

MEMORANDUM OF UNDERSTANDING

2017 and 2018 TRANSFER BY SENIORITY PILOT PROGRAM

This is a two (2) year pilot program for the calendar years of 2017 and 2018.

All Officers assigned to fifty-one (51) hours may bid their station and apparatus assignments provided they are properly certified for specialty companies for the purposes of a transfer by seniority pilot program. Aside from the exceptions below, positions shall be bid and filled strictly on a seniority in grade basis. Stations and apparatus assignments for Officers will be selected for the 2017 and 2018 calendar year. These transfers will take effect January 1st, 2017 and January 1st, 2018. Bids not received by the deadline will not be considered.

Personnel reassignments may be denied by the Fire Chief for the following reasons:

- Training/experience needs of the officer
- Personality conflicts
- Disciplinary
- Shift staffing needs

Employee requests for reassignment shall not be arbitrarily denied. The Fire Chief's decision regarding employee reassignment will not be subject to the grievance process. The administrative procedure itself shall be subject to the grievance process.

3/10/16

- 1505 hrs

Local 413 Comprehensive Package Proposal to City of Rockford
2015-2017 Contract
March 10th, 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(1) ALL PROPOSALS BY BOTH PARTIES NOT IDENTIFIED IN THIS PACKAGE PROPOSAL BELOW ARE WITHDRAWN.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:

Wages: Increase of 2.5% effective January 1, 2015, increase of 2.25% effective January 1, 2016 and an increase of 2% effective January 1, 2017. 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 IIMRF, 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.

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

Christopher Scrol

IAFF Local 413

Paul Denham

City of Rockford

City of Rockford
Comprehensive Package Counter-Proposal to IAFF Local 413
2015 Contract
March 10, 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. Increase of 2% effective January 1, 2017.

(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.

Christopher Scrol

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