



ST. CHARLES  
SINCE 1834

### AGENDA ITEM EXECUTIVE SUMMARY

Title: Presentation of Revised Article V, Section 5.1, and Appendix A of Agreement Between City of St. Charles and Teamsters Local Union No. 330

Presenter: Denice Brogan

*Please check appropriate box:*

<input type="checkbox"/>	Government Operations	<input type="checkbox"/>	Government Services
<input type="checkbox"/>	Planning & Development	<input checked="" type="checkbox"/>	City Council – 4/4/2016
<input type="checkbox"/>	Public Hearing	<input type="checkbox"/>	

Estimated Cost:	N/A	Budgeted:	YES	N/A	NO	N/A
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If NO, please explain how item will be funded:

**Executive Summary:**

The collective bargaining agreement approved by the members of Teamsters Local Union No. 330 and the City Council in 2014 included a wage re-opener provision to negotiate wages for fiscal years 2016/2017 and 2017/2018. The wage re-opener was negotiated and recently ratified by the union. The proposed revised Article V provides for a 2.5% wage increase for all City Teamsters employees on 5/1/2016 and 5/1/2017. The salary ranges will be adjusted accordingly.

**Attachments:** *(please list)*

Memorandum of Agreement  
Revised Section 5.1 of Article V, Wages and Wage Rates

**Recommendation / Suggested Action** *(briefly explain):*

Recommendation by the City Council to approve the revised Article V, Section 5.1, and Appendix A, Salary Ranges, to replace the existing Article V, Section 5.1, and Appendix A within the agreement between the City of St. Charles and Teamsters Local Union No. 330 for the period May 1, 2014, to April 30, 2018.

*For office use only:*

*Agenda Item Number: IB*

**MEMORANDUM OF AGREEMENT**

The City of St. Charles, Illinois, (“City”) and Teamsters Local Union No. 330 (“Union”) hereby agree as follows, subject to ratification by the Union membership, and approval by the City Council:

1. Article V – Wages and Wage Rates states that through reopener negotiations, the amount of any adjustment of hourly rates for employees, for the fiscal year starting May 1, 2016; and May 1, 2017, shall be determined.
2. Employees shall receive a 2.5% wage increase on 5/1/2016 and a 2.5% wage increase on 5/1/2017. The revised wage scale for the years of the agreement is attached.
3. Employees in progression shall receive up to an additional step increase of 4.91% or maximum of the range, whichever is less, on the employee’s anniversary date, per the current agreement.
4. This Memorandum of Agreement shall supercede any contrary provision of the existing collective bargaining agreement between the parties.

AGREED:

City of St. Charles, Illinois

Teamsters Local No. 330

By: \_\_\_\_\_

By: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

## **City of St. Charles and Teamster Local 330 Wage Re-Opener**

### **Article V – Wages and Wage Rates**

#### **Section 5.1 Rates, Progressions, and Increases.**

**FY 2016/2017**       Based upon the wage reopener, all employees shall receive a 2.5% wage increase on 5/1/2016. The maximum salary for each range shall be adjusted accordingly. Minimum of the ranges are 75% of the maximum salary for each range.

Employees in progression shall receive up to an additional step increase of 4.91% or maximum of the range, whichever is less, on the employee's anniversary date.

**FY 2017/2018**       Based upon the wage reopener, All employees shall receive a 2.5% wage increase on 5/1/2017. The maximum salary for each range shall be adjusted accordingly. Minimum of the ranges are 75% of the maximum salary for each range.

Employees in progression shall receive up to an additional step increase of 4.91% or maximum of the range, whichever is less, on the employee's anniversary date.