

ROCHELLE CITY COUNCIL
AGENDA ITEM MEMO
REGULAR MEETING

SUBJECT: A Motion to Approve the 2024 Wage Reopener portion of the Collective Bargaining Agreement with ICOPs for the Rochelle Police.

Staff Contact: Jillian Condon, Human Resources Director

Summary:

At the 11/15/21 Council meeting a four-year collective bargaining agreement between ICOPS and the City of Rochelle was passed. The contract included a Wage Reopener with the 1/1/2025 wages to be determined after negotiations were completed of said reopener. The details of the Wage Reopener are as follows: The City and Union agree to a wage reopener for the limited purposes of negotiating insurance and wage rates for 2025.

The City and ICOPs commenced negotiations on August 20, 2024. On September 4, 2024, ICOPs and the City reached an agreement of a 4% wage increase and no change in the present of premium cost covered by the City. The agreed upon changes would start on January 1, 2025, and continue until December 31, 2025.

This agreement represents a mutually beneficial result for our employees and fiscally sustainable plan for City made in a good faith effort by both ICOPs and the City's negotiation team. Topics considered to reach this amount were starting wages at comparable organizations, the City's recruitment plan, the City's retention plan, the City's service deliverable goals for residents, and the overall goal of the City to serve our residents in the most fiscally responsible way possible.

Funding Sources:

Source:	Budgeted Amount:	Proposed Expenditure:

Strategic Plan Goal Application:

Fair, equitable and fiscally sustainable pay for employees supports the City's goals of retention, succession planning, superior care of residents, and maintaining a distinguished budget.

Recommendation: Approve the resolution authorizing the City Manager to execute a wage reopener agreement for the 2025 fiscal year with ICOPs.

Supporting Documents: Appendix A of the Collective Bargaining Agreement between ICOPs and the City of Rochelle, outlining the wage reopener clause.