

EAST PEORIA FIRE DEPARTMENT

201 W. Washington Street
East Peoria, IL 61611
Phone: (309) 427-7675



Bobby Zimmerman
Acting Fire Chief

TO: The Honorable Mayor and City Council

THRU: Commissioner Mingus

FROM: Acting Fire Chief Bobby Zimmerman

DATE: March 29, 2022

SUBJECT: MOU for Paramedic “Bonus”

DISCUSSION: Please see the attached memorandum of understanding with East Peoria Firefighters L1498. This agreement will be in place for new hires who already have their Paramedic License.

RECOMMENDATION: I recommend that the City Council approve this “MOU” as presented.

RESOLUTION NO. 2122-127

East Peoria, Illinois

_____ , 2022

RESOLUTION BY COMMISSIONER _____

**RESOLUTION APPROVING MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY AND INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
LOCAL NO. 1498 REGARDING PARAMEDIC BONUS AT TIME OF HIRE**

WHEREAS, the East Peoria Fire Department requires all personnel to be certified paramedics; and

WHEREAS, it is beneficial to the City and the East Peoria Fire Department that newly hired firefighters already have obtained the paramedic certification prior to appointment as a probationary firefighter; and

WHEREAS, the Fire Department Command Staff has negotiated an agreement with the International Association of Fire Fighters Local No. 1498 that allows the City to offer a non-pensionable "bonus" to new firefighter candidates who have earned their paramedic certifications prior to their date of hire and appointment as a probationary firefighter with the City's Fire Department; and

WHEREAS, a Memorandum of Understanding has been drafted to memorialize this agreement with the International Association of Fire Fighters Local No. 1498 for the proposed bonus arrangement for newly hired firefighters who have paramedic certifications (the "MOU"); and

WHEREAS, it is in the best interests of the City to enter into a MOU with the International Association of Fire Fighters Local No. 1498 in substantially the form attached hereto and labeled as "Exhibit A" for this proposed bonus arrangement for newly hired firefighters who have paramedic certifications;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF EAST PEORIA, TAZEWELL COUNTY, ILLINOIS, THAT the MOU in substantially the form attached hereto in Exhibit A is approved. The Mayor is hereby authorized and directed to execute the Agreement on behalf of the City together with such changes therein as the Mayor in his discretion deems appropriate; provided, however, that the MOU shall not be binding upon the City until an executed original thereof has been delivered to the International Association of Fire Fighters Local No. 1498.

APPROVED:

Mayor

ATTEST:

City Clerk

EXHIBIT A

MOU for Paramedic Bonus at Time of Hire

**International Association of Fire Fighters,
Local No. 1498
And
City Of East Peoria, Illinois**

Memorandum of Understanding: Paramedic “Bonus” at Time of Hire

The East Peoria Fire Department requires all personnel to be certified Paramedics either through IDPH or the National Registry. The City of East Peoria and the East Peoria Firefighters Local No. 1498 agree that the Fire Department would greatly benefit from a “new” hire having either of those Paramedic certifications prior to appointment as a probationary firefighter in the City’s Fire Department.

Therefore, each time that a new eligibility list is established, the City reserves the right to offer a non-pensionable “bonus” to that new employee as provided herein for all hiring from that eligibility list hiring cycle. The bonus total would be \$10,000 and would be paid out in two installments if the new employee meets the following milestones with the Fire Department. The first installment of \$5,000 will be paid to the employee after the new employee is counted towards the Fire Department’s daily minimum manning. The second installment of \$5,000 will be paid to the employee upon the new employee being counted as Fire Department manpower for a period of six (6) months.

This “bonus” is not subject to the negotiated salary schedule, nor shall it be considered part of the recipient’s pensionable salary as that term is defined by 40 ILCS 5/4-118.1. The granting of the bonus pursuant to this MOU does not set precedence as to any future or past eligibility lists or related hiring cycles. In addition, this MOU can be revoked upon written notice by either party at any time as they see fit without prior consent or review by the other party. If this MOU is revoked, the revocation will not affect an employee’s eligibility to receive the bonus payments established by this MOU if the employee has already become eligible under a particular eligibility list or hiring cycle for which the bonus has been declared by the City. If either party wishes to revoke this MOU, they must do so prior to the start of eligibility testing process for probationary firefighters for that same eligibility list or hiring cycle.

Agreed by the Parties this _____ day of _____, 2022.

For City of East Peoria

For the International Association
of Firefighters Local No. 1498

