

# **ILLINOIS FOP LABOR COUNCIL**

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**and**

## **COUNTY OF ROCK ISLAND / ROCK ISLAND COUNTY SHERIFF**

**Deputy Sheriff Patrolman, Sergeant &  
Lieutenant**

**Illinois F.O.P. Labor Council No. 61**

**FRATERNAL  
ORDER**

**December 1, 2024 – November 30, 2027**

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## **ARTICLE I PREAMBLE**

This Agreement is entered into by and between The County of Rock Island, Illinois, and the Rock Island County Sheriff's Office, hereinafter jointly referred to as the "Employer", and the Rock Island County Sheriffs Police No. 61/Illinois Fraternal Order of Police Labor Council, hereinafter referred to as the "Labor Council".

It is the intent of both the Employer and the Labor Council to work together to provide and maintain satisfactory terms and conditions of employment, to set forth those wages, hours, terms and all conditions of employment herein, and to prevent as well as to adjust misunderstandings and grievances relating to employee's wages, hour and working conditions.

## **ARTICLE II RECOGNITION**

The Employer does hereby recognize the Labor Council as the exclusive bargaining representative for all sworn peace officers in the bargaining unit holding the ranks of Deputy Sheriff Patrolman, Sergeant and Lieutenant, excluding only the Sheriff and Captains in the Rock Island County Sheriff's Office and all other non-sworn personnel.

## **ARTICLE III NON-DISCRIMINATION**

### **Section 3.1 Non-Discrimination:**

The Employer and the Labor Council shall not discriminate against any person directly or indirectly because of race, color, sex, age, religion, creed or national origin or membership, non-membership or activities in the Labor Council. Claims of discrimination under this Section shall not be subject to the grievance and arbitration provisions of this Agreement; but may be processed through the appropriate outside agency or forum.

### **Section 3.2 Use of Masculine Pronoun:**

Whenever a reference is made to male gender, it is understood that such language is nonrestrictive and is intended to include the female gender.

## **ARTICLE IV MANAGEMENT RIGHTS**

The Employer may exercise the following management rights provided that no such right is exercised contrary to or inconsistent with other terms of this Agreement or the Act:

- (a) To determine the organization and operations of the Sheriff's Office;
- (b) To determine and change the purpose and function of each of its constituent departments and subdivisions;
- (c) To establish the services to be offered to the public;
- (d) To determine the overall budget;

- (e) To create an organizational structure;
- (f) To select new employees, determine the examination techniques for new employees and to direct all employees, including the right to assign work and overtime;
- (g) To suspend, demote, discharge and take other appropriate disciplinary action for just cause as long as not inconsistent with the Rules, Regulations and Procedures of the Rock Island County Merit Commission as they now exist or as they may be changed or duly amended;
- (h) To determine reasonable schedules of work and establish the methods and processes by which such work is performed;
- (i) To maintain discipline of employees including the right to make reasonable rules and regulations for the purpose of efficiency, safe practices and discipline;
- (j) To contract out for goods and services, other than those services and work currently being performed by bargaining unit employees.

Except as specifically limited by provisions of this Agreement, the Employer retains traditional rights to manage the Sheriff's Office and to direct the working forces, as well as those rights set forth in the Illinois Public Labor Relations Act.

#### **ARTICLE V NO STRIKE / NO LOCKOUT**

Neither the Labor Council, nor any employee, will call, initiate, authorize, participate in, sanction, encourage or ratify any strike or slowdown during the term of this Agreement. Neither the Labor Council, nor any employee, shall refuse to cross any picket line, by whomever established, should such action be necessary in order to deliver the essential service to the public provided by the Employer.

The County will not lockout any employees during the term of this Agreement.

#### **ARTICLE VI DUES DEDUCTION**

The Employer shall deduct Labor Council dues, including initiation fees, from the pay of employees covered by this Agreement who authorizes such deductions in writing (attached as Appendix A) and shall remit such dues on a monthly basis, together with an itemized statement, to the Illinois FOP Labor Council at the address provided by the Labor Council, after deductions are made. Deductions shall be made thereafter as long as properly executed authorizations for check-off dues forms are in effect. Employees may terminate the dues check-off authorization at any time by giving at least thirty (30) days written notice of such termination to the Sheriff and the Labor Council. The Labor Council does hereby indemnify to save the Employer harmless from any and all claims, demands, suits or liabilities whatsoever which may arise out of or by

reason of any proper action taken by the Employer making the wage deductions hereinabove described.

The Employer shall not be liable to the Labor Council by reason of the requirements of this Article for remittance or payment of any sum other than those constituting actual deductions made from the employee's wages earned.

Should any employee be unable to pay their dues based upon a bona fide religious tenets or teachings of a church or religious body of which such employee is a member, such amount equal to the dues, shall be paid to a non-religious charitable organization mutually agreed upon by the employee affected and the Labor Council. If the Labor Council and the employee are unable to agree on the matter, such payment shall be made to a charitable organization from an approved list of charitable organizations to which such payment is to be made.

## **ARTICLE VII OFFICERS' BILL OF RIGHTS DISCIPLINE AND DISCHARGE**

All disciplinary actions or measures and discharge procedures shall be governed by existing Sheriff's Office Rules and Regulations, and the rules, regulations and procedures of the Rock Island County Merit Commission as they now exist or as they may be changed or duly amended, and the terms of this Agreement. No employee shall be disciplined in any manner without just cause.

### **Section 7.1 Conduct of Disciplinary Investigations:**

Whenever an employee is under investigation or subjected to questioning by the Sheriff's Office, for any reason, which could lead to disciplinary action or dismissal, the investigation or questioning shall be conducted in accordance with the Uniform Peace Officer's Disciplinary Act. If the employee requests a Labor Council representative be present during questioning, it shall be a person who is not an investigator of, a witness to, or in any other way directly involved in the matter under investigation.

All discipline may be grieved through the grievance and arbitration procedure of this Agreement. This includes all discipline actions recommended by the Sheriff that previously would have been referred to the Rock Island County Merit Commission. The Sheriff will have the authority to impose all disciplinary measures. Discipline grievances will be filed at Step 1 – Sheriff within fifteen (15) calendar days from the date of the notice of discipline or the date that the employee received the notice of discipline, whichever is later. If the matter is not resolved at Step 1, the grievance may then be advanced to Step 3 – Arbitration of the grievance procedure with the approval of the Illinois FOP Labor Council.

### **Section 7.2 Drug, Alcohol and Similar Testing:**

No employee shall be required to submit to a blood test, a breathalyzer test or any other test to determine the percentage of alcohol in the blood for any reason, or any test to determine the use of or presence of drugs or other chemical substances, unless the Employer has just cause to believe that the employee is then under the influence of alcohol or controlled substances.

### **Section 7.3 Psychiatric or Psychological Evaluations:**

No employee shall be required to submit to any psychiatric or psychological evaluation, testing or questioning unless the Employer has just cause to believe that the employee is then unfit to perform his duties.

### **Section 7.4 Possession or Use of Illegal Drugs:**

Unlawful possession or use of illegal drugs either on or off duty shall result in discipline up to and including discharge.

## **ARTICLE VIII GRIEVANCE AND ARBITRATION PROCEDURE**

A grievance is defined as a dispute between an employee or the Labor Council and the Employer concerning the interpretation, application or alleged violation of this Agreement.

Any matters falling under the jurisdiction of the Merit Commission are not covered by this Article and shall not be processed as a grievance nor be subject to arbitration.

### **Section 8.1 Grievance Procedure:**

- Step 1: The Labor Council or an employee with or without a Labor Council representative may present a written grievance to the Sheriff or his designee in the Sheriff's absence within seven (7) calendar days of the occurrence or when the employee or Labor Council knew or should have known of the event giving rise to the grievance. "Presenting" the written grievance shall either be by directly handing it to the Sheriff or his designee, or by email to the Sheriff or his designee. The Sheriff or his designee shall meet and discuss the grievance within seven (7) calendar days with the employee and Labor Council representative at a time mutually agreeable. If no settlement is reached, the Sheriff or his designee shall respond, in writing, to the employee and Labor Council within seven (7) calendar days following the meeting.
- Step 2: The Sheriff or his designee's decision will be considered final unless, within seven (7) calendar days of the issuance of that decision, the grievance is appealed to the County Administrator or his designee in the County Administrator's absence. If such grievance is appealed to Step 2, a meeting between the County Administrator or his designee, the Sheriff or his designee and the employee and representatives of the Labor Council shall be held at a time mutually agreeable, within fourteen (14) calendar days of receipt of the employee or Labor Council's appeal. If no settlement is reached, the County Administrator or his designee shall give the Employer's written response to the employee and Labor Council, within seven (7) calendar days following the meeting.
- Step 3: Should the Labor Council desire to advance the grievance to Step 3 and refer the grievance to arbitration, it shall give written notice to the Sheriff within twenty-one (21) calendar days from the date of the answer in Step 2. The parties shall attempt to agree on an arbitrator within ten (10) days. Absent agreement, the arbitration proceeding shall be conducted by an arbitrator selected by the parties



from the Federal Mediation and Conciliation Service, alternately striking names from the panel. The order of striking shall be determined by a coin toss. The jurisdiction of the arbitrator shall be limited to the interpretation and application of the provisions of this Agreement and the obligations of the parties there under. The arbitrator shall have no power or authority to add to, ignore, modify or enlarge upon any provision(s) of this Agreement. No decision of the arbitrator shall pertain to matters not at issue in a given case. All decisions of the arbitrator shall be presented in writing and shall be final and binding upon the parties. The expenses for the arbitrator's services and the expenses which are common to both parties shall be borne equally by the Employer and the Labor Council. Each party to an arbitration shall be responsible for compensating its' own witnesses and representatives.

In specific cases, by mutual agreement, prior to selecting an arbitrator the parties may request the services of the Federal Mediation and Conciliation Service for a mediator to attempt to mediate the grievance.

### **Section 8.2 Time Limits:**

It is agreed and understood that the time limits established in any step of the grievance procedure may be extended by mutual understanding of the parties.

### **Section 8.3 Employer Grievances:**

The Employer shall have the right to file grievances under this Section 8.3. Any grievance filed by the Employer shall be reduced to writing and referred to the Labor Council within seven (7) calendar days of the occurrence or when the Employer should have known of the event giving rise to the grievance. The Labor Council shall respond in writing within seven (7) calendar days of the grievance. If no settlement is reached, a meeting between the County Board's Labor Committee and representatives of the Labor Council shall be held at a time mutually agreeable to discuss the grievance and attempt to resolve the dispute within fourteen (14) calendar days of receipt of the Labor Council's response. If after the meeting no settlement is reached, the Employer may refer the grievance to arbitration. The Employer shall give written notice of such referral to the Illinois Fraternal Order of Police Labor Council, via certified mail, within twenty-one (21) calendar days from the date of the meeting. Arbitration shall be conducted in accordance with the arbitration procedures at Step 3 of this Article 8.

## **ARTICLE IX MAINTENANCE OF STANDARDS**

All established work practices which are not set forth in this Agreement and which are currently in effect shall continue and remain in effect for the term of this Agreement. This shall not limit the management rights of the Sheriff as set forth in this Agreement or the rights and duties of each party as set forth in the Illinois Public Labor Relations Act in 5 ILCS 315/4 and 5 ILCS 315/17.

## **ARTICLE X LAYOFF AND RECALL**

The Employer may lay off employees due to a lack of funds or need. Prior to layoff of any permanent merit employees, all merit probationary employees and part-time sworn court security officers/bailiffs functioning within the Sheriff's Office shall be laid off or terminated as the case may be.

In the event of a layoff of sworn merit personnel, the Employer agrees not to hire civilian personnel to perform those duties that formerly were performed by an employee.

In the event of lay off, sworn personnel will be laid off in inverse order of their seniority and their ability to perform the remaining work available without considerable training.

## **ARTICLE XI INDEMNIFICATION**

The Employer expressly agrees to indemnify and hold harmless employees from liability, damages, costs of suit and costs of representation and any such case shall be referred to the State's Attorney's Office for representation.

## **ARTICLE XII BULLETIN BOARDS**

The Employer shall provide the Labor Council with reasonable space on two (2) bulletin boards, readily accessible by employees, within the Sheriff's Office facility upon which the Labor Council may post notices and other items pertaining to the Labor Council. All items posted are the responsibility and property of the Labor Council, and no items shall consist of any material that is crude, offensive, vulgar or discriminatory.

## **ARTICLE XIII GENERAL PROVISIONS**

### **Section 13.1 Right to Access:**

With prior notice and approval from the Employer, authorized representatives of the Labor Council shall be permitted to visit the Sheriff's Office during working hours to talk with the employees and/or representatives of the Employer concerning matters covered by this Agreement.

### **Section 13.2 Right to Examine Records:**

The Employer agrees to make available for review and photocopying by the Labor Council of all time sheets and other records pertaining to the computation of compensation of any employee whose pay is in dispute, or any other records maintained concerning an employee pertaining to a specific grievance, at reasonable times with the affected employee's consent and in the presence of the record keeper.

### **Section 13.3 Repair or Replacement of Damaged Property:**

The Employer agrees to repair or replace as necessary an employee's glasses, contact lenses, prescription sunglasses and dentures that are damaged or destroyed during the course of the employee's duties, except that damage that occurs as a result of the employee's negligence.

A one hundred fifty (\$150.00) dollar cap is placed on any items of personal property, such as jewelry, watch, radio, etc. that may be damaged under the provisions of this Article. Employees may be required by the Employer to document the incident giving rise to the damage or destruction.

#### **Section 13.4 Inoculations and Immunizations:**

The Employer agrees to pay all expenses for inoculation or immunization for the employee and members of his immediate family residing at the same household when such is recommended by a physician as a result of the employee's exposure to contagious diseases during the performance of his duties. Whenever possible, the in-house (Jail Doctor) will be utilized for this purpose.

#### **Section 13.5 Promotions:**

Promotion guidelines fall under the jurisdiction of the Rock Island County Merit Commission. The promotion of employees covered by this Agreement shall be in accordance with the rules of the Rock Island County Merit Commission and at the sole discretion of the Sheriff. Any dispute involving promotions shall not be subject to the grievance and arbitration provisions of this Agreement.

#### **Section 13.6 Emergency Closures:**

In the event of the closure of County facilities during inclement weather or an emergency situation, as determined by the Employer, all employees who are scheduled to work and required to stay home as the result of such closure shall receive compensation during such closure as if they had been at work. Employees required to work shall receive normal compensation at the appropriate rate of pay for all hours worked. Employees who are scheduled off for vacation, comp time, sick time, workers' compensation, etc. or not scheduled to work shall be compensated as in a non-emergency situation and receive no additional compensation because there was an emergency closure. An emergency closure in itself does not create a premium pay situation.

#### **Section 13.7 Light Duty:**

When an employee is temporarily unable to perform his regular duty assignment due to a duty or non-duty illness or injury, the employee may request to be assigned to a light duty assignment performing law enforcement related duties for the Sheriff's Office.

The Sheriff has the right to order employees who are unable to perform their regular duty assignments to perform a light duty assignment performing law enforcement related duties for the Sheriff's Office.

The Sheriff shall require the employee to provide an initial physician's statement of any physical limitations the employee may have which should be taken into account in making assignments. The Employer may require the employee to provide periodic physician's statements.

Employees on light duty assignments shall receive the same shift differential, if any, the employee was receiving when last performing his regular duty assignment regardless of the shift to which the employee is assigned on light duty.

There is no requirement to create light duty positions in order to accommodate a request or mandate for light duty. A light duty assignment shall be for a maximum of ninety (90) working days.

Assignments and approval of requests for light duty are at the discretion of the Sheriff.

### **Section 13.8 Part-Time and Off-Duty Jobs:**

Bargaining unit members may work part-time or off-duty jobs according to the current practice of the parties.

### **Section 13.9 Time-Off Requests:**

For time off requests for comp-time, holiday time and personal leave shall be considered granted or denied only after they are submitted in writing. All requests shall be kept for one hundred eighty (180) days. Time off requests submitted will be approved or denied within five (5) days of submission. However, during any vacation bidding period, personal time will be approved after seniority vacation requests are complete.

### **Section 13.10 Reduction in Rank:**

When an individual is either voluntarily or involuntarily reduced in rank, they shall revert back to their previous highest rank. A Lieutenant shall revert to a Sergeant and a Sergeant shall revert to a Deputy Sheriff. The individual shall retain all rank and departmental seniority from their original date of hire and or promotion to the reduced rank as if they were never promoted to the higher rank.

### **Section 13.11 Residency Requirements**

Employees subject to this Agreement shall be required within eighteen (18) months of their hiring, as a condition of their continued employment with the Employer, to have their place of residency in Rock Island County, or within a twenty (20) mile air radius of the county geographical boundary, to exclude the State of Iowa. The parties expressly agree that any future changes to this residency requirement are subject to interest arbitration, not including the right to award out of state residency. Employees residing outside of Rock Island County shall forfeit privileges of the Sheriff's Office Vehicle Take Home Program, unless authorized by the Sheriff or their designee.

### **Section 13.12 Vehicle Take Home Program**

There shall be a Rock Island County Sheriff's Office Vehicle Take Home Program, subject to the following provisions:

- (a) It shall be understood the Sheriff retains the right to cancel the Vehicle Take Home Program.

- (b) Employees covered by this Agreement may be provided with a county owned take home vehicle for law enforcement purposes at the discretion and authorization of the Sheriff.
- (c) Vehicles shall only be operated by employees of the Rock Island County Sheriff's Office.
- (d) Vehicles shall not be operated outside Rock Island County except with authorization of the Sheriff or their designee.
- (e) Vehicles shall be used for official Rock Island County Sheriff's Office business only, and for commuting to and from work except as authorized by the Sheriff or their designee.
- (f) Employees operating a county owned vehicle are solely responsible for any traffic violations or fines that may result from their operation.
- (g) Vehicle cleanliness, to include both the interior and exterior, is the responsibility of the assigned employee. Vehicle repairs and maintenance are the responsibility of the Sheriff's Office.
- (h) Any violation of the Sheriff's Office Vehicle Take Home Program provisions may result in the loss of privileges and or discipline.

#### **ARTICLE XIV LABOR COUNCIL REPRESENTATIVES**

For purposes of administering and enforcing the provisions of this Agreement, the Employer agrees as follows:

##### **Section 14.1 Attendance at Labor Council Meetings:**

As soon as a Labor Council meeting is scheduled, Labor Council members who wish to attend the meeting shall request permission to attend and permission will be granted, and the employee's work schedule will be changed to allow the employee to attend the meeting if it does not adversely affect the efficiency of the Sheriff's Office.

##### **Section 14.2 Grievance Processing:**

Reasonable time off with pay while on duty shall be granted to Labor Council representatives for the purpose of aiding or assisting or otherwise representing employees in the handling and processing of grievances. Labor Council representatives shall not be released more than two (2) hours per week unless an extension is granted by the Sheriff or his designee. Face to face meetings with the Employer shall not count toward the two (2) hours.

##### **Section 14.3 Conventions and Conferences:**

Any employee(s) chosen as delegate(s) to an Illinois Fraternal Order of Police Labor Council Conference, will upon written application approved by the membership and submitted to the Employer with at least fourteen (14) calendar days' notice, be given a leave of absence

without pay for the period of time required to attend such convention or conference. This period of time shall in no event exceed three (3) working days. Employees shall receive no pay during such leave, unless they utilize their accumulated vacation, compensatory time or personal leave. A maximum of two (2) employees shall be so released at any one time, and the releasing shall be subject to the Sheriff's Office reasonable manpower requirements.

#### **Section 14.4 Labor Council Negotiating Team:**

Bargaining unit employees designated as being on the Labor Council negotiating team shall be released from duty with pay for negotiations according to the current practice, provided no more than one (1) on-duty employee will be released from duty if there is a manpower shortage.

### **ARTICLE XV SAFETY ISSUES**

Recognizing that the police service is a highly dangerous profession that frequently exposes employees to risks and dangers beyond those encountered by employees in other professions and occupations, each party pledges its' best efforts to make safe working conditions for the employees covered by the terms of this Agreement. Acknowledging that it is not possible to eliminate all of the risks inherent in the police service, the parties agree as follows:

- (a) That the Labor Council and the employees covered by the terms of this Agreement will follow all reasonable safety rules and regulations established by the Employer, reporting to proper supervisory personnel any condition that appears to be unsafe.
- (b) That the Employer will take all reasonable steps for the safety and protection of the employees during their work hours and the performance of their duty.
- (c) That the Employer will not require the employees to use any equipment that has been designated by the Labor Council and the Employer to be defective, until such time as that defect has been cured.
- (d) That when an assigned departmental vehicle or piece of equipment is found to have a disabling defect or is in violation of law, employees will notify their supervisors, complete required reports and follow the supervisor's direction relative to requesting repairs, replacement or the continued operation of said vehicle or equipment.
- (e) No employee shall be permitted to violate a direct order of a superior employee concerning using such equipment or property that the employee deems unsafe or disabled. In the event an employee is ordered by a superior employee to use a piece of equipment or a vehicle which the employee deems to be unsafe, he shall request the opportunity to confer with that supervisor concerning the matter. In the event that the employee and the superior employee are not able to reach a satisfactory accord concerning the continued use of the equipment, the Employer

agrees that the employee may refer the safety issue to the next higher superior employee in the chain of command for resolution.

- (f) That the Employer shall provide each employee covered by this Agreement with a ballistic safety vest. The vest shall comply with the standards established by the National Institute of Justice (NIJ) with regard to such vests. The Employer further agrees to replace the vests every five (5) years after being placed into service or sooner, if called for by standards set by the NIJ for replacement of such vests. The Sheriff's right to require employees to wear safety vests as he deems necessary is not affected by this Section.

## **ARTICLE XVI SENIORITY**

### **Section 16.1 Definition of Seniority:**

As used in this Article and throughout the terms of this Agreement, the term "seniority" shall refer to and be defined as "departmental seniority" or the continuous length of service or employment of an employee covered by the terms of this Agreement from his date of hire as a merited deputy. Where the parties intend a different meaning, such as for example, the length of time served in a particular position or rank, such difference is expressly stated.

### **Section 16.2 Probationary Period**

Employees hired after the execution of this Agreement shall serve an eighteen (18) month probationary period from their date of hire. During the probationary period, the employee shall be entitled to all rights, privileges or benefits under this Agreement, except the Sheriff may suspend or discharge a probationary employee without cause and such action shall be final. The employee shall have no recourse under the grievance procedure or otherwise to contest the discharge.

### **Section 16.3 Vacation Scheduling:**

Employees shall select the periods of their annual vacation on the basis of seniority according to the current practice of the parties.

### **Section 16.4 Promotion:**

The Employer agrees that seniority shall be a consideration in the promotion of employees covered by the terms of this Agreement.

### **Section 16.5 Seniority List:**

The Employer shall prepare and maintain a seniority list of all employees covered by this Agreement and provide the Labor Council with an up-to-date copy, as well as any revised lists that may be prepared from time to time. Such lists shall finally resolve all questions of seniority rights affecting employees covered under the terms of this Agreement or employed at the time the Agreement becomes effective. Disputes concerning the seniority listing shall be resolved through the grievance procedure.

### **Section 16.6 Personal Day Selection:**

Any dispute among employees as to which employee may have a certain day off as a personal day where simultaneous requests have been made (i.e. on same day for same day) shall be resolved by seniority. Otherwise, personal day selection shall be on a first-come, first-served basis, based upon the Sheriff's Office reasonable manpower requirements: and shall be approved/denied upon submittal. Requests for personal leave submitted a minimum of eight (8) hours prior to the requested leave shall not be denied unless the request creates more than two (2) positions of hire back.

### **Section 16.7 Interruption of Seniority Accumulation:**

Seniority accumulation may only be interrupted by placing an employee in layoff status or by the terms of a leave of absence as set forth in this Agreement concerning such leaves.

### **Section 16.8 Termination of Seniority:**

An employee shall be terminated, and his seniority considered terminated when he:

- (a) Quits;
- (b) Is discharged for just cause;
- (c) Absent without proper notice to the Employer for a period of three (3) consecutive workdays, without a bona fide reason;
- (d) Fails to return from an approved leave of absence according to the terms thereof without properly notifying the Employer without a bona fide reason;
- (e) Accepts gainful employment contrary to the terms of a leave of absence for disability, doing work that indicates that the employee could be performing his police duties for the Rock Island County Sheriff's Office.

## **ARTICLE XVII LEAVES OF ABSENCE**

Employees covered by the terms of this Agreement shall be entitled leaves of absence in accordance with this Article.

### **Section 17.1 Bereavement Leave:**

When death occurs in the immediate family of an employee, with seniority, such an employee, upon request, will be excused for any three (3) normal scheduled days of work immediately following the date of death or at the time of services provided the employee attends the funeral. An employee shall be eligible for an extra bereavement day if travel for a funeral or memorial service of an immediate family member is more than five hundred (500) miles from the Rock Island County Courthouse. An employee's immediate family shall include only the following: spouse, children, parents, brother, sister, grandparents, grandchildren, immediate in-laws, stepparents, stepchildren and legal guardian. After making written application thereof, which will show date of death, relationship to deceased, and the fact employee attended funeral, the employee shall receive pay on basis of straight time established rate for any scheduled days



of work for which employee is excused. This Section does not apply to employees who work for another employer during the time they would otherwise receive benefits under this Section.

**Section 17.2 Military Leave of Absence:**

Any employee covered by the terms of this Agreement shall be granted military leave of absence according to the applicable law.

**Section 17.3 General Leave of Absence:**

Employees covered by the terms of this Agreement shall be granted by the Employer general leaves of absence according to the current Merit Commission rules.

**Section 17.4 Maternity Leave:**

An employee shall be required to notify the Employer in writing as soon as they learn of their pregnancy. An employee who is pregnant shall have the option of continuing their regular assignment or having a reasonable accommodation being made by the Employer, provided, however, that the employee is released for such assignment by their physician.

A leave of absence shall be granted for maternity leave not to exceed six (6) months, which will run concurrently with FMLA leave, for the care of newborn or adopted child upon request. Such request must be presented in writing, setting forth the date the leave is to begin, as soon as that date can be determined by the employee and the employee's physician. Return to work shall be as soon as reasonable after delivery, as permitted by a signed release to work from the employee's physician. There shall be no interruption of seniority rights or other benefits or privileges hereunder.

**Section 17.5 Injury Leave:**

An employee who sustains injuries or illness arising out of or in the course of his employment shall be afforded injury leave and benefits according to applicable law.

**ARTICLE XVIII WAGE RATES**

The wage rates for the employees covered by the terms of this Agreement are as set forth in the schedule attached hereto and made a part hereof as Appendix C.

**Section 18.1 Investigator Compensation:**

Lieutenants, Sergeants and Deputies assigned to investigations shall be paid annually two thousand five hundred (\$2,500.00) dollars over the annual salary of a Lieutenant, Sergeant or Deputy at each of the pay steps set forth in Appendix C. Investigator compensation shall be added to their hourly rate of pay prior to figuring the overtime rate of pay.

**Section 18.2 Sergeant Compensation:**

Deputies holding the rank of Sergeant shall be placed in the Sergeant's wage matrix at the same level corresponding with their years on the Sheriff's Office (i.e., the after 8-year patrol Deputy will move to the after 8-year Sergeant Step).

### **Section 18.3 Lieutenant Compensation:**

Deputies holding the rank of Lieutenant shall be placed in the Lieutenant's wage matrix at the same level corresponding with their years on the Sheriff's Office (i.e., the after 8-year patrol Sergeant will move to the after 8-year Lieutenant Step).

### **Section 18.4 Field Training Officer Compensation:**

Any employee assigned as a Field Training Officer shall receive two (2) hours of compensatory time for each day they are assigned a trainee. The Employer may appoint up to two (2) FTO's per shift.

### **Section 18.5 Canine (K9) Officer Compensation:**

Deputies assigned as K9 officers will receive an additional one hundred twenty (\$120.00) dollars per week for compensation for the routine care and feeding of the canine.

### **Section 18.6 Purchase of Canine (K9)**

Canine officers shall be allowed to purchase their K9 animal at the conclusion of service for the sum of one (\$1.00) dollar, if such animal is deemed "retired from service" by the Sheriff or their designee.

### **Section 18.7 Lateral Transfer Program**

#### **(a) Requirements**

Lateral transfers must possess a State of Illinois certification with the Illinois Law Enforcement Training and Standards Board. Certifications by states outside of Illinois will also be accepted provided the certification will be accepted and recognized by the Illinois Law Enforcement Training and Standards Board without additional training. Part-time certification as a law enforcement officer does not meet this requirement.

#### **(b) Wages**

Upon hire, lateral transfers shall be placed in the pay scale that is commensurate with their prior completed years of service, not to exceed "Beginning Year 5" according to Appendix C.

Lateral transfers shall receive the annual negotiated wage increases, but their annual longevity steps shall remain "red-lined" until their years of service with the Sheriff's Office qualify them for the next step. For example, a lateral transfer is hired by the Sheriff's Office with three (3) years of completed prior service. They remain at the "Beginning Year 4" of completed service step according to Appendix C until they have completed four (4) years of completed service with the Sheriff's Office and shall begin advancing through the steps.

#### **(c) Benefits**

Upon completion of the Field Training Program, lateral transfers shall receive two (2) weeks' vacation.

Lateral transfers prior completed years of service shall not be considered for seniority or other benefit provisions or privileges in this Agreement.

### **ARTICLE XIX WORKING OUT OF CLASSIFICATION**

Any employee who is assigned to work in or perform the duties of a position, classification or rank having a higher rate of pay than that of the employee, shall be paid at the higher rate of pay for all time spent in that position or performing such duties.

### **ARTICLE XX CLOTHING ISSUE AND CLOTHING ALLOWANCE**

Clothing and equipment shall be issued according to current practice. See Appendix D for the basic issue list of uniforms and equipment.

Clothing allowance shall be paid to all employees in the amount of nine hundred (\$900.00) dollars annually effective the fiscal year beginning December 1, 2024. This allowance is to be paid on the Friday after the third (3<sup>rd</sup>) Tuesday in December. Employees hired on September 1<sup>st</sup> and after annually are not eligible for uniform allowance until the following benefit year.

### **ARTICLE XXI TRAINING OPPORTUNITIES**

Recognizing the mutual benefit to the Employer and the employees of training and educational seminars whenever possible based on available manpower the Employer agrees to make such training opportunities and educational seminars available to all employees covered by the terms of this Agreement on a fair and impartial basis, endeavoring to achieve an equal distribution of the opportunities for further training and education. The Labor Council pledges to encourage its membership to seek further training and education that will make the employees better able to provide their police service to the Employer and the citizens they protect.

If the training or educational program is outside Rock Island County and the adjoining counties, the employee will receive travel, hotel and meal expenses according to the current rate:

- (a) Actual travel expenses will be reimbursed according to the Rock Island County Procedure Manual.

However, if an employee is required to stay overnight as a requirement of the training or educational program in an adjoining county, then the employee shall be eligible to receive hotel and meal expenses according to the current county rate.

### **ARTICLE XXII VACATIONS**

The County Board's policy on annual vacation, applicable to all county employees in all departments and offices is as follows:

- (a) Two (2) weeks of vacation annually after one (1) year of continuous service.

- (b) Three (3) weeks of vacation annually after six (6) years of continuous service.
- (c) Four (4) weeks of vacation annually after ten (10) years of continuous service.
- (d) Five (5) weeks of vacation annually after nineteen (19) years of continuous service.

If an employee advances to a higher vacation bracket within the fiscal year, they will be entitled to the additional vacation in that year. Earned vacation must be taken. Accrued but untaken vacation will not be paid in cash, except in cases of deceased employees, earned vacation shall be paid to the estate of the employee.

Vacations are not cumulative and are forfeited if not used before December first (1<sup>st</sup>). However, employees shall be eligible for another annual vacation following December first (1<sup>st</sup>) of each year providing they perform work during that year.

Up to a maximum of forty (40) hours of vacation time shall be allowed to carry over into the next fiscal year at the sole discretion of the employee.

Ten (10) days of earned vacation may be taken one (1) day at a time and/or in blocks of two (2) days or more. The remainder of vacation will be taken during single weeks to the extent possible.

Vacations shall be granted at the time requested by the eligible employee providing the type of work performed by the employee will permit approving request. If the nature or type of work involved makes it necessary to limit the number of employees on vacation at the same time, the employee(s) with the greatest departmental seniority shall be given his choice of vacation in the event of any conflict over vacation periods.

An employee entitled to vacation, who is terminated for any reason prior to taking his vacation will be paid vacation money for the vacation period to which he is entitled if he has performed work in that year. However, an employee who is terminated before their actual anniversary eligibility date shall not be entitled to vacation money. If an employee is terminated due to layoffs, he will receive his vacation money that he is entitled to at the beginning of such layoff or at such time that the vacation was scheduled which shall be agreed to by the employee and his supervisor.

The parties agree to continue the current practice of counting time served in the employment of the Employer as other than a merited deputy for purposes of determining length of service and vacation accrual. However, for purposes of selecting dates of vacations and all other matters where seniority may be applicable in this Agreement, only length of service and seniority as a merited deputy shall apply unless otherwise specifically stated.

Vacation requests may be submitted each shift bid period (as defined in Section 26.2 Assignments of this Agreement) from the 16<sup>th</sup> day through the 20<sup>th</sup> day prior to the beginning

date of each shift bid period. Seniority bid vacations will be posted no later than the 25<sup>th</sup> day of the month preceding the start of the shift bid period.

No requests for vacation will be approved prior to these dates. Any requests submitted after these dates will be on a “first-come” basis for each shift/division. All requests must be submitted in writing to his/her shift commander or division chief for approval. Vacations can only be approved for earned vacation.

### **ARTICLE XXIII PERSONAL LEAVE**

Employees shall receive two (2) personal leave days according to the current practice. If an employee does not use this leave, it shall be added to his vacation for the following year.

### **ARTICLE XXIV INSURANCE**

All eligible employees are encouraged to participate in the County group hospitalization insurance program offered at the group rate through the County.

The Labor Council shall be represented on the County Health Care Planning Committee by a representative designated by the Labor Council President. The Labor Council agrees to work together with the County and all other bargaining units within the County, which receive the benefits of the current County Health Plan, during the term of this Agreement to begin the good faith negotiation process in order to form an Agreement which will establish a “Health Care Planning Committee”. This committee once formed will be charged with the administration of the Rock Island County Health Plan and would be empowered by both the bargaining units and the Rock Island County Board to make collective decisions regarding benefits, coverage levels and premiums.

The Employer shall have the right to bargain with the Labor Council on any proposed changes in the premium or benefit levels of medical or health insurance to be effective on Dec. 1, of each year of this Agreement provided that the Employer makes a request in writing thirty (30) days prior to the end of the fiscal year.

Impasses in such bargaining shall be resolved by the procedures set forth in 5 ILCS 315/14 of the Illinois Public Labor Relations Act.

### **ARTICLE XXV HOLIDAYS**

#### **Section 25.1 Paid Holidays:**

The following days shall be recognized and observed as paid holidays:

New Year's Day  
Martin Luther King's Birthday  
President's Day  
Good Friday  
Memorial Day

Juneteenth  
Independence Day (Observed July 4<sup>th</sup>)  
Labor Day  
Columbus Day  
Veterans Day  
Thanksgiving Day  
Friday after Thanksgiving  
Christmas Eve  
Christmas Day (Observed December 25<sup>th</sup>)

**Section 25.2 Holiday Pay:**

For employees hired prior to December 1, 2024:

- (a) For New Year's Day, Martin Luther King's Birthday, President's Day, Good Friday, Juneteenth, Columbus Day, Veterans Day, Friday after Thanksgiving and Christmas Eve, employees shall receive one (1) banked holiday (eight (8) hours of holiday compensatory time). The maximum accrual of banked holidays shall be ninety (90) days or seven-hundred twenty (720) hours. Employees with more than ninety (90) banked holidays accrued upon signing of this Agreement shall retain their banked holidays but shall not accrue additional banked holidays until their accumulation is less than ninety (90) days.

Employees who are regularly scheduled to work on these holidays and have not accrued ninety (90) banked holidays shall be compensated at their straight time rate of pay. Employees who have accrued ninety (90) banked holidays shall receive an additional eight (8) hours of holiday pay at their straight rate of pay instead of banking the holiday.

- (b) For Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day, employees shall receive eight (8) hours of holiday pay at their straight time rate of pay. Employees who are regularly scheduled to work on these holidays shall be compensated at one and one half (1 ½) times their straight time rate of pay in addition to the holiday pay.

All hours worked outside their regularly scheduled hours shall be compensated at two and one half (2 ½) times their straight time rate of pay. For clarification:

- (i) If an employee works their regularly scheduled patrol shift on the day prior to a holiday listed in (b) and is held over to work hours into the holiday itself, all hours worked into the holiday shall be compensated at the overtime rate of one and one-half (1 ½) times the employee's straight time rate of pay.
- (ii) If an employee starts their regularly scheduled patrol shift on a holiday listed in (b) and is held over, all hours worked past their regularly

scheduled shift shall be compensated at the overtime rate of two and one-half (2 ½) times the employee's straight time rate of pay.

- (iii) If an employee is called in to work when not regularly scheduled to do so and any of their hours worked are during a holiday listed in (b), all hours worked on the holiday itself shall be compensated at the overtime rate of two and one-half (2 ½) times the employee's straight time rate of pay.

At the employee's discretion, four (4) times annually during the Employer's fiscal year, employees shall have the option to be paid out salary of their banked holiday time. Employees shall submit their requests to the Employer for payment by February 1<sup>st</sup>, May 1<sup>st</sup>, August 1<sup>st</sup> and November 1<sup>st</sup> and shall be paid out the last payroll period in February, May, August and November. The Employer shall pay out the banked holiday time requested separately from the employee's normal paycheck but in the same manner (direct deposit or paper check).

For employees hired December 1, 2024 or after:

- (a) All employees shall receive eight (8) hours of holiday pay at their straight rate of pay for each of the holidays listed in Section 25.1. Employees who are regularly scheduled to work on these holidays shall be compensated at their straight time rate of pay.
- (b) An employee who works on Memorial Day, Independence Day, Labor Day, Thanksgiving Day or Christmas Day shall be compensated at the rate of one and one-half (1 ½) times their regular rate of pay in addition to the holiday pay listed in (a).

All hours worked outside their regularly scheduled hours shall be compensated at two and one half (2 ½) times their regular rate of pay. For clarification:

- (i) If an employee works their regularly scheduled patrol shift on the day prior to a holiday listed in (b) and is held over to work hours into the holiday itself, all hours worked into the holiday shall be compensated at the overtime rate of one and one-half (1 ½) times the employee's regular rate of pay.
- (ii) If an employee starts their regularly scheduled patrol shift on a holiday listed in (b) and is held over, all hours worked past their regularly scheduled patrol shift shall be compensated at the overtime rate of two and one-half (2 ½) times the employee's regular rate of pay.
- (iii) If an employee is called in to work when not regularly scheduled to do so and any of their hours worked are during a holiday listed in (b), all hours worked on the holiday shall be compensated at the overtime rate of two and one-half (2 ½) times the employee's regular rate of pay.

For all employees:

If a holiday falls on a Saturday, the preceding Friday will be observed. If a holiday falls on a Sunday, the following Monday will be observed.

If one (1) or more holidays falls within a scheduled vacation, the employee shall be allowed additional days off which shall be agreed to by the employee and his supervisor.

Employees shall not receive pay for the holidays listed above under the following conditions:

- (a) If they are unscheduled part-time and/or temporary employees.
- (b) Employees laid-off for lack of work or suspended or terminated for cause.
- (c) Holidays occurring during an employee's leave of absence.
- (d) If there is a conflict concerning traditional holidays, the County Board will make the determination as to when the holiday will be observed.

#### **ARTICLE XXVI HOURS OF WORK AND OVERTIME**

Bargaining unit employees may be assigned to any division within the Sheriff's Office to which employees are normally assigned.

##### **Section 26.1 Workday and Work Week:**

All time worked in excess of the normal workday (8 hours) and the normal workweek forty (40) hours, Sunday through Saturday, shall be compensated at the overtime rate of one and one-half the employee's regular rate of pay. The overtime pay shall be computed on the basis of the employee's starting time and stopping time to the nearest tenth of an hour.

In the event an emergency is declared by the Sheriff as many employees shall be continued on duty with overtime payment for such number of hours as may be necessary.

Employees may choose to take compensatory time at the rate of one and one-half (1 ½) times the hours of overtime worked instead of overtime pay. The maximum amount of compensatory time allowed to carry over into the next fiscal year shall be one hundred twenty (120) hours. All compensatory time earned in excess of one hundred twenty (120) hours shall be paid out the last payroll period in November of each year at the employee's current straight time rate of pay. Compensatory time may be taken by the employee subject to the manpower needs of the Sheriff's Office

##### **Section 26.2 Assignments:**

Bargaining unit members are peace officers as defined by the Act and other laws of the State of Illinois. They shall be responsible for police work in protecting life and property



through the enforcement of laws and ordinances. The duties they may be assigned shall include any duties or assignments directly related to the enforcement of laws or ordinances, the prevention and detection of crime and delinquency, the investigation of crimes, apprehension and detention (jail, civil, process and court services) of violators, and the preservation of order, and other law enforcement duties as the Sheriff may assign.

Employees working in the Patrol Division (including Sergeants and Lieutenants) shall be assigned to work shifts based upon a shift selection procedure, which shall be conducted twice per year. Twice annually of each successive year such employees may select among the work shifts based upon their seniority according to the current practice of the parties. The shift selection procedure takes place between the 1<sup>st</sup> and 10<sup>th</sup> day of the month preceding the effective date of the new shift period. Between the 10<sup>th</sup> and the 15<sup>th</sup> day of the month shift schedules will be established and posted. The 16<sup>th</sup> through the 20<sup>th</sup> day of the month will be designated as the period designed for seniority vacation bidding. The current bid periods are April 1<sup>st</sup> through September 30<sup>th</sup> and October 1<sup>st</sup> through March 31<sup>st</sup>.

The work schedules of Lieutenants, Sergeants and Deputies in the Patrol Division shall be according to the current practice of the parties which is as follows:

- (a) The Employee with the most seniority in rank is given his shift preference.
- (b) If two or more employees have the same seniority in rank, the employee with the most departmental seniority is given his preference.
- (c) If two or more employees have the same seniority in rank and the same departmental seniority, a coin toss shall be used to determine which employee is given his shift preference.
- (d) If the Sheriff determines that there is a staffing problem of inexperienced deputies on a particular shift, in that there are more than three deputies with less than two full years of experience after shift bidding, the Sheriff may equalize the placement of those deputies on a seniority basis.

The Lieutenants, Sergeants and Deputies shall be assigned according to the current practice.

### **Section 26.3 Call-Back:**

A call-back is defined as an official assignment of work which does not continuously precede or follow an employee's regularly scheduled work hours. Employees reporting back to the Employer's premises or at the Employer's direction shall be compensated for two (2) hours at the appropriate overtime rate or be compensated for actual time worked, whichever is greater, at the overtime rate.

#### **Section 26.4 Court Time:**

Employees covered by the terms of this Agreement required to attend court outside their regularly scheduled work hours shall be compensated at the overtime rate, with a minimum of two (2) hours.

Employees will not have their work schedules changed to avoid paying overtime.

#### **Section 26.5 Trade Days:**

Bargaining unit members may trade workdays or days off with each other, provided that reasonable advance notice is given, and the request is authorized by the Shift Commander.

### **ARTICLE XXVII SICK LEAVE**

#### **Section 27.1 Sick Leave:**

An employee may use personal sick leave benefits provided by the Employer for non-services related absences due to illness, injury or medical appointments.

An employee may also use personal sick leave benefits provided by the Employer for absences due to an illness, injury or medical appointment of the employee's child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent or stepparent. An employee with accrued sick leave may use up to six (6) days of sick leave per contract year to care for the employee's immediate family.

The department head shall be notified at the beginning of the shift on the first workday of illness and each day of absence thereafter at the beginning of the shift unless the illness or injury is for a specified period of time which upon request of the department head is substantiated by a medical provider's affidavit. A medical provider's affidavit confirming the absence from work due to illness shall be provided after the third (3<sup>rd</sup>) consecutive workday of absence and failure to provide the medical doctor's affidavit shall result in the period of absence being unexcused and the employee shall be ineligible for the use of sick leave for the period of absence.

For purposes of Section 27.1, a medical provider shall include a Dentist, a M.D., a D.O., a Chiropractor, a Nurse Practitioner, or a Physician's Assistant.

#### **Section 27.2 Duty Injury:**

Employees who suffer any injury in the line of duty which causes them to be unable to perform their duties shall receive the benefits to which they are entitled under the law.

#### **Section 27.3 Sick Leave Accumulation:**

Sick leave accumulates at the rate of one (1) day per month. Sick leave may not be added to vacation time, nor will cash or bonus time off be given in lieu of sick leave. The employee may go on Illinois Municipal Retirement Fund after thirty (30) days after any one (1) illness.

#### **Section 27.4 Sick Leave Abuse:**

Any employee abusing the sick leave privilege and deliberately deceiving the County in this matter shall be subject to immediate appropriate disciplinary action.

## **ARTICLE XXVIII RULES AND REGULATIONS**

The Employer shall have the authority to issue reasonable rules and regulations governing the conduct of employees, provided the same shall not be inconsistent with the terms of this Agreement. The Employer and the employees shall adhere to and comply with the same so long as they remain in effect.

The Employer agrees to issue all rules and regulations in writing, providing all employees with a complete and up-to-date copy. Seven (7) days prior to the effective date of any new rule or regulation to be issued, or seven (7) days prior to the elimination or changing of an existing rule or regulation, the Employer agrees to provide the Labor Council with a copy of the same, unless emergency conditions require otherwise. Should such an emergency occur; the Labor Council shall be forthwith notified of the issuance, elimination or change of the rule or regulation and the specific nature of the emergency that prevented prior notice as per this Article.

Employees shall also be provided with a complete and up-to-date set of the rules and regulations of the Rock Island County Merit Commission (Board).

## **ARTICLE XXIX SAVINGS CLAUSE**

Each party warrants and covenants to the other to take all steps necessary to ensure that the terms hereof are binding on themselves. Should any Article or Section or provision of this Agreement be declared to be invalid for any reason by a competent authority, such declaration of invalidity shall not affect the other Articles, Sections or provisions of this Agreement, which shall remain in full force and effect.

## **ARTICLE XXX DURATION**

### **Section 30.1 Term of Agreement:**

This Agreement and its provisions shall be effective on the first day of December, 2024, and continue in full force and effect until the 30th day of November, 2027. It shall continue in effect from year to year thereafter unless Notice of Desire to Bargain is sent in accordance with this Article. Notices referred to herein shall be considered to have been given as of the date of receipt by the other party. Notices shall be delivered either personally or emailed to the Employers (Sheriff and Chairman of the County Board) and/or to the Labor Council.

### **Section 30.2 Notice of Desire to Bargain:**

Should either party desire to enter into bargaining and negotiations concerning the terms of this Agreement, either may deliver to the other a Notice to that effect, at least sixty (60) days prior to the expiration date set forth in Section 30.1 above. In the event that such Notice is delivered, negotiations between the parties shall commence within fifteen (15) calendar days of the receipt of notice, unless otherwise mutually agreed.

**Section 30.3 Continuing Effect:**


Notwithstanding any provision of this Agreement, this Agreement shall remain in full force and effect after any expiration date while negotiations or resolution of impasse proceedings for a new or amended Agreement, or any part thereof, are under way between the parties.

**Section 30.4 Duty to Bargain and Impasse Procedures:**


In the event of impasse in any bargaining between the parties, the parties agree to use the impasse procedures set forth in 5 ILCS 315/14 of the Act to resolve their difference.

In Witness Whereof the parties have affixed their signatures hereto this the 30<sup>th</sup> day of January 2025.

For the Employer:


  
Chairman of County Board


  
Chairman Finance Committee

  
Sheriff

For the Labor Council:

  
Local Bargaining Team Member

  
Local Bargaining Team Member

  
Local Bargaining Team Member

  
Field Representative  
Illinois FOP Labor Council



## **APPENDIX A: GRIEVANCE FORM**

(Use additional sheets where necessary)

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

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

Grievant's Name: \_\_\_\_\_  
Last First M.I.

### **STEP ONE**

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

Article(s) and Sections(s) of Contract violated: \_\_\_\_\_

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

\_\_\_\_\_

\_\_\_\_\_

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

\_\_\_\_\_

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

Date/Time: \_\_\_\_\_

\_\_\_\_\_  
Grievant's Signature

\_\_\_\_\_  
FOP Representative Signature

### **EMPLOYER'S STEP ONE RESPONSE**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
Employer Representative Signature

\_\_\_\_\_  
Position

\_\_\_\_\_  
Person to Whom Response Given

\_\_\_\_\_  
Date

### **STEP TWO**

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

\_\_\_\_\_

\_\_\_\_\_

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

Date/Time: \_\_\_\_\_

\_\_\_\_\_  
Grievant's Signature

\_\_\_\_\_  
FOP Representative Signature

### **EMPLOYER'S STEP TWO RESPONSE**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
Employer Representative Signature

\_\_\_\_\_  
Position

\_\_\_\_\_  
Person to Whom Response Given

\_\_\_\_\_  
Date

Lodge No. / Year / Grievance No.

---

### STEP THREE

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

\_\_\_\_\_

Given To: \_\_\_\_\_ Date/Time: \_\_\_\_\_

\_\_\_\_\_  
Grievant's Signature

\_\_\_\_\_  
FOP Representative Signature

### EMPLOYER'S STEP THREE RESPONSE

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
Employer Representative Signature

\_\_\_\_\_  
Position

\_\_\_\_\_  
Person to Whom Response Given

\_\_\_\_\_  
Date

### STEP FOUR

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

\_\_\_\_\_

Given To: \_\_\_\_\_ Date/Time: \_\_\_\_\_

\_\_\_\_\_  
Grievant's Signature

\_\_\_\_\_  
FOP Representative Signature

### EMPLOYER'S STEP FOUR RESPONSE

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
Employer Representative Signature

\_\_\_\_\_  
Position

\_\_\_\_\_  
Person to Whom Response Given

\_\_\_\_\_  
Date

### REFERRAL TO ARBITRATION by Illinois FOP Labor Council

\_\_\_\_\_  
Person to Whom Referral Given

\_\_\_\_\_  
Date

\_\_\_\_\_  
FOP Labor Council Representative



**APPENDIX B: DUES DEDUCTION AUTHORIZATION FORM**

**ILLINOIS FRATERNAL ORDER OF POLICE**

**LABOR COUNCIL**

**974 CLOCK TOWER DRIVE**

**SPRINGFIELD, ILLINOIS 62704**

I, \_\_\_\_\_, understand that under the U.S. Constitution, I have the right not to belong to a union. By my signature, I hereby waive this right and opt to join the IL FOP Labor Council.

I, \_\_\_\_\_, hereby authorize my employer, the County of Rock Island/Rock Island County Sheriff, to deduct from my wages the uniform amount of monthly dues set by the Illinois Fraternal Order of Police Labor Council, for expenses connected with the cost of negotiating and maintaining the collective bargaining agreement between the parties and to remit such dues to the Illinois Fraternal Order of Police Labor Council as it may from time to time direct. In addition, I authorize my Employer to deduct from wages any back dues owed to the Illinois Fraternal Order of Police Labor Council from the date of my employment, in such manner as it so directs.

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

Signed: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

State: \_\_\_\_\_ Zip: \_\_\_\_\_

Telephone: \_\_\_\_\_

Personal Email: \_\_\_\_\_

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

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

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

Illinois Fraternal Order of Police Labor Council

Attn: Accounting

974 Clock Tower Drive

Springfield, Illinois 62704

(217) 698-9433

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

### **APPENDIX C: WAGE RATES FOR BARGAINING UNIT**

<b>Patrol</b>	<b>Increases</b>				<b>Investigator</b>	<b>Patrol Plus \$2,500</b>		
	<b>Market Adjustment</b>	<b>3.25%</b>	<b>3.50%</b>					
	<b>12/1/2024</b>	<b>12/1/2025</b>	<b>12/1/2026</b>			<b>12/1/2024</b>	<b>12/1/2025</b>	<b>12/1/2026</b>
<b>Beginning Year 1</b>	\$65,429.06	\$67,555.50	\$69,919.95		<b>Beginning Year 1</b>	\$67,929.06	\$70,055.50	\$72,419.95
<b>Beginning Year 2</b>	\$67,364.55	\$69,553.90	\$71,988.28		<b>Beginning Year 2</b>	\$69,864.55	\$72,053.90	\$74,488.28
<b>Beginning Year 3</b>	\$69,412.42	\$71,668.32	\$74,176.71		<b>Beginning Year 3</b>	\$71,912.42	\$74,168.32	\$76,676.71
<b>Beginning Year 4</b>	\$71,460.29	\$73,782.75	\$76,365.15		<b>Beginning Year 4</b>	\$73,960.29	\$76,282.75	\$78,865.15
<b>Beginning Year 5</b>	\$73,508.15	\$75,897.16	\$78,553.57		<b>Beginning Year 5</b>	\$76,008.15	\$78,397.16	\$81,053.57
<b>Beginning Year 8</b>	\$75,556.02	\$78,011.59	\$80,742.00		<b>Beginning Year 8</b>	\$78,056.02	\$80,511.59	\$83,242.00
<b>Beginning Year 10</b>	\$77,603.87	\$80,126.00	\$82,930.41		<b>Beginning Year 10</b>	\$80,103.87	\$82,626.00	\$85,430.41
<b>Beginning Year 12</b>	\$79,651.73	\$82,240.41	\$85,118.83		<b>Beginning Year 12</b>	\$82,151.73	\$84,740.41	\$87,618.83
<b>Beginning Year 14</b>	\$81,699.60	\$84,354.84	\$87,307.26		<b>Beginning Year 14</b>	\$84,199.60	\$86,854.84	\$89,807.26
<b>Beginning Year 16</b>	\$83,747.47	\$86,469.26	\$89,495.69		<b>Beginning Year 16</b>	\$86,247.47	\$88,969.26	\$91,995.69
<b>Beginning Year 18</b>	\$85,795.33	\$88,583.68	\$91,684.11		<b>Beginning Year 18</b>	\$88,295.33	\$91,083.68	\$94,184.11
<b>Beginning Year 20</b>	\$87,940.20	\$90,798.26	\$93,976.20		<b>Beginning Year 20</b>	\$90,440.20	\$93,298.26	\$96,476.20
<b>Beginning Year 23</b>	\$90,138.72	\$93,068.23	\$96,325.62		<b>Beginning Year 23</b>	\$92,638.72	\$95,568.23	\$98,825.62
<b>Beginning Year 25</b>	\$92,392.19	\$95,394.94	\$98,733.76		<b>Beginning Year 25</b>	\$94,892.19	\$97,894.94	\$101,233.76
<b>Sergeant</b>	<b>Patrol Plus 12.00%</b>				<b>Lieutenant</b>	<b>Sergeant Plus 8.00%</b>		
	<b>12/1/2024</b>	<b>12/1/2025</b>	<b>12/1/2026</b>			<b>12/1/2024</b>	<b>12/1/2025</b>	<b>12/1/2026</b>
<b>Beginning Year 1</b>	\$73,280.55	\$75,662.16	\$78,310.34		<b>Beginning Year 1</b>	\$79,142.99	\$81,715.14	\$84,575.17
<b>Beginning Year 2</b>	\$75,448.30	\$77,900.37	\$80,626.88		<b>Beginning Year 2</b>	\$81,484.16	\$84,132.39	\$87,077.03
<b>Beginning Year 3</b>	\$77,741.91	\$80,268.52	\$83,077.92		<b>Beginning Year 3</b>	\$83,961.26	\$86,690.00	\$89,724.15
<b>Beginning Year 4</b>	\$80,035.52	\$82,636.68	\$85,528.96		<b>Beginning Year 4</b>	\$86,438.37	\$89,247.61	\$92,371.28
<b>Beginning Year 5</b>	\$82,329.13	\$85,004.82	\$87,979.99		<b>Beginning Year 5</b>	\$88,915.46	\$91,805.21	\$95,018.39
<b>Beginning Year 8</b>	\$84,622.74	\$87,372.98	\$90,431.04		<b>Beginning Year 8</b>	\$91,392.56	\$94,362.82	\$97,665.52
<b>Beginning Year 10</b>	\$86,916.33	\$89,741.12	\$92,882.05		<b>Beginning Year 10</b>	\$93,869.64	\$96,920.40	\$100,312.62
<b>Beginning Year 12</b>	\$89,209.94	\$92,109.26	\$95,333.08		<b>Beginning Year 12</b>	\$96,346.73	\$99,478.00	\$102,959.73
<b>Beginning Year 14</b>	\$91,503.55	\$94,477.42	\$97,784.13		<b>Beginning Year 14</b>	\$98,823.84	\$102,035.61	\$105,606.86
<b>Beginning Year 16</b>	\$93,797.17	\$96,845.57	\$100,235.17		<b>Beginning Year 16</b>	\$101,300.94	\$104,593.22	\$108,253.98
<b>Beginning Year 18</b>	\$96,090.77	\$99,213.72	\$102,686.20		<b>Beginning Year 18</b>	\$103,778.03	\$107,150.82	\$110,901.10
<b>Beginning Year 20</b>	\$98,493.02	\$101,694.05	\$105,253.34		<b>Beginning Year 20</b>	\$106,372.47	\$109,829.57	\$113,673.61
<b>Beginning Year 23</b>	\$100,955.37	\$104,236.42	\$107,884.69		<b>Beginning Year 23</b>	\$109,031.80	\$112,575.33	\$116,515.47
<b>Beginning Year 25</b>	\$103,479.25	\$106,842.33	\$110,581.81		<b>Beginning Year 25</b>	\$111,757.59	\$115,389.71	\$119,428.35

Shift Differential: Shift differential for second and third shifts shall be seventy-five (\$0.75) cents per hour.



#### **APPENDIX D: BASIC ISSUE OF CLOTHING UNIFORMS AND EQUIPMENT**

The basic issue of clothing, uniforms and equipment for the employees covered by the terms of this Agreement is as follows:

- (a) Two (2) summer shirts with patches, two (2) winter shirts with patches, two (2) pair of pants.
- (b) One (1) tie.
- (c) One (1) complete set of duty gear (i.e. belt, holster, handcuff case, ammunition pouch and four (4) belt keepers).
- (d) One (1) winter coat with patches.
- (e) One (1) raincoat.
- (f) One (1) short baton.
- (g) One (1) complete set of badges (Department owned), one (1) name tag.
- (h) One (1) pair handcuffs (Department owned), new soft body armor.
- (i) And such other items as the Department issues according to the current practices.