

A G R E E M E N T

Between

**CITY OF BLOOMINGTON
BLOOMINGTON, ILLINOIS**

and

**INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS
LOCAL 49, AFL-CIO**

May 1, 2008- April 30, 2009

This document is an addendum to the contract dated
May 1, 2006 through April 30, 2008.

AGREEMENT

This Agreement made and entered into this 1st day of May, 2008, by and between the CITY OF BLOOMINGTON, ILLINOIS (hereinafter referred to as the "City") and LOCAL 49, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO (hereinafter referred to as the "Union").

It is the intent and purpose of the parties that this Agreement will promote and improve the welfare of the City of Bloomington and its employees and that it will provide for the harmonious relationship between the City and the employees covered by this Agreement and the Union.

ARTICLE 1 RECOGNITION

The City hereby recognizes the Union as the sole bargaining agency for the employees in the appropriate bargaining unit hereinafter set forth. The appropriate bargaining unit for the purposes of collective bargaining shall include all Fire Department employees hired in accordance with 65 ILCS 5/10-2.1 "Board of Fire and Police Commission" or the experienced firefighter hiring provision of Chapter 2 of the Bloomington City Code in the classification of Captain or below assigned to twenty-four (24) hour shifts or eight (8) hour days. The unit shall include but not be limited to Probationary Firefighters, Firefighters, Engineers, Captains, Fire Investigators and the Public Education Officer. Specifically excluded from the unit shall be all employees not hired in accordance with 65 ILCS 5/10-2.1 or the experienced firefighter hiring provision of Chapter 2 of the Bloomington City Code, any staff classification including but not limited to the Chief, Deputy Chiefs, Assistant Chiefs and Training Officer.

Section 3.1. Eligibility For Vacation. Employees covered by this Agreement shall be entitled to vacation as follows:

<u>Years of Continuous Service</u>	<u>A-B-C Shift Employee</u>	<u>40 Hr Wk Employee</u>
DOH but less than 2 yrs	3 duty days	1 week
2 yrs but less than 8 yrs	5 duty days	2 weeks
8 yrs but less than 15 yrs	7 duty days	3 weeks
15 yrs but less than 20 yrs	10 duty days	4 weeks
20 yrs or more	12 duty days	5 weeks

All said vacation periods shall be given in each calendar year with pay and may be split into periods of not less than one (1) duty day.

There shall be a total of three (3) slots available per shift within which vacation and personal days may be picked. Additional slots shall be available at the beginning of each shift provided no overtime is created as a result of granting the additional time off.

Vacations shall be chosen by seniority beginning with the most senior employee. Employees may “bank” up to three (3) vacation days to be used at the employees' discretion subject to the availability of an open slot on the vacation day desired by the employee.

Section 3.2. Personal Days. Shift employees shall be entitled to one (1) twenty-four (24) hour personal day each calendar year. Shift employees shall be permitted to take personal time in twelve (12) hour increments starting at 7:00 a.m. and 7:00 p.m. Forty (40) hour employees shall be entitled to two (2) eight (8) hour personal days each calendar year. Forty (40) hour employees shall be permitted to take vacation or personal time in increments not less than one (1) hour and subject to the needs of the Department. Any PC time remaining at the end of the calendar year shall be converted to sick leave. Probationary Employees hired prior to July 1 will receive twenty-four (24) hours of personal time. Probationary Employees hired on July 1 or thereafter shall receive twelve (12) hours of personal time.

Section 3.4. Training Leave. Bargaining unit members shall be entitled to 24 hours training leave each calendar year. Leave must be taken in two (2) hour increments. No more than two (2) bargaining unit members shall be allowed off at a time. Training leave is available for training and/or education directly related to the completion of a Fire Science or Fire Service Management degree, or training directly related to the services provided by the Department and the duties of the bargaining unit member. Training leave time shall be limited to time required for travel to and from, and attendance at, covered training. Requests for training leave must be submitted to the Training Officer no less than 72 hours in advance of the training date. Approval of training time off shall be on a first come first serve basis. In the event multiple requests for training leave are received at the same time the request by the most senior employee will be approved.

ARTICLE 4 EQUIPMENT AND ALLOWANCE

The City of Bloomington will furnish to all employees covered by this Agreement all protective equipment and uniform components deemed necessary by the Chief for performance of their duties. The City will further replace for such employees, the aforesaid protective equipment and uniform components necessary for the performance of their respective duties which are damaged, or rendered unfit for further use by ordinary wear and tear in the performance of their regular duties. The protective equipment, which shall be furnished by the

City, are to remain the property of the City and not the individual employee. The replacement of all equipment and uniform components shall be at the discretion of the Chief and the furnishing of same shall be on a replacement basis. The City shall replace or repair uniform components that employees are required to use that have been rendered unserviceable. New hires shall be provided a complete compliment of uniform components in the quantities listed below. Unserviceable uniform components will be returned to the City and shall be replaced with a new item of clothing or repaired at the discretion of the City. Unserviceable shall include any change in an employee's position that requires a uniform change and shall also include when a uniform no longer fits.

The City shall pay the employees a \$100.00 shoe allowance in November of each year. The City shall provide all the badges, insignias and embroidery that employees are required to have on their clothing. Uniform components will not be worn off duty except for travel to and from work and activities approved by the Chief. Uniforms components identifiable as Fire Department specific shall be returned to the City at the time of separation of employment.

Uniform Component List

1 - LS Dress B Shirt	1 - SS Dress B. Shirt
4 - Polo Shirt (Long sleeve or short sleeve)	
2 - Job Shirt	5 -T-shirt
4 - Trousers or Shorts	1 – Belt
1 - Ball Cap	1 - Stocking Cap
1 – EMS Coat	

Section 5.1. Sick Leave

Verification of Illness.

An employee using 12 or more hours of sick leave on two (2) consecutive duty days or following two unverified occurrences of the use of 12 hours or more of sick leave in a calendar year for the employee or their dependents illness or injury will be required to provide verification from the employee's health care provider that the employee was unable to perform their duties. The City will notify the employee of the requirement to have a health care provider's note after they have had two unverified occurrences of 12 hours or more. In cases where there is a serious illness or injury of the employee's dependent, the employee shall be released from duty and such leave time shall be charged to his sick leave bank.

Section 7.4. Shift Transfers. Employees may be transferred from one shift to another for operational needs as determined by the Chief. The Department shall first seek volunteers who meet the criteria established by the Chief to fill the transfer in order of Department seniority. If

there are no volunteers the Department may order the transfer of the least senior employee who meets the criteria established by the Chief on the shift from which the transfer is coming. Seniority for Firefighters and Engineers will be determined by time on Department. Seniority for Captains will be determined by time in grade. Request for volunteers to transfer shall be posted for seven (7) calendar days.

ARTICLE 21 RESIDENCE REQUIREMENTS

Employees covered by this Agreement must reside within a twenty five (25) mile radius of the intersection of North Main and Locust Streets. New employees must establish residency within eighteen (18) months of initial appointment to the Department. No extensions will be granted.

Section 24.5. Officers. Annually on November 1st, bargaining unit members in the job classification of Captain shall be assigned to positions which they have bid on the basis of seniority (time in grade), on the shift to which they are assigned.

Section 33.2. Rates of Pay. Forty (40) hour employees shall be paid at the following rates:

Firefighters and Engineers assigned to public education duties shall receive a 10% increase over their regular hourly rate.

Captains assigned to public education duties shall be paid at their next higher longevity step.

Shift employees assigned to fire investigation duties shall be paid at their next higher longevity step.

Appendix A – Delete entire appendix.

**INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS LOCAL 49, AFL-CIO**

/s/ _____

/s/ _____

/s/ _____

/s/ _____

/s/ _____

/s/ _____

CITY OF BLOOMINGTON, ILLINOIS

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/s/ _____

IAFF LOCAL 49 SALARY SCHEDULE

May 1, 2008

		Annual Base	Bi-Weekly	Shift Hourly	40 Hour Hourly	Shift OT	40 Hour OT
FIREFIGHTER							
	Probationary	\$41,384.05	\$1,591.69	\$15.25	\$19.90	\$22.88	\$29.84
	1Year	\$47,735.78	\$1,835.99	\$17.60	\$22.95	\$26.39	\$34.42
	2Year	\$51,222.41	\$1,970.09	\$18.88	\$24.63	\$28.32	\$36.94
	3Year Base	\$56,511.94	\$2,173.54	\$20.83	\$27.17	\$31.25	\$40.75
	5Year 5.00%	\$59,337.54	\$2,282.21	\$21.87	\$28.53	\$32.81	\$42.79
	10Year 7.00%	\$60,467.78	\$2,325.68	\$22.29	\$29.07	\$33.43	\$43.61
	15Year 9.00%	\$61,598.02	\$2,369.15	\$22.70	\$29.61	\$34.06	\$44.42
	20Year 14.00%	\$64,423.61	\$2,477.83	\$23.75	\$30.97	\$35.62	\$46.46
FIREFIGHTER - EMT-I (2% Increase)							
	Probationary	\$42,211.73	\$1,623.53	\$15.56	\$20.29	\$23.34	\$30.44
	1Year	\$48,690.50	\$1,872.71	\$17.95	\$23.41	\$26.92	\$35.11
	2Year	\$52,246.86	\$2,009.49	\$19.26	\$25.12	\$28.89	\$37.68
	3Year Base	\$57,642.18	\$2,217.01	\$21.25	\$27.71	\$31.87	\$41.57
	5Year 5.00%	\$60,524.29	\$2,327.86	\$22.31	\$29.10	\$33.46	\$43.65
	10Year 7.00%	\$61,677.13	\$2,372.20	\$22.73	\$29.65	\$34.10	\$44.48
	15Year 9.00%	\$62,829.98	\$2,416.54	\$23.16	\$30.21	\$34.74	\$45.31
	20Year 14.00%	\$65,712.08	\$2,527.39	\$24.22	\$31.59	\$36.33	\$47.39
FIREFIGHTER/PARAMEDIC & ENGINEER*							
	Probationary	\$43,039.41	\$1,655.36	\$15.86	\$20.69	\$23.80	\$31.04
	1Year	\$49,645.21	\$1,909.43	\$18.30	\$23.87	\$27.45	\$35.80
	2Year	\$53,271.31	\$2,048.90	\$19.64	\$25.61	\$29.45	\$38.42
	3Year Base	\$58,795.73	\$2,261.37	\$21.67	\$28.27	\$32.51	\$42.40
	5Year 5.00%	\$61,735.52	\$2,374.44	\$22.76	\$29.68	\$34.13	\$44.52
	10Year 7.00%	\$62,911.44	\$2,419.67	\$23.19	\$30.25	\$34.78	\$45.37
	15Year 9.00%	\$64,087.35	\$2,464.90	\$23.62	\$30.81	\$35.43	\$46.22
	20Year 14.00%	\$67,027.14	\$2,577.97	\$24.71	\$32.22	\$37.06	\$48.34
LIEUTENANT							
	3Year Base	\$63,171.75	\$2,429.68	\$23.28	\$30.37	\$34.93	\$45.56
	5Year 5.00%	\$66,330.34	\$2,551.17	\$24.45	\$31.89	\$36.67	\$47.83
	10Year 7.00%	\$67,593.77	\$2,599.76	\$24.91	\$32.50	\$37.37	\$48.75
	15Year 9.00%	\$68,857.21	\$2,648.35	\$25.38	\$33.10	\$38.07	\$49.66
	20Year 14.00%	\$72,015.80	\$2,769.84	\$26.54	\$34.62	\$39.82	\$51.93
CAPTAIN							
	3Year Base	\$69,242.35	\$2,663.17	\$25.52	\$33.29	\$38.28	\$49.93
	5Year 5.00%	\$72,704.47	\$2,796.33	\$26.80	\$34.95	\$40.20	\$52.43
	10Year 7.00%	\$74,089.31	\$2,849.59	\$27.31	\$35.62	\$40.96	\$53.43
	15Year 9.00%	\$75,474.16	\$2,902.85	\$27.82	\$36.29	\$41.73	\$54.43
	20Year 14.00%	\$78,936.28	\$3,036.01	\$29.10	\$37.95	\$43.64	\$56.93

* Experienced Firefighters start at the 1 year longevity step.