

**City of Rockford**  
**Comprehensive Package Counter-Proposal to IAFF Local 413**  
**2015 Contract**  
**December 23, 2015**

- (1) ALL PROPOSALS BY BOTH PARTIES NOT IDENTIFIED IN THIS PACKAGE PROPOSAL BELOW ARE WITHDRAWN. THIS PACKAGE PROPOSAL CONCLUDES BARGAINING FOR A 2015-2017 CONTRACT.
- (2) The Union will formally withdraw, with prejudice, any outstanding ULPs and/or grievances. With respect to finalizing the 2012-14 CBA, the parties will execute the draft disseminated by Patrick Hayes on June 30, 2014.
- (3) The parties mutually agree to rescind the October 29, 2014 TA about the contract being a duration of three years. The parties agree to a two year contract for 2015-16.
- (4) The parties agree to City Proposal 2, as modified:

Wages: Increase of 2% effective January 1, 2015. Increase of 2% effective January 1, 2016. Notwithstanding, sixty days after ratification, the parties have the option to reopen wages in 2016.

- (5) Manning: *Status quo*. Notwithstanding, sixty days after ratification, the parties have the option to reopen manning in 2016.
- (6) Based on the parties settlement of the “shop grievance,” the parties agree to City Proposal 21, as modified:

<b>Fire Equipment Specialist</b>					
<b>Months</b>	<b>Annual</b>	<b>Bi-weekly</b>			<b>40 Hour</b>
<b>1- 12</b>	45,032		<b>Step A</b>		21.65
<b>13-24</b>	46,824		<b>Step B</b>		22.52
<b>25-36</b>	48,714		<b>Step C</b>		23.42
<b>37-48</b>	50,627		<b>Step D</b>		24.34
<b>49-60</b>	52,666		<b>Step E</b>		25.32
<b>61-72</b>	54,787		<b>Step F</b>		26.34
<b>73-84</b>	56,971		<b>Step G</b>		27.39
<b>85+</b>	59,238		<b>Step H</b>		28.48

- (7) The parties agree to City Proposal 22, as modified:

Health Insurance:

The parties agree to the following modifications:

- a) Under ACA, eliminate lifetime maximums for medical care.
  - b) Under ACA, replace annual monetary maximum for chiropractic with 40 visits per year.
- (8) The City agrees to Local 413 #20 Sick Severance pay for telecommunicators as modified: Sick leave may be accumulated to a maximum of 1,000 (one thousand) hours. Upon death or retirement, the telecommunicators (Fire), as defined by IMRF, are entitled to receive payment for 100% of their accumulated sick leave, but not to exceed 720 (seven-hundred twenty) hours. In the event of an employee's death, this payment shall go to the employee's estate.

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Jim Weerda

IAFF Local 413

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Paul Denham

City of Rockford

**Local 413 Comprehensive Package Proposal to City of Rockford  
2015 Contract  
December 23rd, 2015**

(1) ALL PROPOSALS BY BOTH PARTIES NOT IDENTIFIED IN THIS PACKAGE PROPOSAL BELOW ARE WITHDRAWN. THIS PACKAGE PROPOSAL CONCLUDES BARGAINING FOR A 2015-2017 CONTRACT.

(2) The parties agree to:

**Wages:** Increase of 2.5% effective January 1, 2015, increase of 2.5% effective January 1, 2016 and a wage only re-opener for 2017. If wage agreement cannot be reached by December 31<sup>st</sup>, 2016, matter goes to arbitration.

Wage increases will be applied retroactively-

(3) The parties agree to City Proposal 22, as modified:

Health Insurance:

Insurance will stay status quo for duration of contract with the following modifications:

The parties agree to the following:

- a) Under ACA, eliminate lifetime maximums for medical care.
- b) Under ACA, replace annual monetary maximum for chiropractic with 40 visits per year.

(4) The City agrees to Local 413 #20 Sick Severance pay for tele-communicator as modified. Sick leave may be accumulated to a maximum of 1,000 (one thousand) hours. Upon death or retirement, the tele-communicators (Fire), as defined by IMRF, is entitled to receive payment for 100% of their accumulated sick leave, but not to exceed 720 (seven hundred twenty) hours. In the event of an employee's death this payment shall go to the employee's estate.

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