

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF ROLLING MEADOWS  
AND THE ROLLING MEADOWS PROFESSIONAL FIREFIGHTERS  
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 3075  
REGARDING SECTION 18.17, "SECURITY CAMERAS AT FIRE STATIONS"**

This SIDE LETTER AGREEMENT is entered into by and between the CITY OF ROLLING MEADOWS ("City") and the ROLLING MEADOWS PROFESSIONAL FIREFIGHTERS INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 3075 ("Union") this 21 day of February, 2023.

WHEREAS, the City and the Union are parties to a collective bargaining agreement with a term commencing January 1, 2022 and expiring December 31, 2025 (the "Agreement"); and

WHEREAS, the Agreement contains Section 18.17, entitled "Security Cameras at Fire Stations," which Section describes the purpose, limitations and procedures for the use and retention of video from security cameras located in or outside of the fire stations of the City; and

WHEREAS, Section 18.17 provides that the City will advise the Union in regard to any proposed future installation of audio/video security devices at the stations, and that the Union shall have the right to bargain regarding such additional cameras; and

WHEREAS, the City proposed installing video security devices in the apparatus bays at the fire stations, and the Union demanded the right to bargain such additional cameras; and

WHEREAS, following multiple bargaining sessions, the City and the Union have reached an agreement as to the installation of video cameras in the apparatus bays, and the parties have agreed to amend Section 18.17, as provided hereinafter.

NOW, THEREFORE, IT IS AGREED by the City and the Union as follows:

1. Section 18.17, entitled "Security Cameras at Fire Stations," of the Agreement is hereby amended as follows:

**Section 18.17. Security Cameras at Fire Stations.**

A. Purpose: The primary purpose of security cameras around each of the stations is to provide for the safety of the employees and City Property. Security cameras are being installed in public areas of City buildings, including public lobbies and the exterior perimeter, and also in apparatus bays. Cameras will only provide video security and do not have the ability to record audio.

B. Limitations: No security camera will be installed in the firefighters' private living spaces, including: hallways, kitchen, day-room, bunkroom, locker room, workout facilities, offices, or bathrooms. In addition, no camera shall be installed in such a manner to capture any of the above areas.

C. Procedure: Video will only be evaluated for possible action in the event of loss or damage to City Property or property utilized by the City while located on City property, a reported injury to a firefighter, or issues related to theft, missing controlled substances, matters involving violence in the workplace, trespassing or violations of rules regarding visitors to the stations.

- The Union will be notified of any request to review any video and be provided the opportunity to review the same video. The City will maintain a log of all individuals who have reviewed any video and the date and time of such review. Upon request, the Union will be provided access to such log. In addition, the Union shall receive a copy of the video log every three (3) months, via transmittal to the Union's Secretary/Treasurer.

D. Retention of Video: Video shall be maintained for sixty (60) days, unless the City has reason to save the video for a longer period of time for the reasons set forth in Subsection C above, or unless otherwise required by law.

E. Monitoring Live Video Feed: The Fire Department shall have the right to monitor the live video feed only from the externally-mounted cameras located at Fire Station 15 and the internal camera that is mounted in the lobby of Station 15, provided that such monitoring shall be permitted only within the Management Analyst workplace. There shall be no remote access of the video feed.

F. Any proposed expansion of this Section 18.17 is subject to mandatory bargaining. Any further expansion shall not reduce the limitations set forth in Section 18.17(B) (Limitations). In the event of a circumstance or situation which arises outside of the limitations set forth in Section 18.17(C) that causes a desire by either party to review video footage for such additional purpose, either the City or Union may make a request of the other to view the video footage for such specified purpose. The parties may review video footage for such additional purpose only upon mutual agreement.

2. All other terms and conditions of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the City and the Union have caused this Side Letter Agreement to be executed on the date first set forth hereinabove.

**CITY OF ROLLING MEADOWS**

**ROLLING MEADOWS  
PROFESSIONAL FIREFIGHTERS  
INTERNATIONAL ASSOCIATION OF  
FIREFIGHTERS LOCAL 3075**

By: 

By: 