

**IAFF Local 413 Initial Proposals
To City of Rockford
Contract Commencing January, 1 2015
Presented on October 14, 2014**

1. Wages

Fair and equitable wage and step increases for all Local 413 members.

2. Transfers

Officers and Drivers will bid for assignment by seniority.

3. Personal Leave for Tele-communicators

2 days to match shift change from 8 to 12 hours.

4. Create a 40 Hour Training Company

Effective January 1st, 2015 a forty (40) hour company will be put in place to fill in during the day for training.

5. Clothing

All members shall be given 2 pairs of duty shorts and 2 long sleeve t-shirts.

Collared shirts optional between 2000-800.

6. Company Strength

Increase the minimum manning to 66.

7. Duration of Contract

3 years.

8. Vacation Day Accrual for 40 Hour Employees

Adjust the years of service to mirror the Tele-communicator language.

9. Work Hours

Reduce work hours from 51 to 49.

10. Retiree Insurance

All members who retire on or after January 1st, 2015 will be eligible to pay the same insurance premiums as active members.

11. Paternity Leave

Two (2) paid personal days will be given to employees for paternity leave.

12. Discipline

Written notices of oral reprimands will be removed from personnel files after twelve (12) months providing there are no additional disciplinary issues. Written warnings or reprimands will be removed from personnel files after eighteen (18) months providing there are no additional disciplinary issues.

13. FLSA

In order to alleviate the payroll tracking issues and inconsistencies revert the FLSA payout to an equitable % of salary.

14. Residency

Eliminate residency clause.

15. Drug Testing

Eliminate the random drug testing clause.

16. Ambulance Roll Back Procedures

Mirror officer and driver language (time in grade).

17. Out of Class Pay

Compensation shall be at the top step pay rate of the higher position for all hours worked in that capacity (e.g.; Division Chief, District Chief, Captain, Lieutenant, and Driver).

18. Floating Kelley Day

Non-holiday.

19. Education Re-imbusement and Leave

Eliminate total annual cap.

Increase individual cap to \$2,500.

Add 2 eight (8) hour education days.

20. Sick Severance for Tele-communicators

Bring Tele-communicators to 100% of total hours.

21. Longevity

For all bargaining unit members: 2.5% for every 5 years served and eliminate cap.

22. ALS Pay

Increase ALS pay to 5.5% and ALS assigned to ambulance to 7% of top step firefighter pay.

Any Paramedic that rides the ambulance for one day during the calendar year will receive ALS assigned to ambulance pay for the remainder of the calendar year.

23. TELE-COM

Final step increase at beginning of 30 years.

24. Ground Rules

Ground rules placed into contract.