

MEMORANDUM OF AGREEMENT

**Between
The Village of Bedford Park
And
IAFF Local 3571**

This agreement is made and entered into between the Village of Bedford Park ("Village") and Local 3571 of the International Association of Fire Fighters ("Union").

1. The Village and the Union are parties to a collective bargaining agreement ("Agreement") that was scheduled to expire on December 31, 2021.

2. On or about April 2, 2020 the Village and the Union entered into an agreement extending the Agreement for one additional year, through December 31, 2022 ("2020 Extension Agreement").

3. In order to facilitate the implementation of an Early Retirement Incentive ("ERI"), the Village and the Union desire to extend the Agreement for two additional years, through December 31, 2024.

4. The provisions of the Agreement shall continue as full force and effect during the two-year extension ("2021 Extension Agreement") as specifically provided below:

A. The exempt position of Deputy Fire Chief will be eliminated, and the Village may hire a part-time Finance Manager, which shall be an exempt position. The positions of Fire Chief and Fire Marshal shall remain exempt positions.

B. The current position of Shift Commander will be eliminated and replaced by the position of Battalion Chief. The Battalion Chief shall have the same responsibilities, salary and benefits as Shift Commander. The Agreement shall be modified to replace references to "Shift Commander" with "Battalion Chief." The parties will cooperate in filing any required petition(s) with the Illinois Labor Relations Board in order to effectuate this change.

C. The parties agree that nothing in Section VII.B.21 shall be interpreted as a guarantee of assignment of any quantity of 7(g) compensation, and the parties acknowledge that the determination of how many 7(g) assignments are made shall be as exclusively determined by the Village.

D. The vacation scheduling provision of Section VII.B.2.b shall be modified to include this proviso: "provided, however, that between December 1st through March 1st of the following year the maximum number of individuals allowed to be scheduled off shall be three (3), except that for the period from December 15th through January 15th the maximum of four (4) individuals allowed to be scheduled off shall apply."

E. The provision for Safety Glasses and Frames in Section VII.B.3.v shall be modified to clarify that for the period January 1, 2022 through December 31, 2024, the Village

will pay up to a total of nine hundred dollars (\$900) toward the cost of safety prescription glasses and safety frames, not covered by insurance.

E. Section VII.B.11.c shall be clarified to specify that employees hired after December 26, 2017 shall not be eligible for retiree health insurance.

F. Appendix A(1), the wage schedule applicable to employees hired prior to January 1, 2017, shall be amended to provide for wage increases of 3.00% in 2023 and 2024, in addition to the 3.00% increase in 2022 that was agreed to as part of the 2020 Extension Agreement. A copy of the amended Appendix A(1) is attached hereto.

G. Appendix A(2), shall be modified to specify that the wage schedule i) is applicable to new hires after January 1, 2017 and prior to the date of ratification of this 2021 Extension Agreement; and ii) shall be amended to provide for wage increases of 3.00% in 2023 and 2024, in addition to the 3.00% increase in 2022 that was agreed to as part of the 2020 Extension Agreement. A copy of the amended Appendix A(2) is attached hereto.

H. Appendix A(3) is hereby created and made part of the Agreement. It shall be applicable to new hires hired after the date of ratification of this 2021 Extension Agreement. A copy of Appendix A(3) is attached hereto.

I. Both the Village and the Union acknowledge that the ERI is expected to be beneficial to both parties. The Village and the Union commit to working cooperatively to implement it. In order to enable implementation, the parties agree as follows:

- a. Retirement dates will be staggered.
- b. Retirement periods beginning October 2021 and continuing every other month with the last period in August 2022. The retirement periods may be added to or subtracted by the Village's sole discretion depending on the number of members seeking retirement under the ERI.
- c. The periods will not be restricted by rank.
- d. The amount of members able to retire per period will be decided at the close of the ERI intent timeframe.
- e. Members that have already turned in their notice for regular retirement (in the pipeline) will have priority to pick their retirement period.
- f. Excluding members in the pipeline, seniority shall dictate the remaining openings for each period. Meaning the most senior members get to choose first.

As a result of the unique circumstances surrounding the ERI; the following may apply:

- a. If openings dictate, start the hiring process of a minimum of 3 new members no later than October 1st.
- b. Possibly run an additional promotional test depending on the outcome of the intent timeframe, if necessary.
- c. Possibly run a new hire test before the end of 2021, if necessary.
- d. Advertise on multiple platforms for job openings.

- e. Start discussions with Argo H.S. regarding implementation of a potential recruitment program and branching out to Reavis and St. Laurence upon success.
- f. Continue to utilize and evaluate the department's new hire training program.

Village of Bedford Park
 By: P. ORB
 Date: 8-9-21

IAFF Local 3571
 By: Mark [Signature]
 Date: 7/9/2021

APPENDIX A(1)

FIRE DEPARTMENT WAGE SCHEDULE

Applicable to Employees hired prior to 1/1/2017

2021

YR/Step	1	2	3	4	5	6
Firefighter \$	73,133 \$	77,967 \$	83,784 \$	90,428 \$	97,705 \$	100,101 \$
Engineer \$	103,052 \$	104,597 \$	106,131 \$	107,662 \$	111,430 \$	
Lieutenant \$	121,835 \$	123,586 \$	125,342 \$	127,095 \$	128,859 \$	

2022 (3.00%)

YR/Step	1	2	3	4	5	6
Firefighter \$	75,327 \$	80,306 \$	86,297 \$	93,140 \$	100,636 \$	103,104 \$
Engineer \$	106,143 \$	107,735 \$	109,315 \$	110,892 \$	114,773 \$	
Lieutenant \$	125,490 \$	127,293 \$	129,102 \$	130,908 \$	132,724 \$	

2023 (3.00%)

YR/Step	1	2	3	4	5	6
Firefighter \$	77,587 \$	82,715 \$	88,886 \$	95,935 \$	103,655 \$	106,197 \$
Engineer \$	109,327 \$	110,967 \$	112,594 \$	114,219 \$	118,216 \$	
Lieutenant \$	129,255 \$	131,112 \$	132,975 \$	134,835 \$	136,706 \$	

2024 (3.00%)

YR/Step	1	2	3	4	5	6
Firefighter \$	79,915 \$	85,196 \$	91,553 \$	98,813 \$	106,765 \$	109,383 \$
Engineer \$	112,607 \$	114,296 \$	115,972 \$	117,645 \$	121,763 \$	
Lieutenant \$	133,132 \$	135,045 \$	136,965 \$	138,880 \$	140,807 \$	

Captain Battalion Chief

In all cases ~~Captains~~ Battalion Chiefs shall earn 3% more than a ~~Captain~~ Battalion Chief would have received as a Lieutenant in accordance with the schedule above.

In the event an employee is promoted to Engineer, and the Step 1 Engineer salary, when combined with stipend applicable to an Engineer P/M, is less than the base salary plus Paramedic stipend applicable to the employee prior to promotion, the newly promoted Engineer shall be paid at the Step 2 rate in the Engineer salary grade. In such case, the newly promoted Engineer shall proceed to Step 3 in the Engineer salary grade after completion of two (2) years of service as an Engineer.

*** Please note Paramedic has been removed from the wage schedule above as the salary is that of a Firefighter position, plus a stipend for Paramedic

APPENDIX A(2)

FIRE DEPARTMENT WAGE SCHEDULE

Applicable to New Hires after 1/1/17 and prior to the Date of Ratification of the 2021 Extension

The base salary of new hires (hired after 1/1/17 and prior to the date of ratification of the 2021 Extension) shall be computed according to the Break-In Rates set forth below. The Break-In Rates are applicable to the first four (4) years of service. After completion of the fourth year, the employee shall be paid at the then-current rate of Step 1 (shown below as "5" for purposes of illustration). Likewise after the completion of each successive year thereafter, employees shall be moved up to the corresponding step (e.g., 2, 3, 4, 5, 6) of the then current salary schedule applied to the bargaining unit employees described in Appendix A(1). New hires who are Paramedics shall receive the Differential provided for in the Agreement in addition to the base salary shown below.

		2021 (3.00%)			
YR/Step	1	2	3	4	5
Firefighter	\$49,378	\$53,581	\$57,783	\$61,985	\$73,133

		2022 (3.00%)			
YR/Step	1	2	3	4	5
Firefighter		\$55,188	\$59,516	\$63,845	\$75,327

		2023 (3.00%)			
YR/Step	1	2	3	4	5
Firefighter		\$56,844	\$61,302	\$65,760	\$77,587

		2024 (3.00%)			
YR/Step	1	2	3	4	5
Firefighter		\$58,549	\$63,141	\$67,733	\$79,915

APPENDIX A(3)

The base salary of new hires (hired after the date of ratification of the 2021 Extension) shall be as set forth below. For purposes of illustration, a new hire will receive the salary of Step 1 in the year in which he or she is hired. On each anniversary date the new hire will receive the salary of the next Step in the year in which the anniversary occurs. By way of example, an employee hired on March 1, 2022 would be paid at the \$50,860 Step through December 31, 2022. From January 1, 2023 through February 28, 2023, the employee would be paid at the Step 1 rate for 2023 (\$52,386). Effective March 1, 2023, and continuing through December 31, 2023, the employee would be paid at the Step 2 rate for 2023 (\$55,267). From January 1, 2024 through February 29, 2024, the employee would be paid at the Step 2 rate for 2024 (\$56,925). On March 1, 2024, the employee would go to the Step 3 rate for 2024 (\$60,055). For years after 2024, unless the parties mutually agree otherwise, the salaries associated with Steps 1 through 10 will increase by the percentage amount of the across-the-board salary increases negotiated by the parties.

<u>Step</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
1	\$50,860	\$52,386	\$53,958
2	\$53,657	\$55,267	\$56,925
3	\$56,608	\$58,306	\$60,055
4	\$59,721	\$61,513	\$63,358
5	\$63,006	\$64,896	\$66,843
6	\$66,471	\$68,465	\$70,519
7	\$70,127	\$72,231	\$74,398
8	\$73,894	\$76,204	\$78,490
9	\$78,053	\$80,395	\$82,807
10	\$82,346	\$84,816	\$87,360

1. Any employee hired after the date of ratification who is subsequently promoted to Engineer shall receive a base salary which shall be 5% above the current top FF/PM new hire base (Step 10 on Appendix A-3).
2. Any employee hired after the date of ratification who is subsequently promoted to Lieutenant shall receive a base salary which shall be 10% above the current top Engineer base (top Step for Engineers in #1)
3. Battalion Chiefs will be 3% more than the top Lieutenant base (top Step for Lieutenants in #2)

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is made and entered into between the Village of Bedford Park ("Village") and Local 3571, International Association of Fire Fighters ("Union") (collectively, "the Parties").

- 1) The Village and the Union are parties to a collective bargaining agreement ("Agreement") covering the term January 1, 2017 through December 31, 2021.
- 2) The Village and the Union desire to extend the term of the Agreement for an an additional calendar year, through December 31, 2022.
- 3) The provisions of the Agreement shall continue in full force and effect during the one year extension, except as specifically provided below:
 - A) The amount provided in Article VII, Section B.3.v.2, ("Safety Glasses and Frames") to be paid by the Village toward the cost of safety prescription glasses and safety frames, not covered by insurance, is increased to one thousand eight hundred dollars (\$1,800.00), for a term extending through December 31, 2022.
 - B) The Parties acknowledge that paragraphs B, C, and F in Article XI, "Dues Check-Off/Fair Share", are no longer in effect.
 - C) The first sentence in Article XV, Section A ("Term of Agreement") is modified to provide that the Agreement shall remain in full force and effect until December 31, 2022. The remaining provisions in Section A remain unchanged.
 - D) The Longevity provision in Section 2 of Appendix A is extended through 2022.
 - E) The Fire Department Wage Schedules in Appendices A(1) and A(2) are replaced with the Appendices attached to this Memorandum of Agreement, incorporating a wage increase of 3.00% applicable to each Step for each Classification in both A(1) and A(2), to be effective January 1, 2022.

Village of Bedford Park

By: _____

Date: _____

IAFF Local 3571

By: _____

Date: _____

