

**ORDINANCE NO. 2023-07**

**AN ORDINANCE ESTABLISHING THE HOURLY RATES AND BENEFITS  
FOR CERTAIN EMPLOYEES OF THE  
FOX RIVER & COUNTRYSIDE FIRE / RESCUE DISTRICT**

**WHEREAS**, the Fox River & Countryside Fire / Rescue District (the “District”) is a fire protection district duly organized pursuant to the laws of the State of Illinois; and

**WHEREAS**, the Board of Trustees (the “Board”) of the District has the power to fix the compensation and benefits of the officers and employees of the District (70 ILCS 705/6); and

**WHEREAS**, the Board has full power to pass all necessary ordinances, and rules and regulations for the proper management and conduct of the business of the District for carrying into effect the objects for which the District was formed (70 ILCS 705/6); and

**WHEREAS**, the Board desires to establish the compensation and benefits of its fire suppression and emergency medical services employees; and

**WHEREAS**, the Board reserves the right to modify the hourly rates and benefits hereinafter set forth as from time to time may be determined when such modification is in the best interest of the District; and

**NOW, THEREFORE, BE IT ORDAINED** by the Board of Trustees of the Fox River & Countryside Fire / Rescue District, Kane and DuPage Counties, Illinois, as follows:

**Section 1.**     *Recitals Incorporated.* The above recitals are hereby incorporated herein and made a part hereof, as if fully set forth in their entirety.

**Section 2.**     *Definitions.* The following definitions shall apply to these terms as used within this Ordinance:

- “Band I Personnel” shall mean employees who (1) are primarily engaged in the provision of fire suppression and emergency medical services, and (2) have worked, or are anticipated to work, at least 10 shifts per month averaged over a 6 month period. Vacation days and work reduction days shall be counted as shifts worked. Band I Personnel shall not include Lieutenants and Battalion Chiefs.

- “Band II Personnel” shall mean employees who (1) are primarily engaged in the provision of fire suppression and emergency medical services, and (2) have worked, or are anticipated to work, less than 9 shifts per month averaged over a 6 month period.
- “Lieutenant” shall mean employees who are promoted to the rank of Lieutenant.
- “Battalion Chief” shall mean employees who are promoted to the rank of Battalion Chief.

**Section 3. Hourly Rates.** Hourly rates of pay for the Band I Personnel, Band II Personnel, Lieutenants, and Battalion Chiefs shall be as prescribed in **Exhibit A**, as amended from time to time. The Board reserves the right to deviate from these rates of pay from time to time as it deems appropriate in compensating its employees.

**Section 4. Vacation Time.** Vacation time for Band I Personnel, Lieutenants, and Battalion Chiefs shall be as follows:

Upon appointment	2 shift days
After 1 year of service	3 shift days per year
2 years through 4 years of service	5 shift days per year
5 years through 9 years of service	7 shift days per year
10 years through 14 years of service	10 shift days per year
15 years through 19 of service	13 shift days per year
20 years and beyond	16 shift days per year

**Section 5. Longevity Pay.** Longevity pay for Band I Personnel, Band II Personnel, Lieutenants, and Battalion Chiefs shall be as follows:

One 1 year	\$150.00
After 2 years through 4 years	\$250.00
After 5 years through 9 years	\$500.00
After 10 years through 14 years	\$750.00
After 15 years through 19 years	\$1,000.00
After 20 years through 24 years	\$1,500.00
After 25 years+	\$2,000.00

Longevity pay is in addition to salary and will be paid in the last paycheck in November.

**Section 6.** *Holidays.* The District observes the following holidays:

New Year's Eve  
New Year's Day  
Memorial Day  
Independence Day  
Labor Day  
Thanksgiving Day  
Day after Thanksgiving  
Christmas Eve  
Christmas Day

Band I Personnel, Band II Personnel, Lieutenants, and Battalion Chiefs shall be paid at a rate equal to one-and-a-half times (1.5x) their regular hourly rate for each hour worked on a holiday. If Band I Personnel, Band II Personnel, Lieutenants, or Battalion Chiefs are forced back on a District observed holiday, they shall be paid at a rate equal to two times (2x) their regular hourly rate for each hour worked on the holiday.

**Section 7.** *Work Reduction Days.* Band I Personnel, Lieutenants, and Battalion Chiefs shall be entitled to 7 Work Reduction Days, which shall not accumulate and must be used within the calendar year in which it is granted. Failure to use a Work Reduction Day shall result in its loss. In no event shall any employee be able to liquidate or receive compensation for unused Work Reduction Days.

**Section 8.** *Sick Time.* Band I Personnel, Lieutenants, and Battalion Chiefs shall accrue 1 hours of sick time per shift.

**Section 9.** *Rules and Regulations.* The Board reserves the right to establish rules and regulations concerning the use, accrual, disbursement, or other aspects relating to the benefits and hourly rates established herein.

**Section 10.** *Repealer.* Ordinance No. 2023-05 is repealed. Any other ordinance or portion of any ordinance in conflict with the provisions of this Ordinance is repealed solely to the extent of said conflict. This Ordinance supersedes any prior determination of wages/benefits for the above noted employees.

**Section 11.** *Effective Date.* This Ordinance shall be in full force and effect from and after its passage, approval, and publication in the manner provided by law.

**ADOPTED** by the Board of Trustees of the Fox River & Countryside Fire/Rescue District  
on the 7th day of December, 2023, by a roll call vote as follows:

AYES: \_\_\_\_\_

NAYS: \_\_\_\_\_

ABSENT: \_\_\_\_\_

\_\_\_\_\_  
President, Board of Trustees  
Fox River & Countryside Fire/Rescue District

ATTEST:

\_\_\_\_\_  
Secretary, Board of Trustees  
Fox River & Countryside Fire/Rescue District

**EXHIBIT A**  
**HOURLY RATE SCHEDULES**

**For Fiscal Year 2024  
(Ending April 30, 2024)**

**Band I Hourly Rates**

Firefighter/EMT & Firefighter/PM: Starting \$22.31/hr - \$24.31/hr

**Band II Hourly Rates**

Firefighter/EMT: \$21.00/hr

Firefighter/PM: \$23/hr

**Lieutenants:** \$33.33

**Battalion Chief:** \$38.66

**For Fiscal Year 2025  
(May 1, 2024–April 30, 2025)**

**Band I Hourly Rates**

Firefighter/EMT & Firefighter/PM: Starting \$23.91/hr

**Band II Hourly Rates**

Firefighter/EMT: \$21.00/hr

Firefighter/PM: \$23/hr

**Lieutenants:** TBD

**Battalion Chief:** TBD

STATE OF ILLINOIS            )  
  ) SS  
COUNTIES OF KANE         )  
AND DUPAGE                 )

**SECRETARY'S CERTIFICATE**

I, \_\_\_\_\_, the duly qualified and acting Secretary of the Board of Trustees of the Fox River & Countryside Fire/Rescue District, Kane and DuPage Counties, Illinois, do hereby certify that I am the keeper of its books and records and that attached hereto is a true and correct copy of an Ordinance entitled:

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which Ordinance was duly adopted by said Board of Trustees at a meeting held on the 7th day of December, 2023.

I do further certify that a quorum of said Board of Trustees was present at said meeting and that the Board complied with all requirements of the Illinois Open Meetings Act.

IN WITNESS WHEREOF, I have hereunto set my hand this 7th day of December, 2023.

\_\_\_\_\_  
Secretary, Board of Trustees  
Fox River & Countryside Fire/Rescue District