



CITY OF ROCKFORD FIRE DEPARTMENT

Rebecca L. Tyo, FO
Fire Chief

DATE: 6/22/2026

TO: Alderman Frost, Chair
Members of the Finance and Personnel Committee

FROM: *Rebecca Tyo, Fire Chief*

RE: **911 Staffing Financial Incentives**

CONTRACT DETAILS

Product/Service/Project: 911 Staffing Financial Incentives

Contract Term: One Time

Contract Amount: \$ 64,617.01

Funding Source: Fire Department Operating Budget

NARRATIVE

The Rockford Fire Department 911 Division is currently experiencing a staffing shortage of approximately 28%, representing 10 vacant positions. This shortage has placed significant strain on operations and has resulted in increased reliance on overtime to maintain minimum staffing levels and ensure continuity of emergency communications services.

To improve attendance, reduce unplanned absences, and encourage voluntary overtime coverage during critical staffing shortages, the Department is requesting authorization to enter into a Memorandum of Agreement that includes the following temporary financial incentives for AFSCME-represented 911 Telecommunicators during the months of July and August:



204 South First Street • Rockford, Illinois 61104
779.348.7171 • www.rockfordil.gov





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Attendance Incentive

- A monthly stipend of **\$1,000** for any employee who is present and available for all assigned shifts during the applicable month.

Voluntary Overtime Incentive

- Compensation at a rate of **two (2) times the employee's regular hourly rate** for employees who voluntarily accept overtime assignments to cover last-minute staffing shortages.

These non-precedential incentives are intended to provide immediate operational relief while the Division continues its recruitment, hiring, and training efforts to address long-term staffing needs.

The projected total cost of these incentives for the two-month period is **\$64,617.01**. Funding would be provided through the Rockford Fire Department Operating Budget.

Approval of these temporary measures will assist the Department in maintaining adequate staffing levels, minimizing mandatory overtime, and ensuring the continued delivery of critical emergency communications services to the community.



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COMMITTEE REPORT

TO THE CITY COUNCIL OF THE CITY OF ROCKFORD:

Council Members:

The Committee on Finance and Personnel having received a request hereby begs leave to report recommending **approval** of the Memorandum of Agreement with AFSCME Local 1058 regarding financial incentives for Telecommunicators. The Legal Director shall prepare the appropriate ordinance.

Kevin Frost (Chair)

Chad Tuneberg (Vice chair)

Frank Beach

Dawn Granath

Jaime Salgado

Committee Action Taken:

Frost:	Ayes:___	Nays:___	Absent:___
Tuneberg:	Ayes:___	Nays:___	Absent:___
Beach:	Ayes:___	Nays:___	Absent:___
Granath:	Ayes:___	Nays:___	Absent:___
Salgado:	Ayes:___	Nays:___	Absent:___