

**ROCHELLE CITY COUNCIL  
AGENDA ITEM MEMO  
REGULAR MEETING**

**SUBJECT:** A Motion to Approve a Collective Bargaining Agreement with the Police Benevolent Labor Committee for Patrol Officers, Sergeants and Dispatchers of the Rochelle Police Department expiring April 30, 2028, subject to review and revision as to form by the City Attorney.

**Staff Contact:** Jillian Condon, Human Resource Director

**Summary:**

In April 2025, the City of Rochelle was notified that a petition for representation had been filed with the Police Benevolent Labor Committee (PBLC) by members previously represented by the Illinois Council of Police. This representation process concluded on August 4, 2025.

Following the certification of the PBLC as the new bargaining representative, the City initiated negotiations for a new collective bargaining agreement covering the period from May 1, 2025, through April 30, 2028. The proposed agreement reflects a mutual compromise between the City and the bargaining unit, aimed at supporting sustainable staffing levels and operational stability into the future.

Key changes from the previous agreement include:

**SECTION 15.1**

The proposed contract allows new employees the ability to use vacation time at the 6-month mark, opposed to waiting for the first year.

**SECTION 16.9**

The proposed contract awards members two days of personal time. This aligns with the time given to firefighters in their collective bargaining agreement.

**SECTION 18.1**

The insurance moved away from a two-tiered system. The presented Tier now aligns with the Tier given to firefighters in their collective bargaining agreement.

**2025 Rate Adjustment**

The proposed contract incorporates a 1% equity adjustment awarded to dispatch membership and an across the board equity adjustment of 8%. During negotiations competitors were reviewed by the City and it was discovered that the City of Rochelle was paying the lowest wage out of 20 competitors. After the adjustment the City is slotted to pay 8<sup>th</sup> out of the 11 competitors that have settled a

contract. The City feels this adjustment will keep us competitive in a hiring market that is still very competitive and seeing many changes. The City has made strides in hiring, without having to utilize monetary incentives like signing bonuses, and the goal is to also retain the talent we have successfully recruited. Having more competitive pay and robust benefits package aids our strategic goal of a safe and stable community.

**Funding Sources:**

Source:	Budgeted Amount:	Proposed Expenditure:
2026 Proposed Budget		

**Strategic Plan Goal Application:**

Having a comprehensive compensation plan leads to higher retention rates and more successful succession planning.

**Recommendation:** Approve a Motion Approve a Collective Bargaining Agreement Between the City of Rochelle and Police Benevolent Labor Committee.