

TO: Honorable President and Board of Trustees  
FROM: David A. Hulseberg, Village Manager  
DATE: April 27, 2011  
RE: AGREEMENT WITH IAFF LOCAL 3009

The Village of Lombard's negotiating team has reached a Tentative Agreement on a contract with IAFF Local 3009, which represents the Firefighters and Firefighter/Paramedics in the Lombard Fire Department. Terms of the Agreement are as follows:

Duration: Four (4) years. The contract begins June 1, 2011 and ends May 31, 2015.

Changes of Note:

Section 14.10 – Final Promotion List

Changed the total weighted score from 75 points or greater to 70 points or greater. Candidates who fail to meet this weighted score shall be excluded from the final promotion list and ineligible for promotion.

Article 17 - Shift Exchange

Changed that a shift exchange will not be permitted that results in an employee working 48 consecutive hours more than 3 times in a calendar month.

Section 21.1 – Hospitalization and Major Medical Insurance

Effective June 1, 2012, the Bargaining Unit PPO plan will have the same benefit level as the Non-Bargaining unit plan.

Section 21.5 – Life Insurance

Increased life insurance from \$50,000 to \$100,000.

Section 24.2 – Funeral/Birth Leave

Changed that leave shall be taken within 14 calendar days of death.

Section 24.5 – Family and Medical Leave

Changed from a calendar year 12-month period to a rolling 12-month period measured backward from the date an employee uses any FMLA leave.

Wages:	Year 1 (June 1, 2011 through May 31, 2012)	1.75 %
	Year 1 (June 1, 2012 through May 31, 2013)	1.75 %
	Year 1 (June 1, 2013 through May 31, 2014)	1.75 %
	Year 1 (June 1, 2014 through May 31, 2015)	2.00 %

Section 28.1 – Retirement Severance Pay

The Village may in its discretion decide to offer a voluntary incentive payment to non-probationary bargaining unit employees in lieu of the future retirement severance pay. Additionally, any newly hired firefighter may be given such an offer upon completion of their probation and obtaining their paramedic certification.

Section 29.4 – Premium Pay

Changed that the stipends for Hazardous Materials Technician and Technical Rescue Technician will be paid quarterly.

Side Letter

Renewed side letter that agrees that the Village shall not subcontract bargaining unit work if such subcontracting causes or results in the layoff of any bargaining unit member.

The side letter shall automatically cease to exist upon execution of a successor collective bargaining agreement or December 31, 2015.

On April 25, 2011 members of the Bargaining Unit ratified the Agreement.

The Village’s negotiating team recommends the approval of the Agreement to the Board of Trustees.

The Agreement between the Village of Lombard and IAFF Local 3009, listed as “Exhibit A”, will be given at the Thursday, May 5, 2011 Board meeting.

