



CITY COUNCIL AGENDA ITEM STAFF REPORT

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

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:
 - o Class 1 – 6%
 - o Class 2 – 4%
 - o Class 3 – 3%
 - o 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.