



CITY COUNCIL AGENDA ITEM STAFF REPORT

MEETING DATE:	FEBRUARY 24 TH , 2026
TITLE:	ORDINANCE AUTHORIZING THE EXECUTION OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF COLLINSVILLE AND THE COLLINSVILLE LODGE NO. 103 OF THE FRATERNAL ORDER OF POLICE
DEPARTMENT:	POLICE DEPARTMENT
PROJECT MANAGER:	BRETT BOERM, CHIEF OF POLICE
REQUESTED ACTION:	APPROVAL
STRATEGIC PLAN GOAL(S):	#6: KEEP COLLINSVILLE SAFE #7: SUPPORT EXCELLENT MUNICIPAL SERVICES
ATTACHMENTS:	ORDINANCE, COLLECTIVE BARGAINING AGREEMENT

SUMMARY RECOMMENDATION

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

EXECUTIVE SUMMARY

On December 31st, 2025, the three-year CBA with FOP Lodge 103 expired. After two negotiations sessions, 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 1st, 2026, through December 31st, 2028. This agreement was ratified by the members of the FOP on January 24, 2026.

BACKGROUND

City staff, along with our labor attorney and the negotiating team of the FOP, met on two occasions 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%)
- **Field Training Officer Compensation** – Increase FTO compensation from 16 hours of Comp time to 24 hours for every step spent training new employees
- **Detective On Call Compensation** – Detectives will receive one eight (8) hour “Kelly” day for each month they are on-call
- **Vacation Schedule Changes** – 10th – 15th Anniversary: 160 hours
 16th – 19th Anniversary: 180 hours
 20th Anniversary: 240 hours
- **Scheduling** – Moving requirement to post schedules at least 6 months in advance to 3 months

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 Lodge No. 103 of the Fraternal Order of Police.