

TO: Honorable President and Board of Trustees
FROM: Scott Niehaus, Village Manager
DATE: June 10, 2014
RE: MEMORANDUM OF UNDERSTANDING WITH IAFF

The Village of Lombard's negotiating team has reached a Memorandum of Understanding with the IAFF which represents the Firefighters and Fire Lieutenants in the Lombard Fire Department. The Memorandum of Understanding represents adding the Fire Lieutenants into the existing IAFF union contract. Terms of the Memorandum of Understanding are as follows:

Duration: Two (2) years. The contract begins June 1, 2013 and ends May 31, 2015.

Changes of Note pertaining to Fire Lieutenants:

- * **Section 8.6 - Hold Over**
A Fire Lieutenant who is held over under this Section shall receive a minimum of a quarter hours pay at his overtime rate and by the quarter (1/4) hour thereafter.
- * **Section 9.2 - Procedure**
Fire Lieutenants were removed from Step 1 of the grievance procedure. Fire Battalion Chiefs will take-up a grievance in step 1.
- * **Section 11.7 – Personnel File**
Any notation of an oral reprimand shall be removed from the personnel file if, from the date of the last oral reprimand, thirty-six (36) months have passed without the employee receiving additional discipline for a related offense. Any written reprimand shall be removed from an employee's personnel file if, from the date of the last written reprimand, thirty-six (36) months have passed without the employee receiving additional discipline for a related offense. Any sustained suspension(s) recorded in the employee's personnel file shall be not be removed from said file.

- * **Section 12.1 - Definition**
Seniority is defined as a Fire Lieutenant's length of continuous regular full-time employment calculated from the employee's promotion date. Employees promoted on the same date shall be placed on seniority list in order of their ranking on the promotional eligibility list.

- * **Section 12.2 – Probationary Period**
The probationary period for Fire Lieutenants shall be nine (9) months in duration from the date of promotion. During this probationary period, Fire Lieutenants may be returned to their former position of firefighter/paramedic for just cause by the Village. For initial appointment an evaluation will be completed after one (1) month, three (3) months, six (6) months, in addition to the formal evaluation completed prior to nine (9) months.

- * **Section 14.15 – Promotion to the Rank of Battalion Chief**
Section was added to reflect the promotional process for the rank of Battalion Chief.

- * **Section 18.1 – Acting Out of Classification Pay**
A Fire Lieutenant working as an acting Battalion Chief for a period of two (2) hours within a regular duty day shall receive \$2.35 per hour in addition to his regular straight time hourly rate for all hours worked in the higher classification.

- * **Section 28.1 – Severance**
An employee eligible to receive retirement benefits from the Lombard Fire Pension Fund upon leaving Village employment shall be awarded retirement severance pay from the Village according to the following schedule:

10-14 years of service	4 weeks pay
15-19 years of service	7 weeks pay
20+ years of service	9 weeks pay

Once during the term of this Agreement, the Village may in its discretion decide to offer a voluntary incentive payment to non-probationary bargaining unit employees in lieu of the retirement severance pay outlined in the above schedule. If an employee accepts the voluntary incentive payment, he will not be eligible to receive the retirement severance pay outlined in the above schedule when he leaves Village employment. The Village reserves the right without bargaining to unilaterally set the terms, conditions, eligibility, timing and benefit levels of such a one-time voluntary incentive payment. Additionally, any newly hired firefighter may be given such an offer upon completion of their probation and obtaining their paramedic certification

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Wages:

Year 1 - (June 1, 2013 through May 31, 2014)

1.75% increase to the step wage plan– Employees will move through the below step wage plan.

<u>Step No.</u>	<u>Description</u>	<u>Annual Salary</u>
1	Less than one full year	\$82,216
2	One year one day to two years	\$85,095
3	Two years one day to three years	\$88,157
4	Three years one day to four years	\$91,243
5	Four years one day to five years	\$94,437
6	Five years one day to six years	\$97,742
7	Six years one day and after	\$101,152

Year 2 - (June 1, 2014 through May 31, 2015)

2 % increase to the step wage plan - Employees will move through the below step wage plan.

<u>Step No.</u>	<u>Description</u>	<u>Annual Salary</u>
1	Less than one full year	\$83,860
2	One year one day to two years	\$86,796

3	Two years one day to three years	\$89,920
4	Three years one day to four years	\$93,068
5	Four years one day to five years	\$96,326
6	Five years one day to six years	\$99,697
7	Six years one day and after	\$103,175

Members of the Bargaining Unit will be ratifying the Memorandum of Understanding this week. The Village recommends approval of the Memorandum of Understanding.