

IAFF LOCAL 413 COUNTER-PROPOSAL TO THE CITY OF ROCKFORD
2015-2017 CONTRACT
MARCH 30TH, 2015

Union Agrees to City Proposal 9, as modified:

#9 Acting Pay

(NEW PROVISION)

ARTICLE 15

WORKING OUT OF CLASSIFICATION

5. An employee who is entitled to acting pay must follow Departmental guidelines for reporting it no later than the next duty day after the acting pay is earned. Any employee who notices an error in the payment (or nonpayment) of acting pay must follow Departmental guidelines for reporting it as soon as practicable. This provision is intended to serve as the parties' mutual expectation towards reporting acting pay. Violations of this provision will not result in discipline and will not result in loss of pay.

City Agrees to Union Proposal #17, as modified, which makes the following changes to Article 15:

ARTICLE 15
WORKING OUT OF CLASSIFICATION

All qualified personnel . . .

The pay for each hour applied to the positions to which the Employee may be assigned are:

1.
 - a. Acting Ambulance Pay. Effective [upon ratification], an adjustment of assigned paramedic pay.
 - b. Acting Coordinator. Effective [upon ratification], a differential of 3.75% of a Step A Equipment Specialist pay.
 - c. Acting Driver/tillerman. Effective [upon ratification], a differential of 4.0% of Step A Driver pay.
 - d. Acting Lieutenant. Effective [upon ratification], a differential of 4.38% of Step A Lieutenant pay.
 - e. Acting Captain. Effective [upon ratification], a differential of 4.58% of Step A Captain pay.

- f. Acting District Chief. ~~Upon ratification,~~ shall receive \$4/hr. This amount shall be adjusted on an annual basis to reflect the general wage increase negotiated within the CBA. ~~differential of 10.39% of the hourly rate from the minimum pay range for District Chief, as established by City ordinance.~~
- g. Acting Division Chief. ~~Effective [upon ratification], a differential of 13.89% of the hourly rate from the minimum pay range for Division Chief, as established by City ordinance~~ shall receive \$60/day. This amount shall be adjusted on an annual basis to reflect the general wage increase negotiated within the CBA.

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- a. ~~Driver/Tillerman \$0.56 per hour. Effective January 1, 2007 \$1.12 per hour.~~
- b. ~~Lieutenant \$0.65 per hour. Effective January 1, 2007 \$1.30 per hour.~~
- c. ~~District Chief \$2.00 per hour. Effective January 1, 2007 \$4.00 per hour.~~

2. ~~For the positions listed below, the differentials shall be applied as stated below, and not on an hourly basis:~~

- a. ~~An Employee who is in an acting Captain position for an entire work shift (24 hours) shall receive \$17.25 for such work shift, effective January 1, 2007 \$34.50 per work shift.~~
- b. ~~An Employee who is in an acting Division Chief position for an entire work shift (8 hours) shall receive \$30.00 for such work shift Effective January 1, 2007 \$60.00 per work shift.~~

1. ~~A Fire Equipment Specialist who is in the acting Coordinator position shall be paid \$0.65 per hour, effective January 1, 2007 \$1.30 per hour.~~

2. ~~Effective January 1, 2007 firefighters at the airport who perform driver engineer duties on airport apparatus will receive acting driver's pay.~~

3.

~~The Union withdraws proposal #22 - ALS Pay~~

~~City agrees to drop proposal #23, 7(g) Compensation~~

PD


Jim Weerda
IAFF Local 413

4-15-15


Paul Denham
City of Rockford

4-15-15

**IAFF Local 413 Counter-Proposal to City of Rockford
2015-2017 Contract
February 26, 2015**

The parties agree to Union Proposal 12, as modified, which will add a new provision to Article 6:

Written notices of oral reprimands will not be submitted as part of any promotional or disciplinary proceeding after twelve (12) months, provided there are no additional disciplinary issues. ~~At the discretion of the Chief, written warnings will not be submitted as part of any promotional or disciplinary proceeding after eighteen (18) months, provided there are no additional disciplinary issues.~~

After eighteen (18) months, the employee may submit a written request to the Chief that any written reprimands be removed from promotional and disciplinary proceedings. The Chief shall have sole discretion in the decision and must respond to such requests, in writing, within fourteen (14) calendar days.

Union Withdraws Proposals:

~~2. Transfers~~

11. Paternity Leave

18. Floating Kelley Day



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**City of Rockford Revised Counter-Proposal to IAFF Local 413
2015-2017 Contract
February 26, 2015**

The parties agree to Union proposal 3, as modified, which amends the first sentence of Article 9.7.A:

9.7.A PERSONAL LEAVE FOR TELECOMMUNICATORS (FIRE)

Telecommunicators (Fire) shall be allowed up to twenty-four (24) hours of personal leave in each calendar year.

...

The parties agree to Union proposal 5, as modified, which amends the language below in Article 12.1. Once the parties execute a TA on this subject, the Department will immediately take steps to order long-sleeve t-shirts for bargaining unit members to wear this season. Moreover, the Department will amend the rules and regulations to clarify that long sleeve t-shirts will only be worn under collared long sleeve uniform shirt or job shirt. The contract will be modified as follows:

12.1 NEW EMPLOYEES

New Employees shall receive the following clothing upon commencement of employment:

Eight (8) Uniform Shirts consisting of any combination of short sleeve button down, long sleeve button down, or short sleeve polo. At least one long sleeve button down is required for dress uniform.

Four (4) trousers

~~Two (2) pairs of duty shorts~~

Four (4) T-shirts, any combination of long sleeve or short sleeve

~~Two (2) long-sleeved T-shirts~~

One (1) set of turn-out gear

One (1) uniform hat

One (1) all-weather coat

One (1) baseball-style hat with Fire Department logo

One (1) long-sleeved job shirt or One (1) long-sleeved sweater

One (1) gear bag upon appointment (non-replaceable)

One (1) belt

...

The parties agree to City proposal 19, as modified, which amends/adds the first two sentences of Article 13.10:

13.10 PROBATIONARY PERIOD FOR TELECOMMUNICATORS (FIRE)

Telecommunicators (Fire) hired after [ratification] will serve a probationary period of a one (1) year period for call taking and an additional six (6) month probationary period for learning the

dispatch. Telecommunicators (Fire) who previously worked as Telecommunicators in the City of Rockford 911 Call Center who are rehired or promoted/reassigned from another bargaining unit will serve a probationary period of a one year period or six (6) months after completion of training, whichever is shorter. During the probationary period. . .

...

The parties agree to City proposal 13, as modified, which amends the following language in Article 12.1 and replaces the first two paragraphs in Article 12.2 as follows:

12.1 NEW EMPLOYEES

New Employees shall receive the following clothing upon commencement of employment:

...

~~One (1) pair of shoes or boots (effective 2008)~~ A shoe allowance in accordance with Article 12.2

...

12.2 CENTRAL CLOTHING STORE

The City shall issue station uniforms and turn out gear to all Uniformed Employees (including inspectors) and shall replace any such item, which becomes unserviceable through normal usage. The dress uniform will not be replaced from the Central Clothing Store after initial issue. Issue, replacement, and return of uniforms or turn out gear shall be determined by the Employee's Officer and District Chief on an as needed basis to comply with the Department standards. Final authority for the issue, replacement and/or return of those items rest with the Chief.

Effective [upon ratification], all personnel must purchase their own shoes (black shoes or boots), but these shoes must still meet all requirements in the rules and regulations. Employees will receive an additional \$135.00 annually at the same time that they receive their clothing allowance per section 12.3.

Footwear that is damaged in the line of duty shall be replaced by the City at no cost to the employee.

City Withdraws Proposals

12. Telecommunicator Shift Assignment

24. Telecommunicator provision reopener



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The parties agree to City proposal 16, as modified, which adds the following paragraph to Article 4.8:

4.8 SAFETY, HEALTH AND CLOTHING

The Department and IAFF Local 413 will agree to create a form together for the reporting of safety concerns or unsafe practices. In such instances, the Committee will provide written information on the form to the Chief detailing any safety concerns or unsafe practices.

City Withdraws Proposal

7. Hire-back Process

14. Delete Article 4.11 Physical Fitness Committee and replace it with the following provision to establish annual fitness testing:



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The parties agree to Union proposal 19, as modified:

13.13 Tuition Reimbursement

On January 1, 2015, the City shall provide education reimbursement for up to \$2,500.00 per year per firefighter and capped at \$50,000 for all Local 413 members.

The parties agree to City proposal 20, as modified, which amends and replaces Article 5.3(a) and Article 5.4 as follows:

- (a) For purposes of grading promotional examinations for rank of District Chief pursuant to paragraph 5.4 below, each candidate for promotion shall be granted preference for seniority at the rate of 1.33 points per year on a 1/12th scale (.11111) per month, rounded to the nearest hundredth as set forth in Appendix F of this agreement, starting with the eleventh year for a maximum of 25 years (for a maximum of 20.0 points), computed through final date for submission of applications.

5.4 SCORING OF PROMOTIONAL EXAMINATIONS-DISTRICT CHIEF

For the rank of District Chief, all final promotional scores are based on a maximum score of 100 points plus military preference and/or bachelor degree preference when applicable. All candidates will be scored according to the following schedule:

	<u>% Attributed to Final Overall Weighted Grade</u>
Written Examination (max. 40 points)	40.0%
Subjective Examination (max. 40 points)	40.0%
A. Interview	
B. Leadership Assessment	
C. Supervisory Evaluation/Personnel File	
D. Peer Assessment	
E. Chief's Presence	
Seniority (max 20 points)	20.0%

A minimum average score of 70% on the written and subjective examination is required in order to be eligible for the promotional list.

In the competitive selection process, the Board shall award 5 preference points to District Chief candidates who hold a Bachelor's degree, 5 preference points for the completion of education for Provisional Fire Officer I at the time of application for Lieutenant Promotion

and shall award 5 preference points for the completion of education for Provisional Fire Officer II at the time of application for Captain Promotion. Applicants may self certify their completion in lieu of State Certification, subject to verification by the department.

Union Withdraws Proposal:

13. FLSA

City Withdraws Proposal:

4. FMLA



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**IAFF Local 413/City of Rockford Tentative Agreement
2015 Contract
October 29, 2014**

IAFF Local 413 Proposal #7 and City of Rockford Proposal #10 both seek a contract duration of three years. Accordingly, the parties agree to modify Article 20 as follows:

**ARTICLE 20
DURATION OF AGREEMENT**

This Agreement shall be effective as of January 1, ~~2012~~2015, and shall remain in effect until midnight, December 31, ~~2014~~2017. This Agreement shall continue hereafter in full force and effect from year to year unless written notice of desire to terminate or amend this Agreement is given by either party to the other on or before or any succeeding August 1. The Union shall serve the above notice on the Legal Director. The City of Rockford shall serve the above notice on the President of the Union.

In the event that the above notification is given, the parties agree to enter into negotiations no later than September 1 of the year in which the notice is served. Notwithstanding any provision of this article or Agreement to the contrary, this Agreement shall remain in full force and effect after any expiration date while negotiations or Resolution on Impasse Procedure are continuing for a new Agreement or part thereof between the parties.



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