

**MEMORANDUM**  
**ADMINISTRATIVE SERVICES DEPARTMENT**

TO: Thomas E. Thomas, City Manager

SUBJECT: IAFF Labor Contract Approval

Date: November 2, 2011

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The City Bargaining Team has reached agreement with the International Association of Fire Fighters (IAFF), which represents fire fighters, fire lieutenants, fire captains and battalion chiefs/fire marshal, on a new labor contract for a three-year period retroactive to March 21, 2011 through March 30, 2014.

The economic package presented to the union fits within the total dollars calculation of the package previously approved by city council. The agreement provides for:

- 1) General wage increases of 2.00% effective April 2, 2012 and 2.75% effective September 29, 2013;
- 2) The EMT-P stipend will change from a percentage to a flat dollar amount of \$2,500 (effective on April 2, 2012);
- 3) A Kelly Day is a scheduled day off that reduces Fair Labor Standards Act overtime by reducing the number of scheduled hours. Employees assigned to a 24 hour shift presently receive 3 Kelly Days per year. On April 2, 2012, 5 Kelly Days will be scheduled and 6.75 Kelly Days will be granted on April 1, 2013; and
- 4) Personal leave will be reduced from 56 hours to 48 hours per year effective April 1, 2013.

There were a couple non-economic issues that were dealt with and which met with the approval of both the union and the city negotiating team. Specifically, changes were made within the contract on such matters as: discipline and discharge (employees may select Fire & Police Commission or arbitration for suspensions greater than 5 days, demotions or dismissals) and a change in residency (moving from a 15-mile radius to 45 minute response time).

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

**Recommendation:** The City Council is recommended to approve the proposed labor agreement between the City and the IAFF for the period March 21, 2011 through March 30, 2014.

Submitted By: John Thorson, Administrative Services Director/Assistant

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Approved By: Thomas E. Thomas, City Manager

**AN AGREEMENT BETWEEN THE CITY OF ROCK ISLAND  
AND LOCAL #26, INTERNATIONAL ASSOCIATION OF  
FIREFIGHTERS, AFL-CIO, CLC**

~~3/22/10 – 3/20/11~~

3/21/11 – 3/30/14

AGREEMENT BETWEEN THE CITY OF ROCK ISLAND, ILLINOIS

AND

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS  
LOCAL #26

INDEX

PREAMBLE .....	1
ARTICLE I: <u>Recognition</u> .....	1
Section 1.1 - Recognition .....	1
Section 1.2 - Union Membership .....	1
Section 1.3 - Scope of Bargaining.....	1
Section 1.4 - Non-Discrimination.....	2
Section 1.5 - Gender .....	2
ARTICLE II: <u>Management Rights</u> .....	2
Section 2.1 - Management Rights .....	2
ARTICLE III: <u>Dues Deduction and Indemnification</u> .....	3
Section 3.1 - Dues Check-off .....	3
Section 3.2 - Dues Check-off Form .....	3
Section 3.3 - Amount of Dues Check-off.....	3
Section 3.4 - Authorization of Dues Check-off .....	3
Section 3.41-Fair Share Deductions .....	3
Section 3.5 - WELFARE Fund Check-off Forms .....	5
Section 3.6 - Amount of WELFARE Fund Check-offs .....	5
Section 3.7 - Authorization of WELFARE Fund Check-offs.....	5
Section 3.8 - Union Indemnification .....	5
Section 3.9 - Due Dates for Check-offs.....	5
ARTICLE IV: <u>Union Activity</u> .....	6
Section 4.1 - General .....	6
Section 4.2 - Political Activity .....	6
Section 4.3 - Attendance at Union Functions .....	6
Section 4.4 - Bulletin Boards/Records Filing .....	6
ARTICLE V: <u>Labor/Management Meetings</u> .....	7
Section 5.1 - Labor/Management Meetings .....	7
ARTICLE VI: <u>Work Rules and Regulations</u> .....	7
Section 6.1 - Rules and Regulations .....	7
Section 6.2 - Right to Grieve .....	7
Section 6.3 - Notices .....	7

Section 6.4 - Residency .....	7
Section 6.5 – Tobacco Ban .....	8
<b>ARTICLE VII: <u>Grievances</u> .....</b>	<b>8</b>
Section 7.1 - Definition .....	8
Section 7.2 - Filing Grievances .....	8
Section 7.3 - Processing Grievances .....	8
Section 7.4 - Time Limits for Filing .....	9
Section 7.5 - Arbitration.....	10
Section 7.6 - Selection of Arbitrator.....	10
Section 7.7 - Authority of Arbitrator .....	10
Section 7.8 - Payment of Arbitration Costs .....	11
Section 7.9 - Time-Off .....	11
Section 7.10 - Appeals of Suspension, Demotion or Dismissal.....	11
<b>ARTICLE VIII: <u>Discipline</u> .....</b>	<b>12</b>
Section 8.1 - Discipline.....	12
Section 8.2 - Progressive Disciplinary Procedures.....	12
Section 8.3 - Exceptions to Progressive Disciplinary Procedures .....	12
Section 8.4 - Alternative Disciplinary Procedures Under E.A.P.....	13
<b>ARTICLE IX: <u>Hours of Work and Scheduled Overtime</u> .....</b>	<b>14</b>
Section 9.1 - Application of This Article.....	14
Section 9.2 - General .....	14
Section 9.3 - Normal Workday and Workweek.....	15
Section 9.4 - Scheduled Overtime and Kelly Days.....	15
<b>ARTICLE X: <u>Non-Scheduled Overtime and Call Back</u>.....</b>	<b>17</b>
Section 10.1 - Non-Scheduled Overtime and Call Back.....	17
Section 10.2 - No Pyramiding .....	17
Section 10.3 - Rotation of Overtime .....	18
<b>ARTICLE XI: <u>Seniority</u> .....</b>	<b>19</b>
Section 11.1 - Definition.....	19
Section 11.2 - Probationary Period .....	19
Section 11.3 - Layoffs .....	19
Section 11.4 - Determination of Seniority for Same Day Hires.....	19
Section 11.5 - Termination of Seniority .....	19
<b>ARTICLE XII: <u>Wages</u>.....</b>	<b>20</b>
Section 12.1 - Wages.....	20
Section 12.2 - Hourly Rate.....	20
Section 12.3 - Step Increases .....	20
Section 12.4 - Longevity.....	21
Section 12.5 - Merit Increases.....	21
Section 12.6 - Pay Periods and Paydays .....	21
Section 12.7 - Temporary Appointment/Out-of-Rank Pay .....	22
Section 12.8 - Pensions .....	22
Section 12.9 - Certifications .....	22

Section 12.10 - Paramedic Certification .....	23
Section 12.11 – Direct Deposit.....	25
<b>ARTICLE XIII: <u>Promotions</u> .....</b>	<b>25</b>
Section 13.1 - Promotions .....	25
Section 13.2 - Eligibility .....	25
Section 13.3 - Weighting .....	25
Section 13.4 – Grieving.....	27
Section 13.5– Salary at Promotion.....	27
<b>ARTICLE XIV: <u>Leaves</u> .....</b>	<b>27</b>
Section 14.1 - Vacation Leave .....	27
Section 14.2 - Official City Holidays .....	28
Section 14.3 - Personal Leave .....	28
Section 14.4 - Scheduling of Paid Time Off .....	29
Section 14.5 - Sick Leave .....	29
Section 14.6 - Bereavement Leave .....	30
Section 14.7 - On-the-Job Disability Leave .....	30
Section 14.8 - Military Leave.....	31
Section 14.9 - Special Leave .....	31
Section 14.10 - Medical Leave.....	31
Section 14.11 - Leaves of Absence.....	31
Section 14.12 - Jury Leave .....	32
Section 14.13 - Temporary Assignment.....	32
Section 14.14- Buy Back of Paid Leave Time .....	32
Section 14.15- Conversion of Sick Leave for Personal Leave .....	32
Section 14.16- Trade Time.....	32
<b>ARTICLE XV: <u>Uniform Allowance</u> .....</b>	<b>33</b>
Section 15.1 - Uniform Allowance .....	33
Section 15.2 - Damage to Personal Property.....	33
<b>ARTICLE XVI: <u>Educational Reimbursements</u> .....</b>	<b>33</b>
Section 16.1 - Educational Reimbursements .....	33
<b>ARTICLE XVII: <u>In-Service Training</u> .....</b>	<b>34</b>
Section 17.1 - General Training .....	34
Section 17.2 - In-Service E.M.T. Training .....	34
Section 17.3 - Maintenance .....	34
<b>ARTICLE XVIII: <u>Rock Island Municipal Employees' Health Benefit Plan</u> .....</b>	<b>34</b>
<b>ARTICLE XIX: <u>Safety and Health</u> .....</b>	<b>34</b>
Section 19.1 - General .....	34
Section 19.2 - Unsafe Conditions.....	35
Section 19.3 - Scheduling of Manpower.....	35
Section 19.4 - Station Security.....	35
Section 19.5 – Drug Testing.....	35

ARTICLE XX: <u>Subcontracting</u> .....	35
Section 20.1 - Subcontracting .....	35
ARTICLE XXI: <u>No Strike - No Lockout</u> .....	36
Section 21.1 - No Strike .....	36
Section 21.2 - No Lockout .....	36
Section 21.3 - Penalty .....	36
Section 21.4 - Relocation .....	36
ARTICLE XXII: <u>Savings Clause</u> .....	36
ARTICLE XXIII: <u>Precedence of Agreement</u> .....	37
ARTICLE XXIV: <u>Termination</u> .....	37
ARTICLE XXVI: <u>Entire Agreement</u> .....	38

**ATTACHMENT ONE - RESTRICTIVE DUTY FOR ON THE JOB INJURY**

**ATTACHMENT TWO – MEMORANDUM OF AGREEMENT REGARDING ADVANCE NOTICE FOR THE USE OF FLSA COMPENSATORY TIME AND OTHER COMPENSATORY TIME ISSUES**

**ATTACHMENT THREE-ADDENDUM TO AGREEMENT REGARDING PAY FOR PERFORMANCE**

**ATTACHMENT FOUR-LETTER REGARDING USE OF PERSONAL VEHICLE WHILE ON DUTY**

**ATTACHMENT FIVE – MEMORANDUM OF AGREEMENT REGARDING PERSONNEL RULES**

**ATTACHMENT SIX – MEMORANDUM OF AGREEMENT REGARDING RETURN TO WORK FOR SURGERY OR NON-WORK RELATED INJURY**

**ATTACHMENT SEVEN – MEMORANDUM OF AGREEMENT REGARDING THE OFFICE OF SPECIAL OPERATIONS**

**SALARY SCHEDULE**

## **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 work force; 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 WELFARE 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 3.41 Fair Share Deductions

Employees covered by this agreement who are hired after the effective date of this agreement or employees hired prior to the effective date of this agreement who are members of Local #26 who after the effective date of this agreement at any time discontinue their membership in IAFF Local #26 shall be required to pay to the union in lieu of dues, their proportionate fair share of the costs of the collective bargaining process, contract administration, and the pursuance of matters affecting wages, hours, and conditions of employment in accordance with 5 ILCS 315/1, and the employees' constitutional status as public employees. Employees hired prior to the effective date of this agreement who are not members of the union after the effective date of this agreement shall not be required to pay fair share unless and until such time as the

employee chooses to join the union and then, after the effective date of this agreement, chooses to discontinue his/her membership in the union.

The fair share payment, as certified by the union, shall be deducted by the City from the earnings of the nonmember employees and shall be remitted monthly to the union at the address designated in writing by said union to the City. The union shall advise the City of any increase in fair share fees in writing at least fifteen (15) days prior to its effective date. The amount constituting each nonmember employee's share shall not exceed dues uniformly required of union members. The requirements of this paragraph shall be subject to the following:

a. Religious Exemption - Should any employee be unable to pay their contribution to the union based upon bona fide religious tenets or teaching of a church or religious body of which such employee is a member, such amount equal to the employee's fair share shall be paid to a nonreligious charitable organization mutually agreed upon by the employee affected and the union. If the union and the employee are unable to agree on the matter, such payments shall be made to a charitable organization from an approved list of charitable organizations. The employee will on a monthly basis furnish a written receipt to the union that such payment has been made.

b. Notice and Appeal Rights - No later than 30 days prior to the first deduction of a fair share fee from any employee's paycheck, the union shall provide notice to all employees who are not union members as defined above of the expenditures for which fair share payers are charged and those for which they are not charged together with an explanation of the manner in which the fee is calculated and the manner in which the fee may be appealed. Within five (5) days of the execution of this Agreement, the City shall provide the union with a current list of all employees covered by this agreement who have not executed dues check-off authorizations and shall include their home addresses on said list.

c. Minimum Voluntary Support - The fair share deduction shall only be made from the earnings of any employee covered by this Agreement during those periods of time throughout the term of this Agreement that the union maintains dues check-off authorizations from more than fifty percent (50%) of the non-probationary employees in the bargaining unit. In the event that the dues paying membership of the union is fifty percent (50%) or less of the non-probationary employees in the bargaining unit, no such deductions shall be made unless and until the greater than fifty (50%) requirement is met.

d. Indemnification - The union shall indemnify, defend, and hold the City harmless against any claim, demand, suit, or liability; including attorney fees, costs, and the reasonable expenses of defense; arising from any action taken by the City in complying with this Article.

### Section 3.5 WELFARE Fund Check-off Forms

Authorization forms for the WELFARE 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 WELFARE 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 WELFARE 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 WELFARE Fund shall be promptly remitted to the Secretary/Treasurer of IAFF #26 or his/her designee.

### Section 3.7 Authorization of WELFARE Fund Check-offs

The City will deduct dues for the WELFARE 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 WELFARE 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, as per current policy with the advance approval of the Fire 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. ~~paid at a miscellaneous pay rate agreed upon between the City and the Union. The Union shall be responsible for reimbursing the City the full cost for this replacement personnel expense.~~

#### 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.

## 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 hired after June 11, 1991 shall ~~domicile live within an area described by a fifteen-mile radius measured from 17<sup>th</sup> Street and 31<sup>st</sup> Avenue in Rock Island on the Illinois side of the Mississippi River in Illinois and be bona fide residents of the state.~~

Employees who have left work and who accept an overtime call back assignment shall maintain a 45 minute or less response time from their domicile (irrespective of weather or road conditions) or they 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 in any form, while on the job.

Smoke free electronic cigarettes will be permitted and will conform to the Smoke Free Illinois Act (410 ILCS 82/).

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 Personnel 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 Personnel 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 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 by a group of employees (with regard to a single common issue) covered by this Agreement against the City involving as to him the meaning, interpretation, or application of the express provisions of this Agreement or disciplinary matters including suspensions (greater than 5 days), demotions or dismissals may be referred to binding arbitration. Grievances pertaining to rules and regulations or past practice shall be decided by the City Manager and shall not be referred to binding arbitration, except in such instances where the grievance relates directly to specific provision of this Agreement.

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

### Section 7.6 Selection of Arbitrator

The City and IAFF #26 shall jointly request a panel of five (5) arbitrators from the Federal Mediation and Conciliation Service. The arbitrator shall be selected by the alternate striking of names. The party requesting the initial arbitration hearing shall strike the first two (2) names, and thereafter the parties shall alternately take turns striking two (2) names. After the first two (2) names have been stricken, the other party shall strike two (2) names. After four (4) names are stricken by this procedure, the remaining person shall be the neutral arbitrator. Thereafter, the parties shall alternate first strike. The arbitrator shall be notified of his selection by a joint letter from the City and the Union requesting that he set a date and time for the hearing, subject to the availability of City and Union representatives. All arbitration hearings shall be held in Rock Island, Illinois.

### Section 7.7 Authority of Arbitrator

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

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

The arbitrator shall submit in writing his decision within thirty calendar days following close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to a written extension. The decision shall be based solely upon his interpretation of the meaning or application of the express terms of this Agreement to the facts of the grievance presented. A decision rendered consistent with the terms of this Agreement shall be final and binding.

### Section 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 according to

~~the appropriate rules of 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 suspensions (greater than 5 days), demotions or dismissals 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 the suspensions (5 days or less), demotion or dismissal of any Board appointed employee pursuant to ~~Illinois Compiled Statutes, 65 ILCS 5/10-2.1 et seq. Chapter 24, Illinois Revised Statues, Section 10.2.1-1 et seq.~~ Disputes or differences of opinion regarding suspensions (5 days or less), demotion or dismissal shall not be subject to the grievance and arbitration provisions of this Article. With regard to an employee's appeal of discipline or a hearing on disciplinary charges ~~suspensions (5 days or less)~~, the Board of Fire and Police Commissioners shall not have the authority to increase any discipline suspension imposed or recommended 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 for cause, without pay, an employee for a period of not more than five (5) days, with one (1) day to equal twelve (12) hours as so defined by the Board of Fire and Police Commissioners.~~  
The Fire Chief may suspend without pay any employee for just cause. Suspensions (greater than 5 days) shall be approved by the Personnel 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 Personnel 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

Employees represented by IAFF #26 who are assigned to a Battalion shall work an average fifty four and sixty-two hundredths (54.62) hours per week. The Fire Marshall and the Special Operations Coordinator (Captain) shall work an average forty (40) hours per week.

Effective April 2, 2012, employees represented by IAFF #26 who are assigned to a Battalion shall work an average fifty-three and sixty-nine hundredths (53.69) hours per week. The Fire Marshall and Office of EMS Coordinator (Lieutenant) shall work an average of forty (40) hours per week.

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.

Employees scheduled to work an average forty (40) hour workweek shall work an eight (8) hour per day shift, Monday through Friday, followed by two (2) consecutive days off. The eight (8) hour shift schedule shall commence at 0800 hours to 1700 hours with one (1) hour unpaid break 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.

Effective May 21, 2007, the work period for Firefighters/Lieutenants shall be twenty-eight (28) days as allowed by the Section 7 (k) exemption of the FLSA. This FLSA Work Schedule shall be posted for each fiscal year. The maximum number of hours an employee can work before overtime or compensatory time is required is two hundred twelve (212) in a twenty-eight (28) day work period. The two hundred twelve (212) hours limit includes those hours during which the employee is present and working. Any paid or unpaid leave time will not be considered as hours worked for the purpose of calculating overtime. (Exception Kelly Days as detailed below)

Effective April 1, 2009, for each employee assigned to a Battalion, three (3) Kelly Days, twenty-four (24) hours each, will be applied to the annual schedule as determined by the Fire Chief. The application of Kelly Days to the FLSA Work Schedule will reduce the FLSA overtime liability for those FLSA Work Periods in which they are applied. These Kelly Days represent unpaid leave time applied to the annual work schedule to reduce the annual paid hours from 2,864 to 2,840.

The application of the three (3), twenty-four (24) hour Kelly Days for all personnel who are assigned to a Battalion, shall be assigned by the Fire Chief and illustrated on this FLSA Work Schedule.

The actual scheduling of each eligible employee's three (3), twenty-four (24) hour days off will be by the Fire Chief, with the following conditions:

- Each Kelly Day will be scheduled as a full 24 hour day off (no splitting)
- Each Kelly Day scheduled will occupy one of the three allotted leave time

slots under Section 14.4

- Only one Kelly Day can be scheduled per 24-hour shift
- All three (3) Kelly Days must be scheduled and used during each fiscal year (no carry over)
- The actual days scheduled off will not impact the employee's FLSA work cycle.
- Once Kelly Days have been scheduled by the Chief, they may be traded subject to the 48 hour notice given to the Battalion Chief.
- Any approved Kelly Day trade shall be considered a duty trade for purposes of the FLSA and shall not result in the payment of overtime and the granting of a duty trade shall not result in the payment of overtime to either of the employees involved in the trade.
- Kelly Days shall be scheduled by the Chief before vacation days are scheduled.
- Employees will be required to take off their assigned Kelly Days unless traded or otherwise agreed by the Chief.

Employees who receive overtime pay shall be paid one and one-half (1 ½) times their regular rate of pay for all scheduled hours worked beyond two hundred twelve (212) which may occur in their twenty-eight (28) day work period.

Employees who receive compensatory time for scheduled hours worked in excess of two hundred twelve (212) in a twenty-eight (28) day work period shall accrue compensatory time at the rate of one and one-half (1 ½) hours for each scheduled hour worked in excess of two hundred twelve (212).

Employees may elect either compensatory time off or overtime pay, as provided above, as compensation for hours worked in excess of two hundred twelve (212) in a twenty-eight (28) day work period.

Effective April 2, 2012, the average weekly hours of work shall normally not exceed 53.69 hours per week. Such average annual hours of work shall be accomplished by scheduling a Kelly Day (one 24-hour shift off) every twenty-fifth (25<sup>th</sup>) on-duty shift, or an average of five (5) Kelly Days annually. Kelly Day rotations shall be based on seniority by shift. New employees will be inserted into vacant slots created when members retire, or are no longer a part of the bargaining unit due to promotion. Once Kelly Days have been scheduled by the Fire Chief, or his designee, they may be traded.

Effective April 1, 2013, 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 (18<sup>th</sup>) on-duty shift, or an average of 6.75 Kelly Days annually. Kelly Day rotations shall be based on seniority by shift. New employees will be inserted into vacant slots created when members retire, or are no longer part of the bargaining unit due to promotion. Once Kelly Days have been scheduled by the Fire Chief, or his designee, they may be traded.

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, based on seniority by shift, 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.

Effective April 2, 2012, employees who receive overtime pay shall be paid one and one-half (1 ½) 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.

Effective April 2, 2012, 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 ½) hours for each scheduled hour worked in excess of two hundred four (204).

Effective April 2, 2012, 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 one hundred twenty (120) hours for any employee. Hours earned in excess of one hundred twenty (120) per fiscal year shall be paid as overtime.

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. All other bargaining unit employees shall not be eligible for formal compensation for overtime hours worked.

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 who have left work and who accept an overtime call back assignment shall maintain a 45 minute or less response time from their domicile (irrespective of weather or road conditions) or they shall be subject to disciplinary action.

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 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) hours.
- d) Compensatory time shall only be used with the advance approval of the employee's Battalion Chief. No employee shall be allowed to use more than forty-eight (48) hours of accrued compensatory time in conjunction with their vacation and/or personal leave.
- e) The employee shall make his choice (overtime or compensatory time) known to his Battalion Chief no later than the end of the pay period in 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.

### 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.

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.

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. Employees who accept twelve (12) or more hours of overtime shall be moved to the bottom of the overtime roster. Employees who refuse overtime 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.

If an employee can not 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, the Battalion Chief shall call through the overtime roster in the same order and make mandatory overtime assignments until the required number of employees are located to work the assignment.

All overtime worked shall be recorded on the overtime roster and subject to the above rotation requirements except for emergency call back situations such as extra alarm fires.

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.

## 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.

## ARTICLE XII

### Wages

#### Section 12.1 Wages

The salary schedule shall be increased as follows:

- 1) ~~Effective July 26, 2010, a 2.50% 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 2009/10 and 2010/11 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 July 26, 2010.~~

- 1) ~~Effective April 2, 2012, a 2.00% general wage increase will be applied to the base wage of all bargaining unit members.~~
- 2) ~~Effective September 29, 2013, a 2.75% 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 2010/11, 2012/13 and 2013/14 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 April 2, 2012.~~

#### Section 12.2 Hourly Rate

Effective April 1, 2009, 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 2,840 (if the employee is on a Fire Battalion work

schedule, 24 hrs on – 48 hrs off) and rounding off to the nearest penny.

Effective April 2, 2012, 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 2,792 (if the employee is on a Fire Battalion work schedule, 24 hrs on – 48 hrs off) and rounding off to the nearest penny.

Effective April 1, 2013, 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 per year for each five year longevity step, upon completion of 5, 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.

The operation of the pay for performance system shall be in conformance with the Addendum of Agreement Regarding Pay for Performance attached to this agreement. On April 1, 2005, the addendum of agreement on pay for performance will be suspended.

The pay for performance system that has been used for firefighter employees and has been in effect since April 1, 2005 will remain the instrument used by the City to evaluate said employees.

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 determines which employee is temporarily assigned to a higher classification. No employee shall be temporarily assigned more than one (1) rank higher than his current classification.

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.

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 by the State of Illinois shall receive an annual stipend of \$300 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.

~~Effective April 2, 2012,~~ employees certified as EMT-P and assigned or available to be assigned to emergency medical service duty as EMT-P shall receive an annual stipend equivalent to ~~5.33% of Step B of the Firefighter wage schedule.~~ ~~of \$2,500.~~

Employees shall be eligible to receive stipends both as Firefighter III and as EMT-B or EMT-P, but shall not be eligible to receive both EMT-B and EMT-P 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. Primary Paramedic Pool.

1. Any employee hired prior to April 1, 1991, shall not be required to obtain paramedic certification as a condition of employment. Firefighters hired prior to April 1, 1991, who volunteer for paramedic training and who become certified as paramedics as recognized by the State of Illinois shall be required to remain a paramedic:

- 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, or
- d) the pool of paramedic employees exceeds fifteen (15) in which event the Firefighters shall be relieved from this requirement by written request in order of seniority; once an employee has been relieved from this requirement, he may not be required to resume it.

2. Any employee hired after April 1, 1991 but before April 1, 1997, shall be required to obtain Paramedic Certification as recognized by the State of Illinois by the end of their probationary period or within any extension granted by the Fire Chief. Paramedic Certification 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, or
- d) the pool of paramedic employees exceeds eighteen (18) in which event the Firefighters shall be relieved from this requirement by written request in order of seniority; once any employee has been relieved from this requirement, he may not be required to resume it. For purposes of this paragraph only, seniority shall be based upon the date of certification to operate as a paramedic on City of Rock Island ambulances.

3. Any member hired after April 1, 1997 shall be required to obtain Paramedic Certification as recognized by the State of Illinois by the end of their probationary period or within any extension granted by the Fire Chief. Paramedic Certification shall be required:

- 1) as long as the employee holds the rank of Firefighter, or
- 2) until the employee attains the rank of Lieutenant, or
- 3) the project Medical Director determines an employee shall be dropped from the program in the best interest of the program.

B. Supplemental Paramedic Pool. This supplemental paramedic pool shall be used to augment the primary pool by providing:

- a) relief for the primary pool.
- b) for emergency staffing.

Members of the supplemental paramedic pool must:

- a) maintain certification under current medical control, and
- b) have served at least one (1) year in the primary pool, and
- c) be eligible for retirement from the primary paramedic pool under the above provisions.

Members of the supplemental paramedic pool are required to work a maximum of two (2) twenty-four (24) hour shifts on the ambulance per month. This requirement is waived for the supplemental paramedics who are permanently assigned to a paramedic first response company. Management retains the right to utilize this supplemental pool in excess of this forty-eight (48) hours in order to maintain minimum manning on the ambulance.

Members of the supplemental paramedic pool hired before April 1, 1991, may retire from this pool at any time with a three (3) month written notification to the Fire Chief. Members hired after April 1, 1991, must enter the supplemental pool when they retire from the primary pool and can retire from this supplemental pool only after:

- a) the supplemental pool has a minimum of six (6) members, and

- b) the retiring paramedic has a minimum of six (6) years seniority on the Fire Department, and
- c) has given the Fire Chief a three (3) month written notification.

Retirement from the supplemental pool is based on rank and seniority. There is no maximum limit for the number of paramedics in this supplemental pool.

- C. Paramedic 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 certification and recertification through an in-service training program which is qualified to issue such certification and recertification.

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.

- D. Effective date of this Section 12.10 is April 1, 1993.

#### Section 12.11 Direct Deposit

~~Sixty (60) days after the execution of this agreement,~~ Direct deposit of payroll will be required of all employees.

### 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 – 40 points
  - b) Fire Officer I – 60 points
2. For those candidates testing for Captain:
  - a) Fire Officer II – 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 – 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 minimum increments of twelve (12) 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	7.06 hours/pay period	3.1 hours/pay period
7 - 15 Years	8.96 hours/pay period	4.6 hours/pay period
16 - over Years	11.06 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 of the pay period which is paid in the last payday in March 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, 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 who resign in good standing shall receive pay for any unused holiday leave.

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

#### Section 14.3 Personal Leave

Employees in the class specification of Firefighter, Fire Lieutenant, Fire Captain and Battalion Chief who work at the rate of twenty-four (24) hours per work day shall be allowed fifty-six (56) 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.

**Effective April 1, 2013, 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.**

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

To the extent possible, vacation/holiday, and personal days shall be selected by departmental seniority no later than the first day of April 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.

## 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 or when the employee must attend to a member of his household, who he is responsible for, who is ill or incapacitated. 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 shall be paid for 50 percent of unused accumulated sick leave up to a maximum of 50 percent of his/her unused accumulated sick leave as of March 31, 1978. These hours are payable at the employee's hourly rate of pay as of March 31, 1978.

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 in excess of their hours accumulated as of March 31, 1978, as follows:

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

- c) For employees hired after April 1, 1989, eligible employees shall be paid for 50 percent of their unused accumulated sick leave up to a maximum of 1352 hours and for 25 percent of their unused accumulated sick leave for the next 1352 hours (i.e., hours accumulated between 1353 and 2704). Hours accumulated in excess of 2704 will not be subject to payout.

#### Section 14.6 Bereavement Leave

All bargaining unit employee 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.

#### 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.

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

### Section 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.

### 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.

#### 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 of the person requesting the Trade. Emergency Trades can be authorized with less notice at the discretion of the Battalion Chief.

~~No trading of overtime assignments will be allowed.~~

### 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, Personnel Director and City Manager subject to the following conditions:

- a) All requests for reimbursement shall be applied for and approved prior to the beginning of the 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 \$2,000 per fiscal year per employee,
- d) Reimbursements shall not be made if employee is eligible for reimbursement from other sources.

## 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 In-Service E.M.T. Training

It is agreed to and understood that the City shall continue to pay the full cost of any in-service training and/or instruction incurred by an employee for his original E.M.T. certification and recertification through an in service training program which is qualified to issue such certification and recertification.

Section 17.3 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

Rock Island Municipal Employees' Benefit Plan

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

ARTICLE 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 Testing

The City may require drug/alcohol screening in the event of any on-the-job vehicle accident or workers' on-the-job injury.

### 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 ~~March 20, 2011~~ ~~March 30, 2014~~. 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 ~~March 21, 2011~~ ~~March 30, 2014~~, 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, 2010~~ ~~2013~~. If such notice is given, negotiations shall begin no later than ~~December 1, 2010~~ ~~2013~~.

If negotiations are not concluded as of ~~March 20, 2011~~ ~~March 30, 2014~~, 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 ~~March 20, 2011~~ ~~March 30, 2014~~.

## ARTICLE XXVI

### Entire Agreement

This Agreement, together with any side letters executed contemporaneously with or subsequent to this Agreement, constitutes the entire Agreement between the parties

and concludes collective bargaining on any subject. This Agreement supersedes and cancels all prior practices and agreements, whether written or oral, which conflict with the express terms of this Agreement.

The parties acknowledge that during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or ordinance from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the City and IAFF Local #26, for the duration of this Agreement each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to, or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of the parties at the time they negotiated or signed this Agreement.

This Agreement is executed and approved this \_\_\_\_\_ day of \_\_\_\_\_ 2010. 2011.

City of Rock Island, Illinois:

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

By: \_\_\_\_\_  
City Manager

By: \_\_\_\_\_  
President

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

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

Attest:

Attest:

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

\_\_\_\_\_  
Secretary

## ATTACHMENT ONE

### Restrictive Duty for On-The-Job Injury

- A. 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.
- B. Restrictive duty assignments will be provided in consultation with both the attending physician and the City Physician.
- C. 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.
- D. All restrictive duty assignments will be coordinated through the Personnel Department.
- E. 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 and approved by the City Physician.
- F. Employees will be returned to regular duty upon receipt of a signed authorization from the treating physician.
- G. Any employee that fails to report for restrictive duty after being released to restrictive duty will be subject to disciplinary procedures for unexcused absence.
- H. Restrictive duty for Fire Department personnel shall be limited to assignments within the Fire Department.

**MEMORANDUM OF AGREEMENT  
BETWEEN IAFF LOCAL #26 AND CITY OF ROCK ISLAND  
REGARDING PARAMEDIC ENGINE COMPANY AT STATION #2**

The City of Rock Island and Local #26 of the International Association of Firefighters understand that the Rock Island Fire Department is considering the establishment of Engine Company No. 2, and perhaps other companies, as a paramedic engine company. In the event that the Rock Island Fire Department does establish this operation, the parties agree to reopen the current labor agreement for the purpose of collective bargaining on the impact of that operation on the members of Local #26.

Agreed to this \_\_\_\_\_ Day of \_\_\_\_\_, 1997.

\_\_\_\_\_  
John C. Phillips, City Manager

Dave Starofsky, Local #26 President

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

Date:

Attest:

Attest:

\_\_\_\_\_  
Jeanne C. Paggen, City Clerk

Local #26 Secretary

**MEMORANDUM OF AGREEMENT BETWEEN IAFF LOCAL #26 AND CITY OF ROCK ISLAND REGARDING THE USE OF WRITTEN JOB KNOWLEDGE TESTING IN THE PAY FOR PERFORMANCE SYSTEM**

The City of Rock Island and IAFF Local #26 agree as follows with regards to the use of results of written job knowledge testing on the pay for performance system:

The City agrees to suspend written testing of an employee's job knowledge for pay for performance purposes until a labor/management committee has been given an opportunity to make a recommendation concerning written testing of knowledge for pay for performance purposes.

City of Rock Island:

IAFF Local #26

\_\_\_\_\_  
John C. Phillips, City Manager

David Starofsky, IAFF Local #26  
President

\_\_\_\_\_  
Date

Date

Attest:

Attest:

\_\_\_\_\_  
Jeanne F. Paggen, City Clerk

IAFF Local #26 Secretary

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

Date:

**MEMORANDUM OF AGREEMENT BETWEEN IAFF LOCAL #26 AND CITY OF ROCK ISLAND REGARDING PHYSICAL FITNESS STANDARDS**

The City of Rock Island and IAFF Local #26 agree as follows with regards to physical fitness standards:

A labor/management committee shall be convened to work together to determine an appropriate physical fitness standard for members of the bargaining unit. If no agreement on the appropriate standard is able to be reached, either management or the union may refer the question of what is the appropriate standard to an arbitrator under the arbitration procedure as defined in Article 7 of the labor agreement. Once the standard has been established, any discipline given for failure to meet the standard may be grieved.

City of Rock Island:

IAFF Local #26

\_\_\_\_\_  
John C. Phillips, City Manager

David Starofsky, IAFF Local #26  
President

\_\_\_\_\_  
Date

Date

Attest:

Attest:

\_\_\_\_\_  
Jeanne F. Paggen, City Clerk

IAFF Local #26 Secretary

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

Date:

## ATTACHMENT ONE

### Restrictive Duty for On-The-Job Injury

- A. 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.
- B. Restrictive duty assignments will be provided in consultation with both the attending physician and the City Physician.
- C. 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.
- D. All restrictive duty assignments will be coordinated through the Personnel Department.
- E. 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 and approved by the City Physician.
- F. Employees will be returned to regular duty upon receipt of a signed authorization from the treating physician.
- G. Any employee that fails to report for restrictive duty after being released to restrictive duty will be subject to disciplinary procedures for unexcused absence.
- H. Restrictive duty for Fire Department personnel shall be limited to assignments within the Fire Department.

MEMORANDUM OF AGREEMENT  
BETWEEN THE ROCK ISLAND FIREFIGHTERS ASSOC. IAFF LOCAL 26  
AND  
THE CITY OF ROCK ISLAND  
REGARDING ADVANCE NOTICE FOR USE OF F.L.S.A. COMPENSATORY TIME AND  
OTHER COMPENSATORY TIME ISSUES

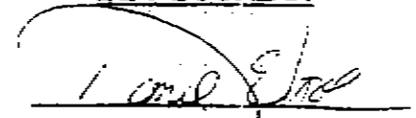
THE ROCK ISLAND FIREFIGHTERS ASSOC. IAFF LOCAL 26 AND THE CITY OF ROCK ISLAND AGREE AS FOLLOWS WITH REGARDS TO THE USE OF COMPENSATORY TIME GENERATED BY FAIR LABOR STANDARDS ACT OVERTIME AND OTHER COMPENSATORY TIME ISSUES:

- 1) THAT ADVANCED NOTICE OF 120 HOURS SHALL BE THE MINIMUM NOTICE GIVEN PRIOR TO USE OF F.L.S.A. COMPENSATORY TIME BY BARGAINING UNIT MEMBERS AND A REQUEST FOR USE OF F.L.S.A. COMPENSATORY TIME SHALL BE GRANTED UNLESS THEY ARE DULY DISRUPTIVE.
- 2) THAT THE CITY SHALL GIVE A MINMUM NOTICE OF 120 HOURS PRIOR TO THE INVOLUNTARY REDUCTION OF F.L.S.A. COMPENSATORY HOURS.
- 3) ALL COMPENSATORY TIME ON RECORD AS OF THE 29<sup>TH</sup> DAY OF NOVEMBER, 2002 SHALL BE CONSIDERED APPLICABLE TO THE F.L.S.A. COMPENSATORY BANK OF HOURS.
- 4) THE USE OF NON-F.L.S.A. COMPENSATORY TIME AND F.L.S.A. COMPENSATORY TIME IS NOT COUNTED TOWARDS HOURS WORKED. NON-F.L.S.A. COMPENSATORY TIME USE WILL FOLLOW THE SAME ADVANCE NOTICE REQUIREMENTS AS VACATION, HOLIDAY, AND PERSONAL LEAVE.
- 5) NON-F.L.S.A. COMPENSATORY TIME WILL BE TRACKED SEPERATELY FROM F.L.S.A. COMPENSATORY TIME AND THE COMBINED HOURS WILL NOT EXCEED THE 120 HOUR MAXIMUM.
- 6) THIS AGREEMENT WILL REMAIN IN EFFECT UNTIL THE EXPIRATION DATE OF THE CURRENT COLLECTIVE BARGADNING AGREEMENT UNLESS OTHERWISE MODIFIED.

CITY OF ROCK ISLAND

  
JOHN C. PHILLIPS  
CITY MANAGER

IAFF LOCAL 26

  
DARREL E. UNZEL  
PRESIDENT, LOCAL 26

DATE 8/16/04

DATE 8-16-04

ADDENDUM TO AGREEMENT REGARDING PAY FOR PERFORMANCE

Agreement, entered into this \_\_\_\_\_ Th day of August, 2000, by and between the City of Rock Island (hereinafter referred to as Employer) and (AFL Local #26 (hereinafter referred to as union),

Whereas, the Employer has determined the need to implement a merit pay plan based on employee evaluations in addition to the wage schedule; and

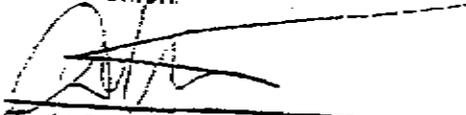
Whereas, the parties agree it is important for the morale of the department and the good of the City to implement a merit pay plan; and

Whereas, the Employees have agreed to and ratified the implementation of the merit pay plan; and

Now, Therefore, the parties agree as follows:

1. The revised merit pay plan shall become effective April 1, 2000 with evaluations to be completed by the employee's p anniversary date; and
2. In the event that the employee has more than one supervisor during the evaluation period, the evaluation shall be jointly made by the supervisors; and
3. In the event the employee disagrees with his/her supervisor's evaluation, he/she shall attach in writing the basis of their objection. The objection shall be responded to in writing by each supervisor in the evaluation chain of command up and including the Personnel Director; and
4. In the event that the employee disagrees with his/her supervisor's evaluation, the time table for the filing of a grievance shall commence upon the written response from the Personnel Director; and
5. The employer will propose a fully funded merit pay plan to the City Council each year; and
6. Other than the Employer exempting the merit pay plan for a fiscal year based on City Council action,
  - a. the Employer shall announce the percentage amounts available for the merit pay plan at the beginning of each fiscal year; and
  - b. employees who qualify for a merit pay increase shall receive such increase as designated by his/her score regardless of the line item budgeted for the merit pay plan that fiscal year.
7. The merit pay plan and copies of the evaluation form shall be attached hereto.
8. The parties assert that they have the authority to enter into this agreement.

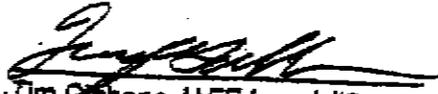
For the Union:



David Starofsky, IAFF Local #26 President

Date: 8-22-2020

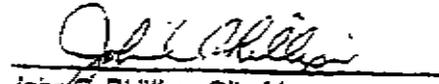
Attest:



Tim Gibbons, IAFF Local #26 Secretary

Date: Aug 22, 2020

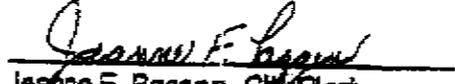
For the Employer:



John C. Phillips, City Manager

Date: 8/29/20

Attest:



Jeanne F. Pagen, City Clerk

Date: August 29, 2020

Letter of Understanding between the City of Rock Island and IAFF Local #26 regarding  
use of personal transportation while on duty

February 4, 2000

The purpose of this letter is to clarify the City of Rock Island's insurance coverage for employees of the Rock Island Fire Department who are utilizing their personal vehicles while on duty with the Fire Department. 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 an accident, then there would not be coverage for this accident through the City's insurance policy. Rather, that claim would be the responsibility of the employee's insurance.

Sincerely yours,



Daniel A. Allen  
Personnel Director/Assistant  
to the City Manager

Memorandum of Agreement  
Regarding  
Personnel Rules

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

This Memorandum of Agreement is intended to reflect the International Association of Firefighters, Local #26 (Union) has reviewed the manual and all policies and practices; and

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

City of Rock Island

John Chiller 8/16/04  
Date

IAFF Local 26

1 [Signature] 8-16-04  
Date

## Return to Work for Surgery or Non-Work Related Injury

In cases of leaves of absence resulting from surgery or non-work related injury 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 Nurse 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 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 Nurse 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 Nurse after submitting the release to their department director.

2. Employees applying for reinstatement after a surgery or non-work related injury 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 Nurse 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;

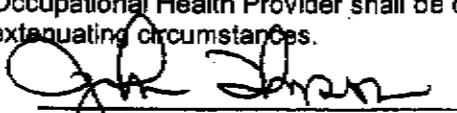
4. Any physical examination conducted by the City's On-Site Nurse or Occupational Health Provider will be strictly related to the employee's ability to safely perform the job requirements of the position;

5. Results from the physical examination conducted by the City's On-Site Nurse 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 incurred by the employee while participating in a physical examination conducted by the City's On-Site Nurse 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;

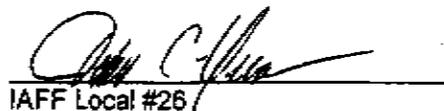
8. An employee who fails to submit to an examination ordered by the City's On-Site Nurse and/or Occupational Health Provider shall be considered an unexcused absence unless there is evidence of extenuating circumstances.



City of Rock Island

4/1/10

Date



IAFF Local #26

4-1-10

Date

Memorandum of Agreement  
Regarding  
The Office of Special Operations

Due to the elimination of one (1) Captain position, the decision was made by 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 13 July, 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.

RT Hawn

City of Rock Island

8.18.11

Date

[Signature]

IAFF Local #26

8/18/11

Date

## Appendix A

IAFF-26

City of Rock Island

Effective Date

7/26/10

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	<b>43,436</b>	<b>45,608</b>	<b>47,888</b>	<b>50,282</b>	<b>52,796</b>	<b>55,436</b>	<b>55,436</b>	<b>64,175</b>	<b>Annual Total</b>
			1670.62	1754.15	1841.85	1933.92	2030.62	2132.15	2132.15	2468.27	Bi-Weekly Rate
			20.8827	21.9269	23.0231	24.1740	25.3827	26.6519	26.6519	30.8534	Hourly Rate
			15.2944	16.0592	16.8620	17.7049	18.5901	19.5197	19.5197	22.5968	Fire Hourly Rate
			<b>44,386</b>	<b>46,558</b>	<b>48,838</b>	<b>51,232</b>	<b>53,746</b>	<b>56,386</b>	<b>56,386</b>	<b>65,125</b>	<b>5 YR Longevity</b>
			1707.15	1790.69	1878.38	1970.46	2067.15	2168.69	2168.69	2504.81	Bi-Weekly Rate
			21.3394	22.3837	23.4798	24.6308	25.8394	27.1087	27.1087	31.3101	Hourly Rate
			15.6289	16.3937	17.1965	18.0394	18.9246	19.8542	19.8542	22.9313	Fire Hourly Rate
			<b>45,336</b>	<b>47,508</b>	<b>49,788</b>	<b>52,182</b>	<b>54,696</b>	<b>57,336</b>	<b>57,336</b>	<b>66,075</b>	<b>10 YR Longevity</b>
			1743.69	1827.23	1914.92	2007.00	2103.69	2205.23	2205.23	2541.35	Bi-Weekly Rate
			21.7962	22.8404	23.9365	25.0875	26.2962	27.5654	27.5654	31.7668	Hourly Rate
			15.9634	16.7282	17.5310	18.3739	19.2592	20.1887	20.1887	23.2658	Fire Hourly Rate
			<b>46,286</b>	<b>48,458</b>	<b>50,738</b>	<b>53,132</b>	<b>55,646</b>	<b>58,286</b>	<b>58,286</b>	<b>67,025</b>	<b>15 YR Longevity</b>
			1780.23	1863.77	1951.46	2043.54	2140.23	2241.77	2241.77	2577.88	Bi-Weekly Rate
			22.2529	23.2971	24.3933	25.5442	26.7529	28.0221	28.0221	32.2236	Hourly Rate
			16.2979	17.0627	17.8655	18.7085	19.5937	20.5232	20.5232	23.6004	Fire Hourly Rate
			<b>47,236</b>	<b>49,408</b>	<b>51,688</b>	<b>54,082</b>	<b>56,596</b>	<b>59,236</b>	<b>59,236</b>	<b>67,975</b>	<b>20 YR Longevity</b>
			1816.77	1900.31	1988.00	2080.08	2176.77	2278.31	2278.31	2614.42	Bi-Weekly Rate
			22.7096	23.7538	24.8500	26.0010	27.2096	28.4788	28.4788	32.6803	Hourly Rate
			16.6324	17.3972	18.2000	19.0430	19.9282	20.8577	20.8577	23.9349	Fire Hourly Rate
			<b>48,186</b>	<b>50,358</b>	<b>52,638</b>	<b>55,032</b>	<b>57,546</b>	<b>60,186</b>	<b>60,186</b>	<b>68,925</b>	<b>25 YR Longevity</b>
			1853.31	1936.85	2024.54	2116.62	2213.31	2314.85	2314.85	2650.96	Bi-Weekly Rate
			23.1663	24.2106	25.3067	26.4577	27.6663	28.9356	28.9356	33.1370	Hourly Rate
			16.9669	17.7317	18.5345	19.3775	20.2627	21.1923	21.1923	24.2694	Fire Hourly Rate
			<b>49,136</b>	<b>51,308</b>	<b>53,588</b>	<b>55,982</b>	<b>58,496</b>	<b>61,136</b>	<b>61,136</b>	<b>69,875</b>	<b>30 YR Longevity</b>
			1889.85	1973.38	2061.08	2153.15	2249.85	2351.38	2351.38	2687.50	Bi-Weekly Rate
			23.6231	24.6673	25.7635	26.9144	28.1231	29.3923	29.3923	33.5938	Hourly Rate
17.3014	18.0662	18.8690	19.7120	20.5972	21.5268	21.5268	24.6039	Fire Hourly Rate			

IAFF-26

City of Rock Island

Effective Date

4/2/12

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	<b>44,305</b>	<b>46,520</b>	<b>48,846</b>	<b>51,288</b>	<b>53,852</b>	<b>56,545</b>	<b>56,545</b>	<b>65,460</b>	<b>Annual Total</b>
			1704.04	1789.23	1878.69	1972.62	2071.23	2174.81	2174.81	2517.69	Bi-Weekly Rate
			21.3005	22.3654	23.4837	24.6577	25.8904	27.1851	27.1851	31.4712	Hourly Rate
			15.6004	16.3803	17.1993	18.0592	18.9620	19.9102	19.9102	23.0493	Fire Hourly Rate
			<b>45,265</b>	<b>47,470</b>	<b>49,796</b>	<b>52,238</b>	<b>54,802</b>	<b>57,495</b>	<b>57,495</b>	<b>66,410</b>	<b>5 YR Longevity</b>
			1740.58	1825.77	1915.23	2009.15	2107.77	2211.35	2211.35	2554.23	Bi-Weekly Rate
			21.7572	22.8221	23.9404	25.1144	26.3471	27.6418	27.6418	31.9279	Hourly Rate
			15.9349	16.7148	17.5338	18.3937	19.2965	20.2447	20.2447	23.3838	Fire Hourly Rate
			<b>46,205</b>	<b>48,420</b>	<b>50,746</b>	<b>53,188</b>	<b>55,752</b>	<b>58,445</b>	<b>58,445</b>	<b>67,360</b>	<b>10 YR Longevity</b>
			1777.12	1862.31	1951.77	2045.69	2144.31	2247.88	2247.88	2590.77	Bi-Weekly Rate
			22.2139	23.2788	24.3971	25.5712	26.8038	28.0986	28.0986	32.3846	Hourly Rate
			16.2694	17.0493	17.8683	18.7282	19.6310	20.5792	20.5792	23.7183	Fire Hourly Rate
			<b>47,155</b>	<b>49,370</b>	<b>51,696</b>	<b>54,138</b>	<b>56,702</b>	<b>59,395</b>	<b>59,395</b>	<b>68,310</b>	<b>15 YR Longevity</b>
			1813.65	1898.85	1988.31	2082.23	2180.85	2284.42	2284.42	2627.31	Bi-Weekly Rate
			22.6707	23.7356	24.8538	26.0279	27.2606	28.5553	28.5553	32.8413	Hourly Rate
			16.6039	17.3838	18.2028	19.0627	19.9655	20.9137	20.9137	24.0528	Fire Hourly Rate
			<b>48,105</b>	<b>50,320</b>	<b>52,646</b>	<b>55,088</b>	<b>57,652</b>	<b>60,345</b>	<b>60,345</b>	<b>69,260</b>	<b>20 YR Longevity</b>
			1850.19	1935.38	2024.85	2118.77	2217.38	2320.96	2320.96	2663.85	Bi-Weekly Rate
			23.1274	24.1923	25.3106	26.4846	27.7173	29.0120	29.0120	33.2981	Hourly Rate
			16.9384	17.7183	18.5373	19.3972	20.3000	21.2482	21.2482	24.3873	Fire Hourly Rate
			<b>49,055</b>	<b>51,270</b>	<b>53,596</b>	<b>56,038</b>	<b>58,602</b>	<b>61,295</b>	<b>61,295</b>	<b>70,210</b>	<b>25 YR Longevity</b>
			1886.73	1971.92	2061.38	2155.31	2253.92	2357.50	2357.50	2700.38	Bi-Weekly Rate
			23.5841	24.6490	25.7673	26.9413	28.1740	29.4688	29.4688	33.7548	Hourly Rate
			17.2729	18.0528	18.8718	19.7317	20.6345	21.5827	21.5827	24.7218	Fire Hourly Rate
			<b>50,005</b>	<b>52,220</b>	<b>54,546</b>	<b>56,988</b>	<b>59,552</b>	<b>62,245</b>	<b>62,245</b>	<b>71,160</b>	<b>30 YR Longevity</b>
			1923.27	2008.46	2097.92	2191.85	2290.46	2394.04	2394.04	2736.92	Bi-Weekly Rate
			24.0409	25.1058	26.2240	27.3981	28.6308	29.9255	29.9255	34.2115	Hourly Rate
			17.6074	18.3873	19.2063	20.0662	20.9690	21.9173	21.9173	25.0563	Fire Hourly Rate

IAFF-26

City of Rock Island

Effective Date

9/29/13

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	<b>45,523</b>	<b>47,799</b>	<b>50,189</b>	<b>52,898</b>	<b>55,333</b>	<b>58,100</b>	<b>58,100</b>	<b>67,260</b>	<b>Annual Total</b>
			1750.88	1838.42	1930.35	2026.85	2128.19	2234.62	2234.62	2586.92	Bi-Weekly Rate
			21.8861	22.9803	24.1293	25.3356	26.6024	27.9327	27.9327	32.3365	Hourly Rate
			16.0292	16.8306	17.6722	18.5556	19.4835	20.4577	20.4577	23.6831	Fire Hourly Rate
			<b>46,473</b>	<b>48,749</b>	<b>51,139</b>	<b>53,648</b>	<b>56,283</b>	<b>59,050</b>	<b>59,050</b>	<b>68,210</b>	<b>5 YR Longevity</b>
			1787.42	1874.96	1966.88	2063.38	2164.73	2271.15	2271.15	2623.46	Bi-Weekly Rate
			22.3428	23.4370	24.5861	25.7923	27.0591	28.3894	28.3894	32.7933	Hourly Rate
			16.3637	17.1651	18.0067	18.8901	19.8180	20.7923	20.7923	24.0176	Fire Hourly Rate
			<b>47,423</b>	<b>49,699</b>	<b>52,089</b>	<b>54,598</b>	<b>57,233</b>	<b>60,000</b>	<b>60,000</b>	<b>69,160</b>	<b>10 YR Longevity</b>
			1823.96	1911.50	2003.42	2099.92	2201.27	2307.69	2307.69	2680.00	Bi-Weekly Rate
			22.7995	23.8938	25.0428	26.2490	27.5159	28.8462	28.8462	33.2500	Hourly Rate
			16.6982	17.4996	18.3412	19.2246	20.1525	21.1268	21.1268	24.3521	Fire Hourly Rate
			<b>48,373</b>	<b>50,649</b>	<b>53,039</b>	<b>55,548</b>	<b>58,183</b>	<b>60,950</b>	<b>60,950</b>	<b>70,110</b>	<b>15 YR Longevity</b>
			1860.50	1948.04	2039.96	2136.46	2237.81	2344.23	2344.23	2696.54	Bi-Weekly Rate
			23.2563	24.3505	25.4995	26.7058	27.9726	29.3029	29.3029	33.7067	Hourly Rate
			17.0327	17.8342	18.6757	19.5592	20.4870	21.4613	21.4613	24.6866	Fire Hourly Rate
			<b>49,323</b>	<b>51,599</b>	<b>53,989</b>	<b>56,498</b>	<b>59,133</b>	<b>61,900</b>	<b>61,900</b>	<b>71,060</b>	<b>20 YR Longevity</b>
			1897.04	1984.58	2076.50	2173.00	2274.35	2380.77	2380.77	2733.08	Bi-Weekly Rate
			23.7130	24.8072	25.9563	27.1625	28.4293	29.7596	29.7596	34.1635	Hourly Rate
			17.3673	18.1687	19.0102	19.8937	20.8215	21.7958	21.7958	25.0211	Fire Hourly Rate
			<b>50,273</b>	<b>52,549</b>	<b>54,939</b>	<b>57,448</b>	<b>60,083</b>	<b>62,850</b>	<b>62,850</b>	<b>72,010</b>	<b>25 YR Longevity</b>
			1933.58	2021.12	2113.04	2209.54	2310.88	2417.31	2417.31	2769.62	Bi-Weekly Rate
			24.1697	25.2639	26.4130	27.6192	28.8861	30.2163	30.2163	34.6202	Hourly Rate
			17.7018	18.5032	19.3447	20.2282	21.1560	22.1303	22.1303	25.3556	Fire Hourly Rate
			<b>51,223</b>	<b>53,499</b>	<b>55,889</b>	<b>58,398</b>	<b>61,033</b>	<b>63,800</b>	<b>63,800</b>	<b>72,960</b>	<b>30 YR Longevity</b>
			1970.12	2057.65	2149.58	2246.08	2347.42	2453.85	2453.85	2806.15	Bi-Weekly Rate
			24.6264	25.7207	26.8697	28.0760	29.3428	30.6731	30.6731	35.0769	Hourly Rate
			18.0363	18.8377	19.6792	20.5627	21.4905	22.4648	22.4648	25.6901	Fire Hourly Rate

IAFF-26

City of Rock Island

Effective Date

7/26/10

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	<b>46,699</b>	<b>49,034</b>	<b>51,486</b>	<b>54,060</b>	<b>56,763</b>	<b>59,601</b>	<b>62,581</b>	<b>62,581</b>	<b>72,445</b>	<b>Annual Total</b>
	Fire Lieutenant	365	1796.12	1885.92	1980.23	2079.23	2183.19	2292.35	2406.96	2406.96	2786.35	Bi-Weekly Rate
			22.4514	23.5740	24.7529	25.9904	27.2899	28.6543	30.0870	30.0870	34.8293	Hourly Rate
			16.4433	17.2655	18.1289	19.0352	19.9870	20.9863	22.0356	22.0356	25.5088	Fire Hourly Rate
			<b>47,649</b>	<b>49,984</b>	<b>52,436</b>	<b>55,010</b>	<b>57,713</b>	<b>60,561</b>	<b>63,531</b>	<b>63,531</b>	<b>73,395</b>	<b>5 YR Longevity</b>
			1832.65	1922.46	2016.77	2115.77	2219.73	2328.88	2443.50	2443.50	2822.88	Bi-Weekly Rate
			22.9082	24.0308	25.2096	26.4471	27.7466	29.1111	30.5438	30.5438	35.2861	Hourly Rate
			16.7778	17.6000	18.4634	19.3697	20.3215	21.3208	22.3701	22.3701	25.8433	Fire Hourly Rate
			<b>48,699</b>	<b>50,934</b>	<b>53,386</b>	<b>55,960</b>	<b>58,663</b>	<b>61,501</b>	<b>64,481</b>	<b>64,481</b>	<b>74,345</b>	<b>10 YR Longevity</b>
			1869.19	1959.00	2053.31	2152.31	2256.27	2365.42	2480.04	2480.04	2859.42	Bi-Weekly Rate
			23.3649	24.4875	25.6663	26.9038	28.2034	29.5678	31.0005	31.0005	35.7428	Hourly Rate
			17.1123	17.9345	18.7979	19.7042	20.6560	21.6553	22.7046	22.7046	26.1778	Fire Hourly Rate
			<b>49,549</b>	<b>51,884</b>	<b>54,336</b>	<b>56,910</b>	<b>59,613</b>	<b>62,451</b>	<b>65,431</b>	<b>65,431</b>	<b>75,295</b>	<b>15 YR Longevity</b>
			1905.73	1995.54	2089.85	2188.85	2292.81	2401.96	2516.58	2516.58	2895.96	Bi-Weekly Rate
			23.8216	24.9442	26.1231	27.3606	28.6601	30.0245	31.4572	31.4572	36.1995	Hourly Rate
			17.4468	18.2690	19.1324	20.0387	20.9905	21.9898	23.0391	23.0391	26.5123	Fire Hourly Rate
			<b>50,499</b>	<b>52,834</b>	<b>55,286</b>	<b>57,860</b>	<b>60,563</b>	<b>63,401</b>	<b>66,381</b>	<b>66,381</b>	<b>76,245</b>	<b>20 YR Longevity</b>
			1942.27	2032.08	2126.38	2225.38	2329.35	2438.50	2553.12	2553.12	2932.50	Bi-Weekly Rate
			24.2784	25.4010	26.5798	27.8173	29.1168	30.4813	31.9139	31.9139	36.6563	Hourly Rate
			17.7813	18.6035	19.4669	20.3732	21.3250	22.3243	23.3736	23.3736	26.8468	Fire Hourly Rate
			<b>51,449</b>	<b>53,784</b>	<b>56,236</b>	<b>58,810</b>	<b>61,513</b>	<b>64,351</b>	<b>67,331</b>	<b>67,331</b>	<b>77,195</b>	<b>25 YR Longevity</b>
			1978.81	2068.62	2162.92	2261.92	2365.88	2475.04	2589.65	2589.65	2969.04	Bi-Weekly Rate
			24.7351	25.8577	27.0365	28.2740	29.5736	30.9380	32.3707	32.3707	37.1130	Hourly Rate
			18.1158	18.9380	19.8014	20.7077	21.6595	22.6588	23.7081	23.7081	27.1813	Fire Hourly Rate
			<b>52,399</b>	<b>54,734</b>	<b>57,186</b>	<b>59,760</b>	<b>62,463</b>	<b>65,301</b>	<b>68,281</b>	<b>68,281</b>	<b>78,145</b>	<b>30 YR Longevity</b>
			2015.35	2105.15	2199.46	2298.46	2402.42	2511.58	2626.19	2626.19	3005.58	Bi-Weekly Rate
			25.1918	26.3144	27.4933	28.7308	30.0303	31.3947	32.8274	32.8274	37.5697	Hourly Rate
			18.4504	19.2725	20.1359	21.0423	21.9940	22.9933	24.0426	24.0426	27.5158	Fire Hourly Rate

IAFF-26

City of Rock Island

Effective Date

4/2/12

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	<b>47,633</b>	<b>50,015</b>	<b>52,516</b>	<b>55,142</b>	<b>57,899</b>	<b>60,794</b>	<b>63,834</b>	<b>63,834</b>	<b>73,894</b>	<b>Annual Total</b>
	Fire Lieutenant	365	1832.04	1923.65	2019.85	2120.85	2226.86	2338.23	2455.15	2455.15	2842.08	Bi-Weekly Rate
			22.9005	24.0457	25.2481	26.5106	27.8361	29.2279	30.6894	30.6894	35.5260	Hourly Rate
			16.7722	17.6109	18.4915	19.4162	20.3870	21.4063	22.4768	22.4768	26.0190	Fire Hourly Rate
			<b>48,583</b>	<b>50,965</b>	<b>53,466</b>	<b>56,092</b>	<b>58,849</b>	<b>61,744</b>	<b>64,784</b>	<b>64,784</b>	<b>74,844</b>	<b>5 YR Longevity</b>
			1868.58	1960.19	2056.38	2157.38	2263.42	2374.77	2491.69	2491.69	2878.62	Bi-Weekly Rate
			23.3572	24.5024	25.7048	26.9673	28.2928	29.6846	31.1462	31.1462	35.9827	Hourly Rate
			17.1067	17.9454	18.8261	19.7507	20.7215	21.7408	22.8113	22.8113	26.3535	Fire Hourly Rate
			<b>49,533</b>	<b>51,915</b>	<b>54,416</b>	<b>57,042</b>	<b>59,799</b>	<b>62,694</b>	<b>65,734</b>	<b>65,734</b>	<b>75,794</b>	<b>10 YR Longevity</b>
			1905.12	1996.73	2092.92	2193.92	2299.96	2411.31	2528.23	2528.23	2915.15	Bi-Weekly Rate
			23.8139	24.9591	26.1615	27.4240	28.7495	30.1413	31.6029	31.6029	36.4394	Hourly Rate
			17.4412	18.2799	19.1606	20.0852	21.0560	22.0754	23.1458	23.1458	26.6680	Fire Hourly Rate
			<b>50,483</b>	<b>52,865</b>	<b>55,366</b>	<b>57,992</b>	<b>60,749</b>	<b>63,644</b>	<b>66,684</b>	<b>66,684</b>	<b>76,744</b>	<b>15 YR Longevity</b>
			1941.65	2033.27	2129.46	2230.46	2336.50	2447.85	2564.77	2564.77	2951.69	Bi-Weekly Rate
			24.2707	25.4159	26.6183	27.8808	29.2063	30.5981	32.0596	32.0596	36.8962	Hourly Rate
			17.7757	18.6144	19.4951	20.4197	21.3905	22.4099	23.4803	23.4803	27.0225	Fire Hourly Rate
			<b>51,433</b>	<b>53,815</b>	<b>56,316</b>	<b>58,942</b>	<b>61,699</b>	<b>64,594</b>	<b>67,634</b>	<b>67,634</b>	<b>77,694</b>	<b>20 YR Longevity</b>
			1978.19	2069.81	2166.00	2267.00	2373.04	2484.38	2601.31	2601.31	2988.23	Bi-Weekly Rate
			24.7274	25.8726	27.0750	28.3375	29.6630	31.0548	32.5163	32.5163	37.3529	Hourly Rate
			18.1102	18.9489	19.8296	20.7542	21.7250	22.7444	23.8148	23.8148	27.3570	Fire Hourly Rate
			<b>52,383</b>	<b>54,765</b>	<b>57,266</b>	<b>59,892</b>	<b>62,649</b>	<b>65,544</b>	<b>68,584</b>	<b>68,584</b>	<b>78,644</b>	<b>25 YR Longevity</b>
			2014.73	2106.35	2202.54	2303.54	2409.58	2520.92	2637.85	2637.85	3024.77	Bi-Weekly Rate
			25.1841	26.3293	27.5317	28.7942	30.1197	31.5115	32.9731	32.9731	37.8096	Hourly Rate
			18.4447	19.2835	20.1641	21.0887	22.0595	23.0789	24.1493	24.1493	27.6915	Fire Hourly Rate
			<b>53,333</b>	<b>55,715</b>	<b>58,216</b>	<b>60,842</b>	<b>63,599</b>	<b>66,494</b>	<b>69,534</b>	<b>69,534</b>	<b>79,594</b>	<b>30 YR Longevity</b>
			2051.27	2142.88	2239.08	2340.08	2446.12	2557.46	2674.38	2674.38	3061.31	Bi-Weekly Rate
			25.6409	26.7861	27.9885	29.2510	30.5764	31.9683	33.4298	33.4298	38.2663	Hourly Rate
			18.7792	19.6180	20.4986	21.4232	22.3940	23.4134	24.4838	24.4838	28.0261	Fire Hourly Rate

IAFF-26

City of Rock Island

Effective Date

9/29/13

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	<b>48,943</b>	<b>51,390</b>	<b>53,960</b>	<b>56,658</b>	<b>59,491</b>	<b>62,466</b>	<b>65,589</b>	<b>65,589</b>	<b>75,926</b>	<b>Annual Total</b>
	Fire Lieutenant	365	1882.42	1976.54	2075.38	2179.15	2288.12	2402.54	2522.65	2522.65	2920.23	Bi-Weekly Rate
			23.5303	24.7067	25.9423	27.2394	28.6014	30.0317	31.5332	31.5332	36.5029	Hourly Rate
			17.2335	18.0951	19.0000	19.9500	20.9475	21.9951	23.0947	23.0947	26.7345	Fire Hourly Rate
			<b>49,893</b>	<b>52,340</b>	<b>54,910</b>	<b>57,608</b>	<b>60,441</b>	<b>63,416</b>	<b>66,539</b>	<b>66,539</b>	<b>76,876</b>	<b>5 YR Longevity</b>
			1918.96	2013.08	2111.92	2215.69	2324.65	2439.08	2559.19	2559.19	2956.77	Bi-Weekly Rate
			23.9870	25.1635	26.3990	27.6962	29.0582	30.4885	31.9899	31.9899	36.9596	Hourly Rate
			17.5680	18.4296	19.3345	20.2845	21.2820	22.3296	23.4292	23.4292	27.0690	Fire Hourly Rate
			<b>60,843</b>	<b>53,290</b>	<b>55,860</b>	<b>58,558</b>	<b>61,391</b>	<b>64,366</b>	<b>67,489</b>	<b>67,489</b>	<b>77,826</b>	<b>10 YR Longevity</b>
			1955.50	2049.62	2148.46	2252.23	2361.19	2475.62	2595.73	2595.73	2993.31	Bi-Weekly Rate
			24.4438	25.6202	26.8558	28.1529	29.5149	30.9452	32.4466	32.4466	37.4163	Hourly Rate
			17.9025	18.7641	19.6690	20.6190	21.6165	22.6641	23.7637	23.7637	27.4036	Fire Hourly Rate
			<b>61,793</b>	<b>54,240</b>	<b>56,810</b>	<b>59,508</b>	<b>62,341</b>	<b>65,316</b>	<b>68,439</b>	<b>68,439</b>	<b>78,776</b>	<b>15 YR Longevity</b>
			1992.04	2086.15	2185.00	2288.77	2397.73	2512.15	2632.27	2632.27	3029.85	Bi-Weekly Rate
			24.9005	26.0769	27.3125	28.6096	29.9716	31.4019	32.9034	32.9034	37.8731	Hourly Rate
			18.2370	19.0986	20.0035	20.9535	21.9511	22.9986	24.0982	24.0982	27.7380	Fire Hourly Rate
			<b>62,743</b>	<b>55,190</b>	<b>57,760</b>	<b>60,458</b>	<b>63,291</b>	<b>66,266</b>	<b>69,389</b>	<b>69,389</b>	<b>79,726</b>	<b>20 YR Longevity</b>
			2028.58	2122.69	2221.54	2325.31	2434.27	2548.69	2668.81	2668.81	3066.38	Bi-Weekly Rate
			25.3672	26.5337	27.7692	29.0663	30.4284	31.8587	33.3601	33.3601	38.3298	Hourly Rate
			18.5715	19.4331	20.3380	21.2880	22.2856	23.3331	24.4327	24.4327	28.0725	Fire Hourly Rate
			<b>63,693</b>	<b>56,140</b>	<b>58,710</b>	<b>61,408</b>	<b>64,241</b>	<b>67,216</b>	<b>70,339</b>	<b>70,339</b>	<b>80,676</b>	<b>25 YR Longevity</b>
			2065.12	2159.23	2258.08	2361.85	2470.81	2585.23	2705.35	2705.35	3102.92	Bi-Weekly Rate
			25.8139	26.9904	28.2260	29.5231	30.8851	32.3154	33.8168	33.8168	38.7865	Hourly Rate
			18.9060	19.7676	20.6725	21.6225	22.6201	23.6676	24.7673	24.7673	28.4070	Fire Hourly Rate
			<b>64,643</b>	<b>57,090</b>	<b>59,660</b>	<b>62,358</b>	<b>65,191</b>	<b>68,166</b>	<b>71,289</b>	<b>71,289</b>	<b>81,626</b>	<b>30 YR Longevity</b>
			2101.65	2195.77	2294.62	2398.38	2507.35	2621.77	2741.88	2741.88	3139.46	Bi-Weekly Rate
			26.2707	27.4471	28.6827	29.9798	31.3418	32.7721	34.2736	34.2736	39.2433	Hourly Rate
			19.2405	20.1021	21.0070	21.9570	22.9546	24.0021	25.1018	25.1018	28.7415	Fire Hourly Rate

IAFF-26

City of Rock Island

Effective Date

7/26/10

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit	
TP12-F	Fire Captain	373	<b>51,435</b>	<b>54,007</b>	<b>56,707</b>	<b>59,542</b>	<b>62,519</b>	<b>65,645</b>	<b>68,927</b>	<b>68,927</b>	<b>79,793</b>	<b>Annual Total</b>
			1978.27	2077.19	2181.04	2290.08	2404.58	2524.81	2651.04	2651.04	3068.96	Bi-Weekly Rate
			24,7284	25,9649	27,2630	28,6260	30,0572	31,5601	33,1380	33,1380	38,3620	Hourly Rate
			18,1109	19,0165	19,9673	20,9655	22,0137	23,1144	24,2701	24,2701	28,0961	Fire Hourly Rate
			<b>52,385</b>	<b>54,957</b>	<b>57,657</b>	<b>60,492</b>	<b>63,469</b>	<b>66,595</b>	<b>69,877</b>	<b>69,877</b>	<b>80,743</b>	<b>5 YR Longevity</b>
			2014.81	2113.73	2217.58	2326.62	2441.12	2561.35	2687.58	2687.58	3105.50	Bi-Weekly Rate
			25,1851	26,4216	27,7197	29,0827	30,5139	32,0168	33,5947	33,5947	38,8188	Hourly Rate
			18,4454	19,3511	20,3018	21,3000	22,3482	23,4489	24,6046	24,6046	28,4306	Fire Hourly Rate
			<b>53,335</b>	<b>55,907</b>	<b>58,607</b>	<b>61,442</b>	<b>64,419</b>	<b>67,545</b>	<b>70,827</b>	<b>70,827</b>	<b>81,693</b>	<b>10 YR Longevity</b>
			2051.35	2150.27	2254.12	2363.15	2477.65	2597.88	2724.12	2724.12	3142.04	Bi-Weekly Rate
			25,6418	26,8784	28,1764	29,5384	30,9707	32,4736	34,0514	34,0514	39,2755	Hourly Rate
			18,7799	19,6856	20,6363	21,6345	22,6827	23,7835	24,9391	24,9391	28,7651	Fire Hourly Rate
			<b>54,285</b>	<b>56,857</b>	<b>59,557</b>	<b>62,392</b>	<b>65,369</b>	<b>68,495</b>	<b>71,777</b>	<b>71,777</b>	<b>82,643</b>	<b>15 YR Longevity</b>
			2087.88	2186.81	2290.65	2399.69	2514.19	2634.42	2760.65	2760.65	3178.58	Bi-Weekly Rate
			26,0986	27,3351	28,6332	29,9962	31,4274	32,9303	34,5082	34,5082	39,7322	Hourly Rate
			19,1144	20,0201	20,9708	21,9690	23,0173	24,1180	25,2736	25,2736	29,0996	Fire Hourly Rate
			<b>55,235</b>	<b>57,807</b>	<b>60,507</b>	<b>63,342</b>	<b>66,319</b>	<b>69,445</b>	<b>72,727</b>	<b>72,727</b>	<b>83,593</b>	<b>20 YR Longevity</b>
			2124.42	2223.35	2327.19	2436.23	2550.73	2670.96	2797.19	2797.19	3215.12	Bi-Weekly Rate
			26,5553	27,7918	29,0899	30,4529	31,8841	33,3870	34,9649	34,9649	40,1889	Hourly Rate
			19,4489	20,3546	21,3053	22,3035	23,3518	24,4525	25,6081	25,6081	29,4342	Fire Hourly Rate
			<b>56,185</b>	<b>58,757</b>	<b>61,457</b>	<b>64,292</b>	<b>67,269</b>	<b>70,395</b>	<b>73,677</b>	<b>73,677</b>	<b>84,543</b>	<b>25 YR Longevity</b>
			2160.96	2259.88	2363.73	2472.77	2587.27	2707.50	2833.73	2833.73	3251.65	Bi-Weekly Rate
			27,0120	28,2486	29,5466	30,9096	32,3409	33,8438	35,4216	35,4216	40,6457	Hourly Rate
			19,7835	20,6891	21,6398	22,6380	23,6863	24,7870	25,9426	25,9426	29,7687	Fire Hourly Rate
			<b>57,135</b>	<b>59,707</b>	<b>62,407</b>	<b>65,242</b>	<b>68,219</b>	<b>71,345</b>	<b>74,627</b>	<b>74,627</b>	<b>85,493</b>	<b>30 YR Longevity</b>
			2197.50	2296.42	2400.27	2509.31	2623.81	2744.04	2870.27	2870.27	3288.19	Bi-Weekly Rate
			27,4688	28,7053	30,0034	31,3663	32,7976	34,3005	35,8784	35,8784	41,1024	Hourly Rate
20,1180	21,0236	21,9743	22,9725	24,0208	25,1215	26,2771	26,2771	30,1032	Fire Hourly Rate			

IAFF-26

City of Rock Island

Effective Date

4/2/12

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit	
TP12-F	Fire Captain	373	<b>52,464</b>	<b>55,087</b>	<b>57,841</b>	<b>60,733</b>	<b>63,769</b>	<b>66,958</b>	<b>70,306</b>	<b>70,306</b>	<b>81,389</b>	<b>Annual Total</b>
			2017.85	2118.73	2224.65	2335.88	2452.65	2575.31	2704.08	2704.08	3130.35	Bi-Weekly Rate
			25.2231	26.4841	27.8082	29.1986	30.6582	32.1913	33.8010	33.8010	39.1293	Hourly Rate
			18.4732	19.3968	20.3665	21.3849	22.4539	23.5768	24.7556	24.7556	28.6581	Fire Hourly Rate
			<b>53,414</b>	<b>56,037</b>	<b>58,791</b>	<b>61,683</b>	<b>64,719</b>	<b>67,908</b>	<b>71,256</b>	<b>71,256</b>	<b>82,339</b>	<b>5 YR Longevity</b>
			2054.38	2155.27	2261.19	2372.42	2489.19	2611.85	2740.62	2740.62	3166.88	Bi-Weekly Rate
			25.6798	26.9409	28.2649	29.6553	31.1149	32.6481	34.2577	34.2577	39.5861	Hourly Rate
			18.8077	19.7313	20.7011	21.7194	22.7884	23.9113	25.0901	25.0901	28.9926	Fire Hourly Rate
			<b>54,364</b>	<b>56,987</b>	<b>59,741</b>	<b>62,633</b>	<b>65,669</b>	<b>68,858</b>	<b>72,206</b>	<b>72,206</b>	<b>83,289</b>	<b>10 YR Longevity</b>
			2090.92	2191.81	2297.73	2408.96	2525.73	2648.38	2777.15	2777.15	3203.42	Bi-Weekly Rate
			26.1365	27.3976	28.7216	30.1120	31.5716	33.1048	34.7144	34.7144	40.0428	Hourly Rate
			19.1423	20.0658	21.0356	22.0539	23.1229	24.2458	25.4246	25.4246	29.3271	Fire Hourly Rate
			<b>55,314</b>	<b>57,937</b>	<b>60,691</b>	<b>63,583</b>	<b>66,619</b>	<b>69,808</b>	<b>73,156</b>	<b>73,156</b>	<b>84,239</b>	<b>15 YR Longevity</b>
			2127.46	2228.35	2334.27	2445.50	2562.27	2684.92	2813.69	2813.69	3239.96	Bi-Weekly Rate
			26.5933	27.8543	29.1784	30.5688	32.0284	33.5615	35.1712	35.1712	40.4995	Hourly Rate
			19.4768	20.4004	21.3701	22.3884	23.4574	24.5803	25.7592	25.7592	29.6616	Fire Hourly Rate
			<b>56,264</b>	<b>58,887</b>	<b>61,641</b>	<b>64,533</b>	<b>67,569</b>	<b>70,758</b>	<b>74,106</b>	<b>74,106</b>	<b>85,189</b>	<b>20 YR Longevity</b>
			2164.00	2264.88	2370.81	2482.04	2598.81	2721.46	2850.23	2850.23	3276.50	Bi-Weekly Rate
			27.0500	28.3111	29.6351	31.0255	32.4851	34.0183	35.6279	35.6279	40.9563	Hourly Rate
			19.8113	20.7349	21.7046	22.7229	23.7919	24.9148	26.0937	26.0937	29.9961	Fire Hourly Rate
			<b>57,214</b>	<b>59,837</b>	<b>62,691</b>	<b>65,683</b>	<b>68,819</b>	<b>72,108</b>	<b>75,556</b>	<b>75,556</b>	<b>86,139</b>	<b>25 YR Longevity</b>
			2200.54	2301.42	2407.35	2518.58	2635.35	2758.00	2886.77	2886.77	3313.04	Bi-Weekly Rate
			27.5067	28.7678	30.0918	31.4822	32.9418	34.4750	36.0846	36.0846	41.4130	Hourly Rate
			20.1458	21.0694	22.0391	23.0574	24.1264	25.2493	26.4282	26.4282	30.3306	Fire Hourly Rate
			<b>58,164</b>	<b>60,787</b>	<b>63,641</b>	<b>66,633</b>	<b>69,669</b>	<b>72,858</b>	<b>76,006</b>	<b>76,006</b>	<b>87,089</b>	<b>30 YR Longevity</b>
			2237.08	2337.96	2443.88	2555.12	2671.88	2794.54	2923.31	2923.31	3349.58	Bi-Weekly Rate
			27.9635	29.2245	30.5486	31.9389	33.3986	34.9317	36.5413	36.5413	41.8697	Hourly Rate
			20.4803	21.4039	22.3736	23.3919	24.4609	25.5838	26.7627	26.7627	30.6651	Fire Hourly Rate

IAFF-26

City of Rock Island

Effective Date

9/29/13

Range Number	Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit	High Merit	
TP12-F	Fire Captain	373	<b>53,907</b>	<b>56,602</b>	<b>59,432</b>	<b>62,403</b>	<b>65,523</b>	<b>68,799</b>	<b>72,239</b>	<b>72,239</b>	<b>83,627</b>	<b>Annual Total</b>
			2073.35	2177.00	2285.85	2400.12	2520.12	2646.12	2778.42	2778.42	3216.42	Bi-Weekly Rate
			25.9168	27.2125	28.5731	30.0014	31.5014	33.0764	34.7303	34.7303	40.2053	Hourly Rate
			18.9813	19.9303	20.9268	21.9729	23.0715	24.2250	25.4363	25.4363	29.4461	Fire Hourly Rate
			<b>54,857</b>	<b>57,552</b>	<b>60,382</b>	<b>63,353</b>	<b>66,473</b>	<b>69,749</b>	<b>73,189</b>	<b>73,189</b>	<b>84,577</b>	<b>5 YR Longevity</b>
			2109.88	2213.54	2322.38	2436.65	2556.65	2682.65	2814.96	2814.96	3252.96	Bi-Weekly Rate
			26.3736	27.6692	29.0298	30.4582	31.9582	33.5332	35.1870	35.1870	40.6620	Hourly Rate
			19.3158	20.2648	21.2613	22.3074	23.4060	24.5595	25.7708	25.7708	29.7806	Fire Hourly Rate
			<b>55,807</b>	<b>58,502</b>	<b>61,332</b>	<b>64,303</b>	<b>67,423</b>	<b>70,699</b>	<b>74,139</b>	<b>74,139</b>	<b>85,527</b>	<b>10 YR Longevity</b>
			2146.42	2250.08	2358.92	2473.19	2593.19	2719.19	2851.50	2851.50	3289.50	Bi-Weekly Rate
			26.8303	28.1260	29.4866	30.9149	32.4149	33.9899	35.6438	35.6438	41.1188	Hourly Rate
			19.6504	20.5993	21.5958	22.6419	23.7405	24.8940	26.1053	26.1053	30.1151	Fire Hourly Rate
			<b>56,757</b>	<b>59,452</b>	<b>62,282</b>	<b>65,253</b>	<b>68,373</b>	<b>71,649</b>	<b>75,089</b>	<b>75,089</b>	<b>86,477</b>	<b>15 YR Longevity</b>
			2182.96	2286.62	2395.46	2509.73	2629.73	2755.73	2888.04	2888.04	3326.04	Bi-Weekly Rate
			27.2870	28.5827	29.9433	31.3716	32.8716	34.4466	36.1005	36.1005	41.5755	Hourly Rate
			19.9849	20.9338	21.9303	22.9764	24.0750	25.2285	26.4398	26.4398	30.4496	Fire Hourly Rate
			<b>57,707</b>	<b>60,402</b>	<b>63,232</b>	<b>66,203</b>	<b>69,323</b>	<b>72,599</b>	<b>76,039</b>	<b>76,039</b>	<b>87,427</b>	<b>20 YR Longevity</b>
			2219.50	2323.15	2432.00	2546.27	2666.27	2792.27	2924.58	2924.58	3362.58	Bi-Weekly Rate
			27.7438	29.0394	30.4000	31.8284	33.3284	34.9034	36.5572	36.5572	42.0322	Hourly Rate
			20.3194	21.2683	22.2648	23.3109	24.4095	25.5630	26.7743	26.7743	30.7842	Fire Hourly Rate
			<b>58,657</b>	<b>61,352</b>	<b>64,182</b>	<b>67,153</b>	<b>70,273</b>	<b>73,549</b>	<b>76,989</b>	<b>76,989</b>	<b>88,377</b>	<b>25 YR Longevity</b>
			2256.04	2359.69	2468.54	2582.81	2702.81	2828.81	2961.12	2961.12	3399.12	Bi-Weekly Rate
			28.2005	29.4962	30.8567	32.2851	33.7851	35.3601	37.0139	37.0139	42.4889	Hourly Rate
			20.6539	21.6028	22.5993	23.6454	24.7440	25.8975	27.1088	27.1088	31.1187	Fire Hourly Rate
			<b>59,607</b>	<b>62,302</b>	<b>65,132</b>	<b>68,103</b>	<b>71,223</b>	<b>74,499</b>	<b>77,939</b>	<b>77,939</b>	<b>89,327</b>	<b>30 YR Longevity</b>
			2292.58	2396.23	2505.08	2619.35	2739.35	2865.35	2997.65	2997.65	3435.65	Bi-Weekly Rate
			28.6572	29.9529	31.3135	32.7418	34.2418	35.8168	37.4707	37.4707	42.9457	Hourly Rate
			20.9884	21.9373	22.9338	23.9799	25.0785	26.2320	27.4433	27.4433	31.4532	Fire Hourly Rate

IAFF-26

City of Rock Island

Effective Date

7/26/10

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	<b>53,982</b>	<b>56,707</b>	<b>59,542</b>	<b>62,519</b>	<b>65,545</b>	<b>68,927</b>	<b>72,373</b>	<b>72,373</b>	<b>83,783</b>	<b>Annual Total</b>
	Fire Marshal	382	2076.23	2181.04	2290.08	2404.58	2524.81	2651.04	2783.58	2783.58	3222.42	Bi-Weekly Rate
		387	25.9529	27.2630	28.6260	30.0572	31.5801	33.1380	34.7947	34.7947	40.2803	Hourly Rate
			19.0077	19.9673	20.9655	22.0137	23.1144	24.2701	25.4835	25.4835	29.5011	Fire Hourly Rate
			<b>54,932</b>	<b>57,857</b>	<b>60,492</b>	<b>63,469</b>	<b>66,595</b>	<b>69,877</b>	<b>73,323</b>	<b>73,323</b>	<b>84,733</b>	<b>5 YR Longevity</b>
			2112.77	2217.58	2326.62	2441.12	2561.35	2687.58	2820.12	2820.12	3258.96	Bi-Weekly Rate
			26.4098	27.7197	29.0827	30.5139	32.0168	33.5947	35.2514	35.2514	40.7370	Hourly Rate
			19.3423	20.3018	21.3000	22.3482	23.4489	24.6046	25.8180	25.8180	29.8356	Fire Hourly Rate
			<b>55,882</b>	<b>58,807</b>	<b>61,442</b>	<b>64,419</b>	<b>67,545</b>	<b>70,827</b>	<b>74,273</b>	<b>74,273</b>	<b>86,683</b>	<b>10 YR Longevity</b>
			2149.31	2254.12	2363.15	2477.65	2597.88	2724.12	2856.65	2856.65	3295.50	Bi-Weekly Rate
			26.8663	28.1764	29.5394	30.9707	32.4736	34.0514	35.7082	35.7082	41.1938	Hourly Rate
			19.6768	20.6363	21.6345	22.6827	23.7835	24.9391	26.1525	26.1525	30.1701	Fire Hourly Rate
			<b>56,832</b>	<b>59,557</b>	<b>62,392</b>	<b>65,369</b>	<b>68,495</b>	<b>71,777</b>	<b>75,223</b>	<b>75,223</b>	<b>86,633</b>	<b>15 YR Longevity</b>
			2185.85	2290.65	2399.69	2514.19	2634.42	2760.65	2893.19	2893.19	3332.04	Bi-Weekly Rate
			27.3231	28.6332	29.9962	31.4274	32.9303	34.5082	36.1649	36.1649	41.6505	Hourly Rate
			20.0113	20.9708	21.9690	23.0173	24.1180	25.2736	26.4870	26.4870	30.5046	Fire Hourly Rate
			<b>57,782</b>	<b>60,507</b>	<b>63,342</b>	<b>66,319</b>	<b>69,445</b>	<b>72,727</b>	<b>76,173</b>	<b>76,173</b>	<b>87,583</b>	<b>20 YR Longevity</b>
			2222.38	2327.19	2436.23	2550.73	2670.96	2797.19	2929.73	2929.73	3368.58	Bi-Weekly Rate
			27.7798	29.0899	30.4529	31.8841	33.3870	34.9649	36.6216	36.6216	42.1072	Hourly Rate
			20.3458	21.3053	22.3035	23.3518	24.4525	25.6081	26.8215	26.8215	30.8391	Fire Hourly Rate
			<b>58,732</b>	<b>61,457</b>	<b>64,292</b>	<b>67,269</b>	<b>70,395</b>	<b>73,677</b>	<b>77,123</b>	<b>77,123</b>	<b>88,633</b>	<b>25 YR Longevity</b>
			2258.92	2363.73	2472.77	2587.27	2707.50	2833.73	2966.27	2966.27	3405.12	Bi-Weekly Rate
			28.2365	29.5466	30.9096	32.3409	33.8438	35.4216	37.0784	37.0784	42.5639	Hourly Rate
			20.6803	21.6398	22.6380	23.6863	24.7870	25.9426	27.1560	27.1560	31.1736	Fire Hourly Rate
			<b>59,682</b>	<b>62,407</b>	<b>65,242</b>	<b>68,219</b>	<b>71,345</b>	<b>74,627</b>	<b>78,073</b>	<b>78,073</b>	<b>89,483</b>	<b>30 YR Longevity</b>
			2295.46	2400.27	2509.31	2623.81	2744.04	2870.27	3002.81	3002.81	3441.65	Bi-Weekly Rate
			28.6933	30.0034	31.3663	32.7976	34.3005	35.8784	37.5351	37.5351	43.0207	Hourly Rate
			21.0148	21.9743	22.9725	24.0208	25.1215	26.2771	27.4905	27.4905	31.5081	Fire Hourly Rate

IAFF-26

City of Rock Island

Effective Date

4/2/12

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	<b>55,062</b>	<b>57,841</b>	<b>60,733</b>	<b>63,769</b>	<b>66,958</b>	<b>70,306</b>	<b>73,820</b>	<b>73,820</b>	<b>85,458</b>	<b>Annual Total</b>
	Fire Marshal	382	2117.77	2224.65	2335.88	2452.65	2575.31	2704.08	2839.23	2839.23	3286.85	Bi-Weekly Rate
		387	26.4721	27.8082	29.1986	30.6582	32.1913	33.8010	35.4904	35.4904	41.0856	Hourly Rate
			19.3880	20.3665	21.3849	22.4539	23.5768	24.7556	25.9930	25.9930	30.0908	Fire Hourly Rate
			<b>56,012</b>	<b>58,791</b>	<b>61,683</b>	<b>64,719</b>	<b>67,908</b>	<b>71,256</b>	<b>74,770</b>	<b>74,770</b>	<b>86,408</b>	<b>5 YR Longevity</b>
			2154.31	2261.19	2372.42	2489.19	2611.85	2740.62	2875.77	2875.77	3323.38	Bi-Weekly Rate
			26.9288	28.2649	29.6553	31.1149	32.6481	34.2577	35.9471	35.9471	41.5423	Hourly Rate
			19.7225	20.7011	21.7194	22.7884	23.9113	25.0901	26.3275	26.3275	30.4254	Fire Hourly Rate
			<b>56,962</b>	<b>59,741</b>	<b>62,633</b>	<b>65,669</b>	<b>68,858</b>	<b>72,206</b>	<b>75,720</b>	<b>75,720</b>	<b>87,368</b>	<b>10 YR Longevity</b>
			2190.85	2297.73	2408.96	2525.73	2648.38	2777.15	2912.31	2912.31	3359.92	Bi-Weekly Rate
			27.3856	28.7216	30.1120	31.5716	33.1048	34.7144	36.4038	36.4038	41.9990	Hourly Rate
			20.0570	21.0356	22.0539	23.1229	24.2458	25.4246	26.6620	26.6620	30.7599	Fire Hourly Rate
			<b>57,912</b>	<b>60,691</b>	<b>63,583</b>	<b>66,619</b>	<b>69,808</b>	<b>73,156</b>	<b>76,670</b>	<b>76,670</b>	<b>88,308</b>	<b>15 YR Longevity</b>
			2227.38	2334.27	2445.50	2562.27	2684.92	2813.69	2948.85	2948.85	3396.46	Bi-Weekly Rate
			27.8423	29.1784	30.5688	32.0284	33.5615	35.1712	36.8606	36.8606	42.4558	Hourly Rate
			20.3915	21.3701	22.3884	23.4574	24.5803	25.7592	26.9965	26.9965	31.0944	Fire Hourly Rate
			<b>58,862</b>	<b>61,641</b>	<b>64,533</b>	<b>67,569</b>	<b>70,758</b>	<b>74,106</b>	<b>77,620</b>	<b>77,620</b>	<b>89,258</b>	<b>20 YR Longevity</b>
			2263.92	2370.81	2482.04	2598.81	2721.46	2850.23	2985.38	2985.38	3433.00	Bi-Weekly Rate
			28.2990	29.6351	31.0255	32.4851	34.0183	35.6279	37.3173	37.3173	42.9125	Hourly Rate
			20.7261	21.7046	22.7229	23.7919	24.9148	26.0937	27.3310	27.3310	31.4289	Fire Hourly Rate
			<b>59,812</b>	<b>62,591</b>	<b>65,483</b>	<b>68,519</b>	<b>71,708</b>	<b>75,056</b>	<b>78,570</b>	<b>78,570</b>	<b>90,208</b>	<b>25 YR Longevity</b>
			2300.46	2407.35	2518.58	2635.35	2758.00	2886.77	3021.92	3021.92	3469.54	Bi-Weekly Rate
			28.7558	30.0918	31.4822	32.9418	34.4750	36.0846	37.7740	37.7740	43.3692	Hourly Rate
			21.0606	22.0391	23.0574	24.1264	25.2493	26.4282	27.6655	27.6655	31.7634	Fire Hourly Rate
			<b>60,762</b>	<b>63,541</b>	<b>66,433</b>	<b>69,469</b>	<b>72,658</b>	<b>76,006</b>	<b>79,520</b>	<b>79,520</b>	<b>91,158</b>	<b>30 YR Longevity</b>
			2337.00	2443.88	2555.12	2671.88	2794.54	2923.31	3058.46	3058.46	3506.08	Bi-Weekly Rate
			29.2125	30.5486	31.9389	33.3986	34.9317	36.5413	38.2308	38.2308	43.8260	Hourly Rate
			21.3951	22.3736	23.3919	24.4609	25.5838	26.7627	28.0000	28.0000	32.0979	Fire Hourly Rate

IAFF-26

City of Rock Island

Effective Date

9/29/13

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	<b>55,576</b>	<b>59,432</b>	<b>62,403</b>	<b>65,523</b>	<b>68,799</b>	<b>72,239</b>	<b>75,850</b>	<b>75,850</b>	<b>87,808</b>	<b>Annual Total</b>
	Fire Marshal	382	2176.00	2285.85	2400.12	2520.12	2646.12	2778.42	2917.31	2917.31	3377.23	Bi-Weekly Rate
			27.2000	28.5731	30.0014	31.5014	33.0764	34.7303	36.4663	36.4663	42.2154	Hourly Rate
			19.9211	20.9268	21.9729	23.0715	24.2250	25.4363	26.7077	26.7077	30.9183	Fire Hourly Rate
			<b>57,526</b>	<b>60,382</b>	<b>63,353</b>	<b>66,473</b>	<b>69,749</b>	<b>73,189</b>	<b>76,800</b>	<b>76,800</b>	<b>88,758</b>	<b>5 YR Longevity</b>
			2212.54	2322.38	2436.65	2556.65	2682.65	2814.96	2953.85	2953.85	3413.77	Bi-Weekly Rate
			27.6567	29.0298	30.4582	31.9582	33.5332	35.1870	36.9231	36.9231	42.6721	Hourly Rate
			20.2556	21.2613	22.3074	23.4060	24.5595	25.7708	27.0423	27.0423	31.2528	Fire Hourly Rate
			<b>58,476</b>	<b>61,332</b>	<b>64,303</b>	<b>67,423</b>	<b>70,699</b>	<b>74,139</b>	<b>77,750</b>	<b>77,750</b>	<b>89,708</b>	<b>10 YR Longevity</b>
			2249.08	2358.92	2473.19	2593.19	2719.19	2851.50	2990.36	2990.36	3450.31	Bi-Weekly Rate
			28.1135	29.4865	30.9149	32.4149	33.9899	35.6438	37.3798	37.3798	43.1286	Hourly Rate
			20.5901	21.5958	22.6419	23.7405	24.8940	26.1053	27.3768	27.3768	31.5873	Fire Hourly Rate
			<b>59,426</b>	<b>62,282</b>	<b>65,253</b>	<b>68,373</b>	<b>71,649</b>	<b>75,089</b>	<b>78,700</b>	<b>78,700</b>	<b>90,658</b>	<b>15 YR Longevity</b>
			2285.62	2395.46	2509.73	2629.73	2755.73	2888.04	3026.92	3026.92	3486.85	Bi-Weekly Rate
			28.5702	29.9433	31.3716	32.8716	34.4466	36.1005	37.8365	37.8365	43.5856	Hourly Rate
			20.9246	21.9303	22.9764	24.0750	25.2265	26.4398	27.7113	27.7113	31.9218	Fire Hourly Rate
			<b>60,376</b>	<b>63,232</b>	<b>66,203</b>	<b>69,323</b>	<b>72,599</b>	<b>76,039</b>	<b>79,650</b>	<b>79,650</b>	<b>91,608</b>	<b>20 YR Longevity</b>
			2322.15	2432.00	2546.27	2666.27	2792.27	2924.58	3063.46	3063.46	3523.38	Bi-Weekly Rate
			29.0269	30.4000	31.8284	33.3284	34.9034	36.5572	38.2933	38.2933	44.0423	Hourly Rate
			21.2592	22.2648	23.3109	24.4095	25.5630	26.7743	28.0458	28.0458	32.2563	Fire Hourly Rate
			<b>61,326</b>	<b>64,182</b>	<b>67,153</b>	<b>70,273</b>	<b>73,549</b>	<b>76,989</b>	<b>80,600</b>	<b>80,600</b>	<b>92,558</b>	<b>25 YR Longevity</b>
			2358.69	2468.54	2582.81	2702.81	2828.81	2961.12	3100.00	3100.00	3559.92	Bi-Weekly Rate
			29.4837	30.8567	32.2851	33.7851	35.3601	37.0139	38.7500	38.7500	44.4990	Hourly Rate
			21.5937	22.5993	23.6454	24.7440	25.8975	27.1088	28.3803	28.3803	32.5908	Fire Hourly Rate
			<b>62,276</b>	<b>65,132</b>	<b>68,103</b>	<b>71,223</b>	<b>74,499</b>	<b>77,939</b>	<b>81,550</b>	<b>81,550</b>	<b>93,508</b>	<b>30 YR Longevity</b>
			2395.23	2505.08	2619.35	2739.35	2865.35	2997.65	3136.54	3136.54	3596.46	Bi-Weekly Rate
			29.9404	31.3135	32.7418	34.2418	35.8168	37.4707	39.2067	39.2067	44.9558	Hourly Rate
			21.9282	22.9338	23.9799	25.0785	26.2320	27.4433	28.7148	28.7148	32.9254	Fire Hourly Rate