

Initial Proposal
Park Ridge Firefighters Local 2697
International Association of Firefighters
To
City of Park Ridge, Illinois

Proposed Changes

Section 1.1

This document covers agreements reached between the City of Park Ridge ("City") and Local 2697, International Association of Fire Fighters, AFL-CIO ("Association") with respect to wages and benefits for the period of ~~May 1, 2014 through April 30, 2018~~ May 1, 2018 through April 30, 2021 and from year-to-year thereafter until changed by mutual agreement.

Section 4.1. Wage Schedule

The following wage schedules (which reflect annual pay) shall be in effect for the dates indicated for these employees hired before 5/1/2011:

| MAY 1, 2014 | | |
|-------------------------|--------------------|-------------------------------|
| Range | Firefighter | Firefighter/Paramedics |
| F | \$79,790 | \$84,578 |
| G* | \$81,090 | \$85,878 |
| H* | \$81,540 | \$86,328 |
| I* | \$81,840 | \$86,628 |
| November 1, 2014 | | |

| Range | Firefighter | Firefighter/Paramedics |
|--------------|--------------------|-------------------------------|
| F | \$80,588 | \$85,424 |
| G* | \$81,888 | \$86,724 |
| H* | \$82,388 | \$87,174 |
| I* | \$82,638 | \$87,474 |

MAY 1, 2015

| Range | Firefighter | Firefighter/Paramedics |
|--------------|--------------------|-------------------------------|
| F | \$82,200 | \$87,132 |
| G* | \$83,500 | \$88,432 |
| H* | \$83,950 | \$88,882 |
| I* | \$84,250 | \$89,182 |

| May 1, 2016 | | |
|--------------------|--------------------|-------------------------------|
| Range | Firefighter | Firefighter/Paramedics |
| F | \$83,433 | \$88,439 |
| G* | \$84,733 | \$89,739 |
| H* | \$85,183 | \$90,189 |
| I* | \$85,483 | \$90,489 |
| MAY 1, 2017 | | |
| Range | Firefighter | Firefighter/Paramedics |
| F | \$84,684 | \$89,766 |
| G* | \$85,984 | \$91,066 |
| H* | \$86,434 | \$91,516 |
| I* | \$86,734 | \$91,816 |

The following wage schedules (which reflect annual pay) shall be in effect for the dates indicated for those employees hired on or after 5/1/2011:

| | 5/1/2014 | 11/1/2014 | 5/1/2015 | 5/1/2016 | 5/1/2017 |
|--------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| Range | Firefighter/ Paramedic | Firefighter/ Paramedic | Firefighter/ Paramedic | Firefighter/ Paramedic | Firefighter/ Paramedic |
| A | \$61,422 | \$62,036 | \$63,277 | \$64,226 | \$65,189 |
| B | \$63,879 | \$64,518 | \$65,808 | \$66,795 | \$67,797 |
| C | \$66,434 | \$67,098 | \$68,440 | \$69,467 | \$70,509 |
| D | \$69,091 | \$69,782 | \$71,178 | \$72,245 | \$73,329 |
| E | \$71,855 | \$72,573 | \$74,025 | \$75,135 | \$76,262 |
| F | \$74,729 | \$75,477 | \$76,986 | \$78,141 | \$79,313 |
| G | \$77,719 | \$78,496 | \$80,066 | \$81,267 | \$82,486 |
| H | \$80,827 | \$81,636 | \$83,268 | \$84,518 | \$85,785 |
| I | \$84,578 | \$85,424 | \$87,132 | \$88,439 | \$89,766 |
| J* | \$85,878 | \$86,724 | \$88,432 | \$89,739 | \$91,066 |
| K* | \$86,328 | \$87,174 | \$88,882 | \$90,189 | \$91,516 |
| L* | \$86,628 | \$87,474 | \$89,182 | \$90,489 | \$91,816 |

| May 1, 2018 - April 30, 2019 | | |
|------------------------------|--------------|-------------------------|
| Range | Firefighter | Firefighter / Paramedic |
| Step A | - | \$ 70,219.00 |
| Step B | - | \$ 76,165.32 |
| Step C | - | \$ 82,111.63 |
| Step D | - | \$ 88,057.95 |
| Step E | - | \$ 94,004.26 |
| Step F | \$ 94,293.00 | \$ 99,950.58 |
| Step G* | \$ 95,593.00 | \$ 101,250.58 |
| Step H* | \$ 96,043.00 | \$ 101,700.58 |
| Step I* | \$ 96,343.00 | \$ 102,000.58 |

| May 1, 2019 - April 30, 2020 | | |
|------------------------------|--------------|-------------------------|
| Range | Firefighter | Firefighter / Paramedic |
| Step A | - | \$ 75,815.00 |
| Step B | - | \$ 81,191.84 |
| Step C | - | \$ 86,568.69 |
| Step D | - | \$ 91,945.53 |
| Step E | - | \$ 97,322.38 |
| Step F | \$ 96,886.06 | \$ 102,699.22 |
| Step G* | \$ 98,186.06 | \$ 103,999.22 |
| Step H* | \$ 98,636.06 | \$ 104,449.22 |
| Step I* | \$ 98,936.06 | \$ 104,749.22 |

| May 1, 2020 - April 30, 2021 | | |
|------------------------------|---------------|-------------------------|
| Range | Firefighter | Firefighter / Paramedic |
| Step A | - | \$ 77,899.91 |
| Step B | - | \$ 83,424.62 |
| Step C | - | \$ 88,949.33 |
| Step D | - | \$ 94,474.03 |
| Step E | - | \$ 99,998.74 |
| Step F | \$ 99,550.42 | \$ 105,523.45 |
| Step G* | \$ 100,850.42 | \$ 106,823.45 |
| Step H* | \$ 101,300.42 | \$ 107,273.45 |
| Step I* | \$ 101,600.42 | \$ 107,573.45 |

Section 4.3. Length of Time to Attain F Step For employees hired prior to May 1, 2011

Section 4.4 Length of Time to Attain Step I for Employees Hired After May 1, 2011

- (a) Eligibility for yearly increases for employees hired on or after the effective date of current contract will be based on anniversary date of employment. This means that increases would be considered in accordance with guidelines previously established at the end of one year, two years, three years, four years, five years, six years, seven years, eight years, ten years, fifteen years and twenty years. Yearly increases shall be for the full bi-weekly pay period in which the firefighter reaches his anniversary date.
- (b) If for any reason a merit increase is withheld or accelerated, in accord with existing personnel provisions, the schedule which is intended to advance a firefighter to the I step at the end of eight years shall be modified for such individual to reflect the fact that a merit increase has been withheld or accelerated.

Section 4.5. Lieutenant/Paramedics

Except for those Lieutenants currently paid above the top base pay, Lieutenants will be paid as follows:

| | 5/1/2014 | 11/1/2014 | 5/1/2015 | 5/1/2016 | 5/1/2017 |
|---------------------------------------|-----------------|------------------|-----------------|-----------------|------------------|
| Step A - Upon promotion | \$88,807 | \$89,695 | \$91,489 | \$92,862 | \$94,255 |
| Step B - After 1 year in rank | \$91,027 | \$91,938 | \$93,776 | \$95,183 | \$96,611 |
| Step C - After 2 years in rank | \$95,578 | \$96,534 | \$98,465 | \$99,942 | \$101,441 |

| May 1, 2018 - April 30, 2019 | |
|---|--------------------------|
| Step A - Upon Promotion | \$ 102,186.00 |
| Step B - After 1 year in Rank | \$ 108,295.00 |
| Step C - After 2 years in Rank | \$ 114,404.00 |
| Step D* - 10 years of continuous service | Additional \$1300 |
| Step E* - 15 years of continuous service | Additional \$1750 |
| Step F* - 20 years of continuous service | Additional \$2050 |

| May 1, 2019 - April 30, 2020 | |
|---|--------------------------|
| Step A - Upon Promotion | \$ 104,996.12 |
| Step B - After 1 year in Rank | \$ 111,273.11 |
| Step C - After 2 years in Rank | \$ 117,550.11 |
| Step D* - 10 years of continuous service | Additional \$1300 |
| Step E* - 15 years of continuous service | Additional \$1750 |
| Step F* - 20 years of continuous service | Additional \$2050 |

| May 1, 2020 - April 30, 2021 | |
|---|--------------------------|
| Step A - Upon Promotion | \$ 107,883.51 |
| Step B - After 1 year in Rank | \$ 114,333.12 |
| Step C - After 2 years in Rank | \$ 120,782.74 |
| Step D* - 10 years of continuous service | Additional \$1300 |
| Step E* - 15 years of continuous service | Additional \$1750 |
| Step F* - 20 years of continuous service | Additional \$2050 |

~~Note: The longevity scale does not apply to Lieutenants. In addition, should a Firefighter who de-licensed as a Park Ridge Firefighter-Paramedic on or before April 30, 2006 be promoted to the rank of Lieutenant, such employee's earnings shall be reduced by 6% at each of the above steps.~~

Section 5.1. Longevity for employees hired prior to May 1, 2011

~~This Section does not apply to employees in the rank of Lieutenant.~~

(a) Longevity will be paid during the periods specified below according to the following schedules:

| | Effective May 1, 2014 2018 - April 30, 2018 2021 |
|------------------------------------|---|
| G Step <u>LT D Step</u> | Upon completion of 10 years of satisfactory and continuous service -- a total of \$1300 per year in addition to the F step. |
| H Step <u>LT E Step</u> | Upon completion of 15 years of satisfactory and continuous service -- a total of \$1750 per year in addition to the F step. |
| I Step <u>LT F Step</u> | Upon completion of 20 years of satisfactory and continuous service -- a total of \$2050 per year in addition to the F step. |

(b) Longevity pay shall be effective for the full bi-weekly pay period within which the anniversary date of employment falls according to the continuous length of service as specified, subject to satisfactory merit ratings.

Section 5.2. Longevity for employees hired after May 1, 2011

~~This Section does not apply to employees in the rank of Lieutenant.~~

~~(a) Longevity will be paid during the periods specified below according to the following schedules:~~

| | Effective May 1, 2014 - April 30, 2018 |
|---------------|---|
| J Step | Upon completion of 10 years of satisfactory and continuous service -- a total of \$1300 per year in addition to the F step. |

| | |
|--------|---|
| K-Step | Upon completion of 15 years of satisfactory and continuous service -- a total of \$1750 per year in addition to the F step. |
| L-Step | Upon completion of 20 years of satisfactory and continuous service -- a total of \$2050 per year in addition to the F step. |

~~(b) Longevity pay shall be effective for the full bi-weekly pay period within which the anniversary date of employment falls according to the continuous length of service as specified, subject to satisfactory merit ratings.~~

Section 5.9. Engineer Certification Pay

~~This Section only applies to ranks beneath the rank of Lieutenant. Commencing April 1, 1998, any or all non-probationary bargaining unit employees that are certified by the City as a Fire Apparatus Engineer shall receive a quarterly bonus in the gross amount of \$125, which will be paid during the months of April, July, October and January. To remain eligible for the quarterly bonus on or after 4/31/98, employees must maintain their City Fire Apparatus Engineer certification and be certified as such by the Office of the State Fire Marshal. The \$125 quarterly bonus will not be prorated, and will be paid only to members who were certified for the entire preceding quarter. The bonus shall not be added to base pay.~~

Section 5.10. Paramedic Preceptor

Effective May 1, 2014, an employee assigned by the Fire Chief or the Fire Chiefs designee to perform the duties of a paramedic preceptor shall be paid \$30 a day for any day he/she actually performs the duties of a paramedic preceptor for eight (8) or more hours. Before involuntarily assigning an employee to perform the duties of a paramedic preceptor, the Fire Chief will solicit volunteers according to the following steps:

Selection of Primary Preceptors

Upon receiving information that the PRFD will be precepting ALGH EMSS Paramedic students, the department shall solicit volunteers. Each volunteer shall indicate his or her willingness to serve as a primary preceptor or secondary preceptor, in writing. If there are multiple volunteers for the role of primary preceptor, the selection shall be based on seniority on their shift and turns granted. Therefore, once a senior preceptor has been granted primary status, the next most senior volunteer will be granted primary status (similar to the hireback policy). This rotation will reset after two promotional testing cycles.

Selection of Secondary Preceptors

If there are multiple volunteers for the role of secondary preceptor, a maximum of three secondary preceptors will be selected. They will be placed in order by seniority. It will be this order that will determine which secondary preceptor will fill in for the primary.

The Fire Chief retains the sole right to determine the qualifications for appointment to a paramedic preceptor, conditions for continued appointment, and to remove an employee or employees from such assignment at any time.

Section 5.11. PEHP Plan

- 2.) ~~Effective for the calendar year beginning January 1, 2014, on an annual basis, each employee must mandatorily contribute one (1) ETO day from each employee's ETO Sick day from each employee's sick bank within IAFF Local #2697 into the employee's Insurance Premium Reimbursement Account.~~
- 3 **Effective for the calendar year beginning January 1, 2012 2019, per section 7.5 of this Agreement, upon retirement, an employee who retires or resigns in good standing on or after the effective date of this Agreement with more than ~~60~~ 50 days accrued but unused sick leave (~~4,335~~ 1112.5 hours) must mandatorily contribute the following to his/her Insurance Premium Reimbursement Account: 35 ~~50~~% of accrued but unused sick leave in excess of ~~60~~ 50 days paid at 100% of the employee's straight-time rate of pay on the date of retirement or resignation in good standing. Example: An employee who retires with 100 days accrued sick leave shall receive 44 ~~25~~ days ($100 - 60 \text{ } 50 = 40 \text{ } 50 \times 35 \text{ } 50\% = 14 \text{ } 25$ days) in the employee's Insurance Premium Reimbursement Account.**

Section 6.1. Life Insurance

- (a) ~~The Employer shall provide Term Life Insurance in the amount of forty thousand dollars (\$40,000) for all firefighters covered by this Agreement, and all Lieutenants promoted after May 1, 2007. Those Lieutenants in the bargaining unit as of April 30, 2007 shall receive term life insurance in an amount equal to one times their annual base salary, not to exceed Eighty Thousand Dollars (\$80,000.00). the employees annual salary rounded to the nearest \$5000.00 dollars. This life insurance shall be provided at no charge to the employee.~~

Section 7.1. Amount and Accumulation

Bargaining unit employees assigned to a 37.5 hour work week will accumulate sick leave with pay at the rate of 1 day per month for each month worked.

Section 7.5. Sick Leave Payout at Retirement

An employee who retires or resigns in good standing on or after the effective date of this Agreement with more than ~~60~~ 50 days accrued but unused sick leave (~~1,335~~ 1112.5 hours) shall have the following paid into the PEHP: ~~35~~ 50% of accrued but unused sick leave in excess of ~~60~~ 50 days paid at 100% of the employee's straight-time rate of pay on the date of retirement or resignation in good standing. Example: An employee who retires with 100 days accrued sick leave shall receive ~~44~~ 25 days ($100 - \del{60} \underline{50} = 40 \underline{50} \times 35 \underline{50}\% = 14 \underline{25}$ days) in the PEHP.

An employee assigned to a 37.5 hour workweek who retires or resigns in good standing on or after the effective date of this agreement with more than 120 days accrued of unused sick leave (900 hours) shall have the following paid into the PEHP: 35% of accrued but unused sick leave in excess of 120 days, up to 240 days, paid at 100% of the employees straight time rate of pay on the date of retirement or resignation in good standing.

Section 8.4. Modified Duty

~~The City will agree to provide the regular shift schedule (i.e., 24 hours on, 48 hours off) for modified duty for duty-related injuries. For hours up until 1700, the employee may be assigned to any job task, as determined by the City. After 1700, the employee will be assigned as the Battalion Chiefs Aide and respond to calls to provide administrative assistance. For duty related injuries, the employee will report to modified duty on his regular assigned shift for the hours of 0800 – 1600 hrs excluding weekends and holidays recognized by the city, state, or federal government. The City, at its sole discretion, may provide modified duty to employees with non-duty related injuries.~~

Section 9.5. Leave Time Scheduling Policy

- (b) **Second Choice.** Once the first choice days are chosen, then up to nine additional days may be scheduled in the same method as done above. If an employee selects a one or two-day block during the months of June, July, August or the period from December 15th through

December 31st, he may lose that block of time to a less senior employee choosing a new block of three or more days. A two-day block will not have preference over a one-day block. An employee cannot "add ETO days to make a larger block" (ex. 3 ETO days selected in First Round + 1 or 2 ETO days selected in the Second Round DOES NOT = a 4 or 5 day block.

Section 10.4. Overtime Pay

At the employee's discretion, in lieu of overtime pay, overtime hours worked may be "banked" and used as compensatory time off. If the hours worked as overtime would have been paid at time and one-half, the employees will receive one and one-half times the number of hours worked as compensatory time. If the hours worked as overtime would have been paid as straight time, the employee will receive the number of hours worked as compensatory time. Maximum accrual for compensatory time is 44.5 222.5 hours. An employee must request the opportunity to use compensatory time off their prior assigned shift day, and such request will not be unreasonably denied.

ARTICLE XIV

Promotions

Section 14.3. Eligibility Requirements for position of Lieutenant

The examination process for promotion to the rank of Lieutenant shall be competitive among employees in the rank of Firefighter-Paramedic (except as otherwise expressly provided in Paragraph e of this Section), who meet all of the eligibility requirements set forth below and desire to submit themselves to such process.

Such an employee shall be eligible to participate in the process for promotion to Lieutenant if:

- (a) Such employee has served a minimum of seven (7) years on Park Ridge Fire Department, including probation, as of the date of the written examination;
- (b) Such employee is certified as Fire Officer I or provisional Fire Officer I, or Company Fire Officer as described by the Illinois Office of the State Fire Marshal as of the close of applications for the promotion testing process, as established by the BFPC;
- (c) Such employee has an associate's degree or 60 credit hours from an accredited educational institution or 4 years active military

experience with 15 credit hours from an accredited educational institution;

- (d) Such employee is certified as a Fire Apparatus Engineer; and
- (e) Such employee is a licensed paramedic, except for those Firefighters who de-licensed as a Park Ridge Firefighter-Paramedic on or before April 30, 2006.

Section 14.4. Components of the Promotional Process and the Weighting of Components

The placement of eligible candidates on a promotion list shall be based on the points achieved by the candidate on each of the following six components weighted as specified:

| Order of Administration | Component | Percentage Weighting |
|--------------------------------|---------------------|-----------------------------|
| 1 | Seniority | 10% |
| 2 | Ascertained Merit | 20% |
| 3 | Chiefs Points | 40 5% |
| 4 | Written Examination | 30% |
| 5 | Assessment Center | 30 35% |

If a candidate wishes to withdraw from the promotional process before the completion of all the components of the promotional process, the candidate shall so advise the Fire Chief in writing.

Section 14.5. Promotion Process Components

The components of the promotional process shall be as follows and shall be administered in the order set forth above. Except as otherwise provided herein, the written exam, assessment center and BFPC oral interviews (if any) shall be subject to monitoring as set forth in Section 25 of the Illinois Fire Department Promotion Act.

Seniority. Seniority shall be calculated based upon months of completed service as of the close of applications for the promotion testing process, as established by the BFPC. Seniority shall be calculated as follows:

- Candidates shall be granted .55555 point for each completed month of full-time service with the City of Park Ridge Fire Department for each month in excess of 60 to a maximum of 180 months.
- The total point value shall not exceed 100 points, based upon 20 or more years of service.

Ascertained Merit. A maximum of 100 points can be earned based on ascertained merit, which shall be determined on the basis of the following:

| ASCERTAINED MERIT |
|--|
| Fire Officer II or Advanced Fire Officer provisional certification - 25 points -Prior to obtaining FO II provisional cert., an employee shall earn 5 points for each successfully completed FO II course, up to a maximum of 20 points |
| Bachelor's Degree from accredited College or University - 40 points |
| Current Hazardous Materials Team Member in Good Standing - 5 points |
| Current Underwater Rescue and Recovery Team Member in Good Standing - 5 points |
| Current Technical Rescue Team Member in Good Standing - 5 points |
| Current Fire Investigation Team Member in Good Standing – 5 points |

City designated educator on Public Education Team - up to 5 points based upon level participation during last calendar year
5 points for 48 hours or above; 4 points for 36-47 hours, 3 points for 24-36 hours; 2 points for 16-23 hours; 1 point for 8-15 hours.

City designated paramedic Preceptor - Maximum of 5 points

- A Primary Preceptor will receive 2.5 points for every student they precept within the 24 months preceding the close of applications.
- A Backup Preceptor will receive 1.25 points for every student they are the backup within the 24 months preceding the close of applications
- An employee may obtain a total of 5 points during promotional testing periods within the 24 months preceding the close of applications.
- The student has to have completed the paramedic program before the close of the application period in order for the primary/backup preceptor to receive points.

Paramedic Preceptor - Maximum 5 points - Points are valid for two testing cycles

- Points shall be awarded based upon the number of hours that a student is precepted. The total number of hours will be multiplied by a factor of .01 to determine the total number of points awarded to the preceptor.
 - Ex. 24 hours x .01 = .24 points; 21 shifts x .24 points = 5 points
- Primary Preceptor - This FF/PM shall be designated as the preceptor for any shift that they are assigned to the ambulance and fulfilling the duties of the preceptor. In the event that the primary preceptor is not on duty, the duties shall be given to a backup preceptor, for the shift. This will also be done if the primary preceptor is required to serve as the Acting Lieutenant.
- Backup Preceptor - In the event that the Primary Preceptor is unable to fulfill his duties, this FF/PM shall be designated as the preceptor for any shift where they serve as the preceptor.

Language Removal

CBA APPENDIX A

SIDE LETTER - LT/PM WAGE SCHEDULE

The following employees, whose existing wages as a Lieutenant-Paramedic exceed the amount indicated on the Lieutenant-Paramedic wage schedule, shall be paid as follows:

| | 5/1/2014 | 11/1/2014 | 5/1/2015 | 5/1/2016 | 5/1/2017 |
|----------|-----------|-----------|-----------|-----------|-----------|
| Beeringa | \$103,105 | \$104,136 | \$106,218 | \$107,812 | \$109,429 |
| Krause | \$99,738 | \$100,735 | \$102,750 | N/A | N/A |
| Pertell | \$99,714 | \$100,711 | \$102,725 | \$104,266 | \$105,830 |
| Debs | \$99,443 | \$100,437 | \$102,446 | \$103,982 | \$105,542 |

SIGNED THIS _____ DAY OF _____, 2018

Local 2697 _____ City of Park Ridge:

International Association
of Firefighters, AFL-CIO:

By: _____ By: _____

By: _____ By: _____

Proposed New Language

Sick Leave Donation

In the event that a bargaining unit employee has exhausted all sick time, all compensatory time, all vacation, he/she may be eligible for a donation from any other bargaining unit employee.

In order to be eligible for donation:

- (a) The receiving employee must have at least one year of full-time service with the Village and must have a reasonable expectation of returning to full-time work within twelve (12) months from the first day off related to the sick leave, as determined by a doctor.
- (b) The donating employee must have at least 222.5 hours of accrued sick time.
- (c) The donating employee may choose to donate 11.125 or 22.25 hours of sick time to the sick employee.
- (d) The donating employee must sign a form that would direct Human Resources to deduct such hours from accrued sick leave.
- (e) The receiving employee can receive a maximum donation of 62 duty days. Any hours donated will be deducted from the sick leave accrual of the donating employee and credited to the sick leave accrual of the sick employee.
- (f) Any sick leave donated will not count as used sick leave for the purpose of annual sick leave buy back.

Credit for not taking Health Insurance

If the employee chooses not to obtain health insurance from the City, the City agrees to provide a \$192.31 stipend per pay period (\$5000 annually) to the employee for the duration he/she opts not to have City provided health insurance.

“The Union reserves the right to make additional changes, deletions, or other proposals including seeking retroactivity of wage increases until such time as a tentative agreement has been reached. Any error or omissions are unintentional.”