

## SIDE LETTER AGREEMENT

This is a Side Letter Agreement to the May 1, 2021 to April 30, 2024 Collective Bargaining Agreement (“CBA”) between the International Association of Fire Fighters, Local 523 (“Union”) and the City of Ottawa, Illinois (“City”).

Whereas, the Collective Bargaining Agreement requires all employees to reside within the City limits of Ottawa or within five miles of the Ottawa City limits; and

Whereas, due to a lack in qualified applicants for the appointment to the initial rank of Firefighter, the Parties hereby agree to amend the certain requirements; and

Whereas, the City and Union finds the provisions of this Side Letter Agreement to be in the best interests of the City and its employees, and the public health, safety, and welfare.

### **Wherefore, the City and Union agree as follows:**

1. That the language in Article V – Residency Requirements of the CBA is hereby is hereby modified to read as follows:

#### ARTICLE V – RESIDENCY REQUIREMENTS

~~Employees must reside within the City of Ottawa or any area within five miles of the Ottawa City Limits or move within the City of Ottawa or any area within five miles of the Ottawa City Limits, within fifteen (15) months of their date of employment, or reemployment, and must thereafter, reside within the City of Ottawa or any area within five miles of the Ottawa City Limits as a condition of continued employment. Effective 5/1/2013, all newly hired employees must reside within the City of Ottawa within fifteen (15) months of their date of employment, and thereafter, reside within the City of Ottawa to continue employment.~~

~~However, if a newly hired employee or reemployed employee does not possess a current EMT-I Certification said employee shall reside within the City of Ottawa or any area within five miles of the Ottawa City Limits within ninety (90) days of receipt of said EMT-I Certification.~~

There are no residency requirements imposed upon current or future employees covered by this Agreement.

2. Section 8.8 of the CBA is hereby amended and modified to read as follows:

#### Section 8.8 – EMT-P Premium

EMT-P Premium has been added to each step in Appendix A of this Agreement creating a new base wage.

While an EMT-P certification is a condition of employment, any current employee certified as an EMT Intermediate will receive a reduction of 0.037037 (1-104/108) of the base wage of a seven-year firefighter's wage.

Any employee hired as an EMT-Basic will receive a reduction of 0.074074 of the base wage of a seven-year firefighter's wage until the employee has been successful certified as a Paramedic.

Note: To determine an employee's years of service for the above wage schedule, the same method used to calculate an employee's years of longevity s addressed in Section 804A will be used.

3. Section 12.5 of the CBA is hereby amended and modified to read as follows:

#### Section 12.5 – Staffing


Each shift shall be staffed by a minimum of seven (7) bargaining unit members including two (2) officers; six (6) of the bargaining unit member shall be licensed paramedics. Ambulances shall be staffed with a minimum of 2 sworn bargaining unit members, and there shall be at least one staffed fire engine with a minimum of three sworn bargaining unit members per day.

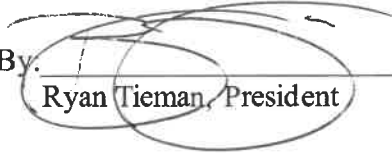
Bargaining unit members assigned to non-line duties (such as specialty teams and training) are not subject to these minimum work shift requirements and shall not be counted in the minimum work shift requirements of bargaining unit members assigned to firefighter duties.

4. Upon passage and approval by the City Council of the City of Ottawa and the Union, this agreement will be retroactive to May 1, 2022.
5. All other terms and conditions of the 2021-2024 Collective Bargaining Agreement, except to the extend modified by this Side Letter Agreement, shall be applicable. In the event of any conflict between the provisions of the Side Letter Agreement and the provisions of the 2021-2024 Collective Bargaining Agreement, the provisions of this Side Letter Agreement will prevail and control.
6. This Side Letter Agreement shall expire upon the expiration of the Collective Bargaining agreement for the period of May 1, 2021 to April 30, 2024, unless re-negotiated prior to its expiration.

CITY OF OTTAWA, ILLINOIS,

INTERNATIONAL ASSOCIATION OF  
FIRE FIGHTERS, LOCAL 523

By:   
Daniel F. Aussem

By:   
Ryan Tieman, President

Date: 6-14-2022

Date: 6/15/2022

