



# CITY COUNCIL AGENDA ITEM STAFF REPORT

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<b>MEETING DATE:</b>	MARCH 24, 2026
<b>TITLE:</b>	ORDINANCE ADOPTING A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF COLLINSVILLE AND THE INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 520C
<b>DEPARTMENT:</b>	PUBLIC WORKS
<b>PROJECT MANAGER:</b>	TROY TURNER, PE, PUBLIC WORKS DIRECTOR
<b>REQUESTED ACTION:</b>	APPROVAL
<b>STRATEGIC PLAN GOAL(S):</b>	GOAL #7 – SUPPORT EXCELLENT MUNICIPAL SERVICES
<b>ATTACHMENTS:</b>	ORDINANCE & CONTRACT

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**SUMMARY RECOMMENDATION:**

Staff recommend approval of an ordinance to adopt a Collective Bargaining Agreement between the City and the International Union of Operating Engineers Local 520C.

**EXECUTIVE SUMMARY:**

This ordinance will adopt a Collective Bargaining Agreement (CBA) between the City and the International Union of Operating Engineers (IUOE) Local 520C for the period of January 1, 2026 – December 31, 2028.

**BACKGROUND:**

The City and the IUOE Local 520C came to agreeable terms for a three (3) year CBA for the years 2026-2028. An overview of the CBA follows:

- **Term:** Three-year agreement through December 31, 2028
- **Wages:** 4% annual wage adjustments effective January 1, 2026
- **Licensing Incentives:** Establishes tiered wage premiums for employees who obtain and maintain required water and wastewater operator certifications:
  - Class 1 – 6%
  - Class 2 – 4%
  - Class 3 – 3%
  - Class 4 – 2%
- **Staffing Flexibility:** Permits the use of double bid assignments, consistent with operational needs
- **Uniform Allowance:** Adjusts annual clothing and boot allowance to \$750 from \$450
- **Holiday Compensation:** Updates compensation for holidays worked to double time in addition to holiday pay
- **Overtime Management:** Revises contract language to better manage and limit overtime exposure
- **Residency Requirement:** Expands allowable residency radius from 15 miles to 20 miles

**DEPARTMENT REVIEW**

Public Works, Administration

**RECOMMENDATION:**

Staff recommends approval of the ordinance adopting a CBA between the City and the IUOE Local 520C for the period of January 1, 2026 – December 31, 2028.