

MEMORANDUM

Date: 6/7/2021

To: Village Board of Trustees

From: Napoleon Haney, Assistant Village Manager and Chief Bob Grabowski,
Fire Chief

Re: IAFF - Fire Union Negotiations Update

The Village is currently engaged in negotiations with all four (4) of its bargaining groups (IAFF-Fire; Teamsters-Records & Water Billing Clerks; MAP-Police; AFSCME-Public Works). After experiencing delays due to COVID-19 meeting restrictions, the Village began bargaining with the Homewood Fire Fighter's International Association of Fire Fighters – Local 3656 in March of 2021 just prior to the ending of the 5-year agreement that expired on April 30, 2021. After only eight (8) meetings with the Fire Union, both sides have tentatively agreed (TA) on the final contract items including cost of living (COLA) wage adjustments.

During the past few contract negotiations with the Fire Union, union representatives would typically provide the Village's negotiation team with a full contract re-write citing numerous sections of the contract to be considered for discussion and negotiation. Thanks to the leadership on both the management and labor union side of the Fire Department, the union's main non-financial items, listed below, were discussed and resolved.

- Amendments to Memorandum of Agreement for the Use of Part Time Employees
 - Removal of certain testing requirements (CPAT, psychological, polygraph) to increase the opportunity to hire part-time personnel.
 - Village now has the ability to hire either certified firefighters or certified paramedics as part-time personnel.
 - Increase the minimum manning on weekends from 5 personnel on shift to 6 personnel on shift.
 - Firefighter Paramedic may act as company officer in the absence of an available officer under certain conditions.
 - The Village may hire up to 20 employees to work part-time as either firefighter or firefighter/paramedics.
- Vacation Scheduling
 - The Fire Chief, or his designee, shall grant at least 6 variances per shift per calendar year allowing a vacation day to be scheduled on another employee's vacation or Kelly day, potentially creating overtime. These variances shall not fall on a holiday. These variances shall not create supervisory overtime. Beginning with calendar year 2022, the number of variances per shift shall increase to 7 per year. Beginning with calendar year 2023, the number of variances shall increase to 8 per year. Beginning with calendar year 2024, the number of variances shall increase to 9 per year. Beginning with calendar year 2025, the number of variances shall increase to 10 per year.

After the main non-financial items were tentatively agreed (TA), negotiations focused on resolving two financial items: (1) cost of living adjustments and (2) the union's request to reinstate a holiday

(day after Thanksgiving). The holiday was previously negotiated out of the fire union's contract during fire negotiations held during the recession of 2008-2009.

Financial Negotiations

Staff reviewed cost of living adjustments from various fire contracts from comparable communities including the Villages of Park Forest, Matteson, Hazel Crest and the Cities of Oak Forest and Burbank. The average COLA adjustment from the 5-year fire contracts are listed below.

Village of Matteson (fire)	2.00% avg. increase over 5-year agreement
Village of Hazel Crest (fire)	2.25% avg. increase over 5-year agreement
Village of Homewood (fire)	2.30% avg. increase over 5-year agreement (proposed)
City of Burbank (fire)	2.65% avg. increase over 5-year agreement
Village of Park Forest (fire)	2.70% avg. increase over 5-year agreement

Homewood's 5-year fire union COLA, as proposed, falls into the lower end of our comparable communities. Using these comparables, and leveraging the union's request to reinstate the holiday, the Village was able to successfully negotiate (TA with fire union) modest COLA increases over the course of the 5-year agreement.

Proposed Fire Union COLAs

Year 1	Year 2	Year 3	Year 4	Year 5
2.00%	2.25%	3.00%	2.25%	2.00%

Next Steps

Staff is looking for direction from the Village Board to include the COLAs as proposed in the Fire Union's Collective Bargaining Agreement. The COLAs were tentatively agreed upon by the union's negotiating team on June, 7, 2021 and must be ratified by the union membership. If successful, the COLAs will be included in the proposed collective bargaining agreement to be approved by the Village Board of Trustees at an upcoming meeting.