



## CITY COUNCIL AGENDA ITEM STAFF REPORT

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<b>MEETING DATE:</b>	APRIL 14 <sup>TH</sup> , 2026
<b>TITLE:</b>	ORDINANCE AUTHORIZING THE EXECUTION OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF COLLINSVILLE, ILLINOIS AND THE COLLINSVILLE FRATERNAL ORDER OF POLICE, LODGE NO. 103, CIVILIAN UNIT
<b>DEPARTMENT:</b>	POLICE DEPARTMENT
<b>PROJECT MANAGER:</b>	BRETT BOERM, CHIEF OF POLICE
<b>REQUESTED ACTION:</b>	APPROVAL
<b>STRATEGIC PLAN GOAL(S):</b>	#6: KEEP COLLINSVILLE SAFE #7: SUPPORT EXCELLENT MUNICIPAL SERVICES
<b>ATTACHMENTS:</b>	ORDINANCE, COLLECTIVE BARGAINING AGREEMENT

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### SUMMARY RECOMMENDATION

Staff recommends the approval of an ordinance approving a Collective Bargaining Agreement (CBA) between the City of Collinsville, Illinois and the Civilian bargaining unit of Fraternal Order of Police Lodge 103.

### EXECUTIVE SUMMARY

On December 31<sup>st</sup>, 2025, the three-year CBA with Civilian bargaining unit of FOP Lodge 103 expired. After one negotiation session, City Staff and the negotiating team of the FOP reached a three (3) year agreement subject to Council approval. The new CBA is for the period from January 1<sup>st</sup>, 2026 through December 31<sup>st</sup>, 2028. This agreement was ratified by the members of the FOP on March 20<sup>th</sup>, 2026.

### BACKGROUND

City staff, along with our labor attorney and the negotiating team of the FOP, met on January 14<sup>th</sup> and quickly came to an agreement that is fair to both sides and will meet the needs of the City of Collinsville.

### Overview of Significant Changes

- **Financial/Wages –**
  - **2026:** 3.5%
  - **2027:** CPI (floor of 3%/ceiling of 4%)
  - **2028:** CPI (floor of 3%/ceiling of 4%)
- **Vacation Schedule Changes –**
  - 10<sup>th</sup> – 15<sup>th</sup> Anniversary: 160 hours
  - 16<sup>th</sup> – 24<sup>th</sup> Anniversary: 200 hours
  - 25<sup>th</sup> Anniversary: 240 hours
- **Lateral/ Certified Telecommunicator Hiring Benefits**

*April 14<sup>th</sup>, 2026*

*Collective Bargaining Agreement with FOP Lodge 103 – Civilian Unit*

- **Increased Staffing Requirements – Night Shift**
  - Italian Fest Weekend; New Years Eve; Thanksgiving Wednesday
- **Other Language/Section Cleanup**

**DEPARTMENT REVIEW**

Administration, Police Department, Labor Counsel

**RECOMMENDATION**

Staff is recommending approval of the Ordinance Authorizing the Execution of a Collective Bargaining Agreement Between the City of Collinsville, Illinois and the Collinsville Fraternal Order of Police, Lodge No. 103, Civilian Unit.