

City of Rockford
Comprehensive Package Counter-Proposal to IAFF Local 413
2015 Contract
February 2, 2016

(1) ALL PROPOSALS BY BOTH PARTIES NOT IDENTIFIED IN THIS PACKAGE PROPOSAL BELOW ARE WITHDRAWN.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 City Proposal 2, as modified:

Wages: Increase of 2% effective January 1, 2015. Increase of 2% effective January 1, 2016.

Physical Pilot Program

For an additional bonus payment in 2016, the City will pay any bargaining unit member a \$350.00 (three-hundred and fifty dollars) bonus for reporting to the City's wellness center and successfully completing a comprehensive physical evaluation, consistent with NFPA 1582. In the event that over 80% of bargaining unit members participate in this pilot program, the City will agree to offer it again in 2017.

The parties agree that wages effective January 1, 2017 will be subject to a reopener. The parties may begin bargaining at a mutually agreed time after September 1, 2016 for this reopener. If an agreement cannot be reached on or before January 1, 2017, either party can utilize statutory impasse and interest arbitration procedures.

(3) 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.

- (4) 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.

Jim Weerda

IAFF Local 413

Paul Denham

City of Rockford

**Local 413 Comprehensive Package Proposal to City of Rockford
2015 Contract
February 2nd, 2016**

ALL PROPOSALS BY BOTH PARTIES NOT IDENTIFIED IN THIS PACKAGE PROPOSAL BELOW ARE WITHDRAWN.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

(1) The parties agree to:

Wages: Increase of 2% effective January 1, 2015, increase of 2% effective January 1, 2016 and an increase of 2% effective January 1, 2017. Wage increases will be applied retroactively.

(2) 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:

Under ACA, eliminate lifetime maximums for medical care.

Under ACA, replace annual monetary maximum for chiropractic with 40 visits per year.

(3) 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.

(4) A. TRANSFERS

OFFICERS AND DRIVERS

All Officers and Drivers with one (1) year or greater seniority and assigned to fifty-one (51) hours may bid their station and apparatus assignments provided they are properly certified for specialty companies. Positions shall be bid and filled strictly on a seniority in grade basis. Station and apparatus assignments for Officers and Drivers will be selected on a yearly basis and take effect January 1st each year. Selections will be collected by the District Chiefs and delivered to the Fire Chief or his designee for posting by October 31st each year. The Fire Chief shall have the authority to assign employees to a specific shift.

The Union and City agree that from time to time modification of station and apparatus assignments may be required to maintain the effective management of departmental operations. Personnel reassignments may be requested by the employee or made by the Fire Chief for the following reasons:

Training/experience needs of the officer

Personality conflicts

Disciplinary

Shift staffing needs

Employee requests for personal reasons

Employee requests for reassignment shall not be arbitrarily denied. In the event it becomes necessary to transfer an Officer or Driver, due to reasons listed above, the member being transferred will be switched with the least senior employee of the same rank and shift, unless there is a mutually agreed to transfer with another bargaining unit member of the same rank on any shift. The Fire Chief's decision regarding employee reassignment for the reasons listed above will not be subject to the grievance process. The Union President shall be advised prior to the employee notification of the reassignment. All efforts will be made to accommodate the needs of the individual in case of emergency transfers.

The intent of this article is not to usurp the right of the Fire Chief to schedule and assign work, but rather to provide a fair and consistent method of bidding station and apparatus assignments for Officers and Drivers on an ongoing basis.

FIREFIGHTERS

The Fire Chief or his designee will have the final decision on all other transfers, however, each decision must be made in a fair, just and impartial manner, based upon bona fide operational considerations in the best interest of the City and the Department giving due consideration to seniority.

Transfers shall not be used as punishment or harassment. The burden of proof shall be the responsibility of the complainant.

B. VACANCIES

When an Officer's or Driver's work assignment becomes vacant because a bargaining unit member has quit, been discharged, retired, been promoted or been awarded a disability pension, said opening shall be posted on bulletin boards in all the City's Fire Stations for at least ten (10) calendar days after the vacancy occurs. This does prohibit the Fire Chief from posting vacancy positions in advance to their becoming available, i.e., advanced signing of retirement papers.

Any bargaining unit member of the appropriate rank may apply to fill the vacancy provided they are properly certified for specialty companies. Applications must be submitted in writing to the Fire Chief during this ten (10) day period. The opening will than be filled by the applicant with the most seniority in grade.

(5) The parties agree to abide by the ILRB ruling regarding the inclusion or exclusion of the sick leave policy in the CBA.

Jim Weerda

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