

AN AGREEMENT BETWEEN THE CITY OF ROCK ISLAND, ILLINOIS

AND

THE FRATERNAL ORDER OF POLICE LABOR COUNCIL

REPRESENTING

THE ROCK ISLAND COMMAND OFFICERS ASSOCIATION

January 1, 2019 -- December 31, 2021

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ARTICLE I Purpose

The purpose of this agreement is to provide harmonious and cooperative relations between the City of Rock Island (hereinafter referred to as the City) and the sworn Police Supervisors represented by the Illinois Fraternal Order of Police Labor Council (hereinafter referred to as the Labor Council) and to ensure the continued provision of efficient, uninterrupted law enforcement services to the citizens of the City of Rock Island. Whereas, it is the intent and purpose of the parties to set forth herein their entire agreement covering rates of pay, wages, hours of employment and other conditions of employment; to achieve and maintain harmonious relations between the City and the Labor Council; to provide for prompt and fair settlement of grievances without any interruption of or other interference with the operation of the Police Department: now, therefore, in consideration of the mutual covenants and agreements herein contained, the parties do mutually covenant and agree as follows:

ARTICLE II Recognition

The City of Rock Island recognizes the Illinois Fraternal Order of Police Labor Council as the sole and exclusive bargaining agent for full-time, permanent employees in the following class specifications:

CLASS CODE	CLASS SPECIFICATION
379	Police Sergeant
389	Police Lieutenant
523	Police Captain

Excluding all sworn police officers below the rank of Sergeant and above the rank of Captain, all civilian personnel and any others excluded by the Illinois Public Labor Relations Act, 1984, P.A. 83-1012.

ARTICLE III Dues Deductions and Fair Share Payments

Section 3.1 - Dues Deduction

Upon receipt of a signed authorization from any employee in the form described in Appendix A, regular bi-monthly dues (uniform in dollar amount) of the Union shall be deducted from such employee's pay. The Labor Council shall notify the Finance Department (with a copy to the Administrative Services Director) of the amount of uniform dues to be deducted. Deductions shall be made on the first and second paydays of each month and shall be promptly remitted to the Labor Council.

Section 3.2 - Payment of Dues

With respect to any officer on whose behalf the City receives written authorization in a form agreed upon by the Labor Council and the City, the City shall deduct from the wages of the officer the dues required and shall forward the full amount to the Labor Council as set forth herein by the tenth (10th) day of the month following the month in which deductions are made. The amounts deducted shall be in accordance with the schedule to be submitted to the employer by the Labor Council.

Should any employee be unable to pay their dues to the Labor Council base upon bon afide religious tenets or teachings of a church or religious body of which such employee is a member, such amount equal to the dues, shall be paid to a non-religious charitable organization mutually agreed upon by the employee affected and the Labor Council. If the Labor Council and the employee are unable to agree on the matter, such payments shall be made to a charitable organization from an approved list of charitable organizations. The employee will on a monthly basis furnish a written receipt to the Labor Council that such payment has been made.

Section 3.3 - Attendance at Union Functions

Employees elected or appointed to represent the Labor Council shall be granted leave to perform Labor Council business with the advance approval of the Police Chief, provided that the total leave for the purpose set forth in this Section shall not exceed eight (8) eight (8) hour working days during any fiscal year or require any cost to the City.

ARTICLE IV Application of Rules

The Personnel Rules of the City of Rock Island shall apply to all employees represented by Labor Council in conjunction with the Rules and Regulations of the Police Department. In cases where the provisions of this Agreement differ with the provisions of the remaining Personnel Rules of the City of Rock Island, the provisions of this Agreement shall apply. None of the provisions of this Agreement or any other provisions of the Personnel Rules of the City of Rock Island shall negate or otherwise alter any of the provisions of the Rules and regulations of the Fire and Police Commission or the provisions of the Rules and Regulations of the Police Department (except as is contradicted by that set forth in Section 5.10 herein).

ARTICLE V Grievances and Arbitration

Section 5.1 - Definition

A grievance is a dispute or difference of opinion raised by an employee or the Labor Council covered by this Agreement against the City involving the meaning, interpretation or application of the express provisions of this Agreement.

Section 5.2 - Filing Grievances

Any employee represented by Command may process a grievance during working hours provided the following conditions are met:

- a) only one other employee represented by the Labor Council shall be excused from work to represent an employee who is processing a grievance;
- b) all meetings with supervisors shall be scheduled in advance with the Police Chief;
- c) supervisors shall make reasonable efforts to schedule a meeting to discuss the grievance at the earliest possible time;
- d) no employee shall be excused from work to investigate a grievance, unless an immediate answer is required and the employee has advance approval from his supervisor;
- e) no grievance shall be filed or processed without the consent and participation of the employee(s) involved, except when a grievance is filed on behalf of all Labor Council members;
- f) all grievances shall be filed in a timely manner according to time limits specified or they shall be considered null and void.

Section 5.3 - Processing Grievances

The parties agree to act in good faith to attempt to resolve the grievance promptly and expeditiously. All grievances must state the facts of the complaint, the Section(s) of this Agreement involved and the relief requested at the appropriate initial step. A grievance shall be processed in the following manner:

Step 1 - Employee(s) who have a grievance shall be encouraged, but not required, to first meet with their supervisor in an attempt to resolve the complaint prior to filing a formal grievance in accordance with Step Two below.

Step 2 - Employees or the Labor Council may file a grievance in written form with the department head within ten (10) calendar days of the event or occurrence which precipitated the grievance or within ten (10) calendar days of when the employee(s) should have become aware of the event or occurrence through reasonable diligence and attention. Said grievance shall be reviewed by the Management Grievance Committee, which shall be comprised of the employee's Bureau Commander, the Police Chief, and the Personnel Director. Said committee shall render a written decision on the grievance within ten (10) calendar days of the date the grievance was filed.

Step 3 - Employees or the Labor Council may appeal the decision of the Management Grievance Committee by filing a written appeal with the City Manager within ten (10) calendar days of the date of the Committee's decision, or within ten (10) calendar days of when the employee(s) should have become aware of the Committee's decision through reasonable diligence and attention.

The City Manager shall render a written decision on the appeal within ten (10) calendar days of the date it was filed.

Section 5.4 - Time Limits For Filing

No grievance shall be entertained or processed unless it is submitted at Step 2 within ten (10) calendar days after the occurrence of the event giving rise to the grievance or within ten (10) calendar days after the employee knows or through the exercise of reasonable diligence should have known of the occurrence of the event giving rise to the grievance. If the grievance is not presented within the time limits set forth above, it shall be considered "waived." If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the City's last answer. If the City does not answer a grievance or appeal thereof within the specified time limits, the grievant and/or the Union may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step in accordance with the procedure set forth in this Article.

The time limits at any step may be extended by the mutual written agreement of the parties involved at that particular step.

Section 5.5 - Arbitration

Only a grievance which is a dispute or difference of opinion raised by the Labor Council, an employee, or by a group of employees (with regard to a single common issue) covered by this Agreement against the City involving the meaning, interpretation, or application of the express provisions of this Agreement may be referred to binding arbitration.

The City retains the right to continue to establish work rules and regulations and such decisions shall not be subject to final and binding arbitration except where such rules and regulations are in conflict with the terms of this Agreement.

Any grievance pertaining to rules and regulations involving suspension, demotion or dismissal shall be subject to review under Section 5.10, "Appeals of Suspensions, Demotions or Dismissal."

If an eligible grievance is not settled in accordance with the foregoing procedure, the employee or Union may refer the grievance to binding arbitration by submitting a written notice to the City Manager within ten (10) calendar days of receipt of the City Manager's or designated representative's decision. Only grievances which have been authorized by the Labor Council shall be referred to binding arbitration.

The City and the Union will file a joint request for a list of nominees for arbitration with the Federal Mediation and Conciliation Service within six (6) months after the Union files the written notice of its intent to refer the grievance to binding arbitration.

Section 5.6 - Selecting An Arbitrator

The City and Labor Council shall jointly request a panel of five (5) arbitrators from the Federal Mediation and Conciliation Service. The arbitrator shall be selected by the alternate striking of names. The party demanding arbitration shall strike the first two (2) names, after which the other party shall strike two (2) names. After four (4) names are stricken by this procedure, the remaining person shall be the arbitrator. The arbitrator shall be notified of his selection by a joint letter from the City and the Labor Council requesting that he set a date and time for the hearing, subject to the availability of City and Labor Council representatives. All arbitration hearings shall be held in Rock Island.

For interest arbitrations, the parties will obtain a 7-member panel from FMCS. The arbitrator shall be selected by the alternate sticking of names. A coin flip determines who strikes first, and each side takes a turn striking an arbitrator. After six (6) names are stricken by this procedure, the remaining person shall be the arbitrator.

Section 5.7 - Authority of Arbitrator

The arbitrator shall act in a judicial, not legislative capacity and shall have no right to recommend to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement or applicable Personnel Rules. He shall only consider and make a decision with respect to the specific issue submitted and shall have no authority to make a decision on any other issue not so submitted to him.

In the event the arbitrator finds a violation of the terms of this Agreement, he shall determine an appropriate remedy.

Section 5.8 - Payment of Arbitration Costs

Expenses for the arbitrator's services and the proceedings shall be borne equally by the City and Labor Council. The City and the Labor Council shall be responsible for compensating its own representatives and witnesses. If either the City or Labor Council desires a verbatim record of the proceedings, it may cause such a record to be provided, provided it pays for the record. If the other party desires a copy of the proceedings, it agrees to pay half of the costs of preparing the records as well as the costs of making a copy.

Section 5.9 - Time-Off

An employee grievant shall be permitted reasonable time without loss of pay during working hours to attend grievance and arbitration hearings. One employee Labor Council representative shall be permitted reasonable time without loss of pay during work hours to attend grievance hearings, and unpaid time to attend arbitration hearings.

Section 5.10 - Appeals of Suspension, Demotion or Dismissal

All suspensions, demotions or discharges of non-probationary officers must be with just cause. Employees represented by the Labor Council who are appealing a suspension, demotion or dismissal shall be required to file a written grievance within ten (10) calendar days of the effective date of the suspension, demotion or dismissal. Appeals not filed within the time limit shall be void.

The parties agree that the Chief of Police (or the Chief's designee) shall have the right to demote, discharge or suspend (for up to thirty (30) calendar days) a non-probationary officer for just cause, without filing charges with the City Board of Fire and Police Commissioners. Neither the Police Chief nor the City or their agents will file charges asking the Board of Fire and Police Commissioners to impose discipline on any non-probationary bargaining unit employee; instead, all such discipline shall be imposed by the Police Chief or his designee.

The decision of the Police Chief or the Chief's designee with respect to the demotion, suspension or dismissal action shall be deemed final, subject only to the review of said decision through the grievance and arbitration procedure. The sole recourse for appealing any such decision by the Chief of Police shall be for the employee to file a grievance as described herein.

If the employee elects to file a grievance as to his or her demotion, suspension or dismissal, the grievance shall be processed in accordance with Section 5.3 of this Article/Agreement, except that it shall be filed directly at Step 2 of the procedure. If the grievance proceeds to arbitration and the arbitrator determines that the disciplinary action was not supported by just cause, the arbitrator shall have the authority to rescind or to modify the disciplinary action and order back pay, or a portion thereof. No relief shall be available from the Board of Fire and Police Commissioners with respect to any matter which is subject to the grievance and arbitration procedures set forth in this Article V of this Agreement. Any appeal of an arbitrator's award shall be in accordance with the provisions of the Uniform Arbitration Act as provided by Section 8 of the IPLRA.

Pursuant to Section 15 of the IPLRA and 65 ILCS 5/10-2.1-17, the parties have negotiated an alternative procedure for resolving discipline based on the grievance and arbitration provision of this Agreement, and the foregoing provisions with respect to the appeal and review of any demotion, suspension or discharge decisions shall be in lieu of, and shall expressly supersede and preempt, any provisions that might otherwise be available under the Rules and Regulations of the City Board of Fire and Police Commissioners.

Discipline of probationary officers, as well as any counseling letter, verbal warnings/reprimands or written warnings/reprimands, shall not be subject to the grievance and arbitration procedure.

ARTICLE VI Fitness Center Memberships

All employees represented by the Labor Council are encouraged to maintain a high level of physical fitness in order to perform at their optimum level. In prior years to promote fitness, the City paid \$235 each year to the health and fitness facility of the employee's choice. Beginning April 1, 1998, the City no longer pays health and fitness facilities directly for these memberships. Rather, each employee was provided \$260 added to his/her base wage on April 1, 1998 to offset expenses incurred by the employee in remaining physically fit to perform his/her duties. This amount shall be added to the base wage permanently and will therefore gradually increase over time as the wage scale increases.

ARTICLE VII Uniforms

Section 7.1 - Uniforms

The City shall have a quartermaster system as described in this Article. The purpose of the quartermaster system is to ensure that employees maintain a professional appearance in uniform.

The City shall provide new officers with their initial uniform issue as determined by the Chief of Police.

For a uniform purchase, officers must provide a completed Request for Uniform Replacement or Purchase form to the Chief and have the request approved by the Chief in his sole discretion prior to the purchase to secure payment for the purchase under this Article. The quartermaster system will not cover optional articles (e.g. leather jacket). The purchase must be from an authorized vendor. The City shall provide for uniform cleaning under the guidelines of the quartermaster system. Plain clothes officers shall be required to maintain a minimum of one complete uniform for winter and summer.

Starting of January each fiscal year of the contract, plain clothes officers designated by promotion, assignment and/or appointed by the Chief of Police shall receive a clothing allowance of \$700 per year.

Employees working as a plain clothes officer after the start of the fiscal year shall be eligible to receive a prorated clothing allowance as follows:

- a) \$700 shall be paid upon promotion, assignment and/or appointment by the Chief of Police;
- b) The plain clothes allowance shall be prorated by dividing the annual allowance by 52 weeks and multiply by the number of weeks the employee was ineligible for the clothing allowance; and
- c) The prorated amount shall be subtracted from next year's clothing allowance.

Clothing purchases are subject to approval by the Chief of Police and shall be considered property of the City. Any expenditure exceeding the clothing allowance shall be paid directly by the officer and be subject to taxation. The items of clothing authorized to be purchased are acceptable ties, belts, dress overcoats, dress sport coats/blazers or jackets (females), suits, dress shirts or blouse, dress shoes, dress slacks.

Officers are authorized to purchase the aforementioned items in addition to appropriate clothing as authorized by the Chief of Police, e.g. tennis/athletic shoes, sweat shirts, jeans, khakis, polo type shirts, holster, raid jackets, magazine holders, handcuff case, weapon light holder and key holder.

The officers shall only wear items purchased under this Agreement while in the performance of official duties. All items purchased under this Agreement during the final year of assignment shall be turned in to the department. Clothing damaged in-the-line of duty will be replaced or repaired at City expense.

Section 7.2 - Tennis Shoes

The purchase of athletic shoes will be discontinued. The City will pay \$150 each year for tennis shoes with the payment being issued at the start of each fiscal year. The \$150 payment will be placed on the employee's payroll check.

ARTICLE VIII Safety Vests

The City shall provide for the maintenance of the protective vests which are issued to employees by the City. The City will follow manufacturer's specifications on replacement practices for worn and damaged vests.

ARTICLE IX Work Stoppages, Slowdowns and Strikes

Any employee represented by the Labor Council who engages in any type of work stoppage, slow down or strike as well as any type of organized activity such as "blue flu" shall be considered to be refusing to perform assigned duties and shall be subject to discipline under Section 8.300 of the Personnel Rules which provides for disciplinary action up to and including dismissal for the first offense.

ARTICLE X Wages

Section 10.1 - Wages

Annual base salaries for employees covered by this Agreement shall be compensated with 0.00% added to the base retroactively to January 1, 2019, with 2.00% added to the base

January 1, 2020, with 3.00% added to the base January 1, 2021, in accordance with the wages attached hereto and incorporated herein as Appendix F.

On or after 7/16/19, new bargaining unit employees will follow the wages scales ending in Step J. Existing bargaining unit employees will follow the wage scales ending in Step G.

The base pay of an officer being promoted will be raised to a step in the pay classification plan that is at least five (5) percent above the base pay of the officer prior to promotion. In the event that the current base pay of the officer is less than five (5) percent below Step G of the pay classification to which he/she is being promoted, the officer will receive a pay increase of five (5) percent upon promotion.

Section 10.2 - Longevity

Longevity pay increases shall be given to full-time permanent employees upon completion of 5, 10, 15, 20, 25 and 30 years of continuous service.

Longevity pay increases shall be given to an employee solely on the basis of continuous full-time employment with the City since the employee's last date of hire less any adjustments due to unapproved leaves without pay, including disciplinary suspensions of any length, in-line of duty injury leave exceeding one year in relation to the same injury, approved leaves without pay exceeding thirty (30) consecutive calendar days, or any periods of part-time and/or temporary employment.

Longevity pay increase shall be effective at the beginning of the pay period immediately following the employee's appropriate anniversary date.

Effective January 1, 2019, longevity increases will be in the amount one and three-quarters percent (1.75%) between all longevity steps in the pay plan after the completion of 5, 10, 15, 20, 25 and 30 years of service, respectively. Longevity pay shall be figured exclusively on the employee's base wage and shall exclude shift differential, specialty pay, and overtime.

Longevity pay increase shall be granted to full-time permanent employees only.

Section 10.3 - Shift Differential

Employees working second and third shifts shall receive differential in the amount of \$.25 for second and \$.30 for third shift per hour.

Section 10.4 - Sergeants' Overtime

Sergeants shall be paid one and one-half (1-1/2) times their regular hourly rate of pay for all hours worked beyond forty (40) for Sergeants assigned to a ten (10) hour shift; or forty (40) for Sergeants assigned to an eight (8) hour shift, which may occur in their seven (7) day work

departmental work schedule. Hours determined at the conclusion will be compensated for on the pay period immediately following the end of the (7) day work schedule.

Sergeants may elect to accrue compensatory time in lieu of a cash payment for overtime at the Sergeant's discretion. Compensatory time shall be accrued at the rate of one and one-half (1-1/2) hours for each compensatory hour earned and shall be subject to the limitations outlined in Section 10.6.

Section 10.5 - Sergeants' Call Back

Sergeants called back to work outside of their normal duty schedule shall be paid a minimum of two (2) hours at time and one-half (1-1/2) even if the actual time worked is less than two (2) hours. This minimum is void if the actual time worked overlaps with their normal work schedule.

Section 10.6 - Sergeants' Compensatory Time

Sergeants may elect to accrue compensatory time in lieu of a cash overtime payment for call back hours worked with the following limitations:

- a) Compensatory time shall be accrued at a time and one-half rate.
- b) If compensatory time is elected in lieu of a minimum payout for call back, court appearance or stand-by, the minimum number of hours eligible for cash payment at the time and one-half rate shall be allowed as compensatory time.
- c) Commencing April 1, 1996, compensatory time shall not be allowed to accrue beyond eighty (80) hours; provided, however:
 - (i.) Employees who as of April 1, 1996, have in excess of eighty (80) hours of compensatory time accrued shall be allowed to retain such hours for future use, but shall not be permitted to further accrue compensatory time until such hours in excess of eighty (80) have been used or bought back by the Employer pursuant to the provisions of subsection (c) (ii) below;
 - (ii.) On April 1 and October 1 of each successive year the Employer shall have the right, should it so choose, to buy back employee's accrued compensatory time hours in excess of forty (40). Payments for compensatory time hours bought back shall be made by separate check to each employee within thirty (30) calendar days of April 1 and October 1 respectively.
- d) Compensatory time shall only be used with the advance approval of the Sergeant's appropriate supervisor. No Sergeant shall be allowed to use more than one week of accrued compensatory time in conjunction with their vacation and/or personal time.

- e) The Sergeant shall make his choice (overtime or compensatory time) known to his appropriate supervisor not later than the end of the pay period in which the overtime hours were worked.

Section 10.7 - Sergeants' Court Time

Sergeants who are required to appear in court or to attend pre-trial conference during their regular off-duty time in order to represent the City shall be paid a minimum of two hours at time and one-half for the first appearance in a day. For more than one appearance in the same day the minimum shall be one hour at time and one-half. The minimums are void if either overlap with the Sergeant's regular work schedule.

Section 10.8 – Sergeant's Specialty Pay

Effective January 1, 2019, an eligible Sergeant shall receive specialty pay for serving as a supervisor of FTOs. The stipend will be \$1,300 annually. The specialty pay shall be added to the base pay and the specialty pay shall be paid to the employee in 26 equal payments during the year and added to regular pay for so long as the person is performing this specialty work.

Section 10.9 – Severance Payment

Effective April 1, 2011, employees covered by this Agreement shall be allowed to directly receive their severance payment or place all or part of it in the ICMA-RC 457 Plan. Plan contributions are on a pre-tax basis and must originate from the City's payroll system and are subject to Plan rules.

ARTICLE XI Rock Island Municipal Employees' Health Benefit Plan

The subject of health insurance has been deferred to the City of Rock Island Health Care Planning Committee by the Agreement For Labor/Management Health Care Planning Committee.

ARTICLE XII Miscellaneous Provisions

Section 12.1 - Vacation

Permanent employees shall be eligible to accumulate paid vacation leave. All vacation leave must be approved in advance by the employee's command officer.

In accordance with General Order 34 and related departmental memoranda concerning requests for time-off, employees are not entitled to submit vacation requests for the period between December 21 and January 2. Commencing in 2012, any employees promoted mid-year who have pre-approved vacation during this time must reschedule it to other days, subject to management approval.

Employees in the class specification of Police Command Officer shall accumulate paid vacation leave as follows:

- 0 - 7 years of service = 3.1 hours/pay period
- 8 - 14 years of service = 4.6 hours/pay period
- 15 and over years of service = 6.2 hours/pay period

Effective March 23, 2009, employees in the class specification of Police Command Officer shall accumulate paid vacation leave as follows:

- 0 thru 7 years of service = 3.1 hours/pay period
- 8 thru 9 years of service = 4.6 hours/pay period
- 10 thru 14 years of service = 5.2 hours/pay period
- 15 thru 19 years of service = 7.1 hours/pay period
- 20 and over years of service = 7.7 hours/pay period

Permanent employees shall earn vacation leave each pay period as set forth in this Section provided he receives pay for at least one-half the total number of hours he was scheduled to work during that pay period. No employee shall be allowed to use paid vacation leave in any pay period which is in excess of the total vacation leave accrued as of the beginning of the pay period in which leave is to be taken.

No employee shall accumulate vacation leave in excess of one and one-half time their normal accrual rate as of the end of the pay period which is paid on the last payday of December of each fiscal year.

Upon separation from employment with the City, all permanent employees shall be paid for whatever vacation leave he may have accumulated.

Section 12.2 - Official City Holidays

The City shall provide an annual notice that sets forth those designated official City holidays.

On the first day of the fiscal year each employee shall receive 64 hours of paid leave to use during the fiscal year. Employees regularly working Monday through Friday shall use holiday leave on days specified by the annual notice of the official City holidays.

Starting March 17, 2014, Sergeants working on July 4, Thanksgiving, Christmas and New Years day will be paid time and one-half for all hours worked on the holiday shift. The holiday shift is defined as the shift which begins on the actual holiday. No change to the holiday bank provisions.

Employees who resign in good standing shall receive pay for any unused holiday leave.

All holiday time accumulated must be used within that fiscal year and shall not be carried over from one fiscal year to the next.

Section 12.3 - Personal Leave

Employees working an average 40 hours week at the rate of eight (8) hours per day shall be allowed 32 hours of personal leave per fiscal year.

Personal leave may be taken at any time for any reason provided the employee obtains the advanced approval to use such leave from their appropriate supervisor. Such approval shall not be withheld without just cause.

Personal leave is not accumulative from one year to the next fiscal year. All personal leave not used by the end of the fiscal year shall be forfeited.

Section 12.4 - Sick Leave

Employees represented by the Labor Council shall be allowed to accumulate sick leave at the rate of 3.7 hours per pay period provided they receive pay for at least 40 hours in a pay period. Sick leave may be accrued without limit and no employee shall be allowed to use sick leave in excess of their accrual as of the beginning of the pay period in which it is to be used.

Sick leave benefits are provided for the specified purpose of maintaining an employee's regular earnings when he/she is absent due to non-work related illness, injury or medical/dental appointments or when the employee is absent due to illness, injury or medical/dental appointments of the employee's child, step-child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, domestic partner or stepparent. in accordance with 820 ILCS 191/1, et al.

Employees referred to the Employee Assistance Program shall be allowed to use sick leave benefits for treatment prescribed by the E.A.P. referral agency and as approved and documented by the E.A.P. Coordinator.

The Chief of Police may require adequate proof of illness or of the need to attend to a member of the employee's immediate household before allowing sick leave benefits to be used.

Employees who are fired or dismissed for just cause shall not be eligible for any payments of unused accumulated sick leave.

Employees who do not provide a written 14 calendar day notice of resignation shall forfeit 80 hours of the final amount of sick leave eligible for payment.

Employees shall be paid for 50% of unused accumulated sick leave up to a maximum of 50% of their unused accumulated sick leave as of March 31, 1978. These hours are payable at the employee's hourly rate of pay as of March 31, 1978.

Employees who resign in good standing at the minimum retirement age with at least the minimum years of service to qualify for a pension or employees who resign in good standing with at least 20 years of continuous service (excluding any periods of temporary employment or periods of absences in excess of 30 consecutive calendar days) shall be eligible for payments of unused accumulated sick leave in excess of their hours accumulated as of March 31, 1978 as follows:

- a) Eligible employees as described above shall be paid for 50% of their unused accumulated sick leave which is in excess of their balance as of March 31, 1978.
- b) The employee's average hourly salary as of March 31 of each year following March 31, 1978 shall be the rate of pay at which sick leave hours described in (a) above shall be paid.

Section 12.5 - Bereavement Leave

All employees shall be allowed up to 24 hours of paid leave for a death in the employee's immediate family. For bereavement leave purposes, immediate family shall be defined as the employee's or his/her spouse's mother, father, sister, brother, son, daughter, husband or wife, grandparents, grandchild, domestic partner or any other relative who lives in the same household as the employee.

Section 12.6 - Job Related Disability Leave

Job related disability leave shall be in compliance with 5 ILCS 345/1-the Public Employee Disability Act, 820 ILCS 305/1-the Worker's Compensation Act, and 5 ILCS 310/1-the Worker's Occupational Diseases Act.

Section 12.7 - Military Leave

Employees who are members of regular reserve units of the Armed Forces or the National Guard shall be paid the difference between their regular salary and the salary they earn while on active duty, provided their active duty salary is less than their regular City salary. This benefit shall be allowed up to a maximum of 14 calendar days per year.

Section 12.8 - Special Leave

Special leave may be allowed with pay for employees to attend training sessions, professional conferences, and other types of meetings, and educational seminars which are beneficial to the employee in the performance of his/her duties. Special leave requires the approval of the Chief of Police and the City Manager.

Section 12.9 - Medical Leave

Permanent employees who have a temporary disability which prevents them from working and who have exhausted sick leave benefits shall be allowed unpaid medical leave for a period not to exceed six (6) months provided all of the following conditions are met:

- a) the temporary disability is verified by the City Physician;
- b) the disability is temporary in nature;
- c) the City Physician certifies that the employee has a reasonable chance to fully recover from the disability and return to work within six (6) months;
- d) the employee files a request for the unpaid medical leave within seven (7) calendar days after the exhaustion of his/her sick leave.

Following medical leave approval, the employee may be placed on Family Medical Leave Act (FMLA) provided he or she has met the qualifications under the city's FMLA policy.

Unpaid medical leave beyond six (6) months may be granted for an additional six (6) months provided all of the above listed conditions are met and such an extension is approved by the Chief of Police, the Personnel Director and the City Manager.

Section 12.10 - Unpaid Leave of Absence

Leaves of absence without pay may be granted for periods of up to one year in length subject to the approval of the Chief of Police, the Personnel Director and the City Manager. Leaves of absence may be granted for various reasons which serve the mutual benefit of the employee and the City of Rock Island.

Section 12.11 - Educational Reimbursements

Employees shall be eligible for partial reimbursement for the cost of books and tuition for Police related work and/or training approved by the Police Chief, the Personnel Director and the City Manager subject to the following conditions:

- a) All requests for reimbursement shall be applied for and approved prior to the beginning of the class/training.
- b) Approved reimbursement shall be paid only after successful completion of the class/training and submission of proper documentation (receipt, canceled check, etc.).
- c) Approved reimbursements shall be at a rate of 100% of the cost for books and tuition and shall not exceed \$2,000 per fiscal year per employee.
- d) Reimbursements shall not be made if employees are eligible for reimbursement from other sources.

Section 12.12 - Seniority

Seniority shall be defined as an employee's length of continuous full-time employment with the City since the date of promotion to the current rank less any adjustments due to unapproved leaves without pay, including disciplinary suspensions of any length, in-line of duty injury leave exceeding one year in relation to the same injury, or approved leaves without pay exceeding thirty (30) consecutive calendar days.

In the event of a tie in seniority when two (2) or more employees are promoted the same day, employee(s) seniority shall be determined in accordance with their ranking on the eligibility list for promotion, (i.e. the higher-ranking employee on the eligibility list becomes more senior).

In the event of demotion, an employee's seniority shall return to the date of the original promotion for the previous rank.

Section 12.13 - Termination of Seniority

An employee's seniority shall terminate for any of the following reasons:

- a) An employee is terminated for just cause by the City,
- b) An employee terminated his employment with the City for any reason,
- c) An employee fails to report to work after expiration of an authorized leave,
- d) An employee is laid off pursuant to the provisions of this Agreement for a period of twenty-four (24) months,
- e) An employee accepts gainful employment while on an approved leave of absence for the Police department except where the employee has received prior approval from the Chief of Police for part-time employment,
- f) An employee is absent for three (3) consecutive scheduled work days without proper notification or authorization,
- g) An employee engages in any type of work stoppage, work slow down, or other type of work interruption,
- h) An employee is terminated or terminates his employment with the City to accept a permanent retirement or disability pension,
- i) An employee is absent due to illness or injury for more than twelve (12) months.

Section 12.14 - Access to Personnel Records

It is understood and agreed that all employee records, including personnel records, disciplinary records, complaints against officers, Internal Affairs records, and investigatory records are confidential and private. The use and review of all such records shall be strictly and solely limited to the employer and the employer's agents, the respective employee and the employee's authorized agent, except for disclosures required by law.

The City agrees that it will comply with the Illinois Review of Personnel Records Act and the Labor Council agrees that administration and enforcement of the provisions of the Act shall be limited to the administration and enforcement provided for in the Act.

Section 12.15 - Resolution of Impasse

If in any case of a dispute between the City and the Labor Council on which the collective bargaining process reaches an impasse with the result that the City and the Labor Council are unable to effect a settlement, then the dispute or impasse shall be resolved according to provisions of Section 1614 of the Illinois Public Labor Relations Act of 1986 or as may be revised from time to time.

Section 12.16 - Shift Assignments

Upon the execution of this agreement, Sergeants, Lieutenants and Captains assigned to patrol shall bid for their assignment for a six-month period commencing on or about July 1, 2014. Thereafter, at the beginning of each fiscal year, the Chief of Police shall make shift assignments for Captains, Lieutenants and Sergeants assigned to patrol. Shift assignment durations will be for two separate six-month periods during the fiscal year: on or about January 1st through June 30th and on or about July 1st through December 31st. During the shift selection period each supervisor will bid their assignments for both six-month periods. The shift schedule shall be posted no later than December 1st to be effective on or about January 1st and on or about July 1st. Shift assignments shall be based upon the employee's seniority within his/her rank, his/her preference and the need to balance shift assignments on the basis of experience and expertise.

After the initial shift assignments have been made, the Chief of Police may adjust manpower as needed. If it is determined that manpower is needed on a given shift and/or days off group, the Chief will determine which shift and/or days off group the replacement manpower will be assigned from. The replacement manpower will be chosen from the selected shift and/or days off group based upon the employee's seniority within rank, their preference, and the need to balance assignments on the basis of experience and expertise. The need to make manpower assignments will not re-open the shift bidding process.

The Chief of Police may change an employee's shift assignment and will give at least 24 hours advance notice, unless emergency prevents such notice.

Section 12.17 - Probation

Any employee promoted to a higher classification shall not receive a permanent appointment for six (6) months and may be returned to his previous certified status, for cause, within six (6) months from the date of promotion. This time period may be extended for cause an additional six (6) months by the Chief of Police with the approval of the City Manager. Step increases in pay, provided the employee is eligible for a step increase, shall be granted in accordance with the City of Rock Island pay plan upon the successful completion of probation rather than upon the completion of six (6) months in the new position.

Section 12.18 - Conversion of Sick Leave for Personal Leave

Each fiscal year, each employee covered by this Agreement shall have the right to convert up to eighty (80) hours of accrued sick leave time pursuant to Section 12.4 at a 2 for 1 exchange rate for up to an additional 40 hours of personal leave time. Said converted hours shall then be subject to the same requirements as other personal leave as described in Section 12.3. A minimum of 192 hours of accrued sick leave must continue to be available to the employee after executing a conversion as described in this Section.

Section 12.19 - Emergency Leave

In the event of a personal emergency and the notification of his/her supervisor, an officer will be released from duty as soon as the situation can be made safe for the general public and the other officers. The officer will return to duty as soon as possible and justify the leave to his/her supervisor. If the supervisor agrees with the need for the emergency leave, the officer may take the lost time as approved leave without pay or paid leave if the circumstances satisfy the use of that paid leave. If the supervisor does not agree with the need for emergency leave, the lost time will be considered as an unpaid, unexcused absence and the officer will be subject to disciplinary action.

Section 12.20 - Pension Trustee Leave

Any employee who serves on the police pension board for the City of Rock Island, subject to a thirty (30) calendar day advance notice to and approval from the Chief of Police or his designee, may attend police pension training seminars and any related business meetings on approved paid leave.

Section 12.21 - Residency

Employees covered under this Agreement are subject to the following residency requirements:

- a) Employees covered by this Agreement who were grandfathered from having to reside within a ten-mile radius of 17th Street and 31st Avenue in Rock Island but within the State of Illinois, as set forth in ordinance 91-131, are continued to be exempt from any residency requirement; and
- b) New hires and employees covered by this Agreement who were restricted by having to reside within a fifteen-mile radius of 17th Street and 31st Avenue in Rock Island but within the State of Illinois, as set forth in ordinance 91-131, are now required to reside within a thirty-mile radius of 17th Street and 31st Avenue in Rock Island but within the State of Illinois;
- c) It is understood that the extension of the residency requirement was made with the consideration such extension would fall below the 60-minute commute time; and

- d) New hires and employees covered by this Agreement are hereby exempt from ordinance 91-131 and any ordinance that provides a restriction upon an employee's residency should any such ordinance be in conflict with the terms of this provision.

Section 12.22 – Random Drug Testing

- a) Circumstances Under Which Drug and/or Alcohol Testing is Permitted.

The City shall have the right to require an employee to submit to alcohol and/or drug testing only while on-duty and only in the following circumstances:

1. Reasonable Suspicion. Sergeants, Lieutenants and Captains are subject to reasonable suspicion testing in accordance with the City's existing Substance Screening Policy (Appendix G);
2. Random Testing.
 - i) Pool. Sergeants, Lieutenants and Captains shall not be included in the city pool with other employees required to submit to random drug and/or alcohol testing; however, the percent of Sergeants, Lieutenants and Captains required to submit to random testing during a calendar year will not be greater than the percent of employees in the city pool who are required to submit to random drug and/or alcohol testing during the same year.
 - ii) Following Collection. After submitting to the random drug and/or alcohol testing, the employee will return to work to finish his/her regular shift.
 - iii) Information Access. The Union shall have the right to information from the City regarding the selection of employees in order to confirm the process is random.
 - iv) On-Duty Testing. The employee selected for random testing will not be sent for such testing until he/she is at work and on-duty.
 - v) Policy Testing Procedures Govern. The parties agree that Sections 5 and 6 (and Table #1) of the existing City Substance Screening Policy shall apply to random drug and alcohol testing for employees. Employees who refuse to follow an order to submit to a random alcohol or drug test authorized herein are subject to discipline including discharge.
3. Officer-Involved Shooting Testing.

Also, pursuant to 50 ILCS 727/1-25, the City may order testing of an officer who discharges his/her firearm, causing the death or injury to a person or persons, during the performance of his or her official duties or in the line of duty. Testing under these circumstances must be completed as soon as practicable after the officer-involved shooting but no later than the end of the involved officer's shift or tour of duty. The

testing process for these incidents shall follow the same protocol as with the other drug and alcohol testing performed pursuant to this agreement.

b. Procedure Following a Positive Test Result

1. Upon receipt of notification of a positive test result, the Police Chief or his/her representative shall notify the affected employee, who will be referred to the Substance Abuse Professional (SAP) and will not return to work until released by the Medical Review Officer (MRO). The employee may choose to use any accumulated benefit time for this absence from work. The employee will exhaust paid leave in the following order: vacation, personal, holiday and compensatory time. After these leave banks are exhausted, an employee may use accrued sick leave or be placed on leave without pay.
2. In the first instance that an employee tests positive on the confirmatory test for drugs or alcohol, the employee must comply with the MRO's treatment plan, whereby the employee agrees to:
 - i. Undergo and complete appropriate treatment as determined by the SAP; and
 - ii. Discontinue use of illegal drugs or abuse of alcohol; and
 - iii. After returning to work, the employee is obligated to complete the aftercare and follow-up testing program required by the SAP.
3. Employees who do not agree to or who do not act in accordance with the foregoing, or who test positive a second or subsequent time shall be subject to discipline, up to including discharge. If the employee meets all the requirements imposed by the SAP, the City may discipline the employee but not discharge the employee. Any employee who fails an alcohol or drug test (other than a progress test taken during the initial treatment period while the employee is not working) more than once in any ten year period shall be discharged.

This Section shall in no way limit discipline for other offenses arising out of, related to or aggravated by alcohol or drug abuse (such as possession of illegal drugs). In cases of misconduct arising out of, related to, or aggravated by alcohol or drug abuse, the discipline imposed shall be based upon the extent, severity, and/or consequences of the misconduct (including whether such misconduct is a violation of public law).

c. Right to Contest.

The Union and/or employee, with or without the Union shall have the right to file a grievance concerning any testing permitted by this Agreement.

ARTICLE XIII Entire Agreement

Section 13.1 - Entire Agreement

This Agreement, together with any side letters executed contemporaneously with or subsequent to this Agreement, constitutes the entire Agreement between the parties and concludes collective bargaining on any subject. The City and the Labor Council acknowledge that this document is a labor agreement pursuant to the Illinois Public Labor Relations Act.

Section 13.2 - Amendment

This Agreement may be amended by the mutual written agreement of the parties and shall then become part of this Agreement.

Section 13.3 – Continuing Effect

Notwithstanding any provision or provisions of this Agreement to the contrary, this Agreement shall remain in full force and effect after the expiration date and until a new Agreement is reached.

ARTICLE XIV Duration

Section 14.0 - Duration

This Agreement shall be effective from January 1, 2019 and shall remain in full force and effect until December 31, 2021. The provisions of this Agreement shall automatically be renewed from year-to-year after December 31, 2021, unless either party shall notify the other in writing at least sixty (60) days prior to the expiration date of its desire to modify this Agreement. If such notice is given, negotiations shall begin not later than thirty (30) days after the date receipt of such notice.

This Agreement is executed and approved this 11TH day of September 2019.

City of Rock Island, Illinois

By: [Signature]
City Manager

Date: 9/11/19

Attest: _____

Illinois Fraternal Order of Police Labor Council

By: [Signature]
Chief Negotiator

By: [Signature]
Labor Council Negotiator

By: [Signature]
Labor Council Negotiator

By: [Signature]
Labor Council Negotiator

APPENDIX A
DUES AUTHORIZATION FORM

ILLINOIS FRATERNAL ORDER OF POLICE
LABOR COUNCIL
974 CLOCK TOWER DRIVE
SPRINGFIELD, ILLINOIS 62704

I, _____, understand that under the U.S. Constitution I have a right not to belong to a union. By my signature I hereby waive this right and opt to join the IL FOP Labor Council. I hereby authorize my Employer, the City of Rock Island, to deduct from my wages the uniform amount of monthly dues set by the Illinois Fraternal Order of Police Labor Council, for expenses connected with the cost of negotiating and maintaining the collective bargaining agreement between the parties and to remit such dues to the Illinois Fraternal Order of Police Labor Council as it may from time to time direct. In addition, I authorize my Employer to deduct from my wages any back dues owed to the Illinois Fraternal Order of Police Labor Council from the date of my employment, in such manner as it so directs.

Date: _____

Signed: _____

Address: _____

City: _____

State: _____ Zip: _____

Telephone: _____

Personal E-mail: _____

Employment Start Date: _____

Title: _____

Employer, please remit all dues deductions to:

Illinois Fraternal Order of Police Labor Council
Attn: Accounting
974 Clock Tower Drive
Springfield, Illinois 62704

(217) 698-9433

Dues remitted to the Illinois Fraternal Order of Police Labor Council are not tax deductible as charitable contributions for federal income tax purposes; however, they may be deductible on Schedule A of Form 1040 as a miscellaneous deduction. Please check with your tax preparer regarding deductibility.

APPENDIX B

GRIEVANCE

(use additional sheets where necessary)

Lodge/Unit No.:

Year:

Grievance No.:



Date Filed:

Department:

Grievant's Name:

Last

First

M.I.

STEP TWO - CHIEF OF POLICE

Date of Incident or Date Knew of Facts Giving Rise to Grievance:

Article(s)/Sections(s) violated: _____, and all applicable Articles

Briefly state the facts:

Remedy Sought:

in part and in whole, make grievant(s) whole.

Given To:

Date:

Grievant's Signature

FOP Representative Signature

EMPLOYER'S RESPONSE

Employer Representative Signature

Position

Person to Whom Response Given

Date

STEP THREE - CITY MANAGER

Reasons for Advancing Grievance:

Given To:

Date:

Grievant's Signature

FOP Representative Signature

EMPLOYER'S RESPONSE

Employer Representative Signature

Position

Person to Whom Response Given

Date

APPENDIX C

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APPENDIX D

POLICY FOR THE USE OF TOBACCO PRODUCTS IN CITY OWNED OR LEASED VEHICLES AND CITY OWNED FACILITIES

I. PURPOSE

The City of Rock Island provides vehicles for City business purposes and the City is committed to promoting a safe and healthy work environment for employees and citizens. Since the use of and exposure to tobacco products has been linked to serious health hazards, the use of tobacco products in City-owned, operated and leased vehicles and City-owned or operated facilities is prohibited.

II. POLICY

- A. The City of Rock Island prohibits the use of tobacco products in vehicles owned, operated or leased by the City and within city facilities except with the Police Chief's approval.
- B. Any employee who violates this policy shall be subject to disciplinary action.
- C. Each City department supervisor is responsible for enforcing this policy.
- D. Use of tobacco products shall not apply to law enforcement personnel as part of any undercover work.

III. DEFINITIONS

- A. **USE OF TOBACCO PRODUCTS:** Inhaling, exhaling, burning, holding or having in one's possession a lighted cigarette, cigar, pipe or other object conducive to releasing tobacco smoke.
- B. **VEHICLE:** The term vehicle, as used in this policy includes any motorized vehicle or equipment such as cars, trucks, vans, backhoes, endloaders, street sweepers, or non-motorized mobile equipment such as bicycles.
- C. **FACILITY:** The term facility, as used in this policy includes any building or structure (including the Municipal parking ramp located at 16 Street and 3rd Avenue) owned or operated by the City of Rock Island.

IV. POLICY RESOURCE

City employees who wish to stop smoking or need assistance may contact the Personnel Department by phone at 732-2050.

APPENDIX E

LETTER OF AGREEMENT

WHEREAS, the City of Rock Island, Illinois ("City") and Illinois Fraternal Order of Police Labor Council representing the Rock Island Command Officers Association, ("Labor Council") are parties to a Labor Agreement effective March 26, 2007 to March 21, 2010 ("Labor Agreement"); and

WHEREAS, by this Letter of Agreement the City and the Labor Council shall state their agreement concerning pay for performance.

NOW THEREFORE, it is agreed as follows:

1. Pay for performance wage increases that have been implemented and employees have begun receiving as of July 20, 2007 shall remain in effect and general wage increases shall apply to wages including such pay for performance wage increases.

2. Based on the employee's anniversary date, any evaluations that were due before July 20, 2007 shall be eligible for a performance pay increase and general wage increases shall apply to wages including such pay for performance wage increases.

IT IS FURTHER AGREED, there shall be no pay for performance increases implemented after July 20, 2007.

The City will continue to conduct annual performance evaluations of employees covered by the Labor Agreement but such annual performance evaluations shall not result in pay for performance wage increases.

Neither party waives any argument they had or may have regarding pay for performance and its relationship to general wage increases, nor shall this agreement/understanding be used against either side in any forum addressing the subject of this relationship of pay for performance and general wage increases.

CITY OF ROCK ISLAND, ILLINOIS

ROCK ISLAND COMMAND OFFICERS
ASSOCIATION/ILLINOIS FRATERNAL ORDER
OF POLICE LABOR COUNCIL, INC.

By: [Signature]
City Manager

By: [Signature]
~~President~~ CCA Representative

Date: 9/7/07

Date: _____

Attest: [Signature]
City Clerk

Attest: _____
Secretary

[Signature]
Illinois CCA Representative
FOP LC

APPENDIX F

SALARY SCHEDULE FOR THOSE IN THE BARGAINING UNIT PRIOR TO 7/16/19

Command Officers Range

City of Rock Island (Employees in COA Bargaining Unit Prior To 7/16/19)

Effective Date: 1/1/2019

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 13-P	Police Sergeant	379	63,712	66,803	70,044	73,447	77,015	80,772	84,708	Annual Total
			2,450.48	2,589.35	2,694.00	2,824.88	2,982.12	3,108.62	3,257.92	Bi-Weekly Rate
			30.6308	32.1168	33.6750	35.3111	37.0264	38.8327	40.7240	Hourly Rate
			64,827	67,972	71,270	74,732	78,363	82,186	86,188	5 YR Longevity
			2,483.34	2,614.31	2,741.15	2,874.32	3,013.95	3,180.98	3,314.94	Bi-Weekly Rate
			31.1668	32.6789	34.2643	35.8290	37.6744	39.5123	41.4367	Hourly Rate
			65,961	69,162	72,517	76,040	79,734	83,624	87,697	10 YR Longevity
			2,536.98	2,680.06	2,789.12	2,924.62	3,088.70	3,218.30	3,372.95	Bi-Weekly Rate
			31.7122	33.2508	34.8639	36.5578	38.3337	40.2037	42.1619	Hourly Rate
			67,116	70,372	73,786	77,371	81,129	85,087	89,231	15 YR Longevity
			2,581.38	2,708.61	2,837.92	2,975.80	3,120.36	3,272.58	3,431.97	Bi-Weekly Rate
			32.2672	33.8326	35.4741	37.1975	39.0045	40.9073	42.8997	Hourly Rate
			68,290	71,603	75,077	78,725	82,549	86,576	90,793	20 YR Longevity
			2,626.55	2,753.98	2,887.59	3,027.88	3,174.97	3,329.85	3,492.03	Bi-Weekly Rate
			32.8319	34.4247	36.0949	37.8485	39.6871	41.6232	43.6504	Hourly Rate
			69,485	72,856	76,391	80,103	83,994	88,061	92,382	25 YR Longevity
			2,672.51	2,802.17	2,938.12	3,080.87	3,230.53	3,388.13	3,553.14	Bi-Weekly Rate
			33.4064	35.0271	36.7285	38.5108	40.3817	42.3516	44.4143	Hourly Rate
			70,701	74,131	77,726	81,504	85,464	89,633	93,998	30 YR Longevity
			2,719.28	2,851.21	2,989.54	3,134.78	3,287.07	3,447.42	3,615.32	Bi-Weekly Rate
			33.9910	35.6401	37.3692	39.1848	41.0883	43.0927	45.1916	Hourly Rate

Command Officers Range

City of Rock Island (Employees in COA Bargaining Unit Prior To 7/16/19)

Effective Date: 1/1/2020

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 13-P	Police Sergeant	379	64,966	66,139	71,445	74,916	76,555	82,367	86,400	Annual Total
			2,499.47	2,620.73	2,747.88	2,881.38	3,021.36	3,166.75	3,323.06	Bi-Weekly Rate
			31.2434	32.7592	34.3486	36.0173	37.7670	39.6093	41.5385	Hourly Rate
			66,123	68,331	72,695	76,227	79,930	83,829	87,912	5 YR Longevity
			2,543.21	2,666.60	2,795.97	2,931.81	3,074.23	3,224.20	3,381.24	Bi-Weekly Rate
			31.7901	33.3324	34.9496	36.6476	38.4279	40.3025	42.2654	Hourly Rate
			67,281	70,545	73,967	77,561	81,329	85,296	89,461	10 YR Longevity
			2,587.72	2,713.26	2,844.90	2,983.11	3,128.03	3,280.82	3,440.41	Bi-Weekly Rate
			32.3465	33.9158	35.5612	37.2889	39.1004	41.0078	43.0051	Hourly Rate
			68,458	71,779	75,262	78,918	82,762	86,789	91,016	15 YR Longevity
			2,633.00	2,780.74	2,894.68	3,035.32	3,182.77	3,338.04	3,500.61	Bi-Weekly Rate
			32.9125	34.5093	36.1835	37.9415	39.7846	41.7254	43.7577	Hourly Rate
			69,656	73,035	76,579	80,299	84,200	88,308	92,609	20 YR Longevity
			2,679.08	2,809.06	2,945.34	3,088.44	3,238.47	3,396.45	3,561.87	Bi-Weekly Rate
			33.4885	35.1132	36.8167	38.6054	40.4809	42.4556	44.5234	Hourly Rate
			70,875	74,314	77,919	81,705	85,674	89,853	94,229	25 YR Longevity
			2,725.96	2,858.21	2,996.88	3,142.48	3,295.14	3,455.89	3,624.21	Bi-Weekly Rate
			34.0746	35.7277	37.4610	39.2810	41.1893	43.1988	45.3026	Hourly Rate
			72,115	75,614	79,283	83,134	87,173	91,428	95,978	30 YR Longevity
			2,773.67	2,908.23	3,049.33	3,197.48	3,352.81	3,516.37	3,687.63	Bi-Weekly Rate
			34.6709	36.3529	38.1166	39.9685	41.9101	43.9546	46.0954	Hourly Rate

Command Officers Range

City of Rock Island (Employees In COA Bargaining Unit Prior To 7/18/19)

Effective Date: 1/1/2021

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 13-P	Police Sergeant	379	68,936	70,183	73,588	77,183	80,912	84,859	88,992	Annual Total
			2,574.46	2,899.35	2,830.32	2,967.83	3,111.99	3,263.79	3,422.77	Bi-Weekly Rate
			32.1806	33.7419	35.3790	37.0978	38.8998	40.7974	42.7848	Hourly Rate
			68,107	71,411	74,875	78,514	82,328	86,344	90,549	8 YR Longevity
			2,619.50	2,748.59	2,879.85	3,019.76	3,166.45	3,320.91	3,482.67	Bi-Weekly Rate
			32.7437	34.3324	35.9961	37.7470	39.5806	41.5114	43.5333	Hourly Rate
			69,299	72,661	76,186	79,888	83,768	87,855	92,134	10 YR Longevity
			2,865.34	2,794.68	2,930.25	3,072.61	3,221.86	3,379.02	3,543.61	Bi-Weekly Rate
			33.3167	34.9332	36.6281	38.4076	40.2732	42.2378	44.2952	Hourly Rate
			70,512	73,933	77,520	81,286	85,234	89,392	93,748	15 YR Longevity
			2,711.98	2,843.58	2,981.53	3,126.38	3,278.24	3,436.16	3,605.63	Bi-Weekly Rate
			33.8988	35.5445	37.2691	39.0797	40.9780	42.9770	45.0703	Hourly Rate
			71,746	75,226	78,876	82,708	86,726	90,956	95,387	20 YR Longevity
			2,759.44	2,893.33	3,033.71	3,181.09	3,335.61	3,498.33	3,668.73	Bi-Weekly Rate
			34.4930	36.1666	37.9213	39.7636	41.6951	43.7291	45.8591	Hourly Rate
			73,001	76,543	80,257	84,156	88,244	92,548	97,066	25 YR Longevity
			2,807.73	2,943.96	3,086.80	3,236.76	3,393.98	3,559.55	3,732.93	Bi-Weekly Rate
			35.0987	36.7995	38.5849	40.4595	42.4248	44.4843	46.6616	Hourly Rate
			74,279	77,882	81,661	85,628	89,788	94,168	98,765	30 YR Longevity
			2,866.87	2,995.48	3,140.81	3,293.40	3,453.38	3,621.84	3,798.26	Bi-Weekly Rate
			35.7109	37.4435	39.2902	41.1875	43.1672	45.2730	47.4782	Hourly Rate

Command Officers Range

City of Rock Island (Employees in COA Bargaining Unit Prior To 7/16/19)

Effective Date: 1/1/2019

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 16-P	Police Lieutenant	389	68,877	72,139	75,553	79,149	82,922	86,883	91,037	Annual Total
			2,649.12	2,774.58	2,905.88	3,044.18	3,189.31	3,341.65	3,501.42	Bi-Weekly Rate
			33.1139	34.6622	36.3236	38.0524	39.8663	41.7707	43.7678	Hourly Rate
			70,082	73,401	76,876	80,534	84,373	88,403	92,630	5 YR Longevity
			2,695.47	2,823.13	2,956.74	3,097.47	3,245.12	3,400.13	3,562.70	Bi-Weekly Rate
			33.6934	35.2892	36.9592	38.7183	40.5640	42.5017	44.5337	Hourly Rate
			71,309	74,686	78,220	81,943	85,850	89,951	94,251	10 YR Longevity
			2,742.65	2,872.54	3,008.48	3,151.67	3,301.91	3,459.64	3,625.05	Bi-Weekly Rate
			34.2831	35.9067	37.6060	39.3959	41.2739	43.2454	45.3131	Hourly Rate
			72,557	75,993	79,589	83,377	87,362	91,525	95,901	15 YR Longevity
			2,790.84	2,922.81	3,061.13	3,206.83	3,359.69	3,520.18	3,688.48	Bi-Weekly Rate
			34.8830	36.5361	38.2641	40.0653	41.9462	44.0022	46.1060	Hourly Rate
			73,826	77,323	80,982	84,837	88,881	93,126	97,579	20 YR Longevity
			2,839.48	2,973.96	3,114.70	3,262.95	3,418.49	3,581.78	3,753.03	Bi-Weekly Rate
			35.4935	37.1744	38.9337	40.7868	42.7311	44.7723	46.9129	Hourly Rate
			75,118	78,676	82,399	86,321	90,438	94,758	99,288	25 YR Longevity
			2,889.17	3,026.00	3,169.21	3,320.05	3,478.31	3,644.46	3,818.71	Bi-Weekly Rate
			36.1146	37.8250	39.6151	41.5006	43.4789	45.5558	47.7339	Hourly Rate
			76,433	80,053	83,841	87,832	92,019	96,414	101,024	30 YR Longevity
			2,939.73	3,078.95	3,224.87	3,378.15	3,539.18	3,708.24	3,885.54	Bi-Weekly Rate
			36.7466	38.4889	40.3083	42.2268	44.2398	46.3530	48.5692	Hourly Rate

Command Officers Range

City of Rock Island (Employees in COA Bargaining Unit Prior To 7/16/19)

Effective Date: 1/1/2020

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 16-P	Police Lieutenant	389	70,255	73,582	77,064	80,732	84,580	88,621	92,858	Annual Total
			2,702.10	2,830.07	2,964.00	3,105.08	3,253.09	3,408.49	3,571.45	Bi-Weekly Rate
			33,7762	35,3759	37,0500	38,8135	40,6637	42,6061	44,6431	Hourly Rate
			71,484	74,859	78,413	82,145	86,061	90,172	94,483	5 YR Longevity
			2,749.38	2,879.59	3,015.87	3,159.41	3,310.02	3,468.14	3,633.95	Bi-Weekly Rate
			34,3673	35,9949	37,6984	39,4827	41,3753	43,3517	45,4244	Hourly Rate
			72,735	76,180	79,785	83,582	87,567	91,750	96,136	10 YR Longevity
			2,797.50	2,929.99	3,068.65	3,214.70	3,367.95	3,528.83	3,697.55	Bi-Weekly Rate
			34,9887	36,6248	38,3581	40,1838	42,0994	44,1103	46,2193	Hourly Rate
			74,008	77,513	81,181	85,045	89,099	93,355	97,819	15 YR Longevity
			2,846.45	2,981.26	3,122.35	3,270.96	3,426.89	3,590.58	3,762.25	Bi-Weekly Rate
			35,5807	37,2658	39,0294	40,8870	42,8361	44,8823	47,0282	Hourly Rate
			75,303	78,869	82,602	86,533	90,658	94,989	99,630	20 YR Longevity
			2,895.27	3,033.43	3,176.99	3,328.20	3,486.86	3,653.42	3,828.09	Bi-Weekly Rate
			36,2033	37,9179	39,7124	41,6025	43,5857	45,6677	47,8512	Hourly Rate
			76,621	80,250	84,047	88,048	92,245	96,651	101,272	25 YR Longevity
			2,946.95	3,086.52	3,232.59	3,386.45	3,547.88	3,717.35	3,895.08	Bi-Weekly Rate
			36,6359	38,5615	40,4074	42,3306	44,3485	46,4609	48,6686	Hourly Rate
			77,962	81,654	85,518	89,588	93,859	98,343	103,044	30 YR Longevity
			2,998.52	3,140.53	3,289.16	3,445.71	3,609.97	3,782.41	3,963.25	Bi-Weekly Rate
			37,4816	39,2567	41,1145	43,0714	45,1246	47,2801	49,5406	Hourly Rate

Command Officers Range

City of Rock Island (Employees In COA Bargaining Unit Prior To 7/16/19)

Effective Date: 1/1/2021

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 16-P	Police Lieutenant	369	72,983	75,789	79,376	83,154	87,117	91,280	95,644	Annual Total
			2,783.18	2,914.98	3,052.92	3,198.23	3,350.67	3,510.76	3,678.61	Bi-Weekly Rate
			34.7887	36.4372	38.1615	39.9779	41.8834	43.8844	45.9826	Hourly Rate
			73,629	77,118	80,785	84,609	88,642	92,877	97,318	5 YR Longevity
			2,831.88	2,965.99	3,108.35	3,254.20	3,409.31	3,572.19	3,742.98	Bi-Weekly Rate
			35.3986	37.0749	38.8293	40.6775	42.6163	44.6524	46.7873	Hourly Rate
			74,918	78,465	82,178	86,090	90,193	94,502	99,021	10 YR Longevity
			2,881.44	3,017.90	3,160.71	3,311.15	3,468.97	3,634.71	3,808.48	Bi-Weekly Rate
			36.0180	37.7237	39.5088	41.3893	43.3621	45.4338	47.6060	Hourly Rate
			76,229	79,838	83,617	87,598	91,772	96,156	100,753	15 YR Longevity
			2,931.87	3,070.71	3,216.02	3,369.09	3,529.68	3,698.31	3,875.13	Bi-Weekly Rate
			36.6483	38.3839	40.2002	42.1135	44.1209	46.2288	48.4391	Hourly Rate
			77,583	81,236	85,080	89,129	93,378	97,839	102,517	20 YR Longevity
			2,983.18	3,124.45	3,272.30	3,428.05	3,591.45	3,763.03	3,942.96	Bi-Weekly Rate
			37.2897	39.0556	40.9037	42.8506	44.8931	47.0379	49.2868	Hourly Rate
			78,920	82,657	86,569	90,689	95,012	99,551	104,311	25 YR Longevity
			3,035.38	3,179.12	3,329.57	3,488.04	3,654.30	3,828.89	4,011.95	Bi-Weekly Rate
			37.9423	39.7381	41.6196	43.6005	45.6787	47.8611	50.1493	Hourly Rate
			80,301	84,104	88,084	92,276	96,674	101,293	106,136	30 YR Longevity
			3,088.50	3,234.76	3,387.83	3,549.08	3,718.25	3,895.89	4,082.16	Bi-Weekly Rate
			38.8083	40.4345	42.3479	44.3635	46.4781	48.6987	51.0270	Hourly Rate

Command Officers Range

City of Rock Island (Employees In COA Bargaining Unit Prior To 7/16/19)

Effective Date: 1/1/2019

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 18-P	Police Captain	523	71,782	75,260	78,919	82,787	86,805	91,048	95,501	Annual Total
			2,760.08	2,894.62	3,035.35	3,183.35	3,338.65	3,501.85	3,673.12	Bi-Weekly Rate
			34.5010	36.1827	37.9418	39.7918	41.7332	43.7731	45.9139	Hourly Rate
			73,018	76,577	80,300	84,218	88,324	92,641	97,172	5 YR Longevity
			2,808.38	2,945.27	3,088.48	3,239.05	3,397.08	3,563.13	3,737.39	Bi-Weekly Rate
			35.1047	36.8159	38.6058	40.4882	42.4635	44.5391	46.7174	Hourly Rate
			74,296	77,917	81,705	85,669	89,870	94,263	98,873	10 YR Longevity
			2,857.52	2,998.81	3,142.51	3,295.74	3,456.53	3,625.48	3,802.80	Bi-Weekly Rate
			35.7191	37.4802	39.2814	41.1957	43.2088	45.3185	47.5350	Hourly Rate
			75,586	79,281	83,135	87,189	91,442	95,912	100,603	15 YR Longevity
			2,907.53	3,049.26	3,197.51	3,353.41	3,517.02	3,688.93	3,869.35	Bi-Weekly Rate
			36.3441	38.1157	39.9888	41.9177	43.9627	46.1116	48.3689	Hourly Rate
			76,919	80,668	84,580	88,715	93,043	97,591	102,364	20 YR Longevity
			2,958.41	3,102.62	3,253.48	3,412.10	3,578.57	3,753.49	3,937.06	Bi-Weekly Rate
			36.9802	38.7827	40.6683	42.6512	44.7321	46.9186	49.2133	Hourly Rate
			78,265	82,080	86,070	90,267	94,671	99,298	104,155	25 YR Longevity
			3,010.19	3,158.92	3,310.40	3,471.81	3,641.18	3,818.17	4,005.86	Bi-Weekly Rate
			37.6273	39.4614	41.3800	43.3976	45.5149	47.7396	50.0745	Hourly Rate
			79,634	83,516	87,577	91,847	96,328	101,038	105,978	30 YR Longevity
			3,062.86	3,212.16	3,368.33	3,532.57	3,704.91	3,886.01	4,076.08	Bi-Weekly Rate
			38.2858	40.1520	42.1041	44.1571	46.3114	48.5751	50.9508	Hourly Rate

Command Officers Range

City of Rock Island (Employees in COA Bargaining Unit Prior To 7/16/10)

Effective Date: 1/1/2020

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 18-P	Police Captain	623	73,197	76,766	80,497	84,422	88,541	92,860	97,411	Annual Total
			2,815.28	2,952.51	3,096.05	3,247.01	3,405.43	3,571.88	3,746.58	Bi-Weekly Rate
			35.1910	36.9063	38.7007	40.5877	42.5678	44.6485	46.8322	Hourly Rate
			74,478	78,109	81,906	85,900	90,091	94,484	99,116	6 YR Longevity
			2,864.55	3,004.18	3,150.23	3,303.84	3,465.02	3,634.39	3,812.14	Bi-Weekly Rate
			35.8008	37.5522	39.3779	41.2979	43.3128	45.4299	47.6518	Hourly Rate
			75,762	79,475	83,339	87,403	91,667	96,148	100,850	10 YR Longevity
			2,914.68	3,056.75	3,205.36	3,361.65	3,525.66	3,697.99	3,878.86	Bi-Weekly Rate
			36.4334	38.2094	40.0670	42.0207	44.0707	46.2249	48.4857	Hourly Rate
			77,108	80,868	84,798	88,933	93,271	97,830	102,615	15 YR Longevity
			2,966.88	3,110.24	3,261.46	3,420.48	3,587.36	3,762.71	3,946.74	Bi-Weekly Rate
			37.0710	38.8780	40.7682	42.7560	44.8420	47.0338	49.3342	Hourly Rate
			78,457	82,281	86,282	90,489	94,904	99,542	104,411	20 YR Longevity
			3,017.58	3,164.67	3,318.53	3,480.34	3,650.14	3,828.66	4,015.80	Bi-Weekly Rate
			37.7195	39.5584	41.4817	43.5043	45.6267	47.8569	50.1975	Hourly Rate
			79,830	83,721	87,792	92,072	96,564	101,284	106,238	25 YR Longevity
			3,070.39	3,220.06	3,376.61	3,541.25	3,714.02	3,895.55	4,086.06	Bi-Weekly Rate
			38.3799	40.2507	42.2076	44.2656	46.4252	48.6944	51.0760	Hourly Rate
			81,227	85,187	89,328	93,684	98,254	103,057	108,097	30 YR Longevity
			3,124.12	3,276.40	3,435.70	3,603.22	3,779.01	3,963.73	4,157.59	Bi-Weekly Rate
			39.0515	40.9551	42.9462	45.0402	47.2376	49.5466	51.9698	Hourly Rate

Command Officers Range

City of Rock Island (Employees in COA Bargaining Unit Prior To 7/16/19)

Effective Date: 1/1/2021

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 18-P	Police Captain	523	78,393	79,068	82,912	86,956	91,197	95,655	100,393	Annual Total
			2,899.73	3,041.08	3,188.92	3,344.41	3,507.59	3,679.04	3,858.97	Bi-Weekly Rate
			36.2466	36.0134	39.9815	41.9051	43.8448	45.9880	48.2372	Hourly Rate
			76,712	80,452	84,363	88,476	92,793	97,329	102,089	5 YR Longevity
			2,950.47	3,094.29	3,244.73	3,402.94	3,568.97	3,743.42	3,926.51	Bi-Weekly Rate
			36.8809	38.9787	40.5691	42.5367	44.6121	46.7928	49.0813	Hourly Rate
			78,055	81,860	85,839	90,025	94,417	99,032	103,876	10 YR Longevity
			3,002.11	3,148.44	3,301.51	3,462.49	3,631.43	3,808.93	3,995.22	Bi-Weekly Rate
			37.5263	39.3555	41.2689	43.2811	45.3928	47.6117	49.9403	Hourly Rate
			79,421	83,282	87,341	91,600	96,069	100,765	105,956	15 YR Longevity
			3,054.84	3,203.54	3,359.28	3,523.08	3,694.98	3,875.59	4,075.22	Bi-Weekly Rate
			38.1830	40.0443	41.9911	44.0385	46.1872	48.4449	50.9403	Hourly Rate
			80,811	84,750	88,870	93,203	97,751	102,529	107,610	20 YR Longevity
			3,108.10	3,259.60	3,418.07	3,584.74	3,759.84	3,943.41	4,146.54	Bi-Weekly Rate
			38.8512	40.7450	42.7259	44.8092	46.9955	49.2927	51.8317	Hourly Rate
			82,225	86,233	90,425	94,834	99,481	104,323	109,697	25 YR Longevity
			3,162.49	3,316.65	3,477.89	3,647.47	3,825.43	4,012.42	4,219.10	Bi-Weekly Rate
			39.5311	41.4581	43.4736	45.5834	47.8179	50.1653	52.7388	Hourly Rate
			83,684	87,742	92,008	96,494	101,202	106,140	111,616	30 YR Longevity
			3,217.83	3,374.69	3,538.75	3,711.30	3,892.38	4,082.64	4,292.94	Bi-Weekly Rate
			40.2229	42.1836	44.2344	46.3912	48.6547	51.0330	53.6617	Hourly Rate

SALARY SCHEDULE FOR THOSE IN THE BARGAINING UNIT AFTER 7/16/19

Command Officers Range

City of Rock Island (Employees Entering COA Bargaining Unit After 7/16/19)

Effective Date

1/1/2019

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	
TP 13-P	Police Sergeant	379	63,712	66,803	70,044	73,447	77,015	80,772	81,741	82,722	83,715	84,706	Annual Total
			2,450.46	2,569.36	2,694.00	2,824.88	2,962.12	3,106.02	3,143.88	3,181.62	3,219.81	3,257.92	Bi-Weekly Rate
			30.6308	32.1168	33.6750	35.3111	37.0264	38.8327	39.2986	39.7702	40.2476	40.7240	Hourly Rate
			64,827	67,972	71,270	74,732	78,363	82,166	83,171	84,170	85,180	86,188	5 YR Longevity
			2,493.34	2,614.31	2,741.15	2,874.32	3,013.95	3,160.98	3,198.90	3,237.29	3,276.15	3,314.94	Bi-Weekly Rate
			31.1688	32.6789	34.2643	35.9290	37.6744	39.5123	39.9863	40.4682	40.9519	41.4367	Hourly Rate
			65,961	69,162	72,517	76,040	79,734	83,624	84,627	85,643	86,671	87,697	10 YR Longevity
			2,536.98	2,660.06	2,789.12	2,924.62	3,066.70	3,216.30	3,254.88	3,293.95	3,333.49	3,372.95	Bi-Weekly Rate
			31.7122	33.2508	34.8639	36.5578	38.3337	40.2037	40.6860	41.1743	41.6686	42.1619	Hourly Rate
			67,116	70,372	73,786	77,371	81,129	85,067	86,108	87,141	88,187	89,231	15 YR Longevity
			2,581.38	2,706.61	2,837.92	2,975.80	3,120.30	3,272.58	3,311.64	3,351.59	3,391.82	3,431.97	Bi-Weekly Rate
			32.2872	33.8326	35.4741	37.1975	39.0045	40.9073	41.3980	41.8949	42.3978	42.8997	Hourly Rate
			68,290	71,603	75,077	78,725	82,549	86,576	87,615	88,666	89,731	90,793	20 YR Longevity
			2,626.55	2,753.98	2,887.59	3,027.88	3,174.97	3,329.85	3,369.80	3,410.24	3,451.18	3,492.03	Bi-Weekly Rate
			32.8319	34.4247	36.0949	37.8485	39.6871	41.6232	42.1225	42.6280	43.1397	43.6504	Hourly Rate
			69,485	72,856	76,391	80,103	83,994	88,001	89,148	90,218	91,301	92,382	25 YR Longevity
			2,672.51	2,802.17	2,938.12	3,080.87	3,230.53	3,388.13	3,428.77	3,469.92	3,511.58	3,553.14	Bi-Weekly Rate
			33.4084	35.0271	36.7265	38.5108	40.3817	42.3516	42.8597	43.3740	43.8947	44.4143	Hourly Rate
			70,701	74,131	77,728	81,504	85,484	89,633	90,708	91,797	92,899	93,998	30 YR Longevity
			2,719.28	2,861.21	2,989.54	3,134.78	3,287.07	3,447.42	3,488.78	3,530.65	3,573.03	3,615.32	Bi-Weekly Rate
			33.9910	35.6401	37.3692	39.1848	41.0883	43.0827	43.6097	44.1331	44.6629	45.1916	Hourly Rate

Command Officers Range

City of Rock Island (Employees Entering COA Bargaining Unit After 7/16/19)

Effective Date

1/1/2020

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	
TP 13-P	Police Sergeant	379	64,986	68,139	71,445	74,916	78,555	82,387	86,378	90,476	94,689	99,000	Annual Total
			2,499.47	2,620.73	2,747.88	2,881.38	3,021.36	3,168.75	3,206.78	3,245.25	3,284.20	3,323.08	Bi-Weekly Rate
			31.2434	32.7592	34.3485	36.0173	37.7670	39.6093	40.0845	40.5656	41.0525	41.5385	Hourly Rate
			86,123	89,331	92,695	96,227	99,930	103,829	107,836	111,953	116,184	120,532	5 YR Longevity
			2,643.21	2,666.80	2,795.97	2,931.81	3,074.23	3,224.20	3,262.88	3,302.04	3,341.88	3,381.24	Bi-Weekly Rate
			31.7901	33.3324	34.9498	36.6476	38.4279	40.3025	40.7660	41.2755	41.7710	42.2654	Hourly Rate
			107,261	110,545	113,987	117,591	121,359	125,296	129,320	133,440	137,664	141,991	10 YR Longevity
			2,587.72	2,713.26	2,844.90	2,983.11	3,128.03	3,280.82	3,319.98	3,359.83	3,400.16	3,440.41	Bi-Weekly Rate
			32.3465	33.9158	35.5612	37.2889	39.1004	41.0078	41.4898	41.9978	42.5020	43.0051	Hourly Rate
			118,458	121,779	125,262	128,918	132,752	136,789	140,930	145,184	149,551	154,032	15 YR Longevity
			2,633.00	2,780.74	2,894.68	3,035.32	3,182.77	3,338.04	3,378.08	3,418.82	3,459.66	3,500.61	Bi-Weekly Rate
			32.9125	34.5093	36.1835	37.9415	39.7846	41.7254	42.2260	42.7328	43.2457	43.7577	Hourly Rate
			129,656	133,035	136,579	140,299	144,200	148,308	152,537	156,880	161,339	165,912	20 YR Longevity
			2,679.08	2,809.06	2,945.34	3,088.44	3,238.47	3,396.45	3,437.20	3,478.45	3,520.20	3,561.87	Bi-Weekly Rate
			33.4885	35.1132	36.8187	38.6054	40.4809	42.4556	42.9650	43.4808	44.0025	44.5234	Hourly Rate
			140,875	144,314	147,919	151,705	155,674	159,833	164,091	168,459	172,932	177,512	25 YR Longevity
			2,725.96	2,855.21	2,996.88	3,142.48	3,295.14	3,455.89	3,497.35	3,539.32	3,581.81	3,624.21	Bi-Weekly Rate
			34.0746	35.7277	37.4610	39.2810	41.1893	43.1968	43.7169	44.2415	44.7726	45.3026	Hourly Rate
			152,115	155,614	159,283	163,134	167,173	171,408	175,742	180,180	184,727	189,382	30 YR Longevity
			2,773.67	2,908.23	3,049.33	3,197.48	3,352.81	3,516.37	3,558.55	3,601.26	3,644.48	3,687.63	Bi-Weekly Rate
			34.6709	36.3529	38.1166	39.9685	41.9101	43.9546	44.4819	45.0157	45.5561	46.0954	Hourly Rate

Command Officers Range

City of Rock Island (Employees Entering COA Bargaining Unit After 7/16/19)

Effective Date 1/1/2021

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	
TP 13-P	Police Sergeant	379	66,938	70,183	73,568	77,163	80,912	84,859	88,877	88,907	87,951	88,992	Annual Total
			2,574.45	2,699.35	2,830.32	2,967.83	3,111.99	3,263.79	3,302.97	3,342.59	3,382.72	3,422.77	Bi-Weekly Rate
			32.1806	33.7419	35.3790	37.0978	38.8998	40.7974	41.2872	41.7823	42.2840	42.7846	Hourly Rate
			66,107	71,411	74,876	78,514	82,328	86,344	87,360	88,428	89,490	90,549	5 YR Longevity
			2,619.50	2,746.59	2,879.85	3,019.76	3,166.45	3,320.91	3,360.77	3,401.08	3,441.82	3,482.67	Bi-Weekly Rate
			32.7437	34.3324	35.9981	37.7470	39.5806	41.5114	42.0097	42.5135	43.0239	43.5333	Hourly Rate
			69,299	72,981	76,186	79,888	83,768	87,855	88,909	89,976	91,056	92,134	10 YR Longevity
			2,665.34	2,794.66	2,930.25	3,072.61	3,221.86	3,379.02	3,419.59	3,460.60	3,502.15	3,543.61	Bi-Weekly Rate
			33.3167	34.9332	36.6281	38.4076	40.2732	42.2378	42.7448	43.2575	43.7769	44.2952	Hourly Rate
			70,512	73,933	77,520	81,286	85,234	89,392	90,465	91,550	92,649	93,746	15 YR Longevity
			2,711.98	2,843.56	2,981.53	3,126.38	3,278.24	3,438.16	3,479.43	3,521.16	3,563.44	3,605.63	Bi-Weekly Rate
			33.8998	35.5445	37.2691	39.0797	40.9780	42.9770	43.4829	44.0145	44.5430	45.0703	Hourly Rate
			71,746	75,226	78,876	82,708	86,726	90,956	92,048	93,152	94,271	95,387	20 YR Longevity
			2,759.44	2,893.33	3,033.71	3,181.09	3,335.61	3,498.33	3,540.32	3,582.78	3,625.80	3,668.73	Bi-Weekly Rate
			34.4930	36.1866	37.9213	39.7038	41.6951	43.7291	44.2540	44.7848	45.3225	45.8591	Hourly Rate
			73,001	76,543	80,257	84,156	88,244	92,548	93,659	94,783	95,920	97,056	25 YR Longevity
			2,807.73	2,943.96	3,088.80	3,238.76	3,393.98	3,559.55	3,602.28	3,645.48	3,689.25	3,732.93	Bi-Weekly Rate
			35.0967	36.7995	38.5849	40.4595	42.4248	44.4943	45.0285	45.5686	46.1156	46.6618	Hourly Rate
			74,279	77,882	81,661	85,628	89,788	94,168	95,293	96,441	97,599	98,755	30 YR Longevity
			2,856.87	2,995.48	3,140.81	3,293.40	3,453.38	3,621.84	3,665.32	3,709.28	3,753.81	3,798.28	Bi-Weekly Rate
			35.7109	37.4435	39.2602	41.1675	43.1672	45.2730	45.8165	46.3660	46.9226	47.4782	Hourly Rate

Command Officers Range

City of Rock Island (Employees Entering COA Bargaining Unit After 7/16/19)

Effective Date

1/1/2019

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	
TP 16-P	Police Lieutenant	389	68,877	72,139	75,553	79,149	82,922	86,883	91,026	95,981	100,048	104,037	Annual Total
			2,649.12	2,774.58	2,905.88	3,044.19	3,189.31	3,341.85	3,381.77	3,422.35	3,463.38	3,501.42	Bi-Weekly Rate
			33.1139	34.9822	36.3236	38.0624	39.8663	41.7707	42.2721	42.7793	43.2923	43.7675	Hourly Rate
			70,082	73,401	76,875	80,534	84,373	88,403	92,465	96,538	100,624	104,730	5 YR Longevity
			2,595.47	2,823.13	2,956.74	3,097.47	3,245.12	3,400.13	3,440.95	3,482.24	3,523.99	3,562.70	Bi-Weekly Rate
			33.6934	35.2892	36.9592	38.7183	40.5640	42.5017	43.0119	43.5280	44.0499	44.5337	Hourly Rate
			71,309	74,686	78,220	81,943	85,850	89,951	94,030	98,123	102,227	106,251	10 YR Longevity
			2,742.65	2,872.54	3,008.48	3,151.67	3,301.91	3,459.84	3,501.17	3,543.18	3,585.68	3,625.05	Bi-Weekly Rate
			34.2831	35.9067	37.6060	39.3959	41.2739	43.2454	43.7846	44.2897	44.8208	45.3131	Hourly Rate
			72,557	75,993	79,589	83,377	87,352	91,525	95,623	99,735	103,859	107,901	15 YR Longevity
			2,790.64	2,922.81	3,061.13	3,206.83	3,359.69	3,520.18	3,562.44	3,605.18	3,648.41	3,688.48	Bi-Weekly Rate
			34.8830	36.5351	38.2641	40.0853	41.9962	44.0022	44.5305	45.0648	45.6052	46.1060	Hourly Rate
			73,826	77,323	80,982	84,837	88,881	93,126	97,244	101,375	105,519	109,579	20 YR Longevity
			2,839.48	2,979.96	3,114.70	3,262.95	3,418.49	3,581.78	3,624.78	3,668.27	3,712.26	3,753.03	Bi-Weekly Rate
			35.4935	37.1744	38.9337	40.7888	42.7311	44.7723	45.3097	45.8534	46.4033	46.9129	Hourly Rate
			75,118	78,678	82,399	86,321	90,435	94,756	99,094	103,444	107,808	112,186	25 YR Longevity
			2,889.17	3,026.00	3,169.21	3,320.05	3,478.31	3,644.48	3,688.21	3,732.47	3,777.22	3,818.71	Bi-Weekly Rate
			36.1148	37.8250	39.6151	41.5006	43.4789	45.5558	46.1027	46.6558	47.2153	47.7339	Hourly Rate
			76,433	80,053	83,841	87,832	92,019	96,414	100,772	105,142	109,526	113,924	30 YR Longevity
			2,939.73	3,078.95	3,224.57	3,378.15	3,539.18	3,708.24	3,752.76	3,797.79	3,843.33	3,888.54	Bi-Weekly Rate
			36.7480	38.4989	40.3093	42.2268	44.2398	46.3530	46.9095	47.4723	48.0416	48.5682	Hourly Rate

Command Officers Range

City of Rock Island (Employees Entering COA Bargaining Unit After 7/16/19)

Effective Date

1/1/2020

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	
TP 16-P	Police Lieutenant	389	70,255	73,582	77,084	80,732	84,580	88,621	89,885	90,761	91,849	92,858	Annual Total
			2,702.10	2,830.07	2,964.00	3,105.08	3,253.09	3,408.49	3,449.40	3,490.79	3,532.65	3,571.45	Bi-Weekly Rate
			33.7782	35.3759	37.0500	38.8135	40.6637	42.6061	43.1170	43.6349	44.1682	44.6431	Hourly Rate
			71,484	74,859	78,413	82,145	86,061	90,172	91,254	92,349	93,456	94,483	5 YR Longevity
			2,749.38	2,879.59	3,015.87	3,159.41	3,310.02	3,468.14	3,509.77	3,551.88	3,594.47	3,633.95	Bi-Weekly Rate
			34.3673	35.9949	37.6984	39.4927	41.3753	43.3517	43.8721	44.3985	44.9309	45.4244	Hourly Rate
			72,735	76,180	79,785	83,582	87,567	91,760	92,851	93,955	95,092	96,136	10 YR Longevity
			2,797.50	2,928.99	3,068.85	3,214.70	3,367.95	3,528.83	3,571.19	3,614.04	3,657.38	3,697.55	Bi-Weekly Rate
			34.9687	36.6248	38.3581	40.1838	42.0994	44.1103	44.6389	45.1755	45.7172	46.2193	Hourly Rate
			74,008	77,513	81,181	85,045	89,099	93,355	94,476	95,609	96,756	97,819	15 YR Longevity
			2,846.45	2,981.26	3,122.35	3,270.96	3,426.89	3,590.58	3,633.69	3,677.29	3,721.38	3,762.25	Bi-Weekly Rate
			35.5807	37.2658	39.0294	40.8870	42.8361	44.8823	45.4211	45.9661	46.5173	47.0282	Hourly Rate
			75,303	78,869	82,602	86,533	90,658	94,989	96,129	97,283	98,449	99,530	20 YR Longevity
			2,896.27	3,033.43	3,176.99	3,328.20	3,486.86	3,653.42	3,697.28	3,741.84	3,786.51	3,828.09	Bi-Weekly Rate
			36.2033	37.9179	39.7124	41.6025	43.5857	45.6677	46.2159	46.7705	47.3313	47.8512	Hourly Rate
			76,621	80,250	84,047	88,048	92,245	96,651	97,811	98,985	100,172	101,272	25 YR Longevity
			2,946.95	3,086.52	3,232.69	3,386.45	3,547.88	3,717.35	3,761.98	3,807.12	3,852.77	3,895.08	Bi-Weekly Rate
			36.8359	38.5815	40.4074	42.3306	44.3485	46.4689	47.0247	47.5890	48.1596	48.6888	Hourly Rate
			77,962	81,654	85,518	89,588	93,859	98,343	99,523	100,717	101,925	103,044	30 YR Longevity
			2,998.52	3,140.53	3,289.16	3,445.71	3,609.97	3,782.41	3,827.51	3,873.74	3,920.19	3,963.25	Bi-Weekly Rate
			37.4816	39.2567	41.1145	43.0714	45.1246	47.2801	47.8477	48.4218	49.0024	49.5408	Hourly Rate

Command Officers-Range

City of Rock Island (Employees Entering COA Bargaining Unit After 7/18/19)

Effective Date

1/1/2021

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	
TP 10-P	Police Lieutenant	389	72,363	75,789	79,376	83,154	87,117	91,280	92,378	93,484	94,604	95,644	Annual Total
			2,783.18	2,914.98	3,052.92	3,198.23	3,350.67	3,510.78	3,552.91	3,595.53	3,638.63	3,678.61	Bi-Weekly Rate
			34.7897	36.4372	38.1615	39.9779	41.8834	43.8844	44.4113	44.9441	45.4829	45.9826	Hourly Rate
			73,629	77,116	80,765	84,609	88,642	92,877	93,992	95,120	96,260	97,318	5 YR Longevity
			2,831.88	2,985.99	3,106.35	3,254.20	3,409.31	3,572.19	3,615.08	3,656.45	3,702.31	3,742.98	Bi-Weekly Rate
			35.3986	37.0749	38.8293	40.6775	42.6163	44.6524	45.1855	45.7307	46.2789	46.7873	Hourly Rate
			74,918	78,465	82,178	86,090	90,193	94,502	95,637	96,784	97,945	99,021	10 YR Longevity
			2,881.44	3,017.90	3,160.71	3,311.15	3,468.97	3,634.71	3,678.35	3,722.48	3,767.10	3,808.48	Bi-Weekly Rate
			36.0180	37.7237	39.5088	41.3893	43.3621	45.4338	45.9793	46.5310	47.0887	47.6060	Hourly Rate
			76,229	79,838	83,617	87,596	91,772	96,156	97,311	98,478	99,659	100,753	15 YR Longevity
			2,931.87	3,070.71	3,216.02	3,369.09	3,529.58	3,698.31	3,742.72	3,787.62	3,833.02	3,875.13	Bi-Weekly Rate
			36.6463	38.3839	40.2002	42.1138	44.1209	46.2289	46.7840	47.3453	47.9128	48.4391	Hourly Rate
			77,563	81,236	85,080	89,129	93,378	97,839	99,014	100,201	101,403	102,617	20 YR Longevity
			2,983.19	3,124.45	3,272.30	3,428.05	3,591.45	3,763.03	3,806.21	3,853.90	3,900.10	3,942.95	Bi-Weekly Rate
			37.2897	39.0656	40.9037	42.8006	44.8931	47.0379	47.6027	48.1738	48.7513	49.2868	Hourly Rate
			78,920	82,657	86,569	90,689	95,012	99,551	100,746	101,955	103,177	104,311	25 YR Longevity
			3,035.38	3,179.12	3,329.57	3,488.04	3,654.30	3,828.89	3,874.86	3,921.35	3,968.35	4,011.95	Bi-Weekly Rate
			37.9423	39.7391	41.6196	43.6005	45.6787	47.8611	48.4357	49.0168	49.6044	50.1493	Hourly Rate
			80,301	84,104	88,084	92,276	96,674	101,293	102,509	103,739	104,983	106,136	30 YR Longevity
			3,088.50	3,234.75	3,387.83	3,549.08	3,718.25	3,895.89	3,942.57	3,989.97	4,037.80	4,082.16	Bi-Weekly Rate
			38.6063	40.4345	42.3479	44.3635	46.4731	48.6987	49.2833	49.8746	50.4725	51.0270	Hourly Rate

Command Officers Range

City of Rock Island (Employees Entering COA Bargaining Unit After 7/16/19)

Effective Date

1/1/2019

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	
TP 18-P	Police Captain	523	71,762	75,280	78,919	82,767	86,805	91,048	92,141	93,245	94,365	95,501	Annual Total
			2,760.08	2,894.82	3,035.35	3,183.35	3,338.85	3,501.85	3,543.87	3,586.39	3,629.43	3,673.12	Bi-Weekly Rate
			34.6010	36.1827	37.9418	39.7918	41.7332	43.7731	44.2984	44.8299	45.3679	45.9139	Hourly Rate
			73,018	76,577	80,300	84,215	88,324	92,641	93,753	94,878	96,017	97,172	5 YR Longevity
			2,808.38	2,945.27	3,088.46	3,239.05	3,397.06	3,563.13	3,605.89	3,649.18	3,692.95	3,737.39	Bi-Weekly Rate
			35.1047	36.8159	38.6058	40.4882	42.4635	44.5391	45.0736	45.6145	46.1618	46.7174	Hourly Rate
			74,296	77,917	81,705	85,689	89,870	94,263	95,394	96,538	97,697	98,873	10 YR Longevity
			2,857.52	2,996.81	3,142.51	3,295.74	3,458.53	3,625.48	3,668.99	3,713.02	3,757.57	3,802.80	Bi-Weekly Rate
			35.7191	37.4602	39.2814	41.1967	43.2066	45.3185	45.8624	46.4127	46.9697	47.5350	Hourly Rate
			75,596	79,281	83,135	87,169	91,442	95,912	97,063	98,228	99,407	100,603	15 YR Longevity
			2,907.53	3,049.26	3,197.51	3,353.41	3,517.02	3,688.93	3,733.20	3,777.99	3,823.33	3,869.35	Bi-Weekly Rate
			36.3441	38.1157	39.9688	41.9177	43.9627	46.1116	46.6650	47.2249	47.7918	48.3669	Hourly Rate
			76,919	80,668	84,590	88,715	93,043	97,591	98,762	99,947	101,146	102,364	20 YR Longevity
			2,958.41	3,102.62	3,253.46	3,412.10	3,578.57	3,753.49	3,798.53	3,844.11	3,890.24	3,937.06	Bi-Weekly Rate
			36.9802	38.7827	40.6683	42.6512	44.7321	46.9186	47.4816	48.0514	48.6280	49.2133	Hourly Rate
			78,265	82,080	86,070	90,267	94,671	99,298	100,490	101,696	102,916	104,155	25 YR Longevity
			3,010.19	3,156.92	3,310.40	3,471.81	3,641.19	3,818.17	3,865.00	3,911.38	3,958.32	4,005.96	Bi-Weekly Rate
			37.6273	39.4614	41.3800	43.3976	45.5149	47.7396	48.3125	48.8923	49.4790	50.0745	Hourly Rate
			79,534	83,518	87,577	91,847	96,328	101,036	102,249	103,476	104,717	105,978	30 YR Longevity
			3,062.86	3,212.16	3,368.33	3,532.57	3,704.91	3,886.01	3,932.64	3,979.83	4,027.59	4,076.06	Bi-Weekly Rate
			38.2656	40.1520	42.1041	44.1571	46.3114	48.5751	49.1580	49.7479	50.3449	50.9508	Hourly Rate

Command Officers Range

City of Rock Island (Employees Entering COA Bargaining Unit After 7/16/19)

Effective Date

1/1/2020

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	
TP 18-P	Police Captain	523	73,197	76,765	80,497	84,422	88,541	92,869	93,984	95,111	96,292	97,411	Annual Total
			2,815.28	2,952.51	3,096.05	3,247.01	3,405.43	3,571.88	3,814.76	3,858.11	3,702.01	3,748.58	Bi-Weekly Rate
			35,1910	36,9069	38,7007	40,5877	42,5678	44,6465	45,1845	45,7264	46,2751	46,8322	Hourly Rate
			74,478	78,109	81,906	85,900	90,091	94,494	95,629	96,775	97,937	99,116	5 YR Longevity
			2,864.55	3,004.18	3,150.23	3,303.84	3,465.02	3,634.39	3,878.02	3,722.13	3,768.80	3,812.14	Bi-Weekly Rate
			35,8068	37,5522	39,3779	41,2979	43,3128	45,4299	45,9753	46,5266	47,0850	47,6518	Hourly Rate
			75,782	79,475	83,339	87,403	91,667	96,148	97,302	98,469	99,651	100,850	10 YR Longevity
			2,914.88	3,056.75	3,205.36	3,361.65	3,525.88	3,697.99	3,742.39	3,787.27	3,832.72	3,878.86	Bi-Weekly Rate
			36,4334	38,2094	40,0670	42,0207	44,0707	46,2249	46,7798	47,3408	47,9089	48,4857	Hourly Rate
			77,108	80,866	84,798	88,933	93,271	97,830	99,005	100,192	101,394	102,615	15 YR Longevity
			2,965.68	3,110.24	3,261.46	3,420.48	3,587.36	3,762.71	3,807.88	3,853.54	3,899.79	3,946.74	Bi-Weekly Rate
			37,0710	38,8780	40,7882	42,7580	44,8420	47,0338	47,5985	48,1693	48,7474	49,3342	Hourly Rate
			78,457	82,281	86,282	90,489	94,904	99,542	100,737	101,945	103,169	104,411	20 YR Longevity
			3,017.58	3,164.87	3,318.53	3,480.34	3,650.14	3,828.56	3,874.52	3,920.98	3,968.03	4,015.80	Bi-Weekly Rate
			37,7198	39,5584	41,4817	43,5043	45,6287	47,8669	48,4314	49,0123	49,6004	50,1975	Hourly Rate
			79,830	83,721	87,792	92,072	96,564	101,284	102,500	103,730	104,974	106,238	25 YR Longevity
			3,070.39	3,220.05	3,376.61	3,541.25	3,714.02	3,895.65	3,942.32	3,989.60	4,037.48	4,085.08	Bi-Weekly Rate
			38,3799	40,2507	42,2076	44,2656	46,4252	48,6944	49,2790	49,8700	50,4684	51,0760	Hourly Rate
			81,227	85,187	89,328	93,684	98,254	103,057	104,294	105,545	106,811	108,097	30 YR Longevity
			3,124.12	3,276.40	3,435.70	3,603.22	3,779.01	3,963.73	4,011.31	4,059.42	4,108.13	4,157.59	Bi-Weekly Rate
			39,0515	40,9551	42,9482	45,0402	47,2376	49,5466	50,1414	50,7427	51,3516	51,9698	Hourly Rate

Command Officers Range

City of Rock Island (Employees Entering COA Bargaining Unit After 7/16/19)

Effective Date

1/1/2021

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	
TP 18-P	Police Captain	523	75,393	79,068	82,912	86,965	91,197	95,655	99,804	97,964	99,140	100,333	Annual Total
			2,899.73	3,041.06	3,188.92	3,344.41	3,507.59	3,679.04	3,723.21	3,767.86	3,813.06	3,858.97	Bi-Weekly Rate
			36,2466	38,0134	39,8615	41,8051	43,8448	45,9880	46,5402	47,0982	47,6633	48,2372	Hourly Rate
			76,712	80,452	84,383	88,478	92,793	97,329	98,498	99,679	100,875	102,089	5 YR Longevity
			2,950.47	3,094.29	3,244.73	3,402.94	3,568.97	3,743.42	3,788.37	3,833.80	3,879.79	3,926.51	Bi-Weekly Rate
			36,8809	38,6787	40,5591	42,5367	44,6121	46,7928	47,3646	47,9225	48,4874	49,0613	Hourly Rate
			78,055	81,860	85,839	90,025	94,417	99,032	100,221	101,423	102,640	103,876	10 YR Longevity
			3,002.11	3,148.44	3,301.51	3,462.49	3,631.43	3,808.93	3,854.86	3,900.89	3,947.88	3,995.22	Bi-Weekly Rate
			37,5263	39,3655	41,2689	43,2811	45,3928	47,6117	48,1833	48,7611	49,3481	49,9403	Hourly Rate
			79,421	83,292	87,341	91,600	96,069	100,765	102,301	103,603	104,720	105,956	15 YR Longevity
			3,054.84	3,203.54	3,359.28	3,523.08	3,694.98	3,875.59	3,934.86	3,980.89	4,027.88	4,075.22	Bi-Weekly Rate
			38,1830	40,0443	41,9911	44,0386	46,1872	48,4449	49,1833	49,7611	50,3401	50,9403	Hourly Rate
			80,811	84,750	88,870	93,203	97,751	102,529	104,092	105,314	106,552	107,810	20 YR Longevity
			3,108.10	3,259.60	3,418.07	3,584.74	3,759.64	3,943.41	4,003.52	4,050.55	4,098.17	4,146.54	Bi-Weekly Rate
			38,8512	40,7450	42,7269	44,8092	46,9955	49,2927	50,0440	50,6319	51,2271	51,8317	Hourly Rate
			82,225	86,233	90,425	94,834	99,461	104,323	105,913	107,157	108,417	109,697	25 YR Longevity
			3,162.49	3,316.65	3,477.89	3,647.47	3,825.43	4,012.42	4,073.58	4,121.44	4,169.89	4,219.10	Bi-Weekly Rate
			39,5311	41,4581	43,4736	45,5834	47,8179	50,1553	50,9198	51,5180	52,1236	52,7388	Hourly Rate
			83,664	87,742	92,008	96,494	101,202	106,149	107,767	109,033	110,314	111,616	30 YR Longevity
			3,217.83	3,374.89	3,538.75	3,711.30	3,892.38	4,082.64	4,144.87	4,193.56	4,242.80	4,292.94	Bi-Weekly Rate
			40,2229	42,1836	44,2344	46,3812	48,6547	51,0330	51,8109	52,4195	53,0358	53,6617	Hourly Rate

APPENDIX G

**CITY OF ROCK ISLAND
SUBSTANCE SCREENING POLICY
(Command Officer)**

Section 1 - Policy Statement

The City has an obligation (1) to help employees realize their potential, free of drugs or alcohol, (2) to provide for a safe working environment for all employees as well as protecting the safety of the citizens, and (3) that rehabilitation will often achieve this goal more efficiently.

Therefore, the City has established an Employee Assistance Program (EAP) that allows for and encourages self-referral for substance abuse problems as well as other problems. In addition, the City has trained supervisors on the uses of EAP program as a substitute for and as an adjunct to discipline for performance related deficiencies. This policy is not intended to discourage the use of the EAP by employees or supervisors but they are necessary to provide a safe work force and to preserve respect for the City as government agency and law enforcement agency.

Section 2 - Prohibitions:

Employees are prohibited from consuming or possessing, selling, purchasing or delivering illegal drugs at any time or anywhere. Employees are prohibited from consuming alcohol at any time during the work day or anywhere on the City's premises. Except in accordance with duty requirements, employees may not engage in the activities prohibited herein. Employees are required to report to their supervisor any known side effects of medication or prescription drugs which they are taking.

Section 3 - Type of Testing:

Where the City has reasonable suspicions to believe that the employee is then under the influence of alcohol or illegal drugs during the course of the work day, the City has the right to require the employee to submit to alcohol or drug testing.

Section 4 - Order to Take Test:

When a supervisor has a reason to believe that an employee is a substance abuser, the supervisor shall notify the appropriate Department Manager and the Personnel Director in writing as soon as it becomes reasonable and practical. The City shall provide the employee at the time he or she is ordered to submit to testing with a written notice of the order, setting forth the facts and inferences upon which the City bases its conclusion of reasonable suspicions. The City shall provide the employee a written notice setting forth the circumstances upon which reasonable suspicion has been based to order testing within a reasonable time period following the order to take the test. Refusal to comply with the order to test shall subject the employee to discipline up to and including discharge.

Section 5 - Tests to be Conducted:

The City shall use only a clinical laboratory or hospital facility that is licensed per the Illinois Clinical Laboratory Act, which laboratory shall comply with all NIDA standards. The City shall establish a chain of custody procedure to insure the integrity of samples and test results, and shall not permit the employee or any other bargaining unit member to be a part of such chain. Sufficient samples shall be collected so as to permit an initial, a confirmatory test, and a subsequent test to be arranged at facility of the employee's choosing. Confirmatory testing shall be by gas chromatography, plus mass spectrometry (GCMS) or an equivalent scientifically accurate test. Positive samples shall be preserved in a suitable manner by the testing laboratory for a period of 90 calendar days. The City shall be responsible for all cost associated with the initial and confirmatory test. Any subsequent test arranged at the employee's choosing shall be at the employee's expense.

Those substance groups and limits listed in Table #1 will be chemically or otherwise analyzed by blood, urine, or breath samples.

Section 6 - Results:

As to drug testing, the City shall only be notified in the event that a sample has tested positive for a particular controlled substance on both the initial and confirmatory test, and any information otherwise coming into the possession or knowledge of the City (e.g. insurance billings) shall not be used in any manner or forum adverse to the employee's interests. As to alcohol testing, test results showing an alcohol concentration of .04 or more (based on grams of alcohol per 100 milliliters of blood), shall be considered positive except in cases in which a breath sample is used for testing. When a breath sample is used for the alcohol testing, test results showing an alcohol concentration of .06 or more shall be considered positive. In cases where the breath samples fall in the .04 to .06 range of alcohol concentration, a confirmatory blood sample shall be taken. The employee shall receive a copy of all test results.

All test results will be made known only to the employee and to those persons in management and supervision of the City who have a need to know. Test results will not be maintained in an employee's personnel folder, but shall be maintained in the medical records file maintained on employees. Markers will be placed in personnel folders to indicate the location of such test results. Access to Union Officials or other persons claiming to be the personal representative of an employee shall be denied unless the affected employee executes a release.

Section 7 - Discipline:

In the first instance an employee tests positive as defined herein on a drug or alcohol test, the employee shall be disciplined based upon the facts surrounding the incident. The amount of discipline may be aggravated by previous disciplinary record.

TABLE NO. 1

Substance Group	Test Type	Detection Type
Alcohol	Breath Test or Blood	.06 G/210L .04 G/DL
Amphetamine/Methamphetamine	TLC*	500 NG/ML
Benzodiazepines	TLC	1000 NG/ML
Barbiturates	TLC	1000 NG/ML
Cocaine	EMIT**	300 NG/ML
	TLC	1000 NG/ML
Methadone	TLC/EMIT	1000 NG/ML
Methaqualone	TLC	1000 NG/ML
	EMIT	300 NG/ML
Opiates	EMIT	300 NG/ML
Morphine	TLC	1000 NG/ML
Phencyclidine	EMIT	75 NG/ML
	TLC	1000 NG/ML
THC	EMIT	25 NG/ML

* TLC is thin layer chromatography

** EMIT is a brand name for an immuno-assay test

ACKNOWLEDGMENT OF RIGHTS AND CONSENT/REJECTION

_____(Name of Employee), I wish to advise you that you are being questioned as part of an official investigation of the Rock Island Police Department. You will be asked questions specifically directed and narrowly related to the performance of your official duties or fitness for office, in regards to _____

and your admissions may be used as a basis for seeking disciplinary action. You are entitled to all the rights and privileges guaranteed by the laws and the Constitution of this state and the Constitution of the United States, including the right not to be compelled to incriminate yourself and to have an attorney of your choice present during questioning.

I further wish to advise you that if you refuse to testify or to answer questions relating to the performance of your official duties or fitness for duty you will be subject to department charges which could result in your dismissal from the Department. If you do answer, neither your statements nor any information or evidence which is gained by reason of such statements can be used against you in any subsequent criminal proceeding. However, these statements may be used against you in relation to subsequent departmental changes. A complete record of any hearing, interrogation or examination shall be made, and a complete transcript, thereof made available to you, without charge and without delay. Do you understand this? _____

Signature of Employee

Date

(Witness)

(Witness)

RELEASE AND CONSENT FORM OR REFUSAL

The City of Rock Island, Illinois, has indicated that it has reasonable suspicion to believe that I may be under the influence of alcohol or controlled substances and has requested that I give a blood/urine/breath samples for the purpose of conducting a blood alcohol/breath/drug analysis. I have been told and expressly understand that such analysis is limited solely for the purpose of employment and that I have the right to consent to or refuses to give such sample or samples but that, if I refuse, such refusal shall be considered evidence of guilt and shall be grounds for discipline for refusing a direct order. Further, I have been told and expressly understand that consent to comply with the request for blood/urine samples and the results obtained therefore cannot be used against me in any criminal proceedings.

Therefore, I, _____, do hereby authorize as limited above _____ to take a blood or urine or breath sample or samples for the purpose of blood alcohol/breath/drug analysis and release any information requested by the city of Rock Island.

A photocopy of the authorization can be used if the original is not available.

Date

Signature

or

I, _____, do hereby refuse to authorize and consent to any blood/urine samples with the express understanding that such refusal can be used against me as evidence of my guilt in an employment context and as grounds for discipline.

Date

Signature

RELEASE AND CONSENT FORM

I, _____, being an applicant for employment with the City of Rock Island, Illinois, do hereby authorize _____ to take a urine sample or samples for the purpose of a substance abuse analysis and release any information requested by the City of Rock Island.

Said release and consent is limited expressly for the purpose of employment, and I have been told and expressly understand that refusal to comply with the request for a urine sample at the time established by the City of Rock Island shall result in my application for employment being rejected and receiving no further consideration even if I later consent to give such urine sample. Further, I have been told and expressly understand that consent to comply with the request for urine sample and the results obtained therefore cannot be used against me in any criminal proceedings.

A photocopy of the authorization can be used if the original is not available.

Date

Signature