



COLLECTIVE BARGAINING AGREEMENT

ROCK ISLAND FIREFIGHTERS ASSOCIATION,
IAFF LOCAL 26, AFL-CIO, CLC
AND THE CITY OF ROCK ISLAND, ILLINOIS

EFFECTIVE: 01/01/2024 - 12/31/2026

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PREAMBLE

This agreement, entered into upon the execution of this agreement by the parties, between the City of Rock Island, Illinois, (hereinafter referred to as the "City") and the Rock Island Firefighters, Local #26 of the International Association Of Firefighters, AFL-CIO CLC (hereinafter referred to as "IAFF #26"). 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 Union; to increase the efficiency and productivity of employees in the Fire Department and to provide for the prompt and fair settlement of grievances without any interruption of or other interference with the operation of the Fire Department; now, therefore, in consideration of the mutually covenant and agree as follows:

ARTICLE I: RECOGNITION

Section 1.1 Recognition

The City formally recognizes IAFF #26 as the sole and exclusive bargaining agent for full-time employees on permanent status in the following class specifications:

<u>Class Code</u>	<u>Class Specification:</u>
331	Firefighter
365	Fire Lieutenant
373	Fire Captain
382	Fire Training Officer
381	Fire Battalion Chief
387	Fire Marshal

The Fire Chief, Assistant Fire Chiefs and any civilian personnel of the Rock Island Fire Department are excluded from the bargaining unit.

Section 1.2 Union Membership

All bargaining unit employees as defined in Section 1.1 shall be eligible to join the Union upon appointment to permanent status after the conclusion of their probationary period.

Section 1.3 Scope of Bargaining

The City and IAFF #26 shall negotiate in good faith with respect to wages, hours and terms and conditions of employment as well as the impact therein, according to the provisions of the Illinois Public Labor Relations Act 5 ILCS 315/1.

Section 1.4 Non-Discrimination

There shall be no discrimination, restraint or coercion by the City or the Union for or against any employee because of membership or non-membership in the Union. (b) in accordance with applicable Federal and State Law, neither the City nor the Union shall discriminate against any employee covered by this agreement because of race, creed, color, national origin, sex, or political affiliation. To the extent not prohibited by state laws concerning pension, disability and/or civil service and with the understanding that this bargaining unit includes emergency service personnel required to meet certain physical standards, neither the City nor the Union shall discriminate against handicapped individuals.

Section 1.5 Gender

Wherever the male gender is used in this Agreement, it shall be construed to include both males and females equally, unless in the context of the provisions the feminine gender is clearly inappropriate.

ARTICLE II: MANAGEMENT RIGHTS

Section 2.1 Management Rights

The City shall maintain all rights reserved to it pursuant to state law. The employer retains the exclusive right to manage operations, determine policies, budget and operations, the manner of exercise of statutory functions and the direction of working forces including, but not limited to the right to hire, promote, demote, transfer, evaluate, allocate and assign employees; to discipline, suspend and discharge for just cause; (probationary employees without cause); to relieve employees from duty because of lack of work or other legitimate reasons; to determine the size and composition of the workforce; to make and enforce rules of conduct and regulations; to determine the departments, divisions and section and work to be performed therein; to determine the number of shifts per work week; to establish work schedules and assignments; to introduce new methods of operation; to eliminate, contract out , relocate or transfer work and maintain efficiency; provided, however, that the exercise of any of the above rights shall not conflict with any of the express written provisions of this Agreement.

ARTICLE III: DUES CHECK-OFF AND INDEMNIFICATION

Section 3.1 Dues Check-off

Upon receipt of a properly signed and completed authorization form for dues checkoff or for the Support Fund check-off, the City shall deduct the regular monthly dues for each from such employee's pay according to the provisions of this section.

Section 3.2 Dues Check-off Forms

Authorization forms for dues check-off shall be provided by the City and must be properly completed and signed and received by the Finance Director on or before the end of the pay period immediately preceding the pay period in which the payroll deduction is desired.

Section 3.3 Amount of Dues Check-off

The Secretary /Treasurer of IAFF #26 shall inform the Finance Director in writing of the amount of the monthly dues (uniform in dollar amount) to be deducted on or before the end of the pay period immediately preceding the pay period in which the payroll deduction is desired. Deductions for Union dues shall be made on the first payday of each month and shall be promptly remitted to the Secretary /Treasurer of IAFF #26 or his/her designee.

Section 3.4 Authorization of Dues Check-offs

The City will deduct Union dues only for those employees who have properly signed an authorization for dues check-off form and who are employed in a classification which IAFF #26 is authorized to represent.

Section 3.4.1 Union Opt Out

Effective as of the execution of this agreement, any employee who chooses to opt out of being in the bargaining unit shall notify, in writing, both the City and IAFF Local 26 their choice to not retain membership in IAFF Local 26 during an opt out period between December 15th and December 30th.

Section 3.5 Support Fund Check-off Forms

Authorization forms for the Support Fund deductions must be properly completed, signed and received by the Finance Director on or before the end of the pay period immediately preceding the pay period in which the deduction is to begin.

Section 3.6 Amount of Support Fund Check-offs

The Secretary/Treasurer of IAFF #26 shall inform the Finance Director in writing of the amount of the monthly dues (uniform in dollar amount) to be deducted for the Support Fund on or before the end of the pay period immediately preceding the pay period in which the deduction is to begin. Deductions for the Support Fund shall be promptly remitted to the Secretary/Treasurer of IAFF #26 or his/her designee.

Section 3.7 Authorization of Support Fund Check-offs

The City will deduct dues for the Support Fund only for those employees who have properly signed an authorization for such deductions and who are employed in a classification which IAFF #26 is authorized to represent and who have been authorized by the Secretary/Treasurer of IAFF #26 as being eligible for membership in the Fund.

Section 3.8 Union Indemnification

IAFF #26 shall indemnify the City and hold it harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any action taken by the City for the purpose of complying with the provisions of this section.

Section 3.9 Due Dates for Check-offs

Authorizations for due check-offs or for the Support Fund check-offs which are not received on or before the specified deadlines shall not be honored. Changes in the monthly amounts for each deduction which are not received on or before the specified deadlines shall not be honored.

The City of Rock Island reserves the right to immediately and summarily discontinue all check-offs for all members of IAFF #26 in the event of any work slowdown, stoppage or interruption by any members of IAFF #26.

ARTICLE IV: UNION ACTIVITY

Section 4.1 General

There shall be no discrimination, interference, restraint or coercion by the City against any employee for his activity on behalf of or membership in the Union.

Section 4.2 Political Activity

The City shall not make or enforce any rule or ordinance which will in any way prohibit or inhibit any employee from exercising his full political rights to engage in political activities including the right to petition, make speeches, campaign door-to-door and/or to run for public office so long as that employee does not use his official position to coerce or influence others and does not engage in these activities while he is at work on duty.

Section 4.3 Attendance at Union Functions

Employees elected or appointed to represent the Union shall be granted time to perform Union functions including but not limited to attendance at regular and special meetings, conventions, seminars and conferences with an advance notice given to the employees Battalion Chief. During such periods when an employee is absent due to conducting Union business, the City will continue to pay said employee without requiring the use of accrued paid leave time. However, the Union will provide the City with replacement personnel for the duration of the employee's absence. Said replacement personnel shall be fully compensated by the Union, without any cost to the City of Rock Island. This shall be considered a "duty trade" and shall not result in payment of overtime to either employee.

Section 4.4 Bulletin Boards/Records Filing

The City shall provide adequate space on existing bulletin boards in all Fire Stations for the posting of IAFF meeting notices and similar information. No posting of an inflammatory or derogatory nature shall be allowed and all postings shall be reviewed by the Fire Chief or designee prior to posting. All materials posted shall be marked regarding the date on which material shall be removed from the bulletin board. Materials posted which are derogatory or inflammatory as deemed by the Fire Chief shall be removed.

The City shall also allow IAFF #26 to maintain such records and materials as are currently stored in the Union filing cabinet at the location selected by the Union.

ARTICLE V: LABOR/MANAGEMENT MEETINGS

Section 5.1 Labor/Management Meetings

Representatives of IAFF #26 and management representatives may meet at mutually agreeable times at the request of either party to discuss matters of mutual interest, exchange information, resolve potential conflicts and improve general communications. Management reserves the right to require a minimum of two members of the bargaining unit present during any discussions. Labor reserves the right to require a minimum of two members of management present during any discussions.

ARTICLE VI: WORK RULES AND REGULATIONS

Section 6.1 Rules and Regulations

The Union agrees that employees covered by this Agreement shall comply with all rules and regulations (including verbal orders of supervisory personnel) presently in effect or subsequently promulgated by the Board of Fire and Police Commission and/or Fire Department, as well as all applicable City Ordinances and Administrative Directives not in conflict with this Agreement.

Section 6.2 Right to Grieve

All allegations that a Rule, Regulation, Ordinance, or Administrative Directive is being applied in violation of the express terms of this Agreement shall be subject to the grievance procedure outlined in Article VII.

Section 6.3 Notices

Notices shall be for informational purposes only, and shall not have the force and effect of rules, regulations or orders either verbal or written.

Section 6.4 Residency

Employees shall maintain residency within a 60 minute driving distance (irrespective of weather or road conditions), from their domicile to Central Fire Station, and must reside in the states of Illinois or Iowa. Employees who fail to comply shall be subject to disciplinary action.

Section 6.5 Tobacco Ban

Probationary employees hired after the effective date of this Agreement shall not smoke, chew or use tobacco or electronic cigarettes in any form, while on the job.

Electronic cigarette smoke is considered as "smoking" as described under the Smoke Free Illinois Act (420 ILCS 82/10). In an effort to improve employee health, tobacco and electronic cigarette use is prohibited inside fire stations (including the apparatus floor). Electronic cigarette users will conform to the Act the same as tobacco users.

In order to promote the health and welfare of an employee who is known to regularly use tobacco products, the City shall offer a smoking cessation program.

ARTICLE VII: GRIEVANCES

Section 7.1 Definition

A grievance shall be defined as a complaint by an employee or group of employees (with regard to a single common issue) regarding any aspect of their employment with the City.

Section 7.2 Filing Grievances

Any employee represented by IAFF #26 may process a grievance during working hours provided the following conditions are met:

- a) only one other employee represented by IAFF #26 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 Fire 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,
- e) no grievance shall be filed or processed without the consent and participation of the employee (s) involved,
- f) all grievances shall be filed or appealed in a timely manner according to time limits specified or they shall be considered null and void.

Section 7.3 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 - Employees who have a grievance shall be encouraged, but not required, to first meet with their supervisor in an attempt to resolve the complaint prior to filing a formal grievance in accordance with Step Two below.

Step 2 - Employees may file a grievance in written form with the office of either the Fire Chief or the Human Resources Director 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) concerned 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 Fire 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. This written decision shall be provided directly to either the President of Local 26 or any member of the Local 26 Executive Board. Local 26 shall provide a listing of members of the Executive Board to the City's Personnel Department and Office of the Fire Chief each year.

Step 3 - Employee(s) 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 receipt of the Committee's decision, or within ten (10) calendar days of when the employee(s) concerned 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. This written decision shall be provided directly to either the President of Local 26 or any member of the local 26 Executive Board.

Section 7.4 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 know 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. In addition, should the tenth day of any filing or response deadline fall on a Saturday, Sunday or City-recognized holiday, said filing or response deadline shall be extended to the next regularly scheduled work day for the City's administrative offices.

Section 7.5 Arbitration

Only a grievance which is a dispute or difference of opinion raised by an employee, or the Union (with regard to a single common issue) covered by this Agreement against the City involving as to him the meaning, interpretation, or application of the express provisions of this Agreement or disciplinary matters including suspensions, demotions or dismissals may be referred to binding arbitration.

If an eligible grievance is not settled in accordance with the foregoing procedure, the Union may refer the grievance to binding arbitration by submitting a written notice to the City Manager within seven (7) calendar days of receipt of the City Manager's or designated representative's decision. Only grievances which have been authorized by the IAFF #26 Executive Board shall be referred to binding arbitration.

In accordance with 6(d) of the IPLRA, 5 ILCS 315/6(d), the parties acknowledge that:

"Labor organizations recognized by a public employer as the exclusive representative or so designated in accordance with the provisions of the Act are responsible for representing the interest of all public employees in the unit. Nothing herein shall be construed to limit an exclusive representative's right to exercise its discretion to refuse to process grievances of employees that are unmeritorious."

Section 7.6 Selection of Arbitrator

The arbitration proceeding shall be conducted by an arbitrator to be selected by the employer and the Union within seven (7) business days after notice has been given. If the parties fail to agree to the selection of an arbitrator, the Federal Mediation and Conciliation Service (FMCS) shall be requested by either or both parties to submit simultaneously to both parties an identical list of seven (7) names from the grievance arbitration panel, who are members of the National Academy of Arbitrators or American Association of arbitrators and are residents of Illinois, Wisconsin or Indiana. Both the employer and Union shall alternatively strike three names from the list. The parties, by a toss of a coin, shall determine which party shall strike the first name. The process shall be repeated and the final remaining name shall be the arbitrator. FMCS shall then be notified by the parties of the name of the arbitrator selected, who shall be notified of his selection and requested to schedule a mutually agreeable date for the commencement of the arbitration hearing(s).

Section 7.7 Authority of Arbitrator

The parties agree that grievance arbitration hearings shall be held pursuant to these procedures. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall only consider and make a decision with respect to issues of contract interpretation or application submitted to him and appealed to arbitration, and shall have no authority to make a decision on any other issues not so submitted. The arbitrator shall submit in writing his decision to the employer and to the Union within thirty (30) days following the close of the hearing unless the parties agree to an extension thereof. The decision shall be based solely upon the arbitrator's interpretation of the meaning or application of the terms of this agreement to the facts of the grievance presented. Subject to the arbitrator's compliance with provisions of this section, the decision of the arbitrator shall be final and binding.

Section 7.8 Payment of Arbitration Costs

Expenses for the arbitrator's services and proceedings shall be borne equally by the City and IAFF #26. The City and IAFF #26 shall be responsible for compensating its own representatives and witnesses. If either the City or IAFF # 26 desires a verbatim record of the proceedings, it may cause such a record to be made provided it pays for the record. If the other party desires a copy of the proceedings it agrees to pay half of the costs of preparing the record as well as the costs of making a copy.

Section 7.9 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 Union representative shall be permitted reasonable time without loss of pay during working hours to attend grievance hearings, and unpaid time to attend arbitration hearings.

Section 7.10 Appeals of Suspension, Demotion or Dismissal

Employees represented by IAFF #26 who are appealing a suspension, demotion or dismissal shall be required to file a written notice of appeal with the Board of Fire and Police Commissioners within seven (7) calendar days of the date of notification of the suspension, demotion or dismissal. Appeals not filed within the time limit shall be void.

The Board of Fire and Police Commissioners shall conduct a fair and impartial hearing of each appeal which is properly filed. Such hearings shall be commenced within thirty (30) days of the date the appeal is filed. Such hearings shall be conducted by the Board of Fire and Police Commission in accordance with their rules and regulations and applicable law.

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

Disputes or differences of opinion relating to any discipline in excess of verbal discipline may be subject to the grievance and arbitration provisions of this Article at the discretion of IAFF #26 and the involved employee. The City and IAFF #26 agree the grievance and arbitration procedures in Sections 7.3 and 7.5 and the hearing process by the Board of Fire and Police Commission are mutually exclusive and no relief shall be available under the grievance processing and arbitration procedures for any action heard before the Board of Fire and Police Commission. The City and IAFF #26 agree that the pursuit of a grievance shall act as a specific waiver by IAFF #26 and the involved employee of the right to challenge the same matter before the Board of Fire and Police Commission and a form containing such a waiver shall be executed by Local #26 and the involved employee before arbitration may be invoked under the arbitration procedures of this Article. Employees initially seeking review by the Board of Fire and Police Commission who subsequently elect to file a grievance within the appropriate time limit may only do so prior to any hearing before the Fire and Police Commission. Employees filing a grievance shall immediately withdraw their requests and waive any and all rights to additional hearing(s) before the Fire and Police Commission.

The Board of Fire and Police Commissioners shall have exclusive jurisdiction over disputes or differences of opinion relating to any verbal discipline, of any Board appointed employee pursuant to Illinois Compiled Statutes, 65 ILCS 5/10-2.1 et seq. Disputes or differences of opinion regarding any verbal discipline shall not be subject to

the grievance and arbitration provisions of this Article. With regard to an employee's appeal of any verbal discipline, the Board of Fire and Police Commissioners shall not have the authority to increase any discipline imposed by the Fire Chief or the City.

ARTICLE VIII: DISCIPLINE

Section 8.1 Discipline

Both parties agree with the tenets of progressive corrective discipline and agree that disciplinary actions may be imposed upon any employee in the bargaining unit for just cause. Disciplinary actions may include the following, but shall be initiated in the light of the seriousness of the offense and shall be intended to correct unacceptable behavior and/or work performance of an employee: oral reprimand; written reprimand; suspension (notice to be given in writing); and discharge (notice to be given in writing). Discipline shall be imposed as soon as reasonably possible after the City is aware of the event or action giving rise to the discipline. If the City has reason to discipline an employee, as a general rule, it will not be done in the presence of other employees or the public.

Section 8.2 Progressive Disciplinary Procedures

Under normal circumstances, the Fire Chief shall follow progressive disciplinary measures as defined in this section.

A written warning to an employee shall be considered as the first step in the progressive disciplinary procedures. Written warnings shall indicate the reasons for the warning and shall specify actions which must be taken by the employee in order to correct the problem.

Suspension from work without pay shall be considered the second step in the progressive disciplinary procedure. The employee shall be informed in writing of the reason and length of the suspension given. The Fire Chief may suspend without pay any employee for just cause. Suspensions (greater than 5 days) shall be approved by the Human Resources Director and City Manager before becoming effective.

Section 8.3 Exceptions to Progressive Disciplinary Procedures

Progressive disciplinary procedures may be waived for certain types of unacceptable behavior. In such cases disciplinary actions up to and including dismissal may be exercised for the first occurrence. Disciplinary measures taken under this section must be approved by the Human Resources Director and the City Manager before becoming effective. Examples of the types of behavior warranting disciplinary actions under this section are:

- a) Any criminal activity engaged in by an employee in the performance of his/her duties.
- b) Refusal to perform assigned duties in violation of a direct order by the employee's supervisor.
- c) Discovery of false statements on an employee's application for employment or on an employee's medical history record.
- d) Three or more consecutive unexcused absences.
- e) Intentional abuse or neglect of City equipment or City owned property.
- f) Suspension from work without pay exceeding thirty (30) calendar days in any twelve (12) month period.
- g) Drinking of alcoholic beverages on the job or being intoxicated while on the job.
- h) Use of or being under the influence of drugs other than alcohol which are not prescribed by a physician while on the job.
- i) Gambling on the job.
- j) Fighting on the job.
- k) Sleeping on the job. (This shall not apply to Fire personnel who are sleeping during authorized hours or to personnel engaged in emergency work who are given permission to take rest periods at work rather than returning home.)

Section 8.4 Alternative Disciplinary Procedures Under E.A.P.

In all disciplinary cases, the command personnel responsible for determining the appropriate disciplinary action to be taken may offer the employee involved the option to accepting a referral to the Employee Assistance Program in lieu of immediate disciplinary action. The employee involved may, when given the option, elect to serve the appropriate discipline or he may elect to accept the referral to the E.A.P. Once the appropriate command personnel have offered the option of an E.A.P. referral in lieu of immediate disciplinary action, it is the employee who must decide which alternative he wishes to accept. Employees may not elect E.A.P. referral when it is not offered, nor can a command officer force an employee to accept an E.A.P. referral once it is offered.

In cases where an E.A.P. referral is offered and accepted by the employee in lieu of immediate disciplinary action, the disciplinary action shall be temporarily waived.

An employee who accepts a referral to the E.A.P. in lieu of immediate disciplinary action, shall be subject to said disciplinary action at all times during the referral and treatment process until documentation has been received by the E.A.P. Coordinator

certifying the employee's successful completion of the counseling/treatment programs as prescribed by the E.A.P. referral agency.

The disciplinary action as determined and documented by the appropriate command personnel shall be administered immediately if any of the following cases occur:

- a) The employee accepting the E.A.P. fails or refuses to appear at the E.A.P. referral agency after being scheduled to do so by the E.A.P. Coordinator.
- b) The employee accepting the E.A.P. referral refuses to authorize the E.A.P. referral agency to obtain or the E.A.P. Coordinator to provide the employee's work performance record.
- c) The employee accepting the E.A.P. referral refuses to accept counseling or referral to another service agency for counseling and/or treatment after the initial assessment and evaluation.
- d) The employee accepting the E.A.P. referral fails to successfully complete the counseling and/or treatment program as determined by the E.A.P. referral or service agency.
- e) The employee accepting the E.A.P. referral fails to correct and/or improve his/her work performance, attendance and/or behavior which led to the E.A.P. referral.

Upon the employee's successful completion of the counseling/treatment program, as documented by the E.A.P. Coordinator, the disciplinary action which initiated the employee's referral to the Employee Assistance Program shall be abated. Notification will be sent to the employee and the Fire Chief from the E.A.P. Coordinator stating that the employee has successfully completed the E.A.P. referral in lieu of serving the disciplinary action and that said disciplinary action is now abated. A copy of this notification shall be placed in the employee's personnel file. Documentation of the behavior which led to the original E.A.P. referral shall remain in the employee's file with the notation that an E.A.P. referral was successfully completed by the employee in lieu of the specified disciplinary action. The successful completion of an E.A.P. referral shall not interrupt the progressive disciplinary process. If an employee successfully completes an E.A.P. referral, he/she shall be subject to even more severe disciplinary action for future incidents of unacceptable behavior.

ARTICLE IX: HOURS OF WORK AND SCHEDULED OVERTIME

Section 9.1 Application of This Article

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

Section 9.2 General

Effective April 1, 2013, employees represented by IAFF #26 who are assigned to a Battalion shall work an average fifty-three (53.00) hours per week. The Fire Marshall and Office of EMS Coordinator (Lieutenant) shall work an average of forty (40) hours per week.

Section 9.3 Normal Workday and Workweek

Employees assigned to a Battalion shall work a twenty-four (24) hour per day shift followed by forty-eight (48) consecutive hours off duty. The twenty-four (24) hour shift shall commence at 0700 hours and continue through 0700 hours the following day.

For employees scheduled to work an average forty (40) hours work week, the normal workweek shall consist of forty (40) hours in a seven (7) consecutive day period.

Section 9.4 Scheduled Overtime/Kelly Days

The parties agree that the provisions of this section shall be effective only for those employees classified as Firefighters (Class Code 331) and Fire Lieutenants (Class Code 365). Fire Captains, Fire Battalion Chiefs, and the Fire Marshal shall be exempt with regard to any overtime aspects of this provision.

This agreement between the parties shall be binding on all bargaining unit employees covered by this Article and relates solely to the compensation for normal scheduled overtime hours worked.

The average weekly hours of work shall normally not exceed 53 hours per week. Such average annual hours of work shall be accomplished by scheduling a Kelly Day (one-24 hour shift off) every eighteenth (18th) on-duty shift, or an average of 6.75 Kelly Days annually. New employees will be inserted into vacant slots created when members retire, or are no longer part of the bargaining unit due to promotion. Kelly Days shall not be honored as scheduled leave time in the event a member is transferred shifts.

Once Kelly Days have been scheduled by the Fire Chief, or his designee, they may be traded, but shall remain as originally scheduled on the Vacation Calendar. Kelly Day trades shall be defined as a duty trade between members of the same Battalion, and shall be documented in accordance with the other sections regarding Trades contained in this agreement. Requests for Kelly Day trades shall be approved in advance by the Battalion Chief or Captain filling in for the Battalion Chief of the person requesting the trade a minimum of 48 hours prior to the work day via email (See format in Section 14.17).

Kelly Days shall be scheduled by the Fire Chief, or his designee, in such a way as to eliminate FLSA overtime (overtime paid solely as a function of the regular work schedule). This shall be accomplished by assigning each employee assigned to a Battalion, to an individual twenty-seven (27) day FLSA work cycle to begin halfway through the first duty day of the cycle. As a result, each Kelly Day will consist of the last twelve (12) hours of the first of two (2) consecutive FLSA work cycles, and the first twelve (12) hours of the second such cycle, reducing each employee's regular hours worked to no more than two hundred four (204) hours in each twenty-seven (27) day work cycle during the course of the fiscal year.

Employees who receive overtime pay shall be paid one and one-half ($1\frac{1}{2}$) times their regular rate of pay for all scheduled hours worked beyond two hundred four (204) which may occur in their twenty-seven (27) day work period.

Employees who receive compensatory time for scheduled hours worked in excess of two hundred four (204) in a twenty-seven (27) day work period shall accrue compensatory time at the rate of one and one-half ($1\frac{1}{2}$) hours for each scheduled hour worked in excess of two hundred four (204).

Employees may elect either compensatory time off or overtime pay, as provided above, as compensation for hours worked in excess of two hundred four (204) in a twenty-seven (27) day work period.

Notwithstanding the foregoing, compensatory time shall not be allowed to accrue beyond two hundred forty (240) hours for any employee. Hours earned in excess of one hundred twenty (120) per fiscal year shall be paid in accordance with Section 10.1 (c).

Upon separation from employment with the City of Rock Island, employees shall be paid for unused accumulated compensatory time hours at their regular hourly rate of pay at the time of separation.

Compensatory time earned under this section may be taken in one-half ($1/2$) hour increments provided a minimum of one (1) hour is used with the advance approval of the employee's command officer.

Compensatory time earned from and after the date of ratification of this Agreement by both parties and compensatory time earned outside of the normal duty schedule may be used at the employee's option with the advance approval of the appropriate command officer.

ARTICLE X: NON-SCHEDULED OVERTIME AND CALL BACK

Section 10.1 Non-Scheduled Overtime and Call Back

The provisions of this section apply to bargaining unit employees in the classification of Firefighter and Fire Lieutenant, this includes probationary employees who have successfully completed the Fire Academy, and who are released to operate independently at their level of EMT licensure, and assigned where operationally capable.

Employees called back to work outside of their normal duty schedule as set forth in the above section, 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 regular work schedule.

Employees required to remain on duty for a minimum of 15 minutes past their regular tour of duty schedule shall be entitled to overtime pay or compensatory time at the rate of time and one-half (1-1/2) of their hourly rate of pay for overtime worked.

Employees may elect to accrue compensatory time off in lieu of cash payments for non-scheduled overtime or call back hours worked with the following limitations:

- a) Compensatory time shall be accrued at a time and one-half (1-1/2) rate.
- b) If compensatory time is elected in lieu of a minimum payment for call back, the minimum number of hours eligible for cash payment at a time and one-half (1-1/2) rate shall be allowed as compensatory time.
- c) Compensatory time shall not be allowed to accrue beyond ~~one hundred twenty (120)~~ two hundred forty (240) hours throughout the calendar year. Accrued compensatory time in excess of one hundred twenty (120) hours shall be paid to the employee in the last pay period of the year at their current hourly rate. The default method of payment shall be through the regular payroll system. The employee shall have the option to transfer the cash value of accrued compensatory hours in excess of one hundred twenty (120) hours to their retirement health saving account. The employee shall declare their chosen option annually to the Fire Chief no later than 1 December.
- d) Compensatory time shall only be used with the advance approval of the employee's Battalion Chief.

e) The employee shall make his choice (overtime or compensatory time) known to his Battalion Chief, or Captain acting in place of the Battalion Chief, no later than the end of the shift on which overtime was earned.

Section 10.2 No Pyramiding

There shall be no duplication nor pyramiding in the computation of overtime or other premium wages, including call back pay. Nothing in this Agreement shall be construed to require the payment of overtime or other premium pay more than once for the same hours worked. Pyramiding shall not apply to members who elect to work overtime assignments on their scheduled Kelly day.

Section 10.3 Rotation of Overtime

Overtime shall be distributed among eligible employees in an equitable manner on the principal that within the limitations provided herein the last person to work or refuse overtime would be the last person to whom overtime would be offered.

The Fire Chief shall establish an overtime roster of all eligible employees for each shift based upon seniority and updated with each use by noting the date and time of each contact and attempted contact and the hours worked.

Overtime and call back shall be offered first to the preceding shift by current order of the overtime roster unless a paramedic is required (see next paragraph). Employees on paid leave, unpaid leave, trade time, or worker's compensation shall not be called for overtime and shall not lose their place on the overtime roster. A member on scheduled leave time may elect to declare themselves as "Available" for overtime by notifying the Battalion Chief, or Captain acting in place of the Battalion Chief, no later than 0700 hours on their otherwise regular duty day. Members who elect to declare themselves as available shall be subject to all provisions of this Section.

The City shall maintain eight (8) paramedics (this includes supplemental paramedics) on duty at all times. Shall the minimum fall below eight (8) paramedics the next eligible paramedics on the overtime list will be contacted to work the overtime. The non-paramedics will not lose their place on the overtime rotation list.

Section 10.3 cont.

For a twenty-four (24) hour overtime slot only, eligible employees by current order of the overtime roster may elect to accept either the first twelve (12) hours (0700-1900), or second twelve (12) hours (1900-0700), of that twenty-four (24) hour slot. The Battalion Chief shall then continue through the current order of the overtime roster to fill the remaining twelve (12) hours. In the event the remaining hours cannot be filled, the employee breaking the 24 hour overtime slot shall be assigned the remainder of the twenty-four (24) hour shift which they initially broke. Subsequent mandatory overtime assignments shall then be assigned in order of the overtime roster, starting with the first employee listed as "Called and Refused (C/R)". Any employee who is offered less than

a twenty-four (24) hour assignment shall be given the opportunity to take a twenty-four (24) hour assignment should it become available, if no twenty-four (24) hour assignments were previously available to the employee. Employees who accept twelve (12) or more hours of overtime shall be moved to the bottom of the overtime roster. Employees who refuse overtime (C/R), shall be moved to the bottom of the roster. An employee who accepts less than twelve (12) hours of overtime shall not lose his position on the roster until he accumulates twelve (12) hours of overtime, at which time that employee shall then move to the bottom of the roster. Employees working mandatory overtime assignments shall be given the option to retain their original position on the overtime roster or move to the bottom of the overtime roster.

If an employee cannot be contacted through reasonable diligence, then the employee shall not lose his place on the overtime roster and overtime will be offered to the next employee.

If after calling through the entire roster, not enough employees have agreed to work the overtime assignment(s), the Battalion Chief, or Captain acting in place of the Battalion Chief, shall notify available off-duty personnel that overtime assignments are available. In the event overtime assignments remain unfilled, the Battalion Chief, or Captain acting in place of the Battalion Chief, shall then call through the overtime roster in the manner outlined previously in this section, including any employee who splits a 24 hour overtime slot, and make mandatory overtime assignments up to 24 hours until the required number of employees are located to work the assignment(s).

All overtime worked shall be recorded on the electronic overtime roster and subject to the above rotation requirements except for emergency call back situations.

Overtime or compensatory time accrued under the provisions of this Article shall be recorded and maintained separately from any other overtime or compensatory time accrued as a result of normally established work schedules.

Section 10.4 Kelly Day Hire Back

Members may voluntarily elect to work available overtime assignments on their scheduled Kelly day. The member shall make notification to the on-duty Battalion Chief, or the Captain acting in place of the Battalion Chief, of the shift preceding their scheduled Kelly day no later than 0700 hours. Members who elect to be available in this section shall be contacted only after the regular overtime rotation has been exhausted and overtime assignments remain unfilled, prior to the issuing of mandatory overtime. The presence of a member working overtime on their assigned Kelly day does not constitute the day as "open" or available for an additional leave slot.

ARTICLE XI: SENIORITY

Section 11.1 Definition

Seniority shall be defined as an employee's length of continuous, full-time employment with the City of Rock Island since their last date of hire less any adjustments due to unapproved leaves without pay, approved leaves without pay exceeding thirty (30) calendar days in any fiscal year including leave for illness or injury including in-line-of-duty illness or injury, disciplinary suspensions of any length, or any periods of part-time and/or temporary employment.

Section 11.2 Probationary Period

Each employee shall be considered a probationary employee until permanent status is obtained, after which his seniority shall date back to his date of hire with the Rock Island Fire Department. There shall be no seniority among probationary employees, except as related to the layoff of such employees as included in Section 11.3. A probationary employee may be eligible for a step increase in pay at the end of one year of service at the discretion of the Fire Chief.

Section 11.3 Layoffs

In the event the City determines that a reduction in force is necessary, employees with the least seniority in the Department shall be laid off first. Layoffs shall be in accordance with applicable provisions of Illinois Revised Statutes, Chapter 24, 102.1-18.

Section 11.4 Determination of Seniority for Same Day Hires

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

11.5 Termination of Seniority

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

- a) An employee is terminated for any reason by the City,
- b) An employee terminates his employment with the City for any reason,
- c) An employee fails to report to work after the expiration of an authorized leave of absence,

- d) An employee engaged in any type of work stoppage, work slow-down, or other type of work interruption,
- e) An employee is terminated or terminates his employment with the City to accept a permanent disability pension,
- f) An employee is absent for three (3) consecutive scheduled work days without proper notification or authorization.

Section 11.6 Rig Bidding (From Attachment 4)

The Rock Island Fire Department shall complete a seat bidding process each year in the month of December. Each year the Fire Chief shall balance each shift by moving personnel so the least senior 18 or 19 members are equally distributed throughout all three shifts. Shift movement shall be sent out in writing by October 1st of each calendar year, and be effective for February 1st of the following year. This will include shift assignments for the Battalion Chiefs and Captains for the next calendar year. This written notification shall also include a Kelly Day schedule reflecting personnel movement for the following calendar year. Any personnel that is moved between shifts shall pick vacation for the shift which they are assigned for the next calendar year. The Kelly Day schedule shall only change for those personnel who changed shifts.

After Battalion Chiefs and Captains are assigned by the Fire Chief, Lieutenants shall pick a station assignment by seniority based on time in rank as a Lieutenant. Firefighters shall then pick assignments by seniority for the following positions:

Engine 32 Driver

Engine 34 Driver

Truck 31 Driver

Float Position #1

Float Position #2

Float Position #3

Firefighter/Paramedic #1: Central House

Firefighter/Paramedic #2: Central House

Firefighter/Paramedic #3 or Firefighter/EMT-Basic #1: Central House

Firefighter/Paramedic #1: Station #3

Firefighter/Paramedic #2: Station #3

Firefighter/Paramedic #3 or Firefighter/EMT-Basic #1: Station #3

Personnel shall notify the Chief, or his designee, of his choice within 60 minutes of notification of their turn to choose an assignment. If any personnel refuses to pick, they shall lose their turn and be skipped over.

Once a member picks their assignment, they will be assigned to that position for the entire calendar year (trading of assignments will not be allowed). In the event a change in personnel on that Battalion occurs (due to retirement, promotion, reassignment, end of probationary period, etc.) or Fire Chief action (see below), a new seat bidding process will be completed. Firefighter/Paramedics can be reassigned between stations by the Battalion Chief in order to fill the four ambulance positions.

The Fire Chief may veto the first pick of a member for bona fide operational concerns. The Fire Chief may also require personnel to move assignments if a bona fide operational concern arises, regardless of the date. The Fire Chief will consult and work with the Union before moving personnel for operational concerns.

Daily Attendance

Battalion Chiefs or their designated replacement shall maintain an online/electronic overtime list, vacation calendar, and a minimum daily attendance for the current shift and next shift day. This online/electronic information shall be available to all personnel to review at all times. This online/electronic information will be maintained for accuracy on a real time basis.

Battalion Chief or their designated replacement shall assign riding assignments in the following order:

1. Battalion Chiefs and Captains are assigned to their respective Battalion per the Fire Chief.
2. Lieutenants shall be assigned to the station that they picked.
3. Place Engine 32 Driver, Engine 34 Driver, Truck 31 Driver.
4. Place Ambulance personnel:
 - a. The Company officer in conjunction with the Battalion Chief shall assign Ambulance rotation and/or personnel.

b. Probationary members who have been released to operate independently to their level of EMT licensure, and who have also completed the minimum training/licensure required to operate the apparatus assigned, shall be periodically rotated off of their assigned Ambulance to non-transport apparatus. All efforts shall be made to assign probationary members to non-transport apparatus two (2) days per month, at the discretion of the Company and Command Officer, when staffing allows.

Upon successful completion of the Fire Academy, given the aforementioned training/licensure criteria have been met, Probationary members shall be installed into the regular Ambulance rotation for the remainder of their probationary period.

5. Float personnel shall fill in the remaining positions.
6. Any position that cannot be filled by Float personnel shall be assigned as overtime.

Rules to be considered when filling positions

1. Personnel who trade with a member from another shift shall be assigned to that member's position. All current contract language and rules shall be followed, including but not limited to Officer positions, fill in personnel, etc.
2. If a Firefighter trades with a Lieutenant, the firefighter, when working for the Lieutenant, will be considered a Floater.
3. If at any point, less than four (4) Firefighter/Paramedics are available to fill ambulance positions, the least senior float personnel shall be assigned to the ambulance. This includes shift and overtime personnel.
4. If any Firefighter/Paramedic or Firefighter/EMT-Basic from the ambulance rotation is anticipated to be on leave for the Firefighter Academy, long term injury, suspension, or other leave, including trades, or will be assigned as an acting officer for (3) shift days or longer, floaters shall fill all vacant ambulance positions from least senior floater in ascending order based on seniority each.
5. In the event personnel movement is required during a shift by the rules of this section, the Battalion Chief or Captain acting in place of the Battalion Chief, shall utilize their discretion when the personnel move is of six (6) hours or less, as to reduce the number of personnel movements otherwise required by this section.

Personnel working overtime or trade time, who are otherwise required to move to or from their previous or subsequent assignment by the rules of this section, may be assigned at the discretion of the Battalion Chief, or Captain acting in place of the Battalion Chief, given their assignment is of a similar duty, as to reduce the number of personnel movements amongst stations during shift changes.

6. If at any time personnel “forced” in for overtime, that personnel shall normally not be assigned to an ambulance position.

7. Personnel can be moved on a short term basis (12 hours or less) to accommodate training (individual, shift, division/MABAS), inspections, public education, Safe Kids, emergency responses, etc.

8. Whenever a Captain is off or acting as B/C, that position shall be filled by the highest ranking Lieutenant on the Captain’s promotional eligibility list. If no Lieutenants are on the eligible list, the senior Lieutenant, based on time in rank, working at Station 1.

ARTICLE XII: WAGES

Section 12.1 Wages

The salary schedule shall be increased as follows:

- 1) Effective December 25, 2023, a 3.50% general wage increase will be retroactively applied to the base wage of all bargaining unit members.
- 2) Effective December 23, 2024, a 3.50% general wage increase will be applied to the base wage of all bargaining unit members.
- 3) Effective December 22, 2025, a 3.00% general wage increase will be applied to the base wage of all bargaining unit members.

Annual base salaries for all bargaining unit employees for fiscal year 2024, 2025, and 2026 shall be in accordance with the wage schedules attached to this Agreement and marked Appendix A. The attached wage schedules shall be considered part of this Agreement and the wages reflected therein from Appendix A shall be effective on December 31, 2024.

Section 12.2 Hourly Rate

An employee's average straight-time hourly rate shall be computed by dividing the employee's annual rate of pay by 2,080 (if they work an average 40 hour work week) and 2,750 (if the employee is on a Fire Battalion work schedule, 24 hrs on – 48 hrs off) and rounding off to the nearest penny.

Section 12.3 Step Increases

Step increases for employees represented by IAFF #26 shall be given at the beginning of the pay period immediately following the employee's completion of one year of service at the discretion of the Fire Chief and annually at the beginning of the pay period immediately following the employee's anniversary date of appointment to that classification until he reaches the final step of the salary range established for that classification.

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

Section 12.4 Longevity

Longevity pay increases shall be given to full-time, permanent employees in the amount of \$950.00 upon completion of 5 years continuous service to the City and \$1,200 upon completion of 10, 15, 20, 25 and 30 years of continuous service to the City.

- All longevity pay increases shall be effective at the beginning of the pay period immediately following the employee's appropriate anniversary date.
- Longevity pay increases shall be granted to full-time permanent employees only.
- Longevity pay increases shall be given solely on the basis of continuous years of service. For purposes of determining an employee's years of service for longevity pay, only periods of continuous, full-time, probationary and/or permanent employment shall be considered. Periods of temporary employment and/or part-time employment, as well as any periods of unpaid absences exceeding thirty (30) calendar days shall be excluded from longevity pay computations.

Section 12.5 Merit Increases

Pay increases beyond the final step of an employee's salary range shall be given only on the basis of merit and must be approved by the City Manager before becoming effective. Employees classified in any of the four management salary ranges shall be eligible for periodic increases in pay in any amount subject to the limits of their salary range provided such increases are granted only on the basis of merit and approved by the City Manager before becoming effective.

Increases in pay other than those specified in Section 12.3, 12.4 and 12.5 may be granted by the City Council upon recommendation of the City Manager at any time.

Section 12.6 Pay Periods and Paydays

Pay periods shall be two (2) calendar weeks in length and shall begin on Monday and end on Sunday. Paydays shall be on the Friday following the last day of the pay period.

Section 12.7 Temporary Appointment/Out-of-Rank Pay

The Fire Chief or his designee shall determine which employee is temporarily assigned to a higher classification as described herein. No employee shall be temporarily assigned more than one (1) rank higher than his current classification.

When a Battalion Chief is absent from duty, regardless of the length of time, a Captain assigned to that particular battalion will assume the duties and responsibilities of the Battalion Chief. If the Battalion Chief and Captain are both absent the Fire Chief will determine who assumes command of the battalion.

When a Captain is absent from duty, regardless of the length of time, a lieutenant on the promotion list on duty that day shall be assigned to that position in order of the final eligibility list. If no Lieutenant on duty is on the final eligibility list, then the most senior Lieutenant at that station will assume the responsibilities while still assigned to his normal battalion.

Whenever a Lieutenant is absent from duty, the Battalion Chief will assign a firefighter to assume responsibilities. A firefighter currently ranked in the top five (5) on the promotion list on duty that day shall be assigned to that position in order of the final eligibility list. If no firefighter is on duty that is ranked in the top five (5), then the Battalion Chief may assign any firefighter on the promotion list. In the event no firefighters on duty are on the promotion list, then the Battalion Chief may assign any firefighter to assume responsibilities.

Any employee assigned to perform duties above his regular assigned classification shall be paid an additional five-percent (5%) of his hourly wage, for working a minimum of one (1) consecutive scheduled work day in the higher classification for Firefighters acting as Lieutenants and Captains acting as Battalion Chiefs. For Lieutenants acting as Captains, the minimum shall be two (2) consecutive scheduled work days in the

higher classification. The employee can have no paid or unpaid breaks during assignment to the higher classification to receive the five percent pay increase.

Effective December 28, 2020, Captains acting as Battalion Chiefs shall be paid an additional five-percent (5%) of his hourly wage on an hour-for-hour basis for the temporary assignment.

Effective December 27, 2021, Lieutenants acting as Captains shall be paid an additional five-percent (5%) of his hourly wage on an hour-for-hour basis for the temporary assignment.

Effective December 26, 2022, Firefighters acting as Lieutenants shall be paid an additional five-percent (5%) of his hourly wage on an hour-for-hour basis for the temporary assignment.

The additional five-percent (5%) pay shall be discontinued upon expiration of the Temporary assignment.

Section 12.8 Pensions

The City shall comply with Chapter 108 1.2, Section 4-101, et seq., Illinois Revised Statutes, commonly known as the Firefighter's Pension Fund Act. Employees shall also be permitted to participate in the I.C.M.A. retirement program at their own option.

Section 12.9 Certifications

Employees certified as Firefighter III or Advanced Technician Firefighter by the State of Illinois shall receive an annual stipend of \$300 (increase to \$450 beginning January 1, 2025) so long as such certification is maintained.

Employees certified as EMT-B and assigned or available to be assigned to emergency medical service duty shall receive an annual stipend of \$300.

Employees certified as EMT-P or Pre-hospital Registered Nurse and assigned or available to be assigned to emergency medical service duty as EMT-P or Pre-hospital Registered Nurse shall receive an annual stipend of \$2,800 for CY 2024. Beginning January 1, 2025, the annual stipend shall increase to \$3,100.

Employees shall be eligible to receive stipends both as Firefighter III or Advanced Technician Firefighter and as EMT-B or EMT-P/Pre-hospital Registered Nurse, but shall not be eligible to receive both EMT-B and EMT-P/Pre-hospital Registered Nurse stipends.

Effective April 1, 1989, stipends shall be payable in equal installments each full pay period so long as eligibility is retained.

Section 12.10 Paramedic Certification

A. Paramedic/Pre-hospital Registered Nurse Certification

1. All employees shall be required to obtain licensure by the State of Illinois as EMT-Paramedic or Pre-hospital Registered Nurse as a condition of full and permanent employment . Paramedic/Pre-hospital Registered Nurse licensure shall be required:

- a) as long as the employee holds the rank of Firefighter, or
- b) until the employee attains the rank of Lieutenant, or
- c) the Project Medical Director determines an employee shall be dropped from the program in the best interest of the program.

B. Emergency Medical Services Training. The City shall continue to pay the full cost of any in-service training and/or instruction approved by the Fire Chief incurred by an employee for his original EMT-B and EMT-P/Pre-hospital Registered Nurse ~~certification~~ licensure and ~~recertification~~ renewal of licensure through an in-service training program which is qualified to issue such certification and ~~recertification~~ renewal of licensure.

No employee shall be required to obtain or retain paramedic certification if the City does not provide the required training as set forth above and a reasonable opportunity to correct any deficiencies to retain such certification.

Disciplinary action arising out of an employee's participation in the Paramedic program or his status as a Paramedic shall be subject to the provisions of the Board of Fire and Police Commissioners of the City of Rock Island.

Section 12.11 Direct Deposit

Direct deposit of payroll will be required of all employees.

Section 12.12 EMS Coordinator

The annual stipend for the EMS Coordinator contained in "Attachment 1" of this Agreement shall increase from \$1500 to \$3000 annually, effective on the first day of FY2025. All other provisions contained in "Attachment 1" shall remain in effect.

Section 12.13 On-Call Fire Investigators

The City and the Union agree to mutually develop a program for the implementation of "On-call" Fire Investigators. It is further agreed upon that Fire Investigators assigned to "On-Call" status shall be compensated one (1) hour of their regular rate of pay for every twelve (12) hours of "on-call" status. If called to respond to an incident during their "on-call" time, personnel shall be compensated in accordance with Section 10.1 of this Agreement, starting from the time the assigned personnel begins their response and ending at the time they complete their official duties.

ARTICLE XIII: PROMOTIONS

Section 13.1 Promotions

The Board of Fire and Police Commissioners shall provide for promotion for each rank in the Fire Department, except for the Fire Chief, according to the rules and regulations which are in compliance with the Fire Department Promotions Act of 2003. (50 ILCS 742). The Board of Fire and Police Commissioners may promulgate rules and regulations supplementing the Fire Department Promotions Act but may not promulgate any rule or regulation which alters or modifies a specific standard contained in the Fire Department Promotions Act.

Section 13.2 Eligibility

This article applies to promotions to vacancies in the ranks of Lieutenant, Captain and Battalion Chief. A vacancy in such positions shall be deemed to occur on the date upon which the position is vacated, and on that same date, a vacancy shall occur in all ranks inferior to that rank, provided that the position or positions continue to be funded and authorized by the corporate authorities. If a vacated position is not filled due to a lack of funding or authorization and is subsequently reinstated, the final promotion list shall be continued in effect until all positions vacated have been filled or for a period up to five (5) years beginning from the date on which the position was vacated. In such event, the candidate or candidates who would have otherwise been promoted when the vacancy originally occurred shall be promoted.

When a vacancy exists it shall be filled as soon as possible from the list of qualified individuals. No employee is eligible for promotion who does not have at least three (3) years of seniority in the Rock Island Fire Department.

Section 13.3 Weighting

Employees eligible for promotion are those who appear on the promotion list for each rank. An individual's position on a promotion list shall be determined by a combination of factors including a written examination, ascertained merit, seniority and subjective evaluations. Each factor shall be measured in terms of 100 points per factor but the score for each factor shall then be reduced by the weight assigned to each factor. The total weighted score may be subsequently augmented by the application of any veteran's preference as provided by applicable law. The weightings for each factor shall be as follows:

A) Written examination – 40%

B) Ascertained merit as determined by training – 20%. Each certification shall be worth points by tested position as outlined in the list below, but no score for ascertained merit shall exceed 100 points. The following changes shall take effect twelve (12) months after the signing of this agreement.

1. For those candidates testing for Lieutenant:

a) Firefighter III or Advanced Technician Firefighter – 40 points

b) Fire Officer I or Company Fire Officer – 60 points

2. For those candidates testing for Captain:

a) Fire Officer II or Advanced Fire Officer – 60 points

b) Associate Degree – 40 points

c) Candidates in a Baccalaureate program who have completed a minimum of 60 credit hours shall be awarded points from b) in the above list.

3. For those candidates testing for Battalion Chief:

a) Fire Officer II or Advanced Fire Officer – 20 points

b) Associate Degree – 40 points

c) Bachelor Degree (or higher) – 40 points

d) Candidates with a Bachelor Degree shall be awarded points from both b) and c) in the above list (for a

total of 80 points).

e) Candidates in a Baccalaureate program who have completed a

minimum of 60 credit hours shall be awarded points from b) in

the above list (40 points).

4. For those candidates testing for Assistant Chief:

a) Associate Degree – 40 points

b) Bachelor Degree (or higher) – 60 points

c) Candidates with a Bachelor Degree shall be awarded points from both a) and b) in the above list (for a total of 100 points).

d) Candidates in a Baccalaureate program who have completed a minimum of 60 credit hours shall be awarded points from a) in the above list (40 points).

C) Subjective evaluations, which may include oral interviews – 20%.

1. Chief – 55 points
2. Commissioners – 45 points

D) Seniority – 20%. Each year of service shall be worth five points but no score for seniority shall exceed 100 points. Each year of service and each year of time in rank shall be worth points as outlined below, but no score for seniority shall exceed 100 points. Seniority points are based only upon total service with the department, and are to be calculated as of the date of the written examination.

1. Five (5) points per year of service up to 15 years – 75 points
2. Two and one half (2.5) points per year of time in rank up to 10 years – 25 points

Section 13.4 Grieving

Any applicant for promotion, or the Union, who believes that an error has been made with respect to any provision contained in this article may file a grievance under Article VII of this Agreement.

Section 13.5 Salary at Promotion

An employee receiving a promotion shall receive an increase in pay to the next highest step in the new salary range which is not less than five (5%) percent of the employee's base salary.

ARTICLE XIV: LEAVES

Section 14.1 Vacation or Vacation/Holiday Leave

All bargaining unit employees shall be eligible to accumulate paid vacation leave or, in the case of employees assigned to 24 hour shifts, vacation/holiday leave. All vacation leave used must be approved in advance by the employee's command officer. For

24-hour employees vacation/holiday leave shall be used in one (1) hour increments at a minimum of 6 hours.

All bargaining unit personnel assigned to 24 hour shifts shall accumulate paid vacation/holiday leave, while all bargaining unit personnel assigned to 8 hour shifts shall accumulate paid vacation leave as follows:

<u>Years of Service</u>	<u>24 Hour Workday</u>	<u>8 Hour Workday</u>
0 - 6 Years	7.68 hours/pay period	3.1 hours/pay period
7 - 15 Years	9.58 hours/pay period	4.6 hours/pay period
16 - over Years	11.68 hours/pay period	6.2 hours/pay period

An employee shall earn vacation/holiday or vacation leave each pay period as set forth above provided he receives pay for at least one-half (1/2) of the total number of hours he was scheduled to work during that pay period. No employee shall be allowed to use paid vacation or vacation/holiday leave in any pay period which is in excess of the total vacation or vacation/holiday leave accrued as of the beginning of the pay period in which leave is to be taken. No employee shall accumulate vacation or vacation/holiday leave in excess of one and one-half (1-1/2) times their annual accrual rate as of the end *Section 14.1 cont.*

of the pay period which is paid in the last payday in December of each fiscal year. Upon separation from employment with the City each permanent employee shall be paid for whatever vacation or vacation/holiday leave he may have accumulated.

Employees who are within their probationary period shall be allowed to accumulate vacation or vacation/holiday time during their probationary period. However, such accumulated time shall not be used until the completion of the probationary period as outlined in Section 11.2 of this agreement.

Section 14.2 Official City Holidays

The official holidays recognized by the City shall be New Year's Day, Memorial Day, Martin Luther King, Jr. Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving, Christmas Eve and Christmas Day.

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 assigned to an 8 hour shift shall receive 64 hours of paid leave to use during the fiscal year. Employees regularly working Monday through Friday shall use holiday leave on days specified by the notice of the official City holidays. Employees assigned to a 24 hour shift receive their holiday

hours pursuant to Section 14.1 above. Employees who switch between a 24 hour shift and an 8 hour shift during the fiscal year shall have their number of holiday hours accumulated adjusted to ensure that the employee receives the full 64 hours for that year.

Employees assigned to an 8 hour shift who are within their probationary period on the first day of the fiscal year shall not receive holiday time until they have completed their probationary period and at that time shall receive 64 hours of holiday leave.

Employees assigned to a 24 hour shift shall be allowed to operate on holiday routine as outlined in Section 14.2.1 of this agreement.

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 14.2.1 Holiday Routine

Employees assigned to a 24 hour shift shall be allowed to operate on holiday routine on official holidays recognized by the City as outlined in Section 14.2. In addition, employees assigned to a 24 hours shift shall be allowed to operate on holiday routine on September 11th and Veterans Day.

Holiday routine duties are to include normal scheduled work hours on the 24 hour shift, equipment and vehicle inspection, and responding to calls for service, or other duties in order to maintain operational readiness.

Holiday routine relieves employees assigned to a 24 hour shift from conducting inspections, training, and public education events unless mutually agreed upon between the Union and fire department administration.

Section 14.3 Personal Leave

Employees in the class specification Firefighter, Fire Lieutenant, Fire Captain and Battalion Chief who work at the rate of twenty-four (24) hours per work day shall be allowed forty-eight (48) hours of personal leave each fiscal year. Employees working at the rate of eight (8) hours per day shall be allowed thirty-two (32) hours of personal leave each fiscal year.

Personal Leave must be used in a minimum of two hours. Personal leave may be taken at any time for any reason provided a leave slot is available and the employee obtains the advance approval to use such leave from their command officer.

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

Section 14.4 Scheduling of Paid Time Off

Battalion Chiefs shall have the authority to approve or disapprove all forms of leave based on the employees leave balance and the department's minimum staffing needs.

All hours taken must be accumulated at the start of the pay period that the leave time is to be used. Each B/C and his designated replacement shall not schedule time off during the same period.

If a person is transferred to a different Battalion after they have selected their leave time, they will retain those periods selected, if they wish, even though the period that they selected may have the maximum personnel already scheduled off on that Battalion. Kelly days, which are assigned work reduction days, will not be honored as scheduled leave time when a member is transferred shifts.

A probationary employee may select and use leave time only after his probationary period and only after all permanent employees on the probationary employee's battalion have selected vacation, split vacation and leave time.

To the extent possible, vacation/holiday, and personal days shall be selected by departmental seniority no later than the first day of January of each fiscal year. At least three (3) slots will be made available each cycle to bargaining unit employees for the scheduling of vacation/holiday leave, personal days and Kelly Days. The scheduling of Kelly Days shall be as stated in Section 9.4. Effective April 1, 2013, the maximum number of slots made available each cycle to bargaining unit employees for scheduling of FLSA compensatory leave shall be reduced from two (2) slots to one (1) slot.

The Battalion Chiefs, or the Captain acting in place of the Battalion Chief, shall begin to accept any duty trade requests of Kelly Days on October 1st for the upcoming Vacation Calendar year (February 1st to January 31st).

Vacation picks for that same upcoming Vacation Calendar year (February 1st to January 31st) shall then start no later than October 15th.

Vacation picks for employees assigned to a battalion (24 hour shifts) shall be conducted by the Battalion Chiefs and shall consist of three (3) rounds. Picks for each round shall be done by seniority, and in accordance with the Collective Bargaining Agreement between IAFF Local #26 and the City of Rock Island. All days off scheduled during the three rounds shall be twenty four (24) hours.

1. The first round shall be a pick of consecutive days off for vacation leave, and may be picked in conjunction with Kelly Days.
2. The second round shall be a pick of consecutive days off for vacation leave, and may be picked in conjunction with Kelly Days.

3. The third round may be a pick of consecutive days off for vacation leave in conjunction with Kelly Days, any individual days off for vacation leave, to schedule Personal leave, or any currently accrued Non-FLSA leave time, and to request FLSA compensatory leave time for the upcoming Vacation Calendar year (February 1st to January 31st).
4. For CY2024/2025, the time from January 1, 2025 to January 31, 2025 shall be opened to schedule leave time by seniority, following the same provisions contained in this section. All subsequent years shall follow the newly established time of February 1 to January 31.

Any further selections of leave time following the initial three rounds of picks will be selected on a first come basis. There will be no trading of any leave time between personnel. If an individual chooses to cancel or change his/her scheduled leave time within the Vacation Calendar year, the time opened will be available for selection based on the following guidelines:

- 1) The time opened will be made available first to the member who had scheduled FLSA comp time during the time opened, if the notification to cancel or change is 60 hours or more.
- 2) If no member had scheduled FLSA comp time during the time opened, the time opened will be made available based on employee seniority if the notification to cancel or change is 60 hours or more.
- 3) Any leave time that is canceled or changed with notification that is less than 60 hours will be selected on a first come basis.

With the exception of initial vacation bidding, leave time may be requested and approved by the Battalion Chief no later than 0615 at the start of the duty day of personnel requesting leave. Leave time shall be granted if slots are available and there is no conflict with the above provisions.

Leave time requested after 0615 of the start of a duty day may be granted at the discretion of the Battalion Chief as long as it does not involve calling back personnel for overtime. The Battalion Chief may deny such request for any reason deemed necessary to maintain the smooth operation of the department.

In the event of a personal emergency, leave time shall be granted and overtime implemented, shall it be necessary.

Requests for Vacation, Personal, and Non-FLSA leave that are made greater than 48 hours prior to the beginning of a shift shall be made via email (See format in Section 14.17) to the shift Battalion Chief and shift Captain. Requests for Vacation, Personal, and Non-FLSA leave that is less than 48 hours prior to the beginning of a shift shall be made via telephone or in person to the on-duty Battalion Chief or on-duty Captain filling in for the Battalion Chief.

Section 14.5 Sick Leave

Bargaining unit employees shall be eligible to accumulate paid sick leave benefits. Paid sick leave benefits are provided for the specific purpose of maintaining an employee's regular earnings when he is incapacitated and unable to work due to illness, injury or attending a medical appointment. The employee may use sick leave benefits for a member of his household (who he is responsible for), the employee's child, stepchild, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or step parent on the same basis as the employee is able to use sick leave benefits in accordance with the Employee Sick Leave Act (820 ILCS 191/).

Employees referred to the Employee Assistance Program shall be allowed to use sick leave benefits for treatment prescribed by the Employee Assistance Program referral agency and as approved and documented by the E.A.P. Coordinator. Fire suppression personnel who work on a twenty-four (24) hour shift shall accumulate paid sick leave benefits at the rate of 5.2 hours per pay period. All other bargaining unit personnel shall accumulate paid sick leave benefits at the rate of 3.7 hours per pay period.

The Fire Chief may require additional proof of illness or of the need to attend to anyone living in the employee's household before allowing paid sick leave. In the absence of adequate proof the Fire Chief may deny paid sick leave benefits. The denial of sick leave benefits shall be grievable by the employee so affected. Paid sick leave may be accumulated without limit. No employee shall be allowed to use paid sick leave in excess of his accrual as of the beginning of the pay period in which it is to be used. Eligible employees shall accumulate sick leave each pay period provided they receive pay for at least one-half of the hours they would normally be scheduled to work during the pay period.

Employees who are terminated or dismissed for just cause will not be eligible for any payments for unused accumulated sick leave. Employees who do not provide written notice of resignation as required herein shall forfeit sick leave payable as follows:

Twenty-four hours per day per personnel - 112 hours of the final amount eligible for payment. Eight hour per day personnel - 80 hours of the final amount eligible for payment.

Subject to the requirements listed above, permanent 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 permanent 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 percent of their unused accumulated sick leave hours at their final rate of pay, calculated at their date of retirement.

- b) Hours accumulated in excess of 2704 will not be subject to payout. The employee shall have the option to be paid directly by the City or to have the cash value transferred to the employee's Retirement Health Savings Account.

Section 14.6 Bereavement Leave

All bargaining unit employees shall be allowed up to twenty-four (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 spouse's mother, father, stepmother, stepfather, brother, sister, son, daughter, stepson, stepdaughter, husband or wife, grandparents, grandchildren, or any other relative who lives in the same household as the employee.

Employees may exercise the right to use accumulated personal leave, vacation leave, or compensatory time for aunts, uncles, and cousins in any increments up to a total of 24 hours. Such time may be used regardless of full vacation slots on the daily schedule.

Bereavement leave requests shall be submitted via phone or in person to the Battalion Chief or Captain filling in for the Battalion Chief of the person requesting the leave prior to leave being taken with as much notice as possible.

Section 14.7 On-the-Job Disability Leave

Employees who are unable to work due to a disability resulting from on-the-job injury shall be compensated for lost wages at a rate of pay set by the Illinois Compiled Statutes 5 ILCS 345/1. Such payments for lost wages are further subject to the requirement as set forth below:

- a) Hours of work lost on the day of the injury shall be paid as if the employee actually worked such hours.
- b) In order to receive paid leave as set forth above, the employee must provide a physician's medical report certifying that he is unable to work due to an on-the-job injury. Leave taken without providing a physician's report certifying the employee's inability to work shall be considered unexcused.
- c) The City shall retain the right to have the City Physician examine the employee who alleges an on-the-job injury. Such examination shall be made for the purpose of determining the cause and extent of the employee's disability and the degree to which the employee can or cannot perform his duties.

For physical training purposes, an injury occurring during physical training will be treated as an on-the-job injury provided the following criteria are met:

- a) The equipment being utilized when the injury occurs has been provided by the City,

- b) The activity has been authorized as a legitimate physical training activity by the Fire Chief, and
- c) The injury occurred while the employee was on-duty.

Section 14.8 Military Leave

The City and IAFF, Local #26 shall follow the guidelines established by the Military Leave of Absence Act (5 ILCS 325/) enacted by the State of Illinois for any full-time employees requesting leave for any period actively spent in the military service.

Military leave requests will be submitted via phone or in person to the Battalion Chief or Captain filling in for the Battalion Chief of the person requesting the leave prior to leave being taken with as much notice as possible.

Section 14.9 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 duties. Special leave requires the approval of the Fire Chief and the City Manager.

Section 14.10 Medical Leave

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

- a) The temporary disability is verified by the City Physician,
- b) The disability is temporary in nature,
- c) The City Physician certifies that the employee has a reasonable chance to fully recover from the disability and return to work within (6) months,
- d) The employee files a request for the unpaid medical leave within seven (7) calendar days after the exhaustion of his sick leave benefits. 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 extension is approved by the Fire Chief, the Human Resources Director and the City Manager.

Section 14.11 Leaves 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 Fire Chief, 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 14.12 Jury Leave

An employee who is required to serve on a jury during his regular scheduled work hours shall be paid the difference between the jury fees and the allowances and his regular base rate of pay for all regularly scheduled hours of work missed because of jury duty.

Jury duty leave requests will be submitted via phone or in person to the Battalion Chief or Captain filling in for the Battalion Chief of the person requesting the leave prior to leave being taken with as much notice as possible.

Section 14.13 Temporary Assignment

Temporary assignment from a twenty-four (24) hour work day to an eight (8) hour work day, or vice-versa, shall not effect the normal accumulation of paid leave by the employee who has been temporarily so assigned.

Section 14.14 Buy Back of Paid Leave Time

Upon mutual agreement of the City and an employee covered by this agreement, an employee may sell back to the City unused accumulated vacation, holiday, personal, and compensatory time at the employee's current hourly rate of pay. Said time will be reimbursed through the City's regular payroll system and will be treated as income. In the event a sell back is denied by the City, the City shall give cause for the denial in writing to the employee. Employees on leave under the Public Employee Disability Act (PEDA) shall be paid for leave time hours in excess of the maximum accrual limits in the last pay period of the year at their current hourly rate. Employees who are approved to sell back time shall have the option to transfer the cash value of accrued leave time sold back to their Retirement Health Savings Plan once annually by submitting notice to the Fire Chief no later than 1 December.

Section 14.15 Conversion of Sick Leave for Personal Leave

Each fiscal year, each employee covered by this agreement who has a minimum of 7 years seniority on the department shall have the right to convert up to 96 hours of accrued sick leave time pursuant to Section 14.5 of this agreement at a 2 for 1

exchange rate for up to an additional 48 hours of personal leave time. Said converted hours shall then be subject to the same requirements as other personal leave as described in Section 14.3. A minimum of 400 hours of accrued sick leave must continue to be available to the employee after executing a conversion as described in this section.

Section 14.16 Trade Time

Trades can be approved within the following ranks:

Battalion Chief / Captain
Captain / Lieutenant
Lieutenant / Firefighter

No temporary appointment / out-of-rank pay will be awarded when an officer trades time.

All Trade Time must be approved 72 hours in advance by the Battalion Chief, or Captain filling in for the Battalion Chief, of the person requesting the Trade. Trades initiated greater than 72 hours in advance shall be submitted to the shift Battalion Chief and shift Captain via email (See format in Section 14.17). Emergency Trades can be authorized with less notice at the discretion of the on-duty Battalion Chief, and must be requested via phone.

No trading of overtime assignments will be allowed.

Section 14.17 – Email Format for Leave Time Requests

Electronic copies of the requests listed above shall be saved electronically by the Battalion Chief or Captain filling in for the Battalion Chief.

The subject line of the email shall state “Time off request”. The body of the email shall request the date and time of time off requested and type of time to be charged (Vacation, personal, etc.). If the request is a trade, all parties involved with the trade shall be included in the “To” line of the email.

The Battalion Chief or Captain filling in for the Battalion Chief receiving the request shall reply back to the member to acknowledge that the request was received.

The Battalion Chief or Captain filling in for the Battalion Chief receiving the request shall also update the online tools as soon as possible once the request is received.

Section 14.18 Use of Compensatory Time

- 1) Advance notice of 120 hours shall be minimum notice given prior to use of FLSA Compensatory Time by bargaining unit members, and a request for use of FLSA Compensatory Time shall be granted unless they are duly disruptive.
- 2) The City shall give a minimum notice of 120 hours prior to the involuntary reduction of FLSA Compensatory Time.
- 3) All Compensatory Time on record as of the 29TH day of November 2002 shall be considered applicable to the FLSA Compensatory bank of hours.
- 4) The use of Non-FLSA Compensatory Time and FLSA Compensatory Time is not counted towards hours worked. Non-FLSA Compensatory Time use will follow the same advance notice requirements as Vacation, Holiday, and Personal leave.
- 5) Non-FLSA Compensatory Time will be tracked separately from FLSA Compensatory Time and shall follow the parameters stated in Section 10.1 (c).
- 6) Requests for FLSA comp time shall be approved in advanced by the Battalion Chief or Captain filling in for Battalion Chief of the person requesting the leave a minimum of 120 hours prior to the work day via email (See format in Section 14.17). The request shall be forwarded to the Chief and Assistant Chief via email.

Section 14.19 Family Medical Leave Act

Employees may schedule FMLA time in accordance with the federal Family Medical Leave Act of 1993. During such leave time, the employee shall be afforded the use of any and all accrued leave time to maintain their regular earnings, and shall be provided with their accrual balances, calculated to the beginning of their scheduled FMLA time. Employee's may use accrued leave time in any order or amount that the employee Prefers.

ARTICLE XV: UNIFORM ALLOWANCE

Section 15.1 Uniform Allowance

The parties agree that they have negotiated an appropriate uniform allowance that is included in the salary schedule.

Section 15.2 Damage to Personal Property

Upon proper documentation submitted to the Fire Chief, an employee, who, through no fault of his own, suffers damage or destruction of any personal property in the line of duty, shall be reimbursed for the costs of repair or replacement of the personal property (such costs not to exceed reasonable and customary rates of repair, or a reasonable amount necessary for replacement with an item of like or similar kind, quality or cost). Prompt reporting of the loss to the Fire Chief is required in order for the employee to be eligible for reimbursement.

ARTICLE XVI: EDUCATIONAL REIMBURSEMENTS

Section 16.1 Educational Reimbursements

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

- a) All requests for reimbursement shall be applied for and approved prior to the beginning of the training,
- b) Approved reimbursement shall be paid only after successful completion of the training and submission of proper documentation (receipt, canceled check, etc.),
- c) Approved reimbursements shall be at a rate of 100% of the costs of books and tuition and shall not exceed \$3,000 per fiscal year per employee. The employee may utilize up to \$2,000 annually for training or didactic purposes, with the remainder, in part or whole, of the total reimbursement available to the employee for didactic education.
- d) The \$3,000 educational reimbursement will apply to the same fiscal year as when the class initially started. No educational reimbursement requests for books or tuition shall be approved for classes taken in a prior fiscal year for reimbursement or in a future fiscal year for reimbursement.
- e) Reimbursements shall not be made if the employee is eligible for reimbursement from other sources.
- f) The City agrees to allow employees who have met their annual maximum reimbursement on the date of the signing of this Agreement to apply for reimbursement of training or education already completed during FY2024, regardless of the pre-authorization stipulation given previously in this section.

ARTICLE XVII: IN-SERVICE TRAINING

Section 17.1 General Training

In-service training requirements and programs shall be established by the Chief of the Fire Department, or his designated representative in accordance with departmental and City needs and policy. The union may have the right to initiate consultations with the Chief or his designated representative for the purpose of making suggestions and/or recommendations.

Section 17.2 Maintenance

Union employees shall not be required to perform major construction, remodeling, renovation, or exterior painting. Employees shall be required to perform normal housekeeping tasks and/or minor maintenance at the Fire stations.

ARTICLE XVIII: BENEFITS

Section 18.1 Health Insurance

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.

Section 18.2 Retirement Health Savings Program

The City agrees to implement a Retirement Health Savings Plan for all bargaining unit employees no later than DEC 31 2024. The City and the Union shall mutually agree to the terms of the Plan, including but not limited to the vendor, required employee contributions, and definition of "eligible employees".

Section 18.3 Deferred Compensation (457) Plan

The City of Rock Island and IAFF Local 26 agree that the City shall submit a Request for Proposal for the provider of the 457 plan no later than 1 JAN 2025. The goal of the RFP shall be to provide employees covered under the Collective Bargaining Agreement with the best option available. The City shall continue to submit the 457 plan for RFP near the conclusion of subsequent contracts.

ARTICLE XIX: SAFETY AND HEALTH

Section 19.1 General

It is the desire of the City and the Union to maintain the highest standards of safety and health in the Fire Department in order to eliminate as much as possible accident, death, injury and illness in the fire service. Accordingly, the City will continue to make reasonable provisions for maintaining all areas and equipment of the Rock Island Fire Department in a clean, healthy and safe condition.

Section 19.2 Unsafe Conditions

Employees shall not be required to work in any area or operate any equipment including motor vehicles which are not in safe condition, or not properly staffed or equipped with safety appliances prescribed by law or by the Safety Committee as approved by the City.

Section 19.3 Scheduling of Manpower

For safety purposes, the City will provide for the assignment of employees to each fire apparatus and each ambulance according to the current minimum manpower level of fifteen (15) persons per shift. Apparatus shall not be removed from service due to insufficient personnel, except in those cases when temporary elimination of equipment shall occur until sufficient personnel have reported to duty.

Section 19.4 Station Security

The City shall continue to provide adequate security for each station, as well as for all contents thereof, particularly during those periods when such buildings are unoccupied, and will, to the extent possible, assist employees in maintaining security for their personal vehicles in station parking lots. The Union shall cooperate with the City in evaluating the current security at each station on an on-going basis.

Section 19.5 Drug and Alcohol Screening

Section 19.51-- General Policy Regarding Drugs and Alcohol. The use of illegal drugs and the abuse of alcohol and legal drugs by members of the Rock Island City Fire Department present unacceptable risks to the safety and well-being of other employees and the public, invite accidents and injuries, and reduce productivity. In addition, such use and abuse violates the reasonable expectations of the public that the City employees who serve and protect them obey the law and be fit and free from the adverse effects of drug and alcohol abuse.

In the interests of employing persons who are fully fit and capable of performing their jobs, and for the safety and well-being of employees and residents, the parties hereby establish a screening program implementing the stated policy regarding drug and alcohol use by employees and potential employees of the Rock Island City Fire Department. Contained herein is the policy and program of the City of Rock Island Fire Department, as specifically applied to members of the Rock Island City Fire Department.

The Fire Department has the responsibility to provide a safe work environment as well as a paramount interest in protecting the public by ensuring its employees are physically and emotionally fit to perform their jobs at all times. For these reasons, the abuse of prescribed drugs, and the abuse of alcohol or the use, possession, sale or transfer of illegal drugs, cannabis or non-prescribed controlled substances by department members is strictly prohibited on or off duty. Violation of these policies will result in disciplinary action as provided in Section 19.59 of this Article.

Section 19.52—Definitions.

- A. "Drugs" Shall mean any controlled substance listed in 720 ILCS 570 et al, known as the Controlled Substance Act, for which the person tested does not submit a valid pre-dated prescription. Thus, the term "drugs" includes both abused prescription medications and illegal drugs of abuse. In addition, it includes "designer drugs" which may not be listed in the Controlled Substances Act but which have adverse effects on perception, judgment, memory or coordination.

A listing of drugs covered by this policy includes, but is not limited to:

Opium	Methaqualone	Psilocybin-psilocin
Morphine	Tranquilizers	MDA
Codeine	Cocaine	PCP
Heroin	Amphetamines	Chloral Hydrate
Meperidine	Phenmetrazine	Methylphenidate
Marijuana	LSD	Hash
Barbiturates	Mescaline	Hash Oil
Glutethimide	Steroids	

- B. "Impairment" due to drugs or alcohol shall mean a condition in which the employee is unable to properly perform his/her duties due to the effects of a drug in his/her body. Where impairment exists (or is presumed), incapacity for duty shall be presumed.
- C. "Positive Test Results" Shall mean a positive result on both a confirming test and an initial screening test. If the initial test is positive, but the confirming test is negative, the test results will be deemed negative and no action will be taken. A positive confirming test results is one where the specimen tested contained alcohol, drug or drug metabolite concentrations at or above the concentration specified in Section 19.56.
- D. "Drug Abuse" The term "drug abuse" includes the use of any controlled substance which has not been legally prescribed and/or dispensed, or the abuse of a legally prescribed drug which results in impairment while on duty.
- E. "The City" Shall include the Fire Chief, Human Resources Director or their respective designee.

Section 19.53-- Probationary Screening. Probationary employees shall be required to submit blood and urine specimens to be screened for the presence of drugs and/or alcohol upon request during their probationary period.

Section 19.54-- Prohibitions of Drugs in the Work Place. The concealment, transportation, promotion, sale, purchase, possession, or use of the following items or substances by employees of the Fire Department is strictly prohibited while on duty or during working hours, including lunch hour, and in the work place at any time:

- A. Drugs or controlled substances covered by this policy as defined in Section 19.52 of this Article.
- B. Alcoholic beverages.
- C. Drug paraphernalia.
- D. Over the counter drugs, and legally obtained pharmaceutical, to the extent that they mentally impair the employee.

Violations of these prohibitions shall result in disciplinary action as described in Section 19.59 of this Article.

Section 19.55--Administration of Tests

A. Informing Employees Regarding the Policy

All present employees shall be supplied a copy of this policy on drug and alcohol screening and the City will meet with employees to explain the policy. Local union representatives shall be afforded the opportunity to be present to explain the Union's role in regard to the policy. New employees will be supplied with a copy of this policy on drug and alcohol screening as part of the new employee orientation.

B. Reasonable Suspicion Testing

An employee shall be ordered to report for drug and alcohol testing when there is a reasonable suspicion to believe that an employee uses illegal drug or is physically or mentally impaired due to being under the influence of alcohol, the use of illegal drugs or the abuse of prescription drugs.

Reasonable Suspicion is a suspicion based upon specific objective facts and reasonable inferences drawn from those facts. The facts for determining reasonable suspicion shall be based upon the following:

1. Observable phenomena, such as direct observation of use and/or the physical symptoms of impairment resulting from using or being under the influence of alcohol or controlled drugs; or
2. Information provided by an identifiable third party which is independently investigated by the Fire Chief and Human Resources Director or their designee to determine the reliability or validity of the allegation.

C. Accidents/Injuries

Drug and alcohol testing may be required in the event of any on-the-job vehicle accident or Workers' Compensation on-the-job injury. This testing will be reviewed and required by the Fire Chief and/or Human Resources Director.

D. Arrest or Indictment

This Policy 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).

E. Status of Employee Following Order for Testing

When testing is ordered, the employee will be removed from duty and placed on administrative leave with pay or non-emergency duty within the Fire Department pending the receipt of results.

In the event that an employee tests positive for alcohol or prohibited substances while on the job, he shall be subject to disciplinary action as provided in Section 19.59 of this Article.

F. Return to Duty Testing—Refusing to Test

An employee who tests positive may not return to duty until the employee passes a drug test administered under this part and the Medical Review Officer has determined the employee may return to duty as provided in Section 19.56 (5)(b)(iii). An employee who refuses to comply with an order to submit to a drug or alcohol test based upon reasonable suspicion shall be subject to discipline in accordance with Section 19.59 of this Article.

G. Procedure Following a Positive Test Result

In the first instance that an employee tests positive on the confirmatory test for drugs or alcohol, the employee must comply with the SAP'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.

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, as provided in Section 19.59.

H. Mandatory Testing for Reasonable Suspicion

Failure of a supervisor to report evidence, including his own observations, of reasonable suspicion of employee participation in illegal drug use shall be cause for discipline of that supervisor.

Section 19.56-- Testing Procedures. The test procedures outlined in this Section shall conform with the SAMHSA Standards (Substance Abuse and Mental Health Services) of the Federal Guidelines issued by the Department of Health and Human Services, Alcohol, Drug Abuse and Mental Health Administration as set forth in Title 48 of the C.F.R. Effective 12/1/89. In the event there is any conflict between the procedures set forth in this Section and the SAMHSA Standards, the SAMHSA Standards shall control.

The HR Director in conjunction with the Fire Chief, will ensure that the following procedures are established for the collection of urine and blood specimens and the testing of such specimens at a designated SAMHSA-certified laboratory.

A. General Procedures.

1. Union Representation.

Employees covered by a collective bargaining agreement are entitled to union representation; a union representative shall accompany the employee to the collection site, provided such representative is available and that securing such representative does not delay the process for more than one (1) hour.

2. Collection Sites.

Collection services will be provided at the Trinity Hospital or City's Wellness Center. For services needed other than those hours (evenings, weekends and holidays), collection services will be provided at Trinity Hospital.

3. Chain-of-Custody.

In all cases, strict chain-of-custody procedures shall be followed:

a. Scheduling

- i. "For cause" collection of specimens for testing will not require an appointment, but the individual must be accompanied by a supervisor designated by the Fire Chief, who will present identification.
- ii. When collection is done at Trinity Hospital, the fire supervisor will call Guardian at 1-(800) 582-8807 and inform Guardian that they are on the way to the hospital.
- iii. In the event the Medical Review Officer, based upon a reasonable degree of medical certainty, believes the specimen has been adulterated, a second specimen shall be provided and witnessed.

b. Collection procedure

- i. Client identity will be verified by driver's license or by-supervisor in the absence of a picture I.D. verification will be done by the collector.
- ii. Drug history/drug disclosure form will be completed by the client, and reviewed by the doctor or nurse.
- iii. Consent form will be signed by client and witnessed.
- iv. The specimen will be obtained as follows:
 - a.—At the lab site, the client will void in a bathroom with colored toilet water, taps shut off, and devoid of soap or other materials which would be used to adulterate the specimen. In the event the Medical Review Officer, based upon a reasonable degree of medical certainty, believes the specimen has been adulterated, a second specimen shall be provided and witnessed.
- v. Blood or breath alcohol specimen, at the employee's option, will be obtained by a lab technician. Blood or breath alcohol specimen will be labeled with name, test date, time, and will be initialed by the nurse or doctor and the client.
- vi. Urine specimen will be sealed in full view of the client and the confidence seal placed over the top of the bottle.
- vii. The chain-of-custody process will be initiated, and specimens will be given an I.D. Number. The specimen will be labeled with that number, as is the chain-of-custody form.
- viii. Copies of the chain-of-custody form will be sealed in a tamper-proof container with the specimen.
- ix. "For cause" Testing will also include a medical history and physical exam to gather an understanding of any physical conditions, known or unknown, of a client, as well as to provide a third party observation and assessment of the individual.

4. Laboratory Process.

Alternate Safety & Testing Solutions to be used is the certified Laboratory that will be utilized for all drug/alcohol screening processing. The laboratory will:

- a.—Use of five (5) drug panel of: Amphetamine, cocaine, marijuana, opiates and phencyclidine.

- b. Use of EMIT procedure as the initial screen, utilizing cutoff levels as follows:

Marijuana metabolites	50ng/ml
Cocaine metabolite	150ng/ml
Amphetamines	500ng/ml

- c. Use Gas Chromatography/Mass Spectroscopy (GC/MS) as the confirmatory method, utilizing cutoff levels as follows:

Marijuana metabolites (Delta-9-THC Carboxylic)	15 ng/ml
Cocaine metabolite	100ng/ml
Amphetamines	250ng/ml

- d. Confirmed positive test results above the specified cut-off levels set forth in this Section shall be deemed a positive test result.
- e. Freeze and retain all positive specimens for at least twelve (12) months after testing.
- f.—For BAC tests, the cut-off level is .02. If the results show >.02, the collector will do a confirmation test in 15 minutes. If confirmation testing reveals >.02 or higher, the supervisor shall be notified.

5. Review of Drug Testing Results.

- a. MRO Appointment. The certified lab shall designate or appoint a Medical Review Officer (MRO). The MRO must be a licensed physician with knowledge of drug abuse disorders.
- b. MRO Duties. The MRO shall perform the following functions:
 - i. Review the results of drug testing before they are reported to the City.
 - ii. Review and interpret each confirmed positive test results from employees as follows, to determine if there is an alternative medical explanation for the confirmed positive test result:
 - a. Conduct a medical interview with the individual tested.

- b. Review the individual's medical history and any relevant biomedical factors.
 - c. Review all medical records made available by the individual tested to determine if a confirmed positive test resulted from legally prescribed medication.
 - d. If necessary, require that the original specimen be re-analyzed to determine the accuracy of the reported test result.
 - e. In the event the Medical Review Officer, based upon a reasonable degree of medical certainty, believes the specimen has been adulterated, the split sample shall be reviewed.
 - iii. Determine whether and when an employee who refused to take or did not pass a drug test administered under procedures provided in this order may be returned to duty.
 - iv. MRO will assist in determining a schedule of unannounced testing for an employee who has returned to duty.
 - v. Ensure that an employee has been drug tested in accordance with the procedure provided in this policy before the employee returns to duty.
- c. MRO Determinations. The following rules govern MRO determinations:
 - i. If the MRO determines, after appropriate review, that there is a legitimate medical explanation for the confirmed positive test result other than the unauthorized use of a prohibited drug, the MRO shall not take further action.
 - ii. If the MRO determines, after appropriate review, that there is no legitimate medical explanation for the confirmed positive test result other than the illegal or unauthorized use of a drug, the MRO shall notify the

City's HR Director who will have the Risk Manager refer to the City's SAP Professional.

- iii. Based on a review of laboratory inspection reports, quality assurance and quality control data, and other drug test results, the MRO may conclude that a particular drug test result is scientifically insufficient for further action.

B. Confidentiality of Test Results.

The results of confirmed positive drug and alcohol tests will be disclosed to the person tested, the Fire Chief, the Human Resources Director, including treatment needs, diagnosis, use of SAP and investigation of disciplinary action. Test results will not be disclosed externally except where the person tested consents or disclosure is permitted by law. Any member whose drug/alcohol screen is confirmed positive, shall have an opportunity to refute said results. A breach of confidentiality shall be considered a serious act of misconduct and the Union may grieve and remedy violations through the grievance procedure. Nothing in this provision shall be construed as waiving the Union's statutory right to collective bargaining or the administration of grievances. After the employee is separated, records will not be given to other people without employee permission.

Section 19.57- Voluntary Request for Assistance and Employee Assistance Program.

There shall be established an Employee Assistance Program (EAP) whose functions shall be to aid in resolving employee drug and alcohol problems, providing counseling and assistance to employees who self-refer for treatment or whose drug test results are positive, and monitoring employee progress through treatment and rehabilitation.

Employees are encouraged to voluntarily seek treatment, counseling and/or other support and assistance for an alcohol or drug related problem. If such voluntary assistance is sought by the employee before the employee commits rule violations connected with drug/alcohol abuse, and/or before the employee is subjected for cause to testing under this policy, there shall be no adverse employment action taken against an employee who voluntarily seeks assistance. When voluntary assistance is requested under this policy, the employee may use the City's Employee Assistance Program to obtain referrals. Treatment, counseling and other support and all such requests shall be treated as confidential pursuant to the City's normal procedures in the operation of its Employee Assistance Program. All records relating to an employee's request for assistance or participation in an EAP shall not be disclosed to parties outside the City after employee is separated from the City without the employee's consent.

Section 19.58-- Specific Responsibilities.

B. The Fire Chief or his/her designee will:

1. In accordance with the provisions of Section 19.55, administer tests to those members where a drug/alcohol screen is required and inform the Director of Human Resources or his designee of said status.
2. In accordance with the provisions of Section 19.59, will issue discipline when the test results disclose a confirmed positive.
3. The Fire Chief or his/her designee shall ensure that employees have been properly notified of the date and time of a drug/alcohol screen and that the notification has been properly documented.

C. The member subject to a drug/alcohol screen will:

1. Report on a date and time determined by the Fire Chief or his/her designee.
2. Furnish documentation relating to the use of any prescribed drugs; i.e. prescription bottle with prescription number, prescribing physician's statement, etc.
3. Answer all pre-medical examination questions including the use of any/all prescribed drugs and the name(s) of any prescribed drugs and the name(s) of any prescribing physician(s).
4. Cooperate in the completion of all phases of the drug/alcohol screen in accordance with the instructions of the examining physician or his/her designee.
5. Have in his/her possession his/her departmental identification card.
6. Any member who is taking prescription medication that could affect perception, judgment, memory, coordination or other necessary ability to perform one's duties shall file a report, in writing, such fact and the nature of the illness or condition requiring the medication in his medical file at the City's Wellness Center. Such information will be treated on a confidential basis.

Section 19.59--Disciplinary Action for Confirmed Positive Test Results or Refusal to Submit to Testing.

A. First Positive.

The first confirmed positive test result shall be cause for disciplinary suspension

of five (5) duty days, which penalty shall not be subject to the grievance procedure. As a condition for such penalty, the employee must agree to the following conditions:

Upon receipt of notification of a positive test result, the affected employee, will be referred to the Substance Abuse Professional (SAP) and will not return to until released by the SAP. The employee may choose to use any accumulated leave time or be placed on leave without pay. Employees will be required to use accumulated paid leave time in the following order: (1) vacation; (2) personal; (3) compensatory leave. After these leave banks are exhausted, an employee may use accrued sick leave or be placed on leave without pay.

1. The employee shall be mandatorily referred to the SAP for evaluation, diagnosis and development of a treatment plan consistent with generally accepted standards; and
2. The employee shall be required to cooperate in the treatment plan, undergo unannounced periodic random drug and/or alcohol screening for a period of up to 12 months, successfully complete the prescribed treatment, remain free of drug and alcohol abuse, and sign an agreement consenting to said conditions.

Failure to comply with these conditions of continued employment shall be cause for discharge and the penalty shall not be subject to the grievance procedure.

B. Second Positive – During Treatment.

If an employee has a first confirmed positive test under the previous paragraph and enters a treatment program, and thereafter the employee has a subsequent confirmed positive test results while the employee is in treatment, as a result of unannounced periodic drug and/or alcohol screening, the employee shall be subject to discharge, which penalty shall be final and binding on the Union and the employee and the penalty shall not be subject to the grievance procedure of the collective bargaining agreement.

C. Second Positive – Reasonable Suspicion.

An employee who has a first confirmed positive test under paragraph A of this Section, and who has a second confirmed positive test under the reasonable suspicion standard shall be discharged, which discharge shall be final and binding on the Union and the employee and the penalty shall not be subject to the grievance procedure of the Collective Bargaining Agreement.

D. Employment Status.

There is no requirement on the part of the City to keep an employee on active employment status who is receiving treatment under this section if it is

appropriately determined (i.e. determined by an independent physician and/or appropriately certified medical and/or psychological professional) that the employee's current use of alcohol or drugs prevents such individual from performing his duties or whose continuance on active status would constitute a direct threat to the property and safety of others.

The employee's health insurance coverage shall be maintained during any period of employment or through COBRA and the cost of said treatment shall be in accordance with the terms of such insurance.

E. Refusal to Submit to Testing.

An employee's refusal to submit to any drug and alcohol testing authorized by this Article shall be cause for discharge and the penalty shall not be subject to the grievance procedure.

Section 19.6 Restrictive Duty for On-the-Job Injury

- 1) Employees will be eligible for restrictive duty schedules as a result of an on-the-job injury which occurs restricting the employee from their regular work assignment.
- 2) Restrictive duty assignments will be provided in consultation with both the attending physician and the City Physician.
- 3) Restrictive duty will be assigned on a case-by-case basis, matching the physical capabilities and limitations with available assignments, unless no assignments are available.
- 4) All restrictive duty assignments will be coordinated through the Fire Chief.
- 5) Restrictive duty assignments will be made for a period not to exceed three (3) months in duration, unless the injury sustained requires an excessive recuperation period supported by appropriate medical documentation from the treating physician.
- 6) Employees will be returned to regular duty upon receipt of a signed authorization from the treating physician.
- 7) Any employee that fails to report for restrictive duty after being released to restrictive duty will be subject to disciplinary procedures for unexcused absence.
- 8) Restrictive duty for Fire Department personnel shall be limited to assignments within the Fire Department.
- 9) At no time shall any member on restrictive duty be assigned any duty that requires them to be at any emergency scene.

Section 19.7 Use of Personal Vehicle While On-Duty

As was discussed at our February 3, 2000 negotiations session, the City's insurance policy would provide coverage for a vehicle accident involving a member of the department operating his private vehicle while performing his duties, such as

transferring to another station or traveling to attend a meeting at another location. This would include vehicle damage, property damage, and medical expenses that might be incurred by an employee or others.

If the employee is not on duty at the time of the accident, then there would be no coverage for this accident through the City's insurance policy. Rather, that claim would be the responsibility of the employee's insurance.

Section 19.8 Return to Work for Surgery or Non Work-Related Injury/Illness

In cases of leaves of absence resulting from surgery or non-work related injury and/or illness which are for more than three duty days in length, the City may require a physical examination for an employee granted such leave and may require an examination before reinstatement of the employee.

Before an employee is permitted to return to work, the injured employee may be ordered to submit to an examination by the City's On-Site Wellness Center and/or Occupational Health Provider.

The City and the Union agree to the following rules regarding reinstatement:

1. Any employee who is disabled by a surgery or non-work related injury and/or illness shall be required to submit a physician's release certifying that he/she is fit to return to work. This release must be submitted to the employee's department director and the department director will forward the physician's release to the On-Site Wellness Center or Risk Manager;

The physician's release shall be submitted to the department director immediately following the employee's examination declaring the employee eligible for reinstatement.

The employee shall also make an appointment with the On-Site Wellness Center after submitting the release to their department director.

2. Employees applying for reinstatement after a surgery or non-work related injury and/or illness leave of absence of more than three duty days must be able to qualify for the job under the existing standards of the City as they exist on 4/1/10 or mutually agreed;

3. Any employee (submitting to an examination by the City's On-Site Wellness Center or Occupational Health Provider) shall receive straight-time pay during their on-duty day. (An on-duty day is defined as the employee's regularly scheduled work day including

paid leave taken on the employee's regularly scheduled work day.) If the employee examination occurs during a non-scheduled duty day, the employee shall receive time-and-a-half (1.5) pay;

4. Any physical examination conducted by the City's On-Site Wellness Center or Occupational Health Provider will be strictly related to the employee's ability to safely perform the job requirements of the position;

5. Results from the physical examination conducted by the City's On-Site Wellness Center or Occupational Health Provider shall be reported as "able" or "not able" to perform the essential functions of the job when made available to the City;

6. Employees not able to perform the essential functions of the job shall not be eligible for reinstatement and the employee shall be returned to paid leave or medical leave as agreed to by the parties;

7. Any injury and/or illness incurred by the employee while participating in a physical examination conducted by the City's On-Site Wellness Center or Occupational Health Provider shall be considered as "on-the-job" and covered under the Workers' Compensation Act. The parties reserve the right to dispute any claim under the Act;

8. An employee who fails to submit to an examination ordered by the City's On-Site Wellness Center and/or Occupational Health Provider shall be considered an unexcused absence unless there is evidence of extenuating circumstances.

19.9 Wellness/Physical Fitness Program

The Union and Management agree to form a committee to develop and implement a comprehensive Wellness/Physical Fitness Program. The committee shall consist of the Fire Chief, or their designee; Safety and Risk Manager; and the Wellness Clinic representing the City, and the Union President, or their designee, and two other members of Local 26, representing the Union. The Program shall be voluntary for existing personnel and required for personnel hired after the signing of the final program. The Program shall be mutually agreed upon by both parties and shall be ready to implement no later than 1 JAN 2025.

When the program is complete and implemented, the contents of this section shall be updated to reflect the details of the program.

ARTICLE XX: SUBCONTRACTING

Section 20.1 Subcontracting

In no event shall the City subcontract for the provision of any services currently performed by the bargaining unit, including but not limited to, fire suppression, fire inspection, fire investigation, fire education and emergency medical service during the term of this Agreement.

ARTICLE XXI: NO STRIKE - NO LOCKOUT

Section 21.1 No Strike

Neither Local #26 nor any of its agents, officers or employees for any reason will authorize, institute, promote, aid, condone or engage in a strike, sympathy strike, slowdown, work stoppage, concerted refusal to perform overtime, mass absenteeism, or any other interference with the work and statutory functions or obligations of the City unless allowed by State Statute. Local #26 agrees to notify all local officers and representatives of their obligation and responsibility for maintaining compliance with this no-strike provision, including their responsibility to remain at work during any interruption which may be caused or initiated by others, and to encourage employees violating this provision to return to work. The City may discharge or discipline any employee who violates the terms of this no-strike provision.

Section 21.2 No Lockout

The City will not lock out any employee during the term of this Agreement as a result of a labor dispute with Local #26.

Section 21.3 Penalty

The only matter which may be made the subject of a grievance concerning disciplinary action imposed for an alleged violation of Section 21.1 is whether or not the employee actually engaged in such prohibited conduct. The failure to confer a penalty in any instance is not a waiver of such right in any other instance, nor is it a precedent.

Section 21.4 Relocation

In no event shall the City assign or transfer Union employees to another governmental entity and/or geographic location outside the City limits for non-emergency functions during a labor dispute in such governmental entity and/or geographic location.

ARTICLE XXII: SAVINGS CLAUSE

None of the foregoing shall be construed as requiring either party to do anything inconsistent with any Federal or State Law, or an order or decree of judgment of any court having jurisdiction over the parties. If any provision of this Agreement, or the application of such provision, should be rendered or declared invalid by any court action or by reason of any existing or subsequently enacted legislation affecting the provisions of this Agreement, or the rights of any party under this Agreement shall be modified, enacted or abolished, then the remaining parts or portions of this Agreement shall remain in full force and effect. The parties shall thereafter attempt to renegotiate the invalidated provision(s) of the Agreement.

ARTICLE XXIII: PRECEDENCE OF AGREEMENT

In the event of a conflict between a provision of this Agreement and any rule, regulation or ordinance of the City insofar as said rule, regulation or ordinance affects the employees covered by this Agreement, the provisions of this Agreement will control and the City will take whatever legislative action is necessary to accomplish the same. It is understood that from time to time the City may have to adopt ordinances in order to comply with State and/or Federal mandates. In the event of a conflict in relationship to this Agreement and said rules, regulations or ordinances, the parties will work together in an expeditious fashion to resolve said conflict.

ARTICLE XXIV: TERMINATION

This Agreement shall be effective as of the execution of this agreement except where a different effective date is specified in a specific article and shall remain in full force and effect until December 31, 2026. The Personnel Rules of the City shall also apply to all employees represented by IAFF Local #26. In cases where the provisions of this Agreement differ from the provisions in the Personnel Rules, the Agreement shall apply.

The provisions of this Agreement shall be automatically renewed effective December 31, 2026, unless either party shall notify the other in writing that it desires to modify or negotiate changes in the Agreement no later than November 1, 2026. If such notice is given, negotiations shall begin no later than December 1, 2026.

If negotiations are not concluded as of December 31, 2026, the provisions of this Agreement and the provisions of the Personnel Rules shall remain in full force and effect until negotiations are completed. In the event the City or IAFF Local #26 desires to terminate this Agreement, written notice must be given to the other party not less than fourteen (14) calendar days prior to the desired termination date. This Agreement shall not be terminated by either party prior to December 31, 2026.

ARTICLE XXVI: ENTIRE AGREEMENT

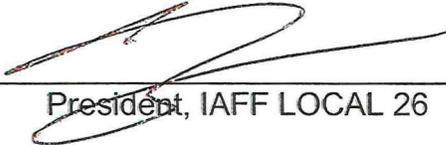
This Agreement, together with any side letters and past practices, executed contemporaneously with or subsequent to this Agreement, constitutes the entire Agreement between the parties. Additionally, all practices, side agreements and other mutual understandings in existence at the time of the execution of this Agreement which are not inconsistent with this Agreement shall remain in effect. The parties acknowledge that during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter not removed by law from the area of collective bargaining and that the parties waive the right to negotiate on any issue that was known to it, discussed, or negotiated, and that the understanding practices and agreements reached by the party after the exercise of that right and opportunity are set forth in this Agreement. In agreeing to this Article, the Union does not waive its right to impact or effect bargaining for the life of this Agreement as allowed under the Illinois Public Labor Relations Act.

This Agreement is executed and approved this 2 day of August 2024.

City of Rock Island, Illinois:

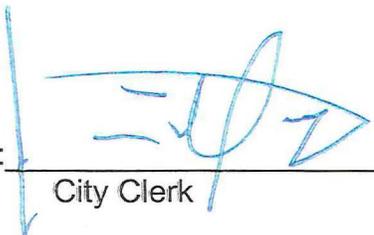
International Association of Firefighters
AFL-CIO, CLC Local #26

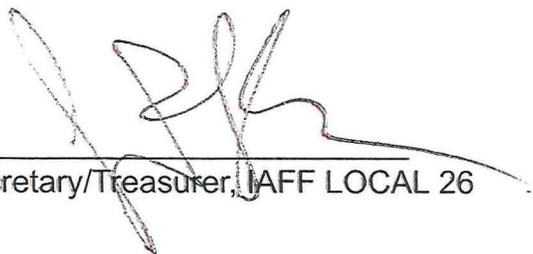
By: 
City Manager

By: 
President, IAFF LOCAL 26

Date: _____

Date: 8-2-2024

Attest: 
City Clerk

Attest: 
Secretary/Treasurer, IAFF LOCAL 26

ATTACHMENT 1

MEMORANDUM OF AGREEMENT REGARDING THE OFFICE OF SPECIAL OPERATIONS

Due to the elimination of one (1) Captain position, the decision was made by the Fire Department Administration to reorganize the department with regards to the Office of Special Operations. IAFF Local #26 *(Union) demanded to bargain over the effects of this reorganization as one of their issues presented in negotiating a successor labor agreement in 2011. On July 13, 2011, the Union and Fire Department Administration met in a joint labor/management subcommittee, and both parties mutually agreed to the following:

1. Effective 3, August, 2011, the Office of Special Operations will be re-designated as the Office of EMS Coordinator.
 - a. The Special Operations Captain will be assigned to a Battalion.
 - b. The Office of EMS Coordinator will be staffed with a Lieutenant who will work a forty (40) hour work week.
 - c. The Lieutenant assigned to the Office of EMS Coordinator will receive an annual stipend of \$1,500.00.
 - d. Those duties regarding Hazardous Materials and Technical Rescue operations that were handled by the Special Operations Captain prior to the reorganization will be assigned to the Battalion Chiefs.

2. Procedure on filling the EMS Coordinator position:
 - a. The Fire chief will offer the position by seniority based on time in rank.
 - b. If no one voluntary accepts the position, the Fire Chief shall appoint a member to the position.

Robert T Hawes
City of Rock Island

Andy West
IAFF Local #26

8/18/2011
Date

8/18/2011
Date

Appendix A
Wage Schedules

Firefighter

EMS Coordinator

Fire Lieutenant

Fire Captain

Fire Battalion Chief

Fire Marshall

Class	Number	Classification	Code	Step A	Step B	Step C	Step D	Step E	Step F	Low Merit	High Merit	Annual Total
TP 5-F	331	Firefighter	331	58,785	61,724	64,810	68,051	71,454	75,027	75,027	86,855	Annual Total
				2260.95	2374.00	2492.69	2617.35	2748.23	2885.65	2885.65	3340.58	Bi-Weekly Rate
				28.2619	29.6750	31.1587	32.7168	34.3529	36.0707	36.0707	41.7572	Hourly Rate
				21.3763	22.4451	23.5673	24.7458	25.9833	27.2825	27.2825	31.5836	Fire Hourly Rate
				59,735	62,674	65,760	69,001	72,404	75,977	75,977	87,805	5 YR Longevity
				2297.49	2410.54	2529.23	2653.88	2784.77	2922.19	2922.19	3377.12	Bi-Weekly Rate
				28.7186	30.1317	31.6154	33.1736	34.8096	36.5274	36.5274	42.2139	Hourly Rate
				21.7217	22.7905	23.9127	25.0913	26.3287	27.6280	27.6280	31.9291	Fire Hourly Rate
				60,935	63,874	66,960	70,201	73,604	77,177	77,177	89,005	10 YR Longevity
				2343.64	2456.69	2575.38	2700.04	2830.92	2968.35	2968.35	3423.27	Bi-Weekly Rate
				29.2955	30.7087	32.1923	33.7505	35.3865	37.1043	37.1043	42.7909	Hourly Rate
				22.1581	23.2269	24.3491	25.5276	26.7651	28.0644	28.0644	32.3655	Fire Hourly Rate
				62,135	65,074	68,160	71,401	74,804	78,377	78,377	90,205	15 YR Longevity
				2389.80	2502.85	2621.54	2746.19	2877.08	3014.50	3014.50	3469.42	Bi-Weekly Rate
				29.8725	31.2856	32.7692	34.3274	35.9635	37.6813	37.6813	43.3678	Hourly Rate
				22.5945	23.6633	24.7855	25.9640	27.2015	28.5007	28.5007	32.8018	Fire Hourly Rate
				63,335	66,274	69,360	72,601	76,004	79,577	79,577	91,405	20 YR Longevity
				2435.95	2549.00	2667.69	2792.35	2923.23	3060.65	3060.65	3515.58	Bi-Weekly Rate
				30.4494	31.8625	33.3462	34.9043	36.5404	38.2582	38.2582	43.9447	Hourly Rate
				23.0308	24.0996	25.2218	26.4004	27.6378	28.9371	28.9371	33.2382	Fire Hourly Rate
				64,535	67,474	70,560	73,801	77,204	80,777	80,777	92,605	25 YR Longevity
				2482.11	2595.15	2713.85	2838.50	2969.38	3106.81	3106.81	3561.73	Bi-Weekly Rate
				31.0263	32.4394	33.9231	35.4813	37.1173	38.8351	38.8351	44.5216	Hourly Rate
				23.4672	24.5360	25.6582	26.8367	28.0742	29.3735	29.3735	33.6745	Fire Hourly Rate
				65,735	68,674	71,760	75,001	78,404	81,977	81,977	93,805	30 YR Longevity
				2528.26	2641.31	2760.00	2884.65	3015.54	3152.96	3152.96	3607.88	Bi-Weekly Rate
				31.6032	33.0163	34.5000	36.0582	37.6942	39.4120	39.4120	45.0986	Hourly Rate
				23.9035	24.9724	26.0945	27.2731	28.5105	29.8098	29.8098	34.1109	Fire Hourly Rate

IAFF-26
Range

City of Rock Island

Effective
Date

12/23/24

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Low Merit	High Merit	
TP 5-F	Firefighter	331	60,843	63,886	67,080	70,434	73,956	77,654	77,654	89,896	Annual Total
			2340.13	2457.15	2580.00	2709.00	2844.46	2986.69	2986.69	3457.54	Bi-Weekly Rate
			29.2517	30.7144	32.2500	33.8625	35.5558	37.3337	37.3337	43.2192	Hourly Rate
			22.1249	23.2313	24.3927	25.6124	26.8931	28.2378	28.2378	32.6895	Fire Hourly Rate
			61,793	64,836	68,030	71,384	74,906	78,604	78,604	90,846	5 YR Longevity
			2376.67	2493.69	2616.54	2745.54	2881.00	3023.23	3023.23	3494.08	Bi-Weekly Rate
			29.7084	31.1712	32.7067	34.3192	36.0125	37.7904	37.7904	43.6760	Hourly Rate
			22.4703	23.5767	24.7382	25.9578	27.2385	28.5833	28.5833	33.0349	Fire Hourly Rate
			62,993	66,036	69,230	72,584	76,106	79,804	79,804	92,046	10 YR Longevity
			2422.82	2539.85	2662.69	2791.69	2927.15	3069.38	3069.38	3540.23	Bi-Weekly Rate
			30.2853	31.7481	33.2837	34.8962	36.5894	38.3673	38.3673	44.2529	Hourly Rate
			22.9067	24.0131	25.1745	26.3942	27.6749	29.0196	29.0196	33.4713	Fire Hourly Rate
			64,193	67,236	70,430	73,784	77,306	81,004	81,004	93,246	15 YR Longevity
			2468.98	2586.00	2708.85	2837.85	2973.31	3115.54	3115.54	3586.38	Bi-Weekly Rate
			30.8622	32.3250	33.8606	35.4731	37.1663	38.9442	38.9442	44.8298	Hourly Rate
			23.3431	24.4495	25.6109	26.8305	28.1113	29.4560	29.4560	33.9076	Fire Hourly Rate
			65,393	68,436	71,630	74,984	78,506	82,204	82,204	94,446	20 YR Longevity
			2515.13	2632.15	2755.00	2884.00	3019.46	3161.69	3161.69	3632.54	Bi-Weekly Rate
			31.4392	32.9019	34.4375	36.0500	37.7433	39.5212	39.5212	45.4067	Hourly Rate
			23.7794	24.8858	26.0473	27.2669	28.5476	29.8924	29.8924	34.3440	Fire Hourly Rate
			66,593	69,636	72,830	76,184	79,706	83,404	83,404	95,646	25 YR Longevity
			2561.29	2678.31	2801.15	2930.15	3065.62	3207.85	3207.85	3678.69	Bi-Weekly Rate
			32.0161	33.4788	35.0144	36.6269	38.3202	40.0981	40.0981	45.9837	Hourly Rate
			24.2158	25.3222	26.4836	27.7033	28.9840	30.3287	30.3287	34.7804	Fire Hourly Rate
			67,793	70,836	74,030	77,384	80,906	84,604	84,604	96,846	30 YR Longevity
			2607.44	2724.46	2847.31	2976.31	3111.77	3254.00	3254.00	3724.85	Bi-Weekly Rate
			32.5930	34.0558	35.5913	37.2038	38.8971	40.6750	40.6750	46.5606	Hourly Rate
			24.6522	25.7585	26.9200	28.1396	29.4204	30.7651	30.7651	35.2167	Fire Hourly Rate

Range

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Low Merit	High Merit	
TP 5-F	Firefighter	331	62,669	65,802	69,092	72,547	76,174	79,983	79,983	92,592	Annual Total
			2410.35	2530.85	2657.38	2790.27	2929.77	3076.27	3076.27	3561.23	Bi-Weekly Rate
			30.1293	31.6356	33.2173	34.8784	36.6221	38.4534	38.4534	44.5154	Hourly Rate
			22.7887	23.9280	25.1244	26.3807	27.6996	29.0847	29.0847	33.6698	Fire Hourly Rate
			63,619	66,752	70,042	73,497	77,124	80,933	80,933	93,542	5 YR Longevity
			2446.88	2567.38	2693.92	2826.81	2966.31	3112.81	3112.81	3597.77	Bi-Weekly Rate
			30.5861	32.0923	33.6740	35.3351	37.0788	38.9101	38.9101	44.9721	Hourly Rate
			23.1342	24.2735	25.4698	26.7262	28.0451	29.4302	29.4302	34.0153	Fire Hourly Rate
			64,819	67,952	71,242	74,697	78,324	82,133	82,133	94,742	10 YR Longevity
			2493.04	2613.54	2740.08	2872.96	3012.46	3158.96	3158.96	3643.92	Bi-Weekly Rate
			31.1630	32.6692	34.2510	35.9120	37.6558	39.4870	39.4870	45.5490	Hourly Rate
			23.5705	24.7098	25.9062	27.1625	28.4815	29.8665	29.8665	34.4516	Fire Hourly Rate
			66,019	69,152	72,442	75,897	79,524	83,333	83,333	95,942	15 YR Longevity
			2539.19	2659.69	2786.23	2919.12	3058.62	3205.12	3205.12	3690.08	Bi-Weekly Rate
			31.7399	33.2462	34.8279	36.4889	38.2327	40.0639	40.0639	46.1260	Hourly Rate
			24.0069	25.1462	26.3425	27.5989	28.9178	30.3029	30.3029	34.8880	Fire Hourly Rate
			67,219	70,352	73,642	77,097	80,724	84,533	84,533	97,142	20 YR Longevity
			2585.35	2705.85	2832.38	2965.27	3104.77	3251.27	3251.27	3736.23	Bi-Weekly Rate
			32.3168	33.8231	35.4048	37.0659	38.8096	40.6409	40.6409	46.7029	Hourly Rate
			24.4433	25.5825	26.7789	28.0363	29.3542	30.7393	30.7393	35.3244	Fire Hourly Rate
			68,419	71,552	74,842	78,297	81,924	85,733	85,733	98,342	25 YR Longevity
			2631.50	2752.00	2878.54	3011.42	3150.92	3297.42	3297.42	3782.38	Bi-Weekly Rate
			32.8938	34.4000	35.9817	37.6428	39.3865	41.2178	41.2178	47.2798	Hourly Rate
			24.8796	26.0189	27.2153	28.4716	29.7905	31.1756	31.1756	35.7607	Fire Hourly Rate
			69,619	72,752	76,042	79,497	83,124	86,933	86,933	99,542	30 YR Longevity
			2677.65	2798.15	2924.69	3057.58	3197.08	3343.58	3343.58	3828.54	Bi-Weekly Rate
			33.4707	34.9769	36.5587	38.2197	39.9635	41.7947	41.7947	47.8567	Hourly Rate
			25.3160	26.4553	27.6516	28.9080	30.2269	31.6120	31.6120	36.1971	Fire Hourly Rate

IAFF-26
Range

City of Rock Island

Effective Date

12/25/23

Number	Class Classification	Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit	Annual Total
TP 10-F	Coordinator	364	63,611	66,792	70,132	73,639	77,321	81,187	85,246	85,246	98,682	
	EMS											
	Fire											
	Lieutenant	365	2446.58	2568.92	2697.38	2832.27	2973.88	3122.58	3278.69	3278.69	3795.46	Bi-Weekly Rate
			30.5822	32.1115	33.7173	35.4034	37.1736	39.0322	40.9837	40.9837	47.4433	Hourly Rate
			23.1313	24.2880	25.5025	26.7778	28.1167	29.5225	30.9985	30.9985	35.8844	Fire Hourly Rate
			64,561	67,742	71,082	74,589	78,271	82,137	86,196	86,196	99,632	5 YR Longevity
			2483.12	2605.46	2733.92	2868.81	3010.42	3159.12	3315.23	3315.23	3832.00	Bi-Weekly Rate
			31.0389	32.5683	34.1740	35.8601	37.6303	39.4889	41.4404	41.4404	47.9000	Hourly Rate
			23.4767	24.6335	25.8480	27.1233	28.4622	29.8680	31.3440	31.3440	36.2298	Fire Hourly Rate
			65,761	68,942	72,282	75,789	79,471	83,337	87,396	87,396	100,832	10 YR Longevity
			2529.27	2651.62	2780.08	2914.96	3056.58	3205.27	3361.38	3361.38	3878.15	Bi-Weekly Rate
			31.6159	33.1452	34.7510	36.4370	38.2072	40.0659	42.0173	42.0173	48.4769	Hourly Rate
			23.9131	25.0698	26.2844	27.5596	28.8985	30.3044	31.7804	31.7804	36.6662	Fire Hourly Rate
			66,961	70,142	73,482	76,989	80,671	84,537	88,596	88,596	102,032	15 YR Longevity
			2575.42	2697.77	2826.23	2961.12	3102.73	3251.42	3407.54	3407.54	3924.31	Bi-Weekly Rate
			32.1928	33.7221	35.3279	37.0139	38.7841	40.6428	42.5942	42.5942	49.0538	Hourly Rate
			24.3495	25.5062	26.7207	27.9960	29.3349	30.7407	32.2167	32.2167	37.1025	Fire Hourly Rate
			68,161	71,342	74,682	78,189	81,871	85,737	89,796	89,796	103,232	20 YR Longevity
			2621.58	2743.92	2872.38	3007.27	3148.88	3297.58	3453.69	3453.69	3970.46	Bi-Weekly Rate
			32.7697	34.2990	35.9048	37.5909	39.3611	41.2197	43.1712	43.1712	49.6308	Hourly Rate
			24.7858	25.9425	27.1571	28.4324	29.7713	31.1771	32.6531	32.6531	37.5389	Fire Hourly Rate
			69,361	72,542	75,882	79,389	83,071	86,937	90,996	90,996	104,432	25 YR Longevity
			2667.73	2790.08	2918.54	3053.42	3195.04	3343.73	3499.85	3499.85	4016.62	Bi-Weekly Rate
			33.3466	34.8760	36.4817	38.1678	39.9380	41.7966	43.7481	43.7481	50.2077	Hourly Rate
			25.2222	26.3789	27.5935	28.8687	30.2076	31.6135	33.0895	33.0895	37.9753	Fire Hourly Rate
			70,561	73,742	77,082	80,589	84,271	88,137	92,196	92,196	105,632	30 YR Longevity
			2713.88	2836.23	2964.69	3099.58	3241.19	3389.88	3546.00	3546.00	4062.77	Bi-Weekly Rate
			33.9236	35.4529	37.0587	38.7447	40.5149	42.3736	44.3250	44.3250	50.7846	Hourly Rate
			25.6585	26.8153	28.0298	29.3051	30.6440	32.0498	33.5258	33.5258	38.4116	Fire Hourly Rate

IAFF-26

Range

City of Rock Island

12/23/24

Effective
Date

Number	Classification	Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit	Annual Total
TP 10-F	EMS Coordinator	364	65,837	69,129	72,585	76,214	80,025	84,026	88,227	88,227	102,133	Bi-Weekly Rate
	Fire Lieutenant	365	2532.21	2658.81	2791.73	2931.31	3077.88	3231.77	3393.35	3393.35	3928.19	Hourly Rate
			31.6526	33.2351	34.8966	36.6413	38.4736	40.3971	42.4168	42.4168	49.1024	Fire Hourly Rate
			23.9409	25.1378	26.3945	27.7142	29.1000	30.5549	32.0825	32.0825	37.1393	5 YR Longevity
			66,787	70,079	73,535	77,164	80,975	84,976	89,177	89,177	103,083	Bi-Weekly Rate
			2568.75	2695.35	2828.27	2967.85	3114.42	3268.31	3429.88	3429.88	3964.73	Hourly Rate
			32.1093	33.6918	35.3534	37.0981	38.9303	40.8538	42.8736	42.8736	49.5591	Fire Hourly Rate
			24.2863	25.4833	26.7400	28.0596	29.4455	30.9004	32.4280	32.4280	37.4847	10 YR Longevity
			67,987	71,279	74,735	78,364	82,175	86,176	90,377	90,377	104,283	Bi-Weekly Rate
			2614.90	2741.50	2874.42	3014.00	3160.58	3314.46	3476.04	3476.04	4010.88	Hourly Rate
			32.6862	34.2688	35.9303	37.6750	39.5072	41.4308	43.4505	43.4505	50.1361	Fire Hourly Rate
			24.7227	25.9196	27.1764	28.4960	29.8818	31.3367	32.8644	32.8644	37.9211	15 YR Longevity
			69,187	72,479	75,935	79,564	83,375	87,376	91,577	91,577	105,483	Bi-Weekly Rate
			2661.05	2787.65	2920.58	3060.15	3206.73	3360.62	3522.19	3522.19	4057.04	Hourly Rate
			33.2632	34.8457	36.5072	38.2519	40.0841	42.0077	44.0274	44.0274	50.7130	Fire Hourly Rate
			25.1590	26.3560	27.6127	28.9324	30.3182	31.7731	33.3007	33.3007	38.3575	20 YR Longevity
			70,387	73,679	77,135	80,764	84,575	88,576	92,777	92,777	106,683	Bi-Weekly Rate
			2707.21	2833.81	2966.73	3106.31	3252.88	3406.77	3568.35	3568.35	4103.19	Hourly Rate
			33.8401	35.4226	37.0841	38.8288	40.6611	42.5846	44.6043	44.6043	51.2899	Fire Hourly Rate
			25.5954	26.7924	28.0491	29.3687	30.7545	32.2095	33.7371	33.7371	38.7938	25 YR Longevity
			71,587	74,879	78,335	81,964	85,775	89,776	93,977	93,977	107,883	Bi-Weekly Rate
			2753.36	2879.96	3012.88	3152.46	3299.04	3452.92	3614.50	3614.50	4149.35	Hourly Rate
			34.4170	35.9995	37.6611	39.4058	41.2380	43.1615	45.1813	45.1813	51.8668	Fire Hourly Rate
			26.0318	27.2287	28.4855	29.8051	31.1909	32.6458	34.1735	34.1735	39.2302	30 YR Longevity
			72,787	76,079	79,535	83,164	86,975	90,976	95,177	95,177	109,083	Bi-Weekly Rate
			2799.51	2926.12	3059.04	3198.62	3345.19	3499.08	3660.65	3660.65	4195.50	Hourly Rate
			34.9939	36.5764	38.2380	39.9827	41.8149	43.7385	45.7582	45.7582	52.4438	Fire Hourly Rate
			26.4681	27.6651	28.9218	30.2415	31.6273	33.0822	34.6098	34.6098	39.6665	

Range

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit	
TP 10-F	EMS Coordinator	364	67,813	71,203	74,763	78,501	82,426	86,547	90,874	90,874	105,197	Annual Total
	Fire Lieutenant	365	2608.17	2738.58	2875.50	3019.27	3170.23	3328.73	3495.15	3495.15	4046.04	Bi-Weekly Rate
			32.6022	34.2322	35.9438	37.7409	39.6279	41.6091	43.6894	43.6894	50.5755	Hourly Rate
			24.6591	25.8920	27.1865	28.5458	29.9731	31.4716	33.0451	33.0451	38.2535	Fire Hourly Rate
			68,763	72,153	75,713	79,451	83,376	87,497	91,824	91,824	106,147	5 YR Longevity
			2644.71	2775.12	2912.04	3055.81	3206.77	3365.27	3531.69	3531.69	4082.58	Bi-Weekly Rate
			33.0589	34.6889	36.4005	38.1976	40.0846	42.0659	44.1462	44.1462	51.0322	Hourly Rate
			25.0045	26.2375	27.5320	28.8913	30.3185	31.8171	33.3905	33.3905	38.5989	Fire Hourly Rate
			69,963	73,353	76,913	80,651	84,576	88,697	93,024	93,024	107,347	10 YR Longevity
			2690.87	2821.27	2958.19	3101.96	3252.92	3411.42	3577.85	3577.85	4128.73	Bi-Weekly Rate
			33.6358	35.2659	36.9774	38.7745	40.6615	42.6428	44.7231	44.7231	51.6091	Hourly Rate
			25.4409	26.6738	27.9684	29.3276	30.7549	32.2535	33.8269	33.8269	39.0353	Fire Hourly Rate
			71,163	74,553	78,113	81,851	85,776	89,897	94,224	94,224	108,547	15 YR Longevity
			2737.02	2867.42	3004.35	3148.12	3299.08	3457.58	3624.00	3624.00	4174.88	Bi-Weekly Rate
			34.2127	35.8428	37.5543	39.3514	41.2385	43.2197	45.3000	45.3000	52.1861	Hourly Rate
			25.8773	27.1102	28.4047	29.7640	31.1913	32.6898	34.2633	34.2633	39.4716	Fire Hourly Rate
			72,363	75,753	79,313	83,051	86,976	91,097	95,424	95,424	109,747	20 YR Longevity
			2783.17	2913.58	3050.50	3194.27	3345.23	3503.73	3670.15	3670.15	4221.04	Bi-Weekly Rate
			34.7897	36.4197	38.1313	39.9284	41.8154	43.7966	45.8769	45.8769	52.7630	Hourly Rate
			26.3136	27.5465	28.8411	30.2004	31.6276	33.1262	34.6996	34.6996	39.9080	Fire Hourly Rate
			73,563	76,953	80,513	84,251	88,176	92,297	96,624	96,624	110,947	25 YR Longevity
			2829.33	2959.73	3096.65	3240.42	3391.38	3549.88	3716.31	3716.31	4267.19	Bi-Weekly Rate
			35.3666	36.9966	38.7082	40.5053	42.3923	44.3736	46.4538	46.4538	53.3399	Hourly Rate
			26.7500	27.9829	29.2775	30.6367	32.0640	33.5625	35.1360	35.1360	40.3444	Fire Hourly Rate
			74,763	78,153	81,713	85,451	89,376	93,497	97,824	97,824	112,147	30 YR Longevity
			2875.48	3005.88	3142.81	3286.58	3437.54	3596.04	3762.46	3762.46	4313.35	Bi-Weekly Rate
			35.9435	37.5736	39.2851	41.0822	42.9692	44.9505	47.0308	47.0308	53.9168	Hourly Rate
			27.1864	28.4193	29.7138	31.0731	32.5004	33.9989	35.5724	35.5724	40.7807	Fire Hourly Rate

IAFF-26
Range

City of Rock
Island

Effective
Date

12/25/23

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit	Annual Total
TP12-F	Fire Captain	373	69,611	73,092	76,747	80,583	84,612	88,843	93,285	93,285	107,990	Annual Total
			2677.35	2811.23	2951.81	3099.35	3254.31	3417.04	3587.88	3587.88	4153.46	Bi-Weekly Rate
			33.4668	35.1404	36.8976	38.7418	40.6788	42.7130	44.8486	44.8486	51.9183	Hourly Rate
			25.3131	26.5789	27.9080	29.3029	30.7680	32.3065	33.9218	33.9218	39.2691	Fire Hourly Rate
			70,561	74,042	77,697	81,533	85,562	89,793	94,235	94,235	108,940	5 YR Longevity
			2713.88	2847.77	2988.35	3135.88	3290.85	3453.58	3624.42	3624.42	4190.00	Bi-Weekly Rate
			33.9236	35.5971	37.3543	39.1986	41.1356	43.1697	45.3053	45.3053	52.3750	Hourly Rate
			25.6585	26.9244	28.2535	29.6484	31.1135	32.6520	34.2673	34.2673	39.6145	Fire Hourly Rate
			71,761	75,242	78,897	82,733	86,762	90,993	95,435	95,435	110,140	10 YR Longevity
			2760.04	2893.92	3034.50	3182.04	3337.00	3499.73	3670.58	3670.58	4236.15	Bi-Weekly Rate
			34.5005	36.1740	37.9313	39.7755	41.7125	43.7466	45.8822	45.8822	52.9519	Hourly Rate
			26.0949	27.3607	28.6898	30.0847	31.5498	33.0884	34.7036	34.7036	40.0509	Fire Hourly Rate
			72,961	76,442	80,097	83,933	87,962	92,193	96,635	96,635	111,340	15 YR Longevity
			2806.19	2940.08	3080.65	3228.19	3383.15	3545.88	3716.73	3716.73	4282.31	Bi-Weekly Rate
			35.0774	36.7510	38.5082	40.3524	42.2894	44.3236	46.4591	46.4591	53.5288	Hourly Rate
			26.5313	27.7971	29.1262	30.5211	31.9862	33.5247	35.1400	35.1400	40.4873	Fire Hourly Rate
			74,161	77,642	81,297	85,133	89,162	93,393	97,835	97,835	112,540	20 YR Longevity
			2852.35	2986.23	3126.81	3274.35	3429.31	3592.04	3762.88	3762.88	4328.46	Bi-Weekly Rate
			35.6543	37.3279	39.0851	40.9293	42.8663	44.9005	47.0361	47.0361	54.1058	Hourly Rate
			26.9676	28.2335	29.5625	30.9575	32.4225	33.9611	35.5764	35.5764	40.9236	Fire Hourly Rate
			75,361	78,842	82,497	86,333	90,362	94,593	99,035	99,035	113,740	25 YR Longevity
			2898.50	3032.38	3172.96	3320.50	3475.46	3638.19	3809.04	3809.04	4374.62	Bi-Weekly Rate
			36.2312	37.9048	39.6620	41.5063	43.4433	45.4774	47.6130	47.6130	54.6827	Hourly Rate
			27.4040	28.6698	29.9989	31.3938	32.8589	34.3975	36.0127	36.0127	41.3600	Fire Hourly Rate
			76,561	80,042	83,697	87,533	91,562	95,793	100,235	100,235	114,940	30 YR Longevity
			2944.65	3078.54	3219.12	3366.65	3521.62	3684.35	3855.19	3855.19	4420.77	Bi-Weekly Rate
			36.8082	38.4817	40.2389	42.0832	44.0202	46.0543	48.1899	48.1899	55.2596	Hourly Rate
			27.8404	29.1062	30.4353	31.8302	33.2953	34.8338	36.4491	36.4491	41.7964	Fire Hourly Rate

City of Rock
Island

Effective
.Date 12/23/24

IAFF-26
Range

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit	12/23/2024
TP12-F	Fire Captain	373	72,047	75,650	79,433	83,404	87,574	91,953	96,551	96,551	111,771	Annual Total
			2771.05	2909.62	3055.12	3207.85	3368.23	3536.65	3713.50	3713.50	4298.88	Bi-Weekly Rate
			34.6382	36.3702	38.1889	40.0981	42.1029	44.2082	46.4188	46.4188	53.7361	Hourly Rate
			26.1990	27.5091	28.8847	30.3287	31.8451	33.4375	35.1095	35.1095	40.6440	Fire Hourly Rate
			72,997	76,600	80,383	84,354	88,524	92,903	97,501	97,501	112,721	5 YR Longevity
			2807.59	2946.15	3091.65	3244.38	3404.77	3573.19	3750.04	3750.04	4335.42	Bi-Weekly Rate
			35.0949	36.8269	38.6457	40.5548	42.5596	44.6649	46.8755	46.8755	54.1928	Hourly Rate
			26.5445	27.8545	29.2302	30.6742	32.1905	33.7829	35.4549	35.4549	40.9895	Fire Hourly Rate
			74,197	77,800	81,583	85,554	89,724	94,103	98,701	98,701	113,921	10 YR Longevity
			2853.75	2992.31	3137.81	3290.54	3450.92	3619.35	3796.19	3796.19	4381.58	Bi-Weekly Rate
			35.6718	37.4038	39.2226	41.1317	43.1365	45.2418	47.4524	47.4524	54.7697	Hourly Rate
			26.9809	28.2909	29.6665	31.1105	32.6269	34.2193	35.8913	35.8913	41.4258	Fire Hourly Rate
			75,397	79,000	82,783	86,754	90,924	95,303	99,901	99,901	115,121	15 YR Longevity
			2899.90	3038.46	3183.96	3336.69	3497.08	3665.50	3842.35	3842.35	4427.73	Bi-Weekly Rate
			36.2487	37.9808	39.7995	41.7087	43.7135	45.8188	48.0293	48.0293	55.3466	Hourly Rate
			27.4172	28.7273	30.1029	31.5469	33.0633	34.6556	36.3276	36.3276	41.8622	Fire Hourly Rate
			76,597	80,200	83,983	87,954	92,124	96,503	101,101	101,101	116,321	20 YR Longevity
			2946.05	3084.62	3230.12	3382.85	3543.23	3711.65	3888.50	3888.50	4473.88	Bi-Weekly Rate
			36.8257	38.5577	40.3764	42.2856	44.2904	46.3957	48.6063	48.6063	55.9236	Hourly Rate
			27.8536	29.1636	30.5393	31.9833	33.4996	35.0920	36.7640	36.7640	42.2985	Fire Hourly Rate
			77,797	81,400	85,183	89,154	93,324	97,703	102,301	102,301	117,521	25 YR Longevity
			2992.21	3130.77	3276.27	3429.00	3589.38	3757.81	3934.65	3934.65	4520.04	Bi-Weekly Rate
			37.4026	39.1346	40.9534	42.8625	44.8673	46.9726	49.1832	49.1832	56.5005	Hourly Rate
			28.2900	29.6000	30.9756	32.4196	33.9360	35.5284	37.2004	37.2004	42.7349	Fire Hourly Rate
			78,997	82,600	86,383	90,354	94,524	98,903	103,501	103,501	118,721	30 YR Longevity
			3038.36	3176.92	3322.42	3475.15	3635.54	3803.96	3980.81	3980.81	4566.19	Bi-Weekly Rate
			37.9795	39.7115	41.5303	43.4394	45.4442	47.5495	49.7601	49.7601	57.0774	Hourly Rate
			28.7263	30.0364	31.4120	32.8560	34.3724	35.9647	37.6367	37.6367	43.1713	Fire Hourly Rate

IAFF-26 Range	Number	Classification	Class Code	City of Rock Island	Effective Date																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
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TP12-F		Fire Captain	373		74,209	77,919	81,815	85,905	90,200	94,710	99,446	103,052	106,652	110,252	113,852	117,452	121,052	124,652	128,252	131,852	135,452	139,052	142,652	146,252	149,852	153,452	157,052	160,652	164,252	167,852	171,452	175,052	178,652	182,252	185,852	189,452	193,052	196,652	200,252	203,852	207,452	211,052	214,652	218,252	221,852	225,452	229,052	232,652	236,252	239,852	243,452	247,052	250,652	254,252	257,852	261,452	265,052	268,652	272,252	275,852	279,452	283,052	286,652	290,252	293,852	297,452	301,052	304,652	308,252	311,852	315,452	319,052	322,652	326,252	329,852	333,452	337,052	340,652	344,252	347,852	351,452	355,052	358,652	362,252	365,852	369,452	373,052	376,652	380,252	383,852	387,452	391,052	394,652	398,252	401,852	405,452	409,052	412,652	416,252	419,852	423,452	427,052	430,652	434,252	437,852	441,452	445,052	448,652	452,252	455,852	459,452	463,052	466,652	470,252	473,852	477,452	481,052	484,652	488,252	491,852	495,452	499,052	502,652	506,252	509,852	513,452	517,052	520,652	524,252	527,852	531,452	535,052	538,652	542,252	545,852	549,452	553,052	556,652	560,252	563,852	567,452	571,052	574,652	578,252	581,852	585,452	589,052	592,652	596,252	599,852	603,452	607,052	610,652	614,252	617,852	621,452	625,052	628,652	632,252	635,852	639,452	643,052	646,652	650,252	653,852	657,452	661,052	664,652	668,252	671,852	675,452	679,052	682,652	686,252	689,852	693,452	697,052	700,652	704,252	707,852	711,452	715,052	718,652	722,252	725,852	729,452	733,052	736,652	740,252	743,852	747,452	751,052	754,652	758,252	761,852	765,452	769,052	772,652	776,252	779,852	783,452	787,052	790,652	794,252	797,852	801,452	805,052	808,652	812,252	815,852	819,452	823,052	826,652	830,252	833,852	837,452	841,052	844,652	848,252	851,852	855,452	859,052	862,652	866,252	869,852	873,452	877,052	880,652	884,252	887,852	891,452	895,052	898,652	902,252	905,852	909,452	913,052	916,652	920,252	923,852	927,452	931,052	934,652	938,252	941,852	945,452	949,052	952,652	956,252	959,852	963,452	967,052	970,652	974,252	977,852	981,452	985,052	988,652	992,252	995,852	999,452	1003,052	1006,652	1010,252	1013,852	1017,452	1021,052	1024,652	1028,252	1031,852	1035,452	1039,052	1042,652	1046,252	1049,852	1053,452	1057,052	1060,652	1064,252	1067,852	1071,452	1075,052	1078,652	1082,252	1085,852	1089,452	1093,052	1096,652	1100,252	1103,852	1107,452	1111,052	1114,652	1118,252	1121,852	1125,452	1129,052	1132,652	1136,252	1139,852	1143,452	1147,052	1150,652	1154,252	1157,852	1161,452	1165,052	1168,652	1172,252	1175,852	1179,452	1183,052	1186,652	1190,252	1193,852	1197,452	1201,052	1204,652	1208,252	1211,852	1215,452	1219,052	1222,652	1226,252	1229,852	1233,452	1237,052	1240,652	1244,252	1247,852	1251,452	1255,052	1258,652	1262,252	1265,852	1269,452	1273,052	1276,652	1280,252	1283,852	1287,452	1291,052	1294,652	1298,252	1301,852	1305,452	1309,052	1312,652	1316,252	1319,852	1323,452	1327,052	1330,652	1334,252	1337,852	1341,452	1345,052	1348,652	1352,252	1355,852	1359,452	1363,052	1366,652	1370,252	1373,852	1377,452	1381,052	1384,652	1388,252	1391,852	1395,452	1399,052	1402,652	1406,252	1409,852	1413,452	1417,052	1420,652	1424,252	1427,852	1431,452	1435,052	1438,652	1442,252	1445,852	1449,452	1453,052	1456,652	1460,252	1463,852	1467,452	1471,052	1474,652	1478,252	1481,852	1485,452	1489,052	1492,652	1496,252	1499,852	1503,452	1507,052	1510,652	1514,252	1517,852	1521,452	1525,052	1528,652	1532,252	1535,852	1539,452	1543,052	1546,652	1550,252	1553,852	1557,452	1561,052	1564,652	1568,252	1571,852	1575,452	1579,052	1582,652	1586,252	1589,852	1593,452	1597,052	1600,652	1604,252	1607,852	1611,452	1615,052	1618,652	1622,252	1625,852	1629,452	1633,052	1636,652	1640,252	1643,852	1647,452	1651,052	1654,652	1658,252	1661,852	1665,452	1669,052	1672,652	1676,252	1679,852	1683,452	1687,052	1690,652	1694,252	1697,852	1701,452	1705,052	1708,652	1712,252	1715,852	1719,452	1723,052	1726,652	1730,252	1733,852	1737,452	1741,052	1744,652	1748,252	1751,852	1755,452	1759,052	1762,652	1766,252	1769,852	1773,452	1777,052	1780,652	1784,252	1787,852	1791,452	1795,052	1798,652	1802,252	1805,852	1809,452	1813,052	1816,652	1820,252	1823,852	1827,452	1831,052	1834,652	1838,252	1841,852	1845,452	1849,052	1852,652	1856,252	1859,852	1863,452	1867,052	1870,652	1874,252	1877,852	1881,452	1885,052	1888,652	1892,252	1895,852	1899,452	1903,052	1906,652	1910,252	1913,852	1917,452	1921,052	1924,652	1928,252	1931,852	1935,452	1939,052	1942,652	1946,252	1949,852	1953,452	1957,052	1960,652	1964,252	1967,852	1971,452	1975,052	1978,652	1982,252	1985,852	1989,452	1993,052	1996,652	2000,252	2003,852	2007,452	2011,052	2014,652	2018,252	2021,852	2025,452	2029,052	2032,652	2036,252	2039,852	2043,452	2047,052	2050,652	2054,252	2057,852	2061,452	2065,052	2068,652	2072,252	2075,852	2079,452	2083,052	2086,652	2090,252	2093,852	2097,452	2101,052	2104,652	2108,252	2111,852	2115,452	2119,052	2122,652	2126,252	2129,852	2133,452	2137,052	2140,652	2144,252	2147,852	2151,452	2155,052	2158,652	2162,252	2165,852	2169,452	2173,052	2176,652	2180,252	2183,852	2187,452	2191,052	2194,652	2198,252	2201,852	2205,452	2209,052	2212,652	2216,252	2219,852	2223,452	2227,052	2230,652	2234,252	2237,852	2241,452	2245,052	2248,652	2252,252	2255,852	2259,452	2263,052	2266,652	2270,252	2273,852	2277,452	2281,052	2284,652	2288,252	2291,852	2295,452	2299,052	2302,652	2306,252	2309,852	2313,452	2317,052	2320,652	2324,252	2327,852	2331,452	2335,052	2338,652	2342,252	2345,852	2349,452	2353,052	2356,652	2360,252	2363,852	2367,452	2371,052	2374,652	2378,252	2381,852	2385,452	2389,052	2392,652	2396,252	2399,852	2403,452	2407,052	2410,652	2414,252	2417,852	2421,452	2425,052	2428,652	2432,252	2435,852	2439,452	2443,052	2446,652	2450,252	2453,852	2457,452	2461,052	2464,652	2468,252	2471,852	2475,452	2479,052	2482,652	2486,252	2489,852	2493,452	2497,052	2500,652	2504,252	2507,852	2511,452	2515,052	2518,652	2522,252	2525,852	2529,452	2533,052	2536,652	2540,252	2543,852	2547,452	2551,052	2554,652	2558,252	2561,852	2565,452	2569,052	2572,652	2576,252	2579,852	2583,452	2587,052	2590,652	2594,252	2597,852	2601,452	2605,052	2608,652	2612,252	2615,852	2619,452	2623,052	2626,652	2630,252	2633,852	2637,452	2641,052	2644,652	2648,252	2651,852	2655,452	2659,052	2662,652	2666,252	2669,852	2673,452	2677,052	2680,652	2684,252	2687,852	2691,452	2695,052	2698,652	2702,252	2705,852	2709,452	2713,052	2716,652	2720,252	2723,852	2727,452	2731,052	2734,652	2738,252	2741,852	2745,452	2749,052	2752,652	2756,252	2759,852	2763,452	2767,052	2770,652	2774,252	2777,852	2781,452	2785,052	2788,652	2792,252	2795,852	2799,452	2803,052	2806,652	2810,252	2813,852	2817,452	2821,052	2824,652	2828,252	2831,852	2835,452	2839,052	2842,652	2846,252	2849,852	2853,452	2857,052	2860,652	2864,252	2867,852	2871,452	2875,052	2878,652	2882,252	2885,852	2889,452	2893,052	2896,652	2900,252	2903,852	2907,452	2911,052	2914,652	2918,252	2921,852	2925,452	2929,052	2932,652	2936,252	2939,852	2943,452	2947,052	2950,652	2954,252	2957,852	2961,452	2965,052	2968,652	2972,252	2975,852	2979,452	2983,052	2986,652	2990,252	2993,852	2997,452	3001,052	3004,652	3008,252	3011,852	3015,452	3019,052	3022,652	3026,252	3029,852	3033,452	3037,052	3040,652	3044,252	3047,852	3051,452	3055,052	3058,652	3062,252	3065,852	3069,452	3073,052	3076,652	3080,252	3083,852	3087,452	3091,052	3094,652	3098,252	3101,852	3105,452	3109,052	3112,652	3116,252	3119,852	3123,452	3127,052	3130,652	3134,252	3137,852	3141,452	3145,052	3148,652	3152,252	3155,852	3159,452	3163,052	3166,652	3170,252	3173,852	3177,452	3181,052	3184,652	3188,252	3191,852	3195,452	3199,052	3202,652	3206,252	3209,852	3213,452	3217,052	3220,652	3224,252	3227,852	3231,452	3235,052	3238,652	3242,252	3245,852	3249,452	3253,052	3256,652	3260,252	326

City of Rock
Island

Effective
Date

12/25/23

IAFF-26
Range

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit	
TP 14-F	Fire Battalion Chief	381	73,058	76,747	80,583	84,612	88,843	93,285	97,948	97,948	113,389	Annual Total
	Fire Marshall	382	2809.91	2951.81	3099.35	3254.31	3417.04	3587.88	3767.23	3767.23	4361.12	Bi-Weekly Rate
			35.1238	36.8976	38.7418	40.6788	42.7130	44.8486	47.0904	47.0904	54.5139	Hourly Rate
			26.5664	27.9080	29.3029	30.7680	32.3065	33.9218	35.6175	35.6175	41.2324	Fire Hourly Rate
			74,008	77,697	81,533	85,562	89,793	94,235	98,898	98,898	114,339	5 YR Longevity
			2846.44	2988.35	3135.88	3290.85	3453.58	3624.42	3803.77	3803.77	4397.65	Bi-Weekly Rate
			35.5806	37.3543	39.1986	41.1356	43.1697	45.3053	47.5471	47.5471	54.9707	Hourly Rate
			26.9118	28.2535	29.6484	31.1135	32.6520	34.2673	35.9629	35.9629	41.5778	Fire Hourly Rate
			75,208	78,897	82,733	86,762	90,993	95,435	100,098	100,098	115,539	10 YR Longevity
			2892.60	3034.50	3182.04	3337.00	3499.73	3670.58	3849.92	3849.92	4443.81	Bi-Weekly Rate
			36.1575	37.9313	39.7755	41.7125	43.7466	45.8822	48.1240	48.1240	55.5476	Hourly Rate
			27.3482	28.6898	30.0847	31.5498	33.0884	34.7036	36.3993	36.3993	42.0142	Fire Hourly Rate
			76,408	80,097	83,933	87,962	92,193	96,635	101,298	101,298	116,739	15 YR Longevity
			2938.75	3080.65	3228.19	3383.15	3545.88	3716.73	3896.08	3896.08	4489.96	Bi-Weekly Rate
			36.7344	38.5082	40.3524	42.2894	44.3236	46.4591	48.7010	48.7010	56.1245	Hourly Rate
			27.7846	29.1262	30.5211	31.9862	33.5247	35.1400	36.8356	36.8356	42.4505	Fire Hourly Rate
			77,608	81,297	85,133	89,162	93,393	97,835	102,498	102,498	117,939	20 YR Longevity
			2984.91	3126.81	3274.35	3429.31	3592.04	3762.88	3942.23	3942.23	4536.12	Bi-Weekly Rate
			37.3113	39.0851	40.9293	42.8663	44.9005	47.0361	49.2779	49.2779	56.7014	Hourly Rate
			28.2209	29.5625	30.9575	32.4225	33.9611	35.5764	37.2720	37.2720	42.8869	Fire Hourly Rate
			78,808	82,497	86,333	90,362	94,593	99,035	103,698	103,698	119,139	25 YR Longevity
			3031.06	3172.96	3320.50	3475.46	3638.19	3809.04	3988.38	3988.38	4582.27	Bi-Weekly Rate
			37.8882	39.6620	41.5063	43.4433	45.4774	47.6130	49.8548	49.8548	57.2784	Hourly Rate
			28.6573	29.9989	31.3938	32.8589	34.3975	36.0127	37.7084	37.7084	43.3233	Fire Hourly Rate
			80,008	83,697	87,533	91,562	95,793	100,235	104,898	104,898	120,339	30 YR Longevity
			3077.21	3219.12	3366.65	3521.62	3684.35	3855.19	4034.54	4034.54	4628.42	Bi-Weekly Rate
			38.4652	40.2389	42.0832	44.0202	46.0543	48.1899	50.4317	50.4317	57.8553	Hourly Rate
			29.0937	30.4353	31.8302	33.2953	34.8338	36.4491	38.1447	38.1447	43.7596	Fire Hourly Rate

IAFF-26
Range

City of Rock
Island

Effective
Date

12/23/24

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit	Annual Total
TP 14-F	Fire Battalion Chief	381	75,615	79,433	83,404	87,574	91,953	96,551	101,378	101,378	117,360	Annual Total
	Fire Marshall	382	2908.25	3055.12	3207.85	3368.23	3536.65	3713.50	3899.15	3899.15	4513.85	Bi-Weekly Rate
			36.3532	38.1889	40.0981	42.1029	44.2082	46.4188	48.7394	48.7394	56.4231	Hourly Rate
			27.4962	28.8847	30.3287	31.8451	33.4375	35.1095	36.8647	36.8647	42.6764	Fire Hourly Rate
			76,565	80,383	84,354	88,524	92,903	97,501	102,328	102,328	118,310	5 YR Longevity
			2944.79	3091.65	3244.38	3404.77	3573.19	3750.04	3935.69	3935.69	4550.38	Bi-Weekly Rate
			36.8099	38.6457	40.5548	42.5596	44.6649	46.8755	49.1962	49.1962	56.8798	Hourly Rate
			27.8417	29.2302	30.6742	32.1905	33.7829	35.4549	37.2102	37.2102	43.0218	Fire Hourly Rate
			77,765	81,583	85,554	89,724	94,103	98,701	103,528	103,528	119,510	10 YR Longevity
			2990.94	3137.81	3290.54	3450.92	3619.35	3796.19	3981.85	3981.85	4596.54	Bi-Weekly Rate
			37.3868	39.2226	41.1317	43.1365	45.2418	47.4524	49.7731	49.7731	57.4567	Hourly Rate
			28.2780	29.6665	31.1105	32.6269	34.2193	35.8913	37.6465	37.6465	43.4582	Fire Hourly Rate
			78,965	82,783	86,754	90,924	95,303	99,901	104,728	104,728	120,710	15 YR Longevity
			3037.10	3183.96	3336.69	3497.08	3665.50	3842.35	4028.00	4028.00	4842.69	Bi-Weekly Rate
			37.9637	39.7995	41.7087	43.7135	45.8188	48.0293	50.3500	50.3500	58.0337	Hourly Rate
			28.7144	30.1029	31.5469	33.0633	34.6556	36.3276	38.0829	38.0829	43.8945	Fire Hourly Rate
			80,165	83,983	87,954	92,124	96,503	101,101	105,928	105,928	121,910	20 YR Longevity
			3083.25	3230.12	3382.85	3543.23	3711.65	3888.50	4074.15	4074.15	4688.85	Bi-Weekly Rate
			38.5407	40.3764	42.2856	44.2904	46.3957	48.6063	50.9269	50.9269	58.6106	Hourly Rate
			29.1507	30.5393	31.9833	33.4996	35.0920	36.7640	38.5193	38.5193	44.3309	Fire Hourly Rate
			81,365	85,183	89,154	93,324	97,703	102,301	107,128	107,128	123,110	25 YR Longevity
			3129.41	3276.27	3429.00	3589.38	3757.81	3934.65	4120.31	4120.31	4735.00	Bi-Weekly Rate
			39.1176	40.9534	42.8625	44.8673	46.9726	49.1832	51.5038	51.5038	59.1875	Hourly Rate
			29.6871	30.9756	32.4196	33.9360	35.5284	37.2004	38.9556	38.9556	44.7673	Fire Hourly Rate
			82,565	86,383	90,354	94,524	98,903	103,501	108,328	108,328	124,310	30 YR Longevity
			3175.56	3322.42	3475.15	3635.54	3803.96	3980.81	4166.46	4166.46	4781.15	Bi-Weekly Rate
			39.6945	41.5303	43.4394	45.4442	47.5495	49.7601	52.0808	52.0808	59.7644	Hourly Rate
			30.0235	31.4120	32.8560	34.3724	35.9647	37.6367	39.3920	39.3920	45.2036	Fire Hourly Rate

IAFF-26
Range

City of Rock Island
Effective Date
12/22/25

Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit	Annual Total
TP 14-F	Fire Battalion Chief	381	77,883	81,815	85,905	90,200	94,710	99,446	104,417	104,417	120,878	Annual Total
	Fire Marshal	382	2995.50	3146.73	3304.04	3469.23	3642.69	3824.85	4016.04	4016.04	4649.15	Bi-Weekly Rate
			37.4437	39.3341	41.3005	43.3654	45.5337	47.8106	50.2005	50.2005	58.1144	Hourly Rate
			28.3211	29.7509	31.2382	32.8000	34.4400	36.1622	37.9698	37.9698	43.9556	Fire Hourly Rate
			77,889	81,821	85,911	90,206	94,716	99,452	104,423	104,423	120,884	5 YR Longevity
			2995.73	3146.96	3304.27	3469.46	3642.92	3825.08	4016.27	4016.27	4649.38	Bi-Weekly Rate
			37.4466	39.3370	41.3034	43.3683	45.5365	47.8135	50.2034	50.2034	58.1173	Hourly Rate
			28.3233	29.7531	31.2404	32.8022	34.4422	36.1644	37.9720	37.9720	43.9578	Fire Hourly Rate
			79,089	83,021	87,111	91,406	95,916	100,652	105,623	105,623	122,084	10 YR Longevity
			3041.88	3193.12	3350.42	3515.62	3689.08	3871.23	4062.42	4062.42	4695.54	Bi-Weekly Rate
			38.0236	39.9139	41.8803	43.9452	46.1135	48.3904	50.7803	50.7803	58.6942	Hourly Rate
			28.7596	30.1895	31.6767	33.2385	34.8785	36.6007	38.4084	38.4084	44.3942	Fire Hourly Rate
			80,289	84,221	88,311	92,606	97,116	101,852	106,823	106,823	123,284	15 YR Longevity
			3088.04	3239.27	3396.58	3561.77	3735.23	3917.38	4108.58	4108.58	4741.69	Bi-Weekly Rate
			38.6005	40.4909	42.4572	44.5221	46.6904	48.9673	51.3572	51.3572	59.2712	Hourly Rate
			29.1960	30.6258	32.1131	33.6749	35.3149	37.0371	38.8447	38.8447	44.8305	Fire Hourly Rate
			81,489	85,421	89,511	93,806	98,316	103,052	108,023	108,023	124,484	20 YR Longevity
			3134.19	3285.42	3442.73	3607.92	3781.38	3963.54	4154.73	4154.73	4787.85	Bi-Weekly Rate
			39.1774	41.0678	43.0341	45.0990	47.2673	49.5442	51.9341	51.9341	59.8481	Hourly Rate
			29.6324	31.0622	32.5495	34.1113	35.7513	37.4735	39.2811	39.2811	45.2669	Fire Hourly Rate
			82,689	86,621	90,711	95,006	99,516	104,252	109,223	109,223	125,684	25 YR Longevity
			3180.35	3331.58	3488.88	3654.08	3827.54	4009.69	4200.88	4200.88	4834.00	Bi-Weekly Rate
			39.7543	41.6447	43.6111	45.6760	47.8442	50.1212	52.5111	52.5111	60.4250	Hourly Rate
			30.0687	31.4985	32.9858	34.5476	36.1876	37.9098	39.7175	39.7175	45.7033	Fire Hourly Rate
			83,889	87,821	91,911	96,206	100,716	105,452	110,423	110,423	126,884	30 YR Longevity
			3226.50	3377.73	3535.04	3700.23	3873.69	4055.85	4247.04	4247.04	4880.15	Bi-Weekly Rate
			40.3312	42.2216	44.1880	46.2529	48.4212	50.6981	53.0880	53.0880	61.0019	Hourly Rate
			30.5051	31.9349	33.4222	34.9840	36.6240	38.3462	40.1538	40.1538	46.1396	Fire Hourly Rate