

**MEMORANDUM**

**TO:** Honorable President and Board of Trustees  
**FROM:** Scott Niehaus, Village Manager  
**DATE:** April 8, 2015  
**SUBJECT:** AGREEMENT WITH SEIU LOCAL 73

The Village of Lombard's negotiating team has reached a Tentative Agreement on a renewal contract with SEIU LOCAL 73 which represents certain full and part-time administrative and other non-sworn job classifications in each department of the Village.

A copy of the proposed contract is attached here for your review and consideration. The Village has also received notice that on March 31, 2015, the contract amendments contained in the attached contract were ratified by a majority of the members of the bargaining unit.

The terms of the Agreement are as follows:

**Duration:** The term of the proposed contract shall run from the date following its execution by both parties through December 31, 2020.

The contract terms generally reflect the terms and conditions presently applicable to the SEIU bargaining unit under the current collective bargaining agreement with only a few modifications to the existing contract.

Sections of Note:

- \* **Section 10.3 – Work Schedules**  
The contract details provisions for the ability to set regular work schedules for certain part-time Fire Prevention Inspectors up to nineteen (19) hours per work.
- \* **Section 17.1 – Health Insurance**  
The Health Insurance sections of the contract include amendments addressing the ability to modify and offer health insurance plans in compliance with the Patient Protection and Affordable Care Act and in avoidance of any excise tax for high-cost coverage ("Cadillac Tax") for employees and the Village.
- \* **Wages:** Year 1 - (January 1, 2016 through December 31, 2016)  
Modifications to end of range for certain job classifications; starting wages locked for all job classifications; employees receive a 2.25% increase if within the range or \$1,250 lump sum payment if at the top/above of the range (\$625 for part-time employees);

Year 2 - (January 1, 2017 through December 31, 2017)

Modifications to end of range for certain job classifications; starting wages locked for all job classifications; employees receive a 2.25% increase if within the range or \$1,250 lump sum payment if at the top/above the range (\$625 for part-time employees).

Year 3 – (January 1, 2018 through December 31, 2018)

Modifications to end of range for certain job classifications; starting wages locked for all job classifications; employees receive a 2.50% increase if within the range or \$1,250 lump sum payment if at the top/above the range (\$625 for part-time employees).

Years 4 and 5 – (2019 and 2020)

Wage reopeners with wage increases of no less than 1.5%.

Accordingly, members of the negotiating team recommend approval of the contract as presented. Please feel free to contact me if there are any questions or concerns.