

MEMORANDUM
HUMAN RESOURCES DEPARTMENT

TO: Thomas Thomas, City Manager

SUBJECT: COA Labor Contract Approval

Date: April 22, 2013

On March 18, the Human Resources Department received Arbitrator Benn's decision regarding arbitrated issues between the City of Rock Island (City) and the Illinois Fraternal Order of Police – Rock Island Command Officers Association (Union).

I. Overview

There were two issues the arbitrator ruled on. The arbitrator's decision on each issue is in bold print.

A. General Wage Increase

FISCAL YEAR	CITY PROPOSAL	UNION PROPOSAL
FY11/12	0%	1.00%
FY12/13	2.00%	2.00%
FY13/14	2.75%	3.00%

B. Discipline Forum

Under the current agreement (Section 5.10), disciplinary matters were appealed to the Board of Fire and Police Commissioners as described under 65 ILCS 5/10-2.1 – 17.

The Union sought and received arbitration for all disciplinary matters pertaining to demotion, suspension or dismissal.

There were a couple of 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: vacation requests and the ability of union members to place severance payments in the deferred compensation plan.

The proposed, strikeout 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 proposed labor agreement between the City and the Fraternal Order of Police, Command Officers Association for the period March 21, 2011 through March 16, 2014.

Submitted by: John Thorson, Human Resources Director

AN AGREEMENT BETWEEN THE CITY OF ROCK ISLAND, ILLINOIS
AND
THE FRATERNAL ORDER OF POLICE LABOR COUNCIL
REPRESENTING
THE ROCK ISLAND COMMAND OFFICERS ASSOCIATION

~~March 22, 2010 — March 20, 2011~~

March 21, 2011 – March 16, 2014

AGREEMENT BETWEEN THE CITY OF ROCK ISLAND

AND

ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL
COMMAND OFFICERS ASSOCIATION

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ARTICLE I

Purpose

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

ARTICLE II

Recognition

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

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

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

ARTICLE III

Dues Deductions and Fair Share Payments

Section 3.1 - Dues Deduction

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

Section 3.2 - Payment of Dues

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

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, as a condition of employment, be required on the 30th day of employment to pay a fair share payment of the cost of the collective bargaining process and contract administration in pursuing matters affecting wages, hours and other conditions 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, deducted 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 appeals 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 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 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 form for resolving objections, providing the affected officers with the name, address and telephone number of the Board officer.

Section 3.4 - Attendance at Union Functions

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

ARTICLE IV

Application of Rules

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

ARTICLE V

Grievances and Arbitration

Section 5.1 - Definition

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

Section 5.2 - Filing Grievances

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

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

Section 5.3 - Processing Grievances

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

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

Step 2 - Employees 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 - 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 5.4 - Time Limits For Filing

No grievance shall be entertained or processed unless it is submitted at Step 2 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 5.5 - Arbitration

Only a grievance which is a dispute or 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 5.10, "Appeals of Suspensions, Demotions or Dismissal."

If an eligible grievance is not settled in accordance with the foregoing procedure, the employee or Union may refer the grievance to binding arbitration by submitting a written notice to the City Manager within 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 Union will file a joint request for a list of nominees for arbitration with the Federal Mediation and Conciliation Service within six (6) months after the Union files the written notice of its intent to refer the grievance to binding arbitration.

Section 5.6 - Selecting An Arbitrator

The City and Labor Council shall jointly request a panel of five (5) arbitrators from the Federal Mediation and Conciliation Service. The arbitrator shall be selected by the alternate striking of names. The party demanding arbitration shall strike the first two (2) names, after which the other party shall strike two (2) names. After four (4) names are stricken by this procedure, the remaining person shall be the arbitrator. The arbitrator shall

be notified of his selection by a joint letter from the City and the Labor Council requesting that he set a date and time for the hearing , subject to the availability of City and Labor Council representatives. All arbitration hearings shall be held in Rock Island.

Section 5.7 - Authority of Arbitrator

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

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

Section 5.8 - Payment of Arbitration Costs

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

Section 5.9 - Time-Off

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

Section 5.10 - Appeals of Suspension, Demotion or Dismissal

~~All suspensions, demotions or discharges of non-probationary officers must be with just cause. Employees represented by the Labor Council who are appealing a suspension, demotion or dismissal shall be required to file a written grievance notice of appeal with the Board of Fire and Police Commissioners within seven (7) calendar days of the effective date of the suspension, demotion or dismissal. Appeals not filed within the time limit shall be void.~~

~~The 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.~~

~~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 or differences of opinion relating to the suspension, demotion or dismissal of any Board appointed employee pursuant to 65ILCS 5/10-2.1-18. Disputes or differences of opinion regarding suspension, demotion or dismissal shall not be subject to the grievance and arbitration provisions of this Article.~~

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

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

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

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

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

ARTICLE VI

Fitness Center Memberships

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

ARTICLE VII

Uniforms

Section 7.1 - Uniforms

The City shall have a quartermaster system as described in this Article. The purpose of the quartermaster system is to 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. The City shall provide for uniform cleaning under the guidelines of the quartermaster system. Plain clothes officers shall be required to maintain a minimum of one complete uniform for winter and summer.

Starting of April 1 each fiscal year of the contract, plain clothes officers designated by promotion, assignment and/or appointed by the Chief of Police shall receive a clothing allowance of \$700 per year.

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

a) \$700 shall be paid upon promotion, assignment and/or appointment by the Chief of Police;

b) The 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.

The officer shall purchase clothes at stores where an account has been established by the City. Clothing purchases are subject to approval by the Chief of Police and shall be considered property of the City. Any expenditure exceeding the clothing allowance shall be paid directly by the officer and be subject to taxation.

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

Section 7.2 - Tennis Shoes

The purchase of athletic shoes will continue, while the reimbursement and purchase of all other athletic apparel will be discontinued. The City will purchase tennis shoes for employees represented by this Agreement. Employees must return the old pair of tennis shoes to the City. If the tennis shoes are not worn out, new shoes will not be purchased. If the tennis shoes are worn out, then new tennis shoes will be purchased under the conditions agreed upon for the quartermaster system. However, approval will not be unreasonably denied. The "Quartermaster Uniform Replacement" list will include tennis shoes as an optional item of purchase.

ARTICLE VIII

Safety Vests

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

ARTICLE IX

Work Stoppages, Slowdowns and Strikes

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

ARTICLE X

Wages

Section 10.1 - Wages

Annual base salaries for employees covered by this Agreement shall be compensated with 1.00% added to the base retroactively to March 21, 2011, with 2.00% added to the base retroactively to March 19, 2012 and with 3.00% added to the base March 18, 2013 in

accordance with the wages attached hereto and incorporated herein as Appendix E. This Section shall apply to those employees employed at the time of ratification by both parties.

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

Section 10.2 - Longevity

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

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

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

Longevity pay increases are currently in the amounts of \$900, \$1,800, \$2,700, \$3,600, \$4,500 and \$5,400 annually for the completion of 5, 10, 15, 20, 25 and 30 years of service.

All longevity pay increases shall be effective at the beginning of the pay period immediately following the employee's appropriate anniversary date.

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

Section 10.3 - Shift Differential

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

Section 10.4 - Sergeants' Overtime

Sergeants shall be paid one and one-half (1-1/2) times their regular hourly rate of pay for all hours worked beyond forty (40) for Sergeants assigned to a ten (10) hour shift; or forty (40) for Sergeants assigned to an eight (8) hour shift, which may occur in their seven (7) day work departmental work schedule. Hours determined at the conclusion will be compensated for on the pay period immediately following the end of the (7) day work schedule.

Sergeants may elect to accrue compensatory time in lieu of a cash payment for overtime at the Sergeant's discretion. Compensatory time shall be accrued at the rate of one and one-

half (1-1/2) hours for each compensatory hour earned and shall be subject to the limitations outlined in Section 11.6.

Section 10.5 - Sergeants' Call Back

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

Section 10.6 - Sergeants' Compensatory Time

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

- a) Compensatory time shall be accrued at a time and one-half rate.
- b) If compensatory time is elected in lieu of a minimum payout for call back, court appearance or stand-by, the minimum number of hours eligible for cash payment at the time and one-half rate shall be allowed as compensatory time.
- c) Commencing April 1, 1996, compensatory time shall not be allowed to accrue beyond eighty (80) hours; provided, however:

(i) Employees who as of April 1, 1996, have in excess of eighty (80) hours of compensatory time accrued shall be allowed to retain such hours for future use, but shall not be permitted to further accrue compensatory time until such hours in excess of eighty (80) have been used or bought back by the Employer pursuant to the provisions of subsection (c) (ii) below;

(ii) On April 1 and October 1 of each successive year the Employer shall have the right, should it so choose, to buy back employee's accrued compensatory time hours in excess of forty (40). Payments for compensatory time hours bought back shall be made by separate check to each employee within thirty (30) calendar days of April 1 and October 1 respectively.

- d) Compensatory time shall only be used with the advance approval of the Sergeant's appropriate supervisor. No Sergeant shall be allowed to use more than one week of accrued compensatory time in conjunction with their vacation and/or personal time.
- e) The Sergeant shall make his choice (overtime or compensatory time) known to his appropriate supervisor not later than the end of the pay period in which the overtime hours were worked.

Section 10.7 - Sergeants' Court Time

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

Section 10.8 – Sergeant’s Specialty Pay

Effective December 1, 2004, an eligible Sergeant shall receive specialty pay for serving as the Narcotics Sergeant. The stipend will be \$1,300 annually. The specialty pay shall be added to the base pay and the specialty pay shall be paid to the employee in 26 equal payments during the year and added to regular pay for so long as the person is performing this specialty work.

Section 10.9 – Severance Payment

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

ARTICLE XI

Rock Island Municipal Employees ' Health Benefit Plan

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

ARTICLE XII

Miscellaneous Provisions

Section 12.1 - Vacation

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

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

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

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

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

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

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

No employee shall accumulate vacation leave in excess of one and one-half time their normal accrual rate as of the end of the pay period which is paid on the last payday of 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 12.2 - Official City Holidays

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

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

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

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

Section 12.3 - Personal Leave

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

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

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

Section 12.4 - Sick Leave

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

Sick leave benefits are provided for the specified purpose of maintaining an employee's regular earnings when he/she is 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 of unused accumulated sick leave.

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

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

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

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

Section 12.5 - Bereavement Leave

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

Section 12.6 - Job Related Disability Leave

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

Section 12.7 - Military Leave

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

Section 12.8 - Special Leave

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

Section 12.9 - Medical Leave

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

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

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

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

Section 12.10 - Unpaid Leave of Absence

Leaves of absence without pay may be granted for periods of up to one year in length subject to the approval of the Chief of Police, the Personnel Director and the City Manager.

Leaves of absence may be granted for various reasons which serve the mutual benefit of the employee and the City of Rock Island.

Section 12.11 - Educational Reimbursements

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

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

Section 12.12 - Seniority

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

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

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

Section 12.13 - Termination of Seniority

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

- a) An employee is terminated for just cause by the City,
- b) An employee terminated his employment with the City for any reason,
- c) An employee fails to report to work after expiration of an authorized leave,
- d) An employee is laid off pursuant to the provisions of this Agreement for a period of twenty-four (24) months,

- e) An employee accepts gainful employment while on an approved leave of absence for the Police department except where the employee has received prior approval from the Chief of Police for part-time employment,
- f) An employee is absent for three (3) consecutive scheduled work days without proper notification or authorization,
- g) An employee engages in any type of work stoppage, work slow down, or other type of work interruption,
- h) An employee is terminated or terminates his employment with the City to accept a permanent retirement or disability pension,
- i) An employee is absent due to illness or injury for more than twelve (12) months.

Section 12.14 - Access to Personnel Records

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

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

Section 12.15 - Resolution of Impasse

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

Section 12.16 - Shift Assignments

The Chief of Police shall make shift assignments every six months to be in effect from January 1 through June 30 and from July 1 through December 31 of each year. Officers shall rotate every six months.

In the event either party desires to change the current shift assignments, the parties agree to meet and seek mutual agreement. Absent a mutual agreement, the current shift rotation shall remain.

Section 12.17 - Probation

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

completion of probation rather than upon the completion of six (6) months in the new position.

Section 12.18 - Conversion of Sick Leave for Personal Leave

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

Section 12.19 - Emergency Leave

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

Section 12.20 - Pension Trustee Leave

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

Section 12.21 - Residency

Employees hired after June 11, 1991 shall live within an area described by a fifteen-mile radius measured from 17th Street and 31st Avenue in Rock Island on the Illinois side of the Mississippi River.

ARTICLE XIII

Entire Agreement

Section 13.1 - Entire Agreement

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

Section 13.2 - Amendment

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

ARTICLE XIV

Duration

Section 14.0 - Duration

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 16, 2014. The provisions of this Agreement shall automatically be renewed from year-to-year after ~~March 20, 2014~~ March 16, 2014, unless either party shall notify the other in writing no earlier than one 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 not later than thirty (30) days after the date receipt of such notice.

This agreement shall remain in full force and effect until ~~March 20, 2014~~ March 16, 2014.

This Agreement is executed and approved this _____ day of _____
2010-2013.

City of Rock Island, Illinois

Illinois Fraternal Order of Police Labor Council

By: _____
City Manager

By: _____
Chief Negotiator

Date: _____

By: _____
Labor Council Negotiator

Attest: _____

By: _____
Labor Council Negotiator

By: _____
Labor Council Negotiator

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

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

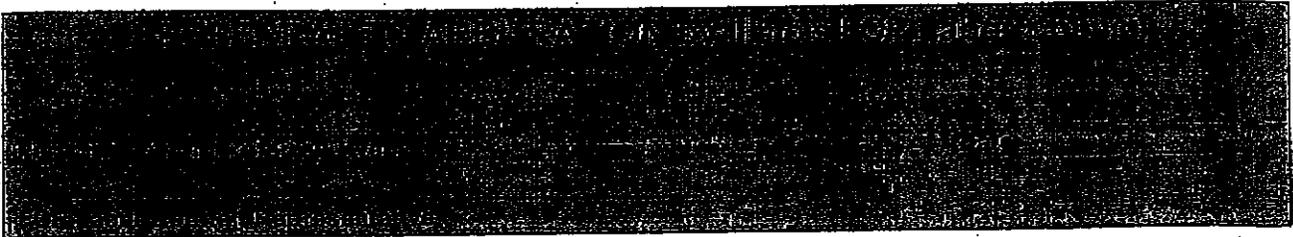
EMPLOYER'S STEP THREE RESPONSE

Employer Representative Signature

Position

Person to Whom Response Given

Date



APPENDIX C

ARTICLE VI - Section 7.1 - UNIFORMS

Plain clothes officers, designated by promotion, assignment and/or appointed by the Chief of Police shall receive an allotment of \$700 per contract year to purchase authorized plain clothes at the following stores in the City of Moline only Kohl's, J.C. Penney's, Younkers, Lands End, Repp's and Uniform Den. All purchases are subject to approval by the Chief of Police. The original receipt for the purchase shall be submitted to the Chief of police within 48 hours of purchase.

The items of clothing authorized to be purchased are acceptable ties, belts, dress overcoats, dress sport coats/blazers or jackets (females), suits, dress shirts or blouse, dress shoes, dress slacks.

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

The officers shall only wear items purchased under this Agreement while in the performance of official duties. All items purchased under this Agreement during the final year of employment shall be turned into the department.

City of Rock Island:

John Thorson 2/23/04

Command Officer Association:

Thomas Ott 2/23/04

Illinois FOP Labor Council:

Ted Street 2/23/04

APPENDIX D

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

I. PURPOSE

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

II. POLICY

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

III. DEFINITIONS

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

IV. POLICY RESOURCE

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

APPENDIX E

LETTER OF AGREEMENT

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

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

NOW THEREFORE, it is agreed as follows:

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

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

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

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

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

CITY OF ROCK ISLAND, ILLINOIS

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

By: *John Allison*
City Manager

By: *John T. Stearns*
~~President~~ CSA Representative

Date: 9/7/07

Date: _____

Attest: *Alicia L. Patcher*
City Clerk

Attest: _____
Secretary

D. P. Nixon
Illinois ~~COA~~ Representative
FOPLC

APPENDIX F

Command Officers Range

City of Rock Island

Effective Date 3/21/2011

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 13-P	Police Sergeant	379	53,131	55,710	58,414	61,251	64,226	67,359	70,640	Annual Total
			2,043.50	2,142.69	2,246.69	2,355.81	2,470.23	2,590.73	2,716.92	Bi-Weekly Rate
			25.5438	26.7837	28.0837	29.4476	30.8779	32.3841	33.9615	Hourly Rate
			54,031	56,610	59,314	62,151	65,126	68,259	71,540	5 YR Longevity
			2,078.12	2,177.31	2,281.31	2,390.42	2,504.85	2,625.35	2,751.54	Bi-Weekly Rate
			25.9764	27.2163	28.5163	29.8803	31.3106	32.8168	34.3942	Hourly Rate
			54,931	57,510	60,214	63,051	66,026	69,159	72,440	10 YR Longevity
			2,112.73	2,211.92	2,315.92	2,425.04	2,539.46	2,659.96	2,786.15	Bi-Weekly Rate
			26.4091	27.6490	28.9490	30.3130	31.7433	33.2495	34.8269	Hourly Rate
			55,831	58,410	61,114	63,951	66,926	70,059	73,340	15 YR Longevity
			2,147.35	2,246.54	2,350.54	2,459.65	2,574.08	2,694.58	2,820.77	Bi-Weekly Rate
			26.8418	28.0817	29.3817	30.7457	32.1760	33.6822	35.2596	Hourly Rate
			56,731	59,310	62,014	64,851	67,826	70,959	74,240	20 YR Longevity
			2,181.96	2,281.15	2,385.15	2,494.27	2,608.69	2,729.19	2,855.38	Bi-Weekly Rate
			27.2745	28.5144	29.8144	31.1784	32.6087	34.1149	35.6923	Hourly Rate
			57,631	60,210	62,914	65,751	68,726	71,859	75,140	25 YR Longevity
			2,216.58	2,315.77	2,419.77	2,528.88	2,643.31	2,763.81	2,890.00	Bi-Weekly Rate
			27.7072	28.9471	30.2471	31.6111	33.0413	34.5476	36.1250	Hourly Rate
			58,531	61,110	63,814	66,651	69,626	72,759	76,040	30 YR Longevity
			2,251.19	2,350.38	2,454.38	2,563.50	2,677.92	2,798.42	2,924.62	Bi-Weekly Rate
			28.1399	29.3798	30.6798	32.0438	33.4740	34.9803	36.5577	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date 3/19/2012

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 13-P	Police Sergeant	379	54,194	56,824	59,582	62,476	65,511	68,706	72,053	Annual Total
			2,084.38	2,185.54	2,291.62	2,402.92	2,519.65	2,642.54	2,771.27	Bi-Weekly Rate
			26.0548	27.3192	28.6452	30.0365	31.4957	33.0317	34.6409	Hourly Rate
			55,094	57,724	60,482	63,376	66,411	69,606	72,953	5 YR Longevity
			2,119.00	2,220.15	2,326.23	2,437.54	2,554.27	2,677.15	2,805.88	Bi-Weekly Rate
			26.4875	27.7519	29.0779	30.4692	31.9284	33.4644	35.0736	Hourly Rate
			55,994	58,624	61,382	64,276	67,311	70,506	73,853	10 YR Longevity
			2,153.62	2,254.77	2,360.85	2,472.15	2,588.88	2,711.77	2,840.50	Bi-Weekly Rate
			26.9202	28.1846	29.5106	30.9019	32.3611	33.8971	35.5063	Hourly Rate
			56,894	59,524	62,282	65,176	68,211	71,406	74,753	15 YR Longevity
			2,188.23	2,289.38	2,395.46	2,506.77	2,623.50	2,746.38	2,875.12	Bi-Weekly Rate
			27.3529	28.6173	29.9433	31.3346	32.7938	34.3298	35.9389	Hourly Rate
			57,794	60,424	63,182	66,076	69,111	72,306	75,653	20 YR Longevity
			2,222.85	2,324.00	2,430.08	2,541.38	2,658.12	2,781.00	2,909.73	Bi-Weekly Rate
			27.7856	29.0500	30.3760	31.7673	33.2264	34.7625	36.3716	Hourly Rate
			58,694	61,324	64,082	66,976	70,011	73,206	76,553	25 YR Longevity
			2,257.46	2,358.62	2,464.69	2,576.00	2,692.73	2,815.62	2,944.35	Bi-Weekly Rate
			28.2183	29.4827	30.8087	32.2000	33.6591	35.1952	36.8043	Hourly Rate
			59,594	62,224	64,982	67,876	70,911	74,106	77,453	30 YR Longevity
			2,292.08	2,393.23	2,499.31	2,610.62	2,727.35	2,850.23	2,978.96	Bi-Weekly Rate
			28.6510	29.9154	31.2413	32.6327	34.0918	35.6279	37.2370	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date 3/18/2013

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 13-P	Police Sergeant	379	55,820	58,529	61,369	64,350	67,476	70,767	74,215	Annual Total
			2,146.92	2,251.12	2,360.35	2,475.00	2,595.23	2,721.81	2,854.42	Bi-Weekly Rate
			26.8365	28.1389	29.5043	30.9375	32.4404	34.0226	35.6803	Hourly Rate
			56,720	59,429	62,269	65,250	68,376	71,667	75,115	5 YR Longevity
			2,181.54	2,285.73	2,394.96	2,509.62	2,629.85	2,756.42	2,889.04	Bi-Weekly Rate
			27.2692	28.5716	29.9370	31.3702	32.8731	34.4553	36.1130	Hourly Rate
			57,620	60,329	63,169	66,150	69,276	72,567	76,015	10 YR Longevity
			2,216.15	2,320.35	2,429.58	2,544.23	2,664.46	2,791.04	2,923.65	Bi-Weekly Rate
			27.7019	29.0043	30.3697	31.8029	33.3058	34.8880	36.5457	Hourly Rate
			58,520	61,229	64,069	67,050	70,176	73,467	76,915	15 YR Longevity
			2,250.77	2,354.96	2,464.19	2,578.85	2,699.08	2,825.65	2,958.27	Bi-Weekly Rate
			28.1346	29.4370	30.8024	32.2356	33.7385	35.3207	36.9784	Hourly Rate
			59,420	62,129	64,969	67,950	71,076	74,367	77,815	20 YR Longevity
			2,285.38	2,389.58	2,498.81	2,613.46	2,733.69	2,860.27	2,992.88	Bi-Weekly Rate
			28.5673	29.8697	31.2351	32.6683	34.1712	35.7534	37.4111	Hourly Rate
			60,320	63,029	65,869	68,850	71,976	75,267	78,715	25 YR Longevity
			2,320.00	2,424.19	2,533.42	2,648.08	2,768.31	2,894.88	3,027.50	Bi-Weekly Rate
			29.0000	30.3024	31.6678	33.1010	34.6038	36.1861	37.8438	Hourly Rate
			61,220	63,929	66,769	69,750	72,876	76,167	79,615	30 YR Longevity
			2,354.62	2,458.81	2,568.04	2,682.69	2,802.92	2,929.50	3,062.12	Bi-Weekly Rate
			29.4327	30.7351	32.1005	33.5337	35.0365	36.6188	38.2764	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date 3/21/2011

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 16-P	Police Lieutenant	389	57,439	60,160	63,007	66,006	69,153	72,455	75,920	Annual Total
			2,209.19	2,313.85	2,423.35	2,538.69	2,659.73	2,786.73	2,920.00	Bi-Weekly Rate
			27.6149	28.9231	30.2918	31.7337	33.2466	34.8341	36.5000	Hourly Rate
			58,339	61,060	63,907	66,906	70,053	73,355	76,820	5 YR Longevity
			2,243.81	2,348.46	2,457.96	2,573.31	2,694.35	2,821.35	2,954.62	Bi-Weekly Rate
			28.0476	29.3558	30.7245	32.1663	33.6793	35.2668	36.9327	Hourly Rate
			59,239	61,960	64,807	67,806	70,953	74,255	77,720	10 YR Longevity
			2,278.42	2,383.08	2,492.58	2,607.92	2,728.96	2,855.96	2,989.23	Bi-Weekly Rate
			28.4803	29.7885	31.1572	32.5990	34.1120	35.6995	37.3654	Hourly Rate
			60,139	62,860	65,707	68,706	71,853	75,155	78,620	15 YR Longevity
			2,313.04	2,417.69	2,527.19	2,642.54	2,763.58	2,890.58	3,023.85	Bi-Weekly Rate
			28.9130	30.2212	31.5899	33.0317	34.5447	36.1322	37.7981	Hourly Rate
			61,039	63,760	66,607	69,606	72,753	76,055	79,520	20 YR Longevity
			2,347.65	2,452.31	2,561.81	2,677.15	2,798.19	2,925.19	3,058.46	Bi-Weekly Rate
			29.3457	30.6538	32.0226	33.4644	34.9774	36.5649	38.2308	Hourly Rate
			61,939	64,660	67,507	70,506	73,653	76,955	80,420	25 YR Longevity
			2,382.27	2,486.92	2,596.42	2,711.77	2,832.81	2,959.81	3,093.08	Bi-Weekly Rate
			29.7784	31.0865	32.4553	33.8971	35.4101	36.9976	38.6635	Hourly Rate
			62,839	65,560	68,407	71,406	74,553	77,855	81,320	30 YR Longevity
			2,416.88	2,521.54	2,631.04	2,746.38	2,867.42	2,994.42	3,127.69	Bi-Weekly Rate
			30.2111	31.5192	32.8880	34.3298	35.8428	37.4303	39.0962	Hourly Rate

Command Officers Range

Clty of Rock Island

Effective Date 3/19/2012

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 16-P	Police Lieutenant	389	58,588	61,363	64,267	67,326	70,536	73,904	77,438	Annual Total
			2,253.38	2,360.12	2,471.81	2,589.46	2,712.92	2,842.46	2,978.38	Bi-Weekly Rate
			28.1673	29.5014	30.8976	32.3683	33.9115	35.5308	37.2298	Hourly Rate
			59,488	62,263	65,167	68,226	71,436	74,804	78,338	5 YR Longevity
			2,288.00	2,394.73	2,506.42	2,624.08	2,747.54	2,877.08	3,013.00	Bi-Weekly Rate
			28.6000	29.9341	31.3303	32.8010	34.3442	35.9635	37.6625	Hourly Rate
			60,388	63,163	66,067	69,126	72,336	75,704	79,238	10 YR Longevity
			2,322.62	2,429.35	2,541.04	2,658.69	2,782.15	2,911.69	3,047.62	Bi-Weekly Rate
			29.0327	30.3668	31.7630	33.2337	34.7769	36.3962	38.0952	Hourly Rate
			61,288	64,063	66,967	70,026	73,236	76,604	80,138	15 YR Longevity
			2,357.23	2,463.96	2,575.65	2,693.31	2,816.77	2,946.31	3,082.23	Bi-Weekly Rate
			29.4654	30.7995	32.1957	33.6663	35.2096	36.8288	38.5279	Hourly Rate
			62,188	64,963	67,867	70,926	74,136	77,504	81,038	20 YR Longevity
			2,391.85	2,498.58	2,610.27	2,727.92	2,851.38	2,980.92	3,116.85	Bi-Weekly Rate
			29.8981	31.2322	32.6284	34.0990	35.6423	37.2615	38.9606	Hourly Rate
			63,088	65,863	68,767	71,826	75,036	78,404	81,938	25 YR Longevity
			2,426.46	2,533.19	2,644.88	2,762.54	2,886.00	3,015.54	3,151.46	Bi-Weekly Rate
			30.3308	31.6649	33.0611	34.5317	36.0750	37.6942	39.3933	Hourly Rate
			63,988	66,763	69,667	72,726	75,936	79,304	82,838	30 YR Longevity
			2,461.08	2,567.81	2,679.50	2,797.15	2,920.62	3,050.15	3,186.08	Bi-Weekly Rate
			30.7635	32.0976	33.4938	34.9644	36.5077	38.1269	39.8260	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date 3/18/2013

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 16-P	Police Lieutenant	389	60,346	63,204	66,195	69,346	72,652	76,121	79,761	Annual Total
			2,321.00	2,430.92	2,545.96	2,667.15	2,794.31	2,927.73	3,067.73	Bi-Weekly Rate
			29.0125	30.3865	31.8245	33.3394	34.9288	36.5966	38.3466	Hourly Rate
			61,246	64,104	67,095	70,246	73,552	77,021	80,661	5 YR Longevity
			2,355.62	2,465.54	2,580.58	2,701.77	2,828.92	2,962.35	3,102.35	Bi-Weekly Rate
			29.4452	30.8192	32.2572	33.7721	35.3615	37.0293	38.7793	Hourly Rate
			62,146	65,004	67,995	71,146	74,452	77,921	81,561	10 YR Longevity
			2,390.23	2,500.15	2,615.19	2,736.38	2,863.54	2,996.96	3,136.96	Bi-Weekly Rate
			29.8779	31.2519	32.6899	34.2048	35.7942	37.4620	39.2120	Hourly Rate
			63,046	65,904	68,895	72,046	75,352	78,821	82,461	15 YR Longevity
			2,424.85	2,534.77	2,649.81	2,771.00	2,898.15	3,031.58	3,171.58	Bi-Weekly Rate
			30.3106	31.6846	33.1226	34.6375	36.2269	37.8947	39.6447	Hourly Rate
			63,946	66,804	69,795	72,946	76,252	79,721	83,361	20 YR Longevity
			2,459.46	2,569.38	2,684.42	2,805.62	2,932.77	3,066.19	3,206.19	Bi-Weekly Rate
			30.7433	32.1173	33.5553	35.0702	36.6596	38.3274	40.0774	Hourly Rate
			64,846	67,704	70,695	73,846	77,152	80,621	84,261	25 YR Longevity
			2,494.08	2,604.00	2,719.04	2,840.23	2,967.38	3,100.81	3,240.81	Bi-Weekly Rate
			31.1760	32.5500	33.9880	35.5029	37.0923	38.7601	40.5101	Hourly Rate
			65,746	68,604	71,595	74,746	78,052	81,521	85,161	30 YR Longevity
			2,528.69	2,638.62	2,753.65	2,874.85	3,002.00	3,135.42	3,275.42	Bi-Weekly Rate
			31.6087	32.9827	34.4207	35.9356	37.5250	39.1928	40.9428	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date 3/21/2011

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 18-P	Police Captain	523	59,846	62,762	65,814	69,023	72,391	75,929	79,642	Annual Total
			2,301.77	2,413.92	2,531.31	2,654.73	2,784.27	2,920.35	3,063.15	Bi-Weekly Rate
			28.7721	30.1740	31.6413	33.1841	34.8034	36.5043	38.2894	Hourly Rate
			60,746	63,662	66,714	69,923	73,291	76,829	80,542	5 YR Longevity
			2,336.38	2,448.54	2,565.92	2,689.35	2,818.88	2,954.96	3,097.77	Bi-Weekly Rate
			29.2048	30.6067	32.0740	33.6168	35.2361	36.9370	38.7221	Hourly Rate
			61,646	64,562	67,614	70,823	74,191	77,729	81,442	10 YR Longevity
			2,371.00	2,483.15	2,600.54	2,723.96	2,853.50	2,989.58	3,132.38	Bi-Weekly Rate
			29.6375	31.0394	32.5067	34.0495	35.6688	37.3697	39.1548	Hourly Rate
			62,546	65,462	68,514	71,723	75,091	78,629	82,342	15 YR Longevity
			2,405.62	2,517.77	2,635.15	2,758.58	2,888.12	3,024.19	3,167.00	Bi-Weekly Rate
			30.0702	31.4721	32.9394	34.4822	36.1014	37.8024	39.5875	Hourly Rate
			63,446	66,362	69,414	72,623	75,991	79,529	83,242	20 YR Longevity
			2,440.23	2,552.38	2,669.77	2,793.19	2,922.73	3,058.81	3,201.62	Bi-Weekly Rate
			30.5029	31.9048	33.3721	34.9149	36.5341	38.2351	40.0202	Hourly Rate
			64,346	67,262	70,314	73,523	76,891	80,429	84,142	25 YR Longevity
			2,474.85	2,587.00	2,704.38	2,827.81	2,957.35	3,093.42	3,236.23	Bi-Weekly Rate
			30.9356	32.3375	33.8048	35.3476	36.9668	38.6678	40.4529	Hourly Rate
			65,246	68,162	71,214	74,423	77,791	81,329	85,042	30 YR Longevity
			2,509.46	2,621.62	2,739.00	2,862.42	2,991.96	3,128.04	3,270.85	Bi-Weekly Rate
			31.3683	32.7702	34.2375	35.7803	37.3995	39.1005	40.8856	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date 3/19/2012

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 18-P	Police Captain	523	61,043	64,017	67,130	70,403	73,839	77,448	81,235	Annual Total
			2,347.81	2,462.19	2,581.92	2,707.81	2,839.96	2,978.77	3,124.42	Bi-Weekly Rate
			29.3476	30.7774	32.2740	33.8476	35.4995	37.2346	39.0553	Hourly Rate
			61,943	64,917	68,030	71,303	74,739	78,348	82,135	5 YR Longevity
			2,382.42	2,496.81	2,616.54	2,742.42	2,874.58	3,013.38	3,159.04	Bi-Weekly Rate
			29.7803	31.2101	32.7067	34.2803	35.9322	37.6673	39.4880	Hourly Rate
			62,843	65,817	68,930	72,203	75,639	79,248	83,035	10 YR Longevity
			2,417.04	2,531.42	2,651.15	2,777.04	2,909.19	3,048.00	3,193.65	Bi-Weekly Rate
			30.2130	31.6428	33.1394	34.7130	36.3649	38.1000	39.9207	Hourly Rate
			63,743	66,717	69,830	73,103	76,539	80,148	83,935	15 YR Longevity
			2,451.65	2,566.04	2,685.77	2,811.65	2,943.81	3,082.62	3,228.27	Bi-Weekly Rate
			30.6457	32.0755	33.5721	35.1457	36.7976	38.5327	40.3534	Hourly Rate
			64,643	67,617	70,730	74,003	77,439	81,048	84,835	20 YR Longevity
			2,486.27	2,600.65	2,720.38	2,846.27	2,978.42	3,117.23	3,262.88	Bi-Weekly Rate
			31.0784	32.5082	34.0048	35.5784	37.2303	38.9654	40.7861	Hourly Rate
			65,543	68,517	71,630	74,903	78,339	81,948	85,735	25 YR Longevity
			2,520.88	2,635.27	2,755.00	2,880.88	3,013.04	3,151.85	3,297.50	Bi-Weekly Rate
			31.5111	32.9409	34.4375	36.0111	37.6630	39.3981	41.2188	Hourly Rate
			66,443	69,417	72,530	75,803	79,239	82,848	86,635	30 YR Longevity
			2,555.50	2,669.88	2,789.62	2,915.50	3,047.65	3,186.46	3,332.12	Bi-Weekly Rate
			31.9438	33.3736	34.8702	36.4438	38.0957	39.8308	41.6514	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date 3/18/2013

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 18-P	Police Captain	523	62,874	65,938	69,144	72,515	76,054	79,771	83,672	Annual Total
			2,418.23	2,536.08	2,659.38	2,789.04	2,925.15	3,068.12	3,218.15	Bi-Weekly Rate
			30.2279	31.7010	33.2423	34.8630	36.5644	38.3514	40.2269	Hourly Rate
			63,774	66,838	70,044	73,415	76,954	80,671	84,572	5 YR Longevity
			2,452.85	2,570.69	2,694.00	2,823.65	2,959.77	3,102.73	3,252.77	Bi-Weekly Rate
			30.6606	32.1337	33.6750	35.2957	36.9971	38.7841	40.6596	Hourly Rate
			64,674	67,738	70,944	74,315	77,854	81,571	85,472	10 YR Longevity
			2,487.46	2,605.31	2,728.62	2,858.27	2,994.38	3,137.35	3,287.38	Bi-Weekly Rate
			31.0933	32.5663	34.1077	35.7284	37.4298	39.2168	41.0923	Hourly Rate
			65,574	68,638	71,844	75,215	78,754	82,471	86,372	15 YR Longevity
			2,522.08	2,639.92	2,763.23	2,892.88	3,029.00	3,171.96	3,322.00	Bi-Weekly Rate
			31.5260	32.9990	34.5404	36.1611	37.8625	39.6495	41.5250	Hourly Rate
			66,474	69,538	72,744	76,115	79,654	83,371	87,272	20 YR Longevity
			2,556.69	2,674.54	2,797.85	2,927.50	3,063.62	3,206.58	3,356.62	Bi-Weekly Rate
			31.9587	33.4317	34.9731	36.5938	38.2952	40.0822	41.9577	Hourly Rate
			67,374	70,438	73,644	77,015	80,554	84,271	88,172	25 YR Longevity
			2,591.31	2,709.15	2,832.46	2,962.12	3,098.23	3,241.19	3,391.23	Bi-Weekly Rate
			32.3913	33.8644	35.4058	37.0264	38.7279	40.5149	42.3904	Hourly Rate
			68,274	71,338	74,544	77,915	81,454	85,171	89,072	30 YR Longevity
			2,625.92	2,743.77	2,867.08	2,996.73	3,132.85	3,275.81	3,425.85	Bi-Weekly Rate
			32.8240	34.2971	35.8385	37.4591	39.1606	40.9476	42.8231	Hourly Rate