

**VILLAGE OF LOMBARD**  
**REQUEST FOR BOARD OF TRUSTEES ACTION**

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

**TO :** PRESIDENT AND BOARD OF TRUSTEES

**FROM:** Scott R. Niehaus, Village Manager

**DATE :** December 20, 2023

**B of T:** January 4, 2024

**SUBJECT:** Agreement with American Federation of State, County & Municipal Employees, AFL-CIO, Council 31, Local 89 (AFSCME)

**BACKGROUND/POLICY IMPLICATIONS:**

Request for Village Board approval of a four year Agreement between the Village of Lombard and AFSCME Local 89 representing the Public Works Department employees. Contract begins January 1, 2024 and ends December 31, 2027.

**Fiscal Impact/Funding Source:**

Review (as necessary):

Finance Director \_\_\_\_\_ Date \_\_\_\_\_

Village Manager \_\_\_\_\_ 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:** Carl Goldsmith, Director of Public Works  
Kathleen Dunne, Director of Human Resources

**Date:** December 20, 2023

**Re:** **AGREEMENT WITH AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES, AFL-CIO, COUNCIL 31, LOCAL 89**

The Village of Lombard's negotiating team has reached a Tentative Agreement on a contract with the American Federation of State, County & Municipal Employees, AFL-CIO, Council 31, Local 89 which represents the employees in the Lombard Public Works Department. The terms of the Agreement are as follows:

**Duration:** The Agreement is for a four (4) year term beginning on January 1, 2024, and concluding December 31, 2027

**Wages:** Year 1 (January 1, 2024 – December 31, 2024)  
General Wage Increase: 3.50%; Wage Adjustment on 1/1/24

Year 2 (January 1, 2025 – December 31, 2025)  
General Wage Increase: 3.25%

Year 3 (January 1, 2026 – December 31, 2026)  
General Wage Increase: 3.25%

Year 4 (January 1, 2027 – December 31, 2027)  
General Wage Increase: 3.00%

- Several sections of the contract have been amended to ensure compliance with State and Federal Statutes.
- Increased add pay changes for certifications were made to ensure the Village remains competitive with our competitive set of communities.

Beyond those changes or status quo items, the contract has been cleaned up to incorporate changes in policies or practices within the Department.

I would like to thank the Village Board of Trustees for their support of the collective bargaining process. I would also like to thank the members of the Village staff who participated in the process.

Members of the Bargaining Unit Ratified the Agreement on December 20, 2023. The Village recommends approval of the bargaining agreement.