

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

SUBJECT: A Motion to Approve a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers expiring April 30, 2028.

Staff Contact: Jillian Condon, Human Resource Director

Summary:

The City of Rochelle began negotiations with IBEW in April of 2025. Through the nearly yearlong negotiations, the City remained focused on two key priorities—maintaining fiscal responsibility and supporting long-term employee retention while ensuring operation efficiency. With these priorities in mind, the City evaluated skills, experience levels, and current market trends to guide salary-related decisions. The primary updates to the proposed CBA are summarized below.

Lineperson Wage Adjustments

After considering comparables, it is recommended to update the lineperson wage schedule to reflect pay based on achieving required certifications and successfully completing the six-month probationary period. This adjustment strengthens competitiveness within the regional labor market to support workforce stability.

Addition of a 7 Year Longevity Step

The CBA now includes a new longevity pay step at 7 years of service, complementing the existing 15-year step. This change is confirmed in Annex A notes specifying that the 7-year and 15-year adjustments are awarded only after an employee has reached the corresponding total years of employment with the City. This addition improves retention of mid-career employees and reduces wage compression particularly where new hires may start at higher rates based on verified prior experience.

Annual COLA Increase of 3.5%

The proposal includes a 3.5% Cost-of-Living Adjustment (COLA) for each year of the contract, increasing base wages and certification-adjusted rates accordingly. This percentage reflects significant discussion and compromise between the City and the union. It strikes a balance between remaining competitive within the regional utility market, supporting internal equity, and enabling predictable budgeting throughout the contract period.

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 IBEW.