

Collective Bargaining Agreement Highlights

Contract Range will be from May 1, 2019 to April 30, 2022

- Management and Local 4237 agreed that 6 out of the 9 new entry level Firefighter/Paramedic positions will be at a reduced pay rate. Those members are considered Tier 2 Firefighter/Paramedic in the contract. The primary role for those entry level positions will be staffing our current ambulances as well as staffing an additional ambulance.
- Bargaining unit members will receive 2 additional (Kelly day's) FLSA days per year.
- A force back section in the contract was made more stringent to insure that the minimum daily staffing is maintained.
- Departmental duties of all ranks were increased to add the following
 - All Firefighter/paramedic Tier 1 employees will be required to drive all vehicles within one year for current employees and for all new Tier 1 employees at the conclusion of their one-year probation.
 - All Firefighter/paramedic Tier 1 employees once off probation will have one year to be trained as Acting company officers.
 - All Lieutenants will have one year to be trained as Acting Battalion Chiefs.
- Additional requirements were added for education to be promoted to Lieutenant and Battalion Chief.
- The acting out of classification section was adjusted to allow for a reduction in overtime.
- A modification was made to the training section for the safety of our members. This addition was created to restrict outside training events in extreme weather conditions.
- An addition was added to the sick leave abuse section to require members that call off sick while on Overtime to be docked sick hours.
- An addition was added to sick leave conversion for employees to mirror the current Village Employee Handbook.
- The Wage section was adjusted to reflect the following
 - 2.5 percent increase each year for 3 years
 - The scale was changed to hourly rate from salary

- Any new employee hired after May 1, 2019 will move to a seven-year step plan
all current employees will remain on the five-year step plan.
- Appendix B: 7G agreement was modified as listed below
 - 4 new Coordinator positions were added
 - Pay rates were increased as well as decreased in areas based off of our department strategic goals
 - Both parties also agreed to a 16 hour per pay period cap unless otherwise approved by the Fire Chief