

**SIDE LETTER AGREEMENT**

This Side Letter Agreement is entered into on the 15<sup>th</sup> day of December, 2022, by the VILLAGE OF MORTON (the "Employer") and the MORTON PARAMEDICS, LOCAL NO. 4952, OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO (the "Union").

**WHEREAS**, Employer and Union desire to enter into a Side Letter Agreement to reflect certain agreed upon modifications and supplemental agreements not reflected in the collective bargaining agreement; and

**WHEREAS**, the parties wish to commemorate these understandings and agreements without making extensive changes to the body of their collective bargaining agreement.

**NOW, THEREFORE, BE IT AGREED BY THE EMPLOYER AND UNION AS FOLLOWS:**

1. This Side Letter Agreement shall be appended as a part of the parties' collective bargaining agreement and subject to the grievance procedure set forth therein.
2. The Village and the Union agree to meet from time to time, on an as-needed basis, to discuss employee recruitment and retention problems.
3. The following agreements are made about the "float medic"
  - a. The Village may from time to time employ a full-time paramedic who is not assigned a regular duty cycle of 24 hours on duty and 48 hours off duty, hereinafter referred to as a "float paramedic," in an effort to providing manning for open shifts. Notwithstanding the provisions of Section 4.2, the float paramedic shall not be assigned a regular platoon duty shift as set forth in Section 4.2. The float paramedic shall maintain a regular duty cycle of an average of 48 hours per week, or 2,496 hours per year
  - b. During any period in which the Village is employing a float paramedic, notwithstanding the provisions of Section 9, open shifts may first be assigned

to the float paramedic by the Fire Chief before being offered for distribution as overtime shifts to other employees. Remaining open shifts shall next be offered to part-time paramedics. Finally, any remaining shifts unfilled by the float paramedic and by the part time paramedics shall be offered to all remaining full-time paramedics as overtime shifts. Overtime shifts shall be claimed and assigned in 12-hour increments. During all periods of time in which no float paramedic is employed by employer, open shifts shall be offered as provided in Section 9.

- c. During all periods of time in which the Village is employing a float paramedic, notwithstanding the provisions of Section 9.1 (3), every effort should be made to fill voluntary open shift cover in the following order: (1) float paramedic, (2) part-time employees, (3) full time employees other than the float paramedic. During all periods of time in which no float paramedic is employed by the Village, voluntary open shift coverage shall be filled in the priority order set forth in Section 9.1(3).
- d. The float paramedic shall not be on the overtime list maintained by the Union under Section 9.1(6) of the Contract.
- e. The float paramedic shall be paid one eight hour "Kelly Day" each calendar week which shall be counted as hours actually worked for purposes of the Collective Bargaining Agreement. Therefore, in addition to the Kelly Days the float paramedic shall maintain a regular duty cycle of an average of 48 hours per week, or 2,496 hours per year. The float paramedic's regular and basic hourly rate of pay shall be determined in accordance with Section 5.2 of the Collective Bargaining Agreement, except however the float medic's regular hourly pay shall be calculated after applying a 4% shift premium to the annual salary set forth in Appendix B.

- 4. The following agreements are made about employee health insurance

- a. Notwithstanding the provisions of Article 12 of the collective bargaining agreement, for the limited time of January 1, 2023, through December 31, 2023, the Employer shall provide health insurance coverage in accordance with the summary of benefits and coverages attached hereto as Exhibit A. The current dental plan and the current vision plan shall remain in effect, unamended and unchanged by this Side Letter Agreement. Exhibit A reflects a PPO Plan and a High Deductible Health Plan. The Employer shall offer both the PPO and the High Deductible Health Plan to employees during the term of this Side Letter Agreement. In the event an employee elects coverage under the Employer's High Deductible Health Plan, the Employer shall annually contribute to that employee's HSA account an amount equal to the IRS maximum employer contribution for that calendar year in two installments. The first installment shall be paid as close to January 1 as practical and shall be in an amount equal to the \$6,200 for employees with family coverage and \$3,100 for employees with individual coverage. A second installment shall be paid by, on or before July 1 in each calendar year, which shall be an amount equal to the difference between the IRS maximum HSA contribution level for that calendar year and the amount paid by the Employer on or about January 1. For employees who elect to participate in the Employer's PPO Health Plan, the Employer shall annually contribute to each employee's HRA account \$3,000 for employees with family health insurance coverage and \$1,000 with individual health insurance coverage. Any new employee who elects coverage under the Employer's High Deductible Health Plan shall receive their pro-rated share of the IRS maximum annual contribution. Any new hire who elects to participate in the Employer's PPO Plan shall receive a full annual HRA contribution with pro-rata or adjustment of any kind.

b. Notwithstanding the provisions of Section 12.3 of the collective bargaining agreement, the employees shall contribute towards the cost of health insurance the following:

	<b><u>HDHP</u></b>	<b><u>PPO</u></b>
Single	\$82.00	\$92.25
Employee + child	\$145.50	\$163.75
Employee + spouse	\$164.00	\$184.50
Family	\$210.00	\$236.25

4. The provisions of paragraph 2 of this Side Letter Agreement shall expire at 11:59 p.m. on December 31, 2023. Thereafter the Employer shall remain bound and obligated by the provisions of the collective bargaining agreement, including the Employer's obligation to provide insurance at the levels which existed when the collective bargaining agreement was approved and including the employee contributions for health insurance as set forth in the collective bargaining agreement.

**[THIS SPACE INTENTIONALLY LEFT BLANK]**

IN WITNESS WHEREOF, the parties hereto have set their hand and seal this 1st  
day of December, 2022.

VILLAGE OF MORTON

By Jeffrey L. Kaufman  
Jeffrey L. Kaufman, Village President

James Hollocker  
James Hollocker, President

ATTEST:

[Signature]  
Village Clerk

[Signature]  
Secretary/Treasurer

