



*Office of Mayor Lawrence J.
Morrissey*

PRESS RELEASE

FOR IMMEDIATE RELEASE:

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IAFF ARBITRATION DECISION ANNOUNCED TODAY

Rockford IL – September 30, 2013 – City of Rockford Council members were informed today that Arbitrator Elliot Goldstein had issued an award in the matter of contract dispute between the International Association of Fire Fighters (IAFF) Local Council 413 and the City of Rockford. The decision was received by city staff before noon today; one day before the requested October 1st deadline.

The decision focused on the four (4) areas of economic impact that had been the topic of long debate and had remained outstanding contractual decisions: Company Strength; Wages; Health Insurance; and Sick Leave Pay Out.

Aldermen were given a brief memo which outlines the nearly 100 page decision from Arbitrator Goldstein. Because the decision had just been received today, the full economic impact of the decisions has not been analyzed.

A brief summary of the decision is attached.

Economic Issue #1 – Company Strength (City’s Final Offer)

Section 4.1 -Company Strength

In accordance with the complement authorized by the City Council, the number of stations to be manned, and the manpower available, the City will continue to distribute men and officers to achieve the highest efficiency of operations and the greatest protection, and in the interest of fire fighter safety.

Effective the first 24-hour shift after the issuance of Arbitrator Elliott Goldstein’s interest arbitration award, this section shall mean that the current level of manpower will be no fewer than fifty-nine (59) personnel, working per shift (A, B, C), who are assigned to a maximum of fourteen (14) companies and seven (7) ambulances. The City may deploy QRVs as jump companies in accordance with the provisions of Arbitrator Nielsen’s arbitration award dated May 13, 2013.

Plus two (2) airport personnel, so long as an Intergovernmental Agreement between the Airport Authority and the City of Rockford for fire services at the airport is in effect. The manning number will be increased by airport personnel pursuant to the provisions below.

.... The Side-Bar Agreement dated October 30, 1998 that was attached to the parties’ 2009-2011 collective bargaining agreement shall be deleted and shall not be attached to the parties’ 2012-2014 collective bargaining agreement.

The City will not lay off any Local 413 bargaining unit employees during the term of this 2012-2014 collective bargaining agreement.

As an additional quid pro quo, the City will make a one-time lump sum payment to all members of the bargaining unit who are employed as of the date of Arbitrator Elliott Goldstein’s interest arbitration award, said lump sum payment to be computed on the basis of one percent (1%) of their bases salary as of January 1, 2013, which shall be based on whichever final wage offer is awarded by Arbitrator Goldstein.

Economic Issue #2 – Wages (Union’s Final Offer)

Effective January 1, 2012: 2.75%
Effective January 1, 2013: 2.50%
Effective January 1, 2014: 2.50%

Economic Issue #3 – Health Insurance (City’s Final Offer)

Employer’s Proposal For Health Insurance:

In order to bring the City's health insurance program for the IAFF bargaining unit into line with all AFSCME bargaining units and the City's non-represented employees, the City's final offer on insurance contains the following elements:

1. Health insurance premiums for PPO coverage:
 - 2012 -- status quo
 - 2013 -- status quo
 - Effective 1/1/2014:
 - Single coverage--\$650
 - Single plus one coverage--\$1,300
 - Family coverage--\$1,950
 - Wellness program non-compliance will result in a 10% surcharge of premium contribution.
2. Deductibles for PPO coverage:
 - 2012 -- status quo
 - 2013 -- status quo
 - Effective January 1, 2014 -- \$400/\$800/\$1,200
3. Out-of-pocket maximum for PPO coverage
 - 2012 -- status quo
 - 2013 -- status quo
 - Effective 1/1/2014, increase to \$1,200/\$2,400/\$3,600
4. Prescription co-pays:
 - 2012 -- status quo
 - 2013 -- status quo
 - Effective 1/1/2014--\$15/\$30/\$50
 - Effective 1/1/2014 (mail order)--\$30/\$60/\$100
5. Out of Network provisions:

OUT OF NETWORK

| ITEM | CURRENT AND THROUGH 12/31/13 | EFF. 1/1/2014 |
|---------------------------------------|------------------------------|---------------|
| Individual Out of Pocket Maximum | \$2,000 | \$2,400 |
| Single Plus One Out of Pocket Maximum | \$4,000 | \$4,800 |
| Family Out of Pocket Maximum | \$6,000 | \$7,200 |
| Individual Deductible | \$200 | \$800 |
| Single Plus One Deductible | \$400 | \$1,600 |
| Family Deductible | \$600 | \$2,400 |
| Co-Insurance after Deductible | 60% | 60% |

6. Office Visit Co-Pay

- Effective January 1, 2014, if the City opens a City Health Care Clinic and the employee/dependent does not use the City Health Care Clinic, there shall be a shall be a doctor office visit co-pay of \$25. Until the City's opens its City Health Care Clinic there shall be no co-pay for doctor office visits.

Section 16.1 as revised to incorporate these changes is attached as Appendix A and incorporated herein by reference.

Economic Issue #4 – Sick Leave Pay Upon Severance (Union’s Final Offer)

Section 9.5 - Sick Leave Pay Upon Severance

Upon retirement or honorable termination when the Employee gives at least two (2) weeks advance notice and successfully completes five (5) years of service, the Employee shall be eligible for sick leave pay. The maximum number of sick days, for which compensation may be received shall not exceed fifteen (15) days for an employee with between five (5) and nineteen (19) years of creditable service. For any Employee of the department who retires under honorable conditions with at least twenty (20) years of creditable service, the maximum number of sick leave days for which compensation may be received shall not exceed 45 days.

In the event of an employee’s death, this payment shall go to the employee’s estate. Pay shall be computed on the basis of the appropriate number of days multiplied by eight (8) hours at the Employee’s “40 hour week” hourly rate.”

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