

**City of Rockford Off-the-Record  
Comprehensive Package Counter-Proposal to IAFF Local 413  
2015 Contract  
August 25, 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- (1) ALL PROPOSALS BY BOTH PARTIES NOT IDENTIFIED IN THIS PACKAGE PROPOSAL BELOW ARE WITHDRAWN.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 one year contract for 2015.
- (4) The parties agree to City Proposal 2, as modified:

Wages: Increase of 2% effective 1<sup>st</sup> payroll period commencing after January 1, 2015.

Wage increases will only be applied retroactively to employees in good standing on the date of ratification.

(5) Manning: *Status quo*.

(6) 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.

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Jim Weerda

IAFF Local 413

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Paul Denham

City of Rockford

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- (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 one-year contract for 2015.~~
- (4) The parties agree to:

**Wages:** Increase of 2.5% effective 1<sup>st</sup> payroll period commencing after January 1, 2015.  
With a wage re-opener for 2016-2017 starting September 1<sup>st</sup>, 2016. The 2016 wage increase will be retroactive to January 1<sup>st</sup>, 2016

Wage increases will be ~~only~~ applied retroactively ~~to employees in good standing on the date of ratification.~~

- (5) Manning: *Status quo.*
- (6) The parties agree to City Proposal 21, as modified for employees hired after January 1<sup>st</sup>, 2015. The Union agrees to withdraw the ULP/Grievance regarding the Shop and the City shall hire a new Local 413 employee by January 1<sup>st</sup>, 2016.

<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
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<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 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.
- (9) The City agrees to Local 413 #22 ALS pay. Increase ALS pay to 5.5% and ALS assigned to ambulance to 7% of top step firefighter pay.

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- (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 one year contract for 2015.
- (4) The parties agree to City Proposal 2, as modified:

Wages: Increase of 2% effective 1<sup>st</sup> payroll period commencing after January 1, 2015.

In addition, the City will pay a one-time signing bonus in the amount of 0.5%

Wage increases will only be applied retroactively,

**Deleted:** to employees in good standing on the date of ratification

(5) Manning: *Status quo*.

(6) 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
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