

MEMORANDUM
ADMINISTRATIVE SERVICES DEPARTMENT

TO: Thomas Thomas, City Manager

SUBJECT: FOP Labor Contract Approval

Date: November 29, 2012

The City Bargaining Team has reached agreement with the Fraternal Order of Police (FOP), Lodge #57, which represents police officers and detectives, on a new labor contract for a five-year period beginning March 21, 2011.

This agreement provides for a general wage increase (GWI) of 2.00% retroactive to April 2, 2012, a 2.75% GWI on April 1, 2013, a 3.00% GWI on March 31, 2014 and a 2.50% GWI on March 30, 2015. Starting in the third year of the contract, employees will be paid time and one-half for all hours on the select holidays: July 4, Thanksgiving, Christmas and New Years day.

There were several non-economic issues that were dealt with and which met with the approval of both the union and the city negotiating team. Specifically, changes were made within the contract on such matters as: discipline and discharge where employees have the choice of using an arbitrator or the Fire and Police Commission for any termination, demotion or suspension greater than 5 days; employee residency where the radius has been expanded to 30-miles within the state of Illinois. Employees must be able to commute to work within 60 minutes; a uniform vacation schedule for police officers and detectives; vehicles for the on-call detective and high school liaison will be reinstated; new rules for scheduling paid time off with department management; and employee dress code and vendors for plain clothes officers.

The economic package presented to the union fits within the total dollars calculation of the package approved by city council.

The proposed contract has been ratified by the bargaining unit and is now submitted for approval by the City Council.

Recommendation: The City Council is recommended to approve the strikeout labor agreement between the City and the Fraternal Order of Police, Lodge #57 for the period March 21, 2011 through March 27, 2016.

Submitted By: John Thorson, Administrative Services Director

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 22, 2010 – March 20, 2011~~

March 21, 2011 - March 27, 2016

AGREEMENT BETWEEN THE CITY OF ROCK ISLAND, ILLINOIS

AND

ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL ROCK ISLAND CITY
FOP LODGE #57

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GRIEVANCE FORM

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PAY FOR PERFORMANCE LETTER OF AGREEMENT

PLAIN CLOTHES OFFICERS/DETECTIVES - POLO SHIRTS

SALARY SCHEDULE

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 Administrative Services Director) of the amount of uniform dues to be deducted. Deductions shall be made on the first and second paydays of each month and shall be promptly remitted to the Labor Council.

Section 3.3 - 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 ~~fifteen-mile~~ thirty-mile radius of 17th Street and 31st Avenue in Rock Island but within the State of Illinois;
- c) ~~Employees called back to work after having left work will respond within a 60 minute commute from their residence to the police station. (The 60 minute standard shall be interpreted as the amount of time that is reasonably necessary to commute given the circumstances in place at the time of the commute.)~~ 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.

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 Personnel 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

Employees represented by Labor Council who are appealing a suspension, demotion or dismissal shall be required to file a written notice of appeal with the Board of Fire and Police Commissioners within seven (7) calendar days of the date of receipt of the written notice of the suspension, demotion or dismissal. Appeals not filed within the time limit shall be void.

The Board of Fire and Police Commissioners shall conduct a fair and impartial hearing of each appeal which is properly filed. Such hearings shall be commenced within thirty days of the date the appeal is filed. Such hearings shall be conducted according to the appropriate rules of the Board of Fire and Police Commission in accordance with their rules and regulations and applicable law.

Employees who are on duty shall be allowed to attend hearings and/or meetings of the Board of Fire and Police Commissioners at which their presence is required without loss of pay.

~~The Board of Fire and Police Commissioners shall have exclusive jurisdiction over disputes of differences of opinion relating to the suspension, demotion or dismissal of any Board appointed employee pursuant to the Board of Fire and Police Commissioners Act, 65 ILCS 5/10 2.1 et seq. With regard to an employee's appeal of discipline or a hearing on disciplinary charges, the Board of Fire and Police Commissioners shall not have the authority to increase any discipline imposed or recommended by the Police Chief or the City. Disputes or differences of opinion regarding suspension, demotion or dismissal shall not be subject to the grievance and arbitration provisions of this Article.~~

Disputes or differences of opinion relating to suspensions (greater than 5 days), demotions or dismissals may be subject to the grievance and arbitration provisions of this Article at the discretion of the Labor Council and the involved employee. The City and FOP #57 agree the grievance and arbitration procedures in Sections 8.3 and 8.5 and the hearing process by the Board of Fire and Police Commission are mutually exclusive and no relief shall be available under the grievance processing and arbitration procedures for any action heard before the Board of Fire and Police Commission. The City and FOP #57 agree that the pursuit of a grievance shall act as a specific waiver by FOP #57 and the involved employee of the right to challenge the same matter before the Board of Fire and Police Commission and a form containing such a waiver shall be executed by Lodge #57 and the involved employee before arbitration may be invoked under the arbitration procedures of this Article. Employees initially seeking review by the Board of Fire and Police Commission who subsequently elect to file a grievance within the appropriate time limit may only do so prior to any hearing before the Fire and Police Commission. Employees filing a grievance

shall immediately withdraw their requests and waive any and all rights to additional hearing(s) before the Fire and Police Commission.

The Board of Fire and Police Commissioners shall have exclusive jurisdiction over disputes or differences of opinion relating to suspensions (5 days or less), of any Board appointed employee pursuant to Illinois Compiled Statutes, 65 ILCS 5/10-2.1 et seq. Disputes or differences of opinion regarding suspensions (5 days or less), shall not be subject to the grievance and arbitration provisions of this Article. With regard to an employee's appeal of suspensions (5 days or less), the Board of Fire and Police Commissioners shall not have the authority to increase any suspension imposed by the Police Chief or the City.

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 prior to April 1 of each year. After April 1, seniority shall not apply in the selection of vacation, holiday or personal leave. After April 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.

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; April 1st through September 30th and October 1st through March 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 March 1st to be effective April 1st and October 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.

~~Non-probationary employees in the class specification of Police Detective shall accumulate paid vacation leave as follows:~~

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

~~Non-probationary employees in the class specification of Police Officer shall accumulate paid vacation leave as follows:~~

~~0 thru 6 years of service = 3.1 hours/pay period
7 thru 15 years of service = 4.6 hours/pay period
16 and over years of service = 6.2 hours/pay period~~

Effective March 24, 2008, 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

~~Effective March 24, 2008, non-probationary employees in the class specification of Police Officer 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 years of service = 5.5 hours/pay period
16 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 leave 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 time their normal accrual rate as of the end of the pay period which is paid on the last payday in March 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 Years day will be paid time and one-half for all hours worked on the holiday shift. The holiday shift is defined as the shift which begins on the actual holiday. No change to the holiday bank provisions.

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

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

Section 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 Personnel 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, Personnel 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 June 28, 2010 with a general wage increase of 2.50% in accordance with wages attached hereto and incorporated herein as Appendix D. Any employee retiring between the start of the new contract (March 22, 2010) and the effective date of the general wage increase (June 28, 2010) will receive the negotiated wage increase of 2.50% for the last pay period of their employment.~~

Annual base salaries for employees covered by this Agreement shall be compensated retroactively, from April 2, 2012 with a general wage increase of 2.00%, April 1, 2013 with a general wage increase of 2.75%, March 31, 2014 with a general wage increase of 3.00% and March 30, 2015 with a general wage increase of 2.50% 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 be entitled to be paid as if they were promoted to that position. 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.

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.

(4) 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.

(5) 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

Employees in the class specification of Police Detective shall receive five (5) 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 and high school liaison officer 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 April 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 ~~at the following stores in the Quad Cities only Kohl's, J.C. Penney's, Younkers, Lands End, Repp's and Uniform Den.~~ by charging items through a list of approved vendors or purchasing items through other retail establishments not on the vendor 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, Personnel 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 22, 2010~~ March 21, 2011 and shall remain in full force and effect until ~~March 20, 2014~~ March 27, 2016. The provisions of this Agreement shall be automatically renewed from year-to-year after ~~March 20, 2014~~ March 27, 2016, 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 _____ day of _____
~~2010~~ 2012.

City of Rock Island, Illinois

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

By: _____
City Manager

By: _____
President

Date: _____

Date: _____

Attest: _____
City Clerk

Attest: _____
Secretary

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
Atten: Accounting/Business Manager
974 Clocktower Drive
Springfield, Illinois 62704

(217) 698-9433

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

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: _____

Remedy Sought: _____

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 _____

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.

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

MEMORANDUM OF UNDERSTANDING

Re: Personnel Rules

The Personnel Department has updated the "City of Rock Island Employee Handbook" and "Policies and Procedures Manual" to demonstrate the current policies and reflect current City practices.

This Memorandum of Agreement is intended to reflect the Rock Island City Fraternal Order of Police, Lodge #57 (Union) has reviewed the manual and all policies and practices; and,

The Union has provided input into the document and accepts the revised document.

City of Rock Island:

John Thorson 5/4/04

FOP, Lodge #57:

Tim Metzger 5/4/04

Illinois FOP Labor Council:

Ted Street 5/4/04

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

II. PURPOSE

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

II. POLICY

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

III. DEFINITIONS

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

IV. POLICY RESOURCE

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



**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.~~



ROCK ISLAND POLICE DEPARTMENT
OPERATIONS MANUAL

NUMBER
FP 33.0

TITLE: *Cellular Phone Policy*

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

PAGE 2 OF 4

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 communication are not available or suitable.
 - a. When possible, members should pull off the highway/road to a safe location when using cellular phones.



**ROCK ISLAND POLICE DEPARTMENT
OPERATIONS MANUAL**

**NUMBER
FP 33.0**

TITLE: Cellular Phone Policy

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

PAGE 3 OF 4

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.

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

"To Serve and Protect"



**ROCK ISLAND POLICE DEPARTMENT
OPERATIONS MANUAL**

**NUMBER
FP 33.0**

TITLE: Cellular Phone Policy

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

PAGE 4 OF 4

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 the violation of this policy an employee, at the direction of the Office of Professional Standards, may be required to produce personal cellular phone records.
 - a. The requested records will be for the specific date and time frame being investigated.
 - b. Any costs associated with obtaining the records to further the investigation will be at the member's expense.

"To Serve and Protect"



**ROCK ISLAND POLICE DEPARTMENT
OPERATIONS MANUAL**

**NUMBER
FP 33.0**

TITLE: *Cellular Phone Policy*

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

PAGE 5 OF 4

- i. If the investigation is completed with a finding of unfounded, exonerated, or not sustained the member will be reimbursed for the expenses associated with obtaining the necessary records.

Memorandum of Understanding

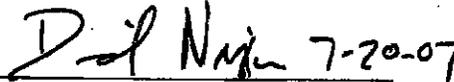
Re: Cell Phone Policy

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:


John Phillips Date
City Manager

Illinois FOP Labor Council:


David Nixon Date
Field Representative

Rock Island FOP Lodge #57:


Gene Karzin Date
Unit Chairman

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:

John Phillips 7/25/07
John Phillips Date
City Manager

Illinois FOP Labor Council:

David Nixon 7-20-07
David Nixon Date
Field Representative

Rock Island FOP Lodge #57:

Gene Karzin 7-28-07
Gene Karzin Date
Unit Chairman

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.

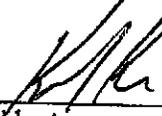
The City will continue to conduct annual performance evaluations of employees covered by the Labor Agreement but such annual performance evaluations shall not result in pay for performance wage increases.

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

CITY OF ROCK ISLAND, ILLINOIS

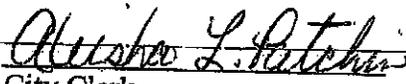
ROCK ISLAND CITY F.O.P. LODGE
57/ILLINOIS FRATERNAL ORDER OF
POLICE LABOR COUNCIL, INC.

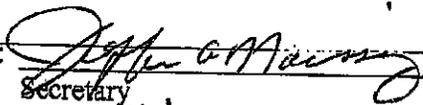
By: 
City Manager

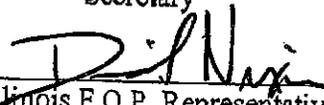
By: 
President

Date 7/20/07

Date 7-20-07

Attest: 
City Clerk

Attest: 
Secretary


Illinois F.O.P. Representative

T/A #3

Tentative Agreement
Between
Illinois FOP Labor Council/Rock Island Fraternal Order of Police #57
And
City of Rock Island, Illinois

Regarding
Wearing of Optional Polo Shirts

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.*

New labor agreement language is shown in ***bold, italic*** font;
Removed language is ~~stricken through~~.

R. Hawen
City of Rock Island

6.7.11
Date

D. P. Nien
Illinois FOP Labor Council/
Rock Island FOP Lodge #57

6-7-11
Date

FOP57

City of Rock Island

Effective Date

06/28/10

Range
Number Classification Class
Code

TP 7 Police Officer 343

Step A	Step B	Step C	Step D	Step E	Step F	Step G	
		46,570	48,899	51,344	53,911	56,607	Annual Total
		1,791.15	1,880.73	1,974.77	2,073.50	2,177.19	Bi-Weekly Rate
		22.3894	23.5091	24.6846	25.9188	27.2149	Hourly Rate
		47,501	49,877	52,371	54,989	57,739	5 YR Longevity
		1,826.98	1,918.35	2,014.26	2,114.97	2,220.74	Bi-Weekly Rate
		22.8372	23.9793	25.1783	26.4371	27.7592	Hourly Rate
							Longevity Step
		48,451	50,875	53,418	56,089	58,894	10 YR Longevity
		1,863.52	1,956.71	2,054.55	2,157.27	2,265.15	Bi-Weekly Rate
		23.2940	24.4589	25.6819	26.9659	28.3144	Hourly Rate
							Longevity Step
		49,420	51,892	54,487	57,211	60,072	15 YR Longevity
		1,900.79	1,995.85	2,095.64	2,200.41	2,310.45	Bi-Weekly Rate
		23.7598	24.9481	26.1955	27.5052	28.8807	Hourly Rate
							Longevity Step
		50,409	52,930	55,576	58,355	61,273	20 YR Longevity
		1,938.80	2,035.76	2,137.55	2,244.42	2,356.66	Bi-Weekly Rate
		24.2350	25.4470	26.7194	28.0553	29.4583	Hourly Rate
							Longevity Step
		51,417	53,988	56,688	59,522	62,499	25 YR Longevity
		1,977.58	2,076.48	2,180.30	2,289.31	2,403.80	Bi-Weekly Rate
		24.7197	25.9560	27.2538	28.6164	30.0475	Hourly Rate
							Longevity Step
		52,445	55,068	57,822	60,713	63,749	30 YR Longevity
		2,017.13	2,118.01	2,223.91	2,335.10	2,451.87	Bi-Weekly Rate
		25.2141	26.4751	27.7989	29.1887	30.6484	Hourly Rate
							Longevity Step

FOP57

City of Rock Island

Effective Date

04/02/12

Range
Number

Classification

Class
Code

Step A

Step B

Step C

Step D

Step E

Step F

Step G

TP 7

Police Officer

343

			47,501	49,876	52,370	54,989	57,738	Annual Total
			1,826.96	1,918.31	2,014.23	2,114.96	2,220.69	Bi-Weekly Rate
			22.8370	23.9788	25.1779	26.4370	27.7587	Hourly Rate
			48,451	50,874	53,417	56,089	58,893	5 YR Longevity
			1,863.50	1,956.67	2,054.52	2,157.26	2,265.11	Bi-Weekly Rate
			23.2938	24.4584	25.6814	26.9658	28.3138	Hourly Rate
								Longevity Step
			49,420	51,891	54,486	57,211	60,071	10 YR Longevity
			1,900.77	1,995.81	2,095.61	2,200.41	2,310.41	Bi-Weekly Rate
			23.7596	24.9476	26.1951	27.5051	28.8801	Hourly Rate
								Longevity Step
			50,408	52,929	55,575	58,355	61,272	15 YR Longevity
			1,938.79	2,035.72	2,137.52	2,244.41	2,356.62	Bi-Weekly Rate
			24.2348	25.4465	26.7190	28.0552	29.4577	Hourly Rate
								Longevity Step
			51,417	53,987	56,687	59,522	62,497	20 YR Longevity
			1,977.56	2,076.44	2,180.27	2,289.30	2,403.75	Bi-Weekly Rate
			24.7195	25.9555	27.2534	28.6163	30.0469	Hourly Rate
								Longevity Step
			52,445	55,067	57,821	60,712	63,747	25 YR Longevity
			2,017.11	2,117.97	2,223.87	2,335.09	2,451.82	Bi-Weekly Rate
			25.2139	26.4746	27.7984	29.1886	30.6478	Hourly Rate
								Longevity Step
			53,494	56,168	58,977	61,927	65,022	30 YR Longevity
			2,057.46	2,160.33	2,268.35	2,381.79	2,500.86	Bi-Weekly Rate
			25.7182	27.0041	28.3544	29.7724	31.2608	Hourly Rate
								Longevity Step

FOP57

City of Rock Island

Effective Date

04/01/13

Range
Number Classification Class
Code

TP 7 Police Officer 343

Step A	Step B	Step C	Step D	Step E	Step F	Step G	
		48,807	51,247	53,809	56,499	59,324	Annual Total
		1,877.19	1,971.04	2,069.58	2,173.04	2,281.69	Bi-Weekly Rate
		23.4649	24.6380	25.8697	27.1630	28.5212	Hourly Rate
		49,783	52,272	54,885	57,629	60,510	5 YR Longevity
		1,914.74	2,010.46	2,110.97	2,216.50	2,327.33	Bi-Weekly Rate
		23.9342	25.1307	26.3871	27.7062	29.0916	Hourly Rate
							Longevity Step
		50,779	53,317	55,983	58,782	61,721	10 YR Longevity
		1,953.03	2,050.67	2,153.19	2,260.83	2,373.87	Bi-Weekly Rate
		24.4129	25.6334	26.9148	28.2604	29.6734	Hourly Rate
							Longevity Step
		51,794	54,384	57,103	59,957	62,955	15 YR Longevity
		1,992.09	2,091.68	2,196.25	2,306.05	2,421.35	Bi-Weekly Rate
		24.9011	26.1460	27.4531	28.8256	30.2669	Hourly Rate
							Longevity Step
		52,830	55,471	58,245	61,156	64,214	20 YR Longevity
		2,031.93	2,133.52	2,240.18	2,352.17	2,469.78	Bi-Weekly Rate
		25.3992	26.6689	28.0022	29.4021	30.8722	Hourly Rate
							Longevity Step
		53,887	56,581	59,409	62,379	65,498	25 YR Longevity
		2,072.57	2,176.19	2,284.98	2,399.21	2,519.17	Bi-Weekly Rate
		25.9071	27.2023	28.5623	29.9901	31.4897	Hourly Rate
							Longevity Step
		54,965	57,712	60,598	63,627	66,808	30 YR Longevity
		2,114.02	2,219.71	2,330.68	2,447.19	2,569.56	Bi-Weekly Rate
		26.4253	27.7464	29.1335	30.5899	32.1195	Hourly Rate
							Longevity Step

FOP57

City of Rock Island

Effective Date

03/31/14

Range
Number Classification Class
Code

TP 7 Police Officer 343

Step A	Step B	Step C	Step D	Step E	Step F	Step G	
		50,271	52,785	55,424	58,195	61,105	Annual Total
		1,933.50	2,030.19	2,131.69	2,238.27	2,350.19	Bi-Weekly Rate
		24.1688	25.3774	26.6462	27.9784	29.3774	Hourly Rate
		51,276	53,841	56,532	59,359	62,327	5 YR Longevity
		1,972.17	2,070.80	2,174.33	2,283.03	2,397.20	Bi-Weekly Rate
		24.6521	25.8850	27.1791	28.5379	29.9650	Hourly Rate
							Longevity Step
		52,302	54,918	57,663	60,546	63,574	10 YR Longevity
		2,011.61	2,112.21	2,217.81	2,328.70	2,445.14	Bi-Weekly Rate
		25.1452	26.4027	27.7227	29.1087	30.5643	Hourly Rate
							Longevity Step
		53,348	56,016	58,816	61,757	64,845	15 YR Longevity
		2,051.85	2,154.46	2,262.17	2,375.27	2,494.04	Bi-Weekly Rate
		25.6481	26.9307	28.2771	29.6909	31.1755	Hourly Rate
							Longevity Step
		54,415	57,136	59,993	62,992	66,142	20 YR Longevity
		2,092.88	2,197.55	2,307.41	2,422.77	2,543.92	Bi-Weekly Rate
		26.1610	27.4693	28.8427	30.2847	31.7990	Hourly Rate
							Longevity Step
		55,503	58,279	61,193	64,252	67,465	25 YR Longevity
		2,134.74	2,241.50	2,353.56	2,471.23	2,594.80	Bi-Weekly Rate
		26.6843	28.0187	29.4195	30.8904	32.4350	Hourly Rate
							Longevity Step
		56,613	59,444	62,416	65,537	68,814	30 YR Longevity
		2,177.44	2,286.33	2,400.63	2,520.65	2,646.70	Bi-Weekly Rate
		27.2179	28.5791	30.0079	31.5082	33.0837	Hourly Rate
							Longevity Step

FOP57

City of Rock Island

Effective Date

06/28/10

Range
Number Classification Class
Code

TP 10 Police Detective 367

Step A	Step B	Step C	Step D	Step E	Step F	Step G	
45,422	47,693	50,078	52,582	55,211	57,972	60,871	Annual Total
1,747.00	1,834.35	1,926.08	2,022.38	2,123.50	2,229.69	2,341.19	Bi-Weekly Rate
21.8375	22.9293	24.0760	25.2798	26.5438	27.8712	29.2649	Hourly Rate
46,330	48,647	51,080	53,634	56,315	59,131	62,088	5 YR Longevity
1,781.94	1,871.03	1,964.60	2,062.83	2,165.97	2,274.29	2,388.02	Bi-Weekly Rate
22.2743	23.3879	24.5575	25.7854	27.0746	28.4286	29.8502	Hourly Rate
					1,159	1,217	Longevity Step
47,257	49,620	52,101	54,706	57,442	60,314	63,330	10 YR Longevity
1,817.58	1,908.45	2,003.89	2,104.09	2,209.29	2,319.77	2,435.78	Bi-Weekly Rate
22.7197	23.8557	25.0486	26.3011	27.6161	28.9971	30.4472	Hourly Rate
					2,342	2,459	Longevity Step
48,202	50,612	53,143	55,800	58,590	61,520	64,597	15 YR Longevity
1,853.93	1,946.62	2,043.97	2,146.17	2,253.48	2,366.17	2,484.49	Bi-Weekly Rate
23.1741	24.3328	25.5496	26.8271	28.1684	29.5771	31.0562	Hourly Rate
					3,548	3,726	Longevity Step
49,166	51,624	54,206	56,916	59,762	62,751	65,889	20 YR Longevity
1,891.01	1,985.56	2,084.85	2,189.09	2,298.54	2,413.49	2,534.18	Bi-Weekly Rate
23.6376	24.8194	26.0606	27.3637	28.7318	30.1686	31.6773	Hourly Rate
					4,779	5,018	Longevity Step
50,150	52,657	55,290	58,055	60,957	64,006	67,207	25 YR Longevity
1,928.83	2,025.27	2,126.54	2,232.88	2,344.52	2,461.76	2,584.87	Bi-Weekly Rate
24.1104	25.3158	26.5818	27.9110	29.3064	30.7720	32.3108	Hourly Rate
					6,034	6,336	Longevity Step
51,153	53,710	56,396	59,216	62,177	65,286	68,551	30 YR Longevity
1,967.41	2,065.77	2,169.08	2,277.53	2,391.41	2,511.00	2,636.56	Bi-Weekly Rate
24.5926	25.8221	27.1134	28.4692	29.8926	31.3874	32.9570	Hourly Rate
					7,314	7,680	Longevity Step

FOP57

City of Rock Island

Effective Date

04/02/12

Range
Number Classification Class
Code

Step A Step B Step C Step D Step E Step F Step G

TP 10 Police Detective 367

46,330	48,647	51,079	53,633	56,315	59,131	62,088	Annual Total
1,781.92	1,871.04	1,964.58	2,062.81	2,165.96	2,274.27	2,388.00	Bi-Weekly Rate
22.2740	23.3880	24.5572	25.7851	27.0745	28.4284	29.8500	Hourly Rate
47,257	49,620	52,101	54,706	57,441	60,314	63,330	5 YR Longevity
1,817.56	1,908.46	2,003.87	2,104.06	2,209.28	2,319.75	2,435.76	Bi-Weekly Rate
22.7195	23.8557	25.0484	26.3008	27.6160	28.9969	30.4470	Hourly Rate
					1,183	1,242	Longevity Step
48,202	50,612	53,143	55,800	58,590	61,520	64,596	10 YR Longevity
1,853.91	1,946.63	2,043.95	2,146.15	2,253.47	2,366.15	2,484.48	Bi-Weekly Rate
23.1739	24.3329	25.5493	26.8268	28.1683	29.5769	31.0559	Hourly Rate
					2,389	2,508	Longevity Step
49,166	51,625	54,205	56,916	59,762	62,750	65,888	15 YR Longevity
1,890.99	1,985.56	2,084.82	2,189.07	2,298.54	2,413.47	2,534.16	Bi-Weekly Rate
23.6374	24.8195	26.0603	27.3634	28.7317	30.1684	31.6771	Hourly Rate
					3,619	3,800	Longevity Step
50,149	52,657	55,290	58,054	60,957	64,005	67,206	20 YR Longevity
1,928.81	2,025.27	2,126.52	2,232.85	2,344.51	2,461.74	2,584.85	Bi-Weekly Rate
24.1101	25.3159	26.5815	27.9106	29.3063	30.7718	32.3106	Hourly Rate
					4,874	5,118	Longevity Step
51,152	53,710	56,395	59,215	62,176	65,285	68,550	25 YR Longevity
1,967.39	2,065.78	2,169.05	2,277.51	2,391.40	2,510.98	2,636.54	Bi-Weekly Rate
24.5923	25.8222	27.1131	28.4688	29.8925	31.3872	32.9568	Hourly Rate
					6,154	6,462	Longevity Step
52,175	54,784	57,523	60,399	63,420	66,591	69,921	30 YR Longevity
2,006.73	2,107.09	2,212.43	2,323.06	2,439.22	2,561.20	2,689.28	Bi-Weekly Rate
25.0842	26.3387	27.6554	29.0382	30.4903	32.0150	33.6159	Hourly Rate
					7,460	7,833	Longevity Step

FOP57

City of Rock Island

Effective Date

04/01/13

Range
Number

Classification

Class
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Step A

Step B

Step C

Step D

Step E

Step F

Step G

TP 10

Police Detective

367

47,604	49,984	52,483	55,107	57,862	60,755	63,793	Annual Total
1,830.92	1,922.46	2,018.58	2,119.50	2,225.46	2,336.73	2,453.58	Bi-Weekly Rate
22.8865	24.0308	25.2322	26.4938	27.8183	29.2091	30.6697	Hourly Rate
48,556	50,984	53,533	56,209	59,019	61,970	65,069	5 YR Longevity
1,867.54	1,960.91	2,058.95	2,161.89	2,269.97	2,383.47	2,502.65	Bi-Weekly Rate
23.3443	24.5114	25.7369	27.0236	28.3746	29.7933	31.2831	Hourly Rate
					1,215	1,276	Longevity Step
49,527	52,003	54,603	57,333	60,200	63,210	66,370	10 YR Longevity
1,904.89	2,000.13	2,100.13	2,205.13	2,315.37	2,431.13	2,552.70	Bi-Weekly Rate
23.8112	25.0016	26.2516	27.5641	28.9421	30.3892	31.9088	Hourly Rate
					2,455	2,577	Longevity Step
50,518	53,043	55,695	58,480	61,404	64,474	67,698	15 YR Longevity
1,942.99	2,040.13	2,142.13	2,249.23	2,361.68	2,479.76	2,603.76	Bi-Weekly Rate
24.2874	25.5016	26.7766	28.1154	29.5210	30.9970	32.5469	Hourly Rate
					3,719	3,905	Longevity Step
51,528	54,104	56,809	59,650	62,632	65,763	69,052	20 YR Longevity
1,981.85	2,080.93	2,184.97	2,294.21	2,408.91	2,529.35	2,655.83	Bi-Weekly Rate
24.7731	26.0117	27.3122	28.6777	30.1114	31.6169	33.1979	Hourly Rate
					5,008	5,259	Longevity Step
52,559	55,186	57,945	60,843	63,884	67,078	70,433	25 YR Longevity
2,021.49	2,122.55	2,228.67	2,340.10	2,457.09	2,579.94	2,708.95	Bi-Weekly Rate
25.2686	26.5319	27.8584	29.2512	30.7136	32.2492	33.8618	Hourly Rate
					6,323	6,640	Longevity Step
53,610	56,290	59,104	62,059	65,162	68,420	71,841	30 YR Longevity
2,061.92	2,165.00	2,273.25	2,386.90	2,506.23	2,631.54	2,763.13	Bi-Weekly Rate
25.7740	27.0625	28.4156	29.8363	31.3279	32.8942	34.5391	Hourly Rate
					7,665	8,048	Longevity Step

FOP57

City of Rock Island

Effective Date

03/31/14

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 10	Police Detective	367	49,032	51,484	54,058	56,761	59,599	62,579	65,708	Annual Total
			1,885.85	1,980.15	2,079.15	2,183.12	2,292.27	2,406.88	2,527.23	Bi-Weekly Rate
			23.5731	24.7519	25.9894	27.2889	28.6534	30.0861	31.5904	Hourly Rate
			50,013	52,514	55,139	57,896	60,791	63,831	67,022	5 YR Longevity
			1,923.56	2,019.76	2,120.74	2,226.78	2,338.11	2,455.02	2,577.78	Bi-Weekly Rate
			24.0445	25.2470	26.5092	27.8347	29.2264	30.6878	32.2222	Hourly Rate
								1,252	1,314	Longevity Step
			51,013	53,564	56,242	59,054	62,007	65,107	68,363	10 YR Longevity
			1,962.03	2,060.15	2,163.15	2,271.31	2,384.88	2,504.12	2,629.33	Bi-Weekly Rate
			24.5254	25.7519	27.0394	28.3914	29.8110	31.3015	32.8666	Hourly Rate
					2,528	2,655	Longevity Step			
52,033	54,635	57,367	60,235	63,247	66,409	69,730	15 YR Longevity			
2,001.28	2,101.36	2,206.41	2,316.74	2,432.57	2,554.21	2,681.92	Bi-Weekly Rate			
25.0159	26.2669	27.5802	28.9592	30.4072	31.9276	33.5240	Hourly Rate			
					3,830	4,022	Longevity Step			
53,074	55,728	58,514	61,440	64,512	67,738	71,124	20 YR Longevity			
2,041.30	2,143.38	2,250.54	2,363.07	2,481.23	2,605.29	2,735.56	Bi-Weekly Rate			
25.5163	26.7923	28.1318	29.5384	31.0153	32.5661	34.1944	Hourly Rate			
					5,159	5,416	Longevity Step			
54,135	56,842	59,684	62,669	65,802	69,092	72,547	25 YR Longevity			
2,082.13	2,186.25	2,295.55	2,410.34	2,530.85	2,657.40	2,790.27	Bi-Weekly Rate			
26.0266	27.3281	28.6944	30.1292	31.6356	33.2174	34.8783	Hourly Rate			
					6,513	6,839	Longevity Step			
55,218	57,979	60,878	63,922	67,118	70,474	73,998	30 YR Longevity			
2,123.77	2,229.97	2,341.46	2,458.54	2,581.47	2,710.54	2,846.07	Bi-Weekly Rate			
26.5471	27.8747	29.2683	30.7318	32.2683	33.8818	35.5759	Hourly Rate			
					7,895	8,290	Longevity Step			

FOP57

City of Rock Island

Effective Date

03/30/15

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 10	Police Detective	367	50,258	52,771	55,410	58,181	61,090	64,145	67,352	Annual Total
			1,933.00	2,029.65	2,131.15	2,237.73	2,349.62	2,467.12	2,590.46	Bi-Weekly Rate
			24.1625	25.3707	26.6394	27.9716	29.3702	30.8389	32.3808	Hourly Rate
			51,263	53,826	56,518	59,345	62,312	65,428	68,699	5 YR Longevity
			1,971.66	2,070.25	2,173.78	2,282.49	2,396.61	2,516.46	2,642.27	Bi-Weekly Rate
			24.6458	25.8781	27.1722	28.5311	29.9576	31.4557	33.0284	Hourly Rate
								1,283	1,347	Longevity Step
			52,288	54,903	57,649	60,532	63,558	66,736	70,073	10 YR Longevity
			2,011.09	2,111.65	2,217.25	2,328.14	2,444.54	2,566.79	2,695.12	Bi-Weekly Rate
			25.1387	26.3956	27.7157	29.1017	30.5567	32.0848	33.6890	Hourly Rate
								2,591	2,721	Longevity Step
			53,334	56,001	58,802	61,742	64,829	68,071	71,474	15 YR Longevity
			2,051.32	2,153.88	2,261.60	2,374.70	2,493.43	2,618.12	2,749.02	Bi-Weekly Rate
			25.6414	26.9236	28.2700	29.6837	31.1679	32.7265	34.3627	Hourly Rate
								3,926	4,122	Longevity Step
			54,401	57,121	59,978	62,977	66,126	69,433	72,904	20 YR Longevity
			2,092.34	2,196.96	2,306.83	2,422.19	2,543.30	2,670.49	2,804.00	Bi-Weekly Rate
			26.1543	27.4620	28.8354	30.2774	31.7912	33.3811	35.0500	Hourly Rate
								5,288	5,552	Longevity Step
			55,489	58,263	61,177	64,237	67,448	70,821	74,362	25 YR Longevity
			2,134.19	2,240.90	2,352.97	2,470.64	2,594.17	2,723.89	2,860.08	Bi-Weekly Rate
			26.6774	28.0113	29.4121	30.8829	32.4271	34.0487	35.7510	Hourly Rate
								6,676	7,010	Longevity Step
			56,599	59,429	62,401	65,521	68,797	72,238	75,849	30 YR Longevity
			2,176.87	2,285.72	2,400.03	2,520.05	2,646.05	2,778.37	2,917.28	Bi-Weekly Rate
			27.2109	28.5715	30.0003	31.5006	33.0756	34.7297	36.4660	Hourly Rate
								8,093	8,497	Longevity Step