
**MEMORANDUM
HUMAN RESOURCES DEPARTMENT**

TO: Thomas Thomas, City Manager

SUBJECT: COA Labor Contract Approval

Date: May 14, 2014

The City Bargaining Team has reached agreement with the Fraternal Order of Police (Command Officer Association), which represents police sergeants and police lieutenants, on a new labor contract for a five-year period beginning March 17, 2014.

The economic package presented to the union fits within the total dollars package previously approved by city council. The agreement provides for a back-loaded, general wage increase (GWI) of 2.50% effective March 31, 2014; a 2.50% GWI effective January 5, 2015; a 2.65% GWI effective January 4, 2016; a 2.75% GWI effective January 2, 2017; and a 3.00% GWI effective January 1, 2018. Sergeants will be paid time and one-half for all hours on the select holidays: July 4, Thanksgiving, Christmas and New Years day. Longevity pay will be increased from \$900 to \$1,050 per longevity step. In addition, the agreement permits any Command member retiring between the start of the new contract and the effective date of the GWI to receive the negotiated wage increase on their last pay period of employment.

There were a number 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: tennis shoes (placing a \$150 cap and eliminating multiple purchases of athletic footwear); vacation leave carryover (changing the 1.5 vacation leave carryover from the end of March to the end of December to correspond with the new fiscal year); personal leave forfeiture (changing the forfeiture period from the end of March to the end of December to correspond with the new fiscal year); implementation of a random drug testing program; residency (residency will be increased from a 15 mile radius to a 30 mile radius from 17 Street and 31 Avenue and within the State of Illinois which corresponds to the patrol unit); and shift bidding (sergeants and lieutenants will bid shifts by seniority).

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 17, 2014 through December 31, 2018.

Submitted By: John Thorson, Human Resources Director

Approved By: Thomas Thomas, City Manager

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 21, 2011 — March 16, 2014~~

March 17, 2014 – December 31, 2018

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 within seven (7) calendar days of the effective date of the suspension, demotion or dismissal. Appeals not filed within the time limit shall be void.

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

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

If the employee elects to file a grievance as to his or her demotion, suspension or dismissal, the grievance shall be processed in accordance with 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.~~ The City will pay \$150 each year for tennis shoes with the payment being issued at the start of each fiscal year. The \$150 payment will be placed on the employee's payroll check.

ARTICLE VIII

Safety Vests

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

ARTICLE IX

Work Stoppages, Slowdowns and Strikes

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

ARTICLE X

Wages

Section 10.1 - Wages

~~Annual base salaries for employees covered by this Agreement shall be compensated with 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.~~ Annual base salaries for employees covered by this Agreement shall be compensated with 2.50% added to the base retroactively to March 31, 2014, with 2.50% added to the base January 5, 2015, with 2.65% added to the base January 4, 2016, with 2.75% added to the base January 2, 2017 and with 3.00% added to the base January 1, 2018 in accordance with the wages attached hereto and incorporated herein as Appendix E F. This Section shall apply to those employees employed at the time of the union's 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.~~

Effective March 17, 2014, longevity pay increases will be in the amount of \$1,050, \$2,100, \$3,150, \$4,200, \$5,250 and \$6,300 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 ~~December~~ of each fiscal year.

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

Section 12.2 - Official City Holidays

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

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

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

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

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

Section 12.3 - Personal Leave

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

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

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

Section 12.4 - Sick Leave

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

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

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

January 1st and on or about July 1st. Shift assignments shall be based upon the employee's seniority within his/her rank, his/her preference and the need to balance shift assignments on the basis of experience and expertise.

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

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

Section 12.17 - Probation

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

Section 12.18 - Conversion of Sick Leave for Personal Leave

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

Section 12.19 - Emergency Leave

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

Section 12.20 - Pension Trustee Leave

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

Section 12.21 - Residency

~~Employees 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.~~

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~~ fifteen-mile radius of 17th Street and 31st Avenue in Rock Island but within the State of Illinois, as set forth in ordinance 91-131, are now required to reside within a thirty-mile radius of 17th Street and 31st Avenue in Rock Island but within the State of Illinois;
- c) It is understood that the extension of the residency requirement was made with the consideration such extension would fall below the 60 minute commute time; and
- d) New hires and employees covered by this Agreement are hereby exempt from ordinance 91-131 and any ordinance that provides a restriction upon an employee's residency should any such ordinance be in conflict with the terms of this provision.

Section 12.22 – Random Drug Testing

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

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

1. Reasonable Suspicion. Sergeants, Lieutenants and Captains are subject to reasonable suspicion testing in accordance with the City's existing Substance Screening Policy (Appendix G);
2. Random Testing.
 - i. Pool. Sergeants, Lieutenants and Captains shall not be included in the city pool with other employees required to submit to random drug and/or alcohol testing; however, the percent of Sergeants, Lieutenants and Captains required to submit to random testing during a calendar year will not be

greater than the percent of employees in the city pool who are required to submit to random drug and/or alcohol testing during the same year.

- ii. Following Collection. After submitting to the random drug and/or alcohol testing, the employee will return to work to finish his/her regular shift.
- iii. Information Access. The Union shall have the right to information from the City regarding the selection of employees in order to confirm the process is random.
- iv. On-Duty Testing. The employee selected for random testing will not be sent for such testing until he/she is at work and on-duty.
- v. Policy Testing Procedures Govern. The parties agree that Sections 5 and 6 (and Table #1) of the existing City Substance Screening Policy shall apply to random drug and alcohol testing for employees. Employees who refuse to follow an order to submit to a random alcohol or drug test authorized herein are subject to discipline including discharge.

b. Procedure Following a Positive Test Result

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

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

c. Right to Contest.

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

ARTICLE XIII

Entire Agreement

Section 13.1 - Entire Agreement

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

Section 13.2 - Amendment

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

ARTICLE XIV

Duration

Section 14.0 - Duration

This Agreement shall be effective from ~~March 21, 2011~~ March 17, 2014 and shall remain in full force and effect until ~~March 16, 2014~~ December 31, 2018. The provisions of this Agreement shall automatically be renewed from year-to-year after ~~March 16, 2014~~ December 31, 2018, 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 16, 2014~~ December 31, 2018.

This Agreement is executed and approved this _____ day of _____
2013 2014.

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
Attn: 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

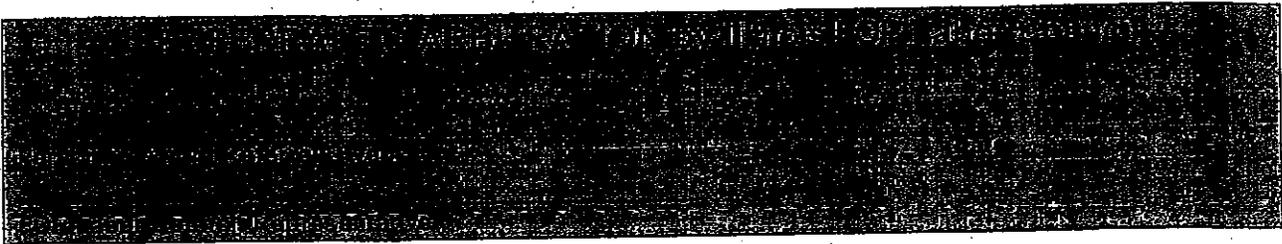
EMPLOYER'S STEP THREE RESPONSE

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: 
City Manager

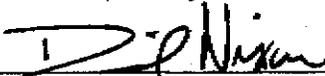
By: 
~~President~~ CSA Representative

Date: 9/7/07

Date: _____

Attest: 
City Clerk

Attest: _____
Secretary


Illinois ~~COA~~ Representative
FOPLC

APPENDIX F

Command Officers Range

City of Rock Island

Effective Date 3/31/2014

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G		
TP 13-P	Police Sergeant	379	57,216	59,992	62,903	65,959	69,163	72,536	76,070	Annual Total	
				4.85%	4.85%	4.86%	4.86%	4.88%	4.87%		
			2,200.62	2,307.38	2,419.35	2,536.88	2,660.12	2,789.85	2,925.77	Bi-Weekly Rate	
			27.5077	28.8423	30.2418	31.7111	33.2514	34.8731	36.5721	Hourly Rate	
			58,266	61,042	63,953	67,009	70,213	73,586	77,120	5 YR Longevity	
			2,241.00	2,347.77	2,459.73	2,577.27	2,700.50	2,830.23	2,966.15	Bi-Weekly Rate	
			28.0125	29.3471	30.7466	32.2159	33.7563	35.3779	37.0769	Hourly Rate	
			59,316	62,092	65,003	68,059	71,263	74,636	78,170	10 YR Longevity	
			2,281.38	2,388.15	2,500.12	2,617.65	2,740.88	2,870.62	3,006.54	Bi-Weekly Rate	
			28.5173	29.8519	31.2514	32.7207	34.2611	35.8827	37.5817	Hourly Rate	
			60,366	63,142	66,053	69,109	72,313	75,686	79,220	15 YR Longevity	
			2,321.77	2,428.54	2,540.50	2,658.04	2,781.27	2,911.00	3,046.92	Bi-Weekly Rate	
			29.0221	30.3567	31.7563	33.2255	34.7659	36.3875	38.0865	Hourly Rate	
			61,416	64,192	67,103	70,159	73,363	76,736	80,270	20 YR Longevity	
			2,362.15	2,468.92	2,580.88	2,698.42	2,821.65	2,951.38	3,087.31	Bi-Weekly Rate	
			29.5269	30.8615	32.2611	33.7303	35.2707	36.8923	38.5913	Hourly Rate	
			62,466	65,242	68,153	71,209	74,413	77,786	81,320	25 YR Longevity	
			2,402.54	2,509.31	2,621.27	2,738.81	2,862.04	2,991.77	3,127.69	Bi-Weekly Rate	
			30.0317	31.3663	32.7659	34.2351	35.7755	37.3971	39.0962	Hourly Rate	
			63,516	66,292	69,203	72,259	75,463	78,836	82,370	30 YR Longevity	
			2,442.92	2,549.69	2,661.65	2,779.19	2,902.42	3,032.15	3,168.08	Bi-Weekly Rate	
			30.5365	31.8712	33.2707	34.7399	36.2803	37.9019	39.6010	Hourly Rate	

Command Officers Range

City of Rock Island

Effective Date

1/5/2015

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 13-P	Police Sergeant	379	58,646	61,492	64,476	67,608	70,892	74,349	77,972	Annual Total
			2,255.62	2,365.08	2,479.85	2,600.31	2,726.62	2,859.58	2,998.92	Bi-Weekly Rate
			28.1952	29.5635	30.9981	32.5038	34.0827	35.7447	37.4865	Hourly Rate
			59,696	62,542	65,526	68,658	71,942	75,399	79,022	5 YR Longevity
			2,296.00	2,405.46	2,520.23	2,640.69	2,767.00	2,899.96	3,039.31	Bi-Weekly Rate
			28.7000	30.0683	31.5029	33.0087	34.5875	36.2495	37.9913	Hourly Rate
			60,746	63,592	66,576	69,708	72,992	76,449	80,072	10 YR Longevity
			2,336.38	2,445.85	2,560.62	2,681.08	2,807.38	2,940.35	3,079.69	Bi-Weekly Rate
			29.2048	30.5731	32.0077	33.5135	35.0923	36.7543	38.4962	Hourly Rate
			61,796	64,642	67,626	70,758	74,042	77,499	81,122	15 YR Longevity
			2,376.77	2,486.23	2,601.00	2,721.46	2,847.77	2,980.73	3,120.08	Bi-Weekly Rate
			29.7096	31.0779	32.5125	34.0183	35.5971	37.2591	39.0010	Hourly Rate
			62,846	65,692	68,676	71,808	75,092	78,549	82,172	20 YR Longevity
			2,417.15	2,526.62	2,641.38	2,761.85	2,888.15	3,021.12	3,160.46	Bi-Weekly Rate
			30.2144	31.5827	33.0173	34.5231	36.1019	37.7639	39.5058	Hourly Rate
			63,896	66,742	69,726	72,858	76,142	79,599	83,222	25 YR Longevity
			2,457.54	2,567.00	2,681.77	2,802.23	2,928.54	3,061.50	3,200.85	Bi-Weekly Rate
			30.7192	32.0875	33.5221	35.0279	36.6067	38.2688	40.0106	Hourly Rate
			64,946	67,792	70,776	73,908	77,192	80,649	84,272	30 YR Longevity
			2,497.92	2,607.38	2,722.15	2,842.62	2,968.92	3,101.88	3,241.23	Bi-Weekly Rate
			31.2240	32.5923	34.0269	35.5327	37.1115	38.7736	40.5154	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date

1/4/2016

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 13-P	Police Sergeant	379	60,200	63,122	66,185	69,400	72,771	76,320	80,038	Annual Total
			2,315.38	2,427.77	2,545.58	2,669.23	2,798.88	2,935.38	3,078.38	Bi-Weekly Rate
			28.9423	30.3471	31.8197	33.3654	34.9861	36.6923	38.4798	Hourly Rate
			61,250	64,172	67,235	70,450	73,821	77,370	81,088	5 YR Longevity
			2,355.77	2,468.15	2,585.96	2,709.62	2,839.27	2,975.77	3,118.77	Bi-Weekly Rate
			29.4471	30.8519	32.3245	33.8702	35.4909	37.1971	38.9846	Hourly Rate
			62,300	65,222	68,285	71,500	74,871	78,420	82,138	10 YR Longevity
			2,396.15	2,508.54	2,626.35	2,750.00	2,879.65	3,016.15	3,159.15	Bi-Weekly Rate
			29.9519	31.3567	32.8293	34.3750	35.9957	37.7019	39.4894	Hourly Rate
			63,350	66,272	69,335	72,550	75,921	79,470	83,188	15 YR Longevity
			2,436.54	2,548.92	2,666.73	2,790.38	2,920.04	3,056.54	3,199.54	Bi-Weekly Rate
			30.4567	31.8615	33.3341	34.8798	36.5005	38.2067	39.9942	Hourly Rate
			64,400	67,322	70,385	73,600	76,971	80,520	84,238	20 YR Longevity
			2,476.92	2,589.31	2,707.12	2,830.77	2,960.42	3,096.92	3,239.92	Bi-Weekly Rate
			30.9615	32.3363	33.8389	35.3846	37.0053	38.7115	40.4990	Hourly Rate
			65,450	68,372	71,435	74,650	78,021	81,570	85,288	25 YR Longevity
			2,517.31	2,629.69	2,747.50	2,871.15	3,000.81	3,137.31	3,280.31	Bi-Weekly Rate
			31.4663	32.8712	34.3438	35.8894	37.5101	39.2163	41.0038	Hourly Rate
			66,500	69,422	72,485	75,700	79,071	82,620	86,338	30 YR Longevity
			2,557.69	2,670.08	2,787.88	2,911.54	3,041.19	3,177.69	3,320.69	Bi-Weekly Rate
			31.9712	33.3760	34.8486	36.3942	38.0149	39.7212	41.5087	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date 1/2/2017

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 13-P	Police Sergeant	379	61,856	64,858	68,004	71,307	74,772	78,419	82,239	Annual Total
			2,379.08	2,494.54	2,615.54	2,742.58	2,875.85	3,016.12	3,163.04	Bi-Weekly Rate
			29.7385	31.1817	32.6942	34.2822	35.9481	37.7014	39.5380	Hourly Rate
			62,906	65,908	69,054	72,357	75,822	79,469	83,289	5 YR Longevity
			2,419.46	2,534.92	2,655.92	2,782.96	2,916.23	3,056.50	3,203.42	Bi-Weekly Rate
			30.2433	31.6865	33.1990	34.7870	36.4529	38.2063	40.0428	Hourly Rate
			63,956	66,958	70,104	73,407	76,872	80,519	84,339	10 YR Longevity
			2,459.85	2,575.31	2,696.31	2,823.35	2,956.62	3,096.88	3,243.81	Bi-Weekly Rate
			30.7481	32.1913	33.7038	35.2918	36.9577	38.7111	40.5476	Hourly Rate
			65,006	68,008	71,154	74,457	77,922	81,569	85,389	15 YR Longevity
			2,500.23	2,615.69	2,736.69	2,863.73	2,997.00	3,137.27	3,284.19	Bi-Weekly Rate
			31.2529	32.6962	34.2087	35.7966	37.4625	39.2159	41.0524	Hourly Rate
			66,056	69,058	72,204	75,507	78,972	82,619	86,439	20 YR Longevity
			2,540.62	2,656.08	2,777.08	2,904.12	3,037.38	3,177.65	3,324.58	Bi-Weekly Rate
			31.7577	33.2010	34.7135	36.3014	37.9673	39.7207	41.5572	Hourly Rate
			67,106	70,108	73,254	76,557	80,022	83,669	87,489	25 YR Longevity
			2,581.00	2,696.46	2,817.46	2,944.50	3,077.77	3,218.04	3,364.96	Bi-Weekly Rate
			32.2625	33.7058	35.2183	36.8063	38.4721	40.2255	42.0620	Hourly Rate
			68,156	71,158	74,304	77,607	81,072	84,719	88,539	30 YR Longevity
			2,621.38	2,736.85	2,857.85	2,984.88	3,118.15	3,258.42	3,405.35	Bi-Weekly Rate
			32.7673	34.2106	35.7231	37.3111	38.9769	40.7303	42.5668	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date

1/1/2018

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 13-P	Police Sergeant	379	63,712	66,803	70,044	73,447	77,015	80,772	84,706	Annual Total
			2,450.46	2,569.35	2,694.00	2,824.88	2,962.12	3,106.62	3,257.92	Bi-Weekly Rate
			30.6308	32.1168	33.6750	35.3111	37.0264	38.8327	40.7240	Hourly Rate
			64,762	67,853	71,094	74,497	78,065	81,822	85,756	5 YR Longevity
			2,490.85	2,609.73	2,734.38	2,865.27	3,002.50	3,147.00	3,298.31	Bi-Weekly Rate
			31.1356	32.6216	34.1798	35.8159	37.5313	39.3375	41.2288	Hourly Rate
			65,812	68,903	72,144	75,547	79,115	82,872	86,806	10 YR Longevity
			2,531.23	2,650.12	2,774.77	2,905.65	3,042.88	3,187.38	3,338.69	Bi-Weekly Rate
			31.6404	33.1264	34.6846	36.3207	38.0361	39.8423	41.7337	Hourly Rate
			66,862	69,953	73,194	76,597	80,165	83,922	87,856	15 YR Longevity
			2,571.62	2,690.50	2,815.15	2,946.04	3,083.27	3,227.77	3,379.08	Bi-Weekly Rate
			32.1452	33.6313	35.1894	36.8255	38.5409	40.3471	42.2385	Hourly Rate
			67,912	71,003	74,244	77,647	81,215	84,972	88,906	20 YR Longevity
			2,612.00	2,730.88	2,855.54	2,986.42	3,123.65	3,268.15	3,419.46	Bi-Weekly Rate
			32.6500	34.1361	35.6942	37.3303	39.0457	40.8519	42.7433	Hourly Rate
			68,962	72,053	75,294	78,697	82,265	86,022	89,956	25 YR Longevity
			2,652.38	2,771.27	2,895.92	3,026.81	3,164.04	3,308.54	3,459.85	Bi-Weekly Rate
			33.1548	34.6409	36.1990	37.8351	39.5505	41.3567	43.2481	Hourly Rate
			70,012	73,103	76,344	79,747	83,315	87,072	91,006	30 YR Longevity
			2,692.77	2,811.65	2,936.31	3,067.19	3,204.42	3,348.92	3,500.23	Bi-Weekly Rate
			33.6596	35.1457	36.7038	38.3399	40.0553	41.8615	43.7529	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date 3/31/2014

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 16-P	Police Lieutenant	389	61,855	64,784	67,850	71,080	74,468	78,024	81,755	Annual Total
			2,379.04	2,491.69	2,609.62	2,733.85	2,864.15	3,000.92	3,144.42	Bi-Weekly Rate
			29.7380	31.1462	32.6202	34.1731	35.8019	37.5115	39.3053	Hourly Rate
			62,905	65,834	68,900	72,130	75,518	79,074	82,805	5 YR Longevity
			2,419.42	2,532.08	2,650.00	2,774.23	2,904.54	3,041.31	3,184.81	Bi-Weekly Rate
			30.2428	31.6510	33.1250	34.6779	36.3067	38.0163	39.8101	Hourly Rate
			63,955	66,884	69,950	73,180	76,568	80,124	83,855	10 YR Longevity
			2,459.81	2,572.46	2,690.38	2,814.62	2,944.92	3,081.69	3,225.19	Bi-Weekly Rate
			30.7476	32.1558	33.6298	35.1827	36.8115	38.5212	40.3149	Hourly Rate
			65,005	67,934	71,000	74,230	77,618	81,174	84,905	15 YR Longevity
			2,500.19	2,612.85	2,730.77	2,855.00	2,985.31	3,122.08	3,265.58	Bi-Weekly Rate
			31.2524	32.6606	34.1346	35.6875	37.3163	39.0260	40.8197	Hourly Rate
			66,055	68,984	72,050	75,280	78,668	82,224	85,955	20 YR Longevity
			2,540.58	2,653.23	2,771.15	2,895.38	3,025.69	3,162.46	3,305.96	Bi-Weekly Rate
			31.7572	33.1654	34.6394	36.1923	37.8212	39.5308	41.3245	Hourly Rate
			67,105	70,034	73,100	76,330	79,718	83,274	87,005	25 YR Longevity
			2,580.96	2,693.62	2,811.54	2,935.77	3,066.08	3,202.85	3,346.35	Bi-Weekly Rate
			32.2620	33.6702	35.1442	36.6971	38.3260	40.0356	41.8293	Hourly Rate
			68,155	71,084	74,150	77,380	80,768	84,324	88,055	30 YR Longevity
			2,621.35	2,734.00	2,851.92	2,976.15	3,106.46	3,243.23	3,386.73	Bi-Weekly Rate
			32.7668	34.1750	35.6490	37.2019	38.8308	40.5404	42.3341	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date

1/5/2015

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 16-P	Police Lieutenant	389	63,401	66,404	69,546	72,857	76,330	79,975	83,799	Annual Total
			2,438.50	2,554.00	2,674.85	2,802.19	2,935.77	3,075.96	3,223.04	Bi-Weekly Rate
			30.4813	31.9250	33.4356	35.0274	36.6971	38.4495	40.2880	Hourly Rate
			64,451	67,454	70,596	73,907	77,380	81,025	84,849	5 YR Longevity
			2,478.88	2,594.38	2,715.23	2,842.58	2,976.15	3,116.35	3,263.42	Bi-Weekly Rate
			30.9861	32.4298	33.9404	35.5322	37.2019	38.9543	40.7928	Hourly Rate
			65,501	68,504	71,646	74,957	78,430	82,075	85,899	10 YR Longevity
			2,519.27	2,634.77	2,755.62	2,882.96	3,016.54	3,156.73	3,303.81	Bi-Weekly Rate
			31.4909	32.9346	34.4452	36.0370	37.7067	39.4591	41.2976	Hourly Rate
			66,551	69,554	72,696	76,007	79,480	83,125	86,949	15 YR Longevity
			2,559.65	2,675.15	2,796.00	2,923.35	3,056.92	3,197.12	3,344.19	Bi-Weekly Rate
			31.9957	33.4394	34.9500	36.5418	38.2115	39.9639	41.8024	Hourly Rate
			67,601	70,604	73,746	77,057	80,530	84,175	87,999	20 YR Longevity
			2,600.04	2,715.54	2,836.38	2,963.73	3,097.31	3,237.50	3,384.58	Bi-Weekly Rate
			32.5005	33.9442	35.4548	37.0466	38.7163	40.4688	42.3072	Hourly Rate
			68,651	71,654	74,796	78,107	81,580	85,225	89,049	25 YR Longevity
			2,640.42	2,755.92	2,876.77	3,004.12	3,137.69	3,277.88	3,424.96	Bi-Weekly Rate
			33.0053	34.4490	35.9596	37.5514	39.2212	40.9736	42.8120	Hourly Rate
			69,701	72,704	75,846	79,157	82,630	86,275	90,099	30 YR Longevity
			2,680.81	2,796.31	2,917.15	3,044.50	3,178.08	3,318.27	3,465.35	Bi-Weekly Rate
			33.5101	34.9538	36.4644	38.0563	39.7260	41.4784	43.3168	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date 1/4/2016

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 16-P	Police Lieutenant	389	65,081	68,164	71,389	74,788	78,353	82,094	86,020	Annual Total
			2,503.12	2,621.69	2,745.73	2,876.46	3,013.58	3,157.46	3,308.46	Bi-Weekly Rate
			31.2889	32.7712	34.3216	35.9558	37.6697	39.4683	41.3558	Hourly Rate
			66,131	69,214	72,439	75,838	79,403	83,144	87,070	5 YR Longevity
			2,543.50	2,662.08	2,786.12	2,916.85	3,053.96	3,197.85	3,348.85	Bi-Weekly Rate
			31.7938	33.2760	34.8264	36.4606	38.1745	39.9731	41.8606	Hourly Rate
			67,181	70,264	73,489	76,888	80,453	84,194	88,120	10 YR Longevity
			2,583.88	2,702.46	2,826.50	2,957.23	3,094.35	3,238.23	3,389.23	Bi-Weekly Rate
			32.2986	33.7808	35.3313	36.9654	38.6793	40.4779	42.3654	Hourly Rate
			68,231	71,314	74,539	77,938	81,503	85,244	89,170	15 YR Longevity
			2,624.27	2,742.85	2,866.88	2,997.62	3,134.73	3,278.62	3,429.62	Bi-Weekly Rate
			32.8034	34.2856	35.8361	37.4702	39.1841	40.9827	42.8702	Hourly Rate
			69,281	72,364	75,589	78,988	82,553	86,294	90,220	20 YR Longevity
			2,664.65	2,783.23	2,907.27	3,038.00	3,175.12	3,319.00	3,470.00	Bi-Weekly Rate
			33.3082	34.7904	36.3409	37.9750	39.6889	41.4875	43.3750	Hourly Rate
			70,331	73,414	76,639	80,038	83,603	87,344	91,270	25 YR Longevity
			2,705.04	2,823.62	2,947.65	3,078.38	3,215.50	3,359.38	3,510.38	Bi-Weekly Rate
			33.8130	35.2952	36.8457	38.4798	40.1938	41.9923	43.8798	Hourly Rate
			71,381	74,464	77,689	81,088	84,653	88,394	92,320	30 YR Longevity
			2,745.42	2,864.00	2,988.04	3,118.77	3,255.88	3,399.77	3,550.77	Bi-Weekly Rate
			34.3178	35.8000	37.3505	38.9846	40.6986	42.4971	44.3846	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date

1/2/2017

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 16-P	Police Lieutenant	389	66,871	70,037	73,352	76,844	80,508	84,352	88,386	Annual Total
			2,571.96	2,693.73	2,821.23	2,955.54	3,096.46	3,244.31	3,399.46	Bi-Weekly Rate
			32.1495	33.6716	35.2654	36.9442	38.7058	40.5538	42.4933	Hourly Rate
			67,921	71,087	74,402	77,894	81,558	85,402	89,436	5 YR Longevity
			2,612.35	2,734.12	2,861.62	2,995.92	3,136.85	3,284.69	3,439.85	Bi-Weekly Rate
			32.6543	34.1764	35.7702	37.4490	39.2106	41.0587	42.9981	Hourly Rate
			68,971	72,137	75,452	78,944	82,608	86,452	90,486	10 YR Longevity
			2,652.73	2,774.50	2,902.00	3,036.31	3,177.23	3,325.08	3,480.23	Bi-Weekly Rate
			33.1591	34.6813	36.2750	37.9538	39.7154	41.5635	43.5029	Hourly Rate
			70,021	73,187	76,502	79,994	83,658	87,502	91,536	15 YR Longevity
			2,693.12	2,814.88	2,942.38	3,076.69	3,217.62	3,365.46	3,520.62	Bi-Weekly Rate
			33.6639	35.1861	36.7798	38.4587	40.2202	42.0683	44.0077	Hourly Rate
			71,071	74,237	77,552	81,044	84,708	88,552	92,586	20 YR Longevity
			2,733.50	2,855.27	2,982.77	3,117.08	3,258.00	3,405.85	3,561.00	Bi-Weekly Rate
			34.1688	35.6909	37.2846	38.9635	40.7250	42.5731	44.5125	Hourly Rate
			72,121	75,287	78,602	82,094	85,758	89,602	93,636	25 YR Longevity
			2,773.88	2,895.65	3,023.15	3,157.46	3,298.38	3,446.23	3,601.38	Bi-Weekly Rate
			34.6736	36.1957	37.7894	39.4683	41.2298	43.0779	45.0173	Hourly Rate
			73,171	76,337	79,652	83,144	86,808	90,652	94,686	30 YR Longevity
			2,814.27	2,936.04	3,063.54	3,197.85	3,338.77	3,486.62	3,641.77	Bi-Weekly Rate
			35.1784	36.7005	38.2942	39.9731	41.7346	43.5827	45.5221	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date 1/1/2018

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 16-P	Police Lieutenant	389	68,877	72,139	75,553	79,149	82,922	86,883	91,037	Annual Total
			2,649.12	2,774.58	2,905.88	3,044.19	3,189.31	3,341.65	3,501.42	Bi-Weekly Rate
			33.1139	34.6822	36.3236	38.0524	39.8663	41.7707	43.7678	Hourly Rate
			69,927	73,189	76,603	80,199	83,972	87,933	92,087	5 YR Longevity
			2,689.50	2,814.96	2,946.27	3,084.58	3,229.69	3,382.04	3,541.81	Bi-Weekly Rate
			33.6188	35.1870	36.8284	38.5572	40.3712	42.2755	44.2726	Hourly Rate
			70,977	74,239	77,653	81,249	85,022	88,983	93,137	10 YR Longevity
			2,729.88	2,855.35	2,986.65	3,124.96	3,270.08	3,422.42	3,582.19	Bi-Weekly Rate
			34.1236	35.6918	37.3332	39.0620	40.8760	42.7803	44.7774	Hourly Rate
			72,027	75,289	78,703	82,299	86,072	90,033	94,187	15 YR Longevity
			2,770.27	2,895.73	3,027.04	3,165.35	3,310.46	3,462.81	3,622.58	Bi-Weekly Rate
			34.6284	36.1966	37.8380	39.5668	41.3808	43.2851	45.2822	Hourly Rate
			73,077	76,339	79,753	83,349	87,122	91,083	95,237	20 YR Longevity
			2,810.65	2,936.12	3,067.42	3,205.73	3,350.85	3,503.19	3,662.96	Bi-Weekly Rate
			35.1332	36.7014	38.3428	40.0716	41.8856	43.7899	45.7870	Hourly Rate
			74,127	77,389	80,803	84,399	88,172	92,133	96,287	25 YR Longevity
			2,851.04	2,976.50	3,107.81	3,246.12	3,391.23	3,543.58	3,703.35	Bi-Weekly Rate
			35.6380	37.2063	38.8476	40.5764	42.3904	44.2947	46.2918	Hourly Rate
			75,177	78,439	81,853	85,449	89,222	93,183	97,337	30 YR Longevity
			2,891.42	3,016.88	3,148.19	3,286.50	3,431.62	3,583.96	3,743.73	Bi-Weekly Rate
			36.1428	37.7111	39.3524	41.0813	42.8952	44.7995	46.7966	Hourly Rate

Command Officers Range

Clty of Rock Island

Effective Date 3/31/2014

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 18-P	Police Captain	523	64,446	67,586	70,873	74,328	77,955	81,765	85,764	Annual Total
			2,478.69	2,599.46	2,725.88	2,858.77	2,998.27	3,144.81	3,298.62	Bi-Weekly Rate
			30.9837	32.4933	34.0736	35.7346	37.4784	39.3101	41.2327	Hourly Rate
			65,496	68,636	71,923	75,378	79,005	82,815	86,814	5 YR Longevity
			2,519.08	2,639.85	2,766.27	2,899.15	3,038.65	3,185.19	3,339.00	Bi-Weekly Rate
			31.4885	32.9981	34.5784	36.2394	37.9832	39.8149	41.7375	Hourly Rate
			66,546	69,686	72,973	76,428	80,055	83,865	87,864	10 YR Longevity
			2,559.46	2,680.23	2,806.65	2,939.54	3,079.04	3,225.58	3,379.38	Bi-Weekly Rate
			31.9933	33.5029	35.0832	36.7442	38.4880	40.3197	42.2423	Hourly Rate
			67,596	70,736	74,023	77,478	81,105	84,915	88,914	15 YR Longevity
			2,599.85	2,720.62	2,847.04	2,979.92	3,119.42	3,265.96	3,419.77	Bi-Weekly Rate
			32.4981	34.0077	35.5880	37.2490	38.9928	40.8245	42.7471	Hourly Rate
			68,646	71,786	75,073	78,528	82,155	85,965	89,964	20 YR Longevity
			2,640.23	2,761.00	2,887.42	3,020.31	3,159.81	3,306.35	3,460.15	Bi-Weekly Rate
			33.0029	34.5125	36.0928	37.7538	39.4976	41.3293	43.2519	Hourly Rate
			69,696	72,836	76,123	79,578	83,205	87,015	91,014	25 YR Longevity
			2,680.62	2,801.38	2,927.81	3,060.69	3,200.19	3,346.73	3,500.54	Bi-Weekly Rate
			33.5077	35.0173	36.5976	38.2587	40.0024	41.8341	43.7567	Hourly Rate
			70,746	73,886	77,173	80,628	84,255	88,065	92,064	30 YR Longevity
			2,721.00	2,841.77	2,968.19	3,101.08	3,240.58	3,387.12	3,540.92	Bi-Weekly Rate
			34.0125	35.5221	37.1024	38.7635	40.5072	42.3389	44.2615	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date

1/5/2015

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 18-P	Police Captain	523	66,057	69,276	72,645	76,186	79,904	83,809	87,908	Annual Total
			2,540.65	2,664.46	2,794.04	2,930.23	3,073.23	3,223.42	3,381.08	Bi-Weekly Rate
			31.7582	33.3058	34.9255	36.6279	38.4154	40.2928	42.2635	Hourly Rate
			67,107	70,326	73,695	77,236	80,954	84,859	88,958	5 YR Longevity
			2,581.04	2,704.85	2,834.42	2,970.62	3,113.62	3,263.81	3,421.46	Bi-Weekly Rate
			32.2630	33.8106	35.4303	37.1327	38.9202	40.7976	42.7683	Hourly Rate
			68,157	71,376	74,745	78,286	82,004	85,909	90,008	10 YR Longevity
			2,621.42	2,745.23	2,874.81	3,011.00	3,154.00	3,304.19	3,461.85	Bi-Weekly Rate
			32.7678	34.3154	35.9351	37.6375	39.4250	41.3024	43.2731	Hourly Rate
			69,207	72,426	75,795	79,336	83,054	86,959	91,058	15 YR Longevity
			2,661.81	2,785.62	2,915.19	3,051.38	3,194.38	3,344.58	3,502.23	Bi-Weekly Rate
			33.2726	34.8202	36.4399	38.1423	39.9298	41.8072	43.7779	Hourly Rate
			70,257	73,476	76,845	80,386	84,104	88,009	92,108	20 YR Longevity
			2,702.19	2,826.00	2,955.58	3,091.77	3,234.77	3,384.96	3,542.62	Bi-Weekly Rate
			33.7774	35.3250	36.9447	38.6471	40.4346	42.3120	44.2827	Hourly Rate
			71,307	74,526	77,895	81,436	85,154	89,059	93,158	25 YR Longevity
			2,742.58	2,866.38	2,995.96	3,132.15	3,275.15	3,425.35	3,583.00	Bi-Weekly Rate
			34.2822	35.8298	37.4495	39.1519	40.9394	42.8168	44.7875	Hourly Rate
			72,357	75,576	78,945	82,486	86,204	90,109	94,208	30 YR Longevity
			2,782.96	2,906.77	3,036.35	3,172.54	3,315.54	3,465.73	3,623.38	Bi-Weekly Rate
			34.7870	36.3346	37.9543	39.6567	41.4442	43.3216	45.2923	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date

1/4/2016

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 18-P	Police Captain	523	67,808	71,112	74,569	78,205	82,021	86,030	90,238	Annual Total
			2,608.00	2,735.08	2,868.04	3,007.88	3,154.65	3,308.85	3,470.69	Bi-Weekly Rate
			32.6000	34.1885	35.8505	37.5986	39.4332	41.3606	43.3837	Hourly Rate
			68,858	72,162	75,619	79,255	83,071	87,080	91,288	5 YR Longevity
			2,648.38	2,775.46	2,908.42	3,048.27	3,195.04	3,349.23	3,511.08	Bi-Weekly Rate
			33.1048	34.6933	36.3553	38.1034	39.9380	41.8654	43.8885	Hourly Rate
			69,908	73,212	76,669	80,305	84,121	88,130	92,338	10 YR Longevity
			2,688.77	2,815.85	2,948.81	3,088.65	3,235.42	3,389.62	3,551.46	Bi-Weekly Rate
			33.6096	35.1981	36.8601	38.6082	40.4428	42.3702	44.3933	Hourly Rate
			70,958	74,262	77,719	81,355	85,171	89,180	93,388	15 YR Longevity
			2,729.15	2,856.23	2,989.19	3,129.04	3,275.81	3,430.00	3,591.85	Bi-Weekly Rate
			34.1144	35.7029	37.3649	39.1130	40.9476	42.8750	44.8981	Hourly Rate
			72,008	75,312	78,769	82,405	86,221	90,230	94,438	20 YR Longevity
			2,769.54	2,896.62	3,029.58	3,169.42	3,316.19	3,470.38	3,632.23	Bi-Weekly Rate
			34.6192	36.2077	37.8697	39.6178	41.4524	43.3798	45.4029	Hourly Rate
			73,058	76,362	79,819	83,455	87,271	91,280	95,488	25 YR Longevity
			2,809.92	2,937.00	3,069.96	3,209.81	3,356.58	3,510.77	3,672.62	Bi-Weekly Rate
			35.1240	36.7125	38.3745	40.1226	41.9572	43.8846	45.9077	Hourly Rate
			74,108	77,412	80,869	84,505	88,321	92,330	96,538	30 YR Longevity
			2,850.31	2,977.38	3,110.35	3,250.19	3,396.96	3,551.15	3,713.00	Bi-Weekly Rate
			35.6288	37.2173	38.8793	40.6274	42.4620	44.3894	46.4125	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date

1/2/2017

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 18-P	Police Captain	523	69,673	73,068	76,620	80,356	84,278	88,396	92,719	Annual Total
			2,679.73	2,810.31	2,946.92	3,090.62	3,241.46	3,399.85	3,566.12	Bi-Weekly Rate
			33.4966	35.1288	36.8365	38.6327	40.5183	42.4981	44.5764	Hourly Rate
			70,723	74,118	77,670	81,406	85,328	89,446	93,769	5 YR Longevity
			2,720.12	2,850.69	2,987.31	3,131.00	3,281.85	3,440.23	3,606.50	Bi-Weekly Rate
			34.0014	35.6337	37.3413	39.1375	41.0231	43.0029	45.0813	Hourly Rate
			71,773	75,168	78,720	82,456	86,378	90,496	94,819	10 YR Longevity
			2,760.50	2,891.08	3,027.69	3,171.38	3,322.23	3,480.62	3,646.88	Bi-Weekly Rate
			34.5063	36.1385	37.8462	39.6423	41.5279	43.5077	45.5861	Hourly Rate
			72,823	76,218	79,770	83,506	87,428	91,546	95,869	15 YR Longevity
			2,800.88	2,931.46	3,068.08	3,211.77	3,362.62	3,521.00	3,687.27	Bi-Weekly Rate
			35.0111	36.6433	38.3510	40.1471	42.0327	44.0125	46.0909	Hourly Rate
			73,873	77,268	80,820	84,556	88,478	92,596	96,919	20 YR Longevity
			2,841.27	2,971.85	3,108.46	3,252.15	3,403.00	3,561.38	3,727.65	Bi-Weekly Rate
			35.5159	37.1481	38.8558	40.6519	42.5375	44.5173	46.5957	Hourly Rate
			74,923	78,318	81,870	85,606	89,528	93,646	97,969	25 YR Longevity
			2,881.65	3,012.23	3,148.85	3,292.54	3,443.38	3,601.77	3,768.04	Bi-Weekly Rate
			36.0207	37.6529	39.3606	41.1567	43.0423	45.0221	47.1005	Hourly Rate
			75,973	79,368	82,920	86,656	90,578	94,696	99,019	30 YR Longevity
			2,922.04	3,052.62	3,189.23	3,332.92	3,483.77	3,642.15	3,808.42	Bi-Weekly Rate
			36.5255	38.1577	39.8654	41.6615	43.5471	45.5269	47.6053	Hourly Rate

Command Officers Range

City of Rock Island

Effective Date 1/1/2018

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
TP 18-P	Police Captain	523	71,762	75,260	78,919	82,767	86,805	91,048	95,501	Annual Total
			2,760.08	2,894.62	3,035.35	3,183.35	3,338.65	3,501.85	3,673.12	Bi-Weekly Rate
			34.5010	36.1827	37.9418	39.7918	41.7332	43.7731	45.9139	Hourly Rate
			72,812	76,310	79,969	83,817	87,855	92,098	96,551	5 YR Longevity
			2,800.46	2,935.00	3,075.73	3,223.73	3,379.04	3,542.23	3,713.50	Bi-Weekly Rate
			35.0058	36.6875	38.4466	40.2966	42.2380	44.2779	46.4188	Hourly Rate
			73,862	77,360	81,019	84,867	88,905	93,148	97,601	10 YR Longevity
			2,840.85	2,975.38	3,116.12	3,264.12	3,419.42	3,582.62	3,753.88	Bi-Weekly Rate
			35.5106	37.1923	38.9514	40.8014	42.7428	44.7827	46.9236	Hourly Rate
			74,912	78,410	82,069	85,917	89,955	94,198	98,651	15 YR Longevity
			2,881.23	3,015.77	3,156.50	3,304.50	3,459.81	3,623.00	3,794.27	Bi-Weekly Rate
			36.0154	37.6971	39.4563	41.3063	43.2476	45.2875	47.4284	Hourly Rate
			75,962	79,460	83,119	86,967	91,005	95,248	99,701	20 YR Longevity
			2,921.62	3,056.15	3,196.88	3,344.88	3,500.19	3,663.38	3,834.65	Bi-Weekly Rate
			36.5202	38.2019	39.9611	41.8111	43.7524	45.7923	47.9332	Hourly Rate
			77,012	80,510	84,169	88,017	92,055	96,298	100,751	25 YR Longevity
			2,962.00	3,096.54	3,237.27	3,385.27	3,540.58	3,703.77	3,875.04	Bi-Weekly Rate
			37.0250	38.7067	40.4659	42.3159	44.2572	46.2971	48.4380	Hourly Rate
			78,062	81,560	85,219	89,067	93,105	97,348	101,801	30 YR Longevity
			3,002.38	3,136.92	3,277.65	3,425.65	3,580.96	3,744.15	3,915.42	Bi-Weekly Rate
			37.5298	39.2115	40.9707	42.8207	44.7620	46.8019	48.9428	Hourly Rate

APPENDIX G

CITY OF ROCK ISLAND
SUBSTANCE SCREENING POLICY
(Command Officer)

Section 1 - Policy Statement

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

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

Section 2 - Prohibitions:

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

Section 3 - Type of Testing:

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

Section 4 - Order to Take Test:

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

Section 5 - Tests to be Conducted:

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

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

Section 6 - Results:

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

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

Section 7 - Discipline:

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

TABLE NO. 1

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

* TLC is thin layer chromatography

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

ACKNOWLEDGMENT OF RIGHTS AND CONSENT/REJECTION

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

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

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

Signature of Employee

Date

(Witness)

(Witness)

RELEASE AND CONSENT FORM OR REFUSAL

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

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

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

Date

Signature

or

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

Date

Signature

RELEASE AND CONSENT FORM

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

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

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

Date

Signature