

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into by and between the City of Crest Hill ("the Employer") and the International Union of Operating Engineers, Local 150 ("the Union") on this ___ day of _____, 2026.

1. The City of Crest Hill City Council has authorized the reorganization of the Crest Hill Department of Public Works.
2. Consistent with this reorganization, the City will create three (3) exempt, non-union Superintendent positions. One Superintendent will be responsible for the oversight of each of the three (3) current divisions of the Public Works Department: Operations (Streets, Fleet, Building & Grounds), Wastewater, and Water.
3. The City also agrees to create two (2) new Crew Leader positions. Together with the current Wastewater/Water Crew Leader, the Public Works Department will have three (3) Crew Leader positions. A Crew Leader will be assigned to each of the treatment plants and the Water Department. The current Wastewater/Water Crew Leader will be reassigned to solely a Wastewater Crew Leader position.
4. The newly created Crew Leader positions will be filled by selection from among current bargaining unit members.
5. All Crew Leaders will be paid at the current contract wage associated with the position of Wastewater/Water Crew Leader.
6. The City will not immediately back fill the utility worker positions in the Public Works Department created by the promotion of the two (2) Crew Leaders due to the need to assess the cost impact of the reorganization, however the City will reexamine filling these positions when the cost impact has been assessed or upon request of the Union due to the operational needs of the Public Works Department. Upon the request of the Union, the parties shall meet to discuss the operations of the Department and the need to fill these positions.
7. This Memorandum of Understanding will take effect on _____, 2026.

Dated: _____

City of Crest Hill

Deanna M. DiStasio

Local 150, International Union of
Operating Engineers