niehaus, Village Manager

DATE: February 21, 2018 (B of T) Date: March 1, 2018

TITLE: Teamsters Agreement

SUBMITTED BY: Kathleen Dunne, Director of Human Recourses *KD*

BACKGROUND/POLICY IMPLICATIONS:

Please find attached staff's recommendation relative to approving an agreement between the Teamsters and the Village of Lombard. Contract begins January 1, 2018 and end December 31, 2020.

Please place this item on the March 1, 2018 Board of Trustees agenda.

Fiscal Impact/Funding Source:

Review (as necessary):

Village Attorney X _____ Date _____

Finance Director X _____ Date _____

Village Manager X _____ Date _____

NOTE: All materials must be submitted to and approved by the Village Manager's Office by 12:00 noon, Wednesday, prior to the Agenda Distribution.



TO: Honorable President and Board of Trustees
FROM: Scott Niehaus, Village Manager
DATE: February 21, 2018
RE: AGREEMENT WITH TEAMSTERS

The Village of Lombard's negotiating team has reached an agreement with the Teamsters which represents the Police Records Clerks, Police Front Desk Clerks, Community Service Officers and Property Clerk in the Lombard Police Department. The Administrative Towing Coordinator position was eliminated as of January 1, 2018. Terms of the Agreement are as follows:

Duration: Three (3) years. The contract begins January 1, 2018 and ends December 31, 2020.

Changes of Note:

- * **Section 15.2 – Normal Work Day and Work Hours**
The Full-time Police Front Desk Clerks schedule was changed due to the elimination of the night shift.
- * **Section 15.5 – Overtime Pay and Compensatory Time**
In situations where it is determined to be in the best interests of the Village and mutually agreed by the Village and the affected employee, the Village shall grant compensatory time off in lieu of overtime payment at a time and one-half (1-1/2) rate sixty (80) hours for full-time Front Desk Clerks and full-time Community Service Officers. Full-time Records Clerks shall be granted compensatory time up to a rolling maximum of forty (80) hours.
- * **Section 15.9 – Training Pay**
An employee who is assigned to provide training shall receive an additional \$1.00 per hour to their hourly wage for any hours worked training another employee within a scheduled work day.
- * **15.10 – Court Pay**
Language was added to reflect how court pay is currently being paid. The language is consistent with the current Police union agreements.

* **15.11 – Call-In Pay**

Language was added to reflect how call-in pay is currently being handled. The language is consistent with the current Police union agreements.

* **Section 21.2 – Personal Days**

Language was added for part-time employees who work an average of 27 hours per week shall be granted twelve hours (12) of Personal Leave per calendar year.

* **Section 23.1 – Wages**

January 1, 2018	2.25% increase
January 1, 2019	1.50% increase
January 1, 2020	1.50% increase with Wage Reopener

Members of the Bargaining Unit will be ratified the union contract on February 7, 2018. The Village negotiating team recommends approval of the union contract.