

VILLAGE OF ALSIP
A CONTRACT AUTHORIZING AGREEMENT
WITH ALSIP PROFESSIONAL FIREFIGHTERS
IAFF LOCAL 3074

(MAY 1, 2022– APRIL 30, 2026)

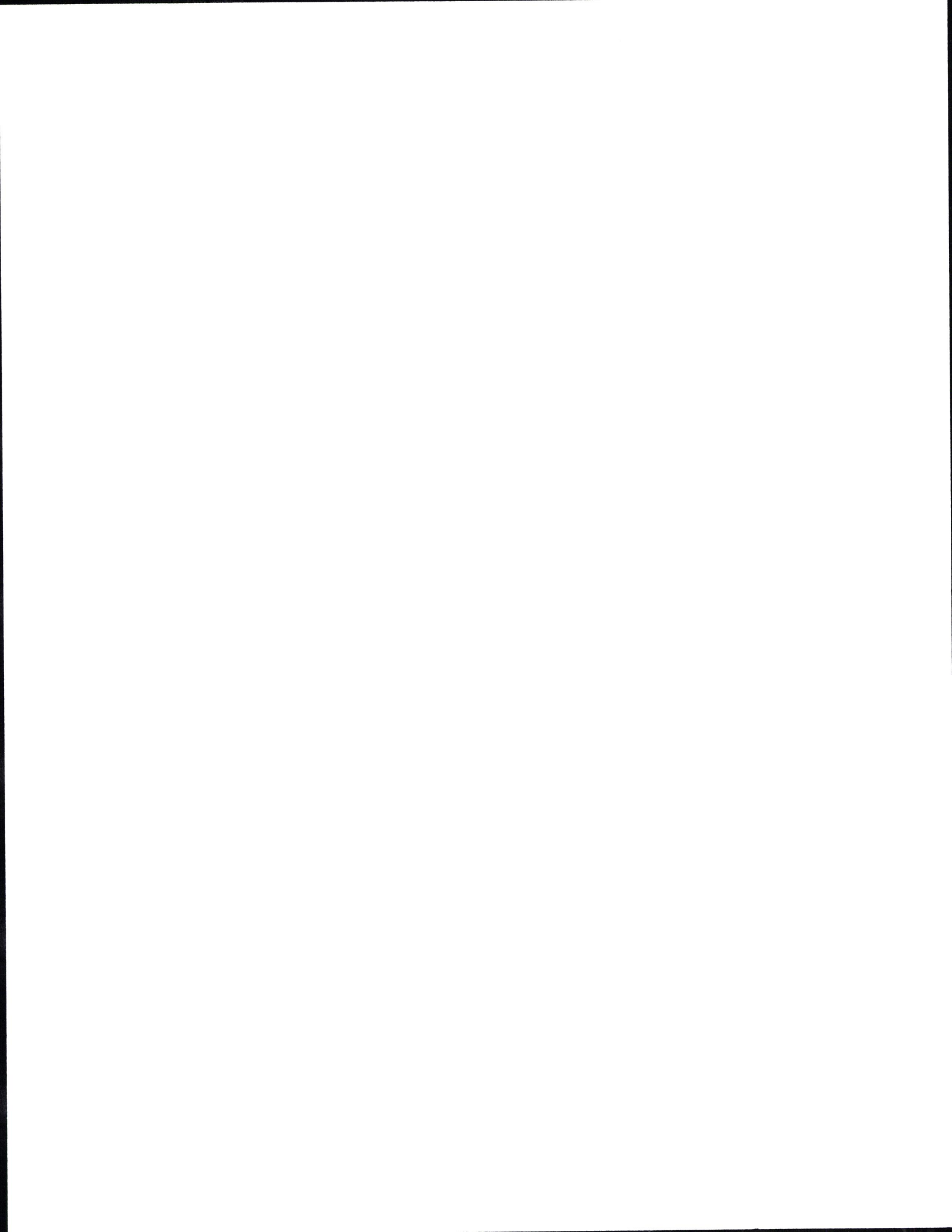


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PREAMBLE

This Agreement made and entered into this 4th day of February, 2023 by and between the Village of Alsip, hereinafter referred to as the "Village" and the Alsip Professional Firefighters IAFF Local 3074, hereinafter referred to as "Local 3074."

WITNESSETH:

WHEREAS, the Village has endorsed the practices and procedures of collective negotiations as a fair and orderly way of conducting its relations with its full-time employees insofar as such practices and procedures are appropriate to functions and obligations of the Village to retain the right to operate the Village government effectively in a responsible and efficient manner; and

WHEREAS, it is the intent and purpose of the parties to set forth herein their Agreement covering rates of pay, wages, hours of employment and other conditions of employment; to increase the efficiency and productivity of employees in the Alsip Fire Department and to provide for prompt and fair settlement of grievances without interruption of or other interference with the operation of the Alsip Fire Department;

NOW THEREFORE, in consideration of the mutual covenants and agreements herein contained, the parties do mutually covenant and agree that:

Both parties mutually agree that their objective is for the good and welfare of the Village and Local 3074 members alike. Both parties further agree that, in the interest of collective bargaining and harmonious relations, they will abide by the terms and conditions as hereinafter set forth and agreed upon. The Village and Local 3074 regard all Alsip Fire Department Personnel as public employees who are to be governed by ideals of honor, integrity, and efficient, continuous and courteous service in all public conduct so as to merit the trust and confidence of the general public and fellow employees.

ARTICLE 1: RECOGNITION

Section 1. Unit

The Village hereby recognizes Local 3074 as the collective bargaining representative for matters relating to wages, hours and other terms and conditions of employment of all persons in the bargaining unit as follows:

All full-time Firefighters employed by the Village of Alsip in the ranks of Firefighters, Firefighter/Paramedic, Firefighter/EMT, Lieutenant, Lieutenant/EMT, Lieutenant/Paramedic.

Section 2. Lieutenants

This Recognition Article is not intended to prevent Lieutenants from performing additional responsibilities exclusive to the rank of Lieutenant and above such as conducting investigations of a sworn officer's performance, citizens' complaints about the department, personnel performance, auto accidents involving village vehicles, exercise of discipline and recommendations of discipline, performance evaluation of sworn officers; responsible for the first step in the grievance procedure, attendance at staff meetings, training of department personnel, direction of fire personnel, and administrative responsibilities. All of the above matters are within the sole discretion of the Village and not subject to collective bargaining or arbitration.

ARTICLE 2: MANAGEMENT RIGHTS

Section 1. Sole Rights of Village

It is understood and agreed that the Village possesses the sole right and authority to operate and direct the Fire Department employees of the Village including all rights and authority exercised by the Village prior to the execution of this Agreement, except as explicitly modified by specific provisions of this Agreement. These rights include but are not limited to:

- A. The right to determine its mission, policies, procedures, and to set forth the standards of service offered to the public;
- B. To plan, direct, control and determine the operations or services to be conducted by the employees of the Village, including assignments, deployment, shift manning and authorized strength;
- C. To determine the methods, means, number of personnel needed to carry out the departments' mission and to assign overtime;
- D. To direct the working forces and determine position responsibilities and organizational structure of the Alsip Fire Department;
- E. To the extent permitted by law, to hire and assign or transfer employees within the department to other Fire related functions;
- F. To the extent permitted by law, promote, suspend, discipline or discharge for just cause (just cause means a preponderance of facts leading one to believe reasonable cause exists and does not mean "cause beyond a reasonable doubt" even where misconduct may involve an arguable violation of an ordinance of statute);
- G. To lay off or relieve employees due to lack of work or funds;
- H. To make, amend, publish and enforce reasonable rules of conduct and safety or regulations;
- I. To introduce new or improved methods, equipment, or facilities;
- J. To contract out for goods and services in accordance with 65 ILCS 5/10-2.1-4, but not for the purpose of effecting layoff of unit personnel;
- K. To prescribe visible uniforms and appearance standards of all unit personnel;
- L. To determine reasonable standards for training and satisfactory completion standards requirements for all unit personnel;
- M. To determine the equipment to be used by unit personnel and to determine the reasonable standards of proficiency in the use of such assigned equipment;
- N. To evaluate performance of all personnel; and
- O. Where there exists reasonable cause based upon behavior, accidents, patterns of absence or tardiness or other symptoms, Unit personnel may be required to submit to immediate, confirmed testing (including blood testing) for chemical testing (including blood testing) for chemical or alcohol abuse under strict specimen security procedure. If the confirmed test is positive, the Unit person will have a one-time access to an appropriate rehabilitation program without loss of job or discipline.

Section 2. Purpose and Mission

The Mayor, or Mayor Pro-Tem, and the Board and Trustees have the sole authority to determine the purpose and mission of the Village and the overall village budget to be adopted thereto and authorized manpower for the Alsip Fire Department except as otherwise limited by Article 14, Section 8 of this agreement.

Section 3. Emergency

If in the discretion of the President (Mayor) of the Board of Trustees, or in his absence, the Mayor Pro-Tem, it is determined that extreme civil disorders, tornado conditions, floods, or other similar emergencies exist, the provisions of this Agreement may be suspended by the President of the Board of Trustees, or in his absence, the Mayor Pro-Tem during the time of the declared emergency, provided that wage rates and monetary fringe benefits shall not be suspended. Should an emergency arise, the President of the Board of Trustees, or in his absence, the Mayor Pro-Tem, shall advise the President of the Local or the next highest officer of the Local of the nature of the emergency. The President of the Board of Trustees shall follow up said advice in writing as soon thereafter as practicable and shall forward said written notice to the President of the Local.

ARTICLE 3: NO STRIKE

Section 1. No Job Action Commitment

Neither the Union, nor any member of the Bargaining Unit, will advocate, endorse, support, condone, call for, initiate, authorize, participate in, sanction, encourage, or ratify any work stoppage, slowdown, job action, "blue flu", picketing, strike, sympathy strike or interference with the full, complete, faithful and proper performance of the duties and responsibilities of employment with the Village during the term of the Agreement. As provided in Article 10 for the resolution of disputes, each and every bargaining unit member, individually and as a Unit, agrees to resolve grievances as provided for in this Agreement.

Section 2. Notification

Local 3074 agrees to notify all Local Officers and Representatives of their obligations and responsibilities for maintaining compliance with this Article, including their responsibility to remain at work during any interruption which may be caused or initiated by others and to encourage employees violating Section 1 to return to work.

Section 3. Discipline

The Village may discipline to the extent allowed by law any employee who fails to carry out his responsibilities under Section 1 and Local 3074 will not resort to the Grievance Procedure on such employee's behalf except for question of nonparticipation which is for Local 3074 to prove.

Section 4. Injunction

Nothing contained herein shall preclude the Village from obtaining judicial restraint and damages in the event of a violation of this Article.

ARTICLE 4: NON-DISCRIMINATION

Section 1. Discrimination Prohibited

Neither the Village nor Local 3074 shall discriminate against, nor engage in, harassment of any employee covered by this Agreement in a manner which would violate any applicable law because of race, creed, color, national origin, sexual orientation, age or sex; the purpose is to afford each employee the rights provided by laws and no more.

Section 2. Association Membership or Activity

Neither the Village nor Local 3074 shall interfere with the right of employees covered by this Agreement to become or not become members of Local 3074, and there shall be no discrimination against any such employees because of lawful Local 3074 membership or non-membership activity or status.

Section 3. Association Fair Representation

Local 3074 recognizes its responsibility as bargaining agent and agrees to fairly represent all employees in the bargaining unit.

Section 4. Grievance

Employees are encouraged to resolve disputes arising under this Article through the grievance procedure available.

Section 5. Use of Masculine Pronoun

The use of the masculine pronoun in this or any other document is understood to be for clerical convenience only, and it is further understood that the masculine pronoun includes the feminine pronoun as well.

ARTICLE 5: DUES DEDUCTIONS

Section 1. Dues Collection

Upon receipt of a written and signed authorization form (See Appendix B) from an employee, the Village shall deduct the amount of Local 3074 dues and initiation fee, if any, set forth in such form and any authorized increases therein and shall remit such deductions monthly to Local 3074 at the address designated by Local 3074 in accordance with the laws of the State of Illinois. This authorization shall remain in full force and effect during the term of this Agreement, except that there shall be 30 days prior to the expiration date of this Agreement when an employee may revoke the authorization in writing by certified mail to the Village Treasurer with copies to the Fire Chief and Local 3074. The Local shall advise the Village of any changes, in writing, at last thirty (30) days prior to any effective changes.

Section 2. Indemnification

Local 3074 shall indemnify the Village and hold it harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any action taken by the Village at the request of Local 3074 for the purpose of complying with the provisions of this Article.

Section 3. Administrative Fees

The Village will not deduct any administrative fees for the service described above.

Section 4. Fair Share

Any present or future employee, as described in Article 1 Section 1, of the Alsip Fire Department who is not now a member of Local 3074 shall pay a monthly Fair Share charge not to exceed 75% of the dues and assessments paid by a regular member to the Union. Such non-member employees shall be responsible for a Fair Share of Special Assessments levied by Local 3074 to cover the costs of the collective bargaining process and contract Administration of this Agreement. Local 3074 shall not charge any non-member for any expense incurred as of the Date of this Agreement. The monthly service charge shall be deducted by the Village from the earnings of non-member employees and shall be paid monthly to an address designated by Local 3074 in accordance with the Law of the State of Illinois.

The Fair Share shall be subject to audit starting May 1, 1990, if requested by any non-member between May 1 and May 30. If the Fair Share amount is thereby changed, it shall remain in effect until the next May 1.

ARTICLE 6: UNION LEAVE

Section 1. Union Leave

One (1) employee chosen as a delegate to a State or National Conference, upon written application approved by Local 3074 and submitted to the Village with at least fourteen (14) days' notice, will be given a leave of absence without pay for the period of time required to attend such convention or conference. This period of time is not to exceed one (1) week.

Section 2. Local 3074 Negotiating Team

Up to two (2) members designated as being on the Local 3074 negotiation team who are scheduled to work on a day on which negotiations will occur, shall, for the purpose of attending scheduled negotiations, be excused from their regular duties without loss of pay, to the extent that there is no interference with Departmental schedules. If a designated Local 3074 negotiating team member is in regular day-off status on the day of negotiations, he will not be compensated for attending the session.

Section 3. Union Agreement

The Village will grant to one member of the bargaining unit a leave of absence up to 2 years to serve as an officer of the Union Organization (International Association of Firefighters or Associated Firefighters of Illinois). The employee will remain on the Village payroll and be enrolled in the Village group insurance programs, and the full cost will be paid by the Union to the Village. A member on such a leave will continue to accrue benefits/service credit to be counted towards his or her pension.

ARTICLE 7: INFORMATION POSTING

Section 1. Bulletin Board Space

The Village has provided bulletin board space to Local 3074 and agrees to maintain such space at least at its current size for the duration of this Agreement.

Section 2. No Posting

Any materials derogatory to the Village, its elected or appointed officials, any department of the Village, or reflecting on the integrity and credibility of the Village or any of its personnel shall not be posted on this board space or on any other space provided.

Section 3. Contract Copies

Each member of the Department shall be supplied with a copy of this Agreement.

ARTICLE 8: PERSONNEL FILE

Section 1. File Inspection to the Extent as Provided by Law

The Department personnel files, time sheets and disciplinary history, relating to any bargaining unit member, shall be open and available for inspection by the affected employee during regular hours of the custodian of the files.

Section 2. Response

The employee may ask to have included in his or her file the employee's written response, but such inclusion does not mean agreement with the response by the Village.

ARTICLE 9: SAFETY AND HEALTH

Section 1. Compliance with Laws

In order to have a safe place to work, the Village agrees to comply with safety laws and regulations applicable to its operations concerning the safety of unit employees covered by the Agreement. Unit employees shall comply with all safety rules and regulations established by the Village.

Section 2. NFPA Changes

The Village and Local 3074 recognize the likelihood that NFPA will continue to revise, at least in part, its regulations. Therefore, a joint committee of no more than two (2) representatives of Local 3074 and two (2) representatives from the Village will be formed to study these new regulations and to make non-binding recommendations for possible implementation.

Section 3. Unsafe Conditions

If a Unit Employee has a justifiable reason to believe that his safety and health are in danger, beyond the normal hazards associated with this type of work, due to an alleged unsafe working condition, or unsafe equipment, he shall inform the Department of the unsafe condition through the chain of command. The Chief or his designee shall determine what action, if any, should be taken.

Section 4. Safety Matters of General Concern

Safety matters of general concern may be discussed at the next Labor-Management Committee meeting. Special meetings to discuss safety may be called by either Party with reasonable notice to the other and by mutual agreement.

Section 5. Physical Fitness Program

- A. The Village agrees to participate in a program that helps its employees to maintain their physical fitness to perform the functions of jobs assigned.
- B. The program participation by employees is voluntary.
- C. Information about an individual is not public record but will be available to the Chief of the Department.
- D. The Village will pay only once for programs such as stop smoking, weight loss, and etc.
- E. The labor-management committee will evaluate the needs as determined from reviews conducted and determine:
 1. Further evaluation needs and costs.
 2. Use of programs to maintain or acquire proper fitness.
 3. Acquisition of equipment or services necessary to maintain the program.
- F. Each year the program will be reevaluated and all active parties shall offer their best efforts to maintain and expand the program.
- G. The Village shall schedule and pay for physical examinations for all bargaining unit employees pursuant to the suggested intervals contained in NFPA 1582. Such examinations shall include blood work, hearing tests, spirometry, EKGs, TB exams, PSA screenings, eye exams, and cardiac stress tests.

If there is any question concerning an employee's fitness for duty or fitness to return to duty following a layoff or leave of absence, the Village may require, at its expense, that the employee be examined by a medical professional selected by the Village who is qualified and licensed in the appropriate specialty and/or subspecialty.

- H. All such examinations/tests required by the Village shall be at the Village's expense; provided that any such examinations/tests shall be in addition to any requirement that an employee provide at his own expense a statement from his/her doctor upon returning from sick leave or disability leave.

Where the Village directs an employee to be examined or following an annual medical examination where an employee has been found unfit for duty, the employee shall have the option of being examined at his/her own expense by a medical professional of the employee's own choosing who is qualified and licensed in the appropriate specialty and/or subspecialty. If there is a difference of opinion between the Village's medical professional and the employee's medical professional and the Village does not accept the opinion of the employee's medical professional, the employee shall be directed to obtain the opinion of a third medical professional of equivalent qualifications who shall be jointly selected by the Village's medical professional and the employee's medical professional. In such event, the decision of the third medical professional shall determine the employee's fitness for duty and such determination shall not be subject to the grievance and arbitration procedure specified in this Agreement.

If it is determined that an employee is not fit for duty based on the foregoing, the Village may place the employee on sick leave (or unpaid medical leave if the employee does not have any unused sick leave days), or take other appropriate action. In the event the third medical professional determines that the employee is fit for duty, the employee shall be reimbursed for all sick time, paid benefit days, and/or unpaid days taken, commencing on the date that the employee's medical professional rendered an opinion that the employee was fit for duty.

Nothing herein shall be construed to alter or have any effect on either the statutory rights or the statutory requirements concerning disability pensions.

- I. It shall be the responsibility of each employee to maintain adequate physical and mental fitness to perform their job. Whenever two or more supervisors suspect an employee's physical or mental fitness may have the potential to endanger themselves or others, the employee in question shall submit to an evaluation by a qualified physician or mental health professional. The physical fitness evaluation shall solely determine if the employee in question is physically capable of performing job related skills. A mental fitness evaluation shall determine if the employee is mentally able to make sound decisions and function safely both on emergency scenes and while in the fire station. Any costs associated with these evaluations will be the sole responsibility of the Village.

It shall be the duty of the employee, when fitness recommendations are made by the physician or mental health professional, to make a good faith effort to follow all recommendations.

J. Wellness/Fitness Program.

Purpose:

- (a) To provide a program for all Union employees to improve or maintain health and fitness.
- (b) To develop an optional overall wellness/fitness system to maintain the physical capabilities of all Union employees.

Key elements:

- (a) Medical and fitness evaluations that are kept confidential, secure and separate from the employee's department or City personnel file.
- (b) Physical fitness and wellness programs that are educational and not punitive.
- (c) Performance testing/assessment that promotes progressive wellness improvement.
- (d) Personnel that are committed to a positive individualized and/or group wellness/fitness program.

The goal of the Alsip FD wellness/fitness program will be two-fold. The Primary function is to create and implement a wellness/fitness program that creates a healthier firefighter who will be able to work at his/her job with a minimal amount of cardiovascular, muscular and emotional stress or injury throughout his/her career. The Secondary function, although also of great importance, will be to reduce illness and injury. Adherence to these objectives will ultimately reduce costs to The Village of Alsip.

Each member of the bargaining unit is given an opportunity to participate in fitness training each assigned work day. The department can establish times as the workout window. A chief officer may alter the workout time for extenuating circumstances, prior to 0800, to accommodate the program. No member of the bargaining unit should be working out more than 90 minutes per 24 hour shift.

The department shall recognize fitness as a priority and make every effort in coordinating the daily activities and training to include the optional fitness training. Prior to beginning a fitness-training program, it is recommended that each bargaining unit member, who chooses to participate, have a current fitness assessment as outlined by the Department Health/Fitness Coordinator. Unless otherwise indicated all bargaining unit employees are assumed to be healthy and capable of performing the physical demands associated with firefighting. As such, they are also assumed to be capable of deciding if they want to participate in physical fitness assessments, evaluations and training programs.

All members of the bargaining unit, who chose to participate, will have the option to receive a personalized fitness program which will be prescribed to them by the department Health/wellness coordinator. The individual may have his/her own program approved by health/wellness coordinator.

The program will be based on a person's level of fitness and designed to increase or maintain the individual's level of fitness. Personnel should closely monitor their use of the equipment and the extent to which they work out. Keeping in mind, the employee might have to perform on the emergency scene immediately after exercise.

Members of the bargaining unit working out off-duty are given an opportunity to work one on one with the health/wellness coordinator on department grounds in order to achieve their fitness goals. Any employee who is on medical leave and requires rehabilitation that could be assisted by equipment we have on site must make a request to the Fire Chief to use the equipment with an approved plan from their physician and/or therapist. Only after approval is received may an employee use the workout facilities while injured.

The Village will make an effort to allow Peer Fitness Trainer(s) to have one of the following certifications (ACE), (CSCS), (CF-L1, 2, 3, or 4), (NASM), (NCSF), and to be recertified on a bi-annual basis via continuing education hour, unless they have a CF-L 1,2,3, or 4 which you have to recertify every 5 years. If the Peer Fitness Trainer and/or Health coordinator has a Bachelor's Degree in Exercise Science or equivalent, they will not be required to obtain one of the above certifications.

There may be an annual review conducted with the Fire Chief or designee, and a representative of the Training & Safety committees and Health/Fitness coordinator.

Fitness coordinator shall be a 7G position

ARTICLE 10: GRIEVANCE AND ARBITRATION

It is mutually desirable and hereby agreed that all grievances shall be handled in accordance with the following steps. For the purposes of this Agreement, a grievance is any dispute or difference of opinion raised by an employee or the Union against the Village involving the meaning, interpretation or application of the provisions of this Agreement, or related to any discipline. Any time period provided for under the steps in the grievance procedure may be mutually extended in writing.

Step One

The employee, with or without a Local 3074 representative or the Union, shall take up a grievance in writing with the employee's immediate supervisor, in the chain of command within five (5) calendar days of its occurrence, or circumstances giving rise to a grievance or when first known or should have been known by grievant. The supervisor shall then attempt to adjust the matter and shall respond in writing within five (5) calendar days after such discussion.

Step Two

If not adjusted in Step One, the grievance shall be reduced to writing, must be signed by the affected employee or the Union and be presented by the Local to the Fire Chief within seven (7) calendar days following the receipt of the supervisor's answer in Step One. The grievance must specify the Article and Section of this Agreement believed to have been improperly administered. The Fire Chief or, in his absence, the Deputy Chief, shall attempt to adjust the grievance as soon as possible and therefore will schedule a meeting with the employee, his immediate supervisor and Local 3074 Representative within seven (7) calendar days after receipt of the grievance from the Union. The Fire Chief shall then render a written decision based on the supplied information during the meeting within fifteen (15) calendar days of the meeting.

Step Three

If the grievance is not adjusted in Step Two, the grievance shall be submitted to the Mayor of the Village within five (5) calendar days of the receipt of the Fire Chief's response to Step Two of the procedure. A meeting shall be held at a mutually agreed time and place within two weeks with the Mayor of the Village (or his representative) to discuss the grievance and hopefully come to an equitable solution. If a grievance is settled as a result of such meeting, the settlement shall be reduced to writing and signed by the parties. If no settlement is reached, the Mayor of the Village, or his designated representative, shall give the Local the Employer's answer within fifteen (15) calendar days following their meeting.

Step Four

If the grievance is not settled in Step Three, the matter shall be referred for arbitration by written request by Local 3074 to the Village made within (15) calendar days of the Village's answer in Step Three. Arbitration shall proceed in the following manner:

- A. The appeal to arbitration must specify the Article and Section of this Agreement believed to have been improperly administered. New issues may not be raised by Local 3074 in this appeal that were not presented in Step 3. The grievance, the appeal to arbitration, and the Village's answer to the grievance at Step Three constitutes the formal papers and the basis for framing the issue to be decided.
- B. The Employer and the Local shall obtain a list of seven (7) recognized arbitrators from the Federal Mediation and Conciliation Services. The request shall specify that the panel be composed of only arbitrators who are members of the National Academy of Arbitrators and who maintain their primary residence in Illinois, Wisconsin, or Indiana. In the case of interest arbitration, the arbitrators must also have experience in Illinois interest arbitration. Both the Union and Village shall have the right to reject one (1) list before striking any names. Upon receipt of such list the parties shall flip a coin to determine who shall strike a name. Striking shall alternate until one name remains. The remaining individual shall

be appointed arbitrator for the dispute.

- C. The arbitrator shall promptly review the grievance and the information and decisions rendered at the various steps of the grievance procedure. The arbitrators shall confer with the parties to this grievance as necessary and may hold a hearing at the option of the neutral arbitrator. The scope of the hearing shall be limited to the Article and Section of this Agreement alleged to have been improperly administered as discussed in Step 3 and specified as such in the Appeal to Step 4. The hearing shall only be open to all parties in interest.
- D. The arbitrator shall issue his decision as soon as possible after the date of closing of any conference or hearing, if necessary, or if no conference or hearings are required, then from the date when the final grievance documents are submitted to him.
- E. The decision of the arbitrator shall be in writing and shall set forth the findings of the fact, reasoning and conclusions of the issues submitted.
- F. The decision of the arbitrator shall be binding to the parties concerned in the grievance.
- G. The cost of the independent arbitrator and hearing room charge shall be borne equally by the Local and the Employer. All other costs will be the responsibility of the party incurring same. If a court reporter is used, the cost will be borne equally by both parties. The Village shall not pay for any lost time incurred by any employee except those the Village requests to be present.
- H. The arbitrator may interpret the Agreement but shall have no right or authority to ignore, add to, take from, or modify any of the provisions of this Agreement cited in the appeal arbitration; arbitrator shall, not consider any other provision of the agreement not raised by the formal papers.
- I. Any Contract provision that is in dispute must have been in effect at the time the grievance arose.
- J. Neither party waives the issue of arbitrability or time limits and either may require that these issues be ruled upon by the Arbitrator before the substantive issue is decided. Time limits are to be considered as controlling. If the Local fails to timely file or appeal, the Village's answer at the last preceding Step is final, and the grievance procedure terminates. If the Village does not timely answer, the grievance automatically goes to the next higher step.

ARTICLE 11: LABOR MANAGEMENT CONFERENCES

Section 1. Meetings and Conferences

Local 3074 and the Village mutually agree that in the interest of efficient management and harmonious employee relations, it is desirable that meetings be held between Local representatives and responsible administrative representatives of the Village. Such meetings may be requested at least seven (7) days in advance by either party by placing in writing a request to the other for a "labor management conference" and expressly providing the agenda for such meeting. Such meetings should not be more frequent than once each calendar quarter. The agenda may include:

- A. Discussion of the implementation and general administration of this Agreement, but pending grievances are not to be discussed.
- B. Safety equipment status and need, manpower requirements and employee physical fitness.
- C. A sharing of general information of interest to the parties.
- D. Notifying the Local 3074 of changes in non-bargaining conditions of employment contemplated by the Employer which may affect employees.
- E. The Employer and the Local agree to cooperate with each other in matters of the administration of this Agreement for the purpose of improving standards and protection of the citizens of the Village of Alsip.

Section 2. No Grievances

It is expressly understood and agreed that such meetings shall be exclusive of the grievance procedure. Grievances being processed under the grievance procedure shall not be considered at "labor-management conferences." The purpose of these meetings is not to negotiate the altering of any of the terms of the Agreement but is to maintain excellent communications and understanding.

Section 3. Absence to Attend

Meetings will be held during off duty hours but the Village will permit a Local 3074 representative to remain in pay status for up to three (3) hours at regular straight time hourly rate if necessary to meet during duty hours. When absence from work is required to attend "labor- management conferences", Local 3074 representative shall, before leaving his work station, give reasonable notice to and receive approval from the Chief or his designee, who shall approve the absence except in emergency situations or inadequate warning. Local 3074 members attending such conferences shall be limited to three (3) persons. Village representation shall be limited to three (3) persons, such may be requested and accommodated if practicable.

Section 4. Agreed Changes

Any changes or modifications agreed to, shall be in writing and signed by all parties to the agreement and be presented to unit members and the Village Board.

ARTICLE 12: BILL OF RIGHTS

Section 1. Jurisdiction

Any matter which arises under the Firemen's Disciplinary Act, 50ILCS 745/1 et. seq. (P.A. 83-783) shall be processed in accordance with the "Village Rules and Regulations - Chapter 30: Disciplinary Process." In the event of any conflict, P.A. 83-783 shall control. The Fireman has the right to be represented by Counsel of his or her choosing including Local 3074 representation who may be present to advise him or her at any stage of any interrogation. No person or agency shall insert any adverse material into any file of the Firefighter unless the Firefighter has an opportunity to review and receive a copy of said material in writing regarding the adverse material, unless the Firefighter waives these rights in writing:

- A. No public statement shall be made prior to a decision being rendered by the Village or Board of Fire and Police Commissioners, and no public statement shall be made if the Firefighter is found innocent unless the Firefighter requests a public statement.
- B. No Firefighter shall be compelled to speak or testify before or be questioned by any non-governmental agency.
- C. Where appropriate, discipline in the Fire Department shall be progressive, corrective, and designed to improve behavior, not merely to punish. The Fire Chief, or his designee, shall have the exclusive right to issue all discipline (verbal and written warnings, suspensions, demotions, and discharge), without resort to the Board of Fire and Police Commissioners. Discipline issued by the Fire Chief, or his designee, if appealed, shall be appealed either to the Board of Fire and Police Commissioners or through the parties' grievance mechanism set forth in Article 10 of the Agreement. The parties agree that the grievance procedure set forth in Article 10 and the hearing process by the Board of Fire and Police Commissioners are mutually exclusive and no relief shall be available under both.
- D. If a bargaining unit employee elects to file a grievance, he shall notify the Union within five (5) calendar days of receipt of the notice of discipline of his desire to file a grievance. Within five (5) calendar days after receipt of the employee's request, the Union shall notify the employee and Fire Chief as to whether the Union will file a grievance. If the Union elects to file a grievance, it shall be filed at Step 2 of the grievance procedure within seven (7) calendar days after the Union notifies the employee and Fire Chief that a grievance will be filed. In the event a grievance is filed, the parties agree that the grievance shall act as a specific waiver by the Union and employee of the right to challenge the matter before the Board of Fire and Police Commissioners.
- E. If either the Union or employee elects not to file a grievance, the employee may challenge the matter before the Board of Fire and Police Commissioners.
- F. Any employee found to be unjustly disciplined should be made whole with full compensation for all lost time and with full restoration of all other rights, benefits and conditions of employment without prejudice, unless a remedy is agreed upon or otherwise deemed appropriate.

Section 2. Privacy

No Firefighter shall be required or requested to disclose any item of his property, income, assets, source of income, debts, or personal or domestic expenditures (including those of any member of his family or household) unless such information is necessary in investigating a possible conflict of interest with respect to the performance of his official duties, or unless such disclosure is required by law.

Section 3. Photo Dissemination

No photo of any Firefighter under investigation shall be made available to the media prior to a conviction for a criminal offense or prior to a decision being rendered.

Section 4. Blood and other such Tests

No Firefighter shall be ordered to submit to a blood test, urinalysis, breathalyzer test or any other test to determine the percentage of alcohol or controlled substance in the body for any reason except upon reasonable cause based upon behavior, accident, patterns of absence or tardiness or other symptoms leading to believe that he is then under the influence of alcoholic beverages or controlled substances. The Firefighter may be required to submit to the immediate confirmed testing for chemical or alcohol abuse under strict specimen security procedure. If the confirmed test is positive, the Firefighter will have a one-time access to an appropriate rehabilitation program without the loss of job.

Section 5. Prohibitions

Employees shall be prohibited from:

- A. consuming or possessing alcohol (unless in accordance with duty requirements) or illegal drugs at any time during the work day or anywhere on any Village premises or job sites, including all Village buildings, properties, vehicles and the employee's personal vehicle while engaged in Village business;
- B. illegally selling, purchasing or delivering any illegal drug during the work day or on the employer's premises;
- C. being under the influence of alcohol or illegal drugs during the course of the work day;
- D. failing to report to their supervisor any known adverse side effects of medication or prescription drugs which they are taking; and
- E. All active duty firefighters are prohibited from using medical marijuana.

Section 6. Order to Submit to Testing

At the time an employee is ordered to submit to testing authorized by this Agreement, the Village shall provide the employee with a written notice of the order, signed by two supervisors setting forth all of the objective facts and reasonable inferences drawn from those facts which have formed the basis of the order to test. The employee shall be permitted to consult with a representative of the Council at the time the order is given. No questioning of the employee shall be conducted without first affording the employee the right to Council representation and/or legal counsel. Refusal to submit to such testing may subject the employee to discipline, but the employee's taking of the test shall not be construed as a waiver of any objection or rights that he may have.

Section 7. Test to be Conducted

In conducting the testing authorized by this Agreement, the Village shall:

- A. In the case of alcohol testing the Village may use a breathalyzer as an initial screen and if such is positive then confirmatory tests shall be conducted in accordance with "B" and following subsections;
- B. use only a clinical laboratory or hospital facility that is licensed pursuant to the Illinois Clinical Laboratory Act that has or is capable of being accredited by the National Institute of Drug Abuse (NIDA);
- C. insure that the laboratory or facility selected conforms to all NIDA standards;
- D. establish a chain of custody procedure for both the sample collection and testing that will insure the integrity of the identity of each sample and test result;
- E. collect a sufficient sample of the same bodily fluid or material from an employee to allow for initial screening, a confirmatory test and a sufficient amount to be set aside reserved for later testing if requested by the employee;

- F. collect samples in such a manner as to preserve the individual employee's right to privacy, insure a high degree of security for the sample and its freedom from adulteration;
- G. confirm any sample that tests positive in the initial screening for drugs by testing the second portion of the same sample by gas chromatography mass spectrometry (GCMS) or an equivalent or better scientifically accurate and accepted method that provides quantitative data about the detected drug or drug metabolites;
- H. provide the employee tested with an opportunity to have the additional sample tested by a clinical laboratory or hospital facility of the employee's own choosing, at the employee's own choosing, at the employee's own expense; provided the employee notifies the Fire Chief within seventy-two (72) hours of receiving the results of the tests;
- I. require that the laboratory or hospital facility report to the Village that a blood or urine sample is positive only if both the initial screening and confirmation test are positive for a particular drug. The parties agree that should any information concerning such testing or the results thereof be obtained by the Village inconsistent with the understanding expressed herein (e.g. billings for testing that reveal the nature or number of test administered), the Village will not use such information in any manner or forum adverse to the employee's interest;
- J. require that with regard to alcohol testing, for the purpose of determining whether the employee is under the influence of alcohol, test results showing an alcohol concentration of .08 or more based upon the grams of alcohol per 100 milliliters of blood be considered positive (Note: the foregoing standard shall not preclude the Village from attempting to show that test results between .05 and .08 demonstrate that the employee was under the influence, but the Village shall bear the burden of proof in such cases); an initial screen by use of a breathalyzer is allowed.
- K. provide each employee tested with a copy of all information and reports received by the Village in connection with the testing and the results;
- L. insure that no employee is the subject of any adverse employment action except emergency temporary reassignment or relief from duty with pay during the pendency of any testing procedure. Any such emergency reassignment or relief from duty shall be immediately discontinued in the event of a negative test result; and

M. Cutoff Levels. The following initial cutoff levels shall be used when screening specimens to determine whether they are negative for the five (5) drugs or classes of drugs:

<u>Initial Test Analyte</u>	<u>Initial Test Cutoff Concentration (ng/ML)</u>
Marijuana metabolites	50
Cocaine metabolites	150
Opiate metabolites (Codeine/Morphine)	2000
6-Acetylmorphine	10
Phencyclidine	25
Amphetamines	500
MDMA	500

All specimens identified as positive on the initial screening test shall be confirmed using GC/MS techniques at the cutoff levels listed below:

<u>Confirmatory Test Analyte</u>	<u>Confirmatory Test Cutoff Concentration (ng/ML)</u>
Marijuana metabolites*	15
Cocaine metabolites**	100
Opiate metabolites (Codeine/Morphine)	2000
6-Acetylmorphine	10
Phencyclidine	25
Amphetamines	250
MDMA/MDA/MDEA***	250

* Delta-9-tetrahydrocannabinol-9-carboxylic acid

** Benzoylcegonine

*** Methylenedioxymethamphetamine (MDMA); Methylenedioxyamphetamine (MDA);
Methylenedioxyethylamphetamine (MDEA)

The above cutoff levels have been established based upon the U.S. Department of Transportation recommendations dated May 4, 2012. Should these recommendations be updated or amended at any time during this contract period, the updated or amended recommendations shall control.

Section 8. Right to Consent

The Council and/or the employee, with or without the Council, shall have the right to file a grievance concerning any testing permitted by this Agreement, contesting the basis for the order to submit to the tests, the right to test, the administration of the tests, the significance and accuracy of the tests, the consequences of the testing or results of any other alleged violation of this Agreement. Such grievances shall be commenced at Step 2 of the Grievance Procedure. It is agreed that the parties in no way intend to have in any manner restricted, diminished or otherwise impair any legal rights that the employees may have with regard to such testing. Employees retain any such rights as may exist and may pursue the same in their own discretion, with or without the assistance of the Council.

Section 9. Voluntary Requests for Assistance

The Village shall take no adverse employment action against an employee who voluntarily seeks treatment, counseling or other support for an alcohol or drug related problem, other than that the Village may require reassignment of the employee with pay if he/she is then unfit for duty in his/her current assignment. The Village shall make available a means by which the employee may obtain referrals and treatment. All such requests shall be confidential and any information received by the Village, through whatever means, shall not be used in any manner adverse to the employee's interests, except reassignment as described above.

Section 10. Discipline

Any employee reporting for work under the influence of alcohol or drugs and who has not first sought voluntary assistance under this policy shall in the first instance that such employee tests positive on both the initial and confirmatory test for drugs or is found to be under the influence of alcohol shall be subject to discipline up to a thirty (30) day suspension without pay. All employees who come forward and voluntarily seek assistance before being ordered to submit to a test with drug and/or alcohol related problems shall not be subject to any disciplinary or other adverse employment action by the Village. The foregoing is conditioned upon:

- A. the employee agreeing to appropriate treatment as determined by the physician(s) involved;
- B. the employee discontinues his/her use of illegal drugs or abuse of alcohol;
- C. the employee completes the course of treatment prescribed, including an "after-care" group for a period of up to twelve months; and
- D. the employee agrees to submit to random testing during hours of work during the period of "after-care".

Employees who do not agree to or who do not act in accordance with the foregoing, or test positive a second or subsequent time for the presence of illegal drugs or alcohol during the hours of work shall be subject to discipline, up to and including discharge.

The foregoing shall not be construed as an obligation on the part of the Village to retain an employee on active status throughout the period of rehabilitation if it is appropriately determined that the employee's current use of alcohol or drugs prevents such individual from performing the duties of a firefighter/paramedic or whose continuance on active status would constitute a direct threat to the property or safety of others.

Such an employee shall be afforded the opportunity to use accumulated paid leave or take an unpaid leave of absence, at the employee's option, pending treatment. The foregoing shall not limit the Village's right to discipline employees for misconduct, provided such discipline shall not be increased or imposed due to alcohol or drug abuse.

ARTICLE 13: SENIORITY

Section 1. Definition of Seniority

As used herein, the term "seniority" shall refer to and be defined as the continuous full time length of service of employees covered by this Agreement from the date of last hire. The date of hire shall be defined as the date of the firefighter's first date of work for the Alsip Fire Department.

Section 2. Seniority List

The Employer shall prepare and post a list annually setting forth the present seniority dates for all employees covered by this Agreement and shall become effective on or after the date of execution of this Agreement. Such list shall finally resolve all questions of seniority affecting bargaining unit employees covered under this Agreement or employed at the time the Agreement becomes effective. Disputes as to seniority listing shall be resolved through the grievance procedure. Employees with the same appointment date shall be assigned in the seniority list in order of their ranking on the Police and Fire Commission eligibility list.

Section 3. Termination of Seniority

An employee shall be terminated by the Village and his seniority broken when he:

- A. resigns;
- B. is discharged for just cause;
- C. is laid off pursuant to the provisions of the applicable agreement for a period of twenty four (24) months; except as provided under applicable Illinois Law.
- D. Accepts gainful employment without prior approval of the Fire Chief or Mayor while on an approved leave of absence (except an educational leave of absence) from the Fire Department; or
- E. is absent for three (3) consecutive scheduled work days without proper notification or authorization; or
- F. when the employee becomes totally, permanently disabled so as not to be able to perform the full range of duties of his or her job whether or not the cause is work related or non-work related subject to rulings of State Pension Board.

Section 4. Accrual of Seniority

Employees will not continue to accrue seniority credit for any time spent on an authorized unpaid personal leave of absence or layoff except Military leave.

Section 5. Layoff

If for any reason it becomes necessary for the Village to reduce the personnel within the Fire Department, the Department shall be deemed to consist of two separate groups: (1) Firefighter/EMTs and (2) Firefighter/Paramedics. Least seniority within rank and job classification shall be the first laid off. Recall will be in the reverse order of layoff.

ARTICLE 14: GENERAL PROVISIONS

Section 1. Visitation

The Village agrees that no more than two non-employee Local 3074 officers and representatives will have reasonable access to the premises of the Village Fire Department during working hours with advance notice to the Fire Chief or his designated representative. Such visitations shall be for the reasons of the administration of this Agreement. The Local agrees that such activities shall not interfere with the normal work duties of employees. The Village reserves the right to designate a meeting place or to provide a representative to accompany a Local officer where operational requirements do not permit unlimited access.

Section 2. Time Sheets

Local 3074 or a representative shall have the right to examine time sheets and other records during normal business hours of the custodian of such records pertaining to the computation of compensation of any bargaining unit employee whose pay is in dispute or any other records of the employee pertaining to a specific grievance, at reasonable times with the employee's consent.

Section 3. Inoculation/Immunization

The Employer agrees to pay all expenses for inoculation or immunization shots for the employee and for members of an employee's family's exposure to contagious diseases, when the employee has been exposed to contagious diseases in the line of duty. The employer shall also provide annual T.B. testing for all fire department employees.

Section 4. Funeral Cost

The Employer agrees to defray all funeral and burial expenses of any Firefighter of the Fire Department killed in the line of duty up to a maximum of \$3,000.00.

Section 5. Telephone

All employees shall be required, as a condition of continued employment beyond the probationary period (or within six (6) months of the signing of this Agreement for an existing employee), to obtain and maintain an operating telephone and supply the number to the Employer.

Section 6. Tuition Reimbursement and Seminar Program

The Village will provide each full time employee with assistance for job related schooling under the following conditions and guidelines:

- A. Prior approval must be given to employees by the department head and the Village Board to the extent permitted by the current budget.
- B. Expenses to be reimbursed are: tuition, seminar, and applicable laboratory fees.
- C. Job related schooling is defined to mean a course by course evaluation. In the case of a Bachelor's Degree or Associate Degree program, an unrelated but required course will be reimbursed on a fifty percent (50%) basis.
- D. Tuition and lab expenses will be reimbursed upon completion of the course with a "C" grade or better.
- E. No reimbursement will be given for educational efforts financed by any other source, i.e., the State, County, and/or Federal grants, etc.
- F. No reimbursement will be given for transportation, meals or lost time from the employee's job.
- G. Training required by the Fire Department will be paid in accordance with current practice.

Section 7. Educational Stipend

The Village agrees to pay an annual stipend of \$675 for any Local 3074 member who possesses an Associate's degree and a \$1100 for any Local 3074 member who possesses a Bachelor's degree. These stipends are separate from the stipends listed in Appendix E of the contract. Payment of the educational stipends will be distributed with the fall holiday disbursement as stated in Article 17, Section 4. Proof of the degree is required for the initial payment and for anyone who subsequently receives a higher degree. Only one degree (the highest) per firefighter will be eligible for the stipend. Local 3074 members will have until October 1st each year to prove they have an Associate's or Bachelor's degree for the subsequent fall payment.

Section 8. Minimum Staffing Levels

The Village agrees to staff three (3) twenty-four (24) hour shifts of sworn personnel. Each shift shall be staffed with twelve (12) full-time personnel. Staffing shall be comprised of two (2) lieutenants and ten (10) firefighter/paramedics. The minimum number of full-time personnel on duty each day shall not fall below eight (8).

Section 9. Contracting and Subcontracting Out

The Village will not contract out or subcontract bargaining unit work. It is agreed that this provision does not apply to any mutual aid or automatic aid agreements.

Section 10. Time-Off Slots

- A. Each twenty-four (24) hour shift shall have three (3) time off "slots" for its members to use for time away from work. The three (3) "slots" may be utilized by any combination of "Kelly Days", vacation days, holidays, and time due days so long as the "slots" do not bring the shift below the prescribed minimum manpower. Employees using sick time or employees with work related injuries will neither cause these "slots" to be eliminated, nor reduced.
- B. The priority for "slots" shall be #1 "Kelly Days", #2 vacation time, #3 holiday time and, #4 time due.

Section 11. Shift Exchange

Employees have the right to trade "Kelly Days" and all or part of their shifts when the change does not interfere with the operation of the Fire Department per the current policy #100-24 dated 7-15-13. A switch will not be canceled because the employee who was scheduled to work it calls in sick. It will be treated as any other duty time.

Section 12. Schedule Posting

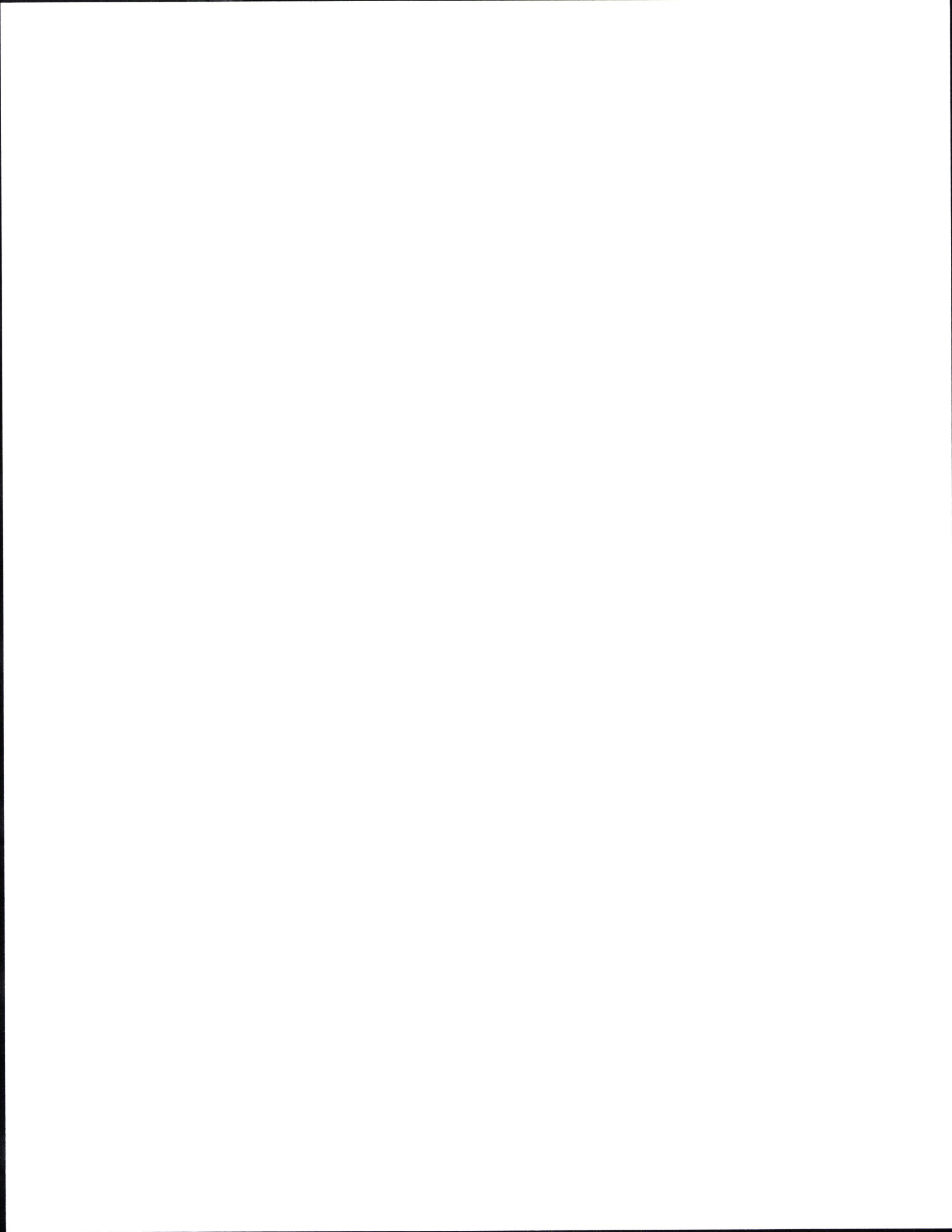
The Employer shall set up a yearly master schedule which will cover the normal manning requirement on each shift and identify "Kelly Days". It will show the employee's "time" and will be posted on an accessible and convenient bulletin board.

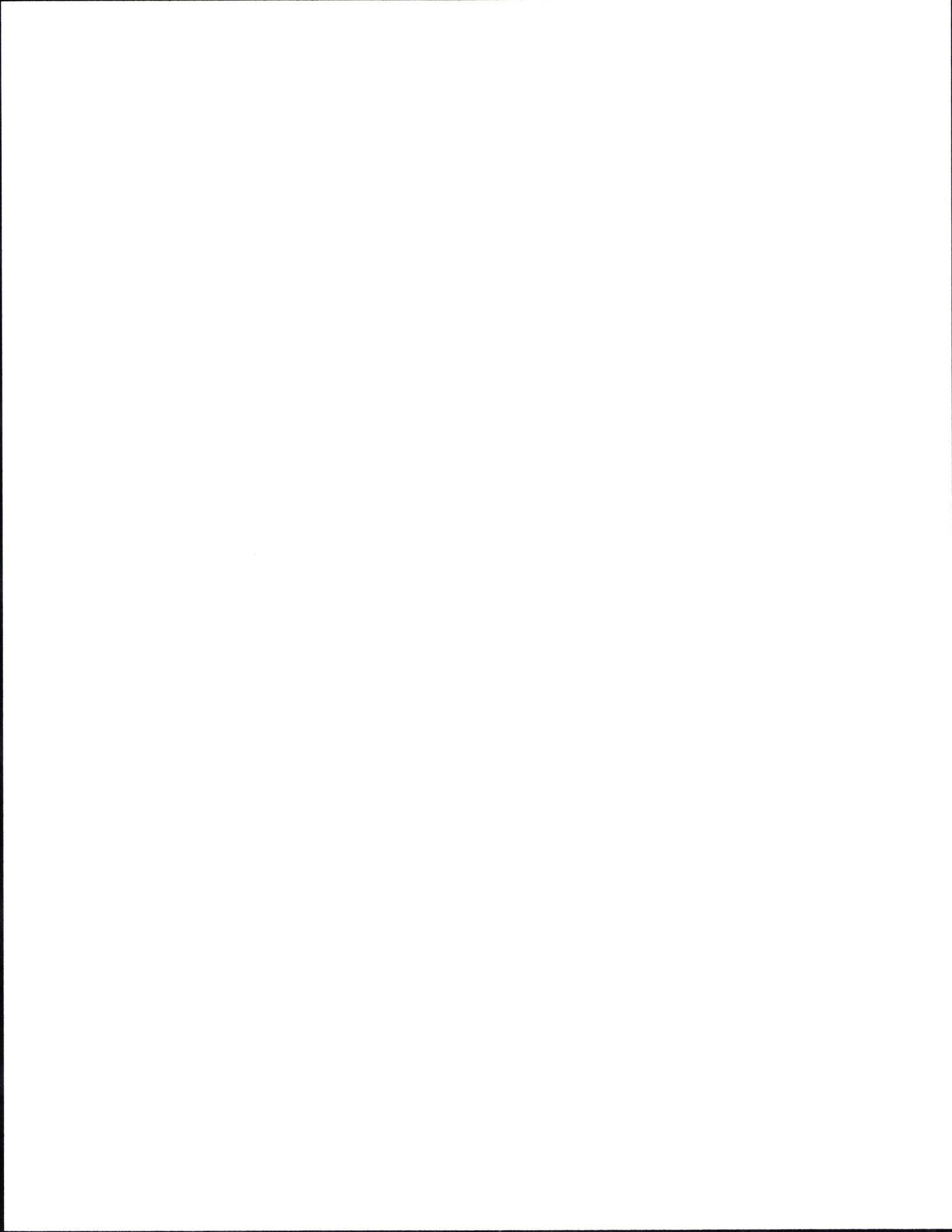
Section 13. Auto Expenses

An employee who is required, but not at the employee's convenience, to use his personal motor vehicle for department business will be compensated at the current Internal Revenue Service rate. This will not include travel to and from work at the beginning/ending of a shift or for call-backs.

Section 14. Notice of Layoff

When the Village lays off an employee, not the result of disciplinary action, the employee will receive at least two weeks' notice of layoff. He or she will be paid for any vacation leave and holiday pay to which the employee is entitled.





Section 15. Compensation at Resignation, Dismissal, Retirement or Layoff

An employee who resigns, retires, is dismissed or is laid off is eligible and shall be compensated for all accumulated hours, compensatory time, holiday time, vacation time at his current rate of pay; and overtime at his overtime rate, earned up to the date he left the department.

Section 16. Change of Status

The Employer will notify the Union in writing when an employee's status changes and the reasons for such change.

Section 17. Job Description

The Employer shall maintain a catalogue of position descriptions with the bargaining unit and will provide a copy to the Union upon ratification of this Agreement. In the future when changes are made to the position descriptions the catalogue shall be kept up to date.

Section 18. Promotions

All promotions shall be made in accordance with current and applicable State of Illinois rules as set forth in the Illinois Revised Statutes. See Appendix D

Section 19. Workers Compensation Benefits

The Employer shall not enact any ordinance, rule, regulation or other law that bars, or has the effect of barring, the rights of employees injured in the line of duty from continuing to exercise their rights to file and have their claims heard and determined according to the provisions of the Illinois Workers Compensation Act. (820 ILCS 305/1, et. seq.)

Members who are off with a job related injury shall make their recuperation, and their return to work, their focus. All appointments with doctors, physical therapists, and other medical professionals related to the injury, or treatment modalities prescribed to correct the injury, shall be the primary concern.

Any previously planned travel, during the period of the injury and subsequent recovery, is allowed so long as the primary physician does not strictly prohibit it. Absolutely no medical appointments may be missed as a result of the travel. The Fire Chief shall be notified of any travel at least 7 days prior to the departure.

Members shall not engage in any activities that may further aggravate their injury or interfere with their recuperation.

Members who plan on recuperating at a location other than their primary residence shall notify the Fire Chief prior to relocating.

Members who are off on worker's compensation leave, for more than 30 days, shall report their status to the Fire Chief (or their confidential secretary) in person, via phone, or by email at least every 30 days.

Section 20. Residency

All firefighters shall reside within the State of Illinois within six (6) months of completion of their probation.

Violation of this provision shall be grounds for termination. Additional extensions must be approved by the Mayor and the Village of Alsip Board of Trustees.

Section 23. VEBA

The Village agrees to cooperate with the Union in implementing an approved VEBA plan provided that the Union (or an agent acceptable to the Union) is the plan administrator and there is no additional cost to the Village. In no event is the Village obligated to contribute to the plan. Employees with up to 119 months of service will contribute 1% of their salary. Employees with 120 months to 239 months of service will contribute 1.5% of their salary. Employees with 240 or more months of service will contribute 2% of their salary.

Section 24: Secondary Employment

All employees engaged in outside employment shall notify the Fire Chief, at least annually, of their secondary employer's name and approximately how many hours they will work each week. Additionally, the Fire Chief shall be notified every time an employee begins employment at a new job.

Employees who engage in secondary employment shall understand their primary obligation and responsibility is to the Village of Alsip. Furthermore, no employee shall be permitted to have outside employment that meets any of the following conditions:

- A. Where the nature or place of employment might discredit the employee, the Department, or Village.
- B. Where the employment would involve the use of Village equipment or in any manner be considered as a conflict of interest with the employee's position.
- C. Where the employment causes, or appears to cause, an adverse effect on the employee's sick leave bank.
- D. When employment impairs the employee's ability to discharge the duties and responsibilities of his/her Village job.
- E. When an employee might be considered to be using his/her Village position to influence outside employment.
- F. Working another first responder job within 12 hours of the employee's regularly scheduled AFD shift assignment.

Section 21. Shift Bidding

The members of Local 3074 shall be allowed to bid on their respective shifts every contract.

The process will begin on or about January 1st. The Chief shall place the six (6) least senior members.

The senior Shift Commander shall select his/her shift. All Shift Commanders must be at Station 1. The process will continue, to the next senior Shift Commander, until all three shifts have been selected.

Next, the Senior Lt. shall select his/her shift. The process will continue, to the next senior Lt., until all three shifts have been selected. Lieutenants shall be at Station 2.

Finally, the firefighters will select their shifts/station. The process will begin with the senior firefighter. Firefighters will continue selecting their shifts until every firefighter, excluding those placed by the Chief, has selected their shift.

If, during the shift bidding process, it becomes apparent to the Chief that there is a potential issue, or if situation arises that is outside of normal circumstances (i.e numerous people off on injury on one shift, retirements, personality conflicts within a shift, etc.) the Chief and Local 3074's executive board can meet to discuss a solution to the issue.

In order to evenly distribute the specialties and seniority, selections shall be made in accordance to the parameters outlined in Appendix H.

Section 22. 7G

- A. The purpose of the 7G rate is to allow members of Local 3074 to work outside of their job description, for additional compensation.
- B. 7G compensation shall be paid for delivery of public education events. Public education events include: grade school, pre-school, and senior citizens fire safety programs, fire extinguisher training for the public, CPR training for the public, health fairs, safety expos, open house, and baby-sitters training.
- C. 7G compensation shall be paid for fire inspections. Fire Inspections include annual inspections and re-inspections. All inspectors shall be trained to at least the level of Fire Inspector 1, within one year from starting to work in the Bureau. Fire Inspectors shall only be permitted to perform fire inspection activities on duty when there may be immediate life safety issues that have either been witnessed by an on duty firefighter, reported via a citizen's complaint, or reported by another Village official. Other than those specific instances, all fire inspections shall be completed off duty while on 7G.
- D. 7G compensation shall be paid for certain types of training events. New firefighter training and some mandatory shift training are eligible for the 7G rate. All training activities shall still meet applicable standards.
- E. Administration activities related to the Fire Prevention Bureau, the Training program, and other non-firefighting related services shall be paid at the 7G rate.
- F. The pay rate shall be \$22.00/hour which is payable at the time-and-a-half rate of \$33.00/hour.
- G. Public education events and fire inspections shall not be completed by shift personnel unless there is an extenuating circumstance.
- H. Employees that agree to work for the 7G rate shall sign the agreement in Appendix G.

ARTICLE 15: HOURS OF WORK

Section 1. Employee Time Record

Each employee must accurately record time worked on the employee time record form as required by Departmental regulations. Anyone who knowingly falsifies a record of hours shall be subject to discipline and/or dismissal.

Section 2.

A. Regular Work Hours

The regular work schedule for firefighters, whose principal assignment is fire suppression and/or EMS duty, shall be twenty-four (24) consecutive hours of duty, beginning at 7:00 a.m. followed by forty-eight (48) consecutive hours off duty. This shall neither preclude the member from voluntarily accepting an overtime shift, nor from accepting a shift trade. The average work week shall be 49.92 hours which shall be accomplished by scheduling every 9th shift off as a "Kelly Day".

B. Regular Straight Time Hourly Rate

An employee's regular straight time hourly rate shall be computed by dividing the employee's annual salary by 2596.

C. FLSA Overtime

By scheduling every 9th shift off as a "Kelly Day," it is the intent of the parties to eliminate any Village liability for FLSA overtime. To this end, the Employer may set an FLSA work period at any length from seven (7) days to twenty-seven (27) days to accomplish this purpose. In addition, any other paid or unpaid time off (i.e., vacation, paternal, bereavement, disability, suspension or sick time) shall not count as hours worked for FLSA purposes.

D. Overtime Hours

All hours worked above the employee's regularly scheduled hours shall be paid monthly as follows:

1. Hours worked in excess of above regularly scheduled hours shall be paid at 1.5 times the employee's regular hourly rate of pay.
2. When sick time, disability, or suspension time has been used, those hours worked above regularly scheduled will be paid at straight time until all hours have been made up. Example: Take one sick day and the next extra twenty four (24) hours would be at straight time for that pay period.
3. Monetary overtime will be paid each pay period as soon as the technology allows, but no later than 9-1-2022.
4. Comp time
 - i. A 96 hour maximum Comp Time bank and limit on carryover.
 - ii. Any hours accumulated in excess of 96 hours (an event that should only occur when an employee works a holiday) shall be scheduled off by the employee within 30 days of the date of accrual; if not scheduled off by the employee, it will be scheduled off at a time set by the Chief or paid at the discretion of the Chief.
 - iii. Banked Comp Time (96 hours or less) not scheduled off by the employee at the time of separation may be scheduled off prior to the employee's separation date or paid at the discretion of the Chief.

Section 3. Call-Out Time/Training Time

A minimum of two (2) hours will be paid for "call outs". In the event the employee works more than the two (2) hours the actual hours worked will be paid hours.

A. Call Outs

A call out exists when an off-duty employee is called, asked, ordered or directed to return to duty, without prior notice, and performs his normal duty functions or assigned specialty functions. (For the purposes of this agreement call-out shall be deemed applicable whenever an employee is to return to duty after he has officially left work.)

B. Training

Training exists when an off-duty employee is directed to report, with or without prior notice, for the purpose of training or instructions either in a group or individually, or to attend meetings or other department functions.

C. No Pyramiding Rule

Any employee who is currently on duty is scheduled to be on duty and is kept on duty past his normal duty hours, or starts his duty time early (even those covered by call-out and training or for administrative purposes) shall receive overtime as an extension of their shift.

Section 4. Overtime Eligibility

For purposes of determining overtime eligibility, the following guidelines apply:

A. Floating Holidays:

Time taken off for floating holidays will be counted for overtime eligibility.

B. Time Off Without Pay:

Any time taken off without pay will not be counted toward overtime eligibility.

Section 5. Salary Step Increases

All salary step increases will be effective on the first day of the pay period following the actual date of eligibility.

Section 6. Working Out of Classification

Any employee covered by this agreement who is scheduled as a substitute (acting) to work in a position or rank senior to that which he normally holds shall be paid at the first year rate for whatever position or rank they are being scheduled for every hour worked in that day while so acting.

Section 7. Shift Commanders

As designated by the Fire Chief, three Lieutenants will act in the capacity of shift commander. The Lieutenant / Shift Commander will be compensated with an annual \$1,750 stipend. The three Lieutenants not designated as shift commanders will be compensated with an annual \$1,000 stipend to act in that capacity when the shift commander is off duty.

Section 8. Deposition/Court Appearances

Anytime that an employee is required to give a deposition and/or attend court for job related incidents including, but not limited to, ambulance calls, fire investigations, fire inspections, etc. he shall be compensated as per the current contract. The employee shall keep any subpoena stipends. If at all feasible, employee shall request that depositions be given at the employer's property. This provision shall not apply to any personal court dates. Any time spent in the Grievance and Arbitration procedure shall also be exempt from this provision.

Section 9. Longevity

The department will pay a longevity wage to members who have reached at least ten (10) years of service. Firefighters who have between 10 years and 15 years of service shall be paid an addition 1% on top of the 73/119 month step of the appropriate scale (Paramedic or EMT). Firefighters who have between 15 years and 20 years of service shall be paid an additional 1.25% on top of the 73/119 month step of the appropriate scale (Paramedic or EMT). Firefighters who have 20 to 25 years of service shall be paid an additional 1.5% on top of the 73/119 month step of the appropriate scale (Paramedic or EMT). Firefighters who have 25 years or more of service shall be paid an additional 1.75% on top of the 73/119 month step of the appropriate scale. (Paramedic or EMT).

Lieutenants who have between 10 years and 15 years of service shall be paid an addition 1% on top of the 1st year or 2nd year lieutenant's salary (depending on their time in grade) in the appropriate lieutenant's scale (Paramedic or EMT). Lieutenants who have between 15 years and 20 years of service shall be paid an addition 1.25% on top of the 1st year or 2nd year lieutenant's salary (depending on their time in grade) in the appropriate lieutenant's scale (Paramedic or EMT). Lieutenants who have 20 to 25 years of service shall be paid an addition 1.5% on top of the 1st year or 2nd year lieutenant's salary (depending on their time in grade) in the appropriate lieutenant's scale (Paramedic or EMT). Lieutenants who have 25 years or more of service shall be paid an additional 1.75% on top of the 1st year or 2nd year Lieutenants salary (depending on their time in grade) in the appropriate lieutenant's scale (Paramedic or EMT).

Longevity shall be included in the member's salary and factored into the hourly wage.

ARTICLE 16: VACATIONS

Section 1. Entitlement

All full time employees are entitled to vacation time off as follows:

The vacation year is the same as the fiscal year: May 1 to April 30, and all vacation is considered earned and payable after May 1 for employees of record on that May 1.

- 1st vacation pick: Employee receives 5/12th of a day for each full month worked prior to May 1.
- 2nd vacation pick: Employee receives 5 days
- 3rd vacation pick: Employee receives 5 days
- 4th vacation pick: Employee receives 5 days
- 5th vacation pick: Employee receives 5 days
- 6th vacation pick: Employee receives 7 days
- 7th vacation pick: Employee receives 7 days
- 8th vacation pick: Employee receives 7 days
- 9th vacation pick: Employee receives 7 days
- 10th vacation pick: Employee receives 7 days
- 11th vacation pick: Employee receives 9 days
- 12th vacation pick: Employee receives 9 days
- 13th vacation pick: Employee receives 9 days
- 14th vacation pick: Employee receives 9 days
- 15th vacation pick: Employee receives 10 days
- 16th vacation pick: Employee receives 10 days
- 17th vacation pick: Employee receives 10 days
- 18th vacation pick: Employee receives 10 days
- 19th vacation pick: Employee receives 10 days
- 20th vacation pick and every vacation pick after: Employee receives 12 days

Section 2. No Vacation Carryover

No vacation is to be carried over from fiscal year to fiscal year without the approval of the Village Board of Trustees upon recommendation of the Fire Chief.

Section 3. Vacation Scheduling

A. Selection of vacation will be by seniority in the following work units:

1st Shift	Gold
2nd Shift	Black
3rd Shift	Red

- B. More than one (1) person per shift may be off on vacation at a time so long as there is an open slot as described in Article 14, Section 10 Time-Off Slots.
- C. The Union's Executive Board will determine the method used to pick vacation days each year.
- D. All vacation days shall be picked by August 1 of each year. Any dates not selected by that time are subject to assignment by the Department administration. Employees are allowed to switch their vacation days after their initial picks so long as the day they wish to take is open and it does not cause overtime. Employees who have an on-the-job disability may reschedule their vacation days when they return to work even if it causes overtime or they will be paid for their unused days if insufficient time exists for the employee to use their remaining vacation days during the fiscal year.
- E. Floating holidays will be scheduled in the same manner as vacation days after vacation picks. Such additional days may be allowed depending on manpower if a request is submitted through the chain of command a reasonable time prior to the actual time off. No overtime is to be created by granting such additional time off in conjunction with vacations.
- F. Employees covered by this agreement shall select the periods of their annual vacation on the basis of departmental seniority by shift except no more than one Lieutenant may be scheduled off on vacation at one time.

Section 4. Vacation Pay

Pay for vacation will be at the rate of pay in effect at the time the vacation time off is taken.

Section 5. Vacation/Illness

An employee calling in "sick" the shift prior to or after his scheduled vacation must, upon request of the Fire Chief, supply a doctor's report in order to receive the sick pay requested.

ARTICLE 17: HOLIDAYS

Section 1. Designated Holidays

The following shall be paid holidays for all eligible employees.

- A. New Year's Day
- B. Memorial Day
- C. Independence Day
- D. Labor Day
- E. Thanksgiving Day
- F. Day after Thanksgiving
- G. Christmas Eve Day
- H. Christmas Day

Section 2. Floating Holidays

All employees will have three (3) floating holidays to be taken annually with approval of the Fire Chief and subject to manpower availability. The floating holiday must be observed within the fiscal year at the employee's convenience with approval of the Fire Chief. Any floating holiday not used will not be carried over into the next fiscal year.

New employees hired between May 1st and August 31st will be eligible for the three (3) floating holidays their first fiscal year. New employees hired between September 1st and December 31st will be eligible for two (2) floating holidays their first fiscal year. New employees hired between January 1st and March 31st will be eligible for one (1) floating holiday their first fiscal year.

Section 3. Holiday Pay

Employees will be paid 10 hours at their straight time rate for each holiday whether worked or not.

Above holidays begin at 7:00 a.m. of the listed day. Employees working the designated holiday will receive one-hour comp time for each hour worked per the guidelines established.

Section 4. Receipt of Holiday Pay

All personnel are credited with the holidays listed in Section 1 above on May 1 of each fiscal year. Employees will receive holiday pay twice annually as follows:

1st pay period of May (or last pay period of April).

3 days (Christmas Eve, Christmas, and New Year's Day).

and

1st pay period in December (or last pay period of November).

5 days (Memorial, Independence, Labor, Thanksgiving and the day after Thanksgiving).

ARTICLE 18: UNIFORM ALLOWANCE

Section 1. Quartermaster System

It is agreed that the quartermaster system for issuance of Department uniforms, turn out gear, shoes, gloves, protective hoods, face shields, hats, helmets, badges, name tags, etc. will continue. Under this program the Fire Chief approves all purchases as he deems necessary.

Section 2. Replacements

Replacement of items in Section 1 above will occur immediately if they are lost, damaged, or made unusable through the course of duty.

Section 3. Eye Protection

If otherwise not covered by insurance, the Village agrees to pay for replacement or repair of eye glass frames (\$50.00), lenses (\$50.00), contact lenses (\$75.00), and prescription sun glasses (up to \$100.00), or other personal property not covered by insurance up to \$100.00, if damaged, broken or lost while engaged in the performance of fire/ambulance personnel's duties. Each incident is to be reported to the immediate supervisor.

Section 4. T-Shirts

Uniform. The employer shall furnish all newly-hired members and newly promoted Lieutenants with a one-time supply of five (5) t-shirts and up to an additional three (3) t-shirts annually with proof of need of those shirts to be worn as part of the duty uniform. The shirts will display an appropriate approved logo. Firefighters will wear blue shirts and officers will wear gray shirts. A single design will be available with the Alsip name displayed prominently.

ARTICLE 19: INSURANCE COVERAGE

Section 1. Coverage and Cost Sharing

The Village shall provide health insurance to all full time employees covered by this Agreement, and their spouses and dependents, and to retired employees who receive retirement benefits for their service to the Village, in accordance with the following provisions:

The number and form of such plans, and the benefits provided by each, shall be determined from time to time by the Village at its sole discretion after consultation with the Health Insurance Committee described below. The Village's employee group benefit plans are subject to change by the Village with prior notice to the Union. However, no changes may be implemented unless the benefits and coverage are substantially similar to those in effect as of May 1, 2018.

For current full time employees covered by this Agreement, the Village shall pay 85% of the premium charged for health insurance, and will pay 85% of the premium charged for insurance for each covered employee's spouse and dependents. For any Health Reimbursement Arrangement Plans (HRA) or High Deductible Healthcare Plans (HDHP), the following shall apply:

Employee Only Coverage - \$1,250 deductible. Each employee electing single coverage is responsible for the first \$500 of the deductible. The Village will pay the remaining \$750 of the deductible.

Employee + Child(ren), Employee + Spouse, or Family Coverage - \$1,250 x 2 (\$2,500) deductible. Each employee electing Employee + Child(ren), Employee + Spouse, or Family coverage is responsible for the first \$500 x 2 (\$1,000) of the deductible. The Village will pay the remaining \$750 x 2 (\$1,500) of the deductible.

The employee share of the deductibles under the HRA or HDHP plan as stated above shall remain the same during the term of this Agreement. The Village may elect to increase the HRA or HDHP plan deductibles during the term of this Agreement, provided that the Village pays for any such increase.

The Village shall offer an HDHP which has embedded deductibles that meets the rules established by the Internal Revenue Service. It is understood that the federal government may change these deductibles over time.

It shall be the employee's choice as to which plan(s) they wish to enroll in. The Village shall also provide optional vision and dental plans to covered employees, their spouses, and dependents. The Village shall pay 85% of the premium charged for vision and dental plans, and employees shall pay 15% of the premium charged for vision and dental plans. The deductibles and out of pocket costs for the vision and dental plans shall remain the same from year to year.

Annual cost increases for health insurance, vision, or dental plans shall be capped at 30%. If the annual cost increase is expected to rise more than 30%, the Health Insurance Committee shall meet and recommend a course of action, through a majority vote, to the Village.

Retirement Insurance for employees hired prior to April 19, 2016:

The Village shall continue to provide payments for medical benefits for all covered employees who retire as well as the employee's spouse and dependents. Employees who are Tier 1 pension eligible may retire at or after age 50 with twenty (20) or more years of service. Employees who are Tier 2 pension eligible may retire at or after age 55 with twenty (20) or more years of service. The Village will continue to provide payments until age 65 or until Medicare eligible, pursuant to the contribution schedule set forth in Appendix F. Upon becoming Medicare eligible, the retired employee will pay 10% of the cost for supplemental insurance coverage.

If a retiree elects to enroll in the Village's base medical insurance plan for Employee, Employee + Spouse, Employee + Child(ren), or Family that coverage shall be deemed to be a vested benefit that cannot be removed as a result of future collective bargaining between the Village and the Union. The rates will be prescribed in Appendix F.

Eligible employees who leave employment voluntarily prior to the age of retirement within his or her retirement plan and for whom the State of Illinois requires the village to provide continued coverage, will be required to pay 100 percent of current COBRA rates until entrance into a pension retirement program. If the retiree is a Tier 1 retiree, has at least 20 years of service, reaches age 50, and enters into a pension retirement program, then healthcare participation rates will be reduced to 50 percent until the eligible retiree becomes Medicare eligible. This paragraph does not apply to employees after April 18, 2016.

Retirement Insurance for employees hired after April 18, 2016 as per Ordinance #2016-4-4, adopted on April 18, 2016.

Section 2. Health Insurance Committee

The Village will form an insurance committee. The committee will be comprised of at least one (1) member from the Firefighter's Union. The committee will convene quarterly to discuss all facets of insurance coverage.

Section 3. Wellness Screenings

The Village may offer employees and their spouses an opportunity to participate in a wellness screening. If the Village offers a wellness screening option and if a current employee selecting either the Employee Only or Employee +Child(ren) coverage chooses to participate in the annual wellness screening, the Village shall reduce the employee's insurance contribution by \$250. If the Village offers a wellness screening option and if a current employee selecting either the Employee + Spouse or Family coverage and that employee's spouse both choose to participate in the annual wellness screening, the Village shall reduce the employee's insurance contribution by \$500. There will be no insurance contribution if only the employee or employee's spouse participates in wellness screening, but both are covered by a Village plan.

When applicable insurance discounts are applied during the year is decided by the Village.

ARTICLE 20: LEAVE OF ABSENCES

Section 1. Sick Leave

The Village shall grant sick leave time which is paid for an absence due to non-work related illness or injury of the employee or his immediate family. Sick leave is provided to permanent Village employees to safeguard income during periods of illness, injury or disability. The leave shall be considered a privilege extended by the Village and not a benefit that an employee uses at his/her discretion. Misuse is sufficient cause for nonpayment and/or dismissal.

Section 2. Definitions

- A. Incidental Sick Day: Any illness or injury which does not last for more than six consecutive calendar days.
- B. Immediate Family: Legal family members living within the household, parents, or for whom the employee has legal responsibility. The Fire Chief has the authority to extend the permissible use of sick leave to other family members on a case-by-case basis. The decision to permit or deny sick leave use for family members other than those noted in this paragraph shall not be grievable.
- C. Sick Leave Bank: The accumulative days that an employee has earned and has been placed in reserve to be used for personal disability, funeral leave, paternity leave, and retirement bonus.

Section 3. Authorized Uses

Sick leave may be granted for any of the following reasons:

- A. Incapacitation due to non-work related incidental illness, injury or disability.
- B. Personal medical or dental appointments which can't be scheduled during nonworking hours, providing the department head can release the person.
- C. Use of sick leave for reasons related to pregnancy of the employee shall be subject to the same provisions and reporting requirements as for any other illness or disability.
- D. When an individual has been granted and is using vacation leave he may not change the status to sick leave unless he becomes hospitalized or receives treatment as an outpatient prior to hospitalization. Certification from a physician is required.
- E. Sick leaves may be used at the employee's discretion to supplement disability payments provided by the Village or its insurance carrier. Payments for sick leave shall not exceed an amount equal to the difference between the employee's regular pay and disability payments.

Sick leave may be used for this purpose until all credits are used or the employee returns to work. In all disability cases it will be assumed that the employee wished to be paid at the regular rate unless the Human Resource's Office is advised to the contrary. Sick leave accumulations will be used to pay the difference. To prevent disruption of income, an employee may elect to receive a check equal to his regular wages and endorse his or her compensation checks to the Village once it is received. Sick leave accumulations will be used to pay the difference.

Section 4. General

- A. Sick leave shall accrue at the rate of seven (7) days at the beginning of each fiscal year. Employees in their first year of employment shall accrue sick leave at a rate of seven twelfths (0.583) of a day for each full calendar month worked. Sick leave will not be earned during an unpaid leave of absence.
- B. Up to four (4) sick leave days per fiscal year may be used for illness or injury of the employee or the immediate family. The remaining days shall be placed in the employee's sick leave bank account to be

used for disability leave, funeral leave, or paternal leave.

- C. Absence beyond the fourth sick day of illness or injury of an employee or his immediate family shall be cause for non-payment. However, leave time from an employee's personal leave bank may be used for disability of seven or more consecutive days of the employee only. A physician's Certificate of Disability will be issued on the 8th calendar day the employee is absent from his job and every 21 days thereafter until the employee returns to work.
- D. When an employee has used only a portion of his incidental sick days for the fiscal year and then becomes disabled, he automatically starts the use of days in his sick leave bank. When the employee returns to his/her job they will still have the remaining incidental sick days that they did not utilize before becoming disabled.
- E. Any individual sick days not used during the fiscal year shall be added to the employee's sick leave bank. There shall be no maximum to the number of days an employee may accumulate in his/her sick leave bank.
- F. When an employee retires on a length of service retirement, the Village will convert 33-1/3% of his/her accumulated sick leave time, not to exceed one hundred eighty (180) days thereafter, to a cash bonus payable at that employee's present salary. The employee will also have the option to take the days in his personal leave bank and apply them to early retirement, day for day, up to six (6) months prior to the day of his retirement. In order to do this, the employee must state his intentions in writing to the Fire Chief at least sixty (60) days prior to taking the leave. Employees shall not accrue sick days, vacation days, holiday pay, or any similar benefit while on early retirement. All unused days in the sick leave bank will be converted to cash by the above formula.
- G. When an employee retires due to line of duty disability the Village will convert 33-1/3% of his/her accumulated sick leave time to a cash payout, not to exceed one hundred eighty (180) days, payable at the employee's present salary. In the event an employee returns to work from disability and has received a cash payout, said employee will have zero (0) days in his sick leave bank when returning to work. This provision is in no way retroactive to any employee who has already retired due to line of duty disability and is in effect only after the actual date this agreement is signed by the employer's and employee's representatives.
- H. If incidental sick leave is used for two (2) or more consecutive work days, the Fire Chief may request the employee to furnish a written confirmation of illness or injury, signed by a physician. The employee is responsible for obtaining a physician's statement when required.
- I. Employees shall be allowed to donate up to ninety-six (96) hours of accumulated sick leave to another bargaining unit employee. The donating employee's sick leave bank will be reduced by the same amount of hours donated. The maximum amount of time donated to any one member shall not exceed 12 weeks of time.

Section 5. Funeral Leave

When there is a death in the employee's family, an employee shall be granted two (2) consecutive shift work days for the purpose of funeral leave. The sequence of funeral leave days may only be separated by other previously scheduled shift days off. If circumstances require an additional extension of the leave, the employee shall request such extension from the Fire Chief. The Fire Chief may extend the bereavement leave to a maximum period that includes three (3) work days. All bereavement leave shall be deducted from accrued personal sick leave time or time due as the employee elects. The family is defined as spouse, parents, parents-in-law, children, brothers and sisters, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, and grandchildren. Funeral leave time will be deducted from the employee's sick leave bank. Use of funeral leave time will not cause the employee to reduce their overtime pay within that pay period. Additionally, employees shall be able to take bereavement leave in accordance with the Family Bereavement Act, 820 ILCS 154/1 *et seq.*

Section 6. Short-Term Personal Leave of Absence

Leave without pay may be granted for a period of up to one month (four calendar weeks) during a calendar year, at the discretion of the Village Board. Request for leave shall be in writing to the Fire Chief. Leave requests for more than three (3) working days must be approved by the Mayor and Village Board. At the completion of short-term leave an employee will return to his/her previous position and status without change in salary. Vacation, sick leave and holiday compensation shall not accrue during short-term leaves exceeding three (3) working days. If the employee, other than those which are subject to Police and Fire Commission Rules, does not return to work on the designated date after a short term leave, he/she shall be terminated.

Section 7. Jury Duty Leave

Employees called upon for jury duty shall notify the Fire Chief no later than the next day after receipt of the summons. Jury duty compensation shall be paid to all full time employees at a rate equivalent to the difference between their normal pay check and that compensation received for jury duty for up to 5 working days per year.

Full records must be presented to the Treasurer's Office for approval prior to the issuance of jury duty compensation. An employee's time served on jury duty shall not be charged against the sick leave allowance or vacation time and shall be considered time worked.

Section 8. Military Service Leave

All employees who are members of a recognized military reserve unit or National Guard shall be granted a leave of absence in accordance with all applicable state and federal laws. Proper evidence must be provided by the employee as to the report and return dates of the period and the amount of military pay.

In the event of a call up, the employee will be paid the difference between his military reserve pay, if it is less than the normal amount of pay he/she would have normally received for up to four (4) work weeks per year. Evidence of same and of his importance to the exercise of the military obligation, signed by the Commanding Officer, shall be submitted to and approved by Human Resources as conditions of receipt of Village pay. If the period of military training or active reserve duty should coincide with the employee's vacation period, the employee will be granted either full pay without deduction from his military pay or be allowed to reschedule the vacation with departmental approval.

Section 9. Parental Leave

Any member of the bargaining unit who is the natural or adoptive parent of a newborn infant shall be entitled three (3) consecutive shift days leave to attend to the parental needs of the newborn child. The sequence of the parental leave shifts may only be separated by other previously scheduled shift days off. Such leave shall reduce the amount of accumulated sick leave by an equal amount. Time taken as parental leave shall not count as hours worked for overtime purposes.

Section 10. Partial Day Leave

In the event that the employee time taken under this article requires only a partial day (i.e., Jury Duty, Doctors appointments, etc.), the employee will return to duty for the remainder of his shift and the time taken will be recorded in hours.

Section 11. Job Related Court Leave

The Employer shall grant leave with pay to an employee for the period of time he is required to appear before a court, judge, justice, magistrate or coroner as a plaintiff, defendant or witness in a work related case.

Section 12. Job Related Medical Leave

Any employee unable to work because of a job related disabling occupational disease shall be entitled to a leave of absence at his regular rate of pay for the duration and time for which he is medically certified as being unable to work. During such leave of absence, the Employer shall maintain regular payments into the medical and pension plans to ensure continued coverage for the employee and any dependents: Seniority, vacation benefits and pension credits shall be given for the time spent on such leave of absence.

Section 13. List of Accumulated Sick Time

Upon ratification of this Agreement, and within 60 days of the end of each fiscal year, the Village will provide to the Union a list of each employee's accumulated sick time and the number of days used and for what purpose.

Section 14. Calling in Sick

- A. Any sick call must be made at least 1/2 hour prior to the employees scheduled start time.
- B. The employee must talk directly to the Lieutenant in charge.
- C. A clear reason must be given for a sick call.
- D. All sick calls will be reported to the Chief in writing by the person taking the call.
- E. Upon the fourth sick day in a fiscal year, documentation will be required. No documentation shall be required on the first three calls.

Section 15. FMLA

Village shall comply with the provisions of the Family Medical Leave Act. However, nothing in the FMLA shall be construed to pyramid onto the current labor agreement any new, separate FMLA entitlement.

Rather, the employee's requested leave shall be a congruent request, to the extent allowed by the FMLA, for an FMLA leave and leave under the labor agreement. Therefore, the employee shall use all labor agreement provisions for paid leave time for his or her FMLA leave for a serious medical condition, "bonding" for the birth or adoption of a child or care of a family member (as defined by FMLA) with a serious illness.

Section 16. Personal Day

Employees shall be granted one (1) personal leave day each calendar year. Personal leave days can be used for circumstances that are not already covered under Article 20. If a personal leave day is taken, twenty-four (24) hours shall be deducted from the employee's sick leave bank.

ARTICLE 21: IMPASSE RESOLUTION OF COLLECTIVE BARGAINING ISSUES

Section 1. Mediation

Mediation is limited to negotiations for a new, modified or amended collective bargaining agreement and not for resolutions of grievances under Article 10. Either party may, no later than thirty (30) days prior to the expiration date of the existing collective bargaining agreement, nor earlier than sixty (60) days prior to expiration, request the services of a mediator from the Federal Mediation and Conciliation Service, and no other mediation service without the written agreement from the other party. The mediator is not empowered to perform fact-finding as set forth in 1 the Illinois Public Labor Relations Act as amended. The mediator shall, immediately after his selection or designation, attempt to obtain a fair and speedy resolution of the impasse. He shall consider all aspects of the matters in disagreement and may provide both procedural and substantive suggestions and suggested alternatives to the parties. Any suggestions of the mediator shall be advisory only, shall be given in confidence and shall be kept confidential by the parties. The fee and expenses of the mediator, if any, shall be borne equally by the Village and Local 3074. No other joint expenses shall be incurred except by mutual agreement of the parties.

Section 2. Arbitration of Unresolved Collective Bargaining Issues

In the event the terms and conditions of a successor agreement cannot be resolved by negotiations, disputed items shall be resolved in accordance with the statutory impasse resolution procedure provided for in Section 14 of the Illinois Public Labor Relations Act. The parties shall select an arbitrator using the same procedure set forth in Article 10, Step 4 of the Grievance and Arbitration Procedure.

ARTICLE 22: INDEMNIFICATION

Section 1. Village Responsibility

The Village shall be responsible for, and hold employees covered by this agreement harmless from and pay for damages or moneys which may be judged, assessed or otherwise levied against any employee covered by this agreement.

Section 2. Legal Representation

Employees covered by this Agreement shall have legal representation by the Village in any civil cause of action brought against an employee covered by this Agreement resulting from or arising out of the performance of duties.

Section 3. Cooperation

Employees covered by this Agreement shall be required to cooperate with the Village during the course of investigation, administration or litigation of any claim arising under this Article.

Section 4. Applicability

The Employer will provide the protection set forth in Section 1 and Section 2 above, so long as the employee covered by this Agreement cooperates as defined in Section 3 with the Village in defense of the action or actions or claims, and has acted within the authorized scope of his or her employment and does not involve a violation of any ordinance, statute or operational rules and regulations.

ARTICLE 23: ENTIRE AGREEMENT

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Village and Local 3074, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to, or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement. This Agreement may only be amended during its term by the Parties' mutual agreement in writing.

This in no way diminishes the Village's responsibility to discuss the impact of any decision it makes with the Union should the Union request it.

ARTICLE 24: SAVINGS CLAUSE

Section 1. Savings Clause

If any provision of this Agreement or any application thereof should be rendered or declared unlawful, invalid or unenforceable by virtue of any judicial action, or by any existing or subsequently enacted Federal or State legislation, or by Executive Order or other competent authority, the remaining provisions of this Agreement shall remain in full force and effect.

In such event, upon the request of either party, the parties shall meet promptly and negotiate with the respect to substitute provisions for those provisions rendered or declared unlawful, invalid or unenforceable.

Section 2. Police and Fire Commission Authority and Powers

- A. The authority and powers of the Fire and Police Commission of the Village, as prescribed by the Illinois Revised Statutes supersede and take precedence over any provisions of this Agreement, where applicable, and are not subject to collective bargaining, except as otherwise provided in this Agreement. Furthermore, the parties agree that the Commission cannot increase a penalty sought by the Fire Chief on appeal.
- B. The Union and the Village agree to abide by Arbitrator Wolff's award with respect to residency and that the contractual provision that Arbitrator Wolff awards to be incorporated into the parties' successor collective bargaining agreement shall supersede any conflicting provision of the Rules and Regulations of the Village's Police and Fire Commission and will supersede any conflicting provision of the parties' successor collective bargaining agreement, including the aforementioned Article 24 Section 2.

ARTICLE 25: TERM OF AGREEMENT

This Agreement shall be effective as of the 1st day of May, 2022 and shall remain in full force and effect until the 30th day of April, 2026, and shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing one hundred twenty (120) days prior to the stated expiration date that it desires to modify or terminate this Agreement. In the event such notice is given, negotiations shall begin no later than one hundred (100) days prior to the stated expiration date. This Agreement shall remain in full force and effect during the entire period of negotiations for a modification of this Agreement, and shall automatically be extended until such time as a new modified Agreement is approved by both parties, effective date of termination notwithstanding.

APPENDIX A: WAGES

With 1% for 10-15y, 1.25% for 15-20y, 1.5% for 20-25y, and 1.75% for 25y + longevity

Annual Salary/ 2596 hour per year =Hourly Rate

If, as a result of a change in state law or action, the LGDF decreases or a property tax freeze is imposed, then the salary increase shall be affected proportionately. For example, if the corporate property tax levy can't be increased then salaries will freeze. Any reduction, or freeze, will solely affect the respective year the reduction, or freeze, is implemented. Salaries/hourly rates for other fiscal years will not be affected. Additionally, no reduction or freeze shall affect any Local 3074 member who is retiring.

FF/EMT	FY 23 As illustrated below		FY 24 2.50%		FY 25 3.00%		FY 26 2.50%	
	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly
0/12 months	\$67,689.02	\$26.07	\$69,381.25	\$26.73	\$71,462.69	\$27.53	\$73,249.25	\$28.22
13/24 months	\$72,381.50	\$27.88	\$74,191.04	\$28.58	\$76,416.77	\$29.44	\$78,327.19	\$30.17
25/36 months	\$78,038.88	\$30.06	\$79,989.85	\$30.81	\$82,389.54	\$31.74	\$84,449.28	\$32.53
37/48 months	\$80,847.52	\$31.14	\$82,868.71	\$31.92	\$85,354.77	\$32.88	\$87,488.64	\$33.70
49/60 months	\$83,663.01	\$32.23	\$85,754.58	\$33.03	\$88,327.22	\$34.02	\$90,535.40	\$34.87
61-119 months	\$95,916.65	\$36.95	\$98,314.57	\$37.87	\$101,264.00	\$39.01	\$103,795.60	\$39.98
120-179 months	\$96,875.82	\$37.32	\$99,297.71	\$38.25	\$102,276.64	\$39.40	\$104,833.56	40.38
180-239 months	\$97,115.61	\$37.41	\$99,543.50	\$38.34	\$102,529.80	\$39.50	\$105,093.05	40.48
240-299 months	\$97,355.40	\$37.50	\$99,789.28	\$38.44	\$102,782.96	\$39.59	\$105,352.54	40.58
300+ months	\$97,595.19	\$37.59	\$100,035.07	\$38.53	\$103,036.12	\$39.69	\$105,612.03	40.68
LT/EMT	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly
1st year	\$104,295.86	\$40.18	\$106,903.25	\$41.18	\$110,110.35	\$42.42	\$112,863.11	\$43.48
120-179 months	\$105,338.82	\$40.58	\$107,972.29	\$41.59	\$111,211.46	\$42.84	\$113,991.74	\$43.91
180-239 months	\$105,599.56	\$40.68	\$108,239.54	\$41.69	\$111,486.73	\$42.95	\$114,273.90	\$44.02
240-299 months	\$105,860.30	\$40.78	\$108,506.80	\$41.80	\$111,762.01	\$43.05	\$114,556.06	\$44.13
300+ months	\$106,121.04	\$40.88	\$108,774.06	\$41.90	\$112,037.28	\$43.16	\$114,838.21	\$44.24
2nd year	\$107,761.00	\$41.51	\$110,455.02	\$42.55	\$113,768.67	\$43.82	\$116,612.89	\$44.92
120-179 months	\$108,838.61	\$41.93	\$111,559.57	\$42.97	\$114,906.36	\$44.26	\$117,779.02	\$45.37
180-239 months	\$109,108.01	\$42.03	\$111,835.71	\$43.08	\$115,190.78	\$44.37	\$118,070.55	\$45.48
240-299 months	\$109,377.41	\$42.13	\$112,111.85	\$43.19	\$115,475.20	\$44.48	\$118,362.08	\$45.59
300+ months	\$109,646.82	\$42.24	\$112,387.99	\$43.29	\$115,759.63	\$44.59	\$118,653.62	\$45.71
Firefighter/Paramedic	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly
0/12 months	\$72,009.60	\$27.74	\$73,809.84	\$28.43	\$76,024.14	\$29.29	\$77,924.74	\$30.02
13/24 months	\$77,001.60	\$29.66	\$78,936.00	\$30.41	\$81,307.20	\$31.32	\$83,339.88	\$32.10
25/36 months	\$83,020.08	\$31.98	\$85,096.88	\$32.78	\$87,651.20	\$33.76	\$89,842.48	\$34.61
37/48 months	\$86,008.00	\$33.13	\$88,160.16	\$33.96	\$90,808.08	\$34.98	\$93,078.28	\$35.85
49/60 months	\$89,003.20	\$34.28	\$91,228.80	\$35.14	\$93,974.40	\$36.20	\$96,323.76	\$37.10
61-119 months	\$101,458.52	\$39.08	\$103,995.76	\$40.06	\$107,115.63	\$41.26	\$109,793.52	\$42.29
120-179 months	\$102,490.08	\$39.48	\$105,060.12	\$40.47	\$108,201.28	\$41.68	\$110,901.12	\$42.72
180-239 months	\$102,726.75	\$39.57	\$105,295.71	\$40.56	\$108,460.88	\$41.78	\$111,165.94	\$42.82
240-299 months	\$102,983.32	\$39.67	\$105,555.70	\$40.66	\$108,722.37	\$41.88	\$111,446.28	\$42.93
300+ months	\$103,242.92	\$39.77	\$105,815.69	\$40.76	\$108,990.16	\$41.98	\$111,714.91	\$43.03
Lieutenant/Paramedic	Salary	Hourly	Salary	Hourly	Salary	Hourly	Salary	Hourly
1st year	\$110,953.04	\$42.74	\$113,730.76	\$43.81	\$117,142.68	\$45.12	\$120,071.25	\$46.25
120-179 months	\$112,069.32	\$43.17	\$114,873.00	\$44.25	\$118,325.68	\$45.58	\$121,285.12	\$46.72
180-239 months	\$112,339.95	\$43.27	\$115,152.39	\$44.36	\$118,606.97	\$45.69	\$121,572.14	\$46.83
240-299 months	\$112,617.34	\$43.38	\$115,436.72	\$44.47	\$118,899.82	\$45.80	\$121,872.32	\$46.95
300+ months	\$112,900.04	\$43.49	\$115,729.68	\$44.58	\$119,208.32	\$45.92	\$122,193.72	\$47.07
2nd year	\$114,639.36	\$44.16	\$117,505.34	\$45.26	\$121,030.50	\$46.62	\$124,056.27	\$47.79
120-179 months	\$115,785.75	\$44.60	\$118,680.40	\$45.72	\$122,240.81	\$47.09	\$125,296.83	\$48.27
180-239 months	\$116,072.35	\$44.71	\$118,974.68	\$45.83	\$122,543.39	\$47.20	\$125,606.97	\$48.38
240-299 months	\$116,358.95	\$44.82	\$119,267.92	\$45.94	\$122,845.96	\$47.32	\$125,917.11	\$48.50
300+ months	\$116,645.55	\$44.93	\$119,561.69	\$46.06	\$123,148.54	\$47.44	\$126,227.25	\$48.62

All bargaining unit employees on the payroll as of the date the Agreement is signed by both parties shall receive a one-time, non-pensionable signing bonus of \$1,000.00.

**APPENDIX B: AUTHORIZATION FOR CHECK-OFF OF UNION DUES OR
FAIR SHARE**

I hereby authorize the Village Treasurer to deduct from my earnings, the regular monthly dues (uniform in dollar amount), in the amount certified by the Financial Officer of Local 3074, Alsip Professional Firefighters, further authorization the remittance as such amount(s) to said Local 3074 in accordance with the currently effective Agreement between the Village of Alsip and Local 3074. This authorization is revocable by a notice in writing by certified mail to the Village Treasurer with a copy to the Chief of the Fire Department and Local 3074.

Print name: _____

Signature: _____

Date: _____

Amount to be deducted: _____

APPENDIX C: INCENTIVE PROGRAMS PARAMEDIC PLANNING & NEW HIRES

Section 1. Firefighters

Each member of the Fire Department is eligible for this program which is based upon the principles that (1) continuing education in the science or art of fire prevention and suppression is in the best interest of the citizens of Alsip, and (2) incentive pay for advancement in education provided the educational attainment by an employee improves that employee's service to the Fire Department in accordance with job functions specified in the Firefighters position description. That is if the Firefighter has to perform services within his or her position description requiring the advancement in education, he or she shall receive compensation as provided.

The attached chart illustrates the Village of Alsip fire Department's Incentive Pay Programs.

Section 2. Paramedic Supervisory Board

If the Village is dissatisfied with paramedic services, he/she will be relieved of paramedic duties, after a supervisory board review. A paramedic supervisory board will be formed for the purpose of peer review of all activities of this particular group. The Board will consist of the designated paramedic EMT coordinator of the Department and 2 Paramedics each having a minimum of 5 years as certified Paramedics elected from among the paramedics of the Department. They will serve for the length of this contract. Such a Board will have recommendatory powers to assist the Fire Chief in matters pertinent to paramedic operation. The Fire Chief, or his delegate, will attend these meetings on request by either the supervisory Board or the Administration.

This Board will aid the Chief in the maintenance of the important peer review of paramedic performance in all aspects of the job. This should aid in the maintenance of high standards and performance, assuring that the recipients of their services are receiving the best of care.

Section 3. Paramedic Reduction in Status

A request for reduction from paramedics' status to EMT status will be made to the Paramedic Supervisory Board by the Fire Chief or an employee paramedic may request such a change in status.

Additional criteria for considering such a request include: Present paramedics with 10 or more years as a paramedic with the Alsip Fire Department may revert to EMT status with the approval of the Fire Chief after meeting the following criteria.

1. 10 or more years as a paramedic on the Department.
2. Notice given 6 months before recertification is due.
3. Seniority as a paramedic on the Department.
4. The reduction in status will not drop Department below 18 paramedics.
5. Agrees to possible shift change if necessary.
6. Request to revert to EMT must be given in writing to the Fire Chief.

Each request for change in status to EMT must be reviewed by the Department Committee of the Board of Trustees before approved by the Fire Chief.

Section 4. Paramedic Planning

Once attaining certification each paramedic must continue with necessary education to maintain paramedic recertification.

The normal operational minimum number of certified paramedics is 18. Should the required number fall below 18 certified paramedics, the Fire Chief shall post a notice 30 days in advance of a possible shortage of recertified paramedics. Upon determination that 18 certified paramedics will not be available, the Fire Chief may contract for the required number of certified paramedics and to layoff a like number of Firefighters.

Section 5. New Hires/Probationary Firefighters

The Training Officer (or his designate) shall review the candidate's file for previous fire service related experience, training and certification. The Training Officer shall prescribe the course and duration of the Initial Training Period which will include department familiarization. The purpose of the Initial Training Period shall be to ensure that the candidate firefighter has met the minimum training and certification requirements to be placed on shift, including but not limited to Firefighter II or Basic Operations Firefighter, and Hazardous Materials Operation. This Initial Training Period shall be based on a forty (40) hour work week (five days, 8 hours per day). At the successful conclusion of the Initial Training Period as prescribed by the Training Officer, the Chief shall assign the Firefighter to a regular shift (24 hours on and 48 hours off).

APPENDIX D: PROMOTIONAL PROCESS

General

Promotions to the rank of Lieutenant shall be conducted in accordance with the provisions of the Fire Department Promotional Act, effective August 4, 2003, HB 988,50 ICLS742 (herein after; the Act). Except where expressly modified by the terms of this Article, the procedures for the provisions of the Act shall be followed.

The Alsip Police and Fire Commission, and the Chief of the Alsip Fire Department will work in conjunction with the Local 3074 Promotional Committee to ensure that all aspects of The Fire Department Promotional Act (50 ILCS 742/) will be followed.

14 months prior to the posting of the eligibility requirements, the commission, the Chief and committee will meet to put together a schedule to achieve all of the Act's requirements.

A validation committee will be used to validate the questions used in the written exam. The purpose of the validation committee is to ensure that the questions in the written exam pertain to the position being tested for. The validation committee shall be comprised of a total of three (3) members; these members shall be as follows:

1. The Chief of the Alsip Fire Department (or his designee)
2. A current Alsip Fire Department Lieutenant (selected by Union's Executive Board)
3. An outside union representative (selected by Union's Executive Board)

The Validation Committee shall be sequestered on premise up to two (2) hours prior to examination being given to applicants to begin their written exam evaluation and validation. The validation committee shall be given the material used to develop the examination, copies of the written examination, and answer keys. Once the validation committee has made their final determination, they will immediately advise the testing agency to remove any questions in violation. The testing agency shall adjust the point value of the remaining questions and score the test based on 100 points.

The commission, Chief and committee will work together to select a testing company that will post all points as described in the Act. The testing company shall be capable of, and required to do, the following:

1. Inform candidates of their score, on each subjective component of the test, immediately following their completion of each component and,
2. Will score the written exam on site as each candidate finishes the exam and,
3. Will give each candidate their written examination scores as soon as the test is graded and,
4. Will provide all of the candidates the opportunity to review the examination questions and the correct answers, within one week of the conclusion of the written exam.

If there is an update to the Promotional Act the most current version will be followed.

Other aspects of the promotional process including, but not limited to, education and team points will be adjusted to reflect current OSFM certifications and Department/Union boards.

Eligibility

Any prospective candidate must have had a minimum of seven (7) years on the Alsip Fire Department to be eligible to take the Lieutenant's examination. Any prospective candidate must also be a Certified Fire Officer I or equivalent prior to taking the written examination.

Posting of Points

The announcement of the exam and the waiver of notice/sign-up sheet will be removed after fourteen days (14). The posting of seniority, merit and efficiency rating points, shall be posted on the Chief's Board no more than thirty (30) days after the announcement of the exam.

Right to Review

The Union or any affected employee who believes that an error has been made with respect to eligibility to take an examination, examination result, placement or position on a promotional list, or veteran's preference shall be entitled to a review of the matter by the appointing authority. Any dispute as to such matters may be resolved and remedied by filing a grievance as provided by Article 10 of this Agreement or as otherwise posted by law.

Order of Selection

Whenever a promotional rank is created or becomes vacant due to resignation, discharge, promotion, death or the granting of a disability or retirement pension, or any other cause, the appointing authority shall appoint to that position the person with the highest ranking on the final promotion list for that rank, except that the appointing authority shall have the right to pass over that person and appoint the next highest person on the list if the appointing authority has reasons to conclude that the highest ranking person has demonstrated substantial shortcomings in work performance or has engaged in misconduct affecting the person's ability to perform the duties of the promoted rank since the posting of the promotion list. If the highest ranking person is passed over, the appointing authority shall document its reasons for its decision to select the next highest ranking person on the list. Unless the reasons for passing over the highest ranking person are not remediable, no person who is the highest ranking person on the list at the time of the vacancy shall be passed over more than once. Any dispute as to the selection of the first or second highest shall be subject to resolution in accordance with the grievance procedure in Article 10 of this agreement.

Weighted Values

25% Written Exam

25% Assessment Center

20% Chief's Points

10% Peer Points

10% Education/Specialty Teams/Boards

10% Seniority

3.5% Military 7/10 for every 6 months, Max 30 months

Peer Points Will be awarded as agreed upon by Local 3074 Committee on Promotional Language

Education Points

OSFM certs EXCEPT: FF2 or Firefighter Basic Operations, FF3 or Firefighter Advanced Technician, Haz-Mat Awareness, Haz-Mat Operations, TRA, VMO, FSVO, FO1 (or the individual courses required for O1).

Specialty Teams/Boards Points

Haz-Mat Team, CART Team, Fire Investigators, Inspectors, Pension Board members, Local 3074 Executive Board members (including shift reps). 1 point is awarded if currently active and 0.5 points are awarded if inactive but held position in last 3 years.

Seniority Points

0.4 points per year, up to 25 years maximum (i.e. 10 points)

* Weighted values, education points, specialty teams/board points and seniority points may be adjusted based on current Local 3074 promotional committee recommendations.

APPENDIX E: FIRE DEPARTMENT INCENTIVE PAY PROGRAM

In order to qualify for the incentive, the individual must meet all of the guidelines as defined by the State Fire Marshall or other agency with similar authority unless otherwise specified. The individual must be assigned the duties and be available to perform the duties as specified.

It is and will remain the individual's responsibility to attend the required classes and make whatever arrangements to attend and take examinations.

If a person who is assigned and qualified in a field obtains a higher certification within that field, this does not create an opening for the lower certification. It does, however, qualify that individual for the higher incentive pay if available.

The number of personnel receiving incentives will be limited to the amounts shown below.

Any vacancies will be filled by the following procedure.

1. When an opening for a specialty position is to be filled, a notice will be posted by the Chief or his designate. This notice will be posted at both stations for at least ten (10) days. The notice must be posted within thirty (30) days of the vacancy.
2. All interested employees will place their names on the notice/sign-up sheet.
3. A committee composed of the Deputy Chief, a Lieutenant, a member of Local 3074 Executive Board, and a current member of the specialty group that has the opening, will conduct interviews of the interested parties.
4. The committee will make a recommendation to the Chief upon the completion of all the interviews.
5. Shift and station assignments may be made in order to fill any positions.
6. All members applying for an incentive position shall have minimum training one level below that of the incentive applied for.
Example: Haz-Mat Technician applied for must have FF III or Advanced Technician Firefighter and Haz-Mat Operations.
7. Minimum service requirements. To remain eligible for incentives all members shall maintain a minimum of 75% of drills or training and 50% of the call outs for their specialty team. Vacation and sick time will not be held against the minimum service requirements.
8. The specialty positions are as follows.

Fire Inspectors

1. A total of three (3) Fire Inspectors is the maximum allowed.
2. Any new Fire Inspectors will be required to qualify as follows:
 - A. Upon obtaining certification as a Fire Inspector 1, an annual incentive of \$400 shall be paid.
 - B. Upon obtaining Fire Prevention Officer I, or Fire Inspector 2 certification and being assigned administrative responsibilities in the Fire Prevention Bureau, an annual incentive of \$1,300 shall be paid.

Fire Investigator

1. A total of four (4) is the maximum allowed.
2. An annual incentive of \$950 shall be paid.

Vehicle and Machinery Operations

1. A total of two (2) is the maximum allowed.
2. An annual incentive of \$750 shall be paid.

SCBA Technician

1. A total of one (1) is the maximum allowed
2. An annual incentive of \$1,000 shall be paid if the SCBA Technician takes a field service technician course. If no course is available, then the incentive will be \$950.

Fire Apparatus Engineer

1. A total of three (3) is the maximum allowed.
2. An annual incentive of \$700 shall be paid

Fire Officer II or Advanced Company Officer

1. A total of six (6) is the maximum allowed.
2. An annual incentive of \$950 shall be paid.

Hazardous Materials Technician

1. A total of four (4) is the maximum allowed.
2. An annual incentive of \$950 shall be paid.

Confined Space Operations

1. A total of four (4) is the maximum allowed.
2. An annual incentive of \$550 shall be paid.

Car Seat Safety Technician

1. A total of two (2) is the maximum allowed.
2. An annual incentive of \$600 shall be paid.

Public Education

1. A total of two (2) is the maximum.
2. An annual incentive of \$950 shall be paid.

Vehicle Maintenance

1. A total of two (2) is the maximum.
2. An annual incentive of \$800 each shall be paid.

EMS Coordinator

1. A total of one (1) is the maximum.
2. An annual incentive of \$1,275 shall be paid.

Specialty Guidelines

The following guidelines apply to all specialties with the exception of Fire Inspectors.

1. When schooling is needed to obtain the basic certification for the above specialties, the employee will be allowed to attend class on duty and the employer will provide coverage as needed.
2. When the employee attends classes as stated in No. 1 and is off duty, he will be on his own time.
3. When an employee responds to a call-back or mandatory training pertaining to their specialty, they will be compensated as per the contract.
4. The goal of the incentive program is to involve as many employees as possible, however, should an employee be assigned as per the opening section of this Appendix, in more than one area, an annual combined incentive of no more than \$2,850 will be paid.
5. No employee will collect incentives more than once in the same specialty field or be allowed to hold more than three (3) positions.
6. The limit for total incentive paid shall be \$2,850. Any member who reaches his limit, or by taking additional incentives will go over the limit, will be allowed to participate in additional specialties without the incentive. In the event that more than one person applies for a specialty, priority will be given to those who are not at their \$2,850 limit.

APPENDIX F: RETIREE INSURANCE INFORMATION

Age at Retirement	Minimum Years of Continuous Service	Tier 1 (Hired before 4/19/16) % of COBRA Rate Paid by		Tier 2 (Hired after 4/18/16) % of COBRA Rate Paid by	
		Retiree	Additional Covered	Retiree	Additional Covered
50-54	20	50%	50%	75%	100%
55 to 65	20	25%	25%	75%	100%
	21	24%	24%	75%	100%
	22	23%	23%	75%	100%
	23	22%	22%	75%	100%
	24	21%	21%	75%	100%
	25	20%	20%	75%	100%
	26	19%	19%	75%	100%
	27	18%	18%	75%	100%
	28	17%	17%	75%	100%
	29	16%	16%	75%	100%
	30 and above	15%	15%	75%	100%
65+ (Medicare Eligible)	20	10%	10%	Not Applicable	

APPENDIX G: 7(G) AGREEMENT
BETWEEN
VILLAGE OF ALSIP
AND
ALSIP PROFESSIONAL FIREFIGHTERS IAFF, LOCAL 3074

I, _____, ("7G Employee") agree and understand that for all straight time hours in my regular job as a Firefighter/Paramedic at the Village of Alsip ("Village"), I will be paid in accordance with the wage scale as outlined in Article 14, Section 22 of the Collective Bargaining Agreement between the Village of Alsip and Alsip Professional Firefighters IAFF, Local 3074 ("Union"). I also agree and understand I will be paid one and one-half (1 ½) times that rate of pay for all overtime hours worked in that capacity.

I further understand and agree that, effective May 1, 2019, all hours worked outside my regular job assignment as a Firefighter/Paramedic ("7G work"), which have been agreed upon and assigned and approved by the Fire Chief, when I function as a _____ will be compensated at a rate in accordance with the pay scale outlined in Article 14, Section 22 of the Collective Bargaining Agreement. With regard to 7G work only, this agreement supersedes any prior agreements or understandings reached between the 7G Employee, Village, and Union, and the 7G Employee and Union hereby release the Village, and waive any and all claims that they have, or may have had, under the Fair Labor Standards Act, 29 U.S.C. §201, as amended, based upon 7G work performed for the Village up to, and including, April 30, 2019.

Employee

Date

Alsip Professional Firefighters IAFF, Local 3074

Date

Village of Alsip

Date

APPENDIX H: SHIFT BIDDING

Shift _____

S/C	Station 1	_____
Lt.	Station 2	_____
FF/PM	Station 1	_____
FF/PM	Station 1	_____
FF/PM	Station 1	_____
FF/PM	Station 1	_____
FF/PM	Station 1	_____
FF/PM	Station 2	_____
FF/PM	Station 2	_____
FF/PM	Station 2	_____
FF/PM	Station 2	_____

	Haz-Mat
	CART
	Investigator
	Inspector
	Inspector

After the six officers have selected their shifts, and the least senior six members have been placed by the Chief, the remaining members of the department will be placed into three "groups".

The "groups" will be comprised of an equal amount of members. Group 1 shall have the most senior members, Group 2 will have the next senior members, and Group 3 will have the least senior members who are not placed by the Chief. Place your name on a line above, next to your appropriate rank, and place your initials in the box(es) that corresponds to your specialty position(s).

You can select your station based upon the availability of that particular station. If the minimum amount of specialty positions on each shift isn't met, the least senior person with that specialty may have to move their shift.

SALARY ADJUSTMENT

It is agreed by the employer and the employees that should other comparable pay grades receive a salary increase of 1.5% or more greater than that received by members of the Fire Union, the salary of the Fire Union members will be adjusted accordingly.

For ease of calculation and clarification, the only pay grades deemed comparable for calculation purposes related to this provision will be "Topped Out Patrol Officer" and "Topped Out Firefighter." The percentage increase of the hourly salary of these pay grades is the determining factor as to whether or not an adjustment is to be made to Appendix A of this contract.

COMPENSATORY TIME (Time Due)

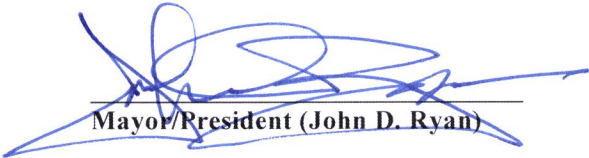
Compensatory time will be allowed in place of monetary payment for additional hours worked. The choice of comp time or money is the employees. The Local and Fire Department administration will install rules and regulations regarding the use of comp time. Village of Alsip proper manning will always be the most important factor when developing policies on comp time.

CLOSING/ SIGNATURE SECTION

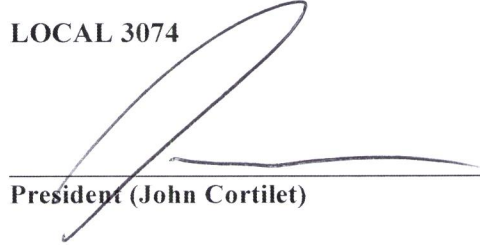
WITNESSETH the parties by their own hands and seals, have signed this agreement ratified this 8th day of February 2023.

VILLAGE OF ALSIP

**ALSIP PROFESSIONAL FIREFIGHTERS
LOCAL 3074**



Mayor/President (John D. Ryan)



President (John Cortilet)



Attested (Renee Harding)



Attested (Andrew Hufnagl)



Attested (Fred Teggelaar)



Attested (Carl Davies)