

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

_____ 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 : September 13, 2024 (B of T) Date: September 19, 2024

TITLE : Agreement with Teamsters Local 700

SUBMITTED BY: Kathleen Dunne, Director of Human Resources

BACKGROUND/POLICY IMPLICATIONS:

Approval of a three-year Agreement between the Village of Lombard and Teamsters Local 700 representing the Police Department civilian employees. The Agreement begins January 1, 2025 and ends on December 31, 2027.

FISCAL IMPACT/FUNDING SOURCE:

Village Attorney _____ Date _____
Finance Director _____ Date _____
Village Manager Scott Niehaus _____ Date 9/19/24

TO : PRESIDENT AND BOARD OF TRUSTEES
FROM : Scott R. Niehaus, Village Manager
DATE : September 13, 2024
TITLE : Agreement with Teamsters Local 700
SUBMITTED BY: Kathleen Dunne, Director of Human Resources

The Teamsters Local 700 ratified the Agreement on September 13, 2024.

In terms of salary, a package that would equate to 9.50% over 3 years as follows:

- "Market wage adjustment" of 1.25% for all bargaining members retroactive to 7/1/24.
- Effective 1/1/25, a new 10 step salary increases (matches non-commissioned AFSCME union steps)
- FY 2025 COLA adjustment of 3.25%
- FY 2026 COLA adjustment of 3.25%
- FY 2027 COLA adjustment of 3.00%

These increases would meet the policy position of keeping our employees at the 50th percentile during the life of the agreement. These increases also maintain a high level of internal equity.

Please do not hesitate to reach out to myself, Chief Wirsing or Kathy Dunne with any questions.