

AGREEMENT IN PRINCIPLE
CITY OF PEORIA
And
IBEW LOCAL 51

October 22, 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:

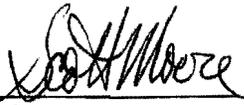
- a) The December 1, 2009 wage increase of 3% for the pay rate of each classification shall not be implemented. The December 1, 2008 pay rates for each classification shall be the December 1, 2009 pay rates for each classification and remain in effect through November 30, 2010. The amended December 1, 2009 pay rates of each classification shall be the basis for the calculation of the December 1, 2010 percentage wage increase (3.50%). 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 (3.00%) 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

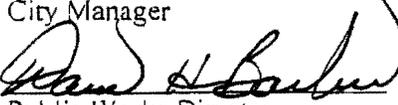
- a) No regular, permanent employee shall be subject to layoff from October 22, 2009 through May 31, 2010. It is understood that an act of God or another severe economic downturn shall be exceptions to this no layoff guarantee.
- b) If the potential exists that a regular, permanent employee may be subject 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.

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

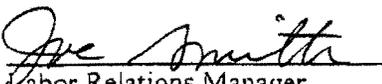
FOR THE CITY:



City Manager

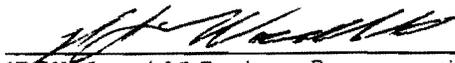


Public Works Director

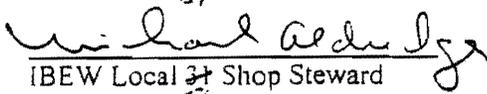


Labor Relations Manager

FOR THE UNION:



IBEW Local ~~31~~₅₇ Business Representative



IBEW Local ~~31~~₅₇ Shop Steward

APPENDIX A

**ELECTRICIANS WAGES
EFFECTIVE 12/1/08**

LOCAL 51 - ELECTRICIANS

	Service Date	Hourly Rate
Signal Electrician Lead	On or before May 31, 1986	\$32.01
	6/1/86-5/31/91	\$31.42
	6/1/91-5/31/96	\$30.82
	6/1/96-5/31/01	\$30.22
	After May 31, 2001	\$29.62
Signal Electrician	On or before May 31, 1986	\$30.07
	6/1/86-5/31/91	\$29.50
	6/1/91-5/31/96	\$28.94
	6/1/96-5/31/01	\$28.39
	After May 31, 2001	\$27.83
Signal Electrician Helper	On or before May 31, 1986	\$24.51
	6/1/86-5/31/91	\$24.07
	6/1/91-5/31/96	\$23.62
	6/1/96-5/31/01	\$23.18
	After May 31, 2001	\$22.71

APPENDIX B

**ELECTRICIANS WAGES
EFFECTIVE 12/1/09**

LOCAL 51 – ELECTRICIANS

	Service Date	Hourly Rate
Signal Electrician Lead	On or before May 31, 1986	\$32.01
	6/1/86-5/31/91	\$31.42
	6/1/91-5/31/96	\$30.82
	6/1/96-5/31/01	\$30.22
	After May 31, 2001	\$29.62
Signal Electrician	On or before May 31, 1986	\$30.07
	6/1/86-5/31/91	\$29.50
	6/1/91-5/31/96	\$28.94
	6/1/96-5/31/01	\$28.39
	After May 31, 2001	\$27.83
Signal Electrician Helper	On or before May 31, 1986	\$24.51
	6/1/86-5/31/91	\$24.07
	6/1/91-5/31/96	\$23.62
	6/1/96-5/31/01	\$23.18
	After May 31, 2001	\$22.71

APPENDIX C

ELECTRICIANS WAGES
EFFECTIVE 12/01/10

LOCAL 51 – ELECTRICIANS

	Service Date	Hourly Rate
Signal Electrician Lead	On or before May 31, 1986	\$33.13
	6/1/86-5/31/91	\$32.52
	6/1/91-5/31/96	\$31.90
	6/1/96-5/31/01	\$31.28
	After May 31, 2001	\$30.66
Signal Electrician	On or before May 31, 1986	\$31.12
	6/1/86-5/31/91	\$30.53
	6/1/91-5/31/96	\$29.95
	6/1/96-5/31/01	\$29.38
	After May 31, 2001	\$28.80
Signal Electrician Helper	On or before May 31, 1986	\$25.37
	6/1/86-5/31/91	\$24.91
	6/1/91-5/31/96	\$24.45
	6/1/96-5/31/01	\$23.99
	After May 31, 2001	\$23.50

APPENDIX D

**ELECTRICIANS WAGES
EFFECTIVE 12/01/11**

LOCAL 51 – ELECTRICIANS

	Service Date	Hourly Rate
Signal Electrician Lead	On or before May 31, 1986	\$34.21
	6/1/86-5/31/91	\$33.58
	6/1/91-5/31/96	\$32.94
	6/1/96-5/31/01	\$32.30
	After May 31, 2001	\$31.66
Signal Electrician	On or before May 31, 1986	\$32.13
	6/1/86-5/31/91	\$31.52
	6/1/91-5/31/96	\$30.92
	6/1/96-5/31/01	\$30.33
	After May 31, 2001	\$29.74
Signal Electrician Helper	On or before May 31, 1986	\$26.19
	6/1/86-5/31/91	\$25.72
	6/1/91-5/31/96	\$25.24
	6/1/96-5/31/01	\$24.77
	After May 31, 2001	\$24.26

APPENDIX E

**ELECTRICIANS WAGES
EFFECTIVE 12/01/12**

LOCAL 51 – ELECTRICIANS

	Service Date	Hourly Rate
Signal Electrician Lead	On or before May 31, 1986	\$35.24
	6/1/86-5/31/91	\$34.58
	6/1/91-5/31/96	\$33.92
	6/1/96-5/31/01	\$33.27
	After May 31, 2001	\$32.61
Signal Electrician	On or before May 31, 1986	\$33.09
	6/1/86-5/31/91	\$32.47
	6/1/91-5/31/96	\$31.85
	6/1/96-5/31/01	\$31.24
	After May 31, 2001	\$30.63
Signal Electrician Helper	On or before May 31, 1986	\$26.98
	6/1/86-5/31/91	\$26.49
	6/1/91-5/31/96	\$26.00
	6/1/96-5/31/01	\$25.51
	After May 31, 2001	\$24.99

APPENDIX F

**ELECTRICIANS WAGES
EFFECTIVE 12/01/13**

LOCAL 51 – ELECTRICIANS

	Service Date	Hourly Rate
Signal Electrician Lead	On or before May 31, 1986	\$36.29
	6/1/86-5/31/91	\$35.62
	6/1/91-5/31/96	\$34.94
	6/1/96-5/31/01	\$34.27
	After May 31, 2001	\$33.58
Signal Electrician	On or before May 31, 1986	\$34.09
	6/1/86-5/31/91	\$33.44
	6/1/91-5/31/96	\$32.81
	6/1/96-5/31/01	\$32.18
	After May 31, 2001	\$31.55
Signal Electrician Helper	On or before May 31, 1986	\$27.79
	6/1/86-5/31/91	\$27.29
	6/1/91-5/31/96	\$26.78
	6/1/96-5/31/01	\$26.28
	After May 31, 2001	\$25.74