

**City of Rockford
 Proposal to IAFF Local 413
 2015 Contract
 December 30, 2015**

(1) Based on the parties' settlement of the "shop grievance," the parties agree to City Proposal 21, as modified:

EFFECTIVE FOR INDIVIDUALS HIRED AFTER JANUARY 1. 2016

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



Jim Weerda

IAFF Local 413



Paul Denham

City of Rockford

City of Rockford
Settlement Over IAFF Grievance Dated June 5, 2015
December 30, 2015

- (1) This settlement, in addition to execution of the Dec. 30, 2015 Tentative Agreement adjusting Fire Equipment Specialist pay, fully resolves the current issues in dispute raised by the Union's grievance dated June 5, 2015.
- (2) The parties shall have the ability to utilize the grievance and arbitration process to enforce the terms of this Agreement.
- (3) After execution of this settlement, the Department will make all reasonable and necessary efforts to hire an additional bargaining unit member to work in the Department's mechanical shop. The Department agrees to fill this bargaining unit position by no later than March 1, 2016.
- (4) The Dec. 30, 2015 Tentative Agreement adjusting Fire Equipment Specialist pay will be implemented immediately to coincide with the Department's hiring of the new bargaining unit member referenced in Paragraph 3 herein. It is understood and agreed that the Dec. 30, 2015 Tentative Agreement referred to herein shall not apply to bargaining unit members employed as of December 30, 2015. This pay scale shall only affect bargaining unit members hired as Fire Equipment Specialists after January 1, 2016. Further, this pay scale will be adjusted in accordance with any final settlement reached between the parties on a wage adjustment beginning in 2015.
- (5) If at any point during the next eight years that staffing in the mechanic's shop falls below three bargaining unit members, the Department will make all diligent, necessary and reasonable efforts to hire an additional bargaining unit member. Nothing in this settlement agreement will preclude the Department from determining that staffing in the mechanic's shop should be greater than three bargaining unit members.
- (6) This settlement is executed without prejudice to the parties' positions in negotiations or any grievance or arbitration proceeding.



Christopher Scrol

IAFF Local 413



Paul Denham

City of Rockford