

**AGREEMENT IN PRINCIPLE
CITY OF PEORIA
And
TEAMSTERS LOCAL 627, LABORERS LOCAL 165,
CARPENTERS LOCAL 183, PAINTERS LOCAL 157, and STEAMFITTERS LOCAL 353**

October 16, 2009

The parties, in response to the serious economic and budgetary conditions facing the City and its citizens, have reached the following understandings for the purpose of addressing and assisting the concerns brought forth by the City and members of the represented bargaining units:

1. Collective Bargaining Agreement Amendments:

- a) The December 1, 2009 wage increase of 3% for the pay rate of each classification shall not be implemented. The December 1, 2008 pay rates for each classification shall be the December 1, 2009 pay rates for each classification and remain in effect through November 30, 2010. However, the pay grade changes related to combined or changed pay grades as outlined in the Note in Appendix A shall be effective December 1, 2009. The amended December 1, 2009 pay rates of each classification shall be the basis for the calculation of the December 1, 2010 percentage wage increase (3.0%). Annual percentage pay increases as noted in Section 27.1 of the collective bargaining agreement for December 1, 2011 (3.25%) and December 12, 2012 (3.50%) shall be based accordingly on the prior year pay rates for each classification.
- b) The agreement will be extended for an additional year through November 30, 2014. The wage increase for the pay rate of each classification effective December 1, 2013 shall be 3.0%.
- c) An Addendum on Wages shall be made and agreed upon to reflect the changes as noted in (a) and (b).

2. Job Security

- a) No regular, permanent employee shall be subject to layoff from October 19, 2009 through May 31, 2010. It is understood that an act of God or another severe economic downturn shall be exceptions to this no layoff guarantee.
- b) If the potential exists that a regular, permanent employee may be subject to layoff on or after June 1, 2010 the City agrees to meet with the Union no later than May 1, 2010 or thirty (30) days prior to such potential layoff to discuss other means to avert such layoff and continue the no layoff guarantee.

3. Joint Labor-Management Participation Committee

The parties agree to the establishment of a Joint Labor-Management Participation Committee to provide the City, its employees and their Unions, the opportunity to communicate and discuss topics beneficial to all concerned, including but not limited to, the development of additional work opportunities for the City bargaining unit employees covered under the Multi-Union Agreement, and cost saving possibilities within the Divisions of the Public Works Department where they are employed.

It is the parties' intent to initiate activities of this Committee as soon as practical, but not later than January 1, 2010. The makeup of the Committee and the frequency of Committee meetings shall be mutually agreed upon.

It is understood that establishment of and participation in this Committee shall not serve to affect or waive any parties legal, statutory, or contractual rights.

The parties agree that this Agreement in Principle shall be subject to membership ratification of the respective Unions and approval of the City Council of the City of Peoria, Illinois before it can be effective and implemented.

FOR THE CITY:



City Manager



Public Works Director

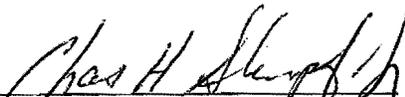


Labor Relations Manager

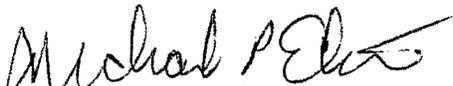
FOR THE UNION:



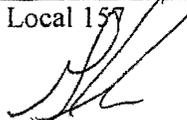
Teamsters Local 627



Laborers Local 165



Painters Local 157



Carpenters Local 183



Steamfitters Local 353

APPEND
CRAFTS AND TRADES WAGES (AS AMENDED OCTOBER 16, 2009 AND EFFECTIVE 12/01/09)

MAINTENANCE WORKERS (TEAMSTERS LOCAL 627 & LABORERS LOCAL 165)

<u>Service Date</u>	<u>Pay Class</u>	<u>Job Title</u>	<u>12/1/2008</u>	<u>12/1/2009</u>	<u>12/1/2010</u>	<u>12/1/2011</u>	<u>12/1/2012</u>	<u>12/1/2013</u>	
After May 31, 2001	1	Maintenance Worker I	\$23.35	Maintenance Worker I	\$23.35	\$24.05	\$24.83	\$25.70	\$26.47
6/01/96-5/31/01	1	Maintenance Worker I	\$23.81	Maintenance Worker I	\$23.81	\$24.52	\$25.32	\$26.21	\$26.99
6/01/91-5/31/96	1	Maintenance Worker I	\$24.29	Maintenance Worker I	\$24.29	\$25.02	\$25.83	\$26.74	\$27.54
6/01/86-5/31/91	1	Maintenance Worker I	\$24.75	Maintenance Worker I	\$24.75	\$25.49	\$26.32	\$27.24	\$28.06
On or before May 31, 1986	1	Maintenance Worker I	\$25.22	Maintenance Worker I	\$25.22	\$25.98	\$26.82	\$27.76	\$28.59
After May 31, 2001	2	Maintenance Worker II	\$24.07	Maintenance Worker II (2008)/former III combined with II (2009)	\$24.53	\$25.27	\$26.09	\$27.00	\$27.81
6/01/96-5/31/01	2	Maintenance Worker II	\$24.56	Maintenance Worker II (2008)/former III combined with II (2009)	\$25.03	\$25.78	\$26.62	\$27.55	\$28.38
6/01/91-5/31/96	2	Maintenance Worker II	\$25.04	Maintenance Worker II (2008)/former III combined with II (2009)	\$25.51	\$26.28	\$27.13	\$28.08	\$28.92
6/01/86-5/31/91	2	Maintenance Worker II	\$25.52	Maintenance Worker II (2008)/former III combined with II (2009)	\$26.01	\$26.79	\$27.66	\$28.63	\$29.49
On or before May 31, 1986	2	Maintenance Worker II	\$26.00	Maintenance Worker II (2008)/former III combined with II (2009)	\$26.50	\$27.30	\$28.18	\$29.17	\$30.04
After May 31, 2001	3	Maintenance Worker III (2008)	\$24.53	Maintenance Worker III (IV in 2008)	\$25.45	\$26.21	\$27.07	\$28.01	\$28.85
6/01/96-5/31/01	3	Maintenance Worker III	\$25.03	Maintenance Worker III (IV in 2008)	\$25.96	\$26.74	\$27.61	\$28.57	\$29.43
6/01/91-5/31/96	3	Maintenance Worker III	\$25.51	Maintenance Worker III (IV in 2008)	\$26.46	\$27.25	\$28.14	\$29.12	\$30.00
6/01/86-5/31/91	3	Maintenance Worker III	\$26.01	Maintenance Worker III (IV in 2008)	\$26.98	\$27.79	\$28.69	\$29.70	\$30.59
On or before May 31, 1986	3	Maintenance Worker III	\$26.50	Maintenance Worker III (IV in 2008)	\$27.48	\$28.30	\$29.22	\$30.25	\$31.15
After May 31, 2001	4	Maintenance Worker IV (2008)	\$25.45	Crew Chief	\$26.72	\$27.52	\$28.42	\$29.41	\$30.29
6/01/96-5/31/01	4	Maintenance Worker IV	\$25.96	Crew Chief	\$27.25	\$28.07	\$28.98	\$29.99	\$30.89
6/01/91-5/31/96	4	Maintenance Worker IV	\$26.46	Crew Chief	\$27.79	\$28.62	\$29.55	\$30.59	\$31.51
6/01/86-5/31/91	4	Maintenance Worker IV	\$26.98	Crew Chief	\$28.33	\$29.18	\$30.13	\$31.18	\$32.12
On or before May 31, 1986	4	Maintenance Worker IV	\$27.48	Crew Chief	\$28.86	\$29.73	\$30.69	\$31.77	\$32.72
After May 31, 2001	5	Crew Chief	\$26.72	n/a	n/a	n/a	n/a	n/a	n/a
6/01/96-5/31/01	5	Crew Chief	\$27.25	n/a	n/a	n/a	n/a	n/a	n/a
6/01/91-5/31/96	5	Crew Chief	\$27.79	n/a	n/a	n/a	n/a	n/a	n/a
6/01/86-5/31/91	5	Crew Chief	\$28.33	n/a	n/a	n/a	n/a	n/a	n/a
On or before May 31, 1986	5	Crew Chief	\$28.86	n/a	n/a	n/a	n/a	n/a	n/a

MECHANICS

LOCAL 627
TEAMSTERS

<u>Service Date</u>	<u>Job Title</u>	<u>12/1/2008</u>	<u>Amended 10/16/09:</u>	<u>12/1/2009</u>	<u>12/1/2010</u>	<u>12/1/2011</u>	<u>12/1/2012</u>	<u>12/1/2013</u>
After May 31, 2001	Equipment Mechanic	\$25.77	Amended 10/16/09:	\$25.77	\$26.54	\$27.41	\$28.36	\$29.22
6/01/96-5/31/01	Equipment Mechanic	\$26.29	Amended 10/16/09:	\$26.29	\$27.08	\$27.96	\$28.94	\$29.81
6/01/91-5/31/96	Equipment Mechanic	\$26.80	Amended 10/16/09:	\$26.80	\$27.60	\$28.50	\$29.50	\$30.38
6/01/86-5/31/91	Equipment Mechanic	\$27.32	Amended 10/16/09:	\$27.32	\$28.14	\$29.05	\$30.07	\$30.97
On or before May 31, 1986	Equipment Mechanic	\$27.84	Amended 10/16/09:	\$27.84	\$28.68	\$29.61	\$30.64	\$31.56
After May 31, 2001	Equipment Mechanic Crew Chief	\$27.17	Amended 10/16/09:	\$27.17	\$27.99	\$28.89	\$29.91	\$30.80
6/01/96-5/31/01	Equipment Mechanic Crew Chief	\$27.72	Amended 10/16/09:	\$27.72	\$28.55	\$29.48	\$30.51	\$31.43
6/01/91-5/31/96	Equipment Mechanic Crew Chief	\$28.25	Amended 10/16/09:	\$28.25	\$29.10	\$30.04	\$31.09	\$32.03
6/01/86-5/31/91	Equipment Mechanic Crew Chief	\$28.80	Amended 10/16/09:	\$28.80	\$29.66	\$30.63	\$31.70	\$32.65
On or before May 31, 1986	Equipment Mechanic Crew Chief	\$29.34	Amended 10/16/09:	\$29.34	\$30.22	\$31.20	\$32.29	\$33.26
After May 31, 2001	Fire Mechanic	\$25.65	Amended 10/16/09:	\$25.77	\$26.54	\$27.41	\$28.36	\$29.22
6/01/96-5/31/01	Fire Mechanic	\$26.29	Amended 10/16/09:	\$26.29	\$27.08	\$27.96	\$28.94	\$29.81
6/01/91-5/31/96	Fire Mechanic	\$26.80	Amended 10/16/09:	\$26.80	\$27.60	\$28.50	\$29.50	\$30.38
6/01/86-5/31/91	Fire Mechanic	\$27.32	Amended 10/16/09:	\$27.32	\$28.14	\$29.05	\$30.07	\$30.97
On or before May 31, 1986	Fire Mechanic	\$27.84	Amended 10/16/09:	\$27.84	\$28.68	\$29.61	\$30.64	\$31.56
After May 31, 2001	Fire Mechanic Crew Chief	\$27.17	Amended 10/16/09:	\$27.17	\$27.99	\$28.89	\$29.91	\$30.80
6/01/96-5/31/01	Fire Mechanic Crew Chief	\$27.72	Amended 10/16/09:	\$27.72	\$28.55	\$29.48	\$30.51	\$31.43
6/01/91-5/31/96	Fire Mechanic Crew Chief	\$28.25	Amended 10/16/09:	\$28.25	\$29.10	\$30.04	\$31.09	\$32.03
6/01/86-5/31/91	Fire Mechanic Crew Chief	\$28.80	Amended 10/16/09:	\$28.80	\$29.66	\$30.63	\$31.70	\$32.65
On or before May 31, 1986	Fire Mechanic Crew Chief	\$29.34	Amended 10/16/09:	\$29.34	\$30.22	\$31.20	\$32.29	\$33.26

CARPENTERS

LOCAL 183 CARPENTERS

<u>Service Date</u>	<u>Job Title</u>	<u>12/1/2008</u>	<u>Amended 10/16/09:</u>	<u>12/1/2009</u>	<u>12/1/2010</u>	<u>12/1/2011</u>	<u>12/1/2012</u>	<u>12/1/2013</u>
After May 31, 2001	Carpenter	\$26.08	Amended 10/16/09:	\$26.08	\$26.86	\$27.74	\$28.71	\$29.57
6/01/96-5/31/01	Carpenter	\$26.59	Amended 10/16/09:	\$26.59	\$27.39	\$28.28	\$29.27	\$30.15
6/01/91-5/31/96	Carpenter	\$27.12	Amended 10/16/09:	\$27.12	\$27.93	\$28.84	\$29.85	\$30.75
6/01/86-5/31/91	Carpenter	\$27.65	Amended 10/16/09:	\$27.65	\$28.48	\$29.41	\$30.43	\$31.35
On or before May 31, 1986	Carpenter	\$28.16	Amended 10/16/09:	\$28.16	\$29.00	\$29.95	\$31.00	\$31.93
After May 31, 2001	Lead Carpenter	\$27.40	Amended 10/16/09:	\$27.40	\$28.22	\$29.14	\$30.16	\$31.06
6/01/96-5/31/01	Lead Carpenter	\$27.94	Amended 10/16/09:	\$27.94	\$28.78	\$29.71	\$30.75	\$31.68
6/01/91-5/31/96	Lead Carpenter	\$28.49	Amended 10/16/09:	\$28.49	\$29.34	\$30.30	\$31.36	\$32.30
6/01/86-5/31/91	Lead Carpenter	\$29.04	Amended 10/16/09:	\$29.04	\$29.91	\$30.88	\$31.96	\$32.92
On or before May 31, 1986	Lead Carpenter	\$29.58	Amended 10/16/09:	\$29.58	\$30.47	\$31.46	\$32.56	\$33.54

PAINTERS

LOCAL 157 PAINTERS

<u>Service Date</u>	<u>Pay Class</u>	<u>Job Title</u>	<u>12/1/2008</u>	<u>Amended 10/16/09:</u>	<u>12/1/2009</u>	<u>12/1/2010</u>	<u>12/1/2011</u>	<u>12/1/2012</u>	<u>12/1/2013</u>
After May 31, 2001		Painter	\$24.74	Amended 10/16/09:	\$24.74	\$25.48	\$26.31	\$27.23	\$28.05
6/01/96-5/31/01		Painter	\$25.24	Amended 10/16/09:	\$25.24	\$26.00	\$26.84	\$27.78	\$28.62
6/01/91-5/31/96		Painter	\$25.73	Amended 10/16/09:	\$25.73	\$26.50	\$27.36	\$28.32	\$29.17
6/01/86-5/31/91		Painter	\$26.22	Amended 10/16/09:	\$26.22	\$27.01	\$27.88	\$28.86	\$29.73
On or before May 31, 1986		Painter	\$26.72	Amended 10/16/09:	\$26.72	\$27.52	\$28.42	\$29.41	\$30.29
After May 31, 2001		Traffic Painter	\$25.99	Amended 10/16/09:	\$25.99	\$26.77	\$27.64	\$28.61	\$29.47
6/01/96-5/31/01		Traffic Painter	\$26.51	Amended 10/16/09:	\$26.51	\$27.31	\$28.19	\$29.18	\$30.05
6/01/91-5/31/96		Traffic Painter	\$27.03	Amended 10/16/09:	\$27.03	\$27.84	\$28.75	\$29.75	\$30.64
6/01/86-5/31/91		Traffic Painter	\$27.54	Amended 10/16/09:	\$27.54	\$28.37	\$29.29	\$30.31	\$31.22
On or before May 31, 1986		Traffic Painter	\$28.07	Amended 10/16/09:	\$28.07	\$28.91	\$29.85	\$30.90	\$31.82

STEAMFITTERS

LOCAL 353 STEAMFITTERS

<u>Service Date</u>	<u>Pay Class</u>	<u>Job Title</u>	<u>12/1/2008</u>	<u>Amended 10/16/09:</u>	<u>12/1/2009</u>	<u>12/1/2010</u>	<u>12/1/2011</u>	<u>12/1/2012</u>	<u>12/1/2013</u>
After May 31, 2001		Mechanical Systems Maintenance Worker	\$30.82	Amended 10/16/09:	\$30.82	\$31.74	\$32.78	\$33.92	\$34.94

Note: Probationary rate is \$0.30 below the rate as stated in 27.1