



CITY COUNCIL AGENDA ITEM STAFF REPORT

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| MEETING DATE: | JANUARY 14, 2025 |
| TITLE: | ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF COLLINSVILLE, ILLINOIS AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 2625 (2025-2027) |
| DEPARTMENT: | FIRE DEPARTMENT |
| PROJECT MANAGER: | JOHN V. BAILOT, FIRE CHIEF |
| REQUESTED ACTION: | APPROVAL |
| STRATEGIC PLAN GOAL(S): | #6 KEEP COLLINSVILLE SAFE #7 SUPPORT EXCELLENT MUNICIPAL SERVICES |
| ATTACHMENTS: | ORDINANCE, CBA, TEMPORARY AGREEMENT WITH CHANGES |

Summary Recommendation

Staff recommends approval of an ordinance approving a Collective Bargaining Agreement (CBA) between the City of Collinsville, Illinois and the International Association of Firefighters, Local 2625.

Executive Summary

On December 31, 2024, the three (3) year CBA with IAFF Local 2625 effectively expired. After only one (1) day of negotiations on December 4, 2024, City Staff and the negotiating team of the International Association of Firefighters Local 2625 reached a tentative three (3) year agreement subject to Council approval. The new CBA is for the period from January 1, 2025, through December 31, 2027. This agreement was ratified by the Members of Local 2625 on December 9th.

Background

City staff along with our labor attorney, and the negotiating team of Local 2625 met on one occasion and quickly came to an agreement that meets the needs of both the City of Collinsville and Local 2625.

Overview of significant changes to CBA

- Firefighter's wage increase is based on the CPI with minimum of 1.5% and ceiling of 4.0% each year. The change is moving from the period ending Oct 31st to Aug 31st. This fits better with the annual budget prep cycle
- Increased the differential by 1% between firefighter and Lieutenant, and Lieutenant and Captain
- Established training requirements of a new hire before being released as a full firefighter
- Exchanged holiday from Columbus Day to Juneteenth

Additional changes are found in the attached Temporary Agreement.

Recommendation

Staff recommends approval of the ordinance approving a Collective Bargaining between the City of Collinsville and IAFF Local 2625 (2025-2027)

Departmental Review

Administration, Fire Department, Labor Counsel