

VILLAGE OF HOMEWOOD



CLOSED SESSION MEMORANDUM

DATE OF MEETING: July 14, 2026

To: Village President and Board of Trustees

Through: Napoleon Haney, Village Manager

From: Terence Acquah, Assistant Village Manager

Topic: Collective Bargaining Agreement with Homewood Professional Firefighters Union Local 3656 (International Association of Firefighters)

PURPOSE

After a short and successful period of negotiations, the Village of Homewood reached a tentative agreement with Homewood Professional Firefighters Union Local 3656 (International Association of Firefighters). The Village was notified the union received sufficient votes to ratify their agreements. Staff is requesting that the Village Board approve the agreement.

PROCESS

The Homewood Professional Firefighters Union Local 3656 (International Association of Fire Fighters), which represents the Village's firefighters, captains, and lieutenants, previously operated under a five-year collective bargaining agreement that expired on April 30, 2026. To negotiate a successor agreement, Village staff met with union representatives during four formal bargaining sessions. Following those negotiations, the parties also held several additional meetings to finalize minor language revisions and reach agreement on the remaining contract provisions.

OUTCOME

Key highlights of the agreement terms are identified below.

- **Contract Term:**
Changed from five (5) to three (3) years.
- **Changes to scoring rubric for Lieutenant testing:**

		<u>% of Weight</u>	
1.	Written Examination	40	35
2.	Seniority	15	10
3.	Ascertained Merit	15	20
4.	Subjective Component	30	35

VILLAGE OF HOMEWOOD



- **Acting Company Officer Compensation at \$4 per hour:**

The Village agreed to this language because employees serving in a Company Officer capacity are taking on additional responsibilities, leadership duties, and decision-making authority beyond their normal assignment. The added compensation recognizes this increased responsibility while also helping ensure the department has qualified personnel willing and prepared to step into leadership roles when needed.

- **Revamping of Overtime:**

Previously, Captains were allowed to work overtime by filling firefighter/paramedic shifts, but they were limited to 216 hours per year unless the Fire Chief approved additional hours. This rule was meant to control how much overtime officers could work in those roles.

That limit has now been removed and replaced with a stricter approach. Beginning May 1, 2027, officers will generally not be allowed to cover firefighter/paramedic shifts *at all*, except in rare cases like injury, illness, or other operational needs and only with approval from the Fire Chief.

Officers can still work overtime within their own rank. If there is an officer shortage, the shift is first offered to other officers. If no one accepts, and staffing conditions allow, the opportunity may then go to firefighters.

- **Minimum Staffing:**

Under the new language, each shift will be scheduled with *eight (8)* full-time firefighter/paramedics, with a minimum of six (6) personnel required to be actively working at all times. Currently, the Village operates with seven (7) full-time firefighter/paramedics with a minimum of five (5) personnel required to be actively working at all times.

This change should reduce overtime, injuries, and assist with high call volumes.

- **Change to Kelly Days:**

A Kelly Day is a built-in day off in a firefighter's schedule that helps reduce the total number of hours worked.

Currently, Kelly Days happen once every eleven (11) shifts. Under the new system, they will occur once every *seven (7)* shifts. This change is being made to better match a normal seven-day week, making the schedule easier to follow and more consistent.

- **Training Cost Reimbursement for new hires:**

Under this provision, if a newly hired employee voluntarily leaves within *two (2)* years, they are required to reimburse the Village for a portion of the hiring and training costs, including expenses such as the Fire Academy, EMT, or Paramedic School. The

VILLAGE OF HOMEWOOD



reimbursement is prorated based on how long the employee worked, with costs totaling up to \$10,000.

- **PPO 1 Health Insurance Plan Sunset:**

Beginning July 1, 2026, newly hired employees will no longer be allowed to enroll in the PPO 1 Health Insurance Plan. Instead, they will have to choose from the other health insurance options offered by the Village. However, current employees who are already enrolled in the PPO 1 plan may continue coverage, as long as they remain eligible under the contract.

- **Longevity Pay:**

Amounts increased:

- 6–10 years: from \$500 to \$800
- 10–15 years: from \$800 to \$1,100
- 15–19 years: from \$1,100 to \$1,500
- Over 19 years: from \$1,500 to \$2,000

- **New Scale & Cost of Living Adjustment (COLA)**

Firefighter/Paramedic			
	5/1/2026	5/1/2027	5/1/2028
		4%	3%
EMT PAY	\$84,736	\$87,702	\$91,210
A	\$87,702	\$91,210	\$93,946
B	\$91,418	\$95,075	\$97,927
C	\$96,151	\$99,998	\$102,997
D	\$100,704	\$104,732	\$107,874
E	\$105,487	\$109,707	\$112,998
F	\$110,506	\$114,926	\$118,374
G	\$115,730	\$120,359	\$123,970

VILLAGE OF HOMEWOOD



PREVIOUS SCALE

	5/1/2021	5/1/2022	5/1/2023	5/1/2024	5/1/2025
Firefighter/ Paramedic	2%	2.25%	3%	2.25%	2%
Start	\$58,052.66	\$59,358.84	\$61,139.61	\$62,515.25	\$63,765.55
After 1 year	\$64,337.30	\$65,784.88	\$67,758.43	\$69,283.00	\$70,668.66
After 2 years	\$70,621.92	\$72,210.92	\$74,377.24	\$76,050.73	\$77,571.75
After 3 years	\$76,906.56	\$78,636.96	\$80,996.07	\$82,818.48	\$84,474.85
After 4 years	\$83,191.19	\$85,062.99	\$87,614.88	\$89,586.22	\$91,377.94
After 5 years	\$89,475.83	\$91,489.03	\$94,233.71	\$96,353.96	\$98,281.04
After 6 years	\$95,760.46	\$97,915.07	\$100,852.52	\$103,121.70	\$105,184.13

FINANCIAL IMPACT

Various financial impacts, as outlined by the agreed upon changes in the CBA, that will be integrated within current and future budget years.

LEGAL REVIEW

Completed by Village's Labor Attorney

RECOMMENDED BOARD ACTION

Approve a three-year collective bargaining agreement between the Village of Homewood and the International Association of Firefighters Local 3656, retroactive to May 1, 2026 and extending through April 30, 2029.

ATTACHMENT(S)

Contract