



## AGENDA

### CITY COUNCIL MEETING

Tuesday, September 2, 2025 at 7pm

City Hall Council Chamber  
109 James Street  
Geneva, IL 60134

1. **CALL TO ORDER: ROLL CALL**
2. **PLEDGE OF ALLEGIANCE**
3. **PUBLIC HEARINGS, SPECIAL ITEMS AND PRESENTATIONS**
  - a. Consider Mayor's Appointment of Mike Riebe to the Historic Preservation Commission; Julie Purcell and Sarah Ricchio to the Mental Health Board
  - b. Introduce Electric Lineman Jim Dillow and Utility Locators Jerry Vasquez-Castro and Ricky Gomez
4. **AMENDMENTS TO AGENDA**
5. **OMNIBUS AGENDA (OMNIBUS VOTE)**

*All Items listed with an asterisk (\*) are considered to be routine by the City Council and will be enacted by one motion. There will be no separate discussion on these items unless a council member so requests in which event the item will be removed from the Omnibus (Consent) Agenda and considered in its normal sequence on the agenda. All items on the Omnibus Agenda require a simple majority vote unless otherwise indicated.*
- \*6. **APPROVE SPECIAL CITY COUNCIL MINUTES FROM JULY 28, 2025 AND REGULAR CITY COUNCIL MINUTES FROM AUGUST 18, 2025**
- \*7. **REPORTS (N/A)**
8. **MUNICIPAL BILLS FOR PAYMENT: \$2,454,050.03**
- \*9. **COMMITTEE OF THE WHOLE ITEMS OF BUSINESS**
  - \*a. Approve Resolution No. 2025-101 Authorizing Acceptance of the 2025 Employee Benefit Plan Renewal Effective November 1, 2025.
  - \*b. Approve Resolution No. 2025-102 Authorizing the Purchase of Fire Dept. Personal Protective Clothing from W.S. Darley & Company in the Amount of \$38,820.
10. **PRESENTATION OF ORDINANCES, RESOLUTIONS, OTHER ITEMS**
  - a. Consider Resolution No. 2025-103 Approving an Interconnection Agreement with Public Storage Institutional Fund for the 38kW Solar Powered Generator Facility Installed at 1040 E. State Street.

CITY COUNCIL

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- b. Consider Resolution No. 20250-104 Authorizing the Execution of a Drainage and Utility Easement for Parcel 12-03-227-006 at 523 N. First Street.
- c. Consider Resolution No. 2025-105 Approving a Four-Year Collective Bargaining Agreement Between the City of Geneva and the Geneva Professional Firefighters Association Local 4287 (IAFF).

**11. PUBLIC COMMENT**

*When recognized by the Chair, proceed to the podium, state your name for the record, and provide your public comments. Please understand this is your time to be heard and the public body's time to listen. No discussion or debate will follow.*

**12. NEW BUSINESS**

**13. ADJOURNMENT**

*ADA Compliance: Any individual with a disability requesting a reasonable accommodation in order to participate in a public meeting should contact the City at least 48 hours in advance of the scheduled meeting. The City can be reached in person at 22 S First Street, Geneva, IL or by telephone at (630) 232-7494. Every effort will be made to allow for meeting participation. Notice of this meeting was posted consistent with the requirements of 5 ILCS 120/1 et seq. (Open Meetings Act).*

**GENEVA CITY COUNCIL MEETING MINUTES**

**(Special Meeting)**

**Monday, July 28, 2025**

City Hall Council Chambers  
109 James St., Geneva, IL 60134

**CALL TO ORDER**

The Geneva Special City Council meeting was called to order by Mayor Kevin Burns at 7:00 p.m. in the City Hall Council Chambers.

Elected Officials present:

Alderspersons: Anaïs Bowring, Larry Furnish, Dean Kilburg, Brad Kosirog, William Malecki, Richard Marks, Amy Mayer, Jeff Palmquist, Mark Reinecke.

Mayor Kevin Burns, City Clerk Vicki Kellick.

Elected Officials attending by video or teleconference: None.

Elected Officials absent: Martha Paschke.

Others Present: Assistant City Administrator Ben McCready, City Attorney Scott Fintzen, Finance Director Jennifer Milewski.

Others attending by video or teleconference: None.

**PLEDGE OF ALLEGIANCE** Mayor Burns invited Dir. Milewski to lead the Pledge of Allegiance.

**PUBLIC COMMENT**

Geneva Chamber of Commerce Chair Mike Olesen thanked Geneva for its support of the Arts Fair. He noted several additional events taking place later in the summer.

**NEW BUSINESS**

None.

**CLOSED SESSION ON THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF SPECIFIC EMPLOYEES OF THE PUBLIC BODY (5 ILCS 120/2(C)(1)).**

Moved by Ald. Marks, Seconded by Ald. Bowring to enter closed session.

Roll call:

AYES: 9 (Bowring, Furnish, Kilburg, Kosirog, Malecki, Marks, Mayer, Palmquist, Reinecke)

ABSENT: 1 (Paschke)

NAYS: 0

MOTION CARRIED to enter into closed session at 7:05 PM.

Moved by Ald. Marks, Seconded by Ald. Mayer to return to open session.

Roll call:

AYES: 9 (Bowring, Furnish, Kilburg, Kosirog, Malecki, Marks, Mayer, Palmquist, Reinecke)

ABSENT: 1 (Paschke)

NAYS: 0

MOTION CARRIED to return to open session at 8:19 PM.

**Adjournment**

There being no further business, moved by Ald. Kosirog to adjourn the Geneva City Council meeting.

MOTION CARRIED by unanimous voice vote of those present.

The meeting adjourned at 8:20 PM.

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Vicki Kellick  
Geneva City Clerk

**GENEVA CITY COUNCIL MEETING MINUTES**

**Monday, August 18, 2025**

City Hall Council Chambers  
109 James St., Geneva, IL 60134

**CALL TO ORDER**

The Geneva City Council meeting was called to order by Mayor Kevin Burns at 7:00 p.m. in the City Hall Council Chambers.

Elected Officials present:

Alderspersons: Anaïs Bowring, Dean Kilburg, William Malecki, Richard Marks, Amy Mayer, Jeff Palmquist, Martha Paschke, Mark Reinecke.

Mayor Kevin Burns, City Clerk Vicki Kellick.

Elected Officials attending by video or teleconference: Larry Furnish, Brad Kosirog.

Elected Officials absent: None.

Others Present: Acting City Administrator Benjamin McCready, City Attorney Scott Fitzen, Finance Director Jennifer Milewski, Human Resources Manager Lauren Newton, Fire Chief Michael Antenore, Deputy Fire Chief Matt Lohse.

Others attending by video or teleconference: None.

**PLEDGE OF ALLEGIANCE**

Mayor Burns invited Emily Rosen and her family to lead the Pledge of Allegiance.

**PUBLIC HEARINGS, SPECIAL ITEMS AND PRESENTATIONS**

Consider Mayor's Appointment of Emily Rosen as City Treasurer

Moved by Ald. Bowring, Seconded by Ald. Malecki.

AYES: 8 (Bowring, Kilburg, Malecki, Marks, Mayer, Palmquist, Paschke, Reinecke)

ABSENT: 2 (Furnish, Kosirog)

NAYS: 0

Mayor Burns swore in Ms. Rosen as City Treasurer.

Introduce Administrative Analyst Joe Viso

Mayor Burns welcomed Joe Viso to the meeting. Mr. Viso has been with the City of Geneva for nearly one year. He attended St. Edward High School in Elgin. He then attended Elgin Community College followed by North Central College where he majored in communications and broadcasting. He later received his master's degree in public administration at Northern Illinois University. Prior to joining the city, Mr. Viso worked as a multimedia specialist with DuPage County, in marketing and communications for the Wheaton Park District, and for the Village of Lisle.

**AMENDMENTS TO AGENDA**

None.

**OMNIBUS AGENDA (OMNIBUS VOTE)**

*All Items listed with an asterisk (\*) are considered to be routine by the City Council and will be enacted by one motion. There will be no separate discussion on these items unless a council member so requests in which event the item will be removed from the Omnibus (Consent) Agenda and considered in its normal sequence on the Agenda. All items on the Omnibus Agenda require a simple majority vote unless otherwise indicated.*

\*APPROVE REGULAR CITY COUNCIL MINUTES FROM AUGUST 4, 2025

\*REPORTS

June 2025 and July 2025 Revenue Reports

COMMITTEE OF THE WHOLE ITEMS OF BUSINESS

\*Approve Resolution No. 2025-99 Waiving Competitive Bidding and Authorizing the Purchase and Installation of Air Compressors and Air Dryer from Atlas Copco in the Amount of \$37,211.00 and Declaring Existing Equipment as Surplus Property.

\*Approve Resolution No. 2025-100 Authorizing the Execution of a Professional Services Agreement with FGM Architects Inc. in the Amount of \$95,000.00 for Architectural and Engineering Services.

Moved by Ald. Paschke, Seconded by Ald. Palmquist.

AYES: 8 (Bowring, Kilburg, Malecki, Marks, Mayer, Palmquist, Paschke, Reinecke)

ABSENT: 2 (Furnish, Kosirog)

NAYS: 0

**MUNICIPAL BILLS FOR PAYMENT: \$4,343,096.41**

Moved by Ald. Bowring, Seconded by Ald. Mayer.

AYES: 8 (Bowring, Kilburg, Malecki, Marks, Mayer, Palmquist, Paschke, Reinecke)

ABSENT: 2 (Furnish, Kosirog)

NAYS: 0

**PRESENTATION OF ORDINANCES, RESOLUTIONS, OTHER ITEMS**  
**(N/A)**

None.

**PUBLIC COMMENT**

Geneva Chamber of Commerce Chair Mike Olesen noted that the Festival of the Vine and Flavor Faire are coming up on September 5-7. The Flavor Faire will be open from noon until 10:00 pm on Friday and Saturday, and noon until 4:30 pm on Sunday. Volunteers are welcome. He also thanked the community for its support of the Stockholm's fundraiser for the Joe Brayton Foundation which was held on July 31. A donation of \$885.68 will be made to the foundation from proceeds from the event.

**NEW BUSINESS**

None.

**ADJOURNMENT**

There being no further business, moved by Ald. Paschke to adjourn the Geneva City Council meeting.

MOTION CARRIED by unanimous voice vote of those present.  
The meeting adjourned at 7:24 PM.

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Vicki Kellick  
Geneva City Clerk



## Expenditure Summary Report

City of Geneva Expenditures - 9/2/2025	\$ 1,676,323.14
Manual Check(s)	-
Utility Billing Refund(s)	-
Misc. Refund(s)	-
Sales Tax Abatement	-
City of Geneva Payroll	<u>777,726.89</u>
Total Expenditures	<u><u>\$ 2,454,050.03</u></u>



## Expenditures by Fund

Fund	Amount	Fund	Amount
General	\$ 570,475.39	SSA # 23	\$ -
Motor Fuel Tax	-	SSA # 26	-
SPAC	-	SSA # 32	-
Beautification	1,249.08	General Capital Projects	-
Tourism	537.50	Infrastructure Capital Projects	30,694.58
Restricted Police Fines	235.00	Prairie Green	-
PEG	-	TIF # 2	1,502.00
Mental Health	-	TIF # 3	1,061.00
SSA # 1	469.33	TIF # 4	352.50
SSA # 4	1,200.00	Capital Equipment	16,482.97
SSA # 5	-	Electric	818,918.05
SSA # 7	-	Water/Wastewater	132,816.70
SSA # 9	-	Refuse	20,669.12
SSA # 11	15,050.00	Cemetery	9,022.85
SSA # 16	8,587.68	Commuter Parking	16,872.99
SSA # 18	-	Group Dental Insurance	13,396.14
SSA # 22	-	Workers Compensation	15,144.14
			<u>\$ 1,674,737.02</u>



# City of Geneva AP Invoice Report

Invoice Due Date Range 09/02/25 - 09/02/25  
 Report By Vendor - Invoice  
 Summary Listing

Invoice Number	Invoice Description	Status	Held Reason	Invoice Date	Due Date	G/L Date	Received Date	Payment Date	Invoice Net Amount
Vendor <b>6027 - 1st In Emergency Products</b> 14214	Cabinet for New B200	Edit		05/20/2025	09/02/2025	09/04/2025	08/21/2025		10,222.11
Vendor <b>6027 - 1st In Emergency Products</b> Totals							Invoices	1	<u>\$10,222.11</u>
Vendor <b>1109 - Air One Equipment Inc</b> 224652	O-Rings	Edit		08/11/2025	09/02/2025	09/04/2025	08/21/2025		29.98
Vendor <b>1109 - Air One Equipment Inc</b> Totals							Invoices	1	<u>\$29.98</u>
Vendor <b>1011 - Airgas USA LLC</b> 5518024817	Cylinder Rentals	Edit		07/31/2025	09/02/2025	09/04/2025	08/15/2025		986.85
Vendor <b>1011 - Airgas USA LLC</b> Totals							Invoices	1	<u>\$986.85</u>
Vendor <b>1489 - Al Warren Oil Co Inc</b> W1771157	Unleaded Fuel	Edit		08/12/2025	09/02/2025	09/04/2025	08/13/2025		14,989.20
W1771158	Diesel Fuel	Edit		08/12/2025	09/02/2025	09/04/2025	08/13/2025		6,122.20
Vendor <b>1489 - Al Warren Oil Co Inc</b> Totals							Invoices	2	<u>\$21,111.40</u>
Vendor <b>5499 - Alan Horticulture LLC</b> 19059	Lawn Maintenance Services	Edit		08/01/2025	09/02/2025	09/04/2025	07/23/2025		537.50
Vendor <b>5499 - Alan Horticulture LLC</b> Totals							Invoices	1	<u>\$537.50</u>
Vendor <b>1117 - Alexander Chemical Corporation</b> 98164	Chemicals for WTP	Edit		08/07/2025	09/02/2025	09/04/2025	08/19/2025		7,170.07
Vendor <b>1117 - Alexander Chemical Corporation</b> Totals							Invoices	1	<u>\$7,170.07</u>
Vendor <b>1597 - Amazon</b> 1PPN-XVJ4-9FNM	Copy Paper, Weather Alert Radio & Wall Plate	Edit		08/01/2025	09/02/2025	09/04/2025	08/12/2025		369.88
Vendor <b>1597 - Amazon</b> Totals							Invoices	1	<u>\$369.88</u>
Vendor <b>1092 - American Water Works Association</b> SO233324	Membership Renewal - System Maintenance Supervisor	Edit		04/21/2025	09/02/2025	09/04/2025	08/19/2025		87.00
Vendor <b>1092 - American Water Works Association</b> Totals							Invoices	1	<u>\$87.00</u>
Vendor <b>1825 - Anaheim Marriott</b> 48189	Lodging	Edit		07/22/2025	09/02/2025	09/04/2025	08/13/2025		1,362.10
Vendor <b>1825 - Anaheim Marriott</b> Totals							Invoices	1	<u>\$1,362.10</u>
Vendor <b>3567 - Anixter Inc</b> 6402961-02	UG Cable Replacement Cable 25-26	Edit		08/11/2025	09/02/2025	09/04/2025	08/12/2025		22,314.60
6492446-00	Itron Meters	Edit		08/14/2025	09/02/2025	09/04/2025	08/15/2025		1,447.62
Vendor <b>3567 - Anixter Inc</b> Totals							Invoices	2	<u>\$23,762.22</u>
Vendor <b>1015 - Artlip &amp; Sons</b> 215734	Air Conditioner Repair	Edit		08/14/2025	09/02/2025	09/04/2025	08/21/2025		348.00
Vendor <b>1015 - Artlip &amp; Sons</b> Totals							Invoices	1	<u>\$348.00</u>
Vendor <b>1001 - AT&amp;T</b> 6302081605/0825	Monthly Phone Service	Edit		08/01/2025	09/02/2025	09/04/2025	08/26/2025		512.67
Vendor <b>1001 - AT&amp;T</b> Totals							Invoices	1	<u>\$512.67</u>
Vendor <b>1351 - Atlas Bobcat LLC</b>									



# City of Geneva AP Invoice Report

Invoice Due Date Range 09/02/25 - 09/02/25  
 Report By Vendor - Invoice  
 Summary Listing

Invoice Number	Invoice Description	Status	Held Reason	Invoice Date	Due Date	G/L Date	Received Date	Payment Date	Invoice Net Amount
HT9846	Coupler	Edit		07/30/2025	09/02/2025	09/04/2025	08/04/2025		130.11
K54571	Warranty Repair	Edit		07/31/2025	09/02/2025	09/04/2025	08/26/2025		195.00
Vendor 1351 - Atlas Bobcat LLC Totals							Invoices	2	\$325.11
Vendor 4419 - Aurora Truck Center									
500975	Steering U Joint	Edit		08/18/2025	09/02/2025	09/04/2025	08/21/2025		31.34
Vendor 4419 - Aurora Truck Center Totals							Invoices	1	\$31.34
Vendor 3874 - Auto-Wares Group									
479-499053	Air & Cabin Air Filters	Edit		06/30/2025	09/02/2025	09/04/2025	08/27/2025		60.96
479-500857	Fuseholder	Edit		07/25/2025	09/02/2025	09/04/2025	08/27/2025		30.98
479-500901	Fuseholder	Edit		07/28/2025	09/02/2025	09/04/2025	08/27/2025		16.69
479-500918	Fuseholder	Edit		07/28/2025	09/02/2025	09/04/2025	08/27/2025		16.69
479-500919	Air, Cabin Air & Oil Filters	Edit		07/28/2025	09/02/2025	09/04/2025	08/27/2025		22.03
479-501008	Air, Cabin Air & Oil Filters	Edit		07/29/2025	09/02/2025	09/04/2025	08/27/2025		22.03
479-501138	Air, Cabin Air & Oil Filters	Edit		07/30/2025	09/02/2025	09/04/2025	08/27/2025		46.39
479-501185	Battery Lugs	Edit		07/31/2025	09/02/2025	09/04/2025	08/27/2025		10.60
479-501186	Idle Valve	Edit		07/31/2025	09/02/2025	09/04/2025	08/27/2025		103.39
479-501262	Credit Memo	Edit		07/31/2025	09/02/2025	09/04/2025	08/27/2025		(19.35)
479-501270	Credit Memo	Edit		07/31/2025	09/02/2025	09/04/2025	08/27/2025		(30.98)
479-501310	Wiper Blade	Edit		08/01/2025	09/02/2025	09/04/2025	08/27/2025		28.98
479-501453	Air & Oil Filters	Edit		08/04/2025	09/02/2025	09/04/2025	08/27/2025		17.90
479-501650	Cabin Air Filter	Edit		08/06/2025	09/02/2025	09/04/2025	08/27/2025		17.61
479-501660	Air Filter	Edit		08/06/2025	09/02/2025	09/04/2025	08/27/2025		54.10
479-501672	Wiper Blade	Edit		08/06/2025	09/02/2025	09/04/2025	08/27/2025		28.98
479-501752	Spark Plug	Edit		08/07/2025	09/02/2025	09/04/2025	08/27/2025		3.79
479-501908	Air, Cabin Air & Oil Filters	Edit		08/11/2025	09/02/2025	09/04/2025	08/27/2025		30.00
479-502094	Cabin Air & Fuel Filters	Edit		08/13/2025	09/02/2025	09/04/2025	08/27/2025		73.10
479-502095	Wiper Blade	Edit		08/13/2025	09/02/2025	09/04/2025	08/27/2025		23.58
479-502256	Cabin Air & Fuel Filters	Edit		08/15/2025	09/02/2025	09/04/2025	08/27/2025		96.68
479-502262	Cylinder	Edit		08/15/2025	09/02/2025	09/04/2025	08/27/2025		295.00
479-502270	Fuel Filters	Edit		08/15/2025	09/02/2025	09/04/2025	08/27/2025		60.91
479-502302	Hand Cleaner	Edit		08/15/2025	09/02/2025	09/04/2025	08/27/2025		43.18
479-502321	Fuel Filter	Edit		08/15/2025	09/02/2025	09/04/2025	08/27/2025		31.81
479-502377	Light Bulb	Edit		08/18/2025	09/02/2025	09/04/2025	08/27/2025		4.18
479-502505	Air, Fuel & Oil Filters	Edit		08/19/2025	09/02/2025	09/04/2025	08/27/2025		136.73
479-502506	Oil Filter	Edit		08/19/2025	09/02/2025	09/04/2025	08/27/2025		24.05
479-502566	Air, Cabin Air & Oil Filters	Edit		08/20/2025	09/02/2025	09/04/2025	08/27/2025		81.32
479-502567	Air Filter	Edit		08/20/2025	09/02/2025	09/04/2025	08/27/2025		54.10
479-502576	Air Filter	Edit		08/20/2025	09/02/2025	09/04/2025	08/27/2025		4.50
479-502577	Air & Cabin Air Filters	Edit		08/20/2025	09/02/2025	09/04/2025	08/27/2025		19.49
479-502578	Back Up Alarm	Edit		08/20/2025	09/02/2025	09/04/2025	08/27/2025		31.91
479-502582	Fuel Filter	Edit		08/20/2025	09/02/2025	09/04/2025	08/27/2025		14.16
479-502662	Car End Connector	Edit		08/21/2025	09/02/2025	09/04/2025	08/27/2025		15.99



# City of Geneva AP Invoice Report

Invoice Due Date Range 09/02/25 - 09/02/25  
 Report By Vendor - Invoice  
 Summary Listing

Invoice Number	Invoice Description	Status	Held Reason	Invoice Date	Due Date	G/L Date	Received Date	Payment Date	Invoice Net Amount
			Vendor <b>3874 - Auto-Wares Group</b> Totals			Invoices	35		\$1,471.48
Vendor <b>1009 - Barco Products Company</b> INVRCO33334	Bike Racks	Edit		08/08/2025	09/02/2025	09/04/2025	08/26/2025		1,249.17
			Vendor <b>1009 - Barco Products Company</b> Totals			Invoices	1		\$1,249.17
Vendor <b>5818 - Bazan Painting Projects LLC</b> 3063	Painting - City Hall	Edit		08/04/2025	09/02/2025	09/04/2025	08/12/2025		620.00
			Vendor <b>5818 - Bazan Painting Projects LLC</b> Totals			Invoices	1		\$620.00
Vendor <b>1267 - Boardman &amp; Clark LLP</b> 305224	Legal Services	Edit		08/08/2025	09/02/2025	08/04/2025	08/12/2025		200.00
			Vendor <b>1267 - Boardman &amp; Clark LLP</b> Totals			Invoices	1		\$200.00
Vendor <b>2389 - Bollinger Lach &amp; Associates, Inc.</b> 24163-12	State Street Bridge Railing Replacement	Edit		07/31/2025	09/02/2025	09/04/2025	08/14/2025		2,480.00
			Vendor <b>2389 - Bollinger Lach &amp; Associates, Inc.</b> Totals			Invoices	1		\$2,480.00
Vendor <b>5005 - Brand It On Apparel Co</b> 2786	Clothing	Edit		06/18/2025	09/02/2025	09/04/2025	08/20/2025		2,881.75
			Vendor <b>5005 - Brand It On Apparel Co</b> Totals			Invoices	1		\$2,881.75
Vendor <b>5208 - Jacqueline Buffington</b> 82525	WC Claim	Edit		08/25/2025	09/02/2025	09/04/2025	08/25/2025		2,682.14
			Vendor <b>5208 - Jacqueline Buffington</b> Totals			Invoices	1		\$2,682.14
Vendor <b>2349 - CDM Smith Inc</b> 90241429	WWTP Industrial Waste Treatment Study	Edit		08/11/2025	09/02/2025	09/04/2025	08/19/2025		4,132.50
			Vendor <b>2349 - CDM Smith Inc</b> Totals			Invoices	1		\$4,132.50
Vendor <b>1304 - City of Geneva</b>		Edit		08/25/2025	09/02/2025	08/25/2025	08/25/2025		202.00
2024-0772	422 Richards St	Edit		08/25/2025	09/02/2025	08/25/2025	08/25/2025		202.00
2024-1501	618 Richards St	Edit		08/25/2025	09/02/2025	08/25/2025	08/25/2025		202.00
2024-1632	617 Richards St	Edit		08/25/2025	09/02/2025	08/25/2025	08/25/2025		202.00
2025-0931	718 McKinley Ave	Edit		08/25/2025	09/02/2025	08/22/2025	08/25/2025		202.00
2025-0969	14 Anderson Blvd	Edit		08/25/2025	09/02/2025	08/25/2025	08/25/2025		202.00
2025-0986	1015 W State St	Edit		08/25/2025	09/02/2025	08/20/2025	08/25/2025		202.00
2025-1113	228 S 2nd St	Edit		08/25/2025	09/02/2025	08/22/2025	08/25/2025		202.00
2025-1178	603 Lexington Dr	Edit		08/25/2025	09/02/2025	08/19/2025	08/25/2025		202.00
2025-1188	213 S 5th St	Edit		08/25/2025	09/02/2025	08/21/2025	08/25/2025		202.00
2025-1197	825 May St	Edit		08/25/2025	09/02/2025	08/22/2025	08/25/2025		202.00
2025-1200	508 Anderson Blvd	Edit		08/25/2025	09/02/2025	08/20/2025	08/25/2025		279.00
2025-1201	101 W State St	Edit		08/25/2025	09/02/2025	08/22/2025	08/25/2025		202.00
2025-1227	864 Manchester Ct	Edit		08/25/2025	09/02/2025	08/22/2025	08/25/2025		202.00
			Vendor <b>1304 - City of Geneva</b> Totals			Invoices	13		\$2,703.00
Vendor <b>2169 - City of Geneva Petty Cash - Police</b> 81425	Petty Cash Replenishment	Edit		08/25/2025	09/02/2025	09/04/2025	08/25/2025		41.00
			Vendor <b>2169 - City of Geneva Petty Cash - Police</b> Totals			Invoices	1		\$41.00



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Invoice Number	Invoice Description	Status	Held Reason	Invoice Date	Due Date	G/L Date	Received Date	Payment Date	Invoice Net Amount
<b>Vendor 5495 - Colliflower</b>									
02731721	Stainless Steel Clamp	Edit		08/15/2025	09/02/2025	09/04/2025	08/19/2025		8.06
Vendor 5495 - Colliflower Totals							Invoices	1	<u>\$8.06</u>
<b>Vendor 1141 - Comcast Cable</b>									
0450022765/0725	Cable Service	Edit		07/26/2025	09/02/2025	09/04/2025	08/21/2025		(45.03)
0450240920/0825	Cable Service	Edit		08/14/2025	09/02/2025	09/04/2025	08/21/2025		78.74
Vendor 1141 - Comcast Cable Totals							Invoices	2	<u>\$33.71</u>
<b>Vendor 1245 - ComEd</b>									
9839042000/0725	Electric Service - Kautz & Pillsbury	Edit		07/22/2025	09/02/2025	09/04/2025	08/12/2025		32.76
0311512222/0825	Electric Service - Well #9	Edit		08/14/2025	09/02/2025	09/04/2025	08/21/2025		5,476.18
Vendor 1245 - ComEd Totals							Invoices	2	<u>\$5,508.94</u>
<b>Vendor 5766 - Conklin &amp; Conklin LLC</b>									
37527	1LF0013	Edit		07/11/2025	09/02/2025	09/04/2025	08/18/2025		543.00
37528	1LF0012	Edit		07/11/2025	09/02/2025	09/04/2025	08/18/2025		518.00
Vendor 5766 - Conklin & Conklin LLC Totals							Invoices	2	<u>\$1,061.00</u>
<b>Vendor 1148 - Continental Weather Service</b>									
196539	Monthly Weather Forecasting - August 2025	Edit		08/01/2025	09/02/2025	09/04/2025	08/19/2025		140.00
Vendor 1148 - Continental Weather Service Totals							Invoices	1	<u>\$140.00</u>
<b>Vendor 1543 - Customized Energy Solutions LTD</b>									
1091229	PJM Auction Revenue Rights - July 2025	Edit		08/14/2025	09/02/2025	09/04/2025	08/19/2025		1,007.00
Vendor 1543 - Customized Energy Solutions LTD Totals							Invoices	1	<u>\$1,007.00</u>
<b>Vendor 3336 - Jeffrey C Davies</b>									
1669	Annual Maintenance	Edit		06/25/2025	09/02/2025	09/04/2025	08/26/2025		750.00
Vendor 3336 - Jeffrey C Davies Totals							Invoices	1	<u>\$750.00</u>
<b>Vendor 2229 - DCS Mechanical Inc</b>									
26738	Service Call	Edit		08/07/2025	09/02/2025	09/04/2025	08/21/2025		345.00
Vendor 2229 - DCS Mechanical Inc Totals							Invoices	1	<u>\$345.00</u>
<b>Vendor 5859 - Deco Supply Company</b>									
11749892	UG Replacement Project 2025-2026 Single Phase Transformers	Edit		08/06/2025	09/02/2025	09/04/2025	08/12/2025		6,755.00
11750391	UG Replacement Project 2025-2026 Single Phase Transformers	Edit		08/14/2025	09/02/2025	09/04/2025	08/15/2025		44,155.00
Vendor 5859 - Deco Supply Company Totals							Invoices	2	<u>\$50,910.00</u>
<b>Vendor 1189 - Delta Dental of Illinois</b>									
61625	Claim Payments 06/12/25-06/18/25	Edit		06/16/2025	09/02/2025	06/18/2025	08/25/2025		3,808.80
62325	Claim Payments 06/19/25-06/25/25 & Admin Fees	Edit		06/23/2025	09/02/2025	06/25/2025	08/25/2025		2,682.70
81825	Claim Payments 08/14/25-08/20/25	Edit		08/18/2025	09/02/2025	08/20/2025	08/27/2025		1,552.20



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82525	Claim Payments 08/21/25-08/27/25 & Admin Fees	Edit		08/25/2025	09/02/2025	08/27/2025	08/25/2025		5,352.44
			Vendor <b>1189 - Delta Dental of Illinois</b> Totals				Invoices	4	\$13,396.14
Vendor <b>2797 - Doubletree By Hilton Hotel Bloomington</b>									
97743603	Lodging - ESRI Conference	Edit		07/13/2025	09/02/2025	09/04/2025	08/13/2025		1,362.15
			Vendor <b>2797 - Doubletree By Hilton Hotel Bloomington</b> Totals				Invoices	1	\$1,362.15
Vendor <b>4316 - DTN LLC</b>									
210-00161672	Weather Forecasting - April/July 2025	Edit		04/15/2025	09/02/2025	09/04/2025	08/20/2025		1,428.85
			Vendor <b>4316 - DTN LLC</b> Totals				Invoices	1	\$1,428.85
Vendor <b>5400 - Dungarees</b>									
6710700	Clothing	Edit		05/21/2025	09/02/2025	09/04/2025	08/22/2025		8,645.63
6710710	Clothing	Edit		05/21/2025	09/02/2025	09/04/2025	08/26/2025		2,439.52
			Vendor <b>5400 - Dungarees</b> Totals				Invoices	2	\$11,085.15
Vendor <b>5803 - Eco Clean Maintenance Inc</b>									
14018	Custodial Services - July 2025	Edit		07/24/2025	09/02/2025	09/04/2025	08/05/2025		7,989.00
			Vendor <b>5803 - Eco Clean Maintenance Inc</b> Totals				Invoices	1	\$7,989.00
Vendor <b>1030 - Eden Brothers</b>									
I250801848	2nd & Campbell Storm Sewer	Edit		07/31/2025	09/02/2025	09/04/2025	08/05/2025		1,495.00
			Vendor <b>1030 - Eden Brothers</b> Totals				Invoices	1	\$1,495.00
Vendor <b>5282 - Ellen Burgeson Inc</b>									
1774	Grant Administration	Edit		07/23/2025	09/02/2025	09/04/2025	07/23/2025		776.00
			Vendor <b>5282 - Ellen Burgeson Inc</b> Totals				Invoices	1	\$776.00
Vendor <b>3361 - Emergent Safety Supply</b>									
9312702601	Vest	Edit		08/05/2025	09/02/2025	09/04/2025	08/06/2025		135.79
9312729431	Disposable Gloves	Edit		08/14/2025	09/02/2025	09/04/2025	08/15/2025		136.32
9312733151	Eclipse Overalls	Edit		08/15/2025	09/02/2025	09/04/2025	08/18/2025		84.47
			Vendor <b>3361 - Emergent Safety Supply</b> Totals				Invoices	3	\$356.58
Vendor <b>3629 - Enterprise FM Trust</b>									
FBN5360463	Lease Payment - Fleet Vehicles	Edit		06/05/2025	09/02/2025	06/20/2025	08/25/2025		530.41
			Vendor <b>3629 - Enterprise FM Trust</b> Totals				Invoices	1	\$530.41
Vendor <b>4563 - Ewing Irrigation Products Inc</b>									
27004744	Weed Killer	Edit		07/25/2025	09/02/2025	09/04/2025	08/12/2025		695.39
			Vendor <b>4563 - Ewing Irrigation Products Inc</b> Totals				Invoices	1	\$695.39
Vendor <b>4973 - Factory Motor Parts</b>									
62-665630	DEF Fluid	Edit		08/05/2025	09/02/2025	09/04/2025	08/13/2025		111.48
			Vendor <b>4973 - Factory Motor Parts</b> Totals				Invoices	1	\$111.48
Vendor <b>1020 - Fed Ex</b>									
8-961-83664	Ammonia Probe Repair	Edit		08/21/2025	09/02/2025	09/04/2025	08/19/2025		18.26
			Vendor <b>1020 - Fed Ex</b> Totals				Invoices	1	\$18.26
Vendor <b>4755 - Fiberking Inc</b>									



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000194	Carpet Cleaning - City Hall Spring 2025	Edit		05/12/2025	09/02/2025	09/04/2025	08/05/2025		825.00
000216	Carpet Cleaning - PW	Edit		08/14/2025	09/02/2025	09/04/2025	08/19/2025		275.00
Vendor <b>4755 - Fiberking Inc</b> Totals						Invoices	2		\$1,100.00
Vendor <b>5076 - Filterbuy.com</b>									
3703316	Air Filters - City Hall	Edit		07/25/2025	09/02/2025	09/04/2025	08/07/2025		245.40
Vendor <b>5076 - Filterbuy.com</b> Totals						Invoices	1		\$245.40
Vendor <b>1143 - First Environmental Laboratories, Inc.</b>									
193123	Monthly NPDES Nutrients Testing	Edit		08/08/2025	09/02/2025	09/04/2025	08/19/2025		213.00
193150	Monthly NPDES Nutrients Testing	Edit		08/08/2025	09/02/2025	09/04/2025	08/19/2025		213.00
Vendor <b>1143 - First Environmental Laboratories, Inc.</b> Totals						Invoices	2		\$426.00
Vendor <b>1270 - Fisher Scientific</b>									
2873581	Lab Consumables	Edit		08/11/2025	09/02/2025	09/04/2025	08/19/2025		479.86
Vendor <b>1270 - Fisher Scientific</b> Totals						Invoices	1		\$479.86
Vendor <b>1390 - Fleetpride</b>									
127812897	Bearing Set & Axle Flange	Edit		08/07/2025	09/02/2025	09/04/2025	08/14/2025		282.85
Vendor <b>1390 - Fleetpride</b> Totals						Invoices	1		\$282.85
Vendor <b>4430 - Fox Excavating Inc</b>									
25191	Delnor Watermain	Edit		08/19/2025	09/02/2025	09/04/2025	08/25/2025		35,508.60
Vendor <b>4430 - Fox Excavating Inc</b> Totals						Invoices	1		\$35,508.60
Vendor <b>1155 - Gaido &amp; Fintzen, LLC</b>									
98339	Legal Expense	Edit		08/01/2025	09/02/2025	09/04/2025	08/12/2025		5,170.00
98340	Legal Expense	Edit		08/01/2025	09/02/2025	09/04/2025	08/12/2025		3,831.27
98341	Legal Expense	Edit		08/01/2025	09/02/2025	09/04/2025	08/12/2025		12,437.50
Vendor <b>1155 - Gaido &amp; Fintzen, LLC</b> Totals						Invoices	3		\$21,438.77
Vendor <b>5898 - Gemini Group LLC</b>									
1208	WTP Services	Edit		03/26/2025	09/02/2025	09/04/2025	08/20/2025		2,993.00
Vendor <b>5898 - Gemini Group LLC</b> Totals						Invoices	1		\$2,993.00
Vendor <b>1055 - Geneva Ace Hardware</b>									
113645/1	Mortar Mix	Edit		08/05/2025	09/02/2025	09/04/2025	08/06/2025		9.98
113646/1	Canopy Weight Plate	Edit		08/05/2025	09/02/2025	09/04/2025	08/26/2025		31.99
113773/1	Metal Grinding Wheel	Edit		08/12/2025	09/02/2025	09/04/2025	08/15/2025		9.99
113780/1	Maul Replacement Handle	Edit		08/13/2025	09/02/2025	09/04/2025	08/15/2025		17.99
113834/1	Grill Pellets	Edit		08/16/2025	09/02/2025	09/04/2025	08/21/2025		19.95
113846/1	Extension Cord & Fasteners	Edit		08/17/2025	09/02/2025	09/04/2025	08/26/2025		19.99
113847/1	Button Battery	Edit		08/18/2025	09/02/2025	09/04/2025	08/19/2025		2.00
113854/1	U Bolts	Edit		08/18/2025	09/02/2025	09/04/2025	08/26/2025		26.97
113861/1	Bucket, Bucket Lid, Hand Trowel & Mortar Mix	Edit		08/18/2025	09/02/2025	09/04/2025	08/26/2025		50.11
113871/1	Trash Bags	Edit		08/19/2025	09/02/2025	09/04/2025	08/26/2025		9.18
113897/1	Tape & LED Bulb	Edit		08/20/2025	09/02/2025	09/04/2025	08/21/2025		49.97
113899/1	Janitorial Supplies	Edit		08/20/2025	09/02/2025	09/04/2025	08/21/2025		26.98



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113906/1	Oil for Saw's	Edit		08/21/2025	09/02/2025	09/04/2025	08/21/2025		28.98
			Vendor <b>1055 - Geneva Ace Hardware</b> Totals			Invoices	13		\$304.08
<b>Vendor 1165 - Geneva School District 304</b>									
7292025	Legal Service - PTAB Tax Appeals	Edit		07/29/2025	09/02/2025	09/04/2025	08/12/2025		1,714.95
			Vendor <b>1165 - Geneva School District 304</b> Totals			Invoices	1		\$1,714.95
<b>Vendor 1104 - GFC Leasing</b>									
I01040080	Copier Leasing	Edit		07/27/2025	09/02/2025	09/04/2025	07/30/2025		2,154.82
I01048424	Copier Leasing	Edit		08/27/2025	09/02/2025	09/04/2025	08/27/2025		2,154.82
			Vendor <b>1104 - GFC Leasing</b> Totals			Invoices	2		\$4,309.64
<b>Vendor 1169 - Gordon Flesch Co Inc</b>									
IN15276395	Cost Per Copy	Edit		08/15/2025	09/02/2025	09/04/2025	08/19/2025		719.94
			Vendor <b>1169 - Gordon Flesch Co Inc</b> Totals			Invoices	1		\$719.94
<b>Vendor 1171 - Hampton Lenzini &amp; Renwick Inc</b>									
000020251967	Eagle Brook Maint 2025	Edit		08/07/2025	09/02/2025	09/04/2025	08/11/2025		15,050.00
000020251968	Geneva Miller Road Basin Maint 2025	Edit		08/07/2025	09/02/2025	09/04/2025	08/11/2025		1,200.00
000020252065	2025 Geneva WM Const - Delnor	Edit		08/12/2025	09/02/2025	09/04/2025	08/26/2025		7,318.75
			Vendor <b>1171 - Hampton Lenzini &amp; Renwick Inc</b> Totals			Invoices	3		\$23,568.75
<b>Vendor 5702 - Haugland Energy Group LLC</b>									
21174.14	Kautz Road Substation	Edit		08/11/2025	09/02/2025	09/04/2025	08/25/2025		220,580.50
			Vendor <b>5702 - Haugland Energy Group LLC</b> Totals			Invoices	1		\$220,580.50
<b>Vendor 1177 - Home Depot Credit Services</b>									
2016681	Wood Flag Pole	Edit		07/28/2025	09/02/2025	08/14/2025	08/06/2025		27.01
2292503	Screws & Sensor Switches	Edit		07/28/2025	09/02/2025	08/14/2025	08/04/2025		61.72
9010076-1	Trash Bags, Pressure Washer Wand Extension & Spray Nozzle	Edit		07/31/2025	09/02/2025	08/14/2025	08/04/2025		71.35
2010909	Screwdriver, Tape Measure, Pliers & Receptacle Test Kit	Edit		08/07/2025	09/02/2025	08/18/2025	08/14/2025		262.16
			Vendor <b>1177 - Home Depot Credit Services</b> Totals			Invoices	4		\$422.24
<b>Vendor 1277 - Illinois Department of Revenue</b>									
081525	July 2025 State Excise Tax Payable	Edit		07/31/2025	09/02/2025	07/31/2025	08/19/2025		112,890.17
			Vendor <b>1277 - Illinois Department of Revenue</b> Totals			Invoices	1		\$112,890.17
<b>Vendor 2556 - Illinois Law Enforcement Alarm System</b>									
DUES14020	Annual Membership Dues	Edit		07/01/2025	09/02/2025	09/04/2025	08/14/2025		120.00
			Vendor <b>2556 - Illinois Law Enforcement Alarm System</b> Totals			Invoices	1		\$120.00
<b>Vendor 4461 - Illinois Public Risk Fund</b>									
98815	Worker's Comp Reinsurance Premium - September 2025	Edit		07/17/2025	09/02/2025	09/02/2025	08/25/2025		12,462.00
			Vendor <b>4461 - Illinois Public Risk Fund</b> Totals			Invoices	1		\$12,462.00
<b>Vendor 1261 - Illinois Secretary Of State</b>									
81525	Title & Registration	Edit		08/15/2025	09/02/2025	09/04/2025	08/25/2025		173.00
82725	Title & Registration	Edit		08/27/2025	09/02/2025	09/04/2025	08/27/2025		173.00



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			<b>Vendor 1261 - Illinois Secretary Of State Totals</b>				Invoices	2		\$346.00
Vendor <b>1369 - Illinois State Police</b> 20250703419	Fingerprinting	Edit		07/31/2025	09/02/2025	09/04/2025	08/21/2025		54.00	
			<b>Vendor 1369 - Illinois State Police Totals</b>				Invoices	1		\$54.00
Vendor <b>3891 - Illinois Water Environment Association</b> E7029	Engineering Training Class - PW Director	Edit		07/21/2025	09/02/2025	09/04/2025	08/12/2025		30.00	
			<b>Vendor 3891 - Illinois Water Environment Association Totals</b>				Invoices	1		\$30.00
Vendor <b>6055 - Imprint.com</b> IMECB3B5C241	NNO Cups	Edit		07/17/2025	09/02/2025	09/04/2025	08/13/2025		308.75	
			<b>Vendor 6055 - Imprint.com Totals</b>				Invoices	1		\$308.75
Vendor <b>5062 - Isolved Benefit Services</b> I146912302	FSA Monthly Admin Fee - July 2025	Edit		08/09/2025	09/02/2025	09/04/2025	08/12/2025		322.24	
			<b>Vendor 5062 - Isolved Benefit Services Totals</b>				Invoices	1		\$322.24
Vendor <b>5826 - Jendryk, Hamer &amp; Begley LLC</b> 10496	1LF0133TE	Edit		05/31/2025	09/02/2025	09/04/2025	08/15/2025		152.00	
10497	1LF0112	Edit		05/31/2025	09/02/2025	09/04/2025	08/15/2025		152.00	
10498	1LF0124TE	Edit		05/31/2025	09/02/2025	09/04/2025	08/15/2025		152.00	
			<b>Vendor 5826 - Jendryk, Hamer &amp; Begley LLC Totals</b>				Invoices	3		\$456.00
Vendor <b>1039 - Kane County Government</b> GEC0525	Ride in Kane - May 2025	Edit		08/12/2025	09/02/2025	09/04/2025	08/26/2025		1,258.60	
			<b>Vendor 1039 - Kane County Government Totals</b>				Invoices	1		\$1,258.60
Vendor <b>1438 - Kane County Recorder</b> 651895	Recording Fees	Edit		07/24/2025	09/02/2025	09/04/2025	07/28/2025		80.00	
			<b>Vendor 1438 - Kane County Recorder Totals</b>				Invoices	1		\$80.00
Vendor <b>1393 - Kone Inc</b> 1158976536	Geneva Parking Garage Elevator Service	Edit		07/29/2025	09/02/2025	09/04/2025	08/05/2025		1,390.06	
			<b>Vendor 1393 - Kone Inc Totals</b>				Invoices	1		\$1,390.06
Vendor <b>1367 - Kramer Tree Specialists, Inc.</b> 29717	Grind Brush & Logs	Edit		07/22/2025	09/02/2025	09/04/2025	07/22/2025		6,860.00	
23444	Fertilize Parkway Tree	Edit		08/05/2025	09/02/2025	09/04/2025	08/05/2025		170.00	
31191	Removal of Logs	Edit		08/12/2025	09/02/2025	09/04/2025	08/12/2025		2,300.00	
24889-5	Municipal Brush Removal	Edit		08/14/2025	09/02/2025	09/04/2025	08/26/2025		20,669.12	
			<b>Vendor 1367 - Kramer Tree Specialists, Inc. Totals</b>				Invoices	4		\$29,999.12
Vendor <b>1195 - Kresl Power Equipment, Inc.</b> 649437000	2025 Hoist & Crane Inspection	Edit		08/02/2025	09/02/2025	09/04/2025	08/19/2025		2,215.60	
			<b>Vendor 1195 - Kresl Power Equipment, Inc. Totals</b>				Invoices	1		\$2,215.60
Vendor <b>4436 - Lakeshore Recycling Systems</b> PS669973	Street Sweeping	Edit		07/31/2025	09/02/2025	09/04/2025	08/05/2025		469.33	
			<b>Vendor 4436 - Lakeshore Recycling Systems Totals</b>				Invoices	1		\$469.33



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<b>Vendor 1197 - Lands End Business Outfitters</b>										
SIN13245534	Sweaters	Edit		08/11/2025	09/02/2025	09/04/2025	08/14/2025		97.27	
	<b>Vendor 1197 - Lands End Business Outfitters Totals</b>							Invoices	1	<u>\$97.27</u>
<b>Vendor 5017 - Lewis Tree Service Lockbox</b>										
466172	Tree Trimming	Edit		07/29/2025	09/02/2025	09/04/2025	08/12/2025		1,230.16	
466173	Tree Trimming	Edit		07/29/2025	09/02/2025	09/04/2025	08/12/2025		6,430.44	
467067	Tree Trimming	Edit		08/05/2025	09/02/2025	09/04/2025	08/12/2025		7,384.21	
	<b>Vendor 5017 - Lewis Tree Service Lockbox Totals</b>							Invoices	3	<u>\$15,044.81</u>
<b>Vendor 6011 - Lighting X Products</b>										
68899	SCBA Mask Bags	Edit		07/29/2025	09/02/2025	09/04/2025	08/21/2025		179.96	
	<b>Vendor 6011 - Lighting X Products Totals</b>							Invoices	1	<u>\$179.96</u>
<b>Vendor 6034 - MaK Americas, Inc.</b>										
INV54010	Stock Parts - GGF	Edit		07/26/2025	09/02/2025	09/04/2025	08/26/2025		11,317.50	
INV54125	GGF Parts	Edit		08/13/2025	09/02/2025	09/04/2025	08/20/2025		2,077.04	
	<b>Vendor 6034 - MaK Americas, Inc. Totals</b>							Invoices	2	<u>\$13,394.54</u>
<b>Vendor 1200 - Menards</b>										
53541	Microfiber Towels	Edit		08/05/2025	09/02/2025	09/04/2025	08/13/2025		6.99	
53744	Fogger, 5 Gallon Palil & Fly Swatter	Edit		08/08/2025	09/02/2025	09/04/2025	08/26/2025		18.82	
53966	Parking Block Pins	Edit		08/12/2025	09/02/2025	09/04/2025	08/14/2025		94.38	
54133	Concrete Repair	Edit		08/15/2025	09/02/2025	09/04/2025	08/18/2025		38.97	
	<b>Vendor 1200 - Menards Totals</b>							Invoices	4	<u>\$159.16</u>
<b>Vendor 1202 - Metro West Council of Government</b>										
5981	Meeting Meal	Edit		06/12/2025	09/02/2025	09/04/2025	08/05/2025		110.00	
	<b>Vendor 1202 - Metro West Council of Government Totals</b>							Invoices	1	<u>\$110.00</u>
<b>Vendor 3506 - Monarch Fire Protection Inc</b>										
18126	Automatic Fire Sprinkler System - Parking Garage	Edit		08/04/2025	09/02/2025	09/04/2025	08/26/2025		8,705.00	
18151	Automatic Fire Sprinkler System - Parking Deck	Edit		08/21/2025	09/02/2025	09/04/2025	08/26/2025		5,750.00	
	<b>Vendor 3506 - Monarch Fire Protection Inc Totals</b>							Invoices	2	<u>\$14,455.00</u>
<b>Vendor 1129 - Clint Montgomery</b>										
08122025	Reimbursement - Clothing	Edit		08/12/2025	09/02/2025	09/04/2025	08/26/2025		89.97	
	<b>Vendor 1129 - Clint Montgomery Totals</b>							Invoices	1	<u>\$89.97</u>
<b>Vendor 1774 - Motorola Solutions Inc</b>										
8282170390	Microphone for Radio	Edit		07/22/2025	09/02/2025	09/04/2025	08/21/2025		148.48	
9575720250701	Starcom21 Network	Edit		08/01/2025	09/02/2025	09/04/2025	08/14/2025		51.00	
8282180702	Radio Batteries	Edit		08/11/2025	09/02/2025	09/04/2025	08/21/2025		1,511.80	
8282181206	Radio Parts	Edit		08/12/2025	09/02/2025	09/04/2025	08/21/2025		445.44	
	<b>Vendor 1774 - Motorola Solutions Inc Totals</b>							Invoices	4	<u>\$2,156.72</u>
<b>Vendor 5959 - Brennan W Mulroe</b>										
08122025	Reimbursement for Meals	Edit		08/12/2025	09/02/2025	09/04/2025	08/14/2025		60.18	



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			Vendor <b>5959 - Brennan W Mulroe</b> Totals			Invoices	1		\$60.18
Vendor <b>1500 - Mutz Landscape Inc</b>									
1301	Fisher Farms Management - September 2025	Edit		08/15/2025	09/02/2025	09/04/2025	08/29/2025		7,469.33
1309	Fisher Farms Nicor Maintenance - September 2025	Edit		08/15/2025	09/02/2025	09/04/2025	08/22/2025		1,118.35
			Vendor <b>1500 - Mutz Landscape Inc</b> Totals			Invoices	2		\$8,587.68
Vendor <b>4565 - NAPA Auto Parts</b>									
885192	Fuel Filters	Edit		08/15/2025	09/02/2025	09/04/2025	08/26/2025		92.91
			Vendor <b>4565 - NAPA Auto Parts</b> Totals			Invoices	1		\$92.91
Vendor <b>5853 - National League of Cities</b>									
193848	Membership Dues	Edit		08/07/2025	09/02/2025	09/04/2025	08/05/2025		2,190.00
			Vendor <b>5853 - National League of Cities</b> Totals			Invoices	1		\$2,190.00
Vendor <b>1373 - Nicor Gas</b>									
4017619020/0825	Gas Services - 1717 Averill Rd	Edit		08/04/2025	09/02/2025	09/04/2025	08/26/2025		191.44
			Vendor <b>1373 - Nicor Gas</b> Totals			Invoices	1		\$191.44
Vendor <b>5643 - OGNI Inc</b>									
1-071124	HVAC System Rehabilitation & Moderination - Pay Request # 5	Edit		08/25/2025	09/02/2025	09/04/2025	08/25/2025		5,000.00
			Vendor <b>5643 - OGNI Inc</b> Totals			Invoices	1		\$5,000.00
Vendor <b>3890 - O'Reilly Auto Parts</b>									
5765-230082	Sensor Cleaner	Edit		07/23/2025	09/02/2025	09/04/2025	07/29/2025		11.69
5765-230574	EGR Valve	Edit		07/31/2025	09/02/2025	09/04/2025	08/04/2025		72.04
			Vendor <b>3890 - O'Reilly Auto Parts</b> Totals			Invoices	2		\$83.73
Vendor <b>1926 - Ottosen Dinolfo Hasenbalg &amp; Castaldo LTD</b>									
14870	1LF0132	Edit		05/31/2025	09/02/2025	09/04/2025	08/15/2025		50.00
14873	1LF0120	Edit		05/31/2025	09/02/2025	09/04/2025	08/15/2025		575.00
15460	1LF0132	Edit		06/30/2025	09/02/2025	09/04/2025	08/15/2025		175.00
15462	1LF0120	Edit		06/30/2025	09/02/2025	09/04/2025	08/15/2025		1,160.00
15464	1LF0127	Edit		06/30/2025	09/02/2025	09/04/2025	08/15/2025		875.00
			Vendor <b>1926 - Ottosen Dinolfo Hasenbalg &amp; Castaldo LTD</b> Totals			Invoices	5		\$2,835.00
Vendor <b>3382 - Overhead Material Handling Illinois Inc</b>									
INV2501271-1	Crane Inspection	Edit		08/15/2025	09/02/2025	09/04/2025	08/21/2025		518.94
			Vendor <b>3382 - Overhead Material Handling Illinois Inc</b> Totals			Invoices	1		\$518.94
Vendor <b>4642 - Pace Systems Inc</b>									
IN00069801	Scheduling Software	Edit		08/12/2025	09/02/2025	09/04/2025	08/21/2025		2,860.00
			Vendor <b>4642 - Pace Systems Inc</b> Totals			Invoices	1		\$2,860.00
Vendor <b>1256 - Paddock Publications, Inc.</b>									
344178	Bid Notice	Edit		07/28/2025	09/02/2025	09/04/2025	08/19/2025		57.50
345662	Bid Notice	Edit		08/04/2025	09/02/2025	09/04/2025	08/18/2025		92.00
346553	Bid Notice	Edit		08/10/2025	09/02/2025	09/04/2025	08/20/2025		499.10
			Vendor <b>1256 - Paddock Publications, Inc.</b> Totals			Invoices	3		\$648.60



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<b>Vendor 1592 - Paypal</b>									
20992470YP101093	Training Class	Edit		07/21/2025	09/02/2025	09/04/2025	08/13/2025		30.00
Vendor 1592 - Paypal Totals							Invoices	1	<u>\$30.00</u>
<b>Vendor 4116 - Peterson &amp; Matz Inc</b>									
778	Replacement Sodium Hypochlorite Feed Pump	Edit		08/08/2025	09/02/2025	09/04/2025	08/19/2025		4,122.66
Vendor 4116 - Peterson & Matz Inc Totals							Invoices	1	<u>\$4,122.66</u>
<b>Vendor 4128 - Petrochoice</b>									
51967683	Mobil Pegasus 1005 - GGF	Edit		07/30/2025	09/02/2025	09/04/2025	08/11/2025		1,763.73
51971868	GGF Pegasus 1005	Edit		08/04/2025	09/02/2025	09/04/2025	08/13/2025		1,763.73
Vendor 4128 - Petrochoice Totals							Invoices	2	<u>\$3,527.46</u>
<b>Vendor 1380 - PJM Settlement Inc</b>									
2025081311493	Purchased Power 08-01-25/08-13-25	Edit		08/19/2025	09/02/2025	08/21/2025	08/21/2025		83,642.96
2025082011493	Purchased Power 08-01-25/08-20-25	Edit		08/26/2025	09/02/2025	08/28/2025	08/27/2025		51,487.70
Vendor 1380 - PJM Settlement Inc Totals							Invoices	2	<u>\$135,130.66</u>
<b>Vendor 1209 - Poms Tire Service Inc</b>									
2110022505	Tires for Vehicle 7057	Edit		07/24/2025	09/02/2025	09/04/2025	07/29/2025		599.00
640125928	Scrap Disposal for Vehicle 5119	Edit		07/24/2025	09/02/2025	09/04/2025	07/29/2025		32.00
640125929	Scrap Disposal for Vehicle 7057	Edit		07/24/2025	09/02/2025	09/04/2025	07/29/2025		24.00
Vendor 1209 - Poms Tire Service Inc Totals							Invoices	3	<u>\$655.00</u>
<b>Vendor 1526 - Power Line Supply</b>									
56915289	Hole Spade Lugs	Edit		08/07/2025	09/02/2025	09/04/2025	08/26/2025		230.10
56916693	Silicone Grease	Edit		08/14/2025	09/02/2025	09/04/2025	08/18/2025		835.20
Vendor 1526 - Power Line Supply Totals							Invoices	2	<u>\$1,065.30</u>
<b>Vendor 1860 - Priority Products Inc</b>									
1021592	Screws & Lock Pins	Edit		08/08/2025	09/02/2025	09/04/2025	08/11/2025		40.87
1021649	Washers, Hex Nuts, Screws & Other Hardware	Edit		08/08/2025	09/02/2025	09/04/2025	08/12/2025		1,926.89
Vendor 1860 - Priority Products Inc Totals							Invoices	2	<u>\$1,967.76</u>
<b>Vendor 1488 - Professional Cemetery Services</b>									
6984	Grave Openings - July 2025	Edit		07/31/2025	09/02/2025	09/04/2025	08/01/2025		4,453.33
Vendor 1488 - Professional Cemetery Services Totals							Invoices	1	<u>\$4,453.33</u>
<b>Vendor 1040 - Ray OHerron Co Inc</b>									
2426678	Uniform Shirts	Edit		08/08/2025	09/02/2025	09/04/2025	08/14/2025		148.99
2427218	Clothing	Edit		08/11/2025	09/02/2025	09/04/2025	08/21/2025		131.12
2427307	Clothing	Edit		08/11/2025	09/02/2025	09/04/2025	08/21/2025		27.89
2428845	Clothing	Edit		08/20/2025	09/02/2025	09/04/2025	08/21/2025		148.50
2428920	Clothing	Edit		08/20/2025	09/02/2025	09/04/2025	08/21/2025		78.98
2429104	Clothing	Edit		08/20/2025	09/02/2025	09/04/2025	08/21/2025		461.82
Vendor 1040 - Ray OHerron Co Inc Totals							Invoices	6	<u>\$997.30</u>



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<b>Vendor 1044 - RESCO</b>									
3083884	FuseLinks	Edit		08/12/2025	09/02/2025	09/04/2025	08/14/2025		232.94
			Vendor 1044 - RESCO Totals			Invoices	1		\$232.94
<b>Vendor 4411 - Rex Radiator &amp; Welding Co Inc</b>									
347855/1	Radiator for 3046	Edit		08/15/2025	09/02/2025	09/04/2025	08/18/2025		1,520.00
			Vendor 4411 - Rex Radiator & Welding Co Inc Totals			Invoices	1		\$1,520.00
<b>Vendor 1706 - Ron Clesens Ornamental Plants Inc</b>									
66345	Fall Mums	Edit		08/22/2025	09/02/2025	09/04/2025	08/27/2025		1,249.08
			Vendor 1706 - Ron Clesens Ornamental Plants Inc Totals			Invoices	1		\$1,249.08
<b>Vendor 6065 - Roosevelt Holdings LLC</b>									
082225	ARPA Grant Payout	Edit		08/22/2025	09/02/2025	09/04/2025	08/22/2025		350,000.00
			Vendor 6065 - Roosevelt Holdings LLC Totals			Invoices	1		\$350,000.00
<b>Vendor 1452 - Russo Power Equipment</b>									
SPI21206539	Oil, Gloves & Chaps	Edit		07/24/2025	09/02/2025	09/04/2025	07/25/2025		307.29
SPI21214076	Chaps & Binder Chain	Edit		07/29/2025	09/02/2025	09/04/2025	07/31/2025		491.95
SPI21219143	Chaps	Edit		08/01/2025	09/02/2025	09/04/2025	08/04/2025		142.99
			Vendor 1452 - Russo Power Equipment Totals			Invoices	3		\$942.23
<b>Vendor 1673 - Scientific Control Labs</b>									
217130	Annual Sample	Edit		08/15/2025	09/02/2025	09/04/2025	08/19/2025		758.50
217131	Annual Sample	Edit		08/15/2025	09/02/2025	09/04/2025	08/19/2025		809.50
217132	Annual Sample	Edit		08/15/2025	09/02/2025	09/04/2025	08/19/2025		809.50
217133	Annual Sample	Edit		08/15/2025	09/02/2025	09/04/2025	08/19/2025		809.50
217134	Annual Sample	Edit		08/15/2025	09/02/2025	09/04/2025	08/19/2025		321.00
			Vendor 1673 - Scientific Control Labs Totals			Invoices	5		\$3,508.00
<b>Vendor 5156 - Sedgwick</b>									
1315440	Insurance Deductibles	Edit		08/13/2025	09/02/2025	09/04/2025	08/19/2025		9,985.50
			Vendor 5156 - Sedgwick Totals			Invoices	1		\$9,985.50
<b>Vendor 6051 - SENA Technologies</b>									
INV-US-117732	Hard Hat, Intercom Adapter & Communication Headset	Edit		08/15/2025	09/02/2025	09/04/2025	08/26/2025		6,112.38
			Vendor 6051 - SENA Technologies Totals			Invoices	1		\$6,112.38
<b>Vendor 4698 - Spring Align of Palatine Inc</b>									
129732	Springs for Vehicle 3022	Edit		07/15/2025	09/02/2025	09/04/2025	07/22/2025		419.39
129888	Springs, Bolts & Washers for Vehicle 3046	Edit		08/05/2025	09/02/2025	09/04/2025	08/07/2025		2,272.86
			Vendor 4698 - Spring Align of Palatine Inc Totals			Invoices	2		\$2,692.25
<b>Vendor 1457 - Stanley Consultants Inc</b>									
0262578	Southeast Development Substation & Distribution Feeders	Edit		08/14/2025	09/02/2025	09/04/2025	08/26/2025		39,789.72
0262579	Bullock Campus Substation	Edit		08/14/2025	09/02/2025	09/04/2025	08/26/2025		6,413.96
			Vendor 1457 - Stanley Consultants Inc Totals			Invoices	2		\$46,203.68
<b>Vendor 1221 - Staples Advantage</b>									



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6037582099	Paper Clips, Pens & File Folders	Edit		07/24/2025	09/02/2025	09/04/2025	08/26/2025		70.09
6039025340	Toner	Edit		08/05/2025	09/02/2025	09/04/2025	08/21/2025		122.06
Vendor <b>1221 - Staples Advantage</b> Totals							Invoices	2	<u>\$192.15</u>
Vendor <b>1522 - State Treasurer</b>									
66755	Traffic Sign Maintenance - January/March 2025	Edit		07/07/2025	09/02/2025	09/04/2025	08/01/2025		8,661.00
Vendor <b>1522 - State Treasurer</b> Totals							Invoices	1	<u>\$8,661.00</u>
Vendor <b>1486 - Superior Asphalt Materials LLC</b>									
20250882	Asphalt Repairs	Edit		08/11/2025	09/02/2025	09/04/2025	08/19/2025		176.00
20250895	Asphalt Repairs	Edit		08/12/2025	09/02/2025	09/04/2025	08/19/2025		443.52
20250909	Asphalt Repairs	Edit		08/13/2025	09/02/2025	09/04/2025	08/26/2025		257.28
Vendor <b>1486 - Superior Asphalt Materials LLC</b> Totals							Invoices	3	<u>\$876.80</u>
Vendor <b>4993 - Symmetry Energy Solutions Llc</b>									
20484364	Gas Delivery - July 2025	Edit		08/11/2025	09/02/2025	07/31/2025	08/26/2025		182,185.87
Vendor <b>4993 - Symmetry Energy Solutions Llc</b> Totals							Invoices	1	<u>\$182,185.87</u>
Vendor <b>4097 - The Responsive Mailroom Inc</b>									
64702	Business Cards	Edit		08/07/2025	09/02/2025	09/04/2025	08/26/2025		336.18
Vendor <b>4097 - The Responsive Mailroom Inc</b> Totals							Invoices	1	<u>\$336.18</u>
Vendor <b>1799 - Traffic Control &amp; Protection LLC</b>									
14792	Signs	Edit		07/29/2025	09/02/2025	09/04/2025	07/30/2025		127.60
15129	Signs	Edit		08/07/2025	09/02/2025	09/04/2025	08/26/2025		251.95
Vendor <b>1799 - Traffic Control &amp; Protection LLC</b> Totals							Invoices	2	<u>\$379.55</u>
Vendor <b>4991 - Traffic Logix Corporation</b>									
SIN33452	Signs & Screws	Edit		07/31/2025	09/02/2025	09/04/2025	08/04/2025		285.72
Vendor <b>4991 - Traffic Logix Corporation</b> Totals							Invoices	1	<u>\$285.72</u>
Vendor <b>3018 - Tri-Com Central Dispatch</b>									
2026-00000023	Fire & Police Allocation of Qtrly Tri-Com Costs	Edit		08/12/2025	09/02/2025	09/04/2025	08/25/2025		113,258.75
Vendor <b>3018 - Tri-Com Central Dispatch</b> Totals							Invoices	1	<u>\$113,258.75</u>
Vendor <b>1067 - Tri-R Systems Incorporated</b>									
006442	Service Call - WWTP	Edit		08/04/2025	09/02/2025	09/04/2025	08/19/2025		1,480.00
006443	Service Call - WWTP	Edit		08/04/2025	09/02/2025	09/04/2025	08/19/2025		640.00
Vendor <b>1067 - Tri-R Systems Incorporated</b> Totals							Invoices	2	<u>\$2,120.00</u>
Vendor <b>1076 - Tyler Medical Services</b>									
462771	Pre-Employment Drug Screen & Physical	Edit		07/21/2025	09/02/2025	09/04/2025	08/19/2025		130.00
463028	Pre-Employment Drug Screen & Physical	Edit		08/01/2025	09/02/2025	09/04/2025	08/19/2025		130.00
463312	Annual Physical	Edit		08/15/2025	09/02/2025	09/04/2025	08/21/2025		382.00
463366	Annual Physical	Edit		08/19/2025	09/02/2025	09/04/2025	08/21/2025		764.00
Vendor <b>1076 - Tyler Medical Services</b> Totals							Invoices	4	<u>\$1,406.00</u>
Vendor <b>4375 - Ultra Strobe Communications Inc</b>									



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086861	Squad Car Repair	Edit		07/07/2025	09/02/2025	09/04/2025	08/21/2025		235.00
		Vendor	<b>4375 - Ultra Strobe Communications Inc</b>	Totals		Invoices	1		\$235.00
Vendor <b>5823 - Unifirst Corporation</b>									
1320245473	Uniform Rental	Edit		08/13/2025	09/02/2025	09/04/2025	08/14/2025		82.14
1320247354	Uniform Rental	Edit		08/20/2025	09/02/2025	09/04/2025	08/21/2025		67.39
		Vendor	<b>5823 - Unifirst Corporation</b>	Totals		Invoices	2		\$149.53
Vendor <b>1077 - Union Pacific Railroad Company</b>									
341798103	Commuter Lot Lease - Cheever & Third	Edit		08/01/2025	09/02/2025	09/04/2025	08/26/2025		979.93
		Vendor	<b>1077 - Union Pacific Railroad Company</b>	Totals		Invoices	1		\$979.93
Vendor <b>1230 - USA Bluebook</b>									
INV00789026	Latex Gloves	Edit		08/05/2025	09/02/2025	09/04/2025	08/18/2025		373.07
INV00791748	WTP Supplies	Edit		08/07/2025	09/02/2025	09/04/2025	08/18/2025		1,654.05
INV00793945	WTP Supplies	Edit		08/11/2025	09/02/2025	09/04/2025	08/22/2025		1,458.15
INV00794401	WTP Chemicals	Edit		08/11/2025	09/02/2025	09/04/2025	08/22/2025		232.39
INV00794465	Lab Consumables	Edit		08/11/2025	09/02/2025	09/04/2025	08/26/2025		455.00
		Vendor	<b>1230 - USA Bluebook</b>	Totals		Invoices	5		\$4,172.66
Vendor <b>1508 - USPS</b>									
823	Postage - Certified Mail	Edit		07/01/2025	09/02/2025	09/04/2025	08/13/2025		13.92
		Vendor	<b>1508 - USPS</b>	Totals		Invoices	1		\$13.92
Vendor <b>1233 - Verizon Wireless</b>									
6115432458	Scada Backup	Edit		06/07/2025	09/02/2025	06/07/2025	08/25/2025		20.04
		Vendor	<b>1233 - Verizon Wireless</b>	Totals		Invoices	1		\$20.04
Vendor <b>5726 - Walker Wilcox Matousek LLP</b>									
237771	1LF0115	Edit		06/05/2025	09/02/2025	09/04/2025	08/26/2025		300.00
		Vendor	<b>5726 - Walker Wilcox Matousek LLP</b>	Totals		Invoices	1		\$300.00
Vendor <b>1075 - Warehouse Direct</b>									
5968903-0	File Folders, Pens & Tape	Edit		07/29/2025	09/02/2025	09/04/2025	08/12/2025		36.06
5968903-1	File Folders	Edit		07/30/2025	09/02/2025	09/04/2025	08/12/2025		168.25
5977677-0	Toner Cartridges	Edit		08/12/2025	09/02/2025	09/04/2025	08/26/2025		177.32
5979923-0	Pens & Report Covers	Edit		08/15/2025	09/02/2025	09/04/2025	08/26/2025		44.68
		Vendor	<b>1075 - Warehouse Direct</b>	Totals		Invoices	4		\$426.31
Vendor <b>3543 - Wasco Nursery &amp; Garden Center</b>									
40078	Planting at WTP	Edit		05/29/2025	09/02/2025	09/04/2025	08/26/2025		2,117.80
		Vendor	<b>3543 - Wasco Nursery &amp; Garden Center</b>	Totals		Invoices	1		\$2,117.80
Vendor <b>1088 - Water Products Company of Aurora, Inc.</b>									
0330771	Water Maintenance Supplies	Edit		08/13/2025	09/02/2025	09/04/2025	08/19/2025		1,454.69
0330883	Water Maintenance Supplies	Edit		08/19/2025	09/02/2025	09/04/2025	08/21/2025		2,260.17
		Vendor	<b>1088 - Water Products Company of Aurora, Inc.</b>	Totals		Invoices	2		\$3,714.86
Vendor <b>6062 - Jonathan Welch</b>									
FIR 3306	Tuition Reimbursement	Edit		08/13/2025	09/02/2025	09/04/2025	08/13/2025		834.00
		Vendor	<b>6062 - Jonathan Welch</b>	Totals		Invoices	1		\$834.00



# City of Geneva AP Invoice Report

Invoice Due Date Range 09/02/25 - 09/02/25  
 Report By Vendor - Invoice  
 Summary Listing

Invoice Number	Invoice Description	Status	Held Reason	Invoice Date	Due Date	G/L Date	Received Date	Payment Date	Invoice Net Amount	
<b>Vendor 1090 - Wesco Distribution Inc</b>										
294665	2 Position Street Light Connectors	Edit		08/15/2025	09/02/2025	09/04/2025	08/26/2025		1,365.00	
							Vendor 1090 - Wesco Distribution Inc Totals		Invoices 1	\$1,365.00
<b>Vendor 1051 - Wesco Receivables Corp</b>										
283819	Batteries	Edit		08/07/2025	09/02/2025	09/04/2025	08/20/2025		256.32	
299995	Cable Ties	Edit		08/20/2025	09/02/2025	09/04/2025	08/26/2025		211.20	
299996	GGF Panelview Plus 7	Edit		08/20/2025	09/02/2025	09/04/2025	08/22/2025		3,577.07	
							Vendor 1051 - Wesco Receivables Corp Totals		Invoices 3	\$4,044.59
<b>Vendor 1236 - Wills Burke Kelsey Associates LTD</b>										
27170	Bullock Campus	Edit		08/04/2025	09/02/2025	09/04/2025	08/22/2025		577.00	
27171	302 River PUD	Edit		08/04/2025	09/02/2025	09/04/2025	08/22/2025		3,125.00	
27172	Prairie Grove Development	Edit		08/04/2025	09/02/2025	09/04/2025	08/22/2025		1,335.00	
27173	501 Mead Ct Stormwater	Edit		08/04/2025	09/02/2025	09/04/2025	08/11/2025		1,226.50	
27232	Geneva SEMP-MWI Construction Oversight	Edit		08/05/2025	09/02/2025	09/04/2025	08/12/2025		8,705.04	
27244	Oakhill Cemetery - Columbarium	Edit		08/06/2025	09/02/2025	09/04/2025	08/26/2025		4,333.52	
3-27238	South & Seventh St Improvements	Edit		08/06/2025	09/02/2025	09/04/2025	08/12/2025		6,796.99	
							Vendor 1236 - Wills Burke Kelsey Associates LTD Totals		Invoices 7	\$26,099.05
<b>Vendor 5629 - Laurel K Wintersteen</b>										
08222025	Crossing Guard 08/18/2025-08/22/2025	Edit		08/22/2025	09/02/2025	09/04/2025	08/21/2025		135.00	
							Vendor 5629 - Laurel K Wintersteen Totals		Invoices 1	\$135.00
<b>Vendor 1035 - WW Grainger Inc</b>										
9593191506	V-Belt & Supplies	Edit		08/01/2025	09/02/2025	09/04/2025	08/20/2025		220.94	
9598459916	Shipping Box	Edit		08/06/2025	09/02/2025	09/04/2025	08/20/2025		21.00	
							Vendor 1035 - WW Grainger Inc Totals		Invoices 2	\$241.94
<b>Vendor 5390 - Zoepaz Incorporated</b>										
2025665	Fire Alarm & Spinkler Test	Edit		07/22/2025	09/02/2025	09/04/2025	08/19/2025		800.00	
							Vendor 5390 - Zoepaz Incorporated Totals		Invoices 1	\$800.00
<b>Vendor Ben &amp; Libby Clark</b>										
82125	Deposit Refund	Edit		08/21/2025	09/02/2025	09/04/2025	08/21/2025		30.21	
							Vendor Ben & Libby Clark Totals		Invoices 1	\$30.21
<b>Vendor Maggie Connell</b>										
131	Parking Permit Refund	Edit		08/18/2025	09/02/2025	09/04/2025	08/21/2025		48.00	
							Vendor Maggie Connell Totals		Invoices 1	\$48.00
<b>Vendor April Connelly</b>										
69559	Lead Line Replacement	Edit		08/06/2025	09/02/2025	09/04/2025	08/15/2025		5,600.00	
							Vendor April Connelly Totals		Invoices 1	\$5,600.00
<b>Vendor Janet Conrad</b>										
69562	Lead Line Replacement	Edit		08/12/2025	09/02/2025	09/04/2025	08/21/2025		5,600.00	
							Vendor Janet Conrad Totals		Invoices 1	\$5,600.00



# City of Geneva AP Invoice Report

Invoice Due Date Range 09/02/25 - 09/02/25  
 Report By Vendor - Invoice  
 Summary Listing

Invoice Number	Invoice Description	Status	Held Reason	Invoice Date	Due Date	G/L Date	Received Date	Payment Date	Invoice Net Amount
Vendor <b>Jeff McIlrath</b>									
69465	Lead Line Replacement	Edit		07/29/2025	09/02/2025	09/04/2025	08/15/2025		5,600.00
			Vendor <b>Jeff McIlrath</b> Totals			Invoices	1		<u>\$5,600.00</u>
Vendor <b>Mary Katherine Moran</b>									
061125-74	Street Program	Edit		06/12/2025	09/02/2025	09/04/2025	08/21/2025		120.00
			Vendor <b>Mary Katherine Moran</b> Totals			Invoices	1		<u>\$120.00</u>
			Grand Totals			Invoices	297		<u><u>\$1,676,323.14</u></u>



**Payroll Summary Report**  
**08/22/2025**

Net Pay	\$	650,230.07
FICA/Medicare Contributions		31,312.19
IMRF Contributions		-
Dental/Health Premiums		<u>96,184.63</u>
Total Payroll Expenditures	\$	<u><u>777,726.89</u></u>



## AGENDA ITEM EXECUTIVE SUMMARY

Agenda Item:	2025 Employee Benefit Plan Renewal																
Presenter & Title:	Lauren Newton, HR Manager																
Date:	August 18, 2025																
<b>Please Check Appropriate Box:</b>																	
<input checked="" type="checkbox"/>	Committee of the Whole Meeting	<input type="checkbox"/>	Special Committee of the Whole Meeting														
<input checked="" type="checkbox"/>	City Council Meeting	<input type="checkbox"/>	Special City Council Meeting														
<input type="checkbox"/>	Public Hearing	<input type="checkbox"/>	Other -														
Associated Strategic Plan Goal/Objective: QIS-II																	
Estimated Cost: \$2,705,933	Budgeted?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Other Funding? <input type="checkbox"/> Yes <input type="checkbox"/> No														
<i>If "Other Funding," please explain how the item will be funded:</i>																	
<b>Executive Summary:</b>																	
<p>The employee health, dental, vision, and life insurance coverages renew November 1, 2025. The City currently utilizes Blue Cross Blue Shield (BCBSIL) for three options for health coverage (an HMO, a PPO, and a High Deductible PPO plan). For dental coverage, the City offers employees a PPO self-funded dental plan through Delta Dental of Illinois and a DHMO Dental Plan through Blue Cross Blue Shield (BCBSIL). The City offers a voluntary VSP Vision insurance option paid for by the employee. Finally, the City provides a life and AD&amp;D policy through Standard Life Insurance at no cost to the employee. The City's estimated contributions for the renewal of all group benefit plans is \$2,705,933. This estimate may be accommodated within the existing budget. Open enrollment for employees, retirees, and those on or eligible for COBRA is set to occur mid-September 2025.</p> <p>The BCBSIL renewal for the 2025/2026 plan year was sent to Assured Partners (the City's insurance broker) representing an increase of 6.83%. The plans are recommended for approval without any changes. For comparison purposes, the following chart depicts the City's renewal rates for the past five (5) years (including this renewal):</p>																	
<table border="1" style="margin: auto; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Renewal Year</th> <th style="text-align: center;">Percent Change</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">2021</td> <td style="text-align: center;">7.69%</td> </tr> <tr> <td style="text-align: center;">2022</td> <td style="text-align: center;">4.00%</td> </tr> <tr> <td style="text-align: center;">2023</td> <td style="text-align: center;">4.77%</td> </tr> <tr> <td style="text-align: center;">2024</td> <td style="text-align: center;">-2.5%</td> </tr> <tr> <td style="text-align: center;">2025</td> <td style="text-align: center;">6.83%</td> </tr> <tr> <td style="text-align: center;"><b>Average</b></td> <td style="text-align: center;"><b>4.16%</b></td> </tr> </tbody> </table>				Renewal Year	Percent Change	2021	7.69%	2022	4.00%	2023	4.77%	2024	-2.5%	2025	6.83%	<b>Average</b>	<b>4.16%</b>
Renewal Year	Percent Change																
2021	7.69%																
2022	4.00%																
2023	4.77%																
2024	-2.5%																
2025	6.83%																
<b>Average</b>	<b>4.16%</b>																

The BCBSIL DHMO and Delta Dental renewals were sent to Assured Partners and there was no increase for either plan. Staff recommends no changes to the current funding levels for the new plan year.

The Standard Insurance Company provides the City with life, accidental death and dismemberment insurance. The City is entering its second year of a two-year rate guarantee with Standard. There are no changes to the current rates.

The VSP voluntary vision program is entering its third year of a four-year contract in which there is no rate increase. The plan is recommended for approval without any changes.

Representatives of Assured Partners will be present to answer questions.

**Attachments:** *(please list)*

- Resolution
- Exhibit

**Voting Requirements:**

*This motion requires a simple majority of affirmative votes for passage. (City Council Only)*

*The Mayor may vote on three occasions: (a) when the vote of the alderpersons has resulted in a tie; (b) when one half of the alderpersons elected have voted in favor of an ordinance, resolution, or motion even though there is no tie vote; or (c) when a vote greater than a majority of the corporate authorities is required by state statute or local ordinance to adopt an ordinance, resolution, or motion.*

**Recommendation / Suggested Action:** *(how the item should be listed on agenda)*

Consider Approval of Resolution Authorizing Acceptance of the 2025 Employee Benefit Program Plan Renewal Effective November 1, 2025 for the City of Geneva, Illinois.

**RESOLUTION NO. 2025-101**

**RESOLUTION AUTHORIZING ACCEPTANCE OF THE 2025 EMPLOYEE BENEFIT PROGRAM PLAN RENEWAL EFFECTIVE NOVEMBER 1, 2025 FOR THE CITY OF GENEVA, ILLINOIS.**

---

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GENEVA, KANE COUNTY, ILLINOIS**, as follows:

**SECTION 1:** That the City Administrator or designee is hereby authorized to accept and execute plan documents for the 2025 Employee Benefit Program plan renewal (Exhibit A) effective November 1, 2025.

**SECTION 2:** This Resolution shall become effective from and after its passage as in accordance with law.

**PASSED** by the City Council of the City of Geneva, Kane County, Illinois, this 2nd day of September 2025.

**AYES:    NAYS:    ABSENT:    ABSTAINING:    HOLDING OFFICE:**

Approved by me this 2<sup>nd</sup> day of September 2025.

\_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
City Clerk

Exhibit A

**City of Geneva  
2025 Employee Benefit Program Plan Renewal**

	<b>Total Monthly Premium</b> (Employer + Employee Contribution)		
	<b>Employee</b>	<b>Employee + 1</b>	<b>Family</b>
<b>Medical (BCBSIL)</b>			
<b>PPO</b>	\$864.83	\$2,100.56	\$2,548.23
<b>HSA</b>	\$834.47	\$2,026.72	\$2,458.81
<b>BlueAdv HMO</b>	\$753.76	\$ 1,830.17	\$2,221.12
<b>Dental</b>			
<b>BCBS DHMO</b>	\$36.85		\$98.60
<b>Delta Dental (Self-Funded)</b>	\$37.09		\$98.47
<b>Vision</b>			
<b>VSP</b>	\$9.09		\$19.54
<b>Life/AD&amp;D</b>			
<b>The Standard</b>	\$ 0.179 per \$1,000 of salary up to \$150,000		



### AGENDA ITEM EXECUTIVE SUMMARY

Agenda Item:	Purchase structural firefighting “turnout” gear		
Presenter & Title:	Michael K. Antenore, Fire Chief		
Date:	09/02/2025		
<b>Please Check Appropriate Box:</b>			
<input checked="" type="checkbox"/>	Committee of the Whole Meeting	<input type="checkbox"/>	Special Committee of the Whole Meeting
<input checked="" type="checkbox"/>	City Council Meeting	<input type="checkbox"/>	Special City Council Meeting
<input type="checkbox"/>	Public Hearing	<input type="checkbox"/>	Other -
Associated Strategic Plan Goal/Objective: QIS-III			
Estimated Cost: \$ 38,775	Budgeted?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Other Funding? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<i>If “Other Funding,” please explain how the item will be funded:</i>			
<b>Executive Summary:</b>			
<p>This request is to purchase eleven sets (coats and pants) of personal protective clothing otherwise known as “turnout gear.” <u>NFPA 1851: Standard on Selection, Care, and Maintenance of Protective Ensembles for Structural Fire Fighting and Proximity Fire Fighting</u> states that gear is to be retired 10 years after the date of manufacture. This standard covers helmets, gloves, coats, pants, hoods and boots. Some gear, depending upon use and wear, has to be retired before the 10-year anniversary date.</p> <p>The purchase will be made through the Sourcewell Cooperative Purchasing group.</p>			
<b>Attachments:</b> <i>(please list)</i>			
<ul style="list-style-type: none"> <li>• Resolution No. 2025</li> <li>• W.S. Darley (Sourcewell) Quotation</li> </ul>			
<b>Voting Requirements:</b>			
<p><i>This motion requires a simple majority of affirmative votes for passage. (City Council Only)</i></p> <p><i>The Mayor may vote on three occasions: (a) when the vote of the alderpersons has resulted in a tie; (b) when one half of the alderpersons elected have voted in favor of an ordinance, resolution, or motion even though there is no tie vote; or (c) when a vote greater than a majority of the corporate authorities is required by state statute or local ordinance to adopt an ordinance, resolution, or motion.</i></p>			
<b>Recommendation / Suggested Action:</b> <i>(how the item should be listed on agenda)</i>			
<p>Recommend approval of Resolution Authorizing the Purchase of Personal Protective Clothing from W.S. Darley &amp; Company in the amount of \$38,775.</p>			

**RESOLUTION NO. 2025-102**

**RESOLUTION AUTHORIZING THE PURCHASE OF  
PERSONAL PROTECTIVE CLOTHING**

---

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GENEVA, KANE COUNTY, ILLINOIS**, as follows:

**SECTION 1:** That the City Administrator is hereby authorized to purchase, on behalf of the City of Geneva, eleven sets of personal protective clothing in an amount not to exceed \$38,775 for use by the Fire Department.

**SECTION 2:** This Resolution shall become effective from and after its passage as in accordance with law.

**PASSED** by the City Council of the City of Geneva, Kane County, Illinois, this \_\_\_\_ day of September, 2025.

**AYES:** \_\_\_\_ **NAYS:** \_\_\_\_ **ABSENT:** \_\_\_\_ **ABSTAINING:** \_\_\_\_ **HOLDING OFFICE:** 10

**APPROVED** by me as Mayor of the City of Geneva, Kane County, Illinois this \_\_\_\_ day of September, 2025.

---

Mayor

ATTEST:

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City Clerk



 **W.S. Darley & Company**  
 Michael Mitchell  
 325 Spring Lake Dr.  
 Itasca, IL 60143  
 800-323-0244  
 847-370-3444 Cell

**Quotation**

<b>DATE</b>
07/17/2025

<b>Quote Date</b>

<b>Reference</b>
PPE

<b>FOB</b>
Shipping Point

<b>PAYMENT TERMS</b>
NET 15 Days

**BILL TO:**

GENEVA FD  
 200 EAST SIDE DR  
 GENEVA, IL 60134  
 ATTN: Lt. MALUTA  
[dmaluta@geneva.il.us](mailto:dmaluta@geneva.il.us)

**SHIP TO:**

SAME AS BILL TO

ITEM	QUANTITY	DESCRIPTION	EACH		AMOUNT
106502	11	INNOTEX ENERGY GEAR PANTS&COAT PER SPEC	\$3,525.00		\$38,775.00
				<b>Freight</b>	
				<b>Total</b>	<b>\$38,775.00</b>

**COMMENTS:**

**Special Terms:**  
 1. Customer P.O. constitute acceptance of these terms  
 2. Quote expires 30 days herin



### AGENDA ITEM EXECUTIVE SUMMARY

Agenda Item:	Approve Interconnection Agreement with Public Storage Institutional Fund		
Presenter & Title:	Aaron Holton – Superintendent of Electric Services		
Date:	September 2, 2025		
<b>Please Check Appropriate Box:</b>			
<input type="checkbox"/>	Committee of the Whole Meeting	<input type="checkbox"/>	Special Committee of the Whole Meeting
<input checked="" type="checkbox"/>	City Council Meeting	<input type="checkbox"/>	Special City Council Meeting
<input type="checkbox"/>	Public Hearing	<input type="checkbox"/>	Other -
Associated Strategic Plan Goal/Objective: QIS-III			
Estimated Cost: \$ N/A	Budgeted?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Other Funding? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<i>If "Other Funding," please explain how the item will be funded:</i>			
<b>Executive Summary:</b>			
<p>Staff negotiated an interconnection agreement with Public Storage Institutional Fund that excess energy will be paid at Geneva's avoided costs. This is keeping with past practice for interconnecting large generators to Geneva's distribution system. The value of the received energy received by the utility is agreed upon within the interconnection agreement.</p> <p>Geneva City Code Title 9, Chapter 2, Article B-13 Net Metering Services (G) states that any Solar Powered Generator Facility (SPGF) greater than 25kW will be considered on a case-by-case basis. The interconnection for the SPGF at 1040 E. State St is 38kW and thus falls into this category.</p>			
<b>Attachments:</b> <i>(please list)</i>			
<ul style="list-style-type: none"> <li>• Resolution</li> <li>• Interconnection Agreement</li> </ul>			
<b>Voting Requirements:</b>			
<p><i>This motion requires a simple majority of affirmative votes for passage. (City Council Only)</i></p> <p><i>The Mayor may vote on three occasions: (a) when the vote of the alderpersons has resulted in a tie; (b) when one half of the alderpersons elected have voted in favor of an ordinance, resolution, or motion even though there is no tie vote; or (c) when a vote greater than a majority of the corporate authorities is required by state statute or local ordinance to adopt an ordinance, resolution, or motion.</i></p>			
<b>Recommendation / Suggested Action:</b> <i>(how the item should be listed on agenda)</i>			
Recommend approving interconnection agreement with Public Storage Institutional Fund for the 38kW Solar Powered Generator Facility installed at 1040 E. State St.			

**RESOLUTION NO. 2025-103**

**RESOLUTION APPROVING INTERCONNECTION AGREEMENT WITH PUBLIC STORAGE INSTITUTIONAL FUND FOR THE 38KW SOLAR POWERED GENERATOR FACILITY INSTALLED AT 1040 E. STATE ST.**

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GENEVA, KANE COUNTY, ILLINOIS, as follows:**

**SECTION 1:** That the City Administrator is hereby authorized to execute, on behalf of the City of Geneva, an interconnection agreement with Public Storage Institutional Fund for the 38kW Solar Powered Generator Facility installed at 1040 E. State St. as recommended by Staff.

**SECTION 2:** This Resolution shall become effective from and after its passage as in accordance with law.

**PASSED** by the City Council of the City of Geneva, Kane County, Illinois, this 2<sup>nd</sup> day of September, 2025

**AYES: \_\_ NAYS: \_\_ ABSENT: \_\_ ABSTAINING: \_\_ HOLDING OFFICE: \_\_**

Approved by me this 2<sup>nd</sup> day of September, 2025.

\_\_\_\_\_  
Mayor

ATTEST:  
\_\_\_\_\_  
City Clerk

**AGREEMENT FOR ELECTRIC SERVICE  
AND INTERCONNECTION OF A 38 KW  
DISTRIBUTED GENERATION FACILITY**

THIS AGREEMENT, made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2025 (“Effective Date”), by and between City of Geneva, an Illinois municipal corporation with principal offices located at 22 South 1<sup>ST</sup> Street Geneva, Illinois 60134 (“Geneva”), and PS Institutional Fund Li, an Illinois corporation and customer of Geneva seeking to construct and interconnect a solar energy generation facility on Customer-owned premises (“Customer”);

**WHEREAS**, Geneva is a municipal electric utility (“Utility”) that owns, operates, and maintains an electric distribution system and provides electric service within the City of Geneva to retail customers in its service territory; and,

**WHEREAS**, Geneva obtains its electric power and energy through wholesale power arrangements with Northern Illinois Municipal Power Agency and other wholesale providers; and,

**WHEREAS**, Customer is a retail customer of Geneva and purchases electric power and energy from Geneva; and,

**WHEREAS**, Customer desires to own and operate a 38 kW AC distributed generation facility, which is located on Customer premises in Geneva’s service territory (“Distributed Generation Facility”); and

**WHEREAS**, Customer desires to continue purchasing from Geneva all required electric utility service not provided by the Distributed Generation Facility under applicable tariff rates and to sell to Geneva and receive payments or credits for excess electric power and energy generated and delivered by its Distributed Generation Facility; and,

**WHEREAS**, Customer desires to interconnect with Geneva’s electric distribution system in order to accomplish the foregoing; and,

**WHEREAS**, Geneva and Customer desire to set forth in this Agreement the terms and conditions pursuant to which the sale of electricity to Customer shall take place, the purchase of electricity from Customer shall take place, payments or credits will be provided to Customer, and interconnection of the Distributed Generation Facility with the facilities of Geneva’s municipal electric utility shall be made;

**NOW, THEREFORE**, in consideration of the mutual promises contained herein and other good and valuable consideration, Geneva and Customer agree as follows:

**ARTICLE 1**  
**Sale and Purchase of Energy**

- 1.1 Geneva shall furnish, sell and deliver to Customer, and Customer shall purchase from Geneva all of the electric power and energy which Customer may need at the location described in Exhibit "A," attached hereto and by this reference made a part hereof, subject to the remaining provisions of this Agreement.
- 1.2 Distribution electrical service provided by Geneva shall be delivered as Alternating Current at 7,200/12,470 volts primary at 60 Hz. The Utility will require the Customer to take service at grounded Wye voltage.
- 1.3 Customer shall not use the electric power and energy furnished pursuant to this Agreement as an auxiliary or supplement to any other source of electric power and energy, other than that generated by the Distributed Generation Facility located on its premises, and shall not resell electric power and energy purchased hereunder.

- 1.4 Customer shall pay Geneva for service at the rates and upon the terms and conditions as set forth herein and Geneva's applicable rate schedule, as adjusted from time to time pursuant to section 1.7 of this Agreement, below.
- 1.5 Interconnection and the initial billing period relating thereto shall commence after completion of certification by Geneva's electric superintendent that (i) the installation of the Distributed Generation Facility conforms with the requirements of Section 9-2B-12 of Geneva's Code of Ordinances and (ii) the installation of metering equipment is approved by utility personnel pursuant to Article 3 of this Agreement; and (iii) satisfaction of all other terms and conditions of this Agreement for interconnection.
- 1.6 Billing and collections for service delivered hereunder shall be handled in accordance with Geneva's billing practices as set forth in Geneva's Service Rules, as may be revised by the City of Geneva from time to time (the "Service Rules"). In the event Customer fails to make payment of any bills when due for service delivered hereunder, Geneva may discontinue service to the Customer in accordance with Geneva's Service Rules. Discontinuance of service shall not relieve Customer of any of its obligations under this Agreement.
- 1.7 Geneva may change the rates for service provided under this Agreement in the same manner in which it may modify its rates to its other electric customers. By this reference, such adjusted rates shall be a part hereof as if set forth in full.
- 1.8 Geneva shall use reasonable diligence to provide a constant and uninterrupted supply of electric power and energy. If the supply of electric power and energy shall fail or be interrupted, or become defective through act of God, governmental authority, action of the elements, public enemy, accident, strikes, labor disputes, required maintenance work, inability to secure right-of-way, or any other cause beyond the reasonable control of Geneva, the City shall not be liable therefore or for damages caused thereby.

**ARTICLE II**  
**Interconnection Requirements**

- 2.1 Customer shall comply with all applicable acceptable standards for interconnection, safety, and operating reliability in order to be eligible for interconnection to Geneva's electric system.
- 2.2 The Distributed Generation Facility shall be equipped by Customer with automatic disconnection upon loss of electric voltage supplied by the Utility.

- 2.3 The Customer shall furnish and install an overcurrent device on the Distributed Generation Facility to automatically disconnect the facility at all currents that exceed the full-load current rating of the facility.
- 2.4 In order to provide adequate safety to Utility's employees and system, Customer shall furnish, install and maintain a manual disconnect switch between the Distributed Generation Facility and the Utility's system in order that the Distributed Generation Facility may be positively disconnected and isolated from the system. The location of the switch shall be determined and approved by the superintendent of electric services and shall be housed in an approved enclosure which shall be secured with a padlock or other locking device. Both the operator of the Distributed Generation Facility and the Utility shall have access to the switch at all times. If the Utility needs to isolate the Distributed Generation Facility, the utility shall not be held liable for any damages resulting from the actions necessary to isolate the facility.
- 2.5 Customer facilities that produce a terminal voltage prior to the closure of the interconnection shall be equipped by the Customer with synchronism check devices to prevent closure of the interconnection under conditions other than a reasonable degree of synchronization between the voltages on each side of the interconnection switch.

Note: Inverters that meet IEEE 1547 ( rev 2018 or latest standard) will satisfy sections 2.1, 2.2, 2.3 and 2.5.

- 2.6 Service Records: Customer shall comply with Geneva City code for yearly reporting requirements for SPGF greater than ten (10) kW. All interconnection related protective functions and associated battery testing shall be on a yearly basis. All test reports shall be submitted to the city electric utility after completion of yearly testing.
- 2.7 Insurance and Indemnification: Customer shall insure, indemnify and hold harmless the Utility and its officers, directors, employees, agents and representatives from and against all claims, causes of action, liability, injuries, damages and costs of any kind, including but not limited to injury and damages to persons, property and the utility's electric system, caused, directly or indirectly, by the Distributed Generation Facility and any related equipment, the Customer's operation of such facilities and equipment, or any failure of the Customer to maintain such facilities and equipment in satisfactory and safe operating condition. The Customer will arrange for and maintain liability insurance in the amount of \$2,000,000. The required liability insurance shall include contractual liability. The Utility may adjust the required amount of insurance from time to time in its discretion and shall provide Customer with sixty days written notice of any increase in the required amount of insurance. Failure to maintain required insurance and proof of financial responsibility shall be cause for disconnection. The City of Geneva shall be named as an additional insured under the required insurance policy upon written request.

- 2.8. Make-Ready Costs: As of the Effective Date, it is not anticipated that the Utility will incur costs for the connection, switching, metering, transmission, distribution, safety provisions and administrative costs directly related to the installation and maintenance of the physical facilities necessary to permit interconnected operations with the Distributed Generation Facility.
- 2.9. Power Factor: Customer shall be responsible for the costs of installation and maintenance of power factor correction capacitors required to maintain the equivalent of an average power factor of 85% (lagging) or better at the interconnection.
- 2.10. No adverse effect: Customer's electric generating equipment shall be designed, operated and maintained in such a manner that it does not adversely affect Utility's voltage wave form.
- 2.11. Interference: Utility reserves the right to require Customer to provide at its expense suitable apparatus for filtering to avoid interference with telephone, radio, television, or other electronic signal reception caused by electrical equipment and apparatus on Customer's premises. Failure of Customer to provide filtering when requested by the Utility shall be grounds for disconnection of the Distributed Generation Facility.
- 2.12. Non-Interference: Operation of the Distributed Generation Facility must not cause any reduction in the quality of service provided to other customers of Utility or interfere with the operation of the Utility's system. Customer shall take such corrective action as may be necessary in order to eliminate such condition, and shall reimburse the Utility for any reasonable, direct costs incurred by the Utility in correcting or eliminating such conditions.
- 2.13. Right to Disconnect: Utility reserves the right to open and lock the disconnect switch, thereby isolating Customer's Distributed Generation Facility, without prior notice to Customer, for any of the following reasons:
- a. System emergency and/or maintenance operations, which require such action.
  - b. The existence of potentially hazardous (to persons or property) conditions relating to the Distributed Generation Facility.
  - c. Interference with the quality of service provided to other customers, and/or the operation of Utility's system, caused by or resulting from the operation of the Distributed Generation Facility.

- d. The Utility determines that the facility causes unacceptable safety, voltage, or frequency conditions, service interruption, or communications interference.
  - e. All other reasons for disconnection set forth in this Agreement.
- 2.14. Access: Customer shall permit the Utility's representatives to enter upon Customer's property at any reasonable time for the purpose of inspecting or testing Customer's equipment, facilities or apparatus and the accuracy of Utility's metering equipment, but such inspections shall not relieve Customer of the obligation to maintain Customer's facilities in satisfactory operating condition and to comply with all terms of this Agreement. The utility may charge the direct expense of such inspecting or testing of Customer's equipment, facilities or apparatus to Customer, unless Customer can demonstrate the inspecting and testing was not necessary.
- 2.15. Storage:. In the event that energy storage is incorporated into the design of the Distributed Generation system, 100% of stored energy must be self-consumed by the system owner. An updated net metering application shall be filed with the electric utility in the event battery storage is added. Customer shall not deliver any stored energy to the Utility, and Utility shall have no obligation to make payment or provide credit for any such energy delivered by Customer.
- 2.16. Modification of Distributed Generation Facility: The Customer must provide the Utility with written notice, and must receive written authorization from the Utility, before making any changes to the Distributed Generation Facility. If the Customer makes such modifications without the Utility's prior written authorization, the Utility shall have the right to disconnect the Distributed Generation Facility.

### **ARTICLE III**

#### **Metering.**

- 3.1 The Utility will install metering equipment at the point of service to the Distributed Generation Facility as follows:
- 3.1.1 Metering capable of measuring and recording energy flows, on a kWh basis, from the Utility to the Distributed Generation Facility and from the Distributed Generation Facility to the Utility, with each directional energy flow recorded independently.

- 3.1.2 The Customer shall pay all costs associated with such metering.
- 3.1.3 The Utility shall have the right to install such additional metering equipment as it deems necessary for the collection of data for research purposes, which metering will be furnished and paid for by the Utility.
- 3.1.4 Meters shall be read by the Utility.

#### ARTICLE IV

##### **Billing and Calculation of Credits to Customer for Deliveries to Utility.**

- 4.1 The Customer shall be responsible for payment of any applicable customer charge or obligation set forth in this Agreement or the Utility's rate schedule or other applicable charges approved by the Utility that are not calculated on the basis of metered measurement, as set forth herein and on the Utility's rate schedule as revised by the Utility from time to time.
- 4.2 For charges collected on the basis of metered registration, the Utility shall, for each monthly billing period, determine the net meter registration of the Distributed Generation Facility by comparing the directional energy flow in each direction. The net meter registration shall be determined according to the metering provided under Article III C of this Agreement. If such metering consists of separate metering, the net meter registration shall be determined by netting the amount of energy delivered in each direction during the billing period per the separate meters.
- 4.3 Positive Net Energy Consumption: Whenever the amount of energy delivered by the Distributed Generating Facility in a billing period is less than the energy delivered by the Utility during such billing period, billing for the net energy supplied by the Utility will be made in accordance with the rate schedule applicable to the Customer's assigned rate class and all applicable riders in effect on the last day of the applicable billing cycle.
- 4.4 Negative Net Energy Consumption: Whenever the amount of energy delivered by the Distributed Generating Facility in a billing period is more than the energy supplied by the Utility in a billing period, the Utility shall pay the Customer for the net amount of energy delivered by the Generating Facility. The Utility shall pay for such net amount of energy at the Utility's avoided costs rate in effect on the last day of the applicable billing cycle. The Utility may revise its avoided costs rate at any time and from time to time. The avoided cost rate as of the Effective Date is designated on Exhibit C.

- 4.5 Obligation for Other Charges: Regardless of whether the Generating Facility is entitled to receive financial credit for excess electrical energy delivered to the Utility, Generating Facilities remain responsible for all charges incurred during each billing period including, but not limited to: customer charges, facilities charges, demand charges, environmental charges, transmission charges, any late payment charges, and any requirements for deposits or special charges or fees that may be applied.
- 4.6 The Utility shall not be required to convert the Net Metering Credit to cash except as provided herein.
- 4.7 The Utility shall make no payments nor provide credits to Customer for capacity except in the case of an express written agreement for the purchase of capacity from Customer, signed by the parties following authorization by the Utility's governing body.

#### **ARTICLE V NOTICE**

- 5.1 All notices, requests, and statements shall be in writing and shall be sent to the addresses set out below. All such communications may be delivered by letter, facsimile or electronic mail. Communications sent by facsimile or hand delivery shall be deemed to have been received upon delivery. Notice by mail or courier shall be deemed to have been received upon delivery as evidenced by the delivery receipt. Notice by electronic mail shall be deemed to have been delivered as of the date of the electronic communication unless notice of non-delivery is provided.

A party may change its address by providing notice of same in accordance herewith.

To Utility                      City Administrator

City of Geneva, Illinois  
 22 South First Street  
 Geneva, Illinois 60134

With a copy to: Electric Superintendent  
 City of Geneva Electric  
 1800 South Street  
 Geneva, Illinois 60134

To Customer: Manager  
 Public Storage Institutional Fund II,  
 1040 E State St  
 Geneva, Illinois 60134

With Copy to: Public Storage Operating Company  
 701 Western Avenue  
 Glendale, C, 91201  
 Attn: Real Estate Legal Dept  
 Email: realestatelegal@publicstorage.com

## ARTICLE VI MISCELLANEOUS

- 6.1 Applicable laws. This Agreement shall be subject to all applicable federal, state, and local laws and regulations, including but not limited to those relating to allocation of power.
- 6.2 Term. This Agreement shall become effective on the date and year first above written and remain in effect unless terminated in accordance with Section 6.6 of this agreement.

- 6.3. Assignment. Neither party may assign any right or obligation under this Agreement, in whole or in part, without the other party's prior express written consent, which consent shall not be unreasonably withheld or delayed. Subject to the foregoing, this Agreement shall be binding upon the parties, and upon their respective successors and assigns.
- 6.4. Disconnection. Notwithstanding anything herein to the contrary, in the event of a material breach of this Agreement by Customer the Distributed Generation Facility shall be subject to disconnection, and the Utility may terminate this Agreement with thirty (30) days' written notice to Customer if Customer fails to cure such breach within said thirty (30) day period. Such notice may be given by mail, e-mail or facsimile and shall be considered received by Customer on the date such notice is mailed, e-mailed or faxed by the Utility.
- 6.5. Relocation. This Agreement shall terminate if Customer moves from the premises designated on Exhibit A. Any new occupant at such address who seeks to interconnect the Distributed Generation Facility must submit an application and enter into a new agreement with the Utility. Notwithstanding the foregoing, this Agreement may be transferred and assigned to a customer only with the Utility's prior written approval, which approval may be granted or denied in the utility's discretion.
- 6.6. Termination of this Agreement shall not relieve Customer of any of its obligations for amounts due under this Agreement and its indemnification obligations under this Agreement.
- 6.6.1 The interconnecting Utility may elect to terminate this agreement in the event that the interconnecting Customer fails to complete construction and notify the utility of said completion in writing within 180 calendar days of execution of this agreement
- 6.6.2 The Interconnecting Customer may terminate this agreement at any time by providing the interconnecting Utility with 30 days written notice.
- 6.6.3 The Interconnecting Utility may terminate this Agreement, upon 30 calendar days' prior written notice, if the interconnection customer has abandoned, canceled, permanently disconnected or stopped development, construction, or operation of the distributed generation facility.
- 6.7. Together with the Utility's Service Rules, Interconnection Standards, and rate schedule, each as revised by the Utility from time to time, this Agreement constitutes a complete understanding of the parties with respect to the subject matter

herein and supersedes and replaces all prior understandings, promises, representations, and agreements, written or oral, relating thereto. The parties may amend this agreement only by written amendment signed by the parties and authorized by the Utility's governing body.

- 6.8. Non-waiver. The failure of either of the parties to enforce any right or provision under this Agreement shall not constitute a waiver of such right or provision unless acknowledged and agreed to by such party in writing. No waiver shall be implied from a failure of either party to exercise a right or remedy. In addition, no waiver of a party's right or remedy will affect the other provisions of this Agreement.
- 6.9. Separability. The terms of this Agreement are separable so that if any term or provision is invalid or unenforceable, that term will be interpreted or modified to make it valid or enforceable, or that term will be deleted if incapable of being interpreted or modified to make it valid or enforceable, and the rest of this Agreement will remain in full force and effect.
- 6.10. Controlling law. This Agreement shall be interpreted and governed under the laws of the State of Illinois. Venue of any action arising hereunder or related to this Agreement shall be in Kane County, Illinois.
- 6.11. Multiple Parts; Copies Same as Originals; Electronic and Scanned Signatures Permitted:
- 6.11.1 This Agreement may be executed in multiple parts and in duplicates. Any duplicates of this Agreement shall each be given full effect.
- 6.11.2 Any photocopies, electronic copies, or scanned copies of this Agreement shall be given full force and effect as the original(s).
- 6.11.3 Given the distance between the parties and the time-sensitive nature of this Agreement, the parties stipulate that each party and/or their individual representatives may execute this Agreement using an electronic or scanned signature. Such electronic or scanned signatures shall be given full effect by the parties.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the day and year first above written.

**CITY OF GENEVA**

By \_\_\_\_\_

Print \_\_\_\_\_

Title \_\_\_\_\_

Date \_\_\_\_\_

**CUSTOMER**

Public Storage Institutional Fund II,  
a California Limited Partnership

By: PSI Institutional Advisors, LLC,  
a California limited liability company  
Its: General Partner

By: Public Storage Operating Company,  
A Maryland real estate investment trust  
Its: sole Member

By: *Jerry Crouse*  
Jerry Crouse (Aug 13, 2025 11:15:27 CDT)  
Name: Jerry Crouse  
Title: Sr. Construction Program Manager

**EXHIBIT "A"**

Public Storage Institutional Fund II

1040 E. State St.

Geneva, IL 60134

**EXHIBIT "B"**

Estimated Cost of Interconnection

\$0.00

**“Exhibit C”**

Avoided Cost

\$0.0285



## AGENDA ITEM EXECUTIVE SUMMARY

Agenda Item:	Resolution approving a four-year Collective Bargaining Agreement between the City of Geneva and the Geneva Professional Firefighters Association Local 4287 (IAFF)		
Presenter & Title:	Benjamin McCready, Asst. City Admin./Dir. of Admin. Services		
Date:	August 29, 2025		
<b>Please Check Appropriate Box:</b>			
<input type="checkbox"/>	Committee of the Whole Meeting	<input type="checkbox"/>	Special Committee of the Whole Meeting
<input checked="" type="checkbox"/>	City Council Meeting	<input type="checkbox"/>	Special City Council Meeting
<input type="checkbox"/>	Public Hearing	<input type="checkbox"/>	Other -
Associated Strategic Plan Goal/Objective:			
Estimated Cost: \$	Budgeted? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Other Funding? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
<i>If "Other Funding," please explain how the item will be funded:</i>			
<b>Executive Summary:</b>			
Attached is the Geneva Professional Firefighters Association Local 4287 (IAFF) successor Collective Bargaining Agreement (CBA) as agreed upon by union representatives and the management team. The CBA is a four (4) year agreement with the following wage proposals:			
	Firefighter	Lieutenant	
	Firefighter Paramedic	Lieutenant Paramedic	
FY 2024-2025	3.15%	2.65%	
FY 2025-2026	3.15%	2.65%	
FY 2026-2027	3.15%	2.65%	
FY 2027-2028	3.15%	2.65%	
In addition to the above wage proposal, other items include changes regarding arbitration of grievances, modifications to the promotional process and eligibility requirements, establishment of 7(g) pay, issuance of Class A uniforms, provisions for safety leave, and establishment of an apprentice program. Compensation adjustments will be retroactive per the terms of the agreement.			
<b>Attachments:</b> <i>(please list)</i>			
<ul style="list-style-type: none"> <li>• Resolution</li> <li>• Agreement between the City and Geneva Professional Firefighters Association Local 4287</li> </ul>			
<b>Voting Requirements:</b>			
<i>This motion requires a simple majority of affirmative votes for passage. (City Council Only)</i>			
<i>The Mayor may vote on three occasions: (a) when the vote of the alderpersons has resulted in a tie; (b) when one half of the alderpersons elected have voted in favor of an ordinance, resolution, or motion even though there is no tie vote; or (c) when a vote greater than a majority of the corporate</i>			

*authorities is required by state statute or local ordinance to adopt an ordinance, resolution, or motion.*

**Recommendation / Suggested Action:** *(how the item should be listed on agenda)*

Recommend Approval of Resolution Approving a Collective Bargaining Agreement between the City of Geneva and the Geneva Professional Firefighters Association Local 4287.

**RESOLUTION NO. 2025-105**

**RESOLUTION APPROVING THE FOUR-YEAR COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF GENEVA AND THE GENEVA PROFESSIONAL FIREFIGHTERS ASSOCIATION LOCAL 4287 IAFF.**

---

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GENEVA, KANE COUNTY, ILLINOIS**, as follows:

**SECTION 1:** That union representatives and the City management team have negotiated a collective bargaining agreement (CBA) between the City of Geneva and the Geneva Professional Firefighters Association Local 4287 IAFF regarding the wages, terms and conditions of employment for the firefighter employee group.

**SECTION 2:** That said CBA shall be effective from May 1, 2024 through April 30, 2028.

**SECTION 3:** This Resolution shall become effective from and after its passage as in accordance with law.

**PASSED** by the City Council of the City of Geneva, Kane County, Illinois, this \_\_\_\_ day of \_\_\_\_\_, 2025.

**AYES: \_    NAYS: \_    ABSENT: \_    ABSTAINING: \_    HOLDING OFFICE: \_**

Approved by me as Mayor of the City of Geneva, this \_\_\_\_ day of \_\_\_\_\_, 2025.

\_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
City Clerk



# **AGREEMENT**

**Between the**

**The City of Geneva, Illinois**

**and**

**Geneva Professional Firefighters Association  
Local 4287, IAFF**



**5-1-2024 – 4-30-2028**

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## **AGREEMENT**

This Agreement is made and entered into by and between the CITY OF GENEVA (hereinafter referred to as the "City") and the GENEVA PROFESSIONAL FIRE FIGHTERS ASSOCIATION, LOCAL NO. 4287, IAFF (hereinafter referred to as the "Union").

### **PREAMBLE**

It is the intent and purpose of this Agreement to set forth the parties' entire agreement with Respect to wages, hours of employment, fringe benefits, and other conditions of employment that will be in effect during the term of this Agreement for employees covered by this Agreement; to prevent interruptions of work and interference with the operations of the City; to encourage and improve efficiency and productivity; and to provide procedures for the prompt, equitable and peaceful adjustment of grievances as provided herein.

**NOW, THEREFORE**, the parties agree as follows:

### **ARTICLE I**

#### **RECOGNITION AND REPRESENTATION**

**Section 1.1. Recognition.** The City recognizes the Geneva Professional Firefighters Association - IAFF Local 4287 as the exclusive bargaining agent, for the purpose of establishing wages, hours, benefits and conditions of employment for all full time sworn employees of the City of Geneva's Fire Department in classifications of firefighter and lieutenant. Excluded are all other employees, including but not limited to the classifications of Captain, Deputy Chief and Fire Chief; any employee excluded from the definition of firefighter as defined in Section 1603(g 1) of the Illinois Public Labor Relations Act ("Act"); all civilian employees of the Fire Department; all auxiliary, reserve, volunteer or paid-on-call firefighters; all non-Fire Department employees; all supervisors, managerial, confidential, short-term and professional employees as defined in the Act; and all other persons excluded from coverage under the Act.

**Section 1.2. Fair Representation.** The Union recognizes its responsibility as bargaining agent and agrees fairly to represent all employees in the bargaining unit, whether or not they are members of the Union. The Union further agrees to indemnify, defend and hold harmless the City and its officials, representatives and agents from any and all claims, demands, suits or other forms of liability (monetary or otherwise) and for all legal costs resulting from any failure on the part of the Union to fulfill its duty of fair representation.

### **ARTICLE II**

#### **UNION SECURITY AND RIGHTS**

**Section 2.1. Dues Deductions.** Upon receipt of a voluntarily signed authorization form (Appendix C) from an employee in the Union, the City agrees for the duration of this Agreement to deduct from said employee's pay uniform monthly dues and assessments. Deductions will begin with the month following the month in which the authorization is received by the City. The Union will notify the City in writing of the amount to be deducted. Deductions shall be made from the last City paycheck of each month and shall be remitted to the Union within fifteen days following the end of the month in which they were deducted.

The actual dues amount deducted, as determined by the Union, shall be uniform for each employee in order to ease the City's burden in administering this provision. The Union may change the fixed uniform dollar amount once each year by giving the City at least thirty (30) days' written notice of any change in the amount of the uniform dues to be deducted.

A Union member desiring to revoke the dues checkoff may do so at any time upon written notice to the City. Dues shall be withheld and remitted to the Union unless or until such time as the City receives a notice of revocation of dues checkoff from an employee, or notice of an employee's death, transfer from covered employment, termination of covered employment, or when there are insufficient funds available in the employee's earnings after withholding all other legal and required deductions. Deductions shall cease at such times as a strike or work stoppage occurs in violation of Article V of the Agreement (No Strike-No Lockout).

If an employee has no earnings or insufficient earnings to cover the amount of dues deduction, the Union shall be responsible for collection of dues. The Union agrees to refund to the employee any amounts paid to the Union in error on account of this dues deduction provision.

**Section 2.2. Indemnification.** The Union shall indemnify and hold harmless the City, its elected representatives, officers, administrators, agents and employees from and against any and all claims, demands, actions, complaints, suits or other forms of liability (monetary or otherwise) that arise out of or by reason of any action taken by the City for the purpose of complying with the provisions of this Article, or in reliance on any written checkoff authorization furnished under this Agreement. If an improper deduction is made or transmitted to the Union, the Union shall refund any such amount directly to the involved employee with notification to the City.

**Section 2.3. Union Space For Bulletin Boards.** The City will make available to the Union space for a bulletin board at each station for the posting of official Union notices. The Union is to provide the boards subject to the Chief's approval. The items posted shall not be political, partisan, religious, derogatory or defamatory in nature. All items that the Union wishes to post must be approved by the Fire Chief or his representative, which such approval shall not be unreasonably denied. No other Union notices or materials shall be posted on any other City property or equipment.

**Section 2.4. Union Access.** Up to three Union representatives, as designated by the Union, may have reasonable access to City property during working hours where necessary for the administration of this Agreement. In order to receive access, the Union representative must provide at least 24 hours advance notice to the Fire Chief or his designee and make arrangements not to disrupt the work of employees or non-bargaining unit employees on duty. The representative may visit with employees during their down time if such visit does not disturb the work of any employees or non-bargaining unit employees who may otherwise be working. Absent approval of the Fire Chief on a case by case basis, nothing herein shall permit the Union to use City facilities before or after regular business hours or to hold Union meetings on City property. The City agrees to permit the Union, if requested and subject to availability, to schedule the training room for purposes of holding annual elections of officers and contract ratification votes.

## ARTICLE III

### MANAGEMENT RIGHTS

**Section 3.1. Management Rights.** Except as specifically modified by other articles of this Agreement, the Union recognizes the exclusive right of the City to make and implement decisions with respect to the operation and management of the City in all respects. Such rights include, but are not limited to, the following: to plan, direct, control and determine all the operations and services of the City; to supervise and direct the working forces; to establish the qualifications for employment and to employ employees; to schedule and assign work; to establish work and productivity standards and, from time to time, to change those standards; to establish and modify standards and/or criteria for employee training and education; to contract out for goods and services; to assign overtime; to transfer, layoff and recall employees; to determine the methods, means, organization and number of personnel by which operations are conducted; to determine whether services are to be provided by employees covered by this Agreement or by other employees or persons not covered by this Agreement; to make, alter and enforce rules, regulations, orders and policies (provided they are not arbitrary or capricious); to evaluate employees; to discipline, suspend, demote and/or discharge employees for just cause; to change or eliminate existing methods, equipment or facilities; to change, combine or modify job duties and to otherwise carry out the mission of the City, provided, however, that the exercise of any of the above rights shall not conflict with any of the express written provisions of this Agreement.

**Section 3.2. Civil Emergency Provision.** If in the sole discretion of the Mayor or his designee, it is determined that extreme civil emergency conditions exist, including but not limited to, riots, civil disorders, tornado conditions, floods, snow storms, or other similar catastrophes, provisions of this Agreement may be suspended by the Mayor or his designee during the time of the declared emergency, provided that wage rates and monetary fringe benefits shall not be suspended. Should an emergency arise, the Fire Chief or his designee shall advise the President of the Union or the next highest officer of the Union of the nature of the emergency. The Fire Chief or his designee shall follow-up said notice in writing as soon thereafter as practicable and shall forward said written notice to the President of the Union.

**Section 3.3. Labor-Management Team.** It is agreed that representatives from the bargaining unit and City shall meet at least twice each year to discuss matters of common interest and resolve matters that may come up from time to time. These meetings will not constitute discussions to re-open the contract.

**ARTICLE IV**  
**GRIEVANCE PROCEDURE**

**Section 4.1. Definition of Grievance.** A grievance is defined as a complaint arising under and during the term of this Agreement raised by an employee or the Union as set forth herein involving an alleged violation, misinterpretation or misapplication of an express provision of this Agreement, including discipline suspensions and/or discharges. This grievance procedure shall supersede any other City grievance procedure.

**Section 4.2. Procedure.** The parties acknowledge that it is usually most desirable for an employee and his immediate supervisor to resolve problems through free and informal communications. If, however, the informal process does not resolve the matter, the grievance will be processed as follows:

STEP 1: Any employee or Union who has a grievance shall submit the grievance in writing to the employee's immediate non-bargaining unit supervisor (normally the Deputy Chief of Operations) specifically indicating that the matter is a grievance under this Agreement. The grievance shall contain a complete statement of the facts, the provision or provisions of this Agreement which are alleged to have been violated, and the relief requested. All grievances must be presented no later than seven (7) calendar days from the date of the first occurrence of the matter giving rise to the grievance or within seven (7) calendar days after the employee, through the use of reasonable diligence, could have obtained knowledge of the first occurrence of the event giving rise to the grievance. The supervisor or his designee shall investigate the grievance and, in the course of such investigation, shall offer to meet and discuss the grievance with the grievant and a Union representative within seven (7) calendar days of receiving the grievance. The supervisor or his designee shall provide a written answer to the grievant and the Union President within seven (7) calendar days following that meeting.

STEP 2: If the grievance is not resolved at Step 1 and the employee or Union wishes to appeal the grievance to Step 2 of the grievance procedure, it shall be submitted by the employee in writing to the Fire Chief (and/or his designee) within seven (7) calendar days after receipt of the City's answer in Step 1. The Fire Chief and/or his designee shall investigate the grievance and, in the course of such investigation, shall offer to meet and discuss the grievance within seven (7) calendar days with the grievant and a Union representative. The Fire Chief and/or his designee and the employee's non-bargaining unit supervisor may attend the grievance meeting. During such meeting, the grievant shall provide all relevant facts concerning the alleged contract violation and the parties shall discuss possible resolution of the grievance. If no settlement of the grievance is reached, the Fire Chief and/or his designee shall provide a written answer to the grievant and the Union President within seven (7) calendar days following the date of the meeting.

STEP 3: If the grievance is not settled at Step 2 and the employee or Union wishes to appeal the grievance to Step 3 of the grievance procedure, it shall be submitted by the employee in writing to the City Administrator and/or his designee within seven (7) calendar days after receipt of the City's answer in Step 2. The City Administrator and/or his designee shall investigate the grievance and, in the course of such investigation, shall offer to meet and discuss the grievance within seven (7) calendar days with the grievant and a Union representative. The City Administrator and/or his designee may invite the Fire Chief to be present at the meeting. If no settlement of the grievance is reached, the City Administrator and/or his designee shall provide a written answer to the grievant and the Union President within seven (7) calendar days following the date of the meeting. The City Administrator's and/or his designee's answer shall be final and binding unless the Union appeals to arbitration as provided in Section 4.3 of this Article.

**Section 4.3. Arbitration of Disputes Other than Grievances Involving Discipline, Suspensions, Demotions, and/or Discharges.** If any grievance, other than a grievance involving discipline, suspensions, demotions, and/or discharges (which are addressed separately below) is not settled in Step 3 and the Union wishes to appeal the grievance from Step 3 of the grievance procedure, the Union may refer the grievance to arbitration, as described below, by notifying the City Administrator in writing within seven (7) calendar days of receipt of the City's written answer as provided to the Union at Step 3:

- (a) The parties shall attempt to agree upon an arbitrator within fourteen (14) calendar days after the City's receipt of the Union's notice of referral. In the event the parties are unable to agree upon the arbitrator within said fourteen (14) day period, the parties shall jointly request the Federal Mediation and Conciliation Service to submit a panel of seven (7) arbitrators, all of whom shall be members in good standing with the National Academy of Arbitrators, and all of whom shall maintain business offices in the states of Illinois, Wisconsin, or Indiana. Upon receipt of the panel, both parties shall each strike three names from the list, by alternating with a coin toss determining who will make the first strike. Either party, before striking any names, shall have the right to reject one panel of arbitrators in its entirety and request that a new panel be submitted.
- (b) The arbitrator shall be notified of his/her selection and shall be asked to set a time and place for the hearing, subject to the availability of Union and City representatives. Unless otherwise mutually agreed between the Union and the City, the hearing shall commence in the City of Geneva within thirty (30) calendar days of the date the arbitrator accepts his/her appointment.
- (c) The City and the Union shall have the right to request the arbitrator to require the presence of witnesses or documents. The City and the Union retain the right to employ legal counsel.
- (d) The arbitrator shall submit his/her decision in writing within thirty (30) calendar days following the close of the hearing or the submission of post-hearing briefs by the parties, whichever is later, unless the parties agree to a written extension thereof.
- (e) More than one grievance may be submitted to the same arbitrator where both parties mutually agree in writing.
- (f) The fees and expenses of the arbitrator and the cost of a written transcript, if any, shall be divided equally between the City and the Union; provided, however, that each party shall

be responsible for compensating its own representatives and witnesses.

- (g) The arbitrator shall have no power, in his decision or award, to amend, modify, nullify, ignore, add to, or subtract from the provision of this Agreement. The arbitrator shall consider and decide only the question of fact as to whether there has been a violation, misinterpretation, or misapplication of the specific provisions of this Agreement. He shall consider and decide only the specific issue submitted to him as raised and presented in writing at Step 1 and shall have no authority to make his decision on any issue not so submitted. His decision shall be based solely upon an interpretation of the meaning or application of this Agreement to the facts of the grievance presented. In the event the arbitrator finds a violation of the Agreement, he shall determine an appropriate remedy. However, the arbitrator shall have no authority to make any decision or award, which is in any way contrary to or inconsistent with the applicable laws or rules and regulations of administrative bodies that have the force and effect of law. Nor shall the arbitrator have any authority to limit or interfere with the powers, duties and responsibilities of the City or its Fire and Police Commission under applicable statutory and case law. Any decision or award of the arbitrator rendered consistent with this Article shall be final and binding on the parties.

**Section 4.4. Arbitration of Grievances Involving Discipline, Suspension, Demotion, and Discharge.** If any grievance involving discipline, suspension, demotion, or discharge is not settled in Step 3 and the Union wishes to appeal the grievance from Step 3 of the grievance procedure, the Union may refer the grievance to a tripartite panel for arbitration, as described below, by notifying the City Administrator in writing within seven (7) calendar days of receipt of the City's written answer as provided to the Union at Step 3. The below procedures shall then govern the tripartite panel arbitration.

- (a) Within fourteen (14) calendar days after the City's receipt of the Union's notice of referral, the parties shall assemble a tripartite panel for arbitration as follows:
- i. Each party shall designate one arbitrator to serve on the tripartite panel. The City shall designate an arbitrator from amongst the members of the City's Board of Fire and Police Commissioners, and the Union may select any individual as its designated arbitrator. The parties shall be responsible for bearing their own costs and fees, if any, for their own designated arbitrator.
  - ii. Each party shall notify the other party of their designated Arbitrator in writing.
  - iii. If, after the party notifies the other party of its designation in writing, one of the arbitrators named by the parties hereto dies, resigns, or for any other reason is unable to act, the party appointing them shall name their successor within five (5) days after such death, resignation or withdrawal.
  - iv. The parties shall select a third, neutral arbitrator using the same selection method specific in Section 4.3(a) above.
  - v. If the third neutral arbitrator resigns, dies, or is otherwise unable to act after he or she is selected, the parties shall appoint a successor in the same manner as the original third and impartial arbitrator was selected. Any such successor arbitrator shall act with the same power and authority as though originally appointed.

- (b) Arbitration hearings under this Section 4.4 shall proceed in the same manner as hearings under Section 4.3, except that all arbitration decisions involving the tripartite panel shall be decided by a simple majority vote of the tripartite panel. The tripartite panel shall delegate its authority over evidentiary and procedural matters to the neutral arbitrator.
- (c) Both leading up to and during the arbitration, the parties may privately talk with their designated panel members regarding the arbitration and such discussions are not considered *ex parte* contact.
- (d) The decision of a majority of the tripartite panel (i.e. the decision of at least two of the three members) shall become final and binding on the parties to this Agreement when delivered to the parties in writing.
- (e) The fees and expenses of the neutral arbitrator and the cost of a written transcript, if any, shall be divided equally between the City and the Union; provided, however, that each party shall be responsible for compensating its own representatives, delegates to the tri-partite panel, and witnesses.
- (f) The parties may mutually agree to waive the tripartite panel and select a sole arbitrator for arbitration using the same procedure set forth in Section 4.3 of this Agreement.
- (g) The tripartite panel shall have no power, in their decision or award, to amend, modify, nullify, ignore, add to, or subtract from the provision of this Agreement. The panel shall consider and decide only the specific issue submitted to it as raised and presented in writing at Step 1 and shall have no authority to make its decision on any issue not so submitted. The panel's decision shall be based solely upon an interpretation of the meaning or application of this Agreement to the facts of the grievance presented. In the event the panel finds a violation of the Agreement, the panel shall determine an appropriate remedy. However, the panel shall have no authority to make any decision or award, which is in any way contrary to or inconsistent with the applicable laws or rules and regulations of administrative bodies that have the force and effect of law. Any decision or award of the panel rendered consistent with this Article shall be final and binding on the parties.

**Section 4.5. Limitations on Authority of Arbitrator.** The arbitrator shall have no power, in his decision or award, to amend, modify, nullify, ignore, add to, or subtract from the provision of this Agreement. The arbitrator shall consider and decide only the question of fact as to whether there has been a violation, misinterpretation, or misapplication of the specific provisions of this Agreement. He shall consider and decide only the specific issue submitted to him as raised and presented in writing at Step 1 and shall have no authority to make his decision on any issue not so submitted. His decision shall be based solely upon an interpretation of the meaning or application of this Agreement to the facts of the grievance presented. In the event the arbitrator finds a violation of the Agreement, he shall determine an appropriate remedy. However, the arbitrator shall have no authority to make any decision or award, which is in any way contrary to or inconsistent with the applicable laws or rules and regulations of administrative bodies that have the force and effect of law. Nor shall the arbitrator have any authority to limit or interfere with the powers, duties and responsibilities of the City or its Fire and Police Commission under applicable statutory and case law. Any decision or award of the arbitrator rendered consistent with this Article shall be final and binding on the parties.

**Section 4.6. Time Limit for Filing.** No grievance shall be entertained or processed unless it is filed within the time limits set forth in Section 4.2. If a grievance is not presented by the employee within the time limits set forth above, it shall be considered "waived" and may not be pursued further. If a grievance is not appealed within the time limits for appeal set forth above, it shall be deemed settled on the basis of the last answer of the City and shall not be subject to further appeal. If the City fails to provide an answer within the time limits so provided, the Union may elect to treat the grievance as denied at that step and immediately appeal to the next step. The parties may by mutual agreement in writing extend any of the time limits set forth in this Article.

**Section 4.7. Investigation and Discussion.** All grievance discussions and investigations shall take place in a manner which does not interfere with City operations. No time spent on grievances or other Union related matters by employees shall be considered time worked for compensation purposes unless: (i) the time spent occurs during downtime; or (ii) the Fire Chief provides written authorization to the contrary. Emergency response takes precedence over any and all grievances.

**Section 4.8. Advanced Step Grievance Filing.** Certain issues, which by nature are not capable of being settled at a preliminary step of the grievance procedure or which would become moot due to the length of time necessary to exhaust the grievance steps, may by mutual agreement be filed at or skipped to the appropriate advance step where the action giving rise to the grievance was initiated.

**Section 4.9. Miscellaneous.** No member of the bargaining unit who is serving in acting capacity shall have any authority to respond to a grievance being processed in accordance with the grievance procedure set forth in this Article. Moreover, no action, statement, agreement, settlement, or representation made by any member of the bargaining unit shall impose any obligation or duty or be considered to be authorized by or binding upon the City unless and until the City has agreed thereto in writing.

## ARTICLE V

### NO STRIKE, NO LOCKOUT

**Section 5.1. No Strike.** Neither the Union nor any officers, agents or employees covered by this Agreement will instigate, promote, sponsor, engage in, or condone any strike, sympathy strike, secondary boycott, slowdown, sitdown, concerted stoppage of work, concerted refusal to perform overtime, concerted, abnormal and unapproved enforcement procedures or policies or work to the rule situation, mass resignation, mass absenteeism, picketing (with respect to wages, hours or terms and conditions of employment or any other labor dispute with the City) or any other intentional interruption or disruption of the operations of the City, regardless of the reason for so doing. Any and all employees who violate any of the provisions of this Article may be discharged or otherwise disciplined by the City, subject to arbitration of discipline.

**Section 5.2. No Lockout.** The City will not lockout any employees during the term of this Agreement as a result of a labor dispute with the Union. A "lockout" shall refer to a refusal by the City to allow employees to work in order to obtain a concession with regard to rates of pay, hours of work and other conditions of employment. This term does not apply to a reduction in force, curtailment of operations or disciplinary action involving termination or suspension.

**Section 5.3. Union Responsibility.** Each employee who holds the position of officer or steward of the Union occupies a position of special trust and responsibility in maintaining and bringing about compliance with the provisions of this Article. The Union agrees to notify local officers and representatives of their obligation and responsibility for maintaining compliance with this Article, including their responsibility to remain at work during any interruption which may be caused or initiated by others, and to encourage employees violating this Article to return to work.

**Section 5.4. Judicial Restraint.** Nothing contained herein shall preclude the City or the Union from obtaining judicial restraint and damages in the event the other party violates this Article.

## ARTICLE VI

### SENIORITY, LAYOFF, AND RECALL

**Section 6.1. Definition of Seniority.** Seniority shall be based on the employee's length of continuous full time employment as a sworn firefighter in the employ of the Fire Department. "Seniority in rank" is defined as the employee's length of continuous service in that rank. Unless otherwise required by law, seniority shall not accrue during any period of time when the employee is in a non-paid status for more than (30) calendar days, such as an unpaid leave of absence. Conflicts in seniority between two employees having the same seniority shall be determined on the basis of the order of their order of rank on the eligibility list from which they were hired, with the employee higher on the list being considered the more senior.

**Section 6.2. Probationary Period.** All new employees and those hired after their termination of seniority shall be considered probationary employees until they complete the applicable probationary period: (i) twelve (12) months for employees hired as firefighters and employees hired as firefighter-paramedics (EMT-Ps) who are EMT-P certified as of their date of

hire; (ii) eighteen (18) months for firefighters required to be paramedics (EMT-Ps) who lack EMT-P certification as of their date of hire. The eighteen month probationary period for firefighter-paramedics may be extended up to an additional six (6) months by the Board of Fire and Police Commissioners in order for the person to obtain their paramedic certification and/or to be fully evaluated as a paramedic. A firefighter-paramedic's probationary period shall not in any event exceed twenty-four (24) months. During an employee's probationary period the employee may be terminated at the sole discretion of the City.

**Section 6.3. Seniority List.** The City shall maintain and post on or before each January 1st a current seniority list, and will update it mid-year if changes occur. This list shall be used whenever called for by specific articles and sections of this Agreement. The City shall maintain and post on January 1st a current lieutenant seniority in rank list, and will update it mid-year if changes occur. The City shall not be responsible for any errors in the seniority list unless such errors are brought to the attention of the City in writing within fourteen (14) calendar days after the City's posting of the list.

**Section 6.4. Layoff and Recall.** The City, in its discretion, shall determine whether layoffs are necessary. If it is determined that layoffs are necessary, employees covered by this Agreement will be laid off in accordance with the provisions of Illinois Statutes, 65 ILCS 5/10-7. If there is a recall, employees who are still on the recall list shall be recalled in the inverse order of their layoff, provided they are fully qualified to do the work to which they are recalled.

Employees who are eligible for recall shall be given seven (7) days' notice of recall and notice of recall shall be sent to the employee by certified or registered mail with a copy to the Union, provided that the employee must notify the Fire Chief or his designee in writing of his intention to return to work within three (3) days after receiving notice of recall. The City shall be deemed to have fulfilled its obligations by mailing the recall notice by certified mail, return receipt requested, to the mailing address last provided by the employee, it being the obligation and responsibility of the employee to provide the Fire Chief or his designee with his latest mailing address. If an employee fails to timely respond to a recall notice, his name shall be removed from the recall list. The City will require an employee to pass a departmental physical and/or medical examination before returning to work.

**Section 6.5. Termination of Seniority.** Seniority and the employment relationship shall be terminated for all purposes if the employee:

- (a) resigns;
- (b) is discharged;
- (c) retires or is retired;
- (d) is absent for two (2) consecutive work days without notice, except for good cause shown due to circumstances beyond the control of the employee;
- (e) falsifies the reason for a leave of absence or is found to be working during a leave of absence without prior written approval of the City;
- (f) falsified his employment application;

- (g) fails to return to work at the conclusion of an authorized leave of absence or vacation, except for good cause shown due to circumstances beyond the control of the employee;
- (h) if, after being laid off, fails to report as required after having been recalled; or
- (i) does not perform work for the City (except for military service in accordance with state and federal law, work-related injuries, or off duty injuries when the employee has not exhausted his paid time off) for a period in excess of one (1) year.

**Section 6.6. Effects of Layoff.** Any employee who is laid off as a result of the City's decision to implement a layoff shall, in addition to the recall rights set forth above:

- (a) Be paid for any earned but unused vacation days.
- (b) Be permitted to remain in the City's group insurance program at the employee's cost for a period of time not to exceed legal requirements from the effective date of layoff by paying in advance each month the full applicable monthly premium.

### **ARTICLE VII PROMOTIONS**

**Section 7.1. Promotions.** Promotions to the rank of lieutenant and Battalion Chief shall be conducted in accordance with the provisions of applicable state law (the Board of Fire and Police Commissioners Act, 65 ILCS 5/10-2.1, and the Fire Department Promotion Act (FDPA), 50 ILCS 742) and the rules and regulations of the Board of Fire and Police Commissioners, as they may be amended, subject only to the limitations set forth below.

The placement of candidates on lieutenant and Battalion Chief promotional lists shall be based on the points achieved by each candidate on promotion examinations consisting of the following five (5) components, weighted as specified:

a) Oral Interviews	15 %
b) Administrative Points	10 %
c) Seniority	5 %
d) Ascertained Merit	10%
e) Assessment Center	30 %
f) Written Examination	30 %

Each component of the promotional test shall be scored on a scale of 100 points. The components shall be tested and scored in the order set forth above. The component scores shall then be reduced by the weighting factor assigned to the component on the test and the scores of all components shall be added to produce a total score based on a scale of 100 points. Employees shall be eligible for additional points, such as veteran's preference points, to the extent provided for by law.

The parties expressly agree that, notwithstanding the provisions in the Fire Department Promotion Act, any candidate who fails to achieve a passing score on the written exam (70%) shall be disqualified from promotion eligibility even though his total composite score may be passing. In addition, the parties expressly agree to forego one of the two monitors provided for in Section 25 of the FDPA. All other provisions of the FDPA shall apply.

**Administrative Points:** Administrative merit points shall be awarded to candidates up to a maximum of 100 points. Administrative merit points shall be awarded by the Administration based specific job-related performance criteria that shall be communicated to all candidates six (6) months prior to the start of the promotional process.

**Ascertained Merit:** It shall be the candidate's responsibility to submit a written request to obtain ascertained merit points sixty (60) days prior to the start of the promotional process.

**Section 7.2. Eligibility.** Lieutenant: Promotions shall be made from employees in the next lower rank. Members shall be eligible to participate in the promotional process who are Officer in Charge (OIC) eligible and have at least three (3) full years of sworn service in the City of Geneva Fire Department and are certified as a Fire Officer I (FO1) or Company Fire Officer (CoFO) through the Office of the Illinois State Fire Marshal or have successfully completed the Company Fire Officer (CoFO) class and written exam.

**Battalion Chief:** Promotions to the rank of Battalion Chief shall be made from employees in the next lower rank. Members shall be eligible to participate in the promotional process who are Acting Battalion Chief (ABC) eligible, have at least two (2) full years of sworn service as a Lieutenant in the City of Geneva Fire Department and are certified as a Fire Officer II (FO II) or Advanced Fire Officer (AdFO) through the Office of the Illinois State Fire Marshal or have successfully completed the Advanced Fire Officer (AdFO) class and written exam.

## **ARTICLE VIII**

### **BOARD OF FIRE AND POLICE COMMISSIONERS**

The parties recognize that the City's Board of Fire and Police Commissioners has certain statutory authority over employees covered by this Agreement, including but not limited to certain authority over promotions (except as expressly limited herein), and the right to make, alter and enforce their own rules and regulations. Nothing in this Agreement is intended in any way to replace or diminish the authority of the Board of Fire and Police Commissioners of the City of Geneva, except that matters involving discipline and discharge shall be handled by the Fire Chief and the grievance arbitration process described in this Agreement.

The Fire Chief shall have authority to issue all levels of discipline, including suspensions of up to thirty (30) calendar days any length, demotions, or terminations, subject only to the "just cause" requirements of this bargaining agreement. Such discipline may be issued by the Chief without filing charges with the Board of Fire and Police Commissioners.

**ARTICLE IX**  
**HOURS OF WORK AND OVERTIME**

**Section 9.1. Purpose.** This Article is intended to define the normal hours of work and to provide the basis for the calculation and payment of overtime. It shall not be construed as a guarantee of hours of work per day, per week or work cycle, or of days of work per week, per month or per work cycle.

**Section 9.2. Normal Work Day and Work Week.** The normal work day and work week for employees assigned to 24 hour shifts is 24 hours of work (one shift), followed by 48 consecutive hours off duty (two shifts).

Employees assigned to 24-hour shifts shall receive one work reduction day scheduled off every fourteenth (14) duty day, thereby reducing the normal work week to an average of 52 hours. For FLSA purposes employees shall receive twelve (12) hours off each work cycle to be scheduled back to back to equal one twenty- four (24) hour shift. Work reduction days shall be unpaid.

The sequence of employees' work reduction days on each shift shall be scheduled so that no more than one employee is scheduled off on a work reduction day on any given 24-hour duty shift. Work reduction days shall be taken on the assigned date and may not be exchanged, except among employees on the same shift. Such exchange shall be governed by the provisions of Section 9.10 and shall be considered a duty trade for FLSA purposes and will not result in the payment of overtime to either of the employees involved in the exchange of work reduction days.

The normal work day and work week for employees assigned to eight hour shifts shall be 40 hours, based on five eight hour shifts, with a 30-minute unpaid lunch period provided each day, subject to emergency duties. The normal work day and work week for employees assigned to ten hour shifts shall be forty hours, based on four ten hour shifts, with a 30-minute unpaid lunch period provided each day, subject to emergency duties.

Firefighters may be subject to special work day/week schedules due to training or scheduling requirements.

**Section 9.3. Normal Work Cycle.** The normal work cycle for employees assigned to twenty-four (24) hour shifts shall be twenty-one (21) days. The normal work cycle for employees assigned to eight (8) or ten (10) hour shifts shall be fourteen (14) consecutive days.

**Section 9.4. Changes in Normal Work Day, Work Week or Cycle.** Should it be necessary in the City's judgment to establish temporary schedules departing from the normal work day, work week or work cycle, or to change the shift schedule of an employee or employees, the City will give, if practicable, at least seven calendar days' advance notice of such change unless mutually agreed otherwise, to all employees whose normal work day, work week and/or normal work cycle is temporarily changed or whose work schedule is changed. Reasonable steps will be taken to fill vacancies caused by a temporary change first through the consideration of qualified full time bargaining unit volunteers; reasonable steps will also be taken to accommodate previously selected vacation periods and to avoid personal hardship. The City will provide at least thirty (30) days' notice of permanent shift changes.

Should the City decide to establish a permanent change in the normal work day, work week or normal work cycle of an employee or employees (this excludes shift changes, training or fire

prevention bureau assignments), the City will give 30 days' prior notification to the Union and, upon request and pursuant to Article XX (Entire Agreement), bargain over the impact (if any) if such change upon employees including any loss of money caused because of a pre-paid travel ticket where an employee's vacation may need to be changed. Absent emergency, if groups of employees are to be changed from one shift to another, such change will occur just prior to the period of vacation selection.

**Section 9.5. Hourly Rate.** The straight-time hourly rate of pay for employees shall be calculated by dividing the employee's annual salary by the annual hours of work. The straight-time hourly rate for an employee assigned to 24-hour shifts shall be computed by dividing the employee's annual salary by 2713. The straight-time hourly rate for an employee assigned to 8-hour or 10-hour shifts shall be computed by dividing the employee's annual salary by 2080.

**Section 9.6. Overtime Pay.** Employees assigned to 24-hour shifts shall be paid one and one half (1 ½) times their regular straight time hourly rate of pay for all hours worked outside of the employees' normal work schedule which would be in excess of 159 hours in the employees' normal 21-day work cycle (or such other hours ceiling that may be applicable under the Fair Labor Standards Act (FLSA) should the City designate a different work period in accordance with the FLSA). Employees assigned to eight-hour or ten-hour shifts shall be paid one and one half (1 ½) times their regular straight hourly rate of pay for all hours worked in excess of 80 hours in the employees' regular fourteen (14) day work cycle. Where the overtime was caused by the employees being called out on a holiday, they shall be paid double time for such call out time. All overtime pay shall be received in fifteen (15) minute segments in accordance with FLSA. For purposes of this Article, time worked shall include only that time spent on duty as provided by the Fair Labor Standards Act (FLSA), and paid time off only. Hours worked for overtime purposes shall not include any uncompensated periods or any other unpaid leave of absence.

Before any employee may become eligible to receive any overtime pay under this Agreement, the additional hours worked must be approved in advance by the Chief or designee.

**Section 9.7. Mandatory Overtime.** Both the Union and the City realize the necessity of proper staffing of stations. The City may require employees to work overtime assignments, and employees shall not refuse such assignments when made.

**Section 9.8. Overtime Distribution.** In the event that it will be necessary to schedule overtime for the Fire Department, and where it is practicable to do so, such overtime work shall be offered to employees starting with the employee with the most seniority within the required skills and rank needed to perform the assignment, and with the least hours worked. New employees will start with the amount of hours equal to the employee with the most hours plus one (1) hour. All shift overtime hours worked shall be used for the calculation. If no employee accepts the overtime in accordance with the foregoing, employees on a rotation list based on seniority, with the least senior first, can be ordered by the Fire Chief and/or his designee to work the overtime.

Employees on duty who are not available to be contacted due to being involved in an emergency call, shall not be skipped over if they are next in line to be asked to work overtime. Nothing herein shall limit the right of the Department to assign overtime directly to employees working on specific projects falling within their areas of responsibility, holding over employees for work in progress, calling in employees prior to the beginning of their shift and having assigned stand-bys. It is understood that employees cannot leave their work assignment until properly relieved by their replacement, or if the employee's immediate supervisor relieves him of his assignment. Day shift employees assigned overtime to work part or all of a 24-hour shift shall be

paid at the appropriate hourly rate for a 24-hour shift employee.

If an employee demonstrates he has not been offered overtime in accordance with this section, the sole remedy shall be to provide that employee first preference for overtime in the future until the imbalance is corrected.

**Section 9.9. Call Back Pay.** An employee who is called back to duty and reports back to the fire station after having left work shall receive a minimum of two (2) hour's pay at time and one-half, unless the individual is called back to rectify his own error. This section shall not be applicable to time worked immediately before or after the employee's scheduled working hours, nor shall it be applicable to scheduled overtime.

**Section 9.10. Duty Trades.** Duty trades shall be permitted only where a voluntary request for such change or trade is submitted on the proper form and approved by the Fire Chief or his designee. To be considered, requests generally should be submitted to the Fire Chief or designee at least seventy-two (72) hours before the trade, however, where extenuating circumstances exist exceptions to this notice requirement may be made by the Fire Chief or designee. Such trades shall not interfere with the operations of the Department as determined by City management. Duty trades shall only involve employees of equal rank and qualification (officer for officer, paramedic for paramedic and firefighter for firefighter) unless the Deputy Chief of Operations determines it will not result in overtime or interfere with operations, and shall not involve probationary employees unless they have been deemed sufficiently qualified by the Deputy Chief of Operations to substitute for another employee. Duty trade hours worked shall not be counted toward hours worked for overtime purposes under Section 9.6 of this Agreement.

**Section 9.11. No Pyramiding.** Compensation shall not be paid more than once for the same hours under any provision of this Article or Agreement. An employee called in on a paid day off for incident response, however, will be paid both for his time worked and for his paid day off.

**Section 9.12. Accrual of Comp Time.** Employees are required to utilize their accrued compensatory time by the end of the fiscal year that follows the fiscal year in which he/she earns the compensatory time. In order to accommodate operations and budgetary concerns, the Fire Chief is authorized to make exceptions to the compensatory time policy as deemed necessary.

**Section 9.13 7(g) Pay.** The city recognizes there is a need for career bargaining members to perform work outside the job description for Firefighters and Lieutenants, which have less risk and more control in nature than firefighting. The city reserves the right to enter into Section 7(g) agreements with the bargaining unit employees in accordance with the provisions of the Fair Labor Standards Act to allow secondary work as part-time positions (non-firefighting) for career members of the bargaining unit. Participation in 7(g) is completely voluntary for the bargaining member.

The Fire Chief or designee shall notify bargaining unit members of available 7 (g) positions and their applicable requirements at least fourteen (14) days prior to employee selection via email messages and job postings at an agreed upon location. If the 7(g) work needs to be assigned in a timeline shorter than 14 days, the Fire Chief or designee may waive the 14 day window.

Employee selection will be based on factors including qualifications, availability, seniority and current/previous 7(g) assignment(s). All assigned 7(g) work shall be paid at the rate of time-and-one half (1.5) the 7(g) hourly rate. The 7(g) hourly rate is a calculation based on the current fiscal year paid-on-call firefighter/EMT-P hourly rate.

A 7(g) participation letter shall be signed by each member that wishes to participate in the 7(g) program. Failure or refusal to sign the letter shall disqualify the member from participation in the program.

Any employee working under the 7(g) program shall not be excluded from any overtime offered or mandatory overtime assignment that would conflict with hours already scheduled for 7(g).

Nothing in Section 9.13 will prevent the continued use of part-time personnel for the same assignments.

## **ARTICLE X**

### **VACATIONS**

**Section 10.1. Vacation Allowance.** An employee may become eligible for paid vacation allowance after the completion of his or her first year of continuous full time employment by the City. Vacation allowance is earned as of an eligible employee's annual anniversary date of employment. Employees shall not be eligible to earn vacation time for any period in which they are on layoff, on any leave without pay in excess of thirty calendar days, or any period in which they are engaged in any conduct in violation of Article V, No Strike No lockout. Vacation allowance shall be based upon the following schedule:

<b>Years of Full-Time Service</b>	<b>Vacation Days (40 Hour Employees)</b>	<b>Vacation Shifts (Full-Time Firefighters)</b>
After 1 year of employment	10 working days	5 shifts
After 5 years of employment	14 working days	7 shifts
After 10 years of employment	17 working days	9 shifts
After 15 years of employment	21 working days	11 shifts
After 20 years of employment	26 working days	12 shifts
After 25 years of employment	26 working days	12 shifts

Vacation leave earned during the employee's service year shall be taken during the following service year. For example, 5 shifts of vacation time earned in the first year of continuous service shall be taken during the second year of service. Similarly, 7 shifts of vacation time earned in the eighth year of service shall be taken in the ninth year of service and so forth.

The vacation leave required under this section and personal days under Section 12.4 shall be credited against any leave otherwise available under the Illinois Paid Leave for All Workers Act.

**Section 10.2. Vacation Pay.** Vacation pay shall be paid at the rate of the employee's regular straight time hourly rate of pay in effect for the employee's regular job classification at the time vacation is being taken.

**Section 10.3. Holidays during vacation period.** In the event a forty (40) hour per week employee is on vacation during a week in which a holiday occurs, the holiday will be considered a holiday and shall not be counted as part of the employee's vacation.

**Section 10.4. Vacation Scheduling.** Vacations shall be scheduled and taken as approved by the Fire Chief or designee. Vacation schedules for shift employees and one for non-shift employees for the upcoming calendar year will be circulated by the Department on or about October 15 and ending December 15 of each calendar year. During this time period, each employee, starting with the greatest seniority based on starting date of employment for firefighters and promotion date in the case of officers, and then moving downward by seniority, shall be given the opportunity to select a maximum of fourteen consecutive calendar days off on the applicable vacation schedule. After all personnel have had an opportunity to select vacation time, the schedules will be circulated again and again in the order of seniority until all employees have had the opportunity to select their time. Following the Fire Chiefs review of vacations request the schedules shall be posted indicating the approved vacations of all employees for the entire calendar year.

After this initial seniority sign up of vacation picks, request to schedule or reschedule vacation will be considered exclusively on a first come first serve basis, subject to approval of the Fire Chief or designee as needed and allowed. Requests to schedule or reschedule vacation shall be made at least one (1) week in advance in writing to the Fire Chief or designee to be considered, however, where extenuating circumstances exist exceptions to this notice requirement may be made by the Fire Chief or designee. In other words, if the requested day off falls on a weekend, the request should be filed the day before the one week deadline. Vacation time may not be taken in increments smaller than one full shift.

Except as otherwise provided herein, earned vacation allowance which is not used within twelve (12) months shall be forfeited without compensation to the employee. Members covered by this CBA may carryover from year-to-year on their anniversary date no more than 72 hours of earned and unused vacation time. Any additional balance of earned vacation in excess of 72 hours is subject to forfeiture. There is no retroactivity or carryover of previously forfeited leave.

It is expressly agreed that the final right to designate, approve and cancel vacation periods, the minimum number of employee(s) or officers who may be on vacation or other paid time off at any time is exclusively reserved by the Fire Chief in order to ensure the orderly performance of the services provided by the City.

**Section 10.5. Termination.** A non-probationary employee who leaves voluntarily after having given the City at least two weeks advance written notice of his resignation, as well as any employee who is laid off by the City shall receive compensation for all earned but unused vacation time at the employee's regular straight time hourly rate of pay in effect for the employee's regular job classification on the payday immediately preceding the date of separation or layoff. Once an employee provides notice of resignation, the employee may not take vacation time. A probationary employee who is separated from employment for any reason prior to the completion of one year of service is not entitled to any compensation for unused vacation time as they have yet to earn vacation.

## ARTICLE XI

### SICK LEAVE

**Section 11.1. Purpose and Allowance.** Sick leave with pay is provided as a benefit in recognition that employees and their immediate families do contract various illnesses from time to time and that their financial resources may be diminished in such instances if pay is discontinued, and that it may not be in the best interest or health of the employee or fellow employees to work while sick.

Any full-time employee contracting or incurring any non-service/work connected sickness or disability may utilize any accrued sick leave with pay as set forth in this Article. In addition, sick leave may be utilized for an immediate family member's (defined as spouse, child, (natural, adopted, foster, or stepchild), sister, brother, parent (including natural, step-mother, step-father, or legal guardian), mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, grandparent, or grandchild) injury or illness, and an employee may utilize sick leave for the purpose of attending his medical/dental appointment provided the employee received advance approval from the Fire Chief and was unable to schedule the appointment during nonworking hours. Use of accrued sick leave for the care of immediate family members shall not extend beyond one 24-hour shift day (2 eight (8)/ten (10) hour days for 40 hour employees) per illness/injury. The Fire Chief, or designee, has discretion to approve a second 24-hour shift day request. Up to two (2) sick days (two (2) 24-hour shift days, or 2 eight (8)/ten (10) hour days for 40 hour employees) may be used for an employee whose spouse has given birth, unless certification from a physician states that additional time is necessary for the care of the employee's spouse.

**Section 11.2. Days Earned in Accumulation.** Full-time 24-hour shift employees with at least 30 days of service shall be allowed twelve (12) hours of sick leave for each month of service (which equals a total accumulation of six (6) 24-hour work shifts per year). Full-time employees on forty-hour shifts with at least 30 days of service shall be allowed eight (8) hours of sick leave for each month of service (which equals a total accumulation of 96 hours per year). Employees shall not be eligible to earn sick leave for any period in which they are on layoff, on any paid or unpaid leave (except paid vacation) in excess of thirty calendar days, or any period in which they are engaged in any conduct in violation of Article V, No Strike No Lockout. Sick leave cannot be taken before it is actually earned.

**Section 11.3. Notification.** Notification of absence due to sickness shall be given to an individual designated by the Fire Chief as soon as possible on the first day of such absence and every day thereafter (unless this requirement is waived by the Fire Chief or his designee in writing), but no later than two (2) hours before the start of the employee's work shift, except for good cause shown due to circumstances beyond the control of the employee. Failure to properly report an illness may be considered as absence without pay and may subject the employee to discipline, as well.

**Section 11.4. Medical Examination.** As a condition of eligibility for paid sick leave under this Section, the City may require, at its discretion, any employee to submit a physician's certification of illness. Such certification shall list the date of treatment, whether the employee had been unable to work, and whether the employee is currently able to work. Such certification will normally be required for sick leave of two (2) consecutive work shifts or more. In addition, an employee that utilizes sick leave that precedes, or proceeds, or occurs during that of a trade day, Kelly day, holiday, vacation day(s), and/or personal day may be required to provide a doctor's certification of illness, at the employee's expense, before returning to work. The City may also require a physician's verification that the employee is well enough to return to work. Falsification of any verification of illness shall be grounds for discipline, up to and including discharge. Any employee who fraudulently obtains sick leave will, in addition to any discipline imposed upon him, reimburse the City for the sick leave and the City may automatically deduct such amounts from his pay check. The City, at its option, may require an employee to submit to an examination by a physician or other medical professional chosen by the City; if the City requires an employee to submit to an examination by a physician designated by the City, the City will pay the medical expenses to the extent they are not covered by insurance.

In the event an employee is certified fit to return to duty by his physician yet, through no fault of the employee's own, has his return to duty delayed due to the City requiring him to be cleared by a City-selected physician, and that physician also clears him for duty, then the employee will be considered on paid administrative leave for the work time missed due to the delay.

**Section 11.5. Sick Leave Utilization.** Sick leave may be utilized in one (1) hour increments if no overtime backfill is required. If overtime backfill is required, sick time may be utilized in one (1) hour increments at the beginning of a work shift, otherwise no less than one quarter (1/4) shift sick leave use is required. Sick leave may be utilized only for the purposes specified in Section 1 of this Article. Earned but unused sick leave shall not be compensated upon separation of employment except as set forth in Section 11.7.

To the extent permitted by law, employees on sick leave are required to remain at home unless hospitalized, visiting their doctor, or acting pursuant to reasonable instructions for care.

**Section 11.6. Donated Leave Time.** Employees shall be permitted to participate in the City's donated leave time policy under the same terms and conditions that it is offered to the City's unrepresented full-time employees, as that policy may change from time to time.

**Section 11.7. Sick Leave Upon Retirement.** Sick pay benefits are available upon retirement if an employee has maintained continuous full-time employment with the City for a period of twenty (20) years or more and has accumulated sick days. The City will pay retiring employees for earned sick leave up to a maximum of four hundred eighty (480) hours (60 eight-hour days or 20 twenty-four hour days). Payment for up to four hundred eighty (480) earned sick leave hours may be made in one (1) lump sum or in payments every two (2) weeks for a period of twelve (12) weeks, concurrent with payroll. If the retiring employee chooses to receive up to four hundred eighty (480) earned sick leave hours in payments, rather than a lump sum, no further benefits will accrue, i.e., vacation, holidays, personal or sick days. The employee's termination date shall be the last day worked and not the last day paid. The employee's health insurance shall remain in effect for up to thirty (30) days after the termination date, at which time the employee may begin paying the full premium(s) if continued coverage is desired. Employees who are terminated or who retire to avoid the filing or pursuit of charges seeking their termination shall not be eligible for this sick leave benefit.

## ARTICLE XII

### HOLIDAYS AND PERSONAL DAYS

**Section 12.1. Holidays and Holiday Pay.** The following shall be counted as holidays for eligible employees:

<b>Official Holidays</b>	<b>Day Observed*</b>
New Year's Day	January 1
Presidents Day (Effective February 2022)	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Friday after Thanksgiving
Christmas Eve	December 24
Christmas Day	December 25

\*Forty (40) hour week employees shall observe the above holidays on the same days as unrepresented City employees

**Section 12.2. Eligibility Requirements.** In order to be eligible for holiday pay for a holiday designated in Section 1 of this Article, an employee must work in the week in which the holiday falls and must work his or her full scheduled working day immediately preceding and immediately following the holiday, as well as during the holiday if scheduled, unless the employee is on pre-approved paid vacation or shift trade. If the employee calls in sick, the employee shall not be eligible for holiday pay unless proof of sickness is determined to the satisfaction of the Fire Chief.

An eligible employee shall receive eight (8) hours pay at his regular straight time hourly rate for the designated holiday. No employee shall be eligible to earn or receive holiday pay benefits pursuant to Section 2 or 3 of this Article until after he or she has completed thirty (30) days of continuous full-time employment with the City.

**Section 12.3. Pay for Work on Designated Holiday.** In addition to the benefit described in Section 2 of this Article, if an employee is required to work on a shift that begins on the holiday, the employee shall be paid an additional four hours of pay for working the entire 24- hour shift (or a pro-rata portion of four hours for working less than the entire 24-hour shift).

**Section 12.4. Personal Days.** With prior approval of the Chief or designee, employees employed for at least thirty (30) calendar days may request to use up to three (3) 24-hour shift (or for 8/10-hour employees, twenty-four (24) hours) per anniversary year of employment for personal business. Personal leave must be used by the end of the employee's anniversary date of employment or it will be lost; it cannot be carried over from anniversary year to year and is not payable upon separation from employment. Whenever possible, requests for personal leave should be made to the Fire Chief or designee no later than seventy-two (72) hours in advance of the desired time off. As a general rule, such time must be taken off in full shift increments, although half shift increments may be approved by the Fire Chief or designee. The Fire Chief or designee has discretion to approve or deny personal leave requests.

## ARTICLE XIII

### LEAVES OF ABSENCE

**Section 13.1. Unpaid Discretionary Leaves.** The City in its discretion may grant an unpaid leave of absence under this Article to any bargaining unit employee where the City determines there is good and sufficient reason. The City shall set the duration, terms and conditions of such leaves.

Any request for unpaid discretionary leave shall be submitted in writing by the employee to the City or his designee as far in advance as practicable. The request shall state the reason for the leave of absence and the approximate length of time off the employee desires. Authorization for leave of absence shall, if granted, be furnished to the employee by the Fire Chief or his designee and it shall be in writing.

**Section 13.2. Jury Leave.** Should any full-time employee covered by this Agreement be required to serve on a jury, that employee shall be excused from work without loss of regular straight time pay for the days or portions thereof on which the employee must be present for such service and on which the employee would have otherwise been scheduled to work. The employee shall submit a certificate evidencing that he/she appeared and served as a juror and shall remit any juror fee in order to receive pay for such jury service. The employee may retain any money received to cover travel, meal, and/or lodging expenses.

**Section 13.3. Witness Leave.** An employee shall be granted a leave of absence without loss of regular straight time pay or portions thereof (provided he returns any witness related compensation to the City) when called as a witness on any proceeding related to his official duties as an employee of the City, unless: (a) the employee is a claimant or plaintiff in the proceeding against the City; or (b) the employee is called as a witness by the plaintiff, grievant or charging party/authority in an employment or labor dispute involving the City. The employee must provide evidence satisfactory to the City of the need for such leave.

**Section 13.4. Military Leave.** Military Leave and benefits shall be granted in accordance with applicable state and federal laws. Employees must apply for and verify the need for such leave as soon as they are aware of the need for such leave.

**Section 13.5. Funeral Leave.** In the event of the death of an immediate family member, a full-time employee may be permitted upon approval of the Fire Chief to be absent from his job for up to twenty-four consecutive work hours without loss of pay. For purposes of this Section, immediate family shall include only the following persons: parents (natural, step or legal guardian), spouse, children (natural, adopted, foster or step), siblings, grandparent, grandchild, parents-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law.

An employee shall provide satisfactory evidence of the death, his need for the requested time off, and of the employee's attendance at the funeral or need to handle related matters if so requested by the City. Leave beyond that permitted above may, upon approval of the City or his designee, be taken by an employee if deducted from the employee's available vacation leave benefits.

**Section 13.6. Family Medical Leave Act.** The parties agree that the City shall adopt policies to implement the Family and Medical Leave Act of 1993 that are in accord with what is legally permissible under the Act.

**Section 13.7. Non Employment Elsewhere.** A leave of absence under this Article and Article XI (Sick Leave) will not be granted to enable an employee to try for or accept employment elsewhere or for self-employment (except if that employment is for military duty). Any employee who engages in employment elsewhere (including self-employment) while on any leave of absence under this Article or Article XI (Sick Leave) shall be subject to discharge by the City.

**Section 13.8. Leaves in General.** An employee on a paid leave of absence as provided for by this Agreement, or any unpaid leave of up to 30 calendar days shall retain and continue to accumulate all City benefits including: insurance coverage, sick leave, vacation time, and any applicable pay increases. Unless otherwise required by law, an employee on any unpaid leave of absence of more than thirty (30) calendar days or more shall not earn or accrue any City benefits, including but not limited to vacation leave, sick leave, paid insurance benefits, any applicable pay increases, etc., for the period of the leave.

## ARTICLE XIV

### WAGES

**Section 14.1. Base Wages.** Base wages to take effect May 1, 2024; May 1, 2025; May 1; 2026; and May 1 2027 are set forth on the Compensation Plan Schedule attached to this Agreement as Appendix A. Market rate adjustments to firefighter and lieutenant pay, which are reflected in the Compensation Plan Schedule, are as follows:

<u>Date</u>	<u>Market Rate Adjustment</u>	
	<u>Firefighter Firefighter Paramedic</u>	<u>Lieutenant Lt. Paramedic</u>
05/01/24	3.15%	2.65%
05/01/25	3.15%	2.65%
05/01/26	3.15%	2.65%
05/01/27	3.15%	2.65%

Retroactive wage increases shall only apply to active members of the bargaining unit at the time of ratification.

**Section 14.2. Placement Annual Movement Through Compensation Plan.** The ability to reach the top of the pay range in the Compensation Plan is not guaranteed. Rather, it is dependent on employees' performance and dedication in their position. Merit evaluation based upon annual performance appraisals will be the only factor in determining salary and wage movement from step to step within the Compensation Plan.

New Hires shall not be paid below the minimum of the established pay range for their position. The City reserves the right, however, to offer a newly hired employee with either full-time sworn experience in another municipality or fire protection district or experience as a part-time firefighter for the City, initial placement on the Compensation Plan Schedule at a step

commensurate with years of experience as a full-time sworn firefighter (or the part-time equivalent for City part-time firefighters), not to exceed Step 3. Such credit for prior service as a firefighter, if any, shall be only for purposes of initial placement and subsequent merit step advancement on the Compensation Plan Schedule.

When an employee is hired, the date of hiring shall determine the employee's potential rate of pay increase during the first year. New employees and promoted employees shall be appraised at the conclusion of their first anniversary date for their first year of service in the position and upon the conclusion of their probationary period (if any). Thereafter, employees with anniversary dates of May 1<sup>st</sup> through October 31<sup>st</sup> and promoted employees with anniversary dates of May 1<sup>st</sup> through October 31<sup>st</sup> shall be eligible for subsequent merit step increases each following May 1<sup>st</sup>. Employees with anniversary dates November 1<sup>st</sup> through April 30<sup>th</sup> shall be eligible for subsequent merit increases one (1) year after the next May 1<sup>st</sup>. The initial salary increase for a newly promoted fire lieutenant shall be to the first step in the lieutenant pay grade.

The advancement process provides for continuing eligibility for annual compensation advancement as long as top pay has not been achieved. Performance Appraisals shall be conducted annually at the end of the fiscal year (April) for all employees, with salary increases to be implemented on May 1<sup>st</sup>. Mid-year reviews shall be conducted in October or November of the fiscal year. Firefighters/Firefighter Medics moving through steps 1-4 who receive a score of 1.76 or higher on their annual performance review shall advance one merit step along the Compensation Plan schedule. Firefighters/Firefighter Medics moving through steps 5-7 who receive a score of 2.51 or higher on their annual performance appraisal shall advance one merit step along the Compensation Plan schedule. Lieutenants/Lieutenant Medics moving from step 1 to step 2 who receive a score of 1.76 or higher on their annual performance review shall advance on merit step along the Compensation Plan schedule. Lieutenants/Lieutenant Medics moving through steps 2-3 who receive a score of 2.13 or higher on their annual performance appraisal shall advance one merit step along the Compensation Plan schedule. Lieutenants/Lieutenant Medics moving through step 3 to step 4 who receive a score of 2.51 or higher on their annual performance review shall advance one merit step along the Compensation Plan schedule. If a merit step is not achieved in any given year, consideration shall be provided again in the following year based on the annual performance rating.

Employees who are denied a merit step increase may file a grievance concerning their own evaluation, but the City's action may not be overturned by an arbitrator unless it is shown to be arbitrary and capricious.

**Section 14.3. Temporary Job Reclassification.** In the event an employee is assigned the total responsibility of a job which has a higher pay grade and pay range for two consecutive weeks or more, that employee shall be compensated at a rate commensurate with the minimum of the higher range, or ten percent (10%) above the employee's base rate, whichever is greater.

**Section 14.4. Acting Up Pay.** A firefighter assigned by the City to serve as an officer-in-charge for a minimum of four (4) hours and up to twelve (12) hours in a shift due to there being no lieutenant assigned to work at the station (or the lieutenant being on duty but out of town), the firefighter shall receive one hour of pay at time and one-half in addition to the firefighter's regular pay. Should the firefighter be assigned for more than twelve (12) hours in a shift, the firefighter shall receive an additional one hour of pay at time and one-half.

Should a lieutenant be assigned to serve as a Battalion Chief while on duty the lieutenant will be compensated in accordance with the above paragraph.

**Section 14.5. Twenty-six equal paychecks.** Employees on a twenty-four (24) hour shift assignment shall receive 26 equal paychecks per year, regardless of the number of shifts assigned in a given pay period (not including overtime). Overtime will be added to the regular pay amount as appropriate.

## **ARTICLE XV**

### **INSURANCE**

**Section 15.1. Medical and Life Insurance Plan.** During the term of this Agreement, the City shall continue to make available to non-retired, full-time employees and their eligible dependents the same medical, dental and life insurance plan(s) as provided for regular, full-time unrepresented employees. The City reserves the right to make any changes, reductions, modifications, deletions, or improvements with respect to employee medical or life insurance (including but not limited to changes in insurance carriers, insurance plans, benefit levels, deductibles, co-payment levels, opting for self-insurance, etc.), so long as such changes are equally applicable to regular, full-time unrepresented employees.

During the term of this contract the employee will contribute the following toward the payment of medical, dental and life insurance premiums: employee plus one or family portion of medical insurance premium - employee pays 20%; family portion dental insurance premium - employee pays 50%; employee portion or employee only medical insurance premium - 10%; single dental- 0%; life insurance - 0%. The amount of employee premium contributions required under this Section shall be deducted from the employee's regular paychecks.

**Section 15.2. Cost Containment.** The City reserves the right to maintain or institute cost containment measures relative to insurance coverage. Such changes may include, but are not limited to, mandatory second opinions for elective surgery, pre-admission and continuing admission review, prohibition on weekend admissions except in emergency situations, bounty clause, and mandatory out-patient elective surgery for certain designated surgical procedures.

**Section 15.3. Terms of Policies to Govern.** The extent of coverage under the insurance policies referred to in this Article shall be governed by the terms and conditions set forth in said policies. Any questions concerning coverage shall be resolved in accordance with the terms and conditions in said policy and shall not be subject to the grievance procedure set forth in this Agreement.

**Section 15.4. Right to Maintain Coverage While on Unpaid Leave or on Layoff.** An employee who is on an approved unpaid leave of absence or who is on layoff with recall rights shall have the right to maintain insurance coverage by paying monthly in advance the full applicable monthly premium for employee coverage and, if desired, for dependent coverage for as long as permitted under COBRA. The rights of employees on military leave to maintain coverage shall be governed by applicable state and federal law.

**Section 15.5. IRC Section 125 Plan.** The Employer shall permit full-time employees to participate in the IRC Section 125 Plan offered to regular, full-time unrepresented employees of the City. This Plan will remain in effect so long as it continues to be permitted by the Internal Revenue Code.

## ARTICLE XVI

### UNIFORMS

**Section 16.1. Original Issue of Uniform.** The parties agree that each new employee hired by the City shall be issued his initial uniform at the City's expense consisting of three (3) pair of pants, three (3) long sleeve shirts, three (3) short sleeve shifts, one (1) belt, nameplate, (1) duty jacket, black tie, and dress hat, and one (1) pair of station footwear. All employees hired after May 1, 2024 will be issued one (1) Class A uniform ensemble within 6 months of completion of their probationary period. The Class A uniform ensemble shall be approved by the Fire Chief or designee. All other uniform items shall be provided at the employee's expense.

**Section 16.2. Uniform Allowance.** Employees who have successfully completed their probationary period and who are required to wear and regularly and continuously maintain prescribed items of uniform clothing set forth in Section 1 above shall be issued or reimbursed for the purchase of same or items on the optional equipment list set forth in Appendix B in amounts not to exceed five hundred (\$500) per fiscal year (pro-rated for the fiscal year in which an employee completes his probation) from a vendor designated by the City (upon presentation of required receipts), no more than \$500 of which for optional equipment items, under the following circumstances:

1. An employee's clothing or equipment is damaged beyond repair through causes other than negligence of the employee; or
2. The item is on the optional equipment list and has yet to be purchased; or
3. An employee's clothing or equipment is worn and in need of replacement because of ordinary wear and tear; or the Deputy Chief or designee specifies new or additional items of uniform clothing that will be covered under the allowance.

Employees may roll over up to \$250 of unused allowance to the next fiscal year. An employee who purchases uniform items or equipment without first obtaining approval from the City does so at his own risk. Employees must return to the City all worn or damaged clothing or equipment. Employees are responsible for cleaning and maintenance of their uniforms and equipment, and shall maintain a professional appearance at all times, regardless of whether they have exhausted their uniform allowance.

Employees will be responsible for the return of uniforms and equipment purchased with City funds or issued directly by the City in good condition, less normal depreciation and destruction in the course of employment.

Turnout gear shall be provided by the City without charge, and will be replaced by the City as it sees fit. Any new bunker gear purchased shall meet applicable National Fire Protection Association (NFPA) standards for such items of clothing and personal equipment, to the extent such items of clothing and personal equipment which meet applicable NFPA standards are commercially available.

## ARTICLE XVII

### SAFETY

**Section 17.1. Introduction.** The City and the Union agree that protecting the safety and health of the employees in their work demands the highest concern of the Fire Department. In order to promote this concern among all employees, as individuals and as members of companies, the City and the Union urge every employee to suggest methods of improving safety and health in the working conditions of employment.

**Section 17.2. Safety Committee.** The City and the Union mutually agree that, in the interest of maintaining the highest standards of safety and health and to minimize the risk of accidents, injuries and illness in the fire service, that a Department-wide safety committee be created to address safety issues. The committee shall be made up of representatives of the entire Department and chaired by the Department Safety Officer. The membership shall not exceed five representatives, one of whom shall be appointed by the Union President as Union representatives of bargaining unit employees.

The Committee shall meet quarterly and at other times approved by the Chief and the Department Safety Officer for the following purposes:

- (a) review and discuss matters pertaining to the safety of on-duty employees;
- (b) To review and analyze reported accidents and personal injuries, and make recommendations regarding the same;
- (c) make recommendations to the Chief on ways to encourage employees to comply with safety rules, regulations and procedures; and
- (d) make recommendations to the Chief concerning safety conditions, facilities, apparatus, protective equipment, protection and work clothing, procedures, safety rules, accident prevention and other safety matters.

It is expressly understood and agreed that such meetings shall be exclusive of the grievance procedure. Grievances being processed under the grievance procedure shall not be considered at a safety committee meeting, nor shall negotiations for the purpose of altering any of the terms of this Agreement be carried on at such meetings. Such meetings are intended to improve communications and are advisory only.

Although attendance at safety committee meetings by employee Union representatives shall be voluntary on the employee's part, the City shall pay the employee Union representative his straight time hourly rate of pay for time spent in such meetings outside of scheduled working time. Attendance during such meetings outside of scheduled working time, however, shall not be considered time worked for overtime compensation purposes. If a safety committee meeting is scheduled at the request or consent of the City during the regularly scheduled duty hours of an employee Union representative, such employee Union representative may be released from work without loss of pay, provided he shall remain available to return to work if needed.

**Section 17.3 Safety Shifts.** Represented Firefighters have an opportunity to earn a Safety Shift as additional paid time off. A Safety Shift is a 24-hour shift or eight-hour day for employees assigned to a 40-hour workweek. A safety shift is earned by serving twelve (12) consecutive months without being involved in a chargeable incident. The time period for earning the Safety Shift shall be the fiscal year, May 1 to April 30. The Safety Shift must be taken in the following fiscal year and be taken in full shift increments. An unused Safety Shift shall not be allowed to be carried over into the next fiscal year. A represented firefighter shall be eligible for a Safety Shift the May 1 following one (1) year of service without an accident as defined below. If firefighter has less than one year but more than six months of eligible service at the fiscal year, the firefighter shall be eligible for a half shift or twelve (12) hours safety leave.

For the purposes of the Safety Shift provision, an incident shall be defined as:

1. Any incident in which an employee has been determined to have violated safety protocols, procedures, or guidelines; falsified safety related reports or documentation; or
2. An injury incurred which required professional medical attention and loss of time at work, the latter interpreted as missing any part of the workday following the day the firefighter's injury occurred or time missed on a subsequent date due to the accident-related injury; or
3. An accident resulting in damage to City-owned or private property or equipment amounting to a value in excess of \$750.00. The Department Safety Committee shall review all injuries and accidents and make recommendation as to the eligibility for the Safety Shift. Injuries and/or accidents determined by the Department Safety Committee to be the fault of the employee shall disqualify said employee from eligibility to earn a Safety Shift.

These recommendations are subject to final approval by the Fire Chief. There is no carryover permitted of a Safety Shift.

## ARTICLE XVIII

### MISCELLANEOUS

**Section 18.1. Gender of Words.** The masculine gender as used herein shall be deemed to include the feminine gender, unless the feminine gender is clearly inappropriate in the context of the provision(s) concerned.

**Section 18.2. Ratification and Amendment.** This Agreement shall become effective when ratified by the Union and the City Council and signed by authorized representatives thereof and may be amended or modified during its term only with mutual written consent of both parties.

**Section 18.3. Physical/Psychological Examinations.** If, at any time, there is any question concerning an employee's fitness for duty or fitness to return to duty following a layoff or leave of absence, the City may require, at its expense (to the extent not otherwise paid for by the employee's insurance), that the employee have a physical examination and/or psychological examination by a qualified and licensed medical professional selected by the City. The City will not make a psychological exam a pre-condition for returning from a layoff. The City also may continue to require, at its expense (to the extent not otherwise paid for by the employee's insurance), periodic physical examinations of all employees.

**Section 18.4. Physical Fitness Requirements.** In order to maintain efficiency in the Fire Department, to protect the public and to reduce insurance costs and risks, the City, after consulting with the Union, may establish a reasonable physical fitness program with voluntary and/or required employee participation and goals. In the event a mandatory plan would subject employees to discipline, the parties agree to re-open this Section 18.4 to bargain over the mandatory nature of the program and go to interest arbitration, if necessary.

**Section 18.5. Light Duty.** The Fire Chief, in his discretion, may assign an employee to light duty who is unable to perform full duty responsibilities because he has suffered an illness, injury, or disability provided such light duty work is available and he has been released for light duty by his physician and by a physician designated by the City, (should the City so require) and where the City determines there is a reasonable expectation that the employee will be able to return to full duty within six (6) months. The employee's working hours and duties will be established by the Chief, consistent with any limitations on the release for light duty specified in writing by the physician for the employee and City (should the City so require). In the event the employee is assigned to work a shift other than a 24/48 schedule, absent approval of the employee, the employee's light duty hours will be scheduled so that the employee does not work before 8:00 a.m. or after 6:00 p.m., and shall not work holidays. The Chief reserves the right to terminate a light duty assignment (if the employee is fit to return to such assignment as determined by a physician designated by the City) or to a leave of absence.

Nothing herein shall be construed to require the City to create light duty assignments for an employee, or to provide light duty work when such assignments may be available. Employees will only be assigned to light duty assignments when the City in its discretion determines that the need exists and only as long as such need exists.

**Section 18.6. Drug and Alcohol Prohibitions/Testing.** The City wishes to provide a drug free/alcohol free work environment for all City employees. As such, employees shall comply with the City's and Department's policies and procedures regarding drug and alcohol prohibitions and testing in effect as of the date of this Agreement, and any and all state or federal laws and regulations regarding prohibitions and testing.

Non-probationary employees are subject to the just cause provisions of the Agreement. If in the future testing becomes available which reliably can detect impairment concerning marijuana, nothing shall prohibit the Union from raising the issue in negotiations for a successor collective bargaining agreement.

**Section 18.7. Educational Assistance.** Full-time employees wishing to advance their educational qualifications at the college level may be reimbursed the cost of tuition for successful completion of college level courses, which are relative to their work assignments and/or career development. Successful completion of the courses of study shall mean the attainment of a "C" grade (or equivalent) and/or a certification of same. Employees required to attend such courses shall be reimbursed.

Before reimbursement may be granted, the employee must obtain written approval from the Fire Chief. Reimbursement may be made upon submission of written receipts for approved courses, after completion of the course. Such approved courses shall be attended during the employee's time away from work and not during working hours.

If an employee separates from employment with the City within the following stated periods of time from the date of the completion of the reimbursed course, as set forth below, he/she shall repay the City, upon demand, the sum equivalent to the percentage of reimbursement as follows:

PERIOD	REPAYMENT PERCENTAGE FOR COLLEGE COURSES
0 Days – 180 Days	100%
181 Days – 360 Days	75%
361 Days – 540 Days	50%
541 Days – 720 Days	25%

In the event an employee is required to reimburse the City for its costs upon the Firefighter's resignation from the Fire Department, the City shall have the right to set off such amount against any accrued but unpaid salaries, wages or vacation pay due and owing to the Firefighter. Employees shall be required to sign an agreement to this effect as a condition to receipt of such reimbursement.

Courses or programs that may be eligible for reimbursement include classes offered by an accredited college, university, or technical school, courses offered as part of an adult continuing education program, and courses offered by a professional educational or training company or facility, as approved by the Fire Chief.

**Section 18.8. Other Reimbursement of Training and Related Expenses.** Employees who leave the City for any reason (other than a work-related disability leave, active duty in the military or pension) within 540 days of the completion of any City-paid or reimbursed training or education not covered by Section 18.7 above shall, upon demand by the City, reimburse the City for any and all costs incurred by the City because of their education and training, including but not limited to tuition, books, mileage, room and board to the extent applicable. The amount required to be repaid is as follows:

<b>PERIOD</b>	<b>REPAYMENT PERCENTAGE FOR TRAINING &amp; SCHOOLING</b>
0 Days – 180 Days	75%
181 Days – 360 Days	50%
361 Days – 540 Days	25%

In the event an employee is required to reimburse the City for its costs upon the Firefighter's resignation from the Fire Department, the City shall have the right to set off such amount against any accrued but unpaid salaries, wages or vacation pay due and owing to the Firefighter. Employees shall be required to sign an agreement to this effect as a condition to receipt of such training or training reimbursement costs.

**Section 18.9. Outside Employment.** Outside employment is any employment, including self-employment or the contracting or accepting of anything of value in return for services, in addition to an employee's regular position with the City. No employee is permitted to engage in any outside employment without prior written approval of the Fire Chief, as such employment may result in a conflict of interest or infringe on their ability to do their job for the City. No denial, however, shall be for arbitrary or capricious reasons. An application of outside employment may be obtained from the Fire Chief or Human Resources.

While working on outside jobs, employees are not covered by the City's workers' compensation insurance unless otherwise required by law. Nor may employees utilize any City offices, equipment or information systems in their outside employment. The Chief may permit, however, employees hired to teach firefighter training classes to utilize their turnout gear and SCBA equipment. If outside employment, including self-employment, has previously been approved or permitted by the City, and if it later appears that such outside employment, including self-employment, may result in a conflict of interest or infringe on the ability of the employee to do his job for the City, or increase the City's exposure to legal liability, prior approval for such outside employment may be revoked.

**Section 18.10. Americans with Disabilities Act.** The parties agree that the City has the right to take any actions necessary to be in compliance with the requirements of the Americans with Disabilities Act.

**Section 18.11. No Smoking.** All employees are strongly encouraged to quit smoking and using tobacco products. Any employees who do not quit smoking are prohibited from smoking or using tobacco products within City of Geneva facilities (except in designated areas) or vehicles.

**Section 18.12. Union Solicitation.** While the City acknowledges that the Union may conduct solicitation of Geneva merchants, residents or citizens, the Union agrees that neither it nor its officers, agents or members will solicit any person or entity for contributions on behalf of the Geneva Fire Department of the City of Geneva. The Union agrees that the City name, shield or insignia, City or Department logo, communication systems, supplies and/or materials will not be used for solicitation purposes. Solicitation for the benefit of the Union by bargaining unit employees may not be done on work time or in a work uniform. Neither the Union nor its officers, agents or members may use the words "Geneva Fire Department" in its name or describe itself as the "City of Geneva." The Union shall have the right to explain to the public, if necessary, that they are members of an organization providing collective bargaining and other benefits to all firefighter and lieutenant rank officers employed by the City. The foregoing shall not be construed as a

prohibition of lawful solicitation efforts by the Union or its members directed to the general public. Each party hereto agrees that they will comply with all applicable laws regarding solicitation.

Prior to conducting any solicitation campaign directed at the City of Geneva's residents or businesses, the Union agrees to provide the City Administrator with fourteen (14) days advance written notice of the campaign, and how long the campaign will last.

**Section 18.13. Residency.** As a condition of continuing employment, within one year of an employee's date of hire, the employee must establish and thereafter continue to maintain his actual residence and domicile within a twenty-five (25) mile radius of the City limits.

**Section 18.14. Use of Part-time and Paid on Call Firefighter.**

(1) Paid on Call personnel who are certified as a Firefighter II and EMT-B/EMT-P may be scheduled to fill open shifts in the career ranks that result from vacation, personal, work reduction days, sick days from 18:00 to 08:00 hrs. or sick days following three consecutive sick days. Selection to fill these types of shifts will be based on the individual's knowledge, skills, abilities, and experience as well as an ongoing evaluation by the Shift Commanders and Command Staff.

(2) The parties' stipulate and agree that the use of part-time and paid on call personnel in this matter is considered a "supplement," not a "substitute," and therefore does not implicate the Firefighter Substitutes Act, P.A. 95-0490, 65 ILCS 5/10-2.1-4. This stipulation only applies to the use of personnel as described in this section and not to any other arrangement regarding the use of part-time and paid on call personnel.

(3) As the quid pro quo for allowing the use of part-time and paid on call personnel as described in this Section 18.14, the City agrees that it will follow the minimum staffing levels described below. If in any future negotiations the Union deviates from the stipulation above and removes the City's ability to use part-time and paid on call personnel as described in this section, then the minimum staffing obligations described in the following paragraphs shall also cease and shall not be considered the status quo. Instead, the status quo shall be the same as set forth in the parties' May 1, 2016 to April 30, 2020 collective bargaining agreement. With this understanding, the minimum staffing requirements shall be as follows:

The City and the Union mutually understand and agree that a minimum level of qualified and trained employees shall be maintained on duty or otherwise available for emergency response. Effective upon the date of the Arbitrator's award (June 16, 2021), there will be a minimum of six (6) bargaining unit members assigned to each shift, except that the third shift shall have a minimum of five (5) bargaining unit members until the sixth is hired as per the requirements below. At no time will each shift have lower than four (4) bargaining unit members actually working each shift on a daily basis. On the third shift, the daily staffing will include a minimum of three (3) bargaining unit personnel actually working that shift.

In addition, effective upon the date of the Arbitrator's award, the City shall maintain a total complement of seventeen bargaining unit employees. In the event an employee separates from service, the City will use its best efforts to fill the vacancy within ninety (90) calendar days.

Furthermore, effective May 1, 2022, the City will budget for eighteen bargaining unit employees and the City will direct the Board of Fire and Police Commissioners to hire the eighteenth employee. In the event an employee separates from service, the City will use its best efforts to fill the vacancy within ninety (90) calendar days. Upon hiring the eighteenth member, on all three shifts, the staffing level shall be six (6) bargaining unit members assigned to each shift. At no time will each shift have lower than four (4) bargaining unit members actually working the daily shift.

However, the parties understand that pursuant to Section 18.14, the use of a daily minimum of four (or three, on the third shift until May 1, 2022) may be amended solely for a Part-Time or Paid-On-Call Firefighter to be used to substitute for sick days following three consecutive twenty-four (24) hour shifts of sick days, light duty, and similar unplanned absences.

Nothing within this Section 18.14 shall limit the City's rights under Section 3.2, Civil Emergency Provision.

**Section 18.15. Class Attendance During Shift.** At the discretion of the Fire Chief, or his designee, employees may attend job related professional training that may occur on scheduled shift days. Such training shall not include college courses, unless required by the City. This time, once approved, will also be considered as filling a slot on the vacation calendar for additional time off requests or modifications.

**Section 18.16 Fire Apprenticeship Program.** Pursuant to Public Act 101-0489, the City and the Union agree to establish a Joint Apprentice Committee (JAC) consisting of the Fire Chief or designee, the President of L4287 or designee, and each shall appoint one additional member to the JAC, for a total of four members. The JAC shall develop guidelines for the Fire apprenticeship program through the creation of Department SOG's and pursuant to Section 10-2.1-6.3 of the Illinois Municipal Code.

**Section 18.17 Policy Manual Change.** Members shall be notified of items that are changed which are not covered in this CBA, which are addressed in the City Personnel Policy Manual, no later than 30 days after the date on which they are adopted.

## **ARTICLE XIX**

### **SAVINGS CLAUSE**

In the event any Article, section or portion of this Agreement should be held invalid and unenforceable by any board, agency or court of competent jurisdiction or by reason of any subsequently enacted legislation, such decision or legislation shall apply only to the specific Article, section or portion thereof specifically specified in the board, agency or court decision or subsequent legislation, and the remaining parts or portions of this Agreement shall remain in full force and effect.

**ARTICLE XX**

**ENTIRE AGREEMENT**

- A. This Agreement constitutes the complete and entire agreement between the parties, and concludes collective bargaining between the parties for its term as to any condition of employment covered by the provisions of this Agreement, and both parties waive their right to bargain for the term of this Agreement as to such conditions of employment. As to such conditions of employment, this Agreement supersedes and cancels all prior practices and agreements, whether written or oral, unless expressly stated in this Agreement.
- B. As to any conditions of employment which constitute a mandatory subject of bargaining or a permissive subject of bargaining over which the Union has effects bargaining rights under the Illinois Public Labor Relations Act (IPLRA), and which are not covered by a provision of this Agreement, the Union shall retain its right to bargain during the term of this Agreement as provided by the IPLRA in the event the City wishes to make any change in such conditions of employment. If the City desires to make such a change during the term of this Agreement, it shall first provide the Union with written notice of the proposed change and specify whether it believes such change to involve a mandatory or permissive subject of bargaining. The Union's bargaining rights shall be implemented according to the following procedure as to proposed changes that involve a mandatory subject of bargaining:
1. If the Union wishes to exercise its bargaining rights as to the decision and/or effects of the proposed change, it must notify the Employer in writing within seven (7) days of its receipt of the City's notice or within seven (7) days of when the Union, through the use of reasonable diligence, could have obtained knowledge of the decision and/or effects of the proposed change. Bargaining as to both the decision and its effects shall commence within seven (7) days of the Union's timely notice to the City or at such other times as may be mutually agreed by the parties. Such bargaining shall continue for a period of thirty (30) calendar days from the date of the Union's notice to the City or longer if mutually agreed or for a shorter period if an agreement or an impasse is reached in a lesser period of time.
  2. If the parties reach impasse regarding the City's proposed change, the City may implement its decision on an interim basis for the remaining term of this Agreement and beyond unless later changed by agreement, but such decision and action shall be subject to further bargaining upon the negotiations of a successor Agreement as provided in Article XXI (Duration and Termination) and may be submitted to interest arbitration upon the negotiations of a successor Agreement.
  3. In the event that the Union timely exercises its bargaining rights, the parties are unable to reach an agreement, and the City's decision and action is submitted to interest arbitration upon the negotiations of a successor Agreement, the Union's position in such arbitration hearing shall not be prejudiced by the fact of the City's interim decision and action, and the arbitration panel shall treat such issue as a City proposal and shall have authority, if the panel deems it appropriate, to order the City to prospectively rescind or otherwise prospectively alter the disputed decision and/or its effects. Any economic loss or damage incurred to members of the bargaining unit which the Union claims to have resulted from the City's interim implementations of its decision may be considered as an economic issue and ruled upon by the arbitration panel, subject to the limitation of Section 14(j) of the IPLRA (as it existed as of the signing of this Agreement), or be weighed as part of the overall award as to items in dispute. Either party shall have the right to introduce evidence in interest arbitration relating to the actual experience under the City's implemented interim decision.

C. As to any action not covered by a provision of this Agreement which is not a mandatory subject of bargaining, but over which the City is obligated to bargain as to the effects of its decision under the IPLRA, the Union shall retain its right to effects bargaining and such effects bargaining rights shall be implemented according to the procedure stated above except that:

1. The City's duty to bargain shall extend only to the effects of its decision.

The City's decision may be implemented immediately and only the effects of this implemented decision may be subject to further bargaining and/or to a decision by an interest arbitration panel that ma be convened in connection with the negotiations of a successor Agreement pursuant to the IPLRA. If such interest arbitration panel deems it appropriate, it may prospectively alter or remedy the effects of the implemented decision (i.e., from and after the first day of a successor agreement or the start of any subsequent fiscal year, as applicable, upon the negotiation of any successor Agreement).

D. In the event of a dispute between the City and Union as to whether an item is a mandatory or permissive subject of bargaining, the parties shall submit that disputed issue for determination by a Declaratory Ruling pursuant to the rules of the Illinois State Labor Relations Board (Section 1200.140). The parties agree to be preliminary bound by the Declaratory Ruling for purposes of determining midterm bargaining obligations as set forth in this Article, but such ruling shall not be binding on the parties or on an interest arbitration panel in connection with the negotiation or arbitration of a Successor Agreement as provided in Article XXI (Duration and Termination) and the IPLRA.

**ARTICLE XXI**  
**DURATION AND TERM OF AGREEMENT**

**Section 21.1. Termination in 2028.** All provisions of this Agreement shall be effective retroactive to May 1, 2024 once the contract is executed by both parties and shall remain in full force and effect until 11:59 p.m. on the 30th day of April, 2028. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing at least one hundred twenty (120) days prior to the anniversary date that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin no later than ninety (90) days prior to the anniversary date.

Notwithstanding any provision of this Article or Agreement to the contrary, this Agreement shall remain in full force and effect after the expiration date and until a new agreement is reached unless either party gives at least ten (10) days' written notice to the other party of its desire to terminate this Agreement, provided such termination date shall not be before the anniversary date set forth in the preceding paragraph.

Executed this        day of September, 2025.

CITY OF GENEVA

GENEVA PROFESSIONAL  
FIREFIGHTERS ASSOCIATION,  
LOCAL NO. 4287, IAFF

\_\_\_\_\_  
BY

\_\_\_\_\_  
BY

\_\_\_\_\_  
(TITLE)

\_\_\_\_\_  
(TITLE)

**APPENDIX A WAGES**

**Firefighter/Lieutenant**

<b>Firefighter</b>	<b>5/1/2024</b>	<b>5/1/2025</b>	<b>5/1/2026</b>	<b>5/1/2027</b>
	<b>3.15%</b>	<b>3.15%</b>	<b>3.15%</b>	<b>3.15%</b>
1	\$70,452 \$25.9684	\$72,672 \$26.7864	\$74,961 \$27.6302	\$77,322 \$28.5005
2	\$77,944 \$28.7300	\$80,400 \$29.6350	\$82,932 \$30.5685	\$85,545 \$31.5314
3	\$83,401 \$30.7411	\$86,028 \$31.7094	\$88,738 \$32.7083	\$91,533 \$33.7386
4	\$88,800 \$32.7314	\$91,597 \$33.7624	\$94,483 \$34.8259	\$97,459 \$35.9229
5	\$93,242 \$34.3688	\$96,180 \$35.4514	\$99,209 \$36.5681	\$102,334 \$37.7200
6	\$97,906 \$36.0877	\$100,990 \$37.2245	\$104,171 \$38.3971	\$107,453 \$39.6066
7	\$102,802 \$37.8924	\$106,040 \$39.0860	\$109,380 \$40.3172	\$112,826 \$41.5872
<b>Lieutenant</b>	<b>5/1/2024</b>	<b>5/1/2025</b>	<b>5/1/2026</b>	<b>5/1/2027</b>
	<b>2.65%</b>	<b>2.65%</b>	<b>2.65%</b>	<b>2.65%</b>
1	\$106,455 \$39.2387	\$109,276 \$40.2785	\$112,171 \$41.3459	\$115,144 \$42.4416
2	\$111,774 \$41.1995	\$114,736 \$42.2913	\$117,777 \$43.4120	\$120,898 \$44.5624
3	\$117,364 \$43.2599	\$120,474 \$44.4063	\$123,667 \$45.5830	\$126,944 \$46.7910
4	\$123,236 \$45.4242	\$126,502 \$46.6279	\$129,854 \$47.8635	\$133,295 \$49.1319

**Firefighter Paramedic/Lieutenant Paramedic**

<b>Firefighter</b>	<b>5/1/2024</b>	<b>5/1/2025</b>	<b>5/1/2026</b>	<b>5/1/2027</b>
	<b>3.15%</b>	<b>3.15%</b>	<b>3.15%</b>	<b>3.15%</b>
1	\$74,028 \$27.2863	\$76,360 \$28.1458	\$78,765 \$29.0324	\$81,246 \$29.9469
2	\$81,572 \$30.0671	\$84,142 \$31.0142	\$86,792 \$31.9912	\$89,526 \$32.9989
3	\$87,029 \$32.0786	\$89,771 \$33.0891	\$92,598 \$34.1314	\$95,515 \$35.2065
4	\$92,428 \$34.0685	\$95,339 \$35.1416	\$98,342 \$36.2486	\$101,440 \$37.3904
5	\$96,871 \$35.7063	\$99,923 \$36.8310	\$103,070 \$37.9912	\$106,317 \$39.1880
6	\$101,535 \$37.4254	\$104,733 \$38.6043	\$108,033 \$39.8203	\$111,436 \$41.0747
7	\$106,431 \$39.2299	\$109,783 \$40.4656	\$113,241 \$41.7403	\$116,809 \$43.0551
<b>Lieutenant</b>	<b>5/1/2024</b>	<b>5/1/2025</b>	<b>5/1/2026</b>	<b>5/1/2027</b>
	<b>2.65%</b>	<b>2.65%</b>	<b>2.65%</b>	<b>2.65%</b>
1	\$110,066 \$40.5697	\$112,982 \$41.6448	\$115,976 \$42.7484	\$119,050 \$43.8813
2	\$115,384 \$42.5302	\$118,442 \$43.6572	\$121,581 \$44.8141	\$124,803 \$46.0017
3	\$120,974 \$44.5905	\$124,180 \$45.7722	\$127,471 \$46.9852	\$130,849 \$48.2303
4	\$126,846 \$46.7547	\$130,207 \$47.9937	\$133,657 \$49.2655	\$137,199 \$50.5711

**APPENDIX B OPTIONAL EQUIPMENT LIST**

Leather Bunker Boots  
Flashlights  
Truckman Belts  
Eye Protection (nonprescription OSHA or NIOSH approved)  
Specialty Gloves (extraction, rappelling)  
Watches damaged on duty  
eyewear damaged on duty  
Knives, seatbelt cutter, shove knives, window punch  
Webbings  
Other items authorized by the Fire Chief

**APPENDIX C**  
**DUES CHECKOFF**

Pursuant to section 2.1 of the contract I, \_\_\_\_\_ authorize the City of Geneva to withhold \$\_\_\_\_\_per month from my pay. This amount is for monthly Union Dues to The Geneva Professional Firefighters Association Local 4287.

Signature \_\_\_\_\_

Date \_\_\_\_\_

**Section 2.1 Dues Deductions.** Upon receipt of a voluntarily signed authorization form (Appendix C) from an employee in the Union, the City agrees for the duration of this Agreement to deduct from said employee's pay uniform monthly dues and assessments. Deductions will begin with the month following the month in which the authorization form is received by the City. The Union will notify the City in writing of the amount to be deducted. Deductions shall be made from the last City paycheck of each month and shall be remitted to the Union within fifteen (15) days following the end of the month in which they were deducted.

The actual dues amount deducted, as determined by the Union, shall be uniform for each employee in order to ease the City's burden in administering this provision. The Union may change the fixed uniform dollar amount once each year by giving the City at least thirty (30) days' written notice of any change in the amount of the uniform dues to be deducted.

A Union member desiring to revoke the dues checkoff may do so at any time upon written notice to the City. Dues shall be withheld and remitted to the Union unless or until such time as the City receives a notice of revocation of dues checkoff from an employee, or notice of an employee's death, transfer from covered employment, termination of covered employment, or when there are insufficient funds available in the employee's earnings after withholding all other legal and required deductions. Deductions shall cease at such time as a strike or work stoppage occurs in violation of Article V of the Agreement (No Strike-No Lockout).

If an employee has no earnings or insufficient funds to cover the amount of dues deduction, the Union shall be responsible for collection of dues. The Union agrees to refund to the employee any amounts paid to the Union in error on account of this dues deduction provision.

**Side Letter of Agreement #1**

The City will edit SOG to allow duty trades of 12 hours to be taken without documentation, as long as it is tracked **in** the department's record management system (RMS).

Executed this 19<sup>th</sup> day of May, 2008

**Side Letter of Agreement #2**

City will edit SOG for employees to receive notification from the Deputy Chief of Operations upon approval or denial of paid time off and duty trades.

Executed this 19<sup>th</sup> day of May, 2008.

**Side Letter of Agreement #3**

The City and the Union hereby agree to explore methods for funding retiree health insurance, such as through a post-employment health plan. The parties recognize that any method agreed to would have to be cost neutral to the City.

Executed this 19<sup>th</sup> day of May, 2008.

RESOLUTION NO. 2015-02

RESOLUTION APPROVING LETTER OF AGREEMENT CONCERNING APPOINTED MEMBERS OF THE GENEVA FIRE DEPARTMENT, REENTRY INTO THE BARGAINING UNIT FOR PREVIOUSLY EXEMPT EMPLOYEES AND ADVANCEMENT INTO OTHER TESTED POSITIONS BETWEEN THE CITY OF GENEVA AND THE IAFF LOCAL 4287.

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GENEVA, KANE COUNTY, ILLINOIS, as follows:

SECTION 1: That union representatives and the City management team have negotiated a letter of agreement between the City of Geneva and the Illinois Association of Fire Fighters (IAFF) Local 4287 regarding appointed members of the Geneva Fire Department, reentry into the bargaining unit for previously exempt employees and advancement into other tested positions.

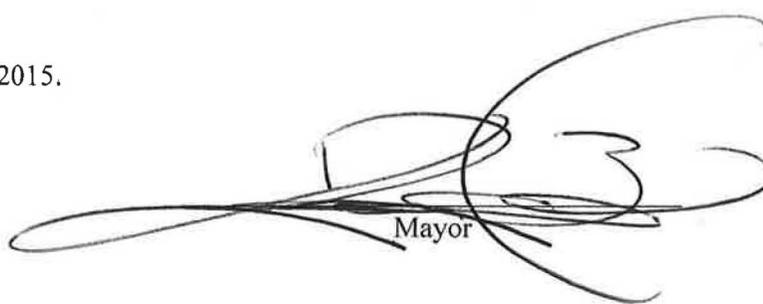
SECTION 2: That said Agreement shall be effective from the date of execution.

SECTION 3: This Resolution shall become effective from and after its passage as in accordance with law.

PASSED by the City Council of the City of Geneva, Kane County, Illinois, this 12 day of Jan, 2015.

AYES: 9 NAYS: 0 ABSENT: \_\_\_ ABSTAINING: \_\_\_ HOLDING OFFICE: \_\_\_

Approved by me this 12 day of Jan, 2015.

  
Mayor

ATTEST:

  
Deputy City Clerk

**LETTER OF AGREEMENT CONCERNING APPOINTED MEMBERS OF THE GENEVA FIRE  
DEPARTMENT, REENTRY INTO THE BARGAINING UNIT FOR PREVIOUSLY EXEMPT EMPLOYEES  
AND ADVANCEMENT INTO OTHER TESTED POSITIONS**

This Letter of Agreement shall constitute a side agreement to the Agreement between the City of Geneva, Illinois ("City") and Geneva Professional Firefighters Association, Local no. 4287 of the International Association of Firefighters ("Union"). The City and the Union hereby agree as follows:

1. Parties agree that time served by a full time employee of the Geneva Fire Department, in an appointed rank or position, shall be counted as time served in the last tested rank. *(i.e., an employee at the tested rank of Lieutenant is appointed to a position such as Deputy Chief or Fire Marshal, the employee shall continue to accrue time in the rank as a Lieutenant).*
2. Parties agree that full time employees, not included in the bargaining unit due to an appointment, shall be eligible to challenge all promotional exams (tested and appointed) that they would have been eligible to challenge, if serving in their last tested rank or position.
  - A. In the event that individual is offered a position for which they successfully challenged a promotional examination for, they shall be sworn in to that rank or position by the City of Geneva Police and Fire Commission.
  - B. If at any time the City of Geneva eliminates the appointed position the appointed employee will be provided advance notice of such elimination and may return to the last rank for which they were sworn or any line position with the fire department where a vacancy exists.
  - C. All time served in an appointed position, shall count as time served in the previous tested and appointed rank. The time in rank shall be one day greater than the employee that accepted the rank created by the vacancy due to serving in the original appointed position.
3. Appointed employees shall be allowed to return to the bargaining unit if they return to a covered position, and as such will be entitled to all benefits and rights under the collective bargaining agreement.

- 4. Except as modified herein, all other terms and conditions of the Contract shall remain in effect.
- 5. The representatives of the parties indicated below hereby represent and warrant that they have the authority to execute this Letter of Agreement.

**CITY OF GENEVA**

By: 

Title: Mayor

Date: 1/12/15

**GENEVA PROFESSIONAL FIREFIGHTERS**

**ASSOCIATION LOCAL #4278, IAFF**

By: 

Title: President - Local 4287

Date: 1/12/15