

AN AGREEMENT BETWEEN THE CITY OF ROCK ISLAND, ILLINOIS

AND THE

ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL

REPRESENTING

THE ROCK ISLAND COMMAND OFFICERS ASSOCIATION

January 1, 2025 — December 31, 2027

AGREEMENT BETWEEN THE CITY OF ROCK ISLAND

AND

ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL  
COMMAND OFFICERS ASSOCIATION

**INDEX**

ARTICLE I Purpose ..... 1

ARTICLE II Recognition ..... 1

ARTICLE III Dues Deductions and Fair Share Payments ..... 1

    Section 3.1 - Dues Deduction ..... 1

    Section 3.2 - Payment of Dues ..... 2

    Section 3.3 - Attendance at Union Functions ..... 2

ARTICLE IV Application of Rules ..... 2

ARTICLE V Grievances and Arbitration ..... 3

    Section 5.1 - Definition ..... 3

    Section 5.2 - Filing Grievances ..... 3

    Section 5.3 - Processing Grievances ..... 3

    Section 5.4 - Time Limits For Filing ..... 4

    Section 5.5 - Arbitration ..... 4

    Section 5.6 - Selecting An Arbitrator ..... 5

    Section 5.7 - Authority of Arbitrator ..... 5

    Section 5.8 - Payment of Arbitration Costs ..... 5

    Section 5.9 - Time-Off ..... 5

    Section 5.10 - Appeals of Suspension, Demotion or Dismissal ..... 5

ARTICLE VI Fitness Center Memberships ..... 6

ARTICLE VII Uniforms ..... 7

    Section 7.1 - Uniforms ..... 7

    Section 7.2 - Tennis Shoes ..... 8

ARTICLE VIII Safety Vests ..... 8

ARTICLE IX Work Stoppages, Slowdowns and Strikes ..... 8

ARTICLE X Wages ..... 8

    Section 10.1 - Wages ..... 8

    Section 10.2 - Longevity ..... 9

    Section 10.3 - Shift Differential ..... 10

    Section 10.4 - Sergeants' Overtime ..... 10

    Section 10.5 - Sergeants' Call Back ..... 10

    Section 10.6 - Sergeants' Compensatory Time ..... 10

Section 10.7 - Sergeants' Court Time.....	11
Section 10.8 - Sergeant's Specialty Pay.....	11
Section 10.9 - Severance Payment.....	11
Section 10.10 - Cell Phone Stipend.....	12
ARTICLE XI Rock Island Municipal Employees' Health Benefit Plan.....	12
ARTICLE XII Miscellaneous Provisions.....	12
Section 12.1 - Vacation.....	12
Section 12.2 - Official City Holidays.....	13
Section 12.3 - Personal Leave.....	14
Section 12.4 - Sick Leave.....	14
Section 12.5 - Bereavement Leave.....	15
Section 12.6 - Job Related Disability Leave.....	15
Section 12.7 - Military Leave.....	15
Section 12.8 - Special Leave.....	15
Section 12.9 - Medical Leave.....	15
Section 12.10 - Unpaid Leave of Absence.....	16
Section 12.11 - Educational Reimbursements.....	16
Section 12.12 - Seniority.....	16
Section 12.13 - Termination of Seniority.....	16
Section 12.14 - Access to Personnel Records.....	17
Section 12.15 - Resolution of Impasse.....	17
Section 12.16 - Shift Assignments.....	17
Section 12.17 - Probation.....	18
Section 12.18 - Conversion of Sick Leave for Personal Leave.....	18
Section 12.19 - Emergency Leave.....	18
Section 12.20 - Pension Trustee Leave.....	19
Section 12.21 - Residency.....	19
Section 12.22 - Random Drug Testing.....	19
ARTICLE XIII Entire Agreement.....	21
Section 13.1 - Entire Agreement.....	21
Section 13.2 - Amendment.....	21
Section 13.3 - Continuing Effect.....	21
ARTICLE XIV Duration.....	22
Section 14.1 - Duration.....	22

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

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

ARTICLE III  
Dues Deductions and Fair Share Payments

Section 3.1 - Dues Deduction

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

### Section 3.2 - Payment of Dues

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

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

The Labor Council hereby indemnifies and agrees to hold the Employer harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or because of, any action taken by the Employer for complying with the provisions of this Article.

### Section 3.3 - Attendance at Union Functions

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

## ARTICLE IV Application of Rules

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

ARTICLE V  
Grievances and Arbitration

Section 5.1 - Definition

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

Section 5.2 - Filing Grievances

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

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

Section 5.3 - Processing Grievances

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

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

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

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

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

#### Section 5.4 - Time Limits For Filing

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

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

#### Section 5.5 - Arbitration

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

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

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

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

The City and the Union will file a joint request for a list of nominees for arbitration with the Federal Mediation and Conciliation Service within six (6) months after the Union files the written notice of its intent to refer the grievance to binding arbitration. If the joint request is not filed within the time limit set forth above, the grievance shall be considered "waived."

### Section 5.6 - Selecting An Arbitrator

The City and Labor Council shall jointly request a panel of seven (7) arbitrators from the Federal Mediation and Conciliation Service. The arbitrator shall be selected by the alternate striking of names. The City and/or the Labor Council may strike one (1) entire panel for an arbitration case. The party that is requesting the additional panel will bear the entire cost of the additional panel request. The arbitrator shall be selected by the alternate striking of names. A coin flip determines whom strikes first, and each side takes a turn striking an arbitrator. After six (6) names are stricken by this procedure, the remaining person shall be the arbitrator. The arbitrator shall be notified of his selection by a joint letter from the City and the Labor Council requesting that he set a date and time for the hearing, subject to the availability of City and Labor Council representatives. All arbitration hearings shall be held in Rock Island.

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

### Section 5.7 - Authority of Arbitrator

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

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

### Section 5.8 - Payment of Arbitration Costs

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

### Section 5.9 - Time-Off

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

### Section 5.10 - Appeals of Suspension, Demotion or Dismissal

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

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

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

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

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

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

## ARTICLE VI Fitness Center Memberships

In prior years to promote fitness, the City paid \$235 each year to the health and fitness facility of the employee's choice. On April 1, 1998, this amount was added to the base wage rate permanently and will gradually increase over time as the wage scale increases.

ARTICLE VII  
Uniforms

Section 7.1 - Uniforms

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

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

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

Starting of January 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 \$850 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) \$850 shall be paid upon promotion, assignment and/or appointment by the Chief of Police;
- b) The plain clothes allowance shall be prorated by dividing the annual allowance by 52 weeks and multiply by the number of weeks the employee was ineligible for the clothing allowance; and
- c) The prorated amount shall be subtracted from next year's clothing allowance.

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

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

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

#### Section 7.2 - Tennis Shoes

In prior years the City paid \$150 to the employee for the purchase of athletic shoes. Beginning January 1, 2022, the City will no longer pay \$150 directly to the employee. Rather, each employee was provided \$150 added to the employee's base wage on January 1, 2022 to offset the expense incurred by the employee for purchasing athletic shoes. This amount shall be added to the base wage permanently and will therefore gradually increase over time as the wage scale increases.

### 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 4.00% added to the base retroactively to January 1, 2025, with 3.00% added to the base January 1, 2026, with 3.00% added to the base January 1, 2027, in accordance with the wages attached hereto and incorporated herein as Appendix F.

On or after 7/16/19, new bargaining unit employees will follow the wages scales ending in Step J. Existing bargaining unit employees will follow the wage scales ending in Step G. As of 1/1/15, the salary schedule will be adjusted to ensure that the traditional 5.0% step gap is re-established, in accordance with the wages attached hereto and incorporated herein as Appendix F.

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

#### Section 10.2 - Longevity

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

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

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

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

Effective January 1, 2024, longevity pay shall consist exclusively of the following amounts:

Two percent (2.00%) of base pay for the employee's classification and step beginning of the fifth year through the ninth year of service.

Four percent (4.00%) of base pay for the employee's classification and step beginning of the tenth year through the fourteenth year of service.

Six percent (6.00%) of base pay for the employee's classification and step beginning of the fifteenth year through the nineteenth year of service.

Eight percent (8.00%) of base pay for the employee's classification and step beginning of the twentieth year through the twenty-fourth year of service.

Ten percent (10.00%) of base pay for the employee's classification and step beginning of the twenty-fifth year through the twenty-ninth year of service.

Twelve percent (12.00%) of base pay for the employee's classification and step beginning of the thirtieth year of service.

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

#### Section 10.3 - Shift Differential

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

#### Section 10.4 - Sergeants' Overtime

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

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

#### Section 10.5 - Sergeants' Call Back

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

#### Section 10.6 - Sergeants' Compensatory Time

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

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

time until such hours in excess of eighty (80) have been used or bought back by the Employer pursuant to the provisions of subsection (c) (ii) below;

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

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

#### Section 10.7 - Sergeants' Court Time

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

#### Section 10.8 - Sergeant's Specialty Pay

Effective January 1, 2019, an eligible Sergeant shall receive specialty pay for serving as a supervisor of FTOs. The stipend will be \$1,300 annually. The specialty pay shall be added to the base pay and the specialty pay shall be paid to the employee in 26 equal payments during the year and added to regular pay for so long as the person is performing this specialty work. Effective January 1, 2025, an eligible employee shall receive specialty pay for serving in the Traffic Unit. The stipend will be \$900 annually for the Traffic Coordinator and \$700 annually for other employees assigned to the Traffic Unit. 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.

Section 10.10 – Cell Phone Stipend

Effective January 1, 2025, all employees covered by this Agreement will be eligible to receive the City cell phone stipend.

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.

In addition to the terms of Article XI Rock Island Municipal Employees' Health Benefit Plan; the City and the FOP shall conduct a study to determine the feasibility of implementing a Post-Employment Health Plan. If mutually agreed upon, the terms of the program will be added to this agreement via a Letter of Understanding.

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. Effective January 1, 2022, 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 24 years of service	= 7.7 hours/pay period
25 and over years of	= 8.5 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.

Effective January 1, 2022, 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 24 years of service	= 7.7 hours/pay period
25 and over years of	= 8.5 hours/pay period

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

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

Employees will be permitted to convert any unused vacation time into its cash equivalent at the end of each calendar year (maximum twenty (20) hours).

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 80 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. Employees who work a holiday on a regular scheduled day off will receive double-time for such hours worked. Employees who work more than eight (8) hours on a holiday will receive double-time for those hours worked in excess of eight (8) hours.

The holiday shift is defined as the shift which begins on the actual holiday. No change to the holiday bank provisions.

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

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

### Section 12.3 - Personal Leave

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

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

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

### Section 12.4 - Sick Leave

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

Sick leave benefits are provided for the specified purpose of maintaining an employee's regular earnings when he/she is absent due to non-work related illness, injury or medical/dental appointments or when the employee is absent due to illness, injury or medical/dental appointments of the employee's child, step-child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, domestic partner or stepparent in accordance with 820 1LCS 191/1, et al. An employee may also utilize their accrued sick leave hours for the birth and adoption of child in alignment with the Family Medical Leave Act.

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 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 as follows:

- a) Eligible employees as described above shall be paid for 35% of their unused accumulated sick leave at the rate of pay the employee is earning on their last day of employment.

#### Section 12.5 - Bereavement Leave

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

#### Section 12.6 - Job Related Disability Leave

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

#### Section 12.7 - Military Leave

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

#### Section 12.8 - Special Leave

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

#### Section 12.9 - Medical Leave

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

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

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

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

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

Section 12.12 - Seniority

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

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

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

Section 12.13 - Termination of Seniority

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

- a) An employee is terminated for just cause by the City,

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

#### Section 12.14 - Access to Personnel Records

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

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

#### Section 12.15 - Resolution of Impasse

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

#### Section 12.16 - Shift Assignments

Upon the execution of this agreement, Sergeants and Lieutenants 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 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 30<sup>th</sup> 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 1<sup>st</sup>. 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.

When a vacancy occurs within the Field Operations Division, an employee currently assigned to the Field Operations Division or being transferred into this division may submit to the Chief of Police a written request to transfer to the vacancy commensurate with their rank. The Chief of Police shall consider the employee's seniority within rank, their preference, and the need to balance the assignments on the basis of experience and expertise in determining whether or not to grant the request.

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

#### Section 12.17 - Probation

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

#### Section 12.18 - Conversion of Sick Leave for Personal Leave

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

#### Section 12.19 - Emergency Leave

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

### Section 12.20 - Pension Trustee Leave

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

### Section 12.21 - Residency

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

Employees may reside in the states of Illinois or Iowa and must be within a sixty (60) minute commute time from their residence to the police department. The parties expressly agree that any future changes to this residency requirement are subject to interest arbitration wherein the interest arbitrator shall have the unfettered right to award and maintain out-of-state residency, despite the provisions of Section 14(i) of the ILPRA.

### 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 and Lieutenants are subject to reasonable suspicion testing in accordance with the City's existing Substance Screening Policy (Appendix G);
2. Random Testing.
  - i) Pool. Sergeants and Lieutenants 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 and Lieutenants required to submit to random testing during a calendar year will not be greater than the percent of employees in the city pool who are required to submit to random drug and/or alcohol testing during the same year.
  - ii) Following Collection. After submitting to the random drug and/or alcohol testing, the employee will return to work to finish his/her regular shift.
  - iii) Information Access. The Union shall have the right to information from the City regarding the selection of employees in order to confirm the process is random.
  - iv) On-Duty Testing. The employee selected for random testing will not be sent for such testing until he/she is at work and on-duty.

- v) Policy Testing Procedures Govern. The parties agree that Sections 5 and 6 (and Table #1) of the existing City Substance Screening Policy shall apply to random drug and alcohol testing for employees. Employees who refuse to follow an order to submit to a random alcohol or drug test authorized herein are subject to discipline including discharge.

3. Officer-Involved Shooting Testing.

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

b. Procedure Following a Positive Test Result

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

Any employee who fails an alcohol or drug test (other than a progress test taken during the initial treatment period while the employee is not working) more than once in any ten-year period shall be discharged.

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

c. Right to Contest.

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

ARTICLE XIII  
Entire Agreement

Section 13.1 - Entire Agreement

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

Section 13.2 - Amendment

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

Section 13.3 - Continuing Effect

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

ARTICLE XIV  
Duration

Section 14.1 - Duration

This Agreement shall be effective from January 1, 2025 and shall remain in full force and effect until December 31, 2027. The provisions of this Agreement shall automatically be renewed from year-to-year after December 31, 2027, unless either party shall notify the other in writing at least sixty (60) days prior to the expiration date of its desire to modify this Agreement. If such notice is given, negotiations shall begin not later than thirty (30) days after the date receipt of such notice.

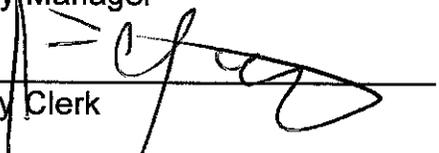
This Agreement is executed and approved this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

**City of Rock Island**

By:

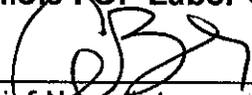
  
\_\_\_\_\_  
City Manager

Attest:

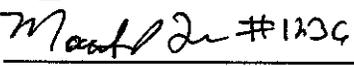
  
\_\_\_\_\_  
City Clerk

**Illinois FOP Labor Council**

By:

  
\_\_\_\_\_  
Chief Negotiator

  
\_\_\_\_\_  
Labor Council Negotiator

  
\_\_\_\_\_  
Labor Council Negotiator

  
\_\_\_\_\_  
Labor Council Negotiator

\_\_\_\_\_  
Labor Council Negotiator

\_\_\_\_\_  
Labor Council Negotiator

**APPENDIX A**  
**DUES AUTHORIZATION FORM**

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

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

Date: \_\_\_\_\_ Signed: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_  
State: \_\_\_\_\_ Zip: \_\_\_\_\_  
Telephone: \_\_\_\_\_  
Personal E-mail: \_\_\_\_\_

Employment Start Date: \_\_\_\_\_

Title: \_\_\_\_\_

-----  
**Employer, please remit all dues deductions to:**

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

(217) 698-9433

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

## APPENDIX B

# GRIEVANCE

(use additional sheets where necessary)

Lodge/Unit No.:

Year:

Grievance No.:



Date Filed: \_\_\_\_\_

Department: \_\_\_\_\_

Grievant's Name: \_\_\_\_\_

Last

First

M.I.

## STEP TWO – CHIEF OF POLICE

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

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

Briefly state the facts: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Remedy Sought: \_\_\_\_\_

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

Given To: \_\_\_\_\_

Date: \_\_\_\_\_

Grievant's Signature

FOP Representative Signature

## EMPLOYER'S RESPONSE

\_\_\_\_\_

\_\_\_\_\_

Employer Representative Signature

Position

Person to Whom Response Given

Date

## STEP THREE – CITY MANAGER

Reasons for Advancing Grievance: \_\_\_\_\_

\_\_\_\_\_

Given To: \_\_\_\_\_

Date: \_\_\_\_\_

Grievant's Signature

FOP Representative Signature

## EMPLOYER'S RESPONSE

\_\_\_\_\_

\_\_\_\_\_

Employer Representative Signature

Position

Person to Whom Response Given

Date

**APPENDIX C**

**LEFT INTENTIONALLY BLANK**

**APPENDIX D**

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

## **I. PURPOSE**

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

## **II. POLICY**

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

## **III. DEFINITIONS**

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

## **IV. POLICY RESOURCE**

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

**APPENDIX E**

**LETTER OF AGREEMENT**

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

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

NOW THEREFORE, it is agreed as follows:

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

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

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

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

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

CITY OF ROCK ISLAND, ILLINOIS

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

By: [Signature]

City Manager

By: [Signature]

President, COA Representative

Date

9/2/07

Date

Attest: [Signature]

City Clerk

Attest: \_\_\_\_\_

Secretary

[Signature]  
Illinois COA Representative

FOPLC

**APPENDIX F**

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

## SERGEANTS PRIOR TO 7.19.19

	A	B	C	D	E	F	G	
Effective Date 1/1/2025	\$74,767.68	\$78,506.06	\$82,431.37	\$86,552.94	\$90,880.58	\$95,424.61	\$100,195.84	Annual Total
	\$2,875.68	\$3,019.46	\$3,170.44	\$3,328.96	\$3,495.41	\$3,670.18	\$3,853.69	Bi-Weekly Total
	\$35.95	\$37.74	\$39.63	\$41.61	\$43.69	\$45.88	\$48.17	Hourly Rate
2024 Base \$71,892	\$76,263.03	\$80,076.19	\$84,079.99	\$88,283.99	\$92,698.19	\$97,333.10	\$102,199.76	5 year LG Rate of 2% of Base
	\$2,933.19	\$3,079.85	\$3,233.85	\$3,395.54	\$3,565.32	\$3,743.58	\$3,930.76	Bi-Weekly Total
	\$36.66	\$38.50	\$40.42	\$42.44	\$44.57	\$46.79	\$49.13	Hourly Rate
	\$77,758.39	\$81,646.31	\$85,728.62	\$90,015.05	\$94,515.81	\$99,241.60	\$104,203.68	10 year LG Rate of 4% of Base
	\$2,990.71	\$3,140.24	\$3,297.25	\$3,462.12	\$3,635.22	\$3,816.98	\$4,007.83	Bi-Weekly Total
	\$37.38	\$39.25	\$41.22	\$43.28	\$45.44	\$47.71	\$50.10	Hourly Rate
	\$79,253.74	\$83,216.43	\$87,377.25	\$91,746.11	\$96,333.42	\$101,150.09	\$106,207.59	15 Year LG Rate of 6% of Base
	\$3,048.22	\$3,200.63	\$3,360.66	\$3,528.70	\$3,705.13	\$3,890.39	\$4,084.91	Bi-Weekly Total
	\$38.10	\$40.01	\$42.01	\$44.11	\$46.31	\$48.63	\$51.06	Hourly Rate
	\$80,749.09	\$84,786.55	\$89,025.88	\$93,477.17	\$98,151.03	\$103,058.58	\$108,211.51	20 year LG Rate of 8% of Base
	\$3,105.73	\$3,261.02	\$3,424.07	\$3,595.28	\$3,775.04	\$3,963.79	\$4,161.98	Bi-Weekly Total
	\$38.82	\$40.76	\$42.80	\$44.94	\$47.19	\$49.55	\$52.02	Hourly Rate
	\$82,244.45	\$86,356.67	\$90,674.50	\$95,208.23	\$99,968.64	\$104,967.07	\$110,215.43	25 Year LG Rate of 10% of Base
	\$3,163.25	\$3,321.41	\$3,487.48	\$3,661.85	\$3,844.95	\$4,037.20	\$4,239.05	Bi-Weekly Total
	\$39.54	\$41.52	\$43.59	\$45.77	\$48.06	\$50.46	\$52.99	Hourly Rate
	\$83,739.80	\$87,926.79	\$92,323.13	\$96,939.29	\$101,786.25	\$106,875.56	\$112,219.34	30 Year LG Rate of 12% of Base
	\$3,220.76	\$3,381.80	\$3,550.89	\$3,728.43	\$3,914.86	\$4,110.60	\$4,316.13	Bi-Weekly Total
	\$40.26	\$42.27	\$44.39	\$46.61	\$48.94	\$51.38	\$53.95	Hourly Rate

	A	B	C	D	E	F	G	
Effective Date 1/1/2026	\$77,010.71	\$80,861.25	\$84,904.31	\$89,149.52	\$93,607.00	\$98,287.35	\$103,201.72	Annual Total
	\$2,961.95	\$3,110.05	\$3,265.55	\$3,428.83	\$3,600.27	\$3,780.28	\$3,969.30	Bi-Weekly Total
	\$37.02	\$38.88	\$40.82	\$42.86	\$45.00	\$47.25	\$49.62	Hourly Rate
	\$78,550.92	\$82,478.47	\$86,602.39	\$90,932.51	\$95,479.14	\$100,253.10	\$105,265.75	5 year LG Rate of 2% of Base
	\$3,021.19	\$3,172.25	\$3,330.86	\$3,497.40	\$3,672.27	\$3,855.89	\$4,048.68	Bi-Weekly Total
	\$37.76	\$39.65	\$41.64	\$43.72	\$45.90	\$48.20	\$50.61	Hourly Rate
	\$80,091.14	\$84,095.70	\$88,300.48	\$92,715.50	\$97,351.28	\$102,218.84	\$107,329.79	10 year LG Rate of 4% of Base
	\$3,080.43	\$3,234.45	\$3,396.17	\$3,565.98	\$3,744.28	\$3,931.49	\$4,128.07	Bi-Weekly Total
	\$38.51	\$40.43	\$42.45	\$44.57	\$46.80	\$49.14	\$51.60	Hourly Rate
	\$81,631.35	\$85,712.92	\$89,998.57	\$94,498.50	\$99,223.42	\$104,184.59	\$109,393.82	15 Year LG Rate of 6% of Base
	\$3,139.67	\$3,296.65	\$3,461.48	\$3,634.56	\$3,816.29	\$4,007.10	\$4,207.45	Bi-Weekly Total
	\$39.25	\$41.21	\$43.27	\$45.43	\$47.70	\$50.09	\$52.59	Hourly Rate
	\$83,171.57	\$87,330.15	\$91,696.65	\$96,281.49	\$101,095.56	\$106,150.34	\$111,457.85	20 year LG Rate of 8% of Base
	\$3,198.91	\$3,358.85	\$3,526.79	\$3,703.13	\$3,888.29	\$4,082.71	\$4,286.84	Bi-Weekly Total
	\$39.99	\$41.99	\$44.08	\$46.29	\$48.60	\$51.03	\$53.59	Hourly Rate
	\$84,711.78	\$88,947.37	\$93,394.74	\$98,064.48	\$102,967.70	\$108,116.08	\$113,521.89	25 Year LG Rate of 10% of Base
	\$3,258.15	\$3,421.05	\$3,592.11	\$3,771.71	\$3,960.30	\$4,158.31	\$4,366.23	Bi-Weekly Total
	\$40.73	\$42.76	\$44.90	\$47.15	\$49.50	\$51.98	\$54.58	Hourly Rate
	\$86,252.00	\$90,564.60	\$95,092.83	\$99,847.47	\$104,839.84	\$110,081.83	\$115,585.92	30 Year LG Rate of 12% of Base
	\$3,317.38	\$3,483.25	\$3,657.42	\$3,840.29	\$4,032.30	\$4,233.92	\$4,445.61	Bi-Weekly Total
	\$41.47	\$43.54	\$45.72	\$48.00	\$50.40	\$52.92	\$55.57	Hourly Rate

	A	B	C	D	E	F	G	
Effective Date 1/1/2027	\$79,321.03	\$83,287.08	\$87,451.44	\$91,824.01	\$96,415.21	\$101,235.97	\$106,297.77	Annual Total
	\$3,050.81	\$3,203.35	\$3,363.52	\$3,531.69	\$3,708.28	\$3,893.69	\$4,088.38	Bi-Weekly Total
	\$38.14	\$40.04	\$42.04	\$44.15	\$46.35	\$48.67	\$51.10	Hourly Rate
	\$80,907.45	\$84,952.82	\$89,200.47	\$93,660.49	\$98,343.51	\$103,260.69	\$108,423.72	5 year LG Rate of 2% of Base
	\$3,111.83	\$3,267.42	\$3,430.79	\$3,602.33	\$3,782.44	\$3,971.56	\$4,170.14	Bi-Weekly Total
	\$38.90	\$40.84	\$42.88	\$45.03	\$47.28	\$49.64	\$52.13	Hourly Rate
	\$82,493.87	\$86,618.57	\$90,949.49	\$95,496.97	\$100,271.82	\$105,285.41	\$110,549.68	10 year LG Rate of 4% of Base
	\$3,172.84	\$3,331.48	\$3,498.06	\$3,672.96	\$3,856.61	\$4,049.44	\$4,251.91	Bi-Weekly Total
	\$39.66	\$41.64	\$43.73	\$45.91	\$48.21	\$50.62	\$53.15	Hourly Rate
	\$84,080.29	\$88,284.31	\$92,698.52	\$97,333.45	\$102,200.12	\$107,310.13	\$112,675.63	15 Year LG Rate of 6% of Base
	\$3,233.86	\$3,395.55	\$3,565.33	\$3,743.59	\$3,930.77	\$4,127.31	\$4,333.68	Bi-Weekly Total
	\$40.42	\$42.44	\$44.57	\$46.79	\$49.13	\$51.59	\$54.17	Hourly Rate
	\$85,666.71	\$89,950.05	\$94,447.55	\$99,169.93	\$104,128.43	\$109,334.85	\$114,801.59	20 year LG Rate of 8% of Base
	\$3,294.87	\$3,459.62	\$3,632.60	\$3,814.23	\$4,004.94	\$4,205.19	\$4,415.45	Bi-Weekly Total
	\$41.19	\$43.25	\$45.41	\$47.68	\$50.06	\$52.56	\$55.19	Hourly Rate
	\$87,253.13	\$91,615.79	\$96,196.58	\$101,006.41	\$106,056.73	\$111,359.57	\$116,927.55	25 Year LG Rate of 10% of Base
	\$3,355.89	\$3,523.68	\$3,699.87	\$3,884.86	\$4,079.11	\$4,283.06	\$4,497.21	Bi-Weekly Total
	\$41.95	\$44.05	\$46.25	\$48.56	\$50.99	\$53.54	\$56.22	Hourly Rate
	\$88,839.56	\$93,281.53	\$97,945.61	\$102,842.89	\$107,985.03	\$113,384.29	\$119,053.50	30 Year LG Rate of 12% of Base
	\$3,416.91	\$3,587.75	\$3,767.14	\$3,955.50	\$4,153.27	\$4,360.93	\$4,578.98	Bi-Weekly Total
	\$42.71	\$44.85	\$47.09	\$49.44	\$51.92	\$54.51	\$57.24	Hourly Rate

## LIEUTENANTS PRIOR TO 7.19.19

	A	B	C	D	E	F	G	
Effective Date 1/1/2025	\$80,816.32	\$84,857.14	\$89,099.99	\$93,554.99	\$98,232.74	\$103,144.38	\$108,301.60	Annual Total
	\$3,108.32	\$3,263.74	\$3,426.92	\$3,598.27	\$3,778.18	\$3,967.09	\$4,165.45	Bi-Weekly Total
	\$38.85	\$40.80	\$42.84	\$44.98	\$47.23	\$49.59	\$52.07	Hourly Rate
20234 Step \$77,708	\$82,432.65	\$86,554.28	\$90,881.99	\$95,426.09	\$100,197.40	\$105,207.27	\$110,467.63	5 year LG Rate of 2% of Base
	\$3,170.49	\$3,329.01	\$3,495.46	\$3,670.23	\$3,853.75	\$4,046.43	\$4,248.76	Bi-Weekly Total
	\$39.63	\$41.61	\$43.69	\$45.88	\$48.17	\$50.58	\$53.11	Hourly Rate
	\$84,048.97	\$88,251.42	\$92,663.99	\$97,297.19	\$102,162.05	\$107,270.15	\$112,633.66	10 year LG Rate of 4% of Base
	\$3,232.65	\$3,394.29	\$3,564.00	\$3,742.20	\$3,929.31	\$4,125.78	\$4,332.06	Bi-Weekly Total
	\$40.41	\$42.43	\$44.55	\$46.78	\$49.12	\$51.57	\$54.15	Hourly Rate
	\$85,665.30	\$89,948.56	\$94,445.99	\$99,168.29	\$104,126.71	\$109,333.04	\$114,799.69	15 Year LG Rate of 6% of Base
	\$3,294.82	\$3,459.56	\$3,632.54	\$3,814.17	\$4,004.87	\$4,205.12	\$4,415.37	Bi-Weekly Total
	\$41.19	\$43.24	\$45.41	\$47.68	\$50.06	\$52.56	\$55.19	Hourly Rate
	\$87,281.63	\$91,645.71	\$96,227.99	\$101,039.39	\$106,091.36	\$111,395.93	\$116,965.73	20 year LG Rate of 8% of Base
	\$3,356.99	\$3,524.83	\$3,701.08	\$3,886.13	\$4,080.44	\$4,284.46	\$4,498.68	Bi-Weekly Total
	\$41.96	\$44.06	\$46.26	\$48.58	\$51.01	\$53.56	\$56.23	Hourly Rate
\$88,897.95	\$93,342.85	\$98,009.99	\$102,910.49	\$108,056.02	\$113,458.82	\$119,131.76	25 Year LG Rate of 10% of Base	
\$3,419.15	\$3,590.11	\$3,769.62	\$3,958.10	\$4,156.00	\$4,363.80	\$4,581.99	Bi-Weekly Total	
\$42.74	\$44.88	\$47.12	\$49.48	\$51.95	\$54.55	\$57.27	Hourly Rate	
\$90,514.28	\$95,039.99	\$99,791.99	\$104,781.59	\$110,020.67	\$115,521.70	\$121,297.79	30 Year LG Rate of 12% of Base	
\$3,481.32	\$3,655.38	\$3,838.15	\$4,030.06	\$4,231.56	\$4,443.14	\$4,665.30	Bi-Weekly Total	
\$43.52	\$45.69	\$47.98	\$50.38	\$52.89	\$55.54	\$58.32	Hourly Rate	

	A	B	C	D	E	F	G	
Effective Date 1/1/2026	\$83,240.81	\$87,402.85	\$91,772.99	\$96,361.64	\$101,179.72	\$106,238.71	\$111,550.65	Annual Total
	\$3,201.57	\$3,361.65	\$3,529.73	\$3,706.22	\$3,891.53	\$4,086.10	\$4,290.41	Bi-Weekly Total
	\$40.02	\$42.02	\$44.12	\$46.33	\$48.64	\$51.08	\$53.63	Hourly Rate
	\$84,905.63	\$89,150.91	\$93,608.45	\$98,288.88	\$103,203.32	\$108,363.48	\$113,781.66	5 year LG Rate of 2% of Base
	\$3,265.60	\$3,428.88	\$3,600.33	\$3,780.34	\$3,969.36	\$4,167.83	\$4,376.22	Bi-Weekly Total
	\$40.82	\$42.86	\$45.00	\$47.25	\$49.62	\$52.10	\$54.70	Hourly Rate
	\$86,570.44	\$90,898.96	\$95,443.91	\$100,216.11	\$105,226.91	\$110,488.26	\$116,012.67	10 year LG Rate of 4% of Base
	\$3,329.63	\$3,496.11	\$3,670.92	\$3,854.47	\$4,047.19	\$4,249.55	\$4,462.03	Bi-Weekly Total
	\$41.62	\$43.70	\$45.89	\$48.18	\$50.59	\$53.12	\$55.78	Hourly Rate
	\$88,235.26	\$92,647.02	\$97,279.37	\$102,143.34	\$107,250.51	\$112,613.03	\$118,243.68	15 Year LG Rate of 6% of Base
	\$3,393.66	\$3,563.35	\$3,741.51	\$3,928.59	\$4,125.02	\$4,331.27	\$4,547.83	Bi-Weekly Total
	\$42.42	\$44.54	\$46.77	\$49.11	\$51.56	\$54.14	\$56.85	Hourly Rate
	\$89,900.07	\$94,395.08	\$99,114.83	\$104,070.57	\$109,274.10	\$114,737.81	\$120,474.70	20 year LG Rate of 8% of Base
	\$3,457.70	\$3,630.58	\$3,812.11	\$4,002.71	\$4,202.85	\$4,412.99	\$4,633.64	Bi-Weekly Total
	\$43.22	\$45.38	\$47.65	\$50.03	\$52.54	\$55.16	\$57.92	Hourly Rate
\$91,564.89	\$96,143.14	\$100,950.29	\$105,997.81	\$111,297.70	\$116,862.58	\$122,705.71	25 Year LG Rate of 10% of Base	
\$3,521.73	\$3,697.81	\$3,882.70	\$4,076.84	\$4,280.68	\$4,494.71	\$4,719.45	Bi-Weekly Total	
\$44.02	\$46.22	\$48.53	\$50.96	\$53.51	\$56.18	\$58.99	Hourly Rate	
\$93,229.71	\$97,891.19	\$102,785.75	\$107,925.04	\$113,321.29	\$118,987.36	\$124,936.72	30 Year LG Rate of 12% of Base	
\$3,585.76	\$3,765.05	\$3,953.30	\$4,150.96	\$4,358.51	\$4,576.44	\$4,805.26	Bi-Weekly Total	
\$44.82	\$47.06	\$49.42	\$51.89	\$54.48	\$57.21	\$60.07	Hourly Rate	

	A	B	C	D	E	F	G	
Effective Date 1/1/2027	\$85,738.03	\$90,024.94	\$94,526.18	\$99,252.49	\$104,215.12	\$109,425.87	\$114,897.17	Annual Total
	\$3,297.62	\$3,462.50	\$3,635.62	\$3,817.40	\$4,008.27	\$4,208.69	\$4,419.12	Bi-Weekly Total
	\$41.22	\$43.28	\$45.45	\$47.72	\$50.10	\$52.61	\$55.24	Hourly Rate
	\$87,452.79	\$91,825.43	\$96,416.71	\$101,237.54	\$106,299.42	\$111,614.39	\$117,195.11	5 year LG Rate of 2% of Base
	\$3,363.57	\$3,531.75	\$3,708.33	\$3,893.75	\$4,088.44	\$4,292.86	\$4,507.50	Bi-Weekly Total
	\$42.04	\$44.15	\$46.35	\$48.67	\$51.11	\$53.66	\$56.34	Hourly Rate
	\$89,167.56	\$93,625.93	\$98,307.23	\$103,222.59	\$108,383.72	\$113,802.91	\$119,493.05	10 year LG Rate of 4% of Base
	\$3,429.52	\$3,601.00	\$3,781.05	\$3,970.10	\$4,168.60	\$4,377.03	\$4,595.89	Bi-Weekly Total
	\$42.87	\$45.01	\$47.26	\$49.63	\$52.11	\$54.71	\$57.45	Hourly Rate
	\$90,882.32	\$95,426.43	\$100,197.75	\$105,207.64	\$110,468.02	\$115,991.42	\$121,791.00	15 Year LG Rate of 6% of Base
	\$3,495.47	\$3,670.25	\$3,853.76	\$4,046.45	\$4,248.77	\$4,461.21	\$4,684.27	Bi-Weekly Total
	\$43.69	\$45.88	\$48.17	\$50.58	\$53.11	\$55.77	\$58.55	Hourly Rate
	\$92,597.08	\$97,226.93	\$102,088.28	\$107,192.69	\$112,552.33	\$118,179.94	\$124,088.94	20 year LG Rate of 8% of Base
	\$3,561.43	\$3,739.50	\$3,926.47	\$4,122.80	\$4,328.94	\$4,545.38	\$4,772.65	Bi-Weekly Total
	\$44.52	\$46.74	\$49.08	\$51.53	\$54.11	\$56.82	\$59.66	Hourly Rate
\$94,311.84	\$99,027.43	\$103,978.80	\$109,177.74	\$114,636.63	\$120,368.46	\$126,386.88	25 Year LG Rate of 10% of Base	
\$3,627.38	\$3,808.75	\$3,999.18	\$4,199.14	\$4,409.10	\$4,629.56	\$4,861.03	Bi-Weekly Total	
\$45.34	\$47.61	\$49.99	\$52.49	\$55.11	\$57.87	\$60.76	Hourly Rate	
\$96,026.60	\$100,827.93	\$105,869.32	\$111,162.79	\$116,720.93	\$122,556.98	\$128,684.83	30 Year LG Rate of 12% of Base	
\$3,693.33	\$3,878.00	\$4,071.90	\$4,275.49	\$4,489.27	\$4,713.73	\$4,949.42	Bi-Weekly Total	
\$46.17	\$48.47	\$50.90	\$53.44	\$56.12	\$58.92	\$61.87	Hourly Rate	

## SERGEANTS AFTER 7.19.19

Effective Date	A	B	C	D	E	F	G	H	I	J	
1/1/2025	\$74,767.68	\$78,506.06	\$82,431.37	\$86,552.94	\$90,880.58	\$95,424.61	\$96,617.42	\$97,825.14	\$99,047.95	\$100,195.84	Annual Total
	\$2,875.68	\$3,019.46	\$3,170.44	\$3,328.96	\$3,495.41	\$3,670.18	\$3,716.05	\$3,762.51	\$3,809.54	\$3,853.69	Bi-Weekly Total
	\$35.95	\$37.74	\$39.63	\$41.61	\$43.69	\$45.88	\$46.45	\$47.03	\$47.62	\$48.17	Hourly Rate
2024 Base \$71,892	\$76,263.03	\$80,076.19	\$84,079.99	\$88,289.99	\$92,698.19	\$97,333.10	\$98,549.77	\$99,781.64	\$101,028.91	\$102,199.76	5 year LG Rate of 2% of Base
	\$2,933.19	\$3,079.85	\$3,233.85	\$3,395.54	\$3,565.32	\$3,743.58	\$3,790.38	\$3,837.76	\$3,885.73	\$3,930.76	Bi-Weekly Total
	\$2,933.19	\$3,079.85	\$3,233.85	\$3,395.54	\$3,565.32	\$3,743.58	\$3,790.38	\$3,837.76	\$3,885.73	\$3,930.76	Hourly Rate
	\$77,758.39	\$81,646.31	\$85,728.62	\$90,015.05	\$94,515.81	\$99,241.60	\$100,482.12	\$101,738.14	\$103,009.87	\$104,203.68	10 year LG Rate of 4% of Base
	\$2,990.71	\$3,140.24	\$3,297.25	\$3,462.12	\$3,635.22	\$3,816.98	\$3,864.70	\$3,913.01	\$3,961.92	\$4,007.83	Bi-Weekly Total
	\$37.38	\$39.25	\$41.22	\$43.28	\$45.44	\$47.71	\$48.31	\$48.91	\$49.52	\$50.10	Hourly Rate
	\$79,253.74	\$83,216.43	\$87,377.25	\$91,746.11	\$96,333.42	\$101,150.09	\$102,414.46	\$103,694.65	\$104,990.83	\$106,207.59	15 Year LG Rate of 6% of Base
	\$3,048.22	\$3,200.63	\$3,360.66	\$3,528.70	\$3,705.13	\$3,890.39	\$3,939.02	\$3,988.26	\$4,038.11	\$4,088.91	Bi-Weekly Total
	\$38.10	\$40.01	\$42.01	\$44.11	\$46.31	\$48.63	\$49.24	\$49.85	\$50.48	\$51.06	Hourly Rate
	\$80,749.09	\$84,786.55	\$89,025.88	\$93,477.17	\$98,151.03	\$103,058.58	\$104,346.81	\$105,651.15	\$106,971.79	\$108,211.51	20 year LG Rate of 8% of Base
	\$3,105.73	\$3,261.02	\$3,424.07	\$3,595.28	\$3,775.04	\$3,963.79	\$4,013.34	\$4,063.51	\$4,114.30	\$4,161.98	Bi-Weekly Total
	\$38.82	\$40.76	\$42.80	\$44.94	\$47.19	\$49.55	\$50.17	\$50.79	\$51.43	\$52.02	Hourly Rate
\$82,244.45	\$86,356.67	\$90,674.50	\$95,208.23	\$99,968.64	\$104,967.07	\$106,279.16	\$107,607.65	\$108,952.75	\$110,215.43	25 Year LG Rate of 10% of Base	
\$3,163.25	\$3,321.41	\$3,487.48	\$3,661.85	\$3,844.95	\$4,037.20	\$4,087.66	\$4,138.76	\$4,190.49	\$4,239.05	Bi-Weekly Total	
\$39.54	\$41.52	\$43.59	\$45.77	\$48.06	\$50.46	\$51.10	\$51.73	\$52.38	\$52.99	Hourly Rate	
\$83,739.80	\$87,926.79	\$92,323.13	\$96,939.29	\$101,786.25	\$106,875.56	\$108,211.51	\$109,564.15	\$110,933.71	\$112,219.34	30 Year LG Rate of 12% of Base	
\$3,220.76	\$3,381.80	\$3,550.89	\$3,728.43	\$3,914.86	\$4,110.60	\$4,161.98	\$4,214.01	\$4,266.68	\$4,316.13	Bi-Weekly Total	
\$40.26	\$42.27	\$44.39	\$46.61	\$48.94	\$51.38	\$52.02	\$52.68	\$53.33	\$53.95	Hourly Rate	

Effective Date	A	B	C	D	E	F	G	H	I	J	
1/1/2026	\$77,010.71	\$80,861.25	\$84,904.31	\$89,149.52	\$93,607.00	\$98,287.35	\$99,515.94	\$100,759.89	\$102,019.39	\$103,201.72	Annual Total
	\$2,961.95	\$3,110.05	\$3,265.55	\$3,428.83	\$3,600.27	\$3,780.28	\$3,827.54	\$3,875.38	\$3,923.82	\$3,969.30	Bi-Weekly Total
	\$37.02	\$38.88	\$40.82	\$42.86	\$45.00	\$47.25	\$47.84	\$48.44	\$49.05	\$49.62	Hourly Rate
2024 Base \$71,892	\$78,550.92	\$82,478.47	\$86,602.39	\$90,932.51	\$95,479.14	\$100,253.10	\$101,506.26	\$102,775.09	\$104,059.78	\$105,265.75	5 year LG Rate of 2% of Base
	\$3,021.19	\$3,172.25	\$3,330.86	\$3,497.40	\$3,672.27	\$3,855.89	\$3,904.09	\$3,952.89	\$4,002.30	\$4,048.68	Bi-Weekly Total
	\$3,021.19	\$3,172.25	\$3,330.86	\$3,497.40	\$3,672.27	\$3,855.89	\$3,904.09	\$3,952.89	\$4,002.30	\$4,048.68	Hourly Rate
	\$80,091.14	\$84,095.70	\$88,300.48	\$92,715.50	\$97,351.28	\$102,218.84	\$103,496.58	\$104,790.29	\$106,100.17	\$107,329.79	10 year LG Rate of 4% of Base
	\$3,080.43	\$3,234.45	\$3,396.17	\$3,565.98	\$3,744.28	\$3,931.49	\$3,980.64	\$4,030.40	\$4,080.78	\$4,128.07	Bi-Weekly Total
	\$38.51	\$40.43	\$42.45	\$44.57	\$46.80	\$49.14	\$49.76	\$50.38	\$51.01	\$51.60	Hourly Rate
	\$81,631.35	\$85,712.92	\$89,998.57	\$94,498.50	\$99,223.42	\$104,184.59	\$105,486.90	\$106,805.48	\$108,140.55	\$109,393.82	15 Year LG Rate of 6% of Base
	\$3,139.67	\$3,296.65	\$3,461.48	\$3,634.56	\$3,816.29	\$4,007.10	\$4,057.19	\$4,107.90	\$4,159.25	\$4,207.45	Bi-Weekly Total
	\$39.25	\$41.21	\$43.27	\$45.43	\$47.70	\$50.09	\$50.71	\$51.35	\$51.99	\$52.59	Hourly Rate
	\$83,171.57	\$87,330.15	\$91,696.65	\$96,281.49	\$101,095.56	\$106,150.34	\$107,477.22	\$108,820.68	\$110,180.94	\$111,457.85	20 year LG Rate of 8% of Base
	\$3,198.91	\$3,358.85	\$3,526.79	\$3,703.13	\$3,888.29	\$4,082.71	\$4,133.74	\$4,185.41	\$4,237.73	\$4,288.84	Bi-Weekly Total
	\$39.99	\$41.99	\$44.08	\$46.29	\$48.60	\$51.03	\$51.67	\$52.32	\$52.97	\$53.59	Hourly Rate
\$84,711.78	\$88,947.37	\$93,394.74	\$98,064.48	\$102,967.70	\$108,116.08	\$109,467.54	\$110,835.88	\$112,221.33	\$113,521.89	25 Year LG Rate of 10% of Base	
\$3,258.15	\$3,421.05	\$3,592.11	\$3,771.71	\$3,960.30	\$4,158.31	\$4,210.29	\$4,262.92	\$4,316.20	\$4,366.23	Bi-Weekly Total	
\$40.73	\$42.76	\$44.90	\$47.15	\$49.50	\$51.98	\$52.63	\$53.29	\$53.95	\$54.58	Hourly Rate	
\$86,252.00	\$90,564.60	\$95,092.83	\$99,847.47	\$104,839.84	\$110,081.83	\$111,457.85	\$112,851.08	\$114,261.72	\$115,585.92	30 Year LG Rate of 12% of Base	
\$3,317.38	\$3,483.25	\$3,657.42	\$3,840.29	\$4,032.30	\$4,233.92	\$4,286.84	\$4,340.43	\$4,394.68	\$4,445.61	Bi-Weekly Total	
\$41.47	\$43.54	\$45.72	\$48.00	\$50.40	\$52.92	\$53.59	\$54.26	\$54.93	\$55.57	Hourly Rate	

Effective Date	A	B	C	D	E	F	G	H	I	J	
1/1/2027	\$79,321.03	\$83,287.08	\$87,451.44	\$91,824.01	\$96,415.21	\$101,235.97	\$102,501.42	\$103,782.69	\$105,079.97	\$106,297.77	Annual Total
	\$3,050.81	\$3,203.35	\$3,363.52	\$3,531.69	\$3,708.28	\$3,893.69	\$3,942.36	\$3,991.64	\$4,041.54	\$4,088.38	Bi-Weekly Total
	\$38.14	\$40.04	\$42.04	\$44.15	\$46.35	\$48.67	\$49.28	\$49.90	\$50.52	\$51.10	Hourly Rate
2024 Base \$71,892	\$80,907.45	\$84,952.82	\$89,200.47	\$93,660.49	\$98,343.51	\$103,260.69	\$104,551.45	\$105,858.34	\$107,181.57	\$108,423.72	5 year LG Rate of 2% of Base
	\$3,111.83	\$3,267.42	\$3,430.79	\$3,602.33	\$3,782.44	\$3,971.56	\$4,021.21	\$4,071.47	\$4,122.37	\$4,170.14	Bi-Weekly Total
	\$3,111.83	\$3,267.42	\$3,430.79	\$3,602.33	\$3,782.44	\$3,971.56	\$4,021.21	\$4,071.47	\$4,122.37	\$4,170.14	Hourly Rate
	\$82,493.87	\$86,618.57	\$90,949.49	\$95,496.97	\$100,271.82	\$105,285.41	\$106,601.48	\$107,934.00	\$109,283.17	\$110,549.68	10 year LG Rate of 4% of Base
	\$3,172.84	\$3,331.48	\$3,498.06	\$3,672.96	\$3,856.61	\$4,049.44	\$4,100.06	\$4,151.31	\$4,203.20	\$4,251.91	Bi-Weekly Total
	\$39.66	\$41.64	\$43.73	\$45.91	\$48.21	\$50.62	\$51.25	\$51.89	\$52.54	\$53.15	Hourly Rate
	\$84,080.29	\$88,284.31	\$92,698.52	\$97,333.45	\$102,200.12	\$107,310.13	\$108,651.51	\$110,009.65	\$111,384.77	\$112,675.63	15 Year LG Rate of 6% of Base
	\$3,233.86	\$3,395.55	\$3,565.33	\$3,743.59	\$3,930.77	\$4,127.31	\$4,178.90	\$4,231.14	\$4,284.03	\$4,333.68	Bi-Weekly Total
	\$40.42	\$42.44	\$44.57	\$46.79	\$49.13	\$51.59	\$52.24	\$52.89	\$53.55	\$54.17	Hourly Rate
	\$85,666.71	\$89,950.05	\$94,447.55	\$99,169.93	\$104,128.43	\$109,334.85	\$110,701.53	\$112,085.30	\$113,486.37	\$114,801.59	20 year LG Rate of 8% of Base
	\$3,294.87	\$3,459.62	\$3,632.60	\$3,814.23	\$4,004.94	\$4,205.19	\$4,257.75	\$4,310.97	\$4,364.86	\$4,415.45	Bi-Weekly Total
	\$41.19	\$43.25	\$45.41	\$47.68	\$50.06	\$52.56	\$53.22	\$53.89	\$54.56	\$55.19	Hourly Rate
\$87,253.13	\$91,615.79	\$96,196.58	\$101,006.41	\$106,056.73	\$111,359.57	\$112,751.56	\$114,160.96	\$115,587.97	\$116,927.55	25 Year LG Rate of 10% of Base	
\$3,355.89	\$3,523.68	\$3,699.87	\$3,884.86	\$4,079.11	\$4,283.06	\$4,336.60	\$4,390.81	\$4,445.69	\$4,497.21	Bi-Weekly Total	
\$41.95	\$44.05	\$46.25	\$48.56	\$50.99	\$53.54	\$54.21	\$54.89	\$55.57	\$56.22	Hourly Rate	
\$88,839.56	\$93,281.53	\$97,945.61	\$102,842.89	\$107,985.03	\$113,384.29	\$114,801.59	\$116,236.61	\$117,689.57	\$119,053.50	30 Year LG Rate of 12% of Base	
\$3,416.91	\$3,587.75	\$3,767.14	\$3,955.50	\$4,153.27	\$4,360.93	\$4,415.45	\$4,470.64	\$4,526.52	\$4,578.98	Bi-Weekly Total	
\$42.71	\$44.85	\$47.09	\$49.44	\$51.92	\$54.51	\$55.19	\$55.88	\$56.58	\$57.24	Hourly Rate	

**LIEUTENANTS AFTER 7.19.19**

Effective Date	A	B	C	D	E	F	G	H	I	J	
1/1/2025	\$80,816.32	\$84,857.14	\$89,099.99	\$93,554.99	\$98,232.74	\$103,144.38	\$104,433.68	\$105,739.10	\$107,060.84	\$108,301.60	Annual Total
	\$3,108.32	\$3,263.74	\$3,426.92	\$3,598.27	\$3,778.18	\$3,967.09	\$4,016.68	\$4,066.89	\$4,117.72	\$4,165.45	Bi-Weekly Total
	\$38.85	\$40.80	\$42.84	\$44.98	\$47.23	\$49.59	\$50.21	\$50.84	\$51.47	\$52.07	Hourly Rate
2024 Base \$77,708	\$82,432.65	\$86,554.28	\$90,881.99	\$95,426.09	\$100,197.40	\$105,207.27	\$106,522.36	\$107,853.89	\$109,202.06	\$110,467.63	5 year LG Rate of 2% of Base
	\$3,170.49	\$3,329.01	\$3,495.46	\$3,670.23	\$3,853.75	\$4,046.43	\$4,097.01	\$4,148.23	\$4,200.08	\$4,248.76	Bi-Weekly Total
	\$3,170.49	\$3,329.01	\$3,495.46	\$3,670.23	\$3,853.75	\$4,046.43	\$4,097.01	\$4,148.23	\$4,200.08	\$4,248.76	Hourly Rate
	\$84,048.97	\$88,251.42	\$92,663.99	\$97,297.19	\$102,162.05	\$107,270.15	\$108,611.03	\$109,968.67	\$111,343.28	\$112,633.66	10 year LG Rate of 4% of Base
	\$3,232.65	\$3,394.29	\$3,564.00	\$3,742.20	\$3,929.31	\$4,125.78	\$4,177.35	\$4,229.56	\$4,282.43	\$4,332.06	Bi-Weekly Total
	\$40.41	\$42.43	\$44.55	\$46.78	\$49.12	\$51.57	\$52.22	\$52.87	\$53.53	\$54.15	Hourly Rate
	\$85,665.30	\$89,948.56	\$94,445.99	\$99,168.29	\$104,126.71	\$109,333.04	\$110,699.70	\$112,083.45	\$113,484.49	\$114,799.69	15 Year LG Rate of 6% of Base
	\$3,294.82	\$3,459.56	\$3,632.54	\$3,814.17	\$4,004.87	\$4,205.12	\$4,257.68	\$4,310.90	\$4,364.79	\$4,415.37	Bi-Weekly Total
	\$41.19	\$43.24	\$45.41	\$47.68	\$50.06	\$52.56	\$53.22	\$53.89	\$54.56	\$55.19	Hourly Rate
	\$87,281.63	\$91,645.71	\$96,227.99	\$101,039.39	\$106,091.36	\$111,395.93	\$112,788.38	\$114,198.23	\$115,625.71	\$116,965.73	20 Year LG Rate of 8% of Base
	\$3,356.99	\$3,524.83	\$3,701.08	\$3,886.13	\$4,080.44	\$4,284.46	\$4,338.01	\$4,392.24	\$4,447.14	\$4,498.68	Bi-Weekly Total
	\$41.96	\$44.06	\$46.26	\$48.58	\$51.01	\$53.56	\$54.23	\$54.90	\$55.59	\$56.23	Hourly Rate
	\$88,897.95	\$93,342.85	\$98,009.99	\$102,910.49	\$108,056.02	\$113,458.82	\$114,877.05	\$116,313.02	\$117,766.93	\$119,131.76	25 Year LG Rate of 10% of Base
	\$3,419.15	\$3,590.11	\$3,769.62	\$3,958.10	\$4,156.00	\$4,363.80	\$4,418.35	\$4,473.58	\$4,529.50	\$4,581.99	Bi-Weekly Total
	\$42.74	\$44.88	\$47.12	\$49.48	\$51.95	\$54.55	\$55.23	\$55.92	\$56.62	\$57.27	Hourly Rate
	\$90,514.28	\$95,039.99	\$99,791.99	\$104,781.59	\$110,020.67	\$115,521.70	\$116,965.73	\$118,427.80	\$119,908.15	\$121,297.79	30 Year LG Rate of 12% of Base
	\$3,481.32	\$3,655.38	\$3,838.15	\$4,030.06	\$4,231.56	\$4,443.14	\$4,498.68	\$4,554.92	\$4,611.85	\$4,665.30	Bi-Weekly Total
	\$43.52	\$45.69	\$47.98	\$50.38	\$52.89	\$55.54	\$56.23	\$56.94	\$57.65	\$58.32	Hourly Rate

Effective Date	A	B	C	D	E	F	G	H	I	J	
1/1/2026	\$83,240.81	\$87,402.85	\$91,772.99	\$96,361.64	\$101,179.72	\$106,298.71	\$107,566.69	\$108,911.28	\$110,272.67	\$111,550.65	Annual Total
	\$3,201.57	\$3,361.65	\$3,529.73	\$3,706.22	\$3,891.53	\$4,086.10	\$4,137.18	\$4,188.90	\$4,241.26	\$4,294.01	Bi-Weekly Total
	\$40.02	\$42.02	\$44.12	\$46.33	\$48.64	\$51.08	\$51.71	\$52.36	\$53.02	\$53.63	Hourly Rate
	\$84,905.63	\$89,150.91	\$93,608.45	\$98,288.88	\$103,203.32	\$108,369.48	\$109,718.03	\$111,089.50	\$112,478.12	\$113,781.66	5 year LG Rate of 2% of Base
	\$3,265.60	\$3,428.88	\$3,600.33	\$3,780.34	\$3,969.36	\$4,167.83	\$4,219.92	\$4,272.67	\$4,326.08	\$4,376.22	Bi-Weekly Total
	\$3,265.60	\$3,428.88	\$3,600.33	\$3,780.34	\$3,969.36	\$4,167.83	\$4,219.92	\$4,272.67	\$4,326.08	\$4,376.22	Hourly Rate
	\$86,570.44	\$90,898.96	\$95,443.91	\$100,216.11	\$105,226.91	\$110,488.26	\$111,869.36	\$113,267.73	\$114,683.58	\$116,012.67	10 year LG Rate of 4% of Base
	\$3,329.63	\$3,496.11	\$3,670.92	\$3,854.47	\$4,047.19	\$4,249.55	\$4,302.67	\$4,356.45	\$4,410.91	\$4,462.03	Bi-Weekly Total
	\$41.62	\$43.70	\$45.89	\$48.18	\$50.59	\$53.12	\$53.78	\$54.46	\$55.14	\$55.78	Hourly Rate
	\$88,235.26	\$92,647.02	\$97,279.37	\$102,143.34	\$107,250.51	\$112,613.03	\$114,020.70	\$115,445.95	\$116,889.03	\$118,243.68	15 Year LG Rate of 6% of Base
	\$3,393.66	\$3,563.35	\$3,741.51	\$3,928.59	\$4,125.02	\$4,331.27	\$4,385.41	\$4,440.23	\$4,495.73	\$4,547.83	Bi-Weekly Total
	\$42.42	\$44.54	\$46.77	\$49.11	\$51.56	\$54.14	\$54.82	\$55.50	\$56.20	\$56.85	Hourly Rate
	\$89,900.07	\$94,395.08	\$99,114.83	\$104,070.57	\$109,274.10	\$114,737.81	\$116,172.03	\$117,624.18	\$119,094.48	\$120,474.70	20 Year LG Rate of 8% of Base
	\$3,457.70	\$3,630.58	\$3,812.11	\$4,002.71	\$4,202.85	\$4,412.99	\$4,468.15	\$4,524.01	\$4,580.56	\$4,633.64	Bi-Weekly Total
	\$43.22	\$45.38	\$47.65	\$50.03	\$52.54	\$55.16	\$55.85	\$56.55	\$57.26	\$57.92	Hourly Rate
	\$91,564.89	\$96,143.14	\$100,950.29	\$105,997.81	\$111,297.70	\$116,862.58	\$118,323.36	\$119,802.41	\$121,299.94	\$122,705.71	25 Year LG Rate of 10% of Base
	\$3,521.73	\$3,697.81	\$3,882.70	\$4,076.84	\$4,280.68	\$4,494.71	\$4,550.90	\$4,607.78	\$4,665.38	\$4,719.45	Bi-Weekly Total
	\$44.02	\$46.22	\$48.53	\$50.96	\$53.51	\$56.18	\$56.89	\$57.60	\$58.32	\$58.99	Hourly Rate
	\$93,229.71	\$97,891.19	\$102,785.75	\$107,925.04	\$113,321.29	\$118,987.36	\$120,474.70	\$121,980.63	\$123,505.39	\$124,936.72	30 Year LG Rate of 12% of Base
	\$3,585.76	\$3,765.05	\$3,953.30	\$4,150.96	\$4,358.51	\$4,576.44	\$4,633.64	\$4,691.56	\$4,750.21	\$4,805.26	Bi-Weekly Total
	\$44.82	\$47.06	\$49.42	\$51.89	\$54.48	\$57.21	\$57.92	\$58.64	\$59.38	\$60.07	Hourly Rate

Effective Date	A	B	C	D	E	F	G	H	I	J	
1/1/2026	\$85,738.03	\$90,024.94	\$94,526.18	\$99,252.49	\$104,215.12	\$109,425.87	\$110,793.70	\$112,178.62	\$113,580.85	\$114,897.17	Annual Total
	\$3,297.62	\$3,462.50	\$3,635.62	\$3,817.40	\$4,008.27	\$4,208.69	\$4,261.30	\$4,314.56	\$4,368.49	\$4,419.12	Bi-Weekly Total
	\$41.22	\$43.28	\$45.45	\$47.72	\$50.10	\$52.61	\$53.27	\$53.93	\$54.61	\$55.24	Hourly Rate
	\$87,452.79	\$91,825.43	\$96,416.71	\$101,237.54	\$106,299.42	\$111,614.39	\$113,009.57	\$114,422.19	\$115,852.47	\$117,195.11	5 year LG Rate of 2% of Base
	\$3,363.57	\$3,531.75	\$3,708.33	\$3,893.75	\$4,088.44	\$4,292.86	\$4,346.52	\$4,400.85	\$4,455.86	\$4,507.50	Bi-Weekly Total
	\$3,363.57	\$3,531.75	\$3,708.33	\$3,893.75	\$4,088.44	\$4,292.86	\$4,346.52	\$4,400.85	\$4,455.86	\$4,507.50	Hourly Rate
	\$89,167.56	\$93,625.93	\$98,307.23	\$103,222.59	\$108,383.72	\$113,802.91	\$115,225.44	\$116,665.76	\$118,124.08	\$119,493.05	10 year LG Rate of 4% of Base
	\$3,429.52	\$3,601.00	\$3,781.05	\$3,970.10	\$4,168.80	\$4,377.03	\$4,431.75	\$4,487.14	\$4,543.23	\$4,595.89	Bi-Weekly Total
	\$42.87	\$45.01	\$47.26	\$49.63	\$52.11	\$54.71	\$55.40	\$56.09	\$56.79	\$57.45	Hourly Rate
	\$90,882.32	\$95,426.43	\$100,197.75	\$105,207.64	\$110,468.02	\$115,991.42	\$117,441.32	\$118,909.33	\$120,395.70	\$121,791.00	15 Year LG Rate of 6% of Base
	\$3,495.47	\$3,670.25	\$3,853.76	\$4,046.45	\$4,248.77	\$4,461.21	\$4,516.97	\$4,573.44	\$4,630.60	\$4,684.27	Bi-Weekly Total
	\$43.69	\$45.88	\$48.17	\$50.58	\$53.11	\$55.77	\$56.46	\$57.17	\$57.88	\$58.55	Hourly Rate
	\$92,597.08	\$97,226.93	\$102,088.28	\$107,192.69	\$112,552.33	\$118,179.94	\$119,657.19	\$121,152.91	\$122,667.32	\$124,088.94	20 Year LG Rate of 8% of Base
	\$3,561.43	\$3,739.50	\$3,926.47	\$4,122.80	\$4,328.94	\$4,545.38	\$4,602.20	\$4,659.73	\$4,717.97	\$4,772.65	Bi-Weekly Total
	\$44.52	\$46.74	\$49.08	\$51.53	\$54.11	\$56.82	\$57.53	\$58.25	\$58.97	\$59.66	Hourly Rate
	\$94,311.84	\$99,027.43	\$103,978.80	\$109,177.74	\$114,636.63	\$120,368.46	\$121,873.06	\$123,396.48	\$124,938.93	\$126,386.88	25 Year LG Rate of 10% of Base
	\$3,627.38	\$3,808.75	\$3,999.18	\$4,199.14	\$4,409.10	\$4,629.56	\$4,687.43	\$4,746.02	\$4,805.34	\$4,861.03	Bi-Weekly Total
	\$45.34	\$47.61	\$49.99	\$52.49	\$55.11	\$57.87	\$58.59	\$59.33	\$60.07	\$60.76	Hourly Rate
	\$96,026.60	\$100,827.93	\$105,869.32	\$111,162.79	\$116,720.93	\$122,556.98	\$124,088.94	\$125,640.05	\$127,210.55	\$128,684.83	30 Year LG Rate of 12% of Base
	\$3,693.33	\$3,878.00	\$4,071.90	\$4,275.49	\$4,489.27	\$4,713.73	\$4,772.65	\$4,832.31	\$4,892.71	\$4,949.42	Bi-Weekly Total
	\$46.17	\$48.47	\$50.90	\$53.44	\$56.12	\$58.92	\$59.66	\$60.40	\$61.16	\$61.87	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** TLC	300 NG/ML 1000 NG/ML
Methadone	TLC/EMIT	1000 NG/ML
Methaqualone	TLC EMIT	1000 NG/ML 300 NG/ML
Opiates	EMIT	300 NG/ML
Morphine	TLC	1000 NG/ML
Phencyclidine	EMIT TLC	75 NG/ML 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