

AN AGREEMENT BETWEEN THE CITY OF ROCK ISLAND, ILLINOIS
AND
ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL
REPRESENTING
ROCK ISLAND CITY F.O.P. LODGE NO. 57

March 28, 2016 – December 31, 2020

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AND

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FOP LODGE #57

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Preamble

This agreement is entered into by and between the City of Rock Island, Illinois (hereinafter referred to as the "City") and the Illinois F.O.P. Labor Council representing Rock Island City F.O.P. Lodge No. 57 (hereinafter referred to as the "Labor Council"). Whereas, it is the intent and purpose of the parties to set forth employment and other conditions of employment; to achieve and maintain harmonious relations between the City and the Labor Council; to provide for the 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 I

Recognition

The City hereby recognizes the Labor Council as the sole and exclusive collective bargaining representative for the purpose of establishing rates of pay, hours of work, and other conditions of employment for all full-time employees in the following class specifications:

<u>Class Code</u>	<u>Class Specification</u>
343	Police Officer
367	Police Detective

All sworn peace officers in the rank of Sergeant and above, all civilian personnel and any others excluded by the Illinois Public Relations Act, 1984, P.A. 83-1012; shall be excluded from the bargaining unit.

Article II

Non-Discrimination

Section 2.1 - Non Discrimination

In accordance with applicable federal and state law, neither the City nor the Labor Council shall discriminate against any employee covered by this agreement because of race, national origin, religion, sex, or political affiliation; nor shall there be any discrimination restraint or coercion by the City or Labor Council for or against any employee because of membership or non-membership in the Labor Council. Alleged violations of this Section shall not be subject to the grievance and arbitration procedure of this Agreement; however, such claims may be reviewed through the appropriate outside judicial or governmental agency based upon the nature of the claim.

Section 2.2 - Gender

The use of the masculine pronoun in this agreement is understood to be for clerical convenience only; and it is further understood that the masculine pronoun includes the feminine pronoun as well.

Article III

Dues Deduction and Fair Share Payments

Section 3.1 - Dues Deduction

Upon receipt of mutually agreed upon form (See Appendix A) from an employee, the City shall deduct the amount of Labor Council dues, if any, set forth in such form and any authorized increase or decrease therein, and shall remit such deductions monthly to the Illinois F.O.P. Labor Council at the address designated by the Labor Council in accordance with the laws of the State of Illinois. The Labor Council shall advise the City of any change in the amount to be deducted, in writing, at least thirty (30) days prior to its effective date.

Section 3.2 - Payment of Dues

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 Human Resources 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 3.3 - Fair Share

Any officer hired after the effective date of this agreement who is not a member of the Labor Council shall be required on the 30th day of employment to pay fair share payment of the cost of the collective bargaining process and contract administration in pursuing matters affecting wages, hours and other condition of employment, but not to exceed the amount of dues and assessments uniformly required of members.

The City shall, with respect to any officer in whose behalf the City has not received a written authorization as provided for above, deduct from the wages of any officer covered by this Section, the fair share financial obligation, including any retroactive amount due and owing, and shall forward said amount to the Labor Council after the first payday of each month, subject only to the following:

- a) The Labor Council has certified to the City that the affected officer has been delinquent in his obligations for at least thirty (30) days;
- b) The Labor Council has certified to the City that the affected officer has been notified in writing of the obligation and the requirements of each provision of this Article, and that

the employee has been advised by the Labor Council of his obligations pursuant to this Article and of the manner in which the Labor Council has calculated the fair share fee;

- c) The Labor Council has certified to the City that the affected officer has been given a reasonable opportunity to prepare and submit any objections to the payment and has been afforded an opportunity to have said objections adjudicated before an impartial arbitrator assigned by the employees and the Labor Council for the purpose of determining and resolving any objections the officer may have to the fair share fee.
- d) Should any employee be unable to pay their fair share to the Labor Council based upon bonafide religious tenets or teachings of a church or religious body of which such employee is a member, such amount equal to the fair share, 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.

With regard to the opportunity to have objections adjudicated, the Labor Council agrees to provide notices and appeal procedures to employees in accordance with applicable law.

The Labor Council shall indemnify, defend and hold the City harmless against any claim, demand, suit or liability arising from any action taken by the City in complying with this Section.

With regard to the opportunity to have objections adjudicated, the Labor Council and the City agree that all such objections shall be heard and determined by the Illinois State Labor Relations Board according to the procedures established by that Board for resolving disputes concerning fair share payments. The Labor Council agrees to notify all objecting officers of this forum for resolving objections, providing the affected officers with the name, address and telephone number of the Board office.

Article IV

No Strike - No Lockout

Section 4.1 - No Strike

Neither Labor Council nor any of its agents, officers or employees for any reason will authorize, initiate, promote, aid, condone or engage in a strike, sympathy strike, slowdown, work stoppage, concerted refusal to perform overtime, mass absenteeism, or any other interference with the work and statutory functions or obligations of the City. The Labor Council agrees to notify all local officers and representatives of their obligation and responsibility for maintaining compliance with this no-strike provision, including their responsibility to remain at work during any interruption which may be caused or initiated by others, and to encourage employees violating this provision to return to work. The City has

the authority to discharge or discipline any employee who violates the terms of this no-strike provision.

Section 4.2 - No Lockout

The City will not lockout any employees during the term of this Agreement as a result of a labor dispute with the Labor Council.

Section 4.3 - Penalty

The only matter which may be made the subject of a grievance concerning disciplinary action imposed for an alleged violation of Section 4.1 is whether or not the employee actually engaged in such prohibited conduct. The failure to confer a penalty in any instance is not a waiver of such right in any other instance, nor is it a precedent.

Article V

Resolution of Impasse

Section 5.1 - Impasse

If in any case of dispute between the City and the Labor Council in which the collective bargaining process reaches an impasse with the result that the City and Labor Council are unable to effect a settlement, then the dispute or impasse shall be resolved according to provisions of Section 14 of the Illinois Public Labor Relations Act of 1986 or as may be revised from time to time.

Article VI

Bill of Rights

In any disciplinary action against an employee represented by the Labor Council which could result in the removal, discharge or suspension, in excess of three (3) days of said employee, the City agrees to comply with the provisions of the Uniform Peace Officers Disciplinary Act, 50 ILCS 725/1 et seq. If an informal inquiry results in a formal investigation or interrogation of any employee represented by the Labor Council which could result in discipline, as aforesaid, the employee shall have the right to be represented by legal counsel of his or her own choosing if he or she so requests. The Chief of Police may relieve an employee of duty and suspend the employee without pay.

Section 6.1 - Discipline and Discharge

The parties recognize the principles of progressive and corrective discipline.

Disciplinary action or measures shall include only the following:

Oral reprimand
Written reprimand
Suspension (notice to be given in writing)
Demotions
Discharge

Disciplinary action may be imposed upon on an officer only for just cause.
If the employer has reason to reprimand an officer, it shall be done in a manner that will not embarrass the officer before other officers or the public.

Section 6.2 - Limitation

The employer's agreement to use progressive and corrective disciplinary action does not prohibit the employer in any case from imposing discipline which is commensurate with the severity of the offense. The employer shall notify the officer of disciplinary action. Such notification shall be in writing and shall reflect the specific nature of the offense.

Section 6.3 - Predisciplinary Meeting

For discipline other than oral and written reprimands, prior to notifying the officer of the contemplated discipline to be imposed, the employer shall notify the union of the meeting and then shall meet with the officer involved and inform the officer of the reason for such contemplated discipline, including any names of witnesses and copies of pertinent documents. The officer shall be informed of his rights to union representation and shall be entitled to such. The officer and the union shall be given the opportunity to rebut or clarify reasons for such discipline.

Section 6.4 - Investigatory Interviews

Where the employer desires to conduct an investigatory interview of an officer where the results of the interview might result in discipline, the employer agrees to first inform the officer that the officer has a right to union representation at such interview. The role of the union representative is limited to assisting the officer, clarifying the facts and suggesting other officers who may have knowledge of the facts.

Article VII

Work Rules and Regulations

Section 7.1 - Rules and Regulations

The City has the right to initiate rules and regulations, and the Labor Council agrees that employees covered by this Agreement shall comply with all rules and regulations (including verbal orders of supervisory personnel) presently in effect or subsequently promulgated by the Board of Fire and Police Commissioners and/or Police Department, as well as all

applicable City Ordinances and Administrative Directives not in conflict with this Agreement.

Section 7.2 - Right to Grieve

An allegation that a rule, regulation, ordinance or administrative directive is being applied in violation of the express terms of this Agreement shall be subject to the grievance procedure.

Section 7.3 - Written and Verbal Orders

To enable the Chief to efficiently administer the Police Department, he shall have the authority to issue written and verbal orders, which shall be effective immediately upon issue.

Section 7.4 - 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 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 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 7.5 - Voluntary Demotion to the Rank of Detective

Effective upon execution of this Agreement, an employee who has been successfully promoted from the rank of detective and certified to the rank of sergeant, and who seeks a voluntary demotion to the rank of detective, may only return to the detective rank upon successful completion of the promotional testing process and placement upon a certified eligibility list for the detective rank. Assignment to the rank detective shall then be as provided by the City of Rock Island Board of Fire and Police Commission rules and regulations relating to such assignments. The foregoing shall not limit the demotion or reemployment of promoted employees during their six (6) month probationary period as provided by the City of Rock Island Board of Fire and police Commission rules and regulations.

7.6 - Substance Abuse Screening

Employees shall be subject to substance abuse screening for the presence of drugs and alcohol as provided in Appendix C – Substance Abuse Screening of this Agreement.

Article VIII

Grievances & Arbitration

Section 8.1 - Definition

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

Section 8.2 - Filing Grievances

An employee represented by the Labor Council 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 or appealed in a timely manner according to time limits specified or they shall be considered null and void.

Section 8.3 - 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 - Immediate Supervisor. 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 - Chief of Police. Employees may file a grievance in written form with the department head within seven (7) calendar days of the event or occurrence which precipitated the grievance or within seven (7) 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 Human Resources Director. Said committee shall render a written decision on the grievance within seven (7) calendar days of the date the grievance was filed.

Step 3 - City Manager. Employees may appeal the decision of the Management Grievance Committee by filing a written appeal with the City Manager within seven (7) calendar days of the date of the Committee's decision, or within seven (7) 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 seven (7) calendar days of the date it was filed.

Section 8.4 - Time Limits for Filing

No grievance shall be entertained or processed unless it is submitted at Step 1 within seven (7) calendar days after the occurrence of the event giving rise to the grievance or within seven (7) 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 8.5 - Arbitration

Only a grievance which is a dispute of difference of opinion raised by an employee, or by a group of employees (with regard to a single common issue) covered by this Agreement against the City involving as to him 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 8.10, "Appeals of Suspensions, Demotion or Dismissal".

If an eligible grievance is not settled in accordance with the foregoing procedure, the employee or Labor Council may refer the grievance to binding arbitration by submitting a written notice to the City Manager within seven (7) 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 Labor Council 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 8.6 - Selection of Arbitrator

The City and Labor Council shall jointly request a panel of seven (7) 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 six (6) 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.

Section 8.7 - 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 not have 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.

The arbitrator shall submit in writing his decision within thirty calendar days following close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to a written extension. The decision shall be based solely upon his interpretation of the meaning or application of the express terms of this Agreement to the facts of the grievance presented. A decision rendered consistent with the terms of this Agreement shall be final and binding.

Section 8.8 - 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 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 made 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 record as well as the costs of making a copy.

Section 8.9 - 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 working hours to attend grievance hearings, and unpaid time to attend arbitration hearings.

Section 8.10 - 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 seven (7) 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 Sections 8.3 and 8.4 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 Article VIII 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 IX

Labor - Management Meetings

Representatives of the Labor Council and City may meet at mutually agreed upon times at the request of either party to discuss matters of mutual interest, exchange information, resolve potential conflicts and improve general communications.

Article X

Labor Council Activity

Section 10.1 - 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 fourteen (14) eight (8) hour working days during any fiscal year or require any cost to the City.

Section 10.2 - Bulletin Boards

The City shall provide the Labor Council with designated space on available bulletin boards in the Police Department for the posting of Labor Council meeting notices and similar information. No posting of a derogatory or inflammatory nature shall be allowed and all postings shall be reviewed by the Police Chief or his designee prior to posting. All materials posted shall be marked regarding the date on which the material shall be removed from the bulletin board. Materials posted which are not reviewed by the Police Chief or his designee shall be removed.

Article XI

Layoffs

In the event the City determines that a reduction in force is necessary, employees with the least seniority in the Police Department shall be laid off first. Layoffs shall be in accordance with the applicable provisions of 65 ILCS 5/10-2.1-18.

Article XII

Seniority

Section 12.1 - Definition

Effective the date of execution of this Agreement, seniority shall be defined as an employee's length of continuous full-time employment with the City since their last date of hire as a patrolman or date of promotion as a detective 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 any periods of part-time and/or temporary employment.

Section 12.2 - Probationary Period

The probationary period shall be twelve (12) months in duration. During the probationary period, an officer is entitled to all rights, privileges or benefits under this Agreement, except that the City may suspend or discharge a probationary officer without cause and such action shall be final and the officer shall have no recourse under the grievance procedure or otherwise to contest such suspension or discharge.

Section 12.3 - Determination of Seniority

In the event that more than one (1) person is hired on the same day, persons shall receive seniority preference based upon their order of hire, which shall be determined by their relative numerical scores on the Board of Fire and Police Commissioner's final eligibility list, the higher score indicating the greater seniority.

Section 12.4 - Scheduling Paid Time-Off

Vacation, holiday and personal leave will be scheduled in so far as possible and practical, at those times requested by each employee based on departmental seniority. In order for seniority to have standing, employees must elect any combination of vacation, holiday and personal leave in minimum blocks of 40 hours. The selection period will run from December 1 through December 31 with the posting of pre-approved leave will occur within pay period #2 of the new fiscal year. After January 1, seniority shall not apply in the selection of vacation, holiday or personal leave. After January 1, employees may request leave time in less than 40 hour blocks, but must do so not more than 30 days prior to the requested date(s) off.

Vacation, holiday and personal leave schedules may be adjusted to accommodate seasonal operations, significant revisions in organization, work assignments, the number of personnel in a particular rank or in case of an emergency as determined by the City.

Employees may request leave time in less than 40 hour blocks, but must do so not more than 30 days prior to the requested time off. In the event a request for time off is denied, a copy shall be made for the employee citing the reason for the denial, with the original time off request being maintained by the employer.

In the event an employee cancels a pre-approved time off request of less than 40 hours and at least 48 hours in advance, or if additional manpower is added to the shift, the employer will review the denied time off file for that period prior to granting any additional time off requests. Time off would be offered to the oldest denial first.

Supervisors shall make a reasonable attempt in notifying those employees whose time off request had been previously denied. Supervisors shall not be required to leave messages on answering machines, voice mail, or wait for officers to return calls.

One (1) time per fiscal year, employees may request a single, eight (8) hour block between 31 – 60 days prior to the requested time-off, approved subject to established manpower standards (i.e. special events, on-going problems, significant revisions in the organization or in case of an emergency) as determined by the City. The City shall have the discretion to which actions must be taken to enable the request to be approved.

Approval / denial of the employee's time off request will be made by the City at least seven (7) days prior to the requested time off.

Section 12.5 - Termination of Seniority

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

- a) An employee is terminated for just cause by the City,
- b) An employee terminates 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 approved leave of absence from 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 eighteen (18) months.

Section 12.6 - Shift Assignments

At the beginning of each fiscal year, the Chief of Police shall make shift assignments for officers assigned to patrol. Shift assignment duration 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 officer 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 rank, his 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 of Police 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.

Article XIII

Leaves

Section 13.1 - 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. Probationary employees shall not accrue paid vacation leave, but upon successfully completing their probationary period and having been placed on permanent status shall receive accumulation equal to their probationary period.

Effective the first pay period following ratification by the city and union, non-probationary employees in the class specification of Police Officer and Police Detective shall accumulate paid vacation leave as follows:

0 thru 6 years of service	= 3.1 hours/pay period
7 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 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 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 times their normal accrual rate as of the end of the pay period which is paid on the last payday in 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 13.2 - 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 official City holidays.

Employees who are within their probationary period on the first day of the fiscal year shall not receive holiday time until they have completed their probationary period and at that time shall receive 64 hours of holiday leave.

Starting April 1, 2013, employees working on July 4, Thanksgiving, Christmas and New Year's 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.

Starting January 1, 2017, employees working on Memorial Day, Labor Day, day after Thanksgiving and Christmas Eve 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 13.3 - Personal Leave

Employees working an average 40 hour week at the rate of eight (8) hours per day shall be allowed 32 hours of personal leave per fiscal year. Employees working an average 40 hours per week at the rate of 10 hours per day shall be allowed 40 hours of personal leave each fiscal year.

Personal leave may be taken at any time for any reason provided the employee obtains the advance 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 fiscal year to the next fiscal year. All personal leave not used by the end of the fiscal year shall be forfeited.

Probationary employees shall not be allowed to use any personal leave benefits until they are placed on permanent status.

Section 13.4 - 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 specific purpose of maintaining an employee's regular earnings when he/she is incapacitated and unable to work due to illness, or when the employee must attend to a member of his/her household who is ill or incapacitated. Employees who schedule medical/dental appointments/procedures with pre-approval by the employee's immediate supervisor at least 24 hours in advance shall be entitled to use available sick leave for such absences.

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 for unused accumulated sick leave.

Employees who do not provide a written 14 day calendar 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 period 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.

Employees hired on or after April 26, 1994 will be eligible to accrue up to one year of sick leave benefits. These employees will not receive compensation for accrued sick leave benefits upon their separation from employment with the City of Rock Island.

Section 13.5 - Bereavement Leave

All probationary and permanent 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, or any other relative who lives in the same household as the employee.

Section 13.6 - Job Related Disability Leave

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

Section 13.7 - Military Leave

The City and FOP, Lodge #57 shall follow the guidelines established by the Military Leave of Absence Act (5 ILCS 325/) enacted by the State of Illinois for any full-time employees requesting leave for any period actively spent in the military service.

Employees serving in the military reserves or guard may flex their individual days-off, with prior approval, in order to attend weekend drills so long as such flexing does not cause additional overtime costs to the City. Employees requesting to flex their schedules shall provide as much advance notice as possible prior to the pay period in which the days-off flexing is to take place.

All flex time must be accomplished within the same pay period.

Section 13.8 - 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 13.9 - Medical Leave

Permanent employees who have a temporary disability which prevents them from working and who have exhausted all 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 Human Resources Director and the City Manager.

Section 13.10 - 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, Human Resources Director and the City Manager. Leaves of absences may be granted for various reasons which serve the mutual benefit of the employee and the City of Rock Island.

Section 13.11 - 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 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.

Article XIV

Wages

Section 14.1 - Wages

Annual base salaries for employees covered by this Agreement shall be compensated retroactively from March 28, 2016 with a general wage increase of 2.00%, January 2, 2017 with a general wage increase of 2.25%, January 1, 2018 with a general wage increase of 2.50%, December 31, 2018 with a general wage increase of 2.90% and December 30, 2019 with a general wage increase of 3.00% in accordance with wages attached hereto and incorporated herein as Appendix D.

Section 14.2 - Hourly Wage

For the purpose of this Agreement, the average hourly rate for all employees shall be computed by dividing the employee's annual salary by 2,080 hours and rounding off to the nearest penny.

Section 14.3 - Pay Periods and Pay Days

Pay periods shall be two calendar weeks in length and shall begin on Monday and end on Sunday. Pay days shall be on the Friday following the last day of the pay period.

Section 14.4 - Step Increases

Step increases for employees shall be given at the beginning of the pay period immediately following the employee's anniversary date of appointment to that classification until he reaches the seventh step of the salary range established for his classification.

Step increases for any employee may be withheld or delayed for disciplinary reasons. The delay or withholding of an employee's step increase must be approved by the City Manager before becoming effective.

Section 14.5 - 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 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 suspension 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.

On March 29, 2004, longevity increases for employees shall be in the amount of two-percent (2%) between all longevity steps in the pay plan after the completion of 5, 10, 15,

20, 25, and 30 years respectively. Longevity pay shall be figured exclusively on the employee's base wage and shall exclude shift differential, specialty pay, wages received for working out of classification and overtime.

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

Section 14.6 - Shift Differential

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

Section 14.7 - Specialty Pay

Employees shall receive specialty pay in addition to other pay in which they are entitled. Field Training Officer \$1300, K-9 \$700, Traffic Specialist \$400, Narcotics Specialist \$1300 and Gang Task Force \$1300. The specialty pay shall be added to the base pay and the specialty pay shall be paid to employees in 26 equal payments during each fiscal year and added to regular pay for so long as they are performing specialty work.

Section 14.8 - Working Out of Classification

Employees assigned to perform the duties of higher classification for twenty-one (21) calendar days or longer shall receive a pay increase of five percent (5%). Upon expiration of the short-term assignment, the additional pay shall be discontinued. The short-term assignments shall not be considered as promotions, but only as assignments outside of employee's normal duties for which they receive additional compensation. An officer shall not serve in such assignment for more than six (6) months.

Section 14.9 - Wages on Promotion

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 14.10 - Direct Deposit

Effective the date of execution of this agreement, direct deposit will be required of all employees.

Section 14.11 - Severance Payment

Effective April 1, 2010, 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 XV

Work Hours and Overtime

Section 15.1 - Application of Article

This Article is intended to define the normal hours of work and to provide the basis for calculating overtime payments. It shall not be construed as a guarantee of hours of work per day or per week, or of days of work per week.

Section 15.2 - Normal Workday and Workweek

The normal workday shall be defined as eight (8) consecutive hours of work within a 24-hour period. The workweek shall consist of five (5) consecutive eight (8) hour days followed by two (2) consecutive days off. The normal workweek shall consist of forty (40) hours in a seven (7) consecutive day period. These hours shall be inclusive of 15 minute roll call time for patrol officers only.

Section 15.3 - Change in Normal Workday and Workweek

The hours, workdays and shifts to which employees are assigned shall be based upon the seven (7) day departmental work schedule. Should it be necessary in the interest of efficient operations or emergencies to establish schedules departing from the normal seven (7) day work period, or workday, or workweek, the Chief of Police shall have the sole authority to make such changes.

Section 15.4 - Overtime

Employees shall be paid one and one-half (1-1/2) times their regular hourly rate of pay for all hours worked beyond forty (40) per week or eight (8) per day, which may occur in their seven (7) day work departmental work schedule. Hours determined at the conclusion of the seven (7) day work schedule to be eligible for overtime compensation will be compensated for on the pay period immediately following the end of the seven (7) day work schedule.

Employees may elect to accrue compensatory time in lieu of a cash payment for overtime at the employee'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 15.6 below.

Section 15.4.1-Overtime Assignment

a) Continuation of straight time duty assignment: Officers may be permitted to work overtime as a continuation of a duty assignment begun prior to the end of a tour of duty with the authorization of the supervisor.

b) Selection based on regular assignment: Officers may be selected to work overtime on an assignment related to their field of expertise such as Elderly Service Officer, Crime

Prevention, Gang, Emergency Response Team, CAPE Officers, Housing, Traffic Specialist, FTO, Speakers Bureau, etc.

c) Watch staffing: In the event manpower levels fall below those limits set for each Division, the Watch or Assistant Watch Commander shall have the authority to supplement the Watch to these levels.

(i) In order to supplement the Watch the on-duty supervisor shall first contact the on-duty officers and assign the overtime according to volunteer seniority.

(ii) If none of the officers working the on-duty shift volunteer to work the required overtime, and time permits, the supervisor should then attempt to contact the officers who are on their scheduled days off. The supervisor shall attempt to contact these officers and offer the voluntary overtime according to seniority.

(iii) When minimum manpower cannot be met by using officers who would voluntarily work the overtime and/or the notice is less than four (4) days, the Watch or Assistant Watch Commander shall have the authority to:

a. Order the least senior officer to hold over from the previous watch or report early for their upcoming watch.

b. Order an off duty officer(s) to report for duty based on seniority.

(iv) Supervisors must keep in mind time restraints when attempting to meet minimum manpower standards and shall not be required to leave messages on answering machines, voice mail, pagers or wait for officers to return calls.

(v) If four (4) days or more notice is given of a deficiency in manpower, the Watch or Assistant Watch Commander shall make available in the Field Operations Bureau Rotator a sign up sheet requesting volunteers to work on the date(s) needed. Selection shall be based on seniority by the total number of overtime hours worked.

d) Special Assignments: Special assignments designated by the management staff shall be handled in accordance with normal management prerogatives.

e) Special Assignments Initiated by Officers: Special assignments initiated by officers shall be handled by the initiating officers with those officers he and/or the management staff select.

f) Detective Bureau Overtime: General overtime assignments which emanate from the Detective Bureau, whenever practical, will be offered and filled by rank seniority within the bureau. In cases of an emergency or of a short or late notice of a need to fill an overtime assignment, such assignments may be filled without offering the assignment on a seniority basis. Special assignments designated by the management staff shall be handled in accordance with normal managerial prerogatives.

Section 15.5 - Call Back

Employees 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 15.6 - Compensatory Time

Employees 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 employees' accrued compensatory time hours in excess of forty (40). Payments of 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 employee's appropriate supervisor. No employee shall be allowed to use more than one week of accrued compensatory time in conjunction with their vacation and/or personal time.
- e) The employee 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 15.7 - Court Time

Employees 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 employee's regular work schedule.

Section 15.8 - Miscellaneous

Effective the first pay period following ratification by the city and union, employees in the class specification of Police Detective shall receive seven (7) hours additional compensation at their regular hourly rate of pay for each week they are assigned to be on-call.

Effective the first pay period following ratification by the city and union, the on-call detective and high school liaison officer will be provided with a city take-home vehicle. The on-call detective must respond as quickly as possible, but no later than sixty minutes after being called.

Section 15.9 - K-9

Employees assigned to perform the duties of K-9 officer shall receive an additional one (1) hours pay at the overtime rate for each week of such assignment. The Officer may elect to accrue compensatory time in lieu of a cash payment at the employee's discretion.

Article XVI

Clothing Allowance

Section 16.1 - Quartermaster System

The City shall have a quartermaster system as described in this Article. The purpose of the quarter master system is to insure 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. There shall be no reimbursement for cleaning. Plain clothes officers shall be required to maintain a minimum of one complete uniform for winter and summer.

Section 16.2 - Plain Clothes Officer Clothing Allowance

Starting on January 1 of each fiscal year of the contract, plain clothes officers designated by promotion, assignment and/or appointed by the Chief of Police shall be eligible to receive an annual clothing allowance of \$750.

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) \$750 shall be paid upon promotion, assignment and/or appointment by the Chief of Police;
- b) The clothing 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.

Employees will be allowed to purchase authorized plain clothes by charging items through a list of approved venders or purchasing items through other retail establishments not on the vender list. Employees who purchase items through other retail establishments will be reimbursed, exclusive of sales tax, for their purchases upon submission of receipts.

The items of clothing authorized to be purchased are acceptable business attire such as but not limited to: ties, belts, dress overcoats, dress sport coats/blazers or jackets (female), suits, dress shirts or blouse, dress shoes, dress slacks. Detectives shall also be authorized to purchase police related items such as holsters, raid jackets, magazine holders, handcuff case, weapon light holder and key holder as approved by department policy.

Dry cleaning of such clothing is an acceptable expense that can be applied towards the clothing allowance.

Employees working as plainclothes officers receiving clothing allowance shall be subject to income reporting as required by the IRS on all items that are not exempt from such reporting. All non-exempt items purchased using the clothing allowance shall be the property of the employee. All exempt items purchased under this agreement during the final year of employment shall be turned into the department.

Detectives or officers assigned to special assignments, as designated by the Chief of Police, are authorized to purchase the aforementioned items in addition to appropriate clothing e.g. tennis/athletic shoes, sweat shirts, jeans, khakis, Polo type shirts, holsters, raid jackets, magazine holders, handcuff case, weapon light holder and key holder.

Clothing damaged in-the-line of duty will be replaced or repaired at City expense.

Article XVII

Educational Reimbursements

Employees shall be eligible for partial reimbursement for the costs of books and tuition for Police related work and/or training approved by the Police Chief, Human Resources Director and 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 submissions of the proper documentation (receipt, canceled check, etc.),
- c) Approved reimbursements shall be at a rate of 100% of the costs 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.

Article XVIII

Fitness and Activity Center Membership

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 XIX

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 XX

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 XXI

Access to Employee 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, 820 ILCS 40/0.01 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.

Article XXII

Savings Clause

In any provision of this Agreement or any application thereof should be rendered or declared unlawful, invalid or unenforceable by virtue of any judicial action, or by any existing or subsequently enacted federal or state legislation, or by any other competent authority, the remaining provisions of this Agreement shall remain in full force and effect, in such event, upon the request of either party, the parties shall meet promptly and negotiate with respect to substitute provisions for those provisions rendered or declared unlawful, invalid or unenforceable.

Article XXIII

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 parties acknowledge that during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the City and Labor Council, for the duration of this Agreement each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to, or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of the parties at the time they negotiated or signed this Agreement.

Article XXIV

Duration

Section 24.1 - Term of Agreement

This Agreement shall be effective from March 28, 2016 and shall remain in full force and effect until December 31, 2020. The provisions of this Agreement shall be automatically renewed from year-to-year after December 31, 2020, unless either party shall notify the other in writing no earlier than on hundred twenty (120) days and no later than ninety (90) days prior to the expiration date of its desire to modify this Agreement. If such notice is given negotiations shall begin no later than thirty (30) days after the date of receipt of such notice.

This Agreement shall remain in full force and effect until negotiations are completed as set forth in the Resolution of Impasse Article.

This Agreement is executed and approved this 8th day of September 2016.

City of Rock Island, Illinois

By: [Signature]
City Manager

Date: 9-8-16

Attest: [Signature]
Deputy City Clerk

Rock Island City F.O.P. Lodge
57/Illinois Fraternal Order of Police
Labor Council, Inc.

By: [Signature]
President

Date: 9-7-2016

Attest: [Signature]
Secretary

[Signature]
Illinois F.O.P. Representative

APPENDIX - A

Dues Authorization Form

**ILLINOIS FRATERNAL ORDER OF POLICE
LABOR COUNCIL
974 CLOCKTOWER DRIVE
SPRINGFIELD, ILLINOIS 62704**

I, _____, hereby authorize my employer, the City of Rock Island, Illinois 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.

Date: _____

Signed: _____

Address: _____

City: _____

State: _____ Zip: _____

Telephone: _____

Please remit all dues deductions to:

Illinois Fraternal Order of Police Labor Council
Attn: Accounting/Business Manager
974 Clocktower Drive
Springfield, Illinois 62704

(217) 698-9433



Appendix B
Illinois Fraternal Order of Police Labor Council
(Use additional sheets where necessary)

Department: _____ Date Filed: _____

Grievant's Name: _____
Last First M.I.

STEP ONE – IMMEDIATE SUPERVISOR

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

Article(s) and Sections(s) of Contract Violated: _____

Briefly State the Facts: _____

Given To: _____ Date/Time: _____

Grievant's Signature _____ FOP Representative Signature _____

EMPLOYER'S STEP ONE RESPONSE

Employer Representative Signature _____ Position _____

Person to Whom Response Given _____ Date _____

STEP TWO – CHIEF OF POLICE

Reasons for Advancing Grievance: _____

Given To: _____ Date/Time: _____

Grievant's Signature _____ FOP Representative Signature _____

EMPLOYER'S STEP TWO RESPONSE

Employer Representative Signature _____ Position _____

Person to Whom Response Given _____ Date _____

STEP THREE – CITY MANAGER

Reasons for Advancing Grievance: _____

Given To: _____

Date/Time: _____

Grievant's Signature _____

FOP Representative Signature _____

EMPLOYER'S STEP THREE RESPONSE

Employer Representative Signature _____

Position _____

Person to Whom Response Given _____

Date _____

REFERRAL TO ARBITRATION by Illinois FOP Labor Council

Person to Whom Referral Given _____

Date _____

FOP Labor Council Representative _____



APPENDIX C

CITY OF ROCK ISLAND SUBSTANCE SCREENING POLICY (Police Officer and Detective)

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.

The City shall also have the right to require employees to submit to alcohol or drug testing on a random basis. Random testing shall be administered through an outside certified vender. Testing will be done using a methodology whereby all members of the pool have a statistically equal chance of being chosen for such a test. The Union shall have the right to information from the City regarding the selection of employees in order to confirm the process is random. Police Officers and Detectives shall not be included in the city pool with other employees required to submit to random drug and/or alcohol testing; but may be included in a pool with other sworn police department employees. The percent of Police Officers and Detectives 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.

Section 4 - Order to Take Test:

a. Reasonable Suspicion Testing: 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 Human Resources 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.

b. Random Testing: The Chief of Police or his designee will be notified of the employees selected for testing on a given day by the testing administrators. Employees selected for testing will be notified and ordered comply with the testing as so directed. If a selected employee is not on-duty, the employee selected for random testing will be sent for such testing when he/she is at work and on-duty. After submitting to the random drug and/or alcohol testing, the employee will return to work to finish his/her regular shift. Employees who refuse to follow an order to submit to a random alcohol or drug test authorized herein are subject to discipline including discharge.

Section 5 – Laboratory 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 SAMSHA 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 – Positive Test 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.

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) for substance abuse evaluation 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 initial absence from work. Employees under treatment for drug or alcohol abuse may use sick leave for the time spent in such treatment, followed by other accumulated time should the employee exhaust all sick time. The employee may be placed on leave without pay if all other leave is exhausted. Nothing in this section shall diminish an employee's rights under the Family and Medical Leave Act (FMLA) or Americans with Disabilities Act (ADA).

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 –Positive Test Sanctions:

In the first instance that an employee tests positive as defined herein on the confirmatory random test for illegal or proscribed drugs or alcohol, the employee must comply with the MRO's treatment plan, whereby the employee's agrees to:

- a. Undergo and complete appropriate treatment as determined by the SAP; and
- b. Discontinue use of illegal drugs or abuse of alcohol or proscribed drugs; and
- c. After returning to work, the employee is obligated to complete the aftercare follow-up testing program required by the SAP.

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 and including discharge. If the employee meets all 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).

In the first instance that an employee tests positive as defined herein on a confirmatory reasonable suspicion 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.

Section 8 - Right to Contest.

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

TABLE NO. 1

<u>Substance Group</u>	<u>Test Type</u>	<u>Detection Type</u>
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

MEMORANDUM OF UNDERSTANDING

Re: Article XXIII – Entire Agreement - Clarification

Article XXIII- Entire Agreement of the collective bargaining agreement between the City of Rock Island and F.O.P. Lodge #57 is not intended to preclude the union from exercising its statutory rights to demand that the City bargain collectively over the employment consequences of mid-contract actions taken by the City.

/S/ Robert T. Hawes
Submitted by: Robert T. Hawes, P.E. Date: 03/25/01

MEMORANDUM OF UNDERSTANDING

Re: Plain Clothes Officers/Detectives – Polo Shirts

The parties agree that there may be mutual benefits in allowing Detectives and other authorized plain clothes employee the option of wearing authorized polo style shirts during their regular workday. The parties agree to a one year trial period to evaluate the merits of such benefits of wearing such apparel.

Authorized polo style shirts may be worn by employees under the following conditions:

1. Polo shirts may be worn annually from May through September and other authorized periods.
2. Polo shirts will be worn with dress slacks.
3. Polo shirts will not be worn by any employee when the employee is testifying in court during a hearing or trial.
4. The officer will wear a badge visible to the public when wearing the polo shirt; side arms need not be covered but must be carried in an authorized holster.
5. Shoulder holsters shall not be worn while wearing the polo style shirt.
6. The program will be reviewed at the end of the trial period. The Chief of Police will have the discretion to continue or terminate the program at that time.

/s/ Robert T. Hawes
City of Rock Island

/s/ David Nixon
Illinois FOP Labor Council/
Rock Island FOP Lodge #57

06/07/2011
Date

06/07/2011
Date

MEMORANDUM OF UNDERSTANDING

Re: Critical Incident Policy

The parties agree to continue to meet during the term of this Agreement in order to develop a mutually agreeable Critical Incident Policy. A committee, comprised of equal number of members selected from labor and management, shall be charged with the compilation and development of the policy. The parties further agree that the goal deadline for completion of said policy will be October 1, 2007.

In the event the parties do not reach agreement on a policy, the parties agree to meet and bargain the issue upon demand of the Union. Any impasse in such negotiations shall be subject to the impasse resolution provisions of the parties' collective bargaining agreement.

City of Rock Island:

/s/John Phillips 07/25/07
John Phillips Date

Illinois FOP Labor Council:

/s/ David Nixon 07/20/07
David Nixon Date

Rock Island FOP Lodge #57:

/s/ Gene Karzin 07/28/07
Gene Karzin Date
Unit Chairman

MEMORANDUM OF UNDERSTANDING

Re: Cell Phone Policy

The parties agree that the attached policy shall govern the use of cell phones by members of the FOP #57 Police Officers and Detectives unit. The parties further agree to meet and review the compliance with, and application of, the policy at the end of one year, from the execution date of this Memorandum of Understanding.

City of Rock Island:

<u>/s/ John Phillips</u>	<u>07/20/07</u>
John Phillips	Date
City Manager	

Illinois FOP Labor Council:

<u>/s/ David Nixon</u>	<u>07/20/07</u>
David Nixon	Date
Field Representative	

Rock Island FOP Lodge #57:

<u>/s/ Gene Karzin</u>	<u>07/25/07</u>
Gene Karzin	Date
Unit Chairman	



**ROCK ISLAND POLICE DEPARTMENT
OPERATIONS MANUAL**

**NUMBER
FP 33.0**

TITLE: Cellular Phone Policy

ISSUED: 08-06-04 Revised 04-24-07

PAGE 1 OF 4

I. PURPOSE

The purpose of this policy is to provide all department members with guidelines for the proper use of cellular phones.

II. CANCELLATION

As of April 25, 2007, all orders previously issued regarding this subject are hereby superseded and cancelled.

III. EFFECTIVE DATE

This policy shall become effective upon issue and remain effective until rescinded, cancelled, or revised.

IV. POLICY

It is the policy of the Rock Island Police Department to use cellular telephones in the course of police operations to enhance departmental communications. Cellular phones may be used by members to conduct official police business when the use of radio communications or hard line telephones is inappropriate, unavailable, or inadequate to meet communication needs. All cellular phones shall be used in accordance with this policy.

V. DEFINITIONS

- A. **"Disruptive"** means any time that the cellular phone operations would be considered disturbing to others, such as at meetings, training sessions, court, or in public places when their use would reasonably be deemed annoying and intrusive.
- B. **"Distraction"** means any time the use of a cellular phone would unnecessarily or unreasonably divert the attention of a member from official duties and/or cause a potential hazardous situation.

By Order and Chief



**ROCK ISLAND POLICE DEPARTMENT
OPERATIONS MANUAL**

**NUMBER
FP 33.0**

TITLE: Cellular Phone Policy

ISSUED: 08-06-04 Revised 04-24-07

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IV. PROCEDURE

A. General Guidelines (Department issued and Personal Cellular Phones):

1. Cellular telephones are an augmentation to the department's communication system and not a substitute for radio communication designated for transmission through the department's emergency communication center. Approved cellular telephone usage includes, but is not limited to the following communications:
 - a. Conveyance of sensitive or restricted information.
 - b. Undercover operations.
 - c. Lengthy communications with supervisors.
 - d. Communications beyond normal radio range.
 - e. Incidents in which use of a hard line telephone would be appropriate but where one is not available.
2. Cellular phones are for authorized police business.

Exceptions may be made for family situations or personal matters that require immediate attention and where alternative forms of communication are not suitable or easily available.

 - a. An exception to the business use only requirement would be the use of a personal cellular phone while the officer is on a scheduled break.
3. Members should not use cellular phones for car-to-car communication when other means are available and appropriate.
4. Members may not operate department vehicles while using cellular phones unless emergency circumstances exist and other means of

"As Issued and Revised"



**ROCK ISLAND POLICE DEPARTMENT
OPERATIONS MANUAL**

**NUMBER
FP 33.0**

TITLE: Cellular Phone Policy

ISSUED: 08-06-04 Revised 04-24-07

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communication are not available or suitable.

a. When possible, members should pull off the highway/road to a safe location when using cellular phones.

b. An exception to this restriction would be when authorized and approved hands-free operation devices are used.

5. Police reports may not be taken using cellular phones. The phone may be used to contact the victim or complainant and arrange a meeting.

6. Cellular phones should not be used if they may be disruptive to others or a distraction to the member.

7. The use of photo messaging capabilities is prohibited unless they can be clearly linked to the conduct of official police business.

B. Department Issued Cellular Phones:

1. Department issued cellular phones are authorized for official police business only - regardless of the member's duty status.

a. Department issued cellular phone bills are not private and random/periodic audits of the phone bills may be made at the department's discretion.

2. Department issued cellular phone numbers should not be provided to members of the public.

a. Exceptions may be made when future emergency contact between a member and a victim, witness, or other person may be critical.

b. Exceptions may be made with supervisor approval.

13 Jan 04/2/05



**ROCK ISLAND POLICE DEPARTMENT
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C. Personal Cellular Phones:

1. Any member wishing to utilize a personally owned cellular telephone shall complete department form #249 (see appendix). This form shall list the officer's name, the cellular phone number, and an agreement that the cellular phone usage shall be limited to the terms of this policy. This form shall be signed by the officer and filed with the department prior to the cellular phone being used.
2. The privilege of carrying a personal cellular phone is the choice of the individual member and nothing in this policy shall require any member to carry or utilize a personal cellular phone.
 - a. Any loss or damage to a member's personally owned cellular phone shall be the sole responsibility of the member.
 - b. Any financial charges incurred by the use of personally owned cellular phones are the sole responsibility of the member.
3. Department personnel shall not provide personal cellular phone numbers to the public without prior approval of the member.

D. Administrative Issues:

1. Any violation of this policy may result in the member being denied access to personal cellular phone usage while on duty.
2. Terms of this policy shall be subject to discipline as defined in the Rock Island Police Department's Operation Manual.
3. As part of an official internal investigation, based upon a supervisor's complaint relating to

By: [Signature] / [Name]

LETTER OF AGREEMENT

WHEREAS, the City of Rock Island, Illinois ("City") and Illinois Fraternal Order of Police Labor Council representing Rock Island City, Fraternal Order of Police, Lodge #57 ("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 May 18, 2007 shall remain in effect 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 May 18, 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.

CITY OF ROCK ISLAND, ILLINOIS

ROCK ISLAND CITY F.O.P. LODGE
57/ILLINOIS FRATERNAL ORDER OF
POLICE LABOR COUNCIL, INC.

By: /s/ John Phillips
City Manager

By: /s/ Gene Karzin
President

07/20/07
Date

07/20/07
Date

Attest:
City Clerk

Attest: /s/ Jeffery Morrissey
Secretary

/s/ David Nixon
Illinois F.O.P. Representative

FOP57

City of Rock Island

Effective Date

03/28/16

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 7	Police Officer	343								Annual Total
										Bi-Weekly Rate
										Hourly Rate
										5 YR
										Longevity
										Bi-Weekly Rate
										Hourly Rate
										Longevity Step
										10 YR
										Longevity
										Bi-Weekly Rate
										Hourly Rate
										Longevity Step
										15 YR
										Longevity
										Bi-Weekly Rate
										Hourly Rate
										Longevity Step
										20 YR
										Longevity
										Bi-Weekly Rate
										Hourly Rate
										Longevity Step
										25 YR
										Longevity
										Bi-Weekly Rate
										Hourly Rate
										Longevity Step
										30 YR
										Longevity
										Bi-Weekly Rate
										Hourly Rate
										Longevity Step

FOP57

City of Rock Island

Effective Date

01/02/17

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 7	Police Officer	343			53,742	56,429	59,250	62,213	65,324	Annual Total
					2,067.00	2,170.35	2,278.85	2,392.81	2,512.46	Bi-Weekly Rate
					25.8375	27.1293	28.4856	29.9101	31.4058	Hourly Rate
					54,817	57,558	60,435	63,457	66,630	5 YR Longevity
					2,108.34	2,213.75	2,324.42	2,440.66	2,562.71	Bi-Weekly Rate
					26.3543	27.6719	29.0553	30.5083	32.0339	Hourly Rate
										Longevity Step
					55,913	58,709	61,644	64,726	67,963	10 YR Longevity
					2,150.51	2,258.03	2,370.91	2,489.48	2,613.96	Bi-Weekly Rate
					26.8813	28.2254	29.6364	31.1185	32.6746	Hourly Rate
										Longevity Step
					57,031	59,883	62,877	66,021	69,322	15 YR Longevity
					2,193.52	2,303.19	2,418.33	2,539.27	2,666.24	Bi-Weekly Rate
					27.4190	28.7899	30.2291	31.7408	33.3281	Hourly Rate
										Longevity Step
					58,172	61,081	64,134	67,341	70,709	20 YR Longevity
					2,237.39	2,349.25	2,466.70	2,590.05	2,719.57	Bi-Weekly Rate
					27.9673	29.3657	30.8337	32.3756	33.9946	Hourly Rate
										Longevity Step
					59,336	62,302	65,417	68,688	72,123	25 YR Longevity
					2,282.14	2,396.24	2,516.03	2,641.85	2,773.96	Bi-Weekly Rate
					28.5267	29.9530	31.4504	33.0232	34.6745	Hourly Rate
										Longevity Step
					60,522	63,548	66,725	70,062	73,565	30 YR Longevity
					2,327.78	2,444.16	2,566.35	2,694.69	2,829.44	Bi-Weekly Rate
					29.0972	30.5520	32.0794	33.6836	35.3680	Hourly Rate
										Longevity Step

FOP57

City of Rock Island

Effective Date

01/01/18

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 7	Police Officer	343			55,086	57,840	60,732	63,769	66,957	Annual Total
					2,118.69	2,224.62	2,335.85	2,452.65	2,575.27	Bi-Weekly Rate
					26.4837	27.8077	29.1981	30.6582	32.1909	Hourly Rate
										5 YR
					56,188	58,997	61,947	65,044	68,296	Longevity
					2,161.07	2,269.11	2,382.56	2,501.71	2,626.77	Bi-Weekly Rate
					27.0133	28.3638	29.7820	31.2713	32.8347	Hourly Rate
										Longevity Step
										10 YR
					57,311	60,177	63,186	66,345	69,662	Longevity
					2,204.29	2,314.49	2,430.21	2,551.74	2,679.31	Bi-Weekly Rate
					27.5536	28.9311	30.3777	31.8968	33.4914	Hourly Rate
										Longevity Step
										15 YR
					58,458	61,380	64,449	67,672	71,055	Longevity
					2,248.37	2,360.78	2,478.82	2,602.78	2,732.90	Bi-Weekly Rate
					28.1047	29.5097	30.9852	32.5347	34.1612	Hourly Rate
										Longevity Step
										20 YR
					59,627	62,608	65,738	69,026	72,476	Longevity
					2,293.34	2,408.00	2,528.39	2,654.83	2,787.55	Bi-Weekly Rate
					28.6668	30.0999	31.6049	33.1854	34.8444	Hourly Rate
										Longevity Step
										25 YR
					60,819	63,860	67,053	70,406	73,926	Longevity
					2,339.21	2,456.16	2,578.96	2,707.93	2,843.31	Bi-Weekly Rate
					29.2401	30.7019	32.2370	33.8491	35.5413	Hourly Rate
										Longevity Step
										30 YR
					62,036	65,137	68,394	71,814	75,404	Longevity
					2,385.99	2,505.28	2,630.54	2,762.09	2,900.17	Bi-Weekly Rate
					29.8249	31.3160	32.8818	34.5261	36.2521	Hourly Rate
										Longevity Step

FOP57

City of Rock Island

Effective Date

12/31/18

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 7	Police Officer	343			56,683	59,517	62,493	65,618	68,899	Annual Total
					2,180.12	2,289.12	2,403.58	2,523.77	2,649.96	Bi-Weekly Rate
					27.2514	28.6139	30.0447	31.5471	33.1245	Hourly Rate
										5 YR Longevity
					57,817	60,707	63,743	66,930	70,277	
					2,223.72	2,334.90	2,451.65	2,574.24	2,702.96	Bi-Weekly Rate
					27.7965	29.1862	30.6456	32.1781	33.7870	Hourly Rate
										Longevity Step
										10 YR Longevity
					58,973	61,921	65,018	68,269	71,683	
					2,268.19	2,381.60	2,500.68	2,625.73	2,757.02	Bi-Weekly Rate
					28.3524	29.7699	31.2585	32.8216	34.4627	Hourly Rate
										Longevity Step
										15 YR Longevity
					60,152	63,160	66,318	69,634	73,116	
					2,313.56	2,429.23	2,550.70	2,678.24	2,812.16	Bi-Weekly Rate
					28.9194	30.3653	31.8837	33.4781	35.1520	Hourly Rate
										Longevity Step
										20 YR Longevity
					61,356	64,423	67,644	71,027	74,578	
					2,359.83	2,477.81	2,601.71	2,731.81	2,868.40	Bi-Weekly Rate
					29.4978	30.9727	32.5214	34.1476	35.8550	Hourly Rate
										Longevity Step
										25 YR Longevity
					62,583	65,712	68,997	72,448	76,070	
					2,407.02	2,527.37	2,653.74	2,786.45	2,925.77	Bi-Weekly Rate
					30.0878	31.5921	33.1718	34.8306	36.5721	Hourly Rate
										Longevity Step
										30 YR Longevity
					63,834	67,026	70,377	73,897	77,591	
					2,455.16	2,577.92	2,706.82	2,842.17	2,984.29	Bi-Weekly Rate
					30.6896	32.2239	33.8352	35.5272	37.3036	Hourly Rate
										Longevity Step

FOP57

City of Rock Island

Effective Date

12/30/19

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 7	Police Officer	343			58,383	61,302	64,367	67,585	70,964	Annual Total
					2,245.50	2,357.77	2,475.65	2,599.42	2,729.38	Bi-Weekly Rate
					28.0688	29.4721	30.9457	32.4928	34.1173	Hourly Rate
					59,551	62,528	65,654	68,937	72,383	5 YR Longevity
										Bi-Weekly Rate
										Hourly Rate
					2,290.41	2,404.92	2,525.17	2,651.41	2,783.97	Longevity Step
					28.6301	30.0616	31.5646	33.1426	34.7997	
					60,742	63,779	66,967	70,315	73,831	10 YR Longevity
										Bi-Weekly Rate
										Hourly Rate
										Longevity Step
					2,336.22	2,453.02	2,575.67	2,704.44	2,839.65	
					29.2027	30.6628	32.1959	33.8055	35.4956	
					61,957	65,054	68,307	71,722	75,308	15 YR Longevity
										Bi-Weekly Rate
										Hourly Rate
										Longevity Step
					2,382.94	2,502.08	2,627.18	2,758.53	2,896.44	
					29.7868	31.2760	32.8398	34.4816	36.2056	
					63,196	66,355	69,673	73,156	76,814	20 YR Longevity
										Bi-Weekly Rate
										Hourly Rate
										Longevity Step
					2,430.60	2,552.13	2,679.73	2,813.70	2,954.37	
					30.3825	31.9016	33.4966	35.1712	36.9297	
					64,460	67,682	71,066	74,619	78,350	25 YR Longevity
										Bi-Weekly Rate
										Hourly Rate
										Longevity Step
					2,479.21	2,603.17	2,733.32	2,869.97	3,013.46	
					30.9902	32.5396	34.1665	35.8747	37.6683	
					65,749	69,036	72,488	76,112	79,917	30 YR Longevity
										Bi-Weekly Rate
										Hourly Rate
										Longevity Step
					2,528.80	2,655.23	2,787.99	2,927.37	3,073.73	
					31.6100	33.1904	34.8499	36.5922	38.4216	

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City of Rock Island

Effective Date

03/28/16

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 10	Police Detective	367	51,263	53,826	56,517	59,343	62,310	65,426	68,697	Annual Total
			1,971.65	2,070.23	2,173.73	2,282.42	2,396.54	2,516.38	2,642.19	Bi-Weekly Rate
			24.6457	25.8779	27.1716	28.5303	29.9567	31.4548	33.0274	Hourly Rate
										5 YR
			52,288	54,903	57,647	60,530	63,556	66,735	70,071	Longevity
			2,011.09	2,111.64	2,217.21	2,328.07	2,444.47	2,566.71	2,695.04	Bi-Weekly Rate
			25.1386	26.3954	27.7151	29.1009	30.5559	32.0839	33.6880	Hourly Rate
								1,309	1,374	Longevity Step
										10 YR
			53,334	56,001	58,800	61,740	64,827	68,069	71,472	Longevity
			2,051.31	2,153.87	2,261.55	2,374.63	2,493.36	2,618.05	2,748.94	Bi-Weekly Rate
			25.6414	26.9234	28.2694	29.6829	31.1670	32.7256	34.3617	Hourly Rate
								2,643	2,775	Longevity Step
										15 YR
			54,401	57,121	59,976	62,975	66,124	69,431	72,902	Longevity
			2,092.33	2,196.95	2,306.78	2,422.13	2,543.23	2,670.41	2,803.92	Bi-Weekly Rate
			26.1542	27.4618	28.8348	30.2766	31.7903	33.3801	35.0489	Hourly Rate
								4,005	4,205	Longevity Step
										20 YR
			55,489	58,263	61,176	64,235	67,446	70,819	74,360	Longevity
			2,134.18	2,240.88	2,352.92	2,470.57	2,594.09	2,723.82	2,859.99	Bi-Weekly Rate
			26.6773	28.0111	29.4115	30.8821	32.4261	34.0477	35.7499	Hourly Rate
								5,393	5,663	Longevity Step
										25 YR
			56,598	59,428	62,399	65,519	68,795	72,236	75,847	Longevity
			2,176.87	2,285.70	2,399.97	2,519.98	2,645.97	2,778.29	2,917.19	Bi-Weekly Rate
			27.2108	28.5713	29.9997	31.4997	33.0747	34.7286	36.4649	Hourly Rate
								6,810	7,150	Longevity Step
										30 YR
			57,730	60,617	63,647	66,830	70,171	73,680	77,364	Longevity
			2,220.40	2,331.42	2,447.97	2,570.38	2,698.89	2,833.86	2,975.54	Bi-Weekly Rate
			27.7550	29.1427	30.5997	32.1297	33.7361	35.4232	37.1942	Hourly Rate
								8,254	8,667	Longevity Step

FOP57

City of Rock Island

Effective Date

01/02/17

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 10	Police Detective	367	52,416	55,037	57,789	60,678	63,712	66,898	70,243	Annual Total
			2,016.00	2,116.81	2,222.65	2,333.77	2,450.46	2,573.00	2,701.65	Bi-Weekly Rate
			25.2000	26.4601	27.7832	29.1721	30.6308	32.1625	33.7707	Hourly Rate
										5 YR
			53,464	56,138	58,945	61,892	64,986	68,236	71,648	Longevity
			2,056.32	2,159.14	2,267.11	2,380.44	2,499.47	2,624.46	2,755.69	Bi-Weekly Rate
			25.7040	26.9893	28.3388	29.7556	31.2434	32.8058	34.4461	Hourly Rate
								1,338	1,405	Longevity Step
										10 YR
			54,534	57,260	60,124	63,129	66,286	69,601	73,081	Longevity
			2,097.45	2,202.33	2,312.45	2,428.05	2,549.46	2,676.95	2,810.80	Bi-Weekly Rate
			26.2181	27.5291	28.9056	30.3507	31.8683	33.4619	35.1350	Hourly Rate
								2,703	2,838	Longevity Step
										15 YR
			55,624	58,406	61,326	64,392	67,612	70,993	74,542	Longevity
			2,139.40	2,246.37	2,358.70	2,476.61	2,600.45	2,730.49	2,867.02	Bi-Weekly Rate
			26.7424	28.0797	29.4837	30.9577	32.5056	34.1311	35.8377	Hourly Rate
								4,095	4,299	Longevity Step
										20 YR
			56,737	59,574	62,553	65,680	68,964	72,413	76,033	Longevity
			2,182.18	2,291.30	2,405.87	2,526.15	2,652.46	2,785.10	2,924.36	Bi-Weekly Rate
			27.2773	28.6413	30.0734	31.5768	33.1557	34.8137	36.5545	Hourly Rate
								5,515	5,790	Longevity Step
										25 YR
			57,871	60,765	63,804	66,993	70,343	73,861	77,554	Longevity
			2,225.83	2,337.13	2,453.99	2,576.67	2,705.51	2,840.80	2,982.84	Bi-Weekly Rate
			27.8228	29.2141	30.6749	32.2084	33.8188	35.5100	37.2856	Hourly Rate
								6,963	7,311	Longevity Step
										30 YR
			59,029	61,981	65,080	68,333	71,750	75,338	79,105	Longevity
			2,270.34	2,383.87	2,503.07	2,628.20	2,759.62	2,897.62	3,042.50	Bi-Weekly Rate
			28.3793	29.7984	31.2884	32.8525	34.4952	36.2202	38.0313	Hourly Rate
								8,440	8,862	Longevity Step

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City of Rock Island

Effective Date

01/01/18

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 10	Police Detective	367	53,726	56,412	59,233	62,195	65,305	68,570	71,999	Annual Total
			2,066.38	2,169.69	2,278.19	2,392.12	2,511.73	2,637.31	2,769.19	Bi-Weekly Rate
			25.8298	27.1212	28.4774	29.9014	31.3966	32.9663	34.6149	Hourly Rate
			54,801	57,540	60,418	63,439	66,611	69,941	73,439	5 YR Longevity
			2,107.71	2,213.09	2,323.76	2,439.96	2,561.97	2,690.05	2,824.58	Bi-Weekly Rate
			26.3464	27.6636	29.0470	30.4995	32.0246	33.6257	35.3072	Hourly Rate
								1,371	1,440	Longevity Step
			55,897	58,691	61,626	64,708	67,943	71,340	74,908	10 YR Longevity
			2,149.87	2,257.35	2,370.23	2,488.76	2,613.20	2,743.85	2,881.07	Bi-Weekly Rate
			26.8733	28.2168	29.6279	31.1095	32.6651	34.2982	36.0133	Hourly Rate
								2,770	2,909	Longevity Step
			57,014	59,865	62,859	66,002	69,302	72,767	76,406	15 YR Longevity
			2,192.86	2,302.49	2,417.64	2,538.53	2,665.47	2,798.73	2,938.69	Bi-Weekly Rate
			27.4108	28.7812	30.2204	31.7316	33.3184	34.9842	36.7336	Hourly Rate
								4,197	4,407	Longevity Step
			58,155	61,062	64,116	67,322	70,688	74,222	77,934	20 YR Longevity
			2,236.72	2,348.54	2,465.99	2,589.30	2,718.78	2,854.71	2,997.46	Bi-Weekly Rate
			27.9590	29.3568	30.8249	32.3663	33.9847	35.6838	37.4683	Hourly Rate
								5,652	5,935	Longevity Step
			59,318	62,283	65,398	68,668	72,102	75,707	79,493	25 YR Longevity
			2,281.46	2,395.52	2,515.31	2,641.09	2,773.15	2,911.80	3,057.41	Bi-Weekly Rate
			28.5182	29.9439	31.4414	33.0136	34.6644	36.3975	38.2177	Hourly Rate
								7,137	7,494	Longevity Step
			60,504	63,529	66,706	70,042	73,544	77,221	81,083	30 YR Longevity
			2,327.08	2,443.43	2,565.61	2,693.91	2,828.62	2,970.04	3,118.56	Bi-Weekly Rate
			29.0886	30.5428	32.0702	33.6739	35.3577	37.1255	38.9820	Hourly Rate
								8,651	9,084	Longevity Step

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City of Rock Island

Effective Date

12/31/18

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 10	Police Detective	367	55,284	58,048	60,950	63,998	67,198	70,558	74,086	Annual Total
			2,126.31	2,232.62	2,344.23	2,461.46	2,584.54	2,713.77	2,849.46	Bi-Weekly Rate
			26.5788	27.9077	29.3029	30.7683	32.3067	33.9221	35.6183	Hourly Rate
										5 YR
			56,390	59,209	62,169	65,278	68,542	71,969	75,568	Longevity
			2,168.83	2,277.27	2,391.12	2,510.69	2,636.23	2,768.04	2,906.45	Bi-Weekly Rate
			27.1104	28.4658	29.8889	31.3836	32.9529	34.6006	36.3306	Hourly Rate
								1,411	1,482	Longevity Step
										10 YR
			57,517	60,393	63,412	66,584	69,913	73,409	77,079	Longevity
			2,212.21	2,322.81	2,438.94	2,560.90	2,688.95	2,823.41	2,964.58	Bi-Weekly Rate
			27.6526	29.0352	30.4867	32.0113	33.6119	35.2926	37.0572	Hourly Rate
								2,851	2,993	Longevity Step
										15 YR
			58,668	61,601	64,681	67,915	71,311	74,877	78,621	Longevity
			2,256.45	2,369.27	2,487.72	2,612.12	2,742.73	2,879.87	3,023.87	Bi-Weekly Rate
			28.2057	29.6159	31.0965	32.6515	34.2842	35.9984	37.7984	Hourly Rate
								4,319	4,535	Longevity Step
										20 YR
			59,841	62,833	65,974	69,273	72,737	76,374	80,193	Longevity
			2,301.58	2,416.65	2,537.47	2,664.37	2,797.59	2,937.47	3,084.35	Bi-Weekly Rate
			28.7698	30.2082	31.7184	33.3046	34.9698	36.7184	38.5544	Hourly Rate
								5,816	6,107	Longevity Step
										25 YR
			61,038	64,090	67,294	70,659	74,192	77,902	81,797	Longevity
			2,347.62	2,464.99	2,588.22	2,717.65	2,853.54	2,996.22	3,146.04	Bi-Weekly Rate
			29.3452	30.8123	32.3528	33.9707	35.6692	37.4528	39.3254	Hourly Rate
								7,344	7,711	Longevity Step
										30 YR
			62,259	65,371	68,640	72,072	75,676	79,460	83,433	Longevity
			2,394.57	2,514.29	2,639.98	2,772.01	2,910.61	3,056.14	3,208.96	Bi-Weekly Rate
			29.9321	31.4286	32.9998	34.6501	36.3826	38.2018	40.1120	Hourly Rate
								8,902	9,347	Longevity Step

FOP57

City of Rock Island

Effective Date

12/30/19

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 10	Police Detective	367	56,943	59,790	62,780	65,919	69,215	72,676	76,310	Annual Total
			2,190.12	2,299.62	2,414.62	2,535.35	2,662.12	2,795.23	2,935.00	Bi-Weekly Rate
			27.3764	28.7452	30.1827	31.6918	33.2764	34.9404	36.6875	Hourly Rate
										5 YR
			58,082	60,986	64,036	67,237	70,599	74,130	77,836	Longevity
			2,233.92	2,345.61	2,462.91	2,586.05	2,715.36	2,851.14	2,993.70	Bi-Weekly Rate
			27.9240	29.3201	30.7863	32.3257	33.9420	35.6392	37.4213	Hourly Rate
								1,454	1,526	Longevity Step
										10 YR
			59,243	62,206	65,316	68,582	72,011	75,612	79,393	Longevity
			2,278.60	2,392.52	2,512.17	2,637.77	2,769.66	2,908.16	3,053.57	Bi-Weekly Rate
			28.4825	29.9065	31.4021	32.9722	34.6208	36.3520	38.1697	Hourly Rate
								2,936	3,083	Longevity Step
										15 YR
			60,428	63,450	66,623	69,954	73,452	77,124	80,981	Longevity
			2,324.17	2,440.37	2,562.41	2,690.53	2,825.06	2,966.32	3,114.65	Bi-Weekly Rate
			29.0521	30.5046	32.0301	33.6316	35.3132	37.0790	38.9331	Hourly Rate
								4,448	4,671	Longevity Step
										20 YR
			61,637	64,719	67,955	71,353	74,921	78,667	82,600	Longevity
			2,370.65	2,489.18	2,613.66	2,744.34	2,881.56	3,025.65	3,176.94	Bi-Weekly Rate
			29.6331	31.1147	32.6707	34.3043	36.0195	37.8206	39.7117	Hourly Rate
								5,991	6,290	Longevity Step
										25 YR
			62,870	66,013	69,314	72,780	76,419	80,240	84,252	Longevity
			2,418.06	2,538.96	2,665.93	2,799.23	2,939.19	3,086.16	3,240.48	Bi-Weekly Rate
			30.2258	31.7370	33.3241	34.9903	36.7399	38.5770	40.5060	Hourly Rate
								7,564	7,942	Longevity Step
										30 YR
			64,127	67,333	70,700	74,236	77,947	81,845	85,937	Longevity
			2,466.43	2,589.74	2,719.25	2,855.21	2,997.97	3,147.88	3,305.29	Bi-Weekly Rate
			30.8303	32.3718	33.9906	35.6901	37.4747	39.3485	41.3161	Hourly Rate
								9,169	9,627	Longevity Step