

AGENDA ITEM REPORT

DATE OF MEETING:

June 26, 2017

ITEM:

Ordinance Approving Collective Bargaining Agreement with the Fraternal Order of Police Lodge No. 103 Civilian Unit

STRATEGIC PLAN GOAL:

Goal 6: “*Customer Focused Superior Services*”, Goal 2: “*Safest City*”, and Goal 7: “*Financial Stewardship & Sustainability*”

BACKGROUND:

This is the final contract between the City of Collinsville and the Fraternal Order of Police Lodge No 103 Civilian Unit that is comprised of City employees working in the Police Department (Telecommunicators, Clerks, Humane Officer, and Code Enforcement). This agreement covers the period of June 27, 2017 – December 31, 2019 (contingent upon City Council approval). The contract includes a 2% base wage increase in each of the years (2017, 2018, and 2019 and the wage increase is not retroactive and is effective upon approval of the contract by the City Council) in exchange for a freeze on new hire wages at the existing level prior to contract approval by the City Council for the full duration of this contract. This new hire wage freeze is critical to ensuring the sustainability of the City’s workforce. Additional items included within the contract include the following:

1. A one-time educational bonus for all members of the unit in the amount of \$300 in lieu of increased base pay educational bonuses that were to be awarded annually;
2. Language clarification for meal breaks; and
3. Language clarification for holiday pay regarding the exception of employees working eight (8) hour shifts on Monday-Friday observing the same parameters as regular City Hall employees;

RECOMMENDATION:

It is the recommendation of staff that the proposed contract between the City and the Fraternal Order of Police Lodge 103 Civilian Unit be approved by the City Council.

ITEM SUBMITTED BY:

Police Chief Steve Evans, Finance Director Tamara Ammann, Human Resources Coordinator Stacey O’Brien, and City Manager Mitchell Bair.

ATTACHMENTS:

Ordinance
Proposed June 27, 2017 – December 31, 2019 Contract