

**ROCHELLE CITY COUNCIL**

**AGENDA ITEM MEMO**

**REGULAR MEETING**

**SUBJECT:** Recommendation to accept a resolution approving a Memorandum of Understanding between the City of Rochelle and International Association of Firefighters Local 3445.

**Staff Contact:** City Manager Fiegenschuh

**Summary:**

This Memorandum is to inform the City Council of a change to the Collective Bargaining Agreement between the City and the International Association of Firefighters Local 3445. Per the terms of the CBA, the City was required to bring total fire department staffing to 18 certified personnel working under the Chief. The City has been able to secure personnel and in order to ensure they are fully certified those employees need to attend a Basic Firefighting training course and/or Paramedic training. An issue arose between the City and the Union regarding staffing during the times of training and the MOU before the Council represents an agreement between the parties which would allow for a vacancy while those who are currently hired attend the necessary training. This allows the City to save on overtime expenses when those new employees who are currently hired attend training.

Additionally, this agreement allows the City to return a fully certified firefighter to employment with the City by converting his resignation to an unpaid leave of absence. Finally, the current agreement did not reflect the additional job title of Captain which was added to the Fire Service classification and employees were promoted into the position earlier this year. The MOU reflects the inclusion of the Captain title in the staffing model for the Fire Department and allows the Lieutenant rank to be part of the bargaining unit.

**Funding Sources:**

Source:	Budgeted Amount:	Proposed Expenditure:

**Strategic Plan Goal Application:**

Retention

**Recommendation:**

Accept resolution approving a Memorandum of Understanding between the City of Rochelle and International Association of Firefighters Local 3445.

**Supporting Documents:** Memorandum of Understanding attached.