

**ROCHELLE CITY COUNCIL  
AGENDA ITEM MEMO  
REGULAR MEETING**

**SUBJECT:** A Motion to Approve a Collective Bargaining Agreement Between the City of Rochelle and International Association of Firefighters Local 3445

**Staff Contact:** Jeff Fiegenschuh, City Manager

**Summary:** The City of Rochelle has spent the past two months negotiating a new collective bargaining agreement with the IAFF Local 3445 to run May 1, 2023-April 30, 2027. The proposed agreement represents a compromise from both the city and the bargaining unit that will ensure adequate staffing well into the future. The major changes from the previous agreement include:

**Section 12.3** The City of Rochelle shall determine the staffing requirements for each shift. The City has made an administrative decision to maintain 4 full-time certificated staff members, comprised of three (3) full-time firefighters and one (1) lieutenant, per shift.

1. The City shall make its best efforts to hire three (3) new hires as soon as possible but no later than by January 1, 2024 (i.e. twelve (12) FF/PMs). New hires attending Basic Operations Firefighter and/or Paramedic training will not count as a vacancy for shifts under 12.3(c). When the new hire per shift has completed BOF training, the minimum staffing on that shift identified will increase from 4 to 5. When all three (3) new hires have completed BOF training, the minimum staffing will increase from 4 to 5 but which should occur no later than June 1, 2024.
2. The City will agree to make its best efforts to hire three (3) additional hires (i.e. fifteen (15) FF/PMs) as soon as feasible, but in any event, this should occur no later than January 1, 2026. When all six (6) new hires have completed BOF training, the minimum staffing identified above will be maintained at five full-time, sworn certificated firefighter/paramedics. However, the sixth position may be filled first with a POC or at the Chief's discretion by an additional sworn, certificated firefighter/paramedic.

As a variance made pursuant to the Substitutes Act, (65 ILCS 5/10-2/1-4), non-certificated P.O.C. employees may be substituted for full-time certificated firefighters subject to the following conditions:

1. All vacancies in the 1<sup>st</sup> and 2<sup>nd</sup> slots greater than two (2) hours shall be filled according to this section.
- 2.(a) The earliest approved (first) vacancy may be filled with a Paid-On-Call firefighter ("sleeper") who meets the minimum training standards specified below. If no qualified P.O.C. is available, the vacancy will be filled by a certificated full-time firefighter according to the rotation system.
- (b)After execution of this Agreement and once the City has hired three (3) additional full-time firefighter as referenced in Section 12.3(a)(1), the second vacancy may be filled with a Paid-On-Call firefighter

("sleeper") who meets the minimum training standards specified below. If no qualified P.O.C. is available, the vacancy will be filled by a certificated full-time firefighter according to the rotation system. This subsection shall sunset upon the hiring of the sixth new full-time firefighter or January 1, 2026, whichever occurs first.

**Section 14.1** Bereavement Leave. Employees shall be provided with any additional day of paid bereavement leave upon proof of travel out of state to attend such funeral or memorial services.

An employee taking bereavement leave will not be forced in for either the two (2) days prior to or the two (2) days after the bereavement leave day(s) as selected by the employee.

**Section 14.3** Sick leave. Sick leave shall be accumulated at the rate of 96 hours per year - matches current city policy.

Any employee who has six (6) sick leave occurrences in a calendar year may be required to provide a doctor's note for any subsequent call-off demonstrating a doctor/clinic visit for the date of the absence before being returned to work. Failure to provide a doctor's note as required or continued call-offs shall result in disciplinary action. An "occurrence" shall be consecutive days of absence due to the same illness or injury. The Chief may also, in his discretion, require a physician's statement when the Chief has just cause to believe that an employee may be abusing sick leave.

**Article XV Wages**-3% COLA each year of the contract. (1/1/2024-1/1/2027). Recognizing Martin Luther King Jr. Day - Current city policy.

All new hires shall be paid at the start rate regardless of certifications. If an employee has not attained paramedic certification by their anniversary date, they shall receive ten percent (10%) less than the step schedule in Appendix A. For example, from execution of the contract until December 31, 2023 the pay scale would be as follows:

- Start: \$21.56
- Year 1: \$22.35
- Year 2: 23.46
- Year 3: \$24.62

**Appendix E:** Substance Abuse and Testing: It is the policy of the City of Rochelle that the public has the right to expect persons employed by the city to be free from the effects of drugs and alcohol. The city expects their employees will report to work fit and able for duty. The purposes of this policy shall be achieved in such a manner as to not violate any established rights of the employees. Despite off-duty consumption of marijuana and alcohol being legal in the state of Illinois, no employee is permitted to report to work or work while under the influence of either marijuana or alcohol.

**Recommendation:** Approve a Motion Approve a Collective Bargaining Agreement Between the City of Rochelle and International Association of Firefighters Local 3445