

AN AGREEMENT BETWEEN
THE CITY OF ROCK ISLAND AND
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES,
COUNCIL 31, AFL-CIO, LOCAL #988, CHAPTER A

January 1, 2025 – December 31, 2027

1.000 - PURPOSE

The purpose of this Agreement is to provide harmonious and cooperative relations between the City of Rock Island (hereinafter referred to as the City) and employees represented by the American Federation of State, County and Municipal Employees, Council 31, AFL-CIO, on behalf of Local #988 Chapter A (hereinafter referred to as Local #988) and to ensure the continued provision of efficient, uninterrupted services to the citizens of the City of Rock Island.

2.000 - NON-DISCRIMINATION

The agreement shall be administered fairly and equally without regard to an employee's race, color, religion, sex, national origin, ancestry, age, order of protection status, marital status, physical or mental disability, military status, sexual orientation, pregnancy or unfavorable discharge from military service, and in accordance with applicable state and federal laws and regulations.

3.000 - RECOGNITION

The City formally recognizes American Federation of State, County and Municipal Employees, Council 31, AFL-CIO, on behalf of Local #988 as the sole and exclusive bargaining agent for non-supervisory and non-confidential full-time employees on permanent status in the following class specifications and other class specifications that may be added in accordance with Public Act 83-1012:

CLASS CODE	CLASS SPECIFICATION
205	Automotive Mechanic I
207	Refuse Laborer
209	Automotive Parts Clerk
211	Water Meter Reader
215	Wastewater Treatment Plant Operator I
217	Water Meter Repairer
219	Water Service Representative
223	Maintenance Worker I
225	Wastewater Treatment Plant Operator II
227	Water Treatment Plant Operator
228	Sludge Treatment Plant Operator
229	Automotive Mechanic II
230	Automotive Body Mechanic
231	Building Maintenance Engineer
233	Equipment Operator
235	Maintenance Electrician
238	Marina Yard Worker
237	Maintenance Mechanic
236	Refuse Collector
239	Maintenance Worker II

240	Utilities Maintenance Specialist
241	Lead Automotive Mechanic
242	Lead Electrician
243	Maintenance Crew Leader
674	Sports Turf Maintenance Worker
802	Automotive Parts Assistant
244	Water Treatment Plant Operator II
245	Lead Water Treatment Operator
246	Municipal Maintenance Mechanic

3.100 - Job Classifications

Employees represented by Local #988 shall be furnished with an updated copy of their job classification.

3.200 - Other Duties Assigned

The phrase "other duties or responsibilities" shall be construed to mean duties or responsibilities which are reasonable within the scope of the duties and responsibilities related to the job.

3.300-Temporary Appointments

The employer may select a temporary appointment, to replace a full-time employee for a period up to five months in duration. The employer shall furnish the union an estimated period of time the individual shall fill said position with a maximum of five months. Thereafter the job will be posted, or remain vacant. The maximum period may be extended with mutual agreement between the parties.

In the event a temporary appointment becomes permanent, the employee shall receive seniority rights to the date of their temporary appointment. The employee shall be required to serve a six-month probationary period before becoming a permanent employee.

The City shall furnish the Union a list of all temporary maintenance and craft employees working in the Public Works Department, their wage, their job assignment and their start date. The list provided by the City will be updated whenever there is a change of status of the temporary employee.

It is not the intent of the City to make temporary appointments to replace full-time employees.

4.000 - SCOPE OF BARGAINING

The City and Local #988 shall negotiate in good faith with respect to wages, hours and working conditions as contained in Public Act 83-102.

5.000 - TERM OF AGREEMENT/APPLICABILITY OF AGREEMENT AND PERSONNEL RULES

This Agreement shall be in full force and effect from and after December 31, 2027. The Personnel Rules of the City of Rock Island shall also apply to all employees represented by Local #988. In cases where the provisions of this Agreement (within the scope of bargaining) differ from the provisions of the Personnel Rules, the Agreement shall apply.

The provisions of this Agreement and the Personnel Rules shall remain in full force and effect until December 31, 2027. These provisions shall be automatically renewed effective January 1, 2028 unless the City or Local #988 notifies the other in writing that it desires to modify or negotiate changes in the Agreement or the Personnel Rules no earlier than July 1, 2027 and no later than January 7, 2028. If such notice is given, negotiations shall commence by February 7, 2028.

If negotiations are not concluded as of December 31, 2027, the provisions of this Agreement and the provisions of the Personnel Rules shall be extended until negotiations are completed. In the event the City or Local #988 desires to terminate this agreement after January 1, 2028, written notice must be given to the other party not less than 14 calendar days prior to the desired termination date. This Agreement may not be terminated by either party prior to December 31, 2027.

If negotiations extend beyond December 31, 2027, no newly negotiated or amended provisions shall be made retroactive January 1, 2028 without the consent of the City.

6.000 - DUES CHECKOFF, AFSCME COUNCIL 31 DENTAL TRUST FUND CHECKOFF, AND PEOPLES CHECKOFF

Upon receipt of a properly signed and completed authorization form for dues checkoff, for the AFSCME Dental Trust Fund checkoff, or the PEOPLES payroll deduction, the City shall deduct the regular monthly dues for each from such employee's pay according to the provisions of this section.

6.100 - Dues Checkoff Forms

The Employer shall honor employees' individually authorized deduction forms, and shall make such deductions in the amounts certified by the Union for union dues, assessments, or fees, and PEOPLE contributions. Authorized deductions shall be irrevocable except in accordance with the terms under which an employee voluntarily authorized said deductions (and the laws of the State of Illinois – or – and applicable laws).

- a) The Union shall maintain accurate records of the voluntary deductions which have been authorized by represented employees, and shall give the Employer timely notice of any changes in such authorizations, with the understanding that the Employer will promptly execute said changes in payroll deductions. The Employer

will not cease voluntary said deductions from a member of the bargaining unit unless directed to do so by the Union.

- b) If any bargaining unit member requests a change in membership/dues status, the bargaining unit member will be directed to the Union.

6.200 - Amount of Dues Checkoff

The Finance Officer of Local #988 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 Financial Officer of Local #988 or his/her designee.

6.300 - Authorization of Dues Checkoffs

The City will deduct union dues only for those employees who have properly signed an authorization for dues checkoff form and who are employed in a classification which Local #988 is authorized to represent.

6.350 - PEOPLES Checkoff

Local #988 will provide authorization forms for the voluntary PEOPLES deduction. Authorization forms 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. Deductions for the PEOPLES program shall be promptly remitted to the Finance Officer of Local #988 or his/her designee. AFSCME Local #988 shall provide the City with an annual notice regarding the PEOPLES program and the amount to be deducted.

6.400 - City Held Harmless

Local #988 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. Local #988 further agrees to pay the City's reasonable attorney fees in defending or responding to any claim, demand, or suit arising out of, or by reason of, any action taken by the City for the purposes of complying with the provisions of this section. Local #988 agrees to make all reasonable efforts to quickly and amicably resolve any such claims or demands by its members or former members against the City arising out of, or by reason of, any action taken by the City for the purpose of complying with the provisions in this section.

6.500 - Due Dates for Checkoffs

Authorizations for dues checkoffs for the PEOPLES program 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 checkoffs for all members of Local #988 in the event of any work slowdown, stoppage or interruption by any members of Local #988.

7.000 - 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 the discharge for just cause; (probationary employees without cause); to relieve employees from duty because of legitimate reasons; to determine the size and composition of the work force; to make and enforce reasonable rules of conduct and reasonable 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, the exercise of any of the above rights shall not conflict with any of the express written provisions of this Agreement.

7.100 – Productivity Goals

The parties understand and agree that the City has the right to establish reasonable minimum productivity goals for its employees and operations.

8.000 - HOURS OF WORK

Employees represented by Local #988 shall work an average 40 hours per week as specified by their appropriate division head.

Each division head shall post all shift and work schedules for all employees in a conspicuous location. Shift and work schedules posted by each division head shall specify the starting and ending times for each shift, the break and lunch periods allowed, the days and shifts for each employee is assigned to work as well as the approved days off for each employee. Shift and work schedules shall be posted each pay period at least one full pay period in advance of the first day of the pay period.

Changes in a posted work schedule may be made by a division head at any time. All changes must be posted in writing and shall specify the change made. All employees involved in the change in the work schedule shall be given a copy of the change at the time it is posted. The twenty-four-hour notice for work schedule changes as described in section 11.600 shall also apply.

In the event that the City intends to change the scheduled days off for an employee or employees, the City will attempt to provide the union with at least fourteen (14) calendar days written notice in advance of the implementation date.

If requested by the union, the intended change will be discussed in a labor/management meeting. The implementation date of the change will not be delayed in order to conduct a labor/management meeting.

In the absence of a fourteen (14) calendar day notice, the employee shall be paid at a time and one-half rate for all hours worked outside the employee's regular work schedule during the fourteen (14) calendar day notice period.

8.100 – Extreme Weather

When the National Weather Service issues a “Heat Advisory” or “Excessive Heat Warning” assistance will be provided for the refuse collection crews for the duration of the “Advisory or “Warning”. The assistance provided will be in the form of additional equipment and/or labor at the discretion of the department management.

The department management will continue to address other periods of extreme heat or cold on a case-by-case basis.

8.200 – Sick Leave Call-In

Employees shall give at least fifteen (15) minutes of notice prior to their starting time.

Employees are requested to call between thirty (30) minutes and fifteen (15) minutes prior to their starting time and talk to a supervisor or crew leader. Each division will provide at least one phone number for employees to report absences during this period.

Each division will also provide at least one phone number for employees to report absences if they cannot call within the requested fifteen (15) minute window due to emergencies, illness, or they are working a shift that makes calling the regular phone number unfeasible.

9.000 - PAID LEAVE

Employees represented by Local #988 shall be provided paid leave benefits according to the provisions of this section.

9.100 - Holidays

Official City holidays shall be New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Eve and Christmas Day.

Effective January 1, 2025, the official City holidays shall be New Year's Day, Martin Luther King Jr. Day, Memorial Day, Juneteenth Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve and Christmas Day. Any veteran requesting Veterans Day off during the vacation sign-up period will be granted the day off work using paid leave time and is not subject to any department minimum staffing requirements.

- 9.110 - If a holiday falls on a Saturday, the holiday shall be celebrated on the previous Friday. When a holiday falls on a Sunday, the following Monday shall be considered a holiday.
- 9.120 - In the event a holiday falls on a Saturday or Sunday and the appropriate Friday and Monday for celebrating it is also a holiday, the City Manager may either designate both Friday and Monday as the City holidays, or he may designate one of the holidays as a floating holiday. A floating holiday would allow appropriate employees time off at a later date for holiday time not actually taken.
- 9.130 - For hours actually worked by an employee on a holiday, the employee will receive the employee's regular rate of pay plus the employer will provide its choice of either pay or holiday compensatory time off at the rate of 1-1/2 times such holiday hours worked. If a holiday falls on the employee's day off the employee will receive straight time pay for the hours the employee is normally scheduled per day.
- 9.140 - A holiday that occurs during an employee's approved vacation period shall be recorded as holiday time used and shall not be charged against an employee's vacation leave.
- 9.150 The employee must work or have approved leave for the scheduled work day prior to and following the scheduled holiday to receive compensation for the holiday.

9.200 - Vacation

Employees represented by Local #988 shall be eligible to accumulate paid vacation leave. All vacation leave must be approved 24 hours in advance by the employee's appropriate supervisor. This advance notice requirement can be waived at the Supervisor's discretion. Employees may select vacation periods according to their seniority as described in Section 12.800 of this Agreement.

9.210 - The rates of accumulation of vacation leave benefits shall be as follows:

Years of Service:	Amount of Vacation:
0 through 6 years of service	3.1 hours per pay period
7 through 10 years of service	4.6 hours per pay period
11 through 15 years of service	5.4 hours per pay period
16 through 20 years of service	6.2 hours per pay period
21 through 25 years of service	6.9 hours per pay period
26 and beyond years of service	7.7 hours per pay period

9.220 - Employees shall earn the appropriate hours of vacation leave provided they receive pay for at least 40 hours in a pay period.

- 9.230 - No employee shall be allowed to use paid vacation leave in any pay period which is in excess of the total vacation leave accrued as of the beginning of the pay period in which leave is to be taken.
- 9.240 - Holidays which occur during an employee's vacation shall be recorded as holiday time used and shall not be charged against an employee's vacation leave.
- 9.250 - No employee shall accumulate vacation leave in excess of one and one-half times their annual rate of accrual as of the end of the pay period which is paid on the last payday in December of each calendar year.
- 9.260 - Upon separation from employment with the City of Rock Island, employees shall be paid for whatever vacation leave he/she may have accumulated which is unused.

9.300 - Personal Leave

Employees represented by Local #988 shall be allowed 32 hours of personal leave each fiscal year. Employees working a regularly scheduled 10 hour shift schedule will be allowed 40 hours of personal leave each fiscal year. Personal leave may be taken at any time for any reason provided the employee obtains the advance approval to use such leave from their appropriate supervisor or division head.

Personal leave is not accumulated from one calendar year to the next calendar year. Employees who have not used their personal leave on or before the end of the pay period which is paid on the last payday in December of each calendar year shall forfeit the unused personal leave.

- 10.310 - Upon separation from employment with the City employees shall be paid for whatever personal leave he/she may have accumulated which is unused.

9.400 - Sick Leave

Employees represented by Local #988 shall be allowed to accumulate sick leave at the rate of 3.7 hours per pay period provided they receive pay for at least 40 hours in a pay period. Sick leave may be accrued without limit and no employee shall be allowed to use sick leave in excess of their accrual as of the beginning of the pay period in which it is to be used.

Sick leave benefits are provided for the specific purpose of maintaining an employee's regular earnings when he/she is incapacitated and unable to work due to illness, when the employee must attend to a member of his/her household who is ill or incapacitated, or family illness leave to care for an employee's child or parent living outside his household as described under the City of Rock Island's policy pertaining to the Family Medical Leave Act.

Employees referred to the Employee Assistance Program shall be allowed to use sick leave benefits for treatment prescribed by the E.A.P. referral agency and as approved and documented by the E.A.P. Coordinator.

Division heads may require adequate proof of illness or of the need to attend to a member of the employee's immediate household before allowing sick leave benefits to be used.

9.420 - Payment for unused accumulated sick leave benefits upon termination shall not be allowed.

a. Employees who are fired or dismissed for just cause shall not be eligible for any payments for unused accumulated sick leave and are not eligible for pension service credit.

b. Employees who do not provide a written fourteen (14) day calendar notice of resignation shall forfeit 80 hours of the final amount of sick leave eligible for payment and pension service credit.

9.440 - Eligible employees hired prior to May 1, 1988, 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 paid 50% of their unused accumulated sick leave at their average hourly rate and 50% towards pension service credit.

9.450 - Eligible employees hired after May 1, 1988, 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 receive pension service credit equal to up to 100% (subject to a maximum of 1,920 hours) of their unused, accumulated sick leave balance at the time of resignation. The modified Article 9.450 shall become effective on 01/01/2021 and shall not apply retroactively to any former employee.

9.500 - Bereavement Leave

All probationary and permanent employees shall be allowed up to 24 hours of paid leave for a death in the employee's immediate family. Employees working a regularly schedule 10 hour shift schedule will be allowed 30 hours of paid leave for a death in the employee's immediate family. For bereavement leave purposes, immediate family shall be defined as the employee's or his/her spouse's mother, father, brother, sister, son, daughter, husband or wife, grandparents, or any other relative who lives in the same household as the employee.

9.600 - Job Related Disability Leave

Employees who are unable to work due to a disability resulting from an on-the-job injury shall be compensated for lost wages at a rate of two-thirds (2/3) their hourly rate of pay in

effect at the time of the injury. Such payments for lost wages are further subject to the requirements specified in section 9.610, 9.620 9.630 and 9.640.

- 9.610 - Hours of work lost on the day of the injury shall be paid as if the employee actually, worked such hours.
- 9.620 - In order to receive paid injury leave as specified in section 10.600 the employee must provide a physician's medical report certifying that he/she 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.
- 9.630 - The City of Rock Island shall retain the right to have the City Physician examine any 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/her duties.
- 9.640- The accrual of sick and vacation leave will temporarily cease after an injured employee has been collecting total temporary disability (TTD) pay for one continuous year. Accrual will begin again when the employee returns to full-duty or light duty.

An employee suffering from an on-the-job injury and incapable of working a full duty or light duty assignment will be permitted to sell back vacation leave in exchange for cash based on the following conditions:

- a) The employee will be permitted to sell back vacation leave in excess of one and one-half times the employee's annual accrual rate as of the end of the pay period on the last payday in ~~March~~ of the December;
- b) Upon request, an employee will be allowed to sell back excess vacation leave during the end of the pay period on the last payday in December; and

Employees who have not sold back their excess vacation leave on or before the end of the last payday in December of the calendar year shall forfeit the unused vacation time.

- 9.650- All employees, except public safety employees of the City, are covered by the State of Illinois Workers' Compensation Statutes. The program provides for the payment of medical bills, physical and vocational rehabilitation, and financial compensation while the worker is unable to work.

If an employee is injured on-the-job and the City's treating doctor determines if the employee is unable to perform his usual duties, the Human Resources Department attempts to locate a "light duty" assignment within the limitations recommended by the doctor. Assuming the employee can work the light duty assignment, he will earn his regular wages and continue to receive benefits. This includes healthcare benefits and employee will pay-twenty-three (23) percent of the bi-weekly premiums.

In cases where the injured employee is unable to work a light duty assignment, the injury is considered to be a lost hour's case and recorded on the employee's time sheet as worker's compensation. No reduction is made in any vacation, sick, or personal leave time bank.

On the date of the injury, the City treats the time off as if the employee worked his entire shift. This implies if an employee is injured three hours into his shift then he will receive full, eight (8) hours of pay without any leave deduction. The City directly pays the next, three days of missed work which are commonly call the "waiting period". The rate of pay is 66.7% of the injured employee's salary.

If the duration of the time from work exceeds the waiting period, the employee receives wages commonly referred to as "total temporary disability" (TTD) and the injured employee will receive payment through the City's third-party administrator. TTD is issued on a weekly basis and is made directly to the employee. In cases where the City is unable to make a payroll deduction for the healthcare premium, the City will continue to pay seventy-seven (77) percent of the bi-weekly premium and the employee is directly billed by the Human Resources Department for his twenty-three (23) percent of the bi-weekly premium.

9.700 - Military Leave

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

9.800 - Special Leave

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

9.900 - Medical Leave

Permanent employees who have a temporary disability which prevents them from working and who have exhausted all sick leave benefits shall be allowed unpaid medical leave for a period not to exceed 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;
- a) the employee files a request for the unpaid medical leave within 7 calendar days after the exhaustion of his/her sick leave benefits.

Unpaid medical leave beyond 6 months may be granted for an additional 6 months provided all of the above listed conditions are met and such an extension is approved by the employee's department head, the Human Resources Director and the City Manager.

9.1000 - Leave of Absence

Leaves of absence without pay may be granted for periods of up to one year in length subject to the approval of the department head, Human Resources Director and the City Manager. Leaves of absence may be granted for various reasons which serve the mutual benefit of the employee and the City of Rock Island.

9.1100 – Family Medical Leave Act (FMLA)

All employees are covered by the Family Medical Leave Act (FMLA). This Act entitles an employee up to twelve (12) work weeks, of unpaid leave within a twelve-month period. When an employee returns within the 12 weeks, he will be restored to the position left or an equivalent position with equivalent pay, benefits, and other terms and conditions of the City. If the employee fails to return to work within the designation of FMLA leave, he may lose the right to being restored to the position.

To be eligible for FMLA, the employee must be employed for twelve months. The twelve months not be consecutive and employment during any part of a week may count as one week of employment. Secondly, the employee must have worked a minimum of 1,250 hours during the most recent twelve-month period.

FMLA can be taken for the following reasons: birth leave and care of a newborn child, placement of a child for adoption or foster child who is under 18 years of age, family illness, leave to care for an employee's child, spouse, or a parent who has a serious health condition, and personal illness leave to tend to an employees' own personal health problems.

For any employee taking FMLA leave, the use of sick leave is governed by the main contract or personnel rules. In the AFSCME A contract, the language reads: sick leave benefits are for the specific purpose of maintaining an employee's regular earnings when he/she is incapacitated and unable to work due to illness, or when an employee must attend to a member of his/her household who is ill or incapacitated.

AFSCME A employees will be allowed to use paid sick leave to care for a parent living outside the employee's household who is ill or incapacitated once all other paid leave (vacation, personal and compensatory) is exhausted.

FMLA was developed for unpaid leave, however, the employee may choose the use of paid leave if desired. If the FMLA request is made for paid leave such as personal, sick or vacation, the employee must have adequate leave time to cover the period requested. Otherwise, the time off will be unpaid.

9.1200 – Proof of Illness

All parties understand that if an employee does not provide adequate proof of illness when it is requested by the City, the lost time will be considered as an unexcused absence. Any disagreement about the City interpretation of the term "adequate" can be resolved on a case-by-case basis through the grievance procedures in the labor agreement.

10.000 - OVERTIME

Overtime shall be defined as hours worked in excess of 40 in a normal work week (including approved paid leave) or hours worked outside an employee's scheduled work hours. Employees who are on bereavement leave, job-related disability leave, military leave, medical leave, suspension with or without pay, or leave of absence will not be eligible for overtime assignments.

Effective January 1, 2022, in order to be ineligible for overtime assignments, employees must take a minimum of 3 hours vacation leave. All vacation requests must be canceled 24 hours in advance or the employee must utilize vacation leave.

10.100 - Rate of Overtime Pay

Overtime shall be paid at a rate of time and one-half the employee's hourly rate of pay in effect at the time the overtime is worked, or, if the employee has more than forty (40) hours of accrued compensatory time, the employer may elect to provide compensatory time off in lieu of overtime payments as specified in section 10.500. No pyramiding of overtime shall be allowed.

If an overtime assignment is canceled less than twelve (12) hours prior to the scheduled start time employees scheduled for the overtime assignment shall receive pay equal to one (1) hour of pay at the employee's hourly rate.

10.200 - Standby Pay

Standby pay shall be provided to eligible employees who are required to maintain continual lines of communication with their department during normal off duty hours and who are required to respond immediately to emergency situations upon call.

- 10.210 - Standby pay shall be equal to one (1) hour of pay at the employee's hourly rate of pay.
- 10.220 - Only one standby payment shall be paid per employee per eight (8) hour period.
- 10.230 - Only employees who are placed on formal standby assignment and who are not actually called to work shall be eligible for standby payments.
- 10.240- Regular, re-occurring standby assignments shall be rotated among eligible employees according to staffing requirements established by the department head.

In determining each employee's eligibility for standby assignments, the department head shall consider each employee's skills, abilities, qualifications, job classification as well as their ability to respond to emergency call within reasonable time limits.

- 10.241 -When the need arises to schedule for the rotation of regular reoccurring standby assignments, the City shall offer, on a voluntary basis, the assignment to any/all qualified employees who wish to fill the vacancy in the schedule.
 - a) volunteers shall be accepted in November for the period beginning April January 1 and ending December 31 each year;
 - b) the department head shall have the authority to assign an employee to the standby rotation for training purposes.
 - c) if no volunteer is found to fill the vacancy in the standby schedule, the department head shall make the standby assignment mandatory to the lowest senior employee (given he/she is not scheduled for vacation time) who is qualified for such an assignment;
 - d) once an employee has been forced to fill a standby assignment, he/she shall not be eligible to be forced on another standby assignment until all other qualified/eligible employees, via inverse seniority, have been assigned to fill such a vacancy.
- 10.242 -The rotation schedule for regular, reoccurring standby assignments shall be established by the appropriate department head and shall be posted in a conspicuous location. The rotation schedule shall be posted annually for each calendar year.

10.243 - Employees assigned to regular, re-occurring standby shall be considered to be on standby for the posted dates unless otherwise notified by the City. The City must notify an employee if they are not to be on standby for the posted dates no later than noon on the Tuesday prior to their scheduled standby dates. The supervisor shall revise the schedule for the rotation of standby assignments whenever necessary, due to employee terminations, new hires, pending emergencies or other situations requiring such adjustments. All adjustments shall be posted in a conspicuous location.

10.244 - Employees who volunteer or who are assigned to standby may trade their standby assignments or they may work each other's standby assignment provided the following conditions are met:

- a) All such trading of standby assignments or working of another employee's standby assignment be approved in advance by each employee's department head or designated supervisor.
- b) Unauthorized trading or working of standby assignments shall be subject to disciplinary action under section 12.100 of this Agreement for failure to perform assigned duties in violation of a direct order from a supervisor.

10.245 - Employees who volunteer or who are assigned to standby shall be required to maintain a 60-minute response time for standby calls or they shall be subject to disciplinary action.

10.300 - Rotation of Overtime Opportunities for Snow Plowing/Removal, Salting and Related Activities

Employees shall be allowed to bid on route preference by seniority, as defined in section 11.100. Routes not bid upon voluntarily shall be filled by utilizing inverse seniority within the classification below.

The snow overtime roster (October 1 to October 1) shall consist of all employees of the Public Works Department in the following classifications:

Maintenance Worker I
Maintenance Worker II
Equipment Operator
Maintenance Crew Leader
Marina Yard Worker
Maintenance Electrician
Lead Electrician
Building Maintenance Engineer
Municipal Maintenance Mechanic

and all other qualified employees of the AFSCME, Local #988, Chapter A except Refuse Collectors and Refuse Laborers who volunteer for snow removal operations.

In addition, Refuse Collectors and Refuse Laborers may volunteer to be included on the snow overtime roster with the following stipulations:

1. Refuse Collectors and Refuse Laborers who desire to be included on the snow overtime roster must notify their supervisor on or before October September 1st of each year,
2. Once A Refuse Collector or Refuse Laborer is placed on the snow overtime roster, he/she is required to remain on the snow overtime roster for the entire snow season,
3. Refuse Collectors and Refuse Laborers are not eligible for assignment to a snow route, and
4. Refuse Collectors and Refuse Laborers are only eligible for assignments to snow removal activities from the completion of their regular solid-waste collection duties on Friday (or including holiday make-up collections on Saturdays) until 11:00 p.m. the day before the employee's regularly scheduled refuse collection day.

If all mandatory overtime assignments have been made and additional personnel are needed for snow control operations, the remaining overtime assignments will be given to any available employee or contractor at the discretion of the City.

Overtime assignments for snow control operations will be made according to one of the following procedures:

A) Minor Storm

A minor storm is defined as a storm or snow control event that does not require the assignment of a snow truck to each snow route.

1. Employees on the snow overtime roster with regularly assigned snow routes will be contacted first. The one with the fewest snow overtime hours shall be called first and the one with the most overtime hours will be called last. If there is a tie with regards to the number of overtime hours, the assignment shall be made according to order of seniority. Employees have the option to refuse the assignment.
2. If additional employees are needed after following the above procedure, employees on the snow overtime roster without regularly assigned snow routes will be contacted. The one with the fewest snow overtime hours shall be called first and the one with the most snow overtime hours called last. If there is a tie with regards to the number of overtime hours, the assignment shall be made according to order of seniority. Employees have the option to refuse the assignment.
3. If additional employees are needed after following the above procedure, employees on the snow overtime roster with regularly assigned snow routes will be contacted

again and mandatory assignment will be made. The employee with the fewest snow overtime hours shall be called first and the employee with the most snow overtime hours will be called last. If there is a tie with regards to the number of overtime hours, a mandatory assignment will be made according to inverse order of seniority.

4. If additional employees are needed after following the above procedure, employees on the snow overtime roster without regularly assigned snow routes will be contacted again and mandatory assignments will be made. The employee with the fewest snow overtime hours shall be called first and the employee with the most snow overtime hours will be called last. If there is a tie with regards to the number of overtime hours, a mandatory assignment will be made according to inverse order of seniority.
5. Mandatory assignments may only be refused due to illness, ineligibility as defined in Section 10.000, or ineligibility as defined by the DOT Compliance Program.
6. If the City determines that additional personnel are needed for snow control operations, the remaining assignments will be given to any available employee or contractor at the discretion of the City.
7. At the time that the supervisors realize the need for a snow truck in each snow route, the remainder of the overtime assignments will be made according to the Major Storm Procedures.

B. Major Storm

A major storm is defined as a storm which requires the assignment of at least one snow truck to each snow route. Other employees may also be needed for related activities such as snow removal on the Great River Plaza, the parking ramp, parking lots and/or sidewalks.

1. At least two drivers will be assigned to each snow route.
2. The driver of each route with the fewest snow overtime hours shall be called first when an overtime assignment for snow control operations is needed.
3. The driver with the most hours shall be called second, if the driver is not available or refuses the overtime assignment. If both drivers refuse the first assignment, a mandatory assignment is made for the first driver.
4. If additional employees are needed after following the above procedure, employees on the snow overtime roster without regularly assigned snow routes will be contacted. The one with the fewest snow overtime hours shall be called first and the one with the most hours called last. If there is a tie with regards to the number of overtime hours, the assignment will be made according to order of seniority. Employees have the option to refuse the assignment.

5. If additional employees are still needed after following the above procedures, the original route driver refusing the assignment will be contacted again and mandatory assignment will be made.
6. Mandatory assignments may only be refused due to illness, ineligibility as defined in Section 11.000, or ineligibility as defined by the DOT Compliance Program
7. If all mandatory assignments have been made and additional personnel are needed for snow removal operations the remaining assignments will be given to any available employee or contractor at the discretion of the City.

10.400 - Regular Overtime Assignments

Overtime assignments other than stand-by assignments and refuse assignments will be made according to the following procedures. Under normal conditions, employees who receive an overtime assignment shall report to work within sixty (60) minutes after receiving the assignment or be subject to disciplinary action. Nothing in this section precludes the City from changing an employee's shift as explained in Section 10.600 or reasonably extending his/her shift without regard to the Overtime group to which he/she belongs. As a general rule, regular shifts will only be extended when management believes that the ongoing assignment can be completed in less than four (4) hours of overtime.

If it turns out that the work will take longer than four (4) hours of overtime to complete, the shift extension will terminate at the end of four hours or sooner if replacement workers arrive prior to the four (4) hour shift extension maximum.

If overtime work on the assignment is to continue, overtime assignments will be made according to the labor agreement.

If overtime work on the assignment is to continue, overtime assignments will be made according to the labor agreement.

The overtime roster for each type of assignments will be divided into two overtime groups. Any qualified employee of AFSCME, Local #988, Chapter A may volunteer to be included in Group A. Each employee represented by AFSCME, Local #988, Chapter A will be placed in Group B based upon their skills.

The overtime roster starts at zero (0) beginning January 1 for all members of AFSCME, Local #988, Chapter A. Initial overtime assignments will be made to qualified employees in Group A on the basis of seniority and to qualified employees in Group B according to inverse order of seniority.

An employee may join or leave Group A at his/her discretion after providing a seven (7) day written notice to his/her supervisor. In the event that an employee decides to join Group A, he/she will be placed on the Group A roster with regular overtime hours equal to 0.1 hour more than the last person on the Group A list.

Management will update the rosters by noon of each regular working day and post them in conspicuous places. A regular working day is defined as a day when the administrative offices of the City are open to the public.

Whenever the City decides to offer overtime work to employees represented by Local #988, the assignments will be made according to the following procedure.

Step 1: Assignments will be made to qualified employees in Group A in inverse order of the overtime hours worked during the current calendar year. Employees may decline the assignments for any reason.

Step 2: If additional employees are needed after completing Step 1, assignments will be made to qualified employees in Group B in inverse order of the overtime hours worked during the current calendar year. Group B overtime assignments are mandatory. Mandatory assignments may only be refused due to illness, ineligibility as defined in Section 10.000 or ineligibility as defined by the DOT Compliance Program.

Step 3: If all mandatory overtime assignments have been made and additional personnel are needed, the remaining overtime assignments will be given to any available employee or contractor at the discretion of the City.

Divisions or work units may implement alternate methods of making overtime assignments with the mutual written consent of the Public Works Director and the AFSCME executive board.

10.405 - Call-In Overtime Assignments for Water Distribution System Activities

If there are two (2) occurrences within any six (6) month period when the City is unable to obtain a full overtime work crew for the purpose of repairing the water distribution system, then, after the second occurrence, the City has a right to outsource call-in overtime work on the water distribution system to any contractor for a period of one (1) year without offering the call-in overtime assignments to AFSCME bargaining unit employees.

The City will notify the Union whenever it has been unable to obtain a full call-in overtime work crew for the purpose of repairing the water distribution system.

10.420 - Refuse Operation Overtime

Personnel assigned to regular weekday collection (including yard waste) will be required to finish their assigned route unless alternative arrangements are approved by their supervisor.

Assignments for scheduled overtime (example: on a holiday, Saturday following a holiday) will be made according to the regular overtime procedures (as outlined in section 10.400) with the following stipulation:

- a. Only Refuse Collectors and Refuse Laborers may be on the "A" list for automated refuse collection.

10.500 - Compensatory Time

Eligible employees who accrue compensatory time off in lieu of cash payments for overtime hours worked shall be with the following limitations:

- a) Compensatory time shall be accrued at a time and one-half rate.
- b) If compensatory time is received in lieu of a minimum payment for a call out, court appearance or standby, the minimum number of hours eligible for cash payment at the time and one-half rate shall be allowed as compensatory time.
- c) If the employee has forty (40) hours or less of accrued compensatory time documented, the employee may determine whether the overtime compensation will be in overtime payment or compensatory time. No employee may have accrued compensatory time documented in excess of forty (40) hours without the approval of his supervisor.
- d) Compensatory time shall only be used with the advance approval of the employee's appropriate supervisor. No employee shall be allowed to use more than one week of accrued compensatory time in conjunction with their vacation and/or personal leave.
- e) Compensatory time standards of the Fair Labor Standards Act will apply to this article except that the use of compensatory leave will be governed by the same advance notice and minimum staffing requirements as vacation leave.
- f) Compensatory time shall not accrue beyond a maximum bank of 120 hours at any time. Any unused compensatory time exceeding 40 hours as of the final pay period in October will be paid out during the second pay period in November. Employees may request a full payout of their compensatory time balance, subject to supervisory approval, provided the request is submitted by the final pay period in October.

10.600 - Changes in Established Work Schedules

Employees shall be notified at least 24 hours in advance of changes in their established work schedule that are less than two (2) weeks or they shall be eligible for overtime pay as provided in this section.

In the absence of a twenty-four-hour notice, the employee shall be paid at a time and one-half rate for all hours worked beyond the employee's regular work schedule for the twenty-four-hour period immediately following the change in schedule.

Employees shall be notified at least seven (7) calendar days in advance of changes in their established work schedule that are more than two (2) weeks or they shall be eligible for overtime pay as provided in this section.

In the absence of a seven (7) calendar day notice, the employee shall be paid at a time and one-half rate for all hours worked beyond the employee's regular work schedule for the twenty-four-hour period immediately following the change in schedule.

After a temporary change in an employee's work schedule has been made (with the proper notice), the employee may be reassigned to his original work schedule with an eight-hour notice within fourteen calendar days after the temporary assignment was originally made.

11.000 - SENIORITY

Seniority shall be considered in transfers, promotions and layoffs when the skills, abilities, physical fitness and past performance for each employee or prospective employee concerned are substantially equal and such skills, abilities, physical fitness and past performance meet all job requirements. Nothing in this section shall prohibit or restrict the City's ability to hire new employees for any vacancy.

Seniority shall also be considered in the selection of employee vacation periods (or the selection of personal time or accrued compensatory time in conjunction with an employee's vacation); the determination of an employee's longevity pay; and the determination of employee shift assignments specified by the City.

The first six (6) months of continuous service will be a probationary period during which time the employee has no seniority standing and will be subject to layoff or discharge at the sole discretion of the City without recourse to the grievance and arbitration procedures contained in the Agreement. The City may with written notice to the Union extend the probationary period for an additional six (6) months. Upon satisfactory completion of the probationary period, the employee will be placed on the seniority list and his seniority will be dated back to the beginning of his employment.

11.100 - Definition of Seniority

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 as an AFSCME – Local #988 bargaining unit member less any adjustments due to unapproved leaves without pay, approved leaves without pay exceeding 30 calendar days in any calendar year, disciplinary suspensions, or any periods of part-time and/or temporary employment.

11.200 - Termination of Seniority

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

- a) an employee is terminated for any reason by the City,
- b) an employee terminates his/her 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 engages in any type of work stoppage, work slow-down, or other type of work interruption,
- e) an employee is terminated or terminates his/her employment with the City to accept a permanent disability pension.
- f) an employee is absent due to illness or injury for more than twenty-four (24) months,
- g) an employee is laid off for more than thirty-six (36) months. Also, the employee will have up to thirty-six (36) months to return to the original position he/she was laid off from.
- l) an employee is not recalled for thirty-six (36) months after being laid off. For employees who are laid off, no paid leave shall accrue during the period of layoff, but the employee's seniority date shall remain the same as it was prior to the layoff to reflect changes in paid leave and other benefits the employee would have been eligible for had the layoff not occurred. Upon recall to a position other than the position the employee occupied when laid off, the employee shall be placed on probationary status with benefits for a six-month period. The pay grade for the recalled employee in his/her new position shall correspond with the pay step the employee occupied in the position he/she was laid off from.

11.300 - Posting of Seniority Lists

Each division head shall post the seniority for each of their employees represented by Local #988 in a conspicuous location as of January 1 of each year. New employees shall be added to the list by the division head at the time that they successfully complete their probationary period and are placed on permanent status. Employees' name shall be removed from the seniority list when their seniority is terminated according to Section 11.200.

11.400 - Order of Hiring

The City shall designate the order of hiring when more than one employee represented by Local #988 is hired on the same date.

11.500 - Application of Seniority in Promotions

In the case of promotions, the candidate with the greater seniority shall be promoted provided all of the following conditions are met:

- a) a vacancy exists and the employee has properly applied for the position,
- b) the class specification held by the employee and the class specification applied for are both represented by Local#988,

- c) the skills, abilities, physical fitness and past performance for each candidate concerned are substantially equal and meet all requirements for the position applied for.

Promotions shall be defined as an assignment of an employee to a higher paying class specification according to the provisions of this section.

11.600 - Application of Seniority In Transfers

In the case of transfers, the candidate with the greater seniority shall be transferred provided all of the following conditions are met:

- a) a vacancy exists and the employee has properly applied for the position,
- b) the class specification held by the employee and the class specification applied for are both represented by Local #988.
- c) the skills, abilities, physical fitness and past performance for each candidate concerned are substantially equal and meet the requirements for the position applied for.

A transfer shall be defined as the assignment of an employee to the same class specification in another division or department of the City, or the assignment of an employee to lower paying class specification at the employee's request subject to the provisions of this section.

11.700 - Application of Seniority in Layoffs

In the case of layoffs, employees represented by Local #988 shall be laid off in the inverse order of their seniority according to the class specification to be deleted or reduced as specified by the City. Effective May 4, 1987, an employee subject to layoff may bump an employee with the least seniority in an equal rated or lower rated class specification represented by Local #988, provided he has the skills, ability, physical fitness and past performance to meet the requirements for the position to which he is bumping. The union retains the right to bargain over the impact of layoffs and other benefits.

In the event that the City intends to layoff employees represented by this collective bargaining agreement due to outsourcing of work currently performed by employees represented by this collective bargaining agreement, the City will provide the union with a written notice of its intent at least ninety (90) days prior to the effective date of the layoffs.

11.800 - Application of Seniority in Selecting Leave Time

Employees represented by Local #988 shall select their vacation periods in November of each year for the following calendar year. Vacation selections (as well as the selection of personal time or compensatory time in conjunction with an employee's vacation period)

shall be according to each employee's seniority and shall also be subject to the staffing requirements specified by each division head.

11.810 -Employees who do not select their vacation period in November shall be permitted to select their vacation on a first-come-first-served basis subject to the staffing requirements specified by each division head.

11.820 -Each employee shall be responsible for the usage of his/her vacation leave within the requirements of this Agreement including the accrual limitation in section 9.250.

11.900 - Application of Seniority in Selecting Work Shifts

Employees represented by Local #988 shall select their work shifts according to their seniority within each division subject to the following conditions:

- a) the division head shall specify the minimum staffing requirement by class specification for each shift in each division.
- b) the division head shall have the authority to reassign an employee(s) to another shift for training purposes. Re-scheduling shift assignments for training purposes shall not be used as a disciplinary action.

11.910 -Employees represented by Local #988 shall select their work shifts in November of each year for the following calendar year.

11.920 -As shift vacancies occur during the year, employees with less seniority than the employee vacating the shift shall, on the basis of their seniority within the division, be allowed to bid on the vacant shift provided the vacancy is the same classification and the employee is otherwise qualified.

11.930 -All of the same requirements which apply to the annual selection of shifts shall also apply to the filling of shift vacancies which occur during the year.

12.000 - DISCIPLINE

Both parties agree with the tenets of progressive corrective discipline and agree that disciplinary actions may be imposed upon any employee in the classified service for just cause. Disciplinary actions may include the following, but shall be initiated in light of the seriousness of the offense, the length of time between similar infractions, 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.

Under normal circumstances, the division head will schedule a meeting with the employee to discuss the apparent infraction prior to imposing a written warning, suspension without pay, or dismissal. The meeting will be scheduled by the division head with at least 24 hours notice to the employee and union during normal City business hours. The employee will receive a written notice of the meeting, with said notice to contain a clear and concise statement of the reason for the meeting. The employee shall be provided directly with a copy of the meeting notice. The union's notice shall be placed in the union mail slot provided for the union at the department offices. The employee shall have the right to invite one union representative to the meeting and both employees will be excused from work to attend the meeting. Neither employee will be paid for attending the meeting if it is scheduled for a time outside their working hours. It is the employee's responsibility to invite the union representative.

Failure of the employee or the union representative to attend the scheduled meeting will not be allowed as a means of delaying the imposition of disciplinary action. The pre-disciplinary meeting can be rescheduled with the agreement of all parties, but management may proceed with the disciplinary action after the originally scheduled meeting whether or not the employee and union representative attend.

The purpose of the pre-disciplinary meeting is to gather facts and evidence related to an apparent infraction which may result in disciplinary action being imposed. The meeting is not intended to serve as a forum to negotiate any disciplinary action which may be imposed. The union representative is present to assist the employee and may attempt to clarify facts or suggest employees who may have knowledge of them. The City reserves the right to have an employee give his own account of the matter under investigation.

12.100 - Progressive Disciplinary Procedures

Under normal circumstances, the department head shall follow progressive disciplinary measures as defined in this section. The employer's agreement to use progressive and corrective disciplinary action does not prohibit the employer from imposing discipline which is consistent with the severity of the offense and the principles of just cause.

12.110 -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.

12.120 -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. Suspension without pay may be given for periods of up to a maximum of thirty (30) calendar days. Suspensions exceeding five (5) calendar days shall be approved by the Human Resources Director and City Manager before becoming effective.

12.130 -Dismissal shall be considered as the final step in the disciplinary procedure. Dismissals are the result of an employee who is either unwilling or incapable of correcting and/or improving unacceptable behavior or work performance. Dismissals must be approved by the Human Resources Director and City Manager before becoming effective.

12.300 - Alternative Disciplinary Procedures - E.A.P.

In all disciplinary cases, the supervisory personnel responsible for determining the appropriate disciplinary action to be taken may offer the employee involved the option of 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/she may elect to accept the referral to the E.A.P. Once the appropriate supervisory 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/she wishes to accept. Employees may not elect an E.A.P. referral when it is not offered, nor can a supervisor force an employee to accept an E.A.P. referral once it is offered.

12.310 -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.

12.311 -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 program as prescribed by the E.A.P. referral agency.

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

- a) The employee accepting the E.A.P. referral 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.

12.320 -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 his/her department head from the E.A.P. Coordinator stating that the employee has successfully completed the Employee Assistance Program 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 still be subject to even more severe disciplinary action for future incidents of unacceptable behavior.

12.400 - Removal of Disciplinary Action

Written warnings shall not be considered if the offense is not repeated for a period of three (3) years after the most recent discipline for the same offense. Written warnings will be considered after a three (3) year period for the following discipline offenses:

1. Sexual Harassment

The City and the Union can mutually agree to remove warning of these offense types after a period of three years.

12.410- Access to Personnel Records

A. Employee Access to Personnel Records

Employees should complete "Request to Examine Employees Records" form from the Human Resources Department regarding access to his/her file. Upon completion, an appointment should be made with the Human Resources Department. An office employee will be present during examination. An employee may request all or any part of his/her, except the following:

- a. Letters of reference for the employee except with the permission of person who wrote the letter.
- b. Any portion of a test document, except the cumulative test score for either a section of or the score for the entire test document.

- c. Information relating to an investigation of possible criminal activity by an employee or other activity that could reasonably be expected to result in loss or damage to City property or disruption of business, unless and until the City takes adverse personnel action based on such information.
- d. Records relevant to a pending claim between the City and the employee which may be subpoenaed in judicial proceedings.
- e. Information of a personal nature about a person other than the employee if disclosure of the information would constitute a clearly unwarranted invasion of the other person's privacy.

B. Time and Manner of Inspection

An employee shall be granted inspections no more frequent than once per month. This will be by a prearranged appointment as stated above. The inspection of the record will be within seven (7) calendar days from the date of the request and will be made available during the week from 8:00 a.m. to 5:00 p.m. However, if the Human Resources Director can reasonably show that such deadline cannot be met, the human resources office shall have an additional seven (7) calendar days to comply. Such records may be inspected only in the human resources office.

C. Incorrect Information

No employee, nor his/her designated representative shall remove, alter, deface, or damage any part of the record. If an employee disagrees with any information included in their personnel record, a letter may be sent to the Director of Human Resources explaining the employee's position. If the employee and the Human Resources Director cannot mutually agree to the removal or alterations of the document in dispute, the human resources office shall attach the employee's statement to the aforementioned record. The inclusion of any written statement attached in the record, without further comment or action by the employer, shall not imply or create any presumption of employer agreement with its contents.

An employee is required to notify, in writing the human resources office of any changes in address, telephone number, federal/state tax withholdings, person to contact in case of emergency changes that might affect insurance coverage, and any other changes in personal data.

D. Inspection of Record by Representative

The employee and the representative must fill out the "Request to Examine Employee Records" form. The human resources office will allow the representative to inspect the employee's personnel record if they adhere to the guidelines as stated above in Section A and B of this policy.

E. Duplication

After review of his/her personnel record, an employee may designate those documents contained within the file for duplicating. The employee upon receipt of said documents shall reimburse the City for all copies beyond the first 20 pages requested. The fee shall be limited to the actual cost of duplicating the information.

12.500-Interview of Witnesses

If an employee is contacted in the course of an investigation to discuss an incident for which discipline is not contemplated against the employee contacted, the City will provide the employee with a written notification that the employee is not the subject of the investigation and that disciplinary action will not be taken against the employee. Upon being provided that notice, employees shall not be entitled to a union representative in attendance at the meeting.

13.000 - GRIEVANCES

Any employee represented by Local #988 who has a grievance shall follow the grievance procedure outlined in this section.

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.

13.100 - Filing Grievances

Any employee represented by Local #988 may process a grievance during working hours provided the following conditions are met:

- a) only one other employee represented by Local #988 shall be excused from work to represent an employee who is processing a grievance,
- b) all meetings with division heads shall be scheduled in advance with the department head's approval,
- c) division heads 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, although union officials and employees shall be allowed to flex their normal work breaks and hours with the consent of all affected employees' supervisors in advance to allow for grievance investigation,
- 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.

If any step in the grievance procedure is not applicable, the grievance shall be filed or appealed to the next step in the process.

13.200 - Processing Grievances

A grievance shall be processed in the following manner:

Step One - Employee(s) who have a grievance shall first meet with their supervisor and a union representative in an attempt to resolve the complaint prior to filing a formal grievance in accordance with Step Two below.

Step Two - Employee(s) may file a grievance in written form with the office of the department head within ten (10) calendar days of the event or occurrence which precipitated the grievance, or within ten (10) calendar days of when the employee(s) 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 employee's division head, the department head, and the Human Resources Director. Said committee shall render a written decision on the grievance within seven calendar days of the date the grievance was filed.

Step Three - Employee(s) may appeal the decision of the Management Grievance Committee by filing a written appeal with the City Manager's office within ten calendar days of the date 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 calendar days of the date it was filed.

Step Four - Only a grievance which is a dispute or difference of opinion raised by an employee, or by a group of employees (with regard to a single common issue) covered by this agreement against the City involving as to him the meaning, interpretation or application of the express provisions of this agreement may be referred to binding arbitration. Grievances which are not so defined shall be decided by the City Manager and shall not be referred to binding arbitration.

An employee may refer an eligible grievance to binding arbitration by submitting a written notice to the City Manager within ten (10) calendar days following the final meeting described in Step Four. Only grievances which have been authorized by Local #988 shall be referred to binding arbitration.

This formal grievance process does not preclude the City or the Union from attempting to resolve an issue or potential grievance informally or through the use of non-binding mediation.

13.250 -Grievance Responses

Responses to grievances filed at steps 2 and 3 above shall be provided to both the employee filing the grievance directly and to Local #988. The notification to Local #988 shall be provided through a copy of the response being placed in a mail slot dedicated for the union to be provided at the Public Works offices, 1309 Mill Street.

13.300 - Time Periods for Filing/Appealing Grievances

In the event the Management Grievance Committee or the City Manager does not render a timely decision the grievance shall be considered to be denied on the last day provided for a response by the City's representative.

The time period for filing or appealing a grievance at any of the steps may be extended with the mutual consent of the employee(s) concerned and the Management Grievance Committee or City Manager, whichever is appropriate.

13.400 - Selection of Arbitrator

The City and the Union will file a joint request for a list of seven persons as nominees for arbitration with the Federal Mediation and Conciliation Service within six (6) months after the Union files the written notice of its intent to refer the grievance to binding arbitration. The City and/or the Labor Council may strike one (1) entire panel for an arbitration case. The party that is requesting the additional panel will bear the entire cost of the additional panel request. The City and Local #988 shall select an arbitrator by alternately striking one name each. The name shall be selected as arbitrator. Local #988 shall strike the first name from the list.

The arbitrator shall be notified of his selection by a joint letter from the City and Local #988 requesting that he set a time and place, subject to the availability of the City and Local #988. All arbitration hearings shall be held in the City of Rock Island.

13.500 - 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.

13.600 - Payment of Arbitration Costs

Expenses for the arbitrator's services and the proceedings shall be borne equally by the City and Local #988. The City and Local #988 shall be responsible for compensating its own representatives and witnesses. If either the City or Local #988 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.

14.000 - LABOR/MANAGEMENT MEETINGS

Representatives of AFSCME Local #988 and management representations may meet at mutually agreed upon times at the request of either party to discuss matters of mutual interest, exchange information, resolve potential conflicts and improve general communications.

15.000 - BULLETIN BOARDS

The City shall provide adequate space on existing bulletin boards in the Equipment Maintenance Division, Municipal Services Division and Utilities Division for the posting of AFSCME meeting notices and similar information. No posting of an inflammatory or derogatory nature shall be allowed and all posting shall be reviewed and approved by the appropriate supervisor 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 not approved by the appropriate supervisor shall be removed.

16.000 - REPLACEMENT OF EMPLOYEE OWNED TOOLS

The City shall replace any hand and/or power tools stolen or destroyed by fire which are the personal property of employees represented by Local #988 according to the provisions of this section.

Said tools are required to be provided by the employee as a condition of their employment. Said tools have been properly inventoried (in writing) and where necessary photographed and placed on file with the City. Tools which are not stolen nor destroyed by fire but are simply misplaced or lost by the employee shall not be replaced by the City. Tools which are not required by the City shall not be replaced by the City.

16.100 - Tool List

The Fleet Service division shall provide a list of the basic hand tools they provide for use by Fleet Service personnel.

17.000 - UNIFORMS

Employee clothing must be clean and presentable at the beginning of each work shift.

Pants – Employees may wear uniform pants provided by the City or their own pants while on duty. Pants must be approximately the same color as the uniform pants.

Shorts – Employees may wear approved shorts on duty with the permission of their supervisor. The shorts must be approximately the same color as the uniform pants. The City will not provide shorts.

Shirts – Employees may wear uniform shirts provided by the City, personal clothing or AFSCME shirts approved by the Public Works Director while on duty. Personal shirts may not display anything other than a small manufacturer's logo.

Other Visible Clothing – With the exception of approved AFSCME apparel, visible clothing may not display anything other than a small manufacturer's logo.

The City will not be responsible for cleaning or maintaining personal clothing. Torn or cut-off clothing may not be worn while on duty.

The City will provide and maintain the following uniform items at its expense for employees to wear while on duty.

Uniform Pants (eleven pairs will be provided)

Winter Uniform Shirt (October 1 through March 31; eleven shirts will be provided)

Summer Uniform Shirt (April 1 through September 30; eleven shirts will be provided)

Three pair of coveralls shall be made available for employees to wear at the employee's option. The employee may elect to wear coveralls instead of uniform shirts and uniform pants on a one-to-one basis.

Two jackets will be made available in lieu of coveralls.

Employees shall inform the Public Works Director by December 1st of each year if they intend to participate in the uniform service for the following calendar year. If employees elect to utilize the uniform service, they may select any or all of the uniform options. When an employee participates in the uniform service with the exception of coveralls and jackets, the selected uniform items must be worn while on duty.

17.100 - Safety Shoes and Work Boots

Employees represented by Local #988 who are required to wear safety shoes and work boots by their department head will be provided with employer-approved safety shoes and work boots on an as needed basis to be determined by the department head. Only steel toed or safety toed shoes will be approved by the City. All employees must wear steel toed or safety toed shoes at all times on the job. The safety toed shoes must be approved by the City from an approved source. Rubber steel toed shoes will be provided. Effective on the signing date of both parties to the agreement, the safety shoe and boot allowance will be \$250.00 per pair.

17.200 – Personal Cell Phone

Employees may carry personal cellular telephones while on duty.

Personal cellular telephones may be turned on while the employee is on duty with the following provisions:

1. The personal cellular phone may be only used for personal emergencies and city business.
2. An employee may not use a cellular phone under any circumstances while operating city-owned vehicles or equipment.
3. An employee may use a personal cellular telephone for any type of calls while on paid breaks.
4. The employee must provide the number of the personal cell phone being carried.

18.000 - WAGES

Annual base salaries for employees represented by Local #988 shall be compensated retroactive to December 23, 2024 with 4.00% added to the base, 3.00% added to the base effective December 22, 2025, 3.00% added to the base effective December 20, 2026. These wages are in accordance with the wage schedule attached to this Agreement and incorporated herein as Appendix A. AFSCME – Local #988 employees with a seniority date prior to April 1, 1994 shall receive wages in accordance with the wage schedule attached to this Agreement and incorporated herein as Appendix A. AFSCME – Local #988 employees with a seniority date on or after April 1, 1994, shall not receive step increases but shall be paid not less than the lowest step nor more than the highest step for their classification. Employees hired on or after April 1, 1994, shall not have a starting rate of pay higher than the rate of those employees in that classification hired prior to April 1, 1994.

- 18.100 -Step Increases (does not apply to AFSCME – Local #988 employees with a seniority date on or after April 1, 1994)

18.110 -Step increases from one step to the next for employees with a seniority date prior to April 1, 1994 shall be given at the beginning of the pay period immediately following the employee's successful completion of his/her probationary period and annually at the beginning of the pay period immediately following the employee's anniversary date of appointment to that classification until he/she reaches the top step (excluding merit range) of the salary range established for that classification.

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

18.200 - Longevity Pay

Longevity pay for employees represented by Local #988 shall be \$700 (\$.34), \$1,400 (\$.67), \$2,100 (\$1.01), \$2,800 (\$1.35), \$3,500 (\$1.68), and \$4,200 (\$2.02) for the completion of 5, 10, 15, 20, 25, and 30 years of service.

18.210 - All longevity pay increases shall be effective at the beginning of the pay period immediately following the employee's appropriate anniversary date.

18.220 - 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.

18.300 - Shift Differential

A shift differential of \$.70 per hour shall be paid to employees who regularly start working between 3:00 p.m. and 7:00 p.m. (hereinafter referred to as 2nd shift) and \$.70 per hour to employees who regularly start working between 11:00 p.m. and 3:00 a.m. (hereinafter referred to as 3rd shift) and \$.70 per hour to employees assigned to the swing shift. An employee shall not be considered to be regularly working a shift and entitled to shift differential until after working the shift for ten (10) or more consecutive working days.

18.400 - Pay Periods and Pay Days

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

18.500 - Short Term Assignments to Higher Classifications

Employees assigned to perform the duties of a higher classification for periods of 5 working days shall be entitled to be paid as if he/she were actually promoted to that position. Upon

expiration of the short-term assignment, the additional pay shall be discontinued. These short-term assignments shall not be considered as promotions, but only as assignments outside the employee's normal duties for which he/she received additional compensation.

18.600 - Merit Pay Plan

Both parties agree that the City and Union will meet during the term of this agreement to review the merit plan. It is further agreed that before making changes in the merit plan the City shall give the Union notice of the intended changes and upon request the City shall meet with the Union within thirty (30) days of notice being given. If agreement is not reached within the thirty (30) day period, the City shall have the right to implement changes.

Starting January 1, 2020 through December 31, 2024, the Pay for Performance Plan will be funded as follows:

For calendar year 2025, eligible employees may receive a merit increase ranging from 0% - 3.0% (maximum) based on their job performance;

For calendar year 2026, eligible employees may receive a merit increase ranging from 0% - 3.0% (maximum) based on their job performance; and

For calendar year 2027, eligible employees may receive a merit increase ranging from 0% - 3.0% (maximum) based on their job performance.

18.700-Pay for Licenses

Employees who after the effective date of this agreement acquire State of Illinois Wastewater Class 1, 2, or 3 licenses shall be entitled to a yearly bonus payment added to the base salary for maintaining said license in the following amount:

Class 1: \$500

Class 2: \$250

Class 3: \$150

Employees who after the effective date of this agreement acquire State of Illinois Water Class A or B licenses shall be entitled to a yearly bonus payment added to the base salary for maintaining said license in the following amount:

Class A: \$500

Class B: \$250

18.800 - Wage Rate Upon Promotion

When an employee with a seniority date prior to April 1, 1994 is promoted, his base pay will be raised to a step in the pay classification plan that is at least five (5) percent above his

base pay prior to promotion. If his current base pay is less than five (5) percent below Step G of the pay classification to which he is being promoted, he will receive a pay increase of five (5) percent upon promotion.

When an employee with a seniority date after April 1, 1994 is promoted, his base pay will be raised at least five (5) percent.

If an employee's class specifications before and after promotion are included in 3.000 - Recognition, the employee may return to the position he occupied prior to promotion by providing the Public Works Director with a written notice of his decision within thirty (30) calendar days after the effective date of the promotion. Upon returning to his position prior to promotion, the employee's wage rate will be reduced to the wage received prior to promotion.

Effective January 1, 2022, a promoted employee will receive a six (6) month performance review but is not eligible to receive a merit increase based on their job performance. Merit increases may be granted on the employee's anniversary date.

18.900 - Wage Rate Upon Transfer

When an employee is placed in a position that is in a lower paying class specification, his base pay will be decreased by five (5) percent or to the maximum salary of the new job classification.

Effective January 1, 2022, a transferred employee will receive a six (6) month performance review but is not eligible to receive a merit increase based on their job performance. Merit increases may be granted on the employee's anniversary date.

19.000 - ROCK ISLAND MUNICIPAL EMPLOYEES HEALTH BENEFIT PLAN

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

20.000 - NO STRIKE-NO LOCKOUT

Neither Local #988 nor its agents or any employees, for any reason, will authorize, institute, aid condone or engaged in a slowdown, work stoppage, strike, or any other interference with the work and statutory functions or obligations of the City. Local #988 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.

20.100 - No Lockout

The City will not lock out any employees during the term of this Agreement as a result of a labor dispute with Local #988.

21.000 - AUTHORITY OF THE CONTRACT

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, 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.

22.000 - UNION BUSINESS

22.100 – Leave For Union Activity

The bargaining unit, and not each member of the bargaining unit, shall be allowed up to 30 (thirty) days each year without pay to attend state and international conventions and/or state or area-wide meetings provided 30-day notice is given and the leave does not cause the City to be under minimum manning.

22.200 – Union Orientation

The union shall be notified in writing of any newly hired employees identified under Article 3 of the contract.

The union will be allowed a one (1) hour orientation of the new employee and he will be permitted to attend the orientation during his normal work hours. The union orientation will take place within two (2) weeks of the new employee's hire date and shall be granted to the extent there is no interference with city operations or violates a department's minimum manning requirements.

Any request for a union orientation will be submitted, in writing, by the union to the appropriate department manager, and shall be answered, no later than five (5) days following the request.

The union orientation will be paid for the new employee at his hourly rate. Any time extending beyond the one (1) hour orientation will be unpaid. Any orientation occurring outside the employee's normal work hours will be unpaid and ineligible for overtime unless approved in advance by the department manager.

The union shall have the right to certify one (1) steward to participate in a union orientation. The steward providing the union orientation will be unpaid. He will be permitted to use paid leave benefits (vacation, personal, bonus personal leave or compensatory time) if the orientation occurs during his work hours.

23.000 – RESIDENCY

Employees hired after June 11, 1991, must live in Illinois or Iowa. For residency purposes only, all employees must report within 60 minutes after being called into work for an overtime assignment.

24.000 - ENTIRE AGREEMENT

This Agreement constitutes the complete and entire agreement between the parties, and concludes collective bargaining between the parties for its term.

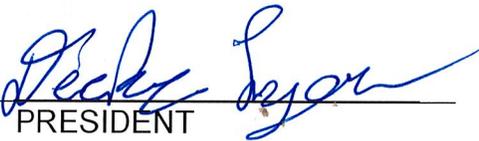
The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the City and AFSCME Local #988, 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 through such subjects or matters may not have been with the knowledge or contemplation of the parties at the time they negotiated or signed this Agreement.

This Agreement is hereby signed and approved this _____ day of _____, 2025.

CITY OF ROCK ISLAND, ILLINOIS:
EMPLOYEES

AMERICAN FEDERATION OF STATE
COUNTY, AND MUNICIPAL
LOCAL #988

By: 
CITY MANAGER

BY: 
PRESIDENT

Date: 3-11-25

Date: 3/19/25

Attest: 
CITY CLERK

Attest: 
SECRETARY
3/19/25

By: 
AFSCME Council 31
3-12-25

AGREEMENT BETWEEN THE CITY OF ROCK ISLAND, ILLINOIS

AND

AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES
COUNCIL #31, LOCAL #988 CHAPTER A

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Maintenance/Craft Salary Scale

City of Rock Island

Effective Date: 01/01/2025

Appendix A

Classification	Class Code	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Low Merit Range	High Merit Range	
Wage Range: MC 1											
Automotive	205	39974	42080	44175	46183	48293	50501	52825	52825	60508	Annual Total
Mechanic I		1537.462	1618.462	1699.038	1776.269	1857.423	1942.346	2031.731	2031.731	2327.231	Bi-Weekly Rate
		19.21827	20.23077	21.23798	22.20337	23.21779	24.27933	25.39663	25.39663	29.09038	Hourly Rate
		40674	42780	44875	46883	48993	51201	53525	53525	61208	5 YR Longevity
		1564.385	1645.385	1725.962	1803.192	1884.346	1969.269	2058.654	2058.654	2354.154	Bi-Weekly Rate
		19.55481	20.56731	21.57452	22.5399	23.55433	24.61587	25.73317	25.73317	29.42692	Hourly Rate
		41374	43480	45575	47583	49693	51901	54225	54225	61908	10 YR Longevity
		1591.308	1672.308	1752.885	1830.115	1911.269	1996.192	2085.577	2085.577	2381.077	Bi-Weekly Rate
		19.89135	20.90385	21.91106	22.87644	23.89087	24.9524	26.06971	26.06971	29.76346	Hourly Rate
		42074	44180	46275	48283	50393	52601	54925	54925	62608	15 YR Longevity
		1618.231	1699.231	1779.808	1857.038	1938.192	2023.115	2112.5	2112.5	2408	Bi-Weekly Rate
		20.22788	21.24038	22.2476	23.21298	24.2274	25.28894	26.40625	26.40625	30.1	Hourly Rate
		42774	44880	46975	48983	51093	53301	55625	55625	63308	20 YR Longevity
		1645.154	1726.154	1806.731	1883.962	1965.115	2050.038	2139.423	2139.423	2434.923	Bi-Weekly Rate
		20.56442	21.57692	22.58413	23.54952	24.56394	25.62548	26.74279	26.74279	30.43654	Hourly Rate
		43474	45580	47675	49683	51793	54001	56325	56325	64008	25 YR Longevity
		1672.077	1753.077	1833.654	1910.885	1992.038	2076.962	2166.346	2166.346	2461.846	Bi-Weekly Rate
		20.90096	21.91346	22.92067	23.88606	24.90048	25.96202	27.07933	27.07933	30.77308	Hourly Rate
		44174	46280	48375	50383	52493	54701	57025	57025	64708	30 YR Longevity
		1699	1780	1860.577	1937.808	2018.962	2103.885	2193.269	2193.269	2488.769	Bi-Weekly Rate
		21.2375	22.25	23.25721	24.2226	25.23702	26.29856	27.41587	27.41587	31.10962	Hourly Rate

Wage Range: MC 2

NA

42080	44175	46183	48293	50501	52825	55262	55262	63336	Annual Total
1618.462	1699.038	1776.269	1857.423	1942.346	2031.731	2125.462	2125.462	2436	Bi-Weekly Rate
20.23077	21.23798	22.20337	23.21779	24.27933	25.39663	26.56827	26.56827	30.45	Hourly Rate
42780	44875	46883	48993	51201	53525	55962	55962	64036	5 YR Longevity
1645.385	1725.962	1803.192	1884.346	1969.269	2058.654	2152.385	2152.385	2462.923	Bi-Weekly Rate
20.56731	21.57452	22.5399	23.55433	24.61587	25.73317	26.90481	26.90481	30.78654	Hourly Rate
43480	45575	47583	49693	51901	54225	56662	56662	64736	10 YR Longevity
1672.308	1752.885	1830.115	1911.269	1996.192	2085.577	2179.308	2179.308	2489.846	Bi-Weekly Rate
20.90385	21.91106	22.87644	23.89087	24.9524	26.06971	27.24135	27.24135	31.12308	Hourly Rate
44180	46275	48283	50393	52601	54925	57362	57362	65436	15 YR Longevity
1699.231	1779.808	1857.038	1938.192	2023.115	2112.5	2206.231	2206.231	2516.769	Bi-Weekly Rate
21.24038	22.2476	23.21298	24.2274	25.28894	26.40625	27.57788	27.57788	31.45962	Hourly Rate
44880	46975	48983	51093	53301	55625	58062	58062	66136	20 YR Longevity
1726.154	1806.731	1883.962	1965.115	2050.038	2139.423	2233.154	2233.154	2543.692	Bi-Weekly Rate
21.57692	22.58413	23.54952	24.56394	25.62548	26.74279	27.91442	27.91442	31.79615	Hourly Rate
45580	47675	49683	51793	54001	56325	58762	58762	66836	25 YR Longevity
1753.077	1833.654	1910.885	1992.038	2076.962	2166.346	2260.077	2260.077	2570.615	Bi-Weekly Rate
21.91346	22.92067	23.88606	24.90048	25.96202	27.07933	28.25096	28.25096	32.13269	Hourly Rate
46280	48375	50383	52493	54701	57025	59462	59462	67536	30 YR Longevity
1780	1860.577	1937.808	2018.962	2103.885	2193.269	2287	2287	2597.538	Bi-Weekly Rate
22.25	23.25721	24.2226	25.23702	26.29856	27.41587	28.5875	28.5875	32.46923	Hourly Rate

Wage Range: MC 3

Refuse Laborer

207	44175	46183	48293	50501	52825	55262	57825	57825	66298	Annual Total
211	1699.038	1776.269	1857.423	1942.346	2031.731	2125.462	2224.038	2224.038	2549.923	Bi-Weekly Rate
	21.23798	22.20337	23.21779	24.27933	25.39663	26.56827	27.80048	27.80048	31.87404	Hourly Rate
	44875	46883	48993	51201	53525	55962	58525	58525	66998	5 YR Longevity
	1725.962	1803.192	1884.346	1969.269	2058.654	2152.385	2250.962	2250.962	2576.846	Bi-Weekly Rate
	21.57452	22.5399	23.55433	24.61587	25.73317	26.90481	28.13702	28.13702	32.21058	Hourly Rate
	45575	47583	49693	51901	54225	56662	59225	59225	67698	10 YR Longevity
	1752.885	1830.115	1911.269	1996.192	2085.577	2179.308	2277.885	2277.885	2603.769	Bi-Weekly Rate
	21.91106	22.87644	23.89087	24.9524	26.06971	27.24135	28.47356	28.47356	32.54712	Hourly Rate
	46275	48283	50393	52601	54925	57362	59925	59925	68398	15 YR Longevity
	1779.808	1857.038	1938.192	2023.115	2112.5	2206.231	2304.808	2304.808	2630.692	Bi-Weekly Rate
	22.2476	23.21298	24.2274	25.28894	26.40625	27.57788	28.8101	28.8101	32.88365	Hourly Rate
	46975	48983	51093	53301	55625	58062	60625	60625	69098	20 YR Longevity
	1806.731	1883.962	1965.115	2050.038	2139.423	2233.154	2331.731	2331.731	2657.615	Bi-Weekly Rate
	22.58413	23.54952	24.56394	25.62548	26.74279	27.91442	29.14663	29.14663	33.22019	Hourly Rate
	47675	49683	51793	54001	56325	58762	61325	61325	69798	25 YR Longevity
	1833.654	1910.885	1992.038	2076.962	2166.346	2260.077	2358.654	2358.654	2684.538	Bi-Weekly Rate
	22.92067	23.88606	24.90048	25.96202	27.07933	28.25096	29.48317	29.48317	33.55673	Hourly Rate
	48375	50383	52493	54701	57025	59462	62025	62025	70498	30 YR Longevity
	1860.577	1937.808	2018.962	2103.885	2193.269	2287	2385.577	2385.577	2711.462	Bi-Weekly Rate
	23.25721	24.2226	25.23702	26.29856	27.41587	28.5875	29.81971	29.81971	33.89327	Hourly Rate

Wage Range: MC 4

Wastewater Treatment Treatment Plant Operator I	215	46183	48293	50501	52825	55262	57825	60508	60508	69411	Annual Total
		1776.269	1857.423	1942.346	2031.731	2125.462	2224.038	2327.231	2327.231	2669.654	Bi-Weekly Rate
		22.20337	23.21779	24.27933	25.39663	26.56827	27.80048	29.09038	29.09038	33.37067	Hourly Rate
		46883	48993	51201	53525	55962	58525	61208	61208	70111	5 YR Longevity
Water Meter Repairer	217	1803.192	1884.346	1969.269	2058.654	2152.385	2250.962	2354.154	2354.154	2696.577	Bi-Weekly Rate
		22.5399	23.55433	24.61587	25.73317	26.90481	28.13702	29.42692	29.42692	33.70721	Hourly Rate
		47583	49693	51901	54225	56662	59225	61908	61908	70811	10 YR Longevity
Water Service Representative	219	1830.115	1911.269	1996.192	2085.577	2179.308	2277.885	2381.077	2381.077	2723.5	Bi-Weekly Rate
		22.87644	23.89087	24.9524	26.06971	27.24135	28.47356	29.76346	29.76346	34.04375	Hourly Rate
		48283	50393	52601	54925	57362	59925	62608	62608	71511	15 YR Longevity
		1857.038	1938.192	2023.115	2112.5	2206.231	2304.808	2408	2408	2750.423	Bi-Weekly Rate
		23.21298	24.2274	25.28894	26.40625	27.57788	28.8101	30.1	30.1	34.38029	Hourly Rate
		48983	51093	53301	55625	58062	60625	63308	63308	72211	20 YR Longevity
		1883.962	1965.115	2050.038	2139.423	2233.154	2331.731	2434.923	2434.923	2777.346	Bi-Weekly Rate
		23.54952	24.56394	25.62548	26.74279	27.91442	29.14663	30.43654	30.43654	34.71683	Hourly Rate
		49683	51793	54001	56325	58762	61325	64008	64008	72911	25 YR Longevity
		1910.885	1992.038	2076.962	2166.346	2260.077	2358.654	2461.846	2461.846	2804.269	Bi-Weekly Rate
		23.88606	24.90048	25.96202	27.07933	28.25096	29.48317	30.77308	30.77308	35.05337	Hourly Rate
		50383	52493	54701	57025	59462	62025	64708	64708	73611	30 Yr Longevity
		1937.808	2018.962	2103.885	2193.269	2287	2385.577	2488.769	2488.769	2831.192	Bi-Weekly Rate
		24.2226	25.23702	26.29856	27.41587	28.5875	29.81971	31.10962	31.10962	35.3899	Hourly Rate

Wage Range: MC 5

Maintenance Worker I

223	48293	50501	52825	55262	57825	60508	63336	63336	72679	Annual Total
	1857.423	1942.346	2031.731	2125.462	2224.038	2327.231	2436	2436	2795.346	Bi-Weekly Rate
	23.21779	24.27933	25.39663	26.56827	27.80048	29.09038	30.45	30.45	34.94183	Hourly Rate
	48993	51201	53525	55962	58525	61208	64036	64036	73379	5 YR Longevity
	1884.346	1969.269	2058.654	2152.385	2250.962	2354.154	2462.923	2462.923	2822.269	Bi-Weekly Rate
	23.55433	24.61587	25.73317	26.90481	28.13702	29.42692	30.78654	30.78654	35.27837	Hourly Rate
	49693	51901	54225	56662	59225	61908	64736	64736	74079	10 YR Longevity
	1911.269	1996.192	2085.577	2179.308	2277.885	2381.077	2489.846	2489.846	2849.192	Bi-Weekly Rate
	23.89087	24.9524	26.06971	27.24135	28.47356	29.76346	31.12308	31.12308	35.6149	Hourly Rate
	50393	52601	54925	57362	59925	62608	65436	65436	74779	15 YR Longevity
	1938.192	2023.115	2112.5	2206.231	2304.808	2408	2516.769	2516.769	2876.115	Bi-Weekly Rate
	24.2274	25.28894	26.40625	27.57788	28.8101	30.1	31.45962	31.45962	35.95144	Hourly Rate
	51093	53301	55625	58062	60625	63308	66136	66136	75479	20 YR Longevity
	1965.115	2050.038	2139.423	2233.154	2331.731	2434.923	2543.692	2543.692	2903.038	Bi-Weekly Rate
	24.56394	25.62548	26.74279	27.91442	29.14663	30.43654	31.79615	31.79615	36.28798	Hourly Rate
	51793	54001	56325	58762	61325	64008	66836	66836	76179	25 YR Longevity
	1992.038	2076.962	2166.346	2260.077	2358.654	2461.846	2570.615	2570.615	2929.962	Bi-Weekly Rate
	24.90048	25.96202	27.07933	28.25096	29.48317	30.77308	32.13269	32.13269	36.62452	Hourly Rate
	52493	54701	57025	59462	62025	64708	67536	67536	76879	30 YR Longevity
	2018.962	2103.885	2193.269	2287	2385.577	2488.769	2597.538	2597.538	2956.885	Bi-Weekly Rate
	25.23702	26.29856	27.41587	28.5875	29.81971	31.10962	32.46923	32.46923	36.96106	Hourly Rate

Wage Range: MC 6

Automotive Parts Clerk	209	50501	52825	55262	57825	60508	63336	65030	63748	73174	Annual Total
		1942.346	2031.731	2125.462	2224.038	2327.231	2436	2501.154	2451.846	2814.385	Bi-Weekly Rate
		24.27933	25.39663	26.56827	27.80048	29.09038	30.45	31.26442	30.64808	35.17981	Hourly Rate
Wastewater Treatment Plant Operator II	225	51201	53525	55962	58525	61208	64036	65730	64448	73874	5 YR Longevity
		1969.269	2058.654	2152.385	2250.962	2354.154	2462.923	2528.077	2478.769	2841.308	Bi-Weekly Rate
		24.61587	25.73317	26.90481	28.13702	29.42692	30.78654	31.60096	30.98462	35.51635	Hourly Rate
		51901	54225	56662	59225	61908	64736	66430	65148	74574	10 YR Longevity
Water Treatment Plant Operator	227	1996.192	2085.577	2179.308	2277.885	2381.077	2489.846	2555	2505.692	2868.231	Bi-Weekly Rate
		24.9524	26.06971	27.24135	28.47356	29.76346	31.12308	31.9375	31.32115	35.85288	Hourly Rate
		52601	54925	57362	59925	62608	65436	67130	65848	75274	15 YR Longevity
		2023.115	2112.5	2206.231	2304.808	2408	2516.769	2581.923	2532.615	2895.154	Bi-Weekly Rate
		25.28894	26.40625	27.57788	28.8101	30.1	31.45962	32.27404	31.65769	36.18942	Hourly Rate
		53301	55625	58062	60625	63308	66136	67830	66548	75974	20 YR Longevity
		2050.038	2139.423	2233.154	2331.731	2434.923	2543.692	2608.846	2559.538	2922.077	Bi-Weekly Rate
		25.62548	26.74279	27.91442	29.14663	30.43654	31.79615	32.61058	31.99423	36.52596	Hourly Rate
		54001	56325	58762	61325	64008	66836	68530	67248	76674	25 YR Longevity
		2076.962	2166.346	2260.077	2358.654	2461.846	2570.615	2635.769	2586.462	2949	Bi-Weekly Rate
		25.96202	27.07933	28.25096	29.48317	30.77308	32.13269	32.94712	32.33077	36.8625	Hourly Rate
		54701	57025	59462	62025	64708	67536	69230	67948	77374	30 YR Longevity
		2103.885	2193.269	2287	2385.577	2488.769	2597.538	2662.692	2613.385	2975.923	Bi-Weekly Rate
		26.29856	27.41587	28.5875	29.81971	31.10962	32.46923	33.28365	32.66731	37.19904	Hourly Rate

Wage Range: MC 7

Sludge Treatment Plant Operator	228	52825	55262	57825	60508	63336	65030	69411	69411	79709	Annual Total
		2031.731	2125.462	2224.038	2327.231	2436	2501.154	2669.654	2669.654	3065.731	Bi-Weekly Rate
		25.39663	26.56827	27.80048	29.09038	30.45	31.26442	33.37067	33.37067	38.32163	Hourly Rate
Building Maintenance Engineer	231	53525	55962	58525	61208	64036	65730	70111	70111	80409	5 YR Longevity
		2058.654	2152.385	2250.962	2354.154	2462.923	2528.077	2696.577	2696.577	3092.654	Bi-Weekly Rate
		25.73317	26.90481	28.13702	29.42692	30.78654	31.60096	33.70721	33.70721	38.65817	Hourly Rate
Equipment Operator	233	54225	56662	59225	61908	64736	66430	70811	70811	81109	10 YR Longevity
		2085.577	2179.308	2277.885	2381.077	2489.846	2555	2723.5	2723.5	3119.577	Bi-Weekly Rate
Refuse Collector	236	26.06971	27.24135	28.47356	29.76346	31.12308	31.9375	34.04375	34.04375	38.99471	Hourly Rate
		54925	57362	59925	62608	65436	67130	71511	71511	81809	15 YR Longevity
Maintenance Worker II II	239	2112.5	2206.231	2304.808	2408	2516.769	2581.923	2750.423	2750.423	3146.5	Bi-Weekly Rate
		26.40625	27.57788	28.8101	30.1	31.45962	32.27404	34.38029	34.38029	39.33125	Hourly Rate
		55625	58062	60625	63308	66136	67830	72211	72211	82509	20 YR Longevity
Water Treatment Plant Operator II	244	2139.423	2233.154	2331.731	2434.923	2543.692	2608.846	2777.346	2777.346	3173.423	Bi-Weekly Rate
		26.74279	27.91442	29.14663	30.43654	31.79615	32.61058	34.71683	34.71683	39.66779	Hourly Rate
		56325	58762	61325	64008	66836	68530	72911	72911	83209	25 YR Longevity
Sports Turf Mechanic	674	2166.346	2260.077	2358.654	2461.846	2570.615	2635.769	2804.269	2804.269	3200.346	Bi-Weekly Rate
		27.07933	28.25096	29.48317	30.77308	32.13269	32.94712	35.05337	35.05337	40.00433	Hourly Rate
		57025	59462	62025	64708	67536	69230	73611	73611	83909	30 YR Longevity
		2193.269	2287	2385.577	2488.769	2597.538	2662.692	2831.192	2831.192	3227.269	Bi-Weekly Rate
		27.41587	28.5875	29.81971	31.10962	32.46923	33.28365	35.3899	35.3899	40.34087	Hourly Rate

Wage Range: MC 8

MC8

Maintenance Electrician	235	55262	57825	60508	63336	65030	69411	72679	72679	83493	Annual Total
		2125.462	2224.038	2327.231	2436	2501.154	2669.654	2795.346	2795.346	3211.269	Bi-Weekly Rate
		26.56827	27.80048	29.09038	30.45	31.26442	33.37067	34.94183	34.94183	40.14087	Hourly Rate
Maintenance Mechanic	237	55962	58525	61208	64036	65730	70111	73379	73379	84193	5 YR Longevity
		2152.385	2250.962	2354.154	2462.923	2528.077	2696.577	2822.269	2822.269	3238.192	Bi-Weekly Rate
		26.90481	28.13702	29.42692	30.78654	31.60096	33.70721	35.27837	35.27837	40.4774	Hourly Rate
Automotive Mechanic II	229	56662	59225	61908	64736	66430	70811	74079	74079	84893	10 YR Longevity
		2179.308	2277.885	2381.077	2489.846	2555	2723.5	2849.192	2849.192	3265.115	Bi-Weekly Rate
		27.24135	28.47356	29.76346	31.12308	31.9375	34.04375	35.6149	35.6149	40.81394	Hourly Rate
Auto Body Mechanic	230	57362	59925	62608	65436	67130	71511	74779	74779	85593	15 YR Longevity
		2206.231	2304.808	2408	2516.769	2581.923	2750.423	2876.115	2876.115	3292.038	Bi-Weekly Rate
		27.57788	28.8101	30.1	31.45962	32.27404	34.38029	35.95144	35.95144	41.15048	Hourly Rate
Marina Yard Worker	238	58062	60625	63308	66136	67830	72211	75479	75479	86293	20 YR Longevity
		2233.154	2331.731	2434.923	2543.692	2608.846	2777.346	2903.038	2903.038	3318.962	Bi-Weekly Rate
Utilities Maintenance Specialist	240	27.91442	29.14663	30.43654	31.79615	32.61058	34.71683	36.28798	36.28798	41.48702	Hourly Rate
		58762	61325	64008	66836	68530	72911	76179	76179	86993	25 YR Longevity
		2260.077	2358.654	2461.846	2570.615	2635.769	2804.269	2929.962	2929.962	3345.885	Bi-Weekly Rate
		28.25096	29.48317	30.77308	32.13269	32.94712	35.05337	36.62452	36.62452	41.82356	Hourly Rate
		59462	62025	64708	67536	69230	73611	76879	76879	87693	30 YR Longevity
		2287	2385.577	2488.769	2597.538	2662.692	2831.192	2956.885	2956.885	3372.808	Bi-Weekly Rate
		28.5875	29.81971	31.10962	32.46923	33.28365	35.3899	36.96106	36.96106	42.1601	Hourly Rate

Wage Range: MC 9

Lead Automotive Mechanic	241	57825	60508	63336	65030	69411	72679	76112	76112	87462	Annual Total
		2224.038	2327.231	2436	2501.154	2669.654	2795.346	2927.385	2927.385	3363.923	Bi-Weekly Rate
		27.80048	29.09038	30.45	31.26442	33.37067	34.94183	36.59231	36.59231	42.04904	Hourly Rate
Lead Electrician	242	58525	61208	64036	65730	70111	73379	76812	76812	88162	5 YR Longevity
		2250.962	2354.154	2462.923	2528.077	2696.577	2822.269	2954.308	2954.308	3390.846	Bi-Weekly Rate
Maintenance Crew Leader	243	28.13702	29.42692	30.78654	31.60096	33.70721	35.27837	36.92885	36.92885	42.38558	Hourly Rate
		59225	61908	64736	66430	70811	74079	77512	77512	88862	10 YR Longevity
		2277.885	2381.077	2489.846	2555	2723.5	2849.192	2981.231	2981.231	3417.769	Bi-Weekly Rate
Lead Water Treatment Plant Operator	245	28.47356	29.76346	31.12308	31.9375	34.04375	35.6149	37.26538	37.26538	42.72212	Hourly Rate
		59925	62608	65436	67130	71511	74779	78212	78212	89562	15 YR Longevity
		2304.808	2408	2516.769	2581.923	2750.423	2876.115	3008.154	3008.154	3444.692	Bi-Weekly Rate
		28.8101	30.1	31.45962	32.27404	34.38029	35.95144	37.60192	37.60192	43.05865	Hourly Rate
		60625	63308	66136	67830	72211	75479	78912	78912	90262	20 YR Longevity
		2331.731	2434.923	2543.692	2608.846	2777.346	2903.038	3035.077	3035.077	3471.615	Bi-Weekly Rate
		29.14663	30.43654	31.79615	32.61058	34.71683	36.28798	37.93846	37.93846	43.39519	Hourly Rate
		61325	64008	66836	68530	72911	76179	79612	79612	90962	25 YR Longevity
		2358.654	2461.846	2570.615	2635.769	2804.269	2929.962	3062	3062	3498.538	Bi-Weekly Rate
		29.48317	30.77308	32.13269	32.94712	35.05337	36.62452	38.275	38.275	43.73173	Hourly Rate
		62025	64708	67536	69230	73611	76879	80312	80312	91662	30 YR Longevity
		2385.577	2488.769	2597.538	2662.692	2831.192	2956.885	3088.923	3088.923	3525.462	Bi-Weekly Rate
		29.81971	31.10962	32.46923	33.28365	35.3899	36.96106	38.61154	38.61154	44.06827	Hourly Rate

Maintenance/Craft Salary Scale

City of Rock Island

Effective Date: 1/1/2026

Appendix A

Classification	Class Code	Class							Low Merit	High Merit	
		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Range	Range	
Wage Range: MC 1											
Automotive Mechanic I	205	41173	43342	45500	47568	49742	52016	54410	54410	62323	Annual Total
		1583.577	1667	1750	1829.538	1913.154	2000.615	2092.692	2092.692	2397.038	Bi-Weekly Rate
		19.79471	20.8375	21.875	22.86923	23.91442	25.00769	26.15865	26.15865	29.96298	Hourly Rate
		41873	44042	46200	48268	50442	52716	55110	55110	63023	5 YR Longevity
		1610.5	1693.923	1776.923	1856.462	1940.077	2027.538	2119.615	2119.615	2423.962	Bi-Weekly Rate
		20.13125	21.17404	22.21154	23.20577	24.25096	25.34423	26.49519	26.49519	30.29952	Hourly Rate
		42573	44742	46900	48968	51142	53416	55810	55810	63723	10 YR Longevity
		1637.423	1720.846	1803.846	1883.385	1967	2054.462	2146.538	2146.538	2450.885	Bi-Weekly Rate
		20.46779	21.51058	22.54808	23.54231	24.5875	25.68077	26.83173	26.83173	30.63606	Hourly Rate
		43273	45442	47600	49668	51842	54116	56510	56510	64423	15 YR Longevity
		1664.346	1747.769	1830.769	1910.308	1993.923	2081.385	2173.462	2173.462	2477.808	Bi-Weekly Rate
		20.80433	21.84712	22.88462	23.87885	24.92404	26.01731	27.16827	27.16827	30.9726	Hourly Rate
		43973	46142	48300	50368	52542	54816	57210	57210	65123	20 YR Longevity
		1691.269	1774.692	1857.692	1937.231	2020.846	2108.308	2200.385	2200.385	2504.731	Bi-Weekly Rate
		21.14087	22.18365	23.22115	24.21538	25.26058	26.35385	27.50481	27.50481	31.30913	Hourly Rate
		44673	46842	49000	51068	53242	55516	57910	57910	65823	25 YR Longevity
		1718.192	1801.615	1884.615	1964.154	2047.769	2135.231	2227.308	2227.308	2531.654	Bi-Weekly Rate
		21.4774	22.52019	23.55769	24.55192	25.59712	26.69038	27.84135	27.84135	31.64567	Hourly Rate
45373	47542	49700	51768	53942	56216	58610	58610	66523	30 YR Longevity		
1745.115	1828.538	1911.538	1991.077	2074.692	2162.154	2254.231	2254.231	2558.577	Bi-Weekly Rate		
21.81394	22.85673	23.89423	24.88846	25.93365	27.02692	28.17788	28.17788	31.98221	Hourly Rate		

Wage Range: MC 2

MC2

NA

43342	45500	47568	49742	52016	54410	56920	56920	65236	Annual Total
1667	1750	1829.538	1913.154	2000.615	2092.692	2189.231	2189.231	2509.077	Bi-Weekly Rate
20.8375	21.875	22.86923	23.91442	25.00769	26.15865	27.36538	27.36538	31.36346	Hourly Rate
44042	46200	48268	50442	52716	55110	57620	57620	65936	5 YR Longevity
1693.923	1776.923	1856.462	1940.077	2027.538	2119.615	2216.154	2216.154	2536	Bi-Weekly Rate
21.17404	22.21154	23.20577	24.25096	25.34423	26.49519	27.70192	27.70192	31.7	Hourly Rate
44742	46900	48968	51142	53416	55810	58320	58320	66636	10 YR Longevity
1720.846	1803.846	1883.385	1967	2054.462	2146.538	2243.077	2243.077	2562.923	Bi-Weekly Rate
21.51058	22.54808	23.54231	24.5875	25.68077	26.83173	28.03846	28.03846	32.03654	Hourly Rate
45442	47600	49668	51842	54116	56510	59020	59020	67336	15 YR Longevity
1747.769	1830.769	1910.308	1993.923	2081.385	2173.462	2270	2270	2589.846	Bi-Weekly Rate
21.84712	22.88462	23.87885	24.92404	26.01731	27.16827	28.375	28.375	32.37308	Hourly Rate
46142	48300	50368	52542	54816	57210	59720	59720	68036	20 YR Longevity
1774.692	1857.692	1937.231	2020.846	2108.308	2200.385	2296.923	2296.923	2616.769	Bi-Weekly Rate
22.18365	23.22115	24.21538	25.26058	26.35385	27.50481	28.71154	28.71154	32.70962	Hourly Rate
46842	49000	51068	53242	55516	57910	60420	60420	68736	25 YR Longevity
1801.615	1884.615	1964.154	2047.769	2135.231	2227.308	2323.846	2323.846	2643.692	Bi-Weekly Rate
22.52019	23.55769	24.55192	25.59712	26.69038	27.84135	29.04808	29.04808	33.04615	Hourly Rate
47542	49700	51768	53942	56216	58610	61120	61120	69436	30 YR Longevity
1828.538	1911.538	1991.077	2074.692	2162.154	2254.231	2350.769	2350.769	2670.615	Bi-Weekly Rate
22.85673	23.89423	24.88846	25.93365	27.02692	28.17788	29.38462	29.38462	33.38269	Hourly Rate

Wage Range: MC 3

MC3

Refuse Laborer	207	45500	47568	49742	52016	54410	56920	59560	59560	68287	Annual Total
Water Meter Reader	211	1750	1829.538	1913.154	2000.615	2092.692	2189.231	2290.769	2290.769	2626.423	Bi-Weekly Rate
		21.875	22.86923	23.91442	25.00769	26.15865	27.36538	28.63462	28.63462	32.83029	Hourly Rate
		46200	48268	50442	52716	55110	57620	60260	60260	68987	5 YR Longevity
		1776.923	1856.462	1940.077	2027.538	2119.615	2216.154	2317.692	2317.692	2653.346	Bi-Weekly Rate
		22.21154	23.20577	24.25096	25.34423	26.49519	27.70192	28.97115	28.97115	33.16683	Hourly Rate
		46900	48968	51142	53416	55810	58320	60960	60960	69687	10 YR Longevity
		1803.846	1883.385	1967	2054.462	2146.538	2243.077	2344.615	2344.615	2680.269	Bi-Weekly Rate
		22.54808	23.54231	24.5875	25.68077	26.83173	28.03846	29.30769	29.30769	33.50337	Hourly Rate
		47600	49668	51842	54116	56510	59020	61660	61660	70387	15 YR Longevity
		1830.769	1910.308	1993.923	2081.385	2173.462	2270	2371.538	2371.538	2707.192	Bi-Weekly Rate
		22.88462	23.87885	24.92404	26.01731	27.16827	28.375	29.64423	29.64423	33.8399	Hourly Rate
		48300	50368	52542	54816	57210	59720	62360	62360	71087	20 YR Longevity
		1857.692	1937.231	2020.846	2108.308	2200.385	2296.923	2398.462	2398.462	2734.115	Bi-Weekly Rate
		23.22115	24.21538	25.26058	26.35385	27.50481	28.71154	29.98077	29.98077	34.17644	Hourly Rate
		49000	51068	53242	55516	57910	60420	63060	63060	71787	25 YR Longevity
		1884.615	1964.154	2047.769	2135.231	2227.308	2323.846	2425.385	2425.385	2761.038	Bi-Weekly Rate
		23.55769	24.55192	25.59712	26.69038	27.84135	29.04808	30.31731	30.31731	34.51298	Hourly Rate
		49700	51768	53942	56216	58610	61120	63760	63760	72487	30 YR Longevity
		1911.538	1991.077	2074.692	2162.154	2254.231	2350.769	2452.308	2452.308	2787.962	Bi-Weekly Rate
		23.89423	24.88846	25.93365	27.02692	28.17788	29.38462	30.65385	30.65385	34.84952	Hourly Rate

Wage Range: MC 4

MC4

Wastewater Treatment Plant Operator I	215	47568	49742	52016	54410	56920	59560	62323	62323	71493	Annual Total
		1829.538	1913.154	2000.615	2092.692	2189.231	2290.769	2397.038	2397.038	2749.731	Bi-Weekly Rate
		22.86923	23.91442	25.00769	26.15865	27.36538	28.63462	29.96298	29.96298	34.37163	Hourly Rate
		48268	50442	52716	55110	57620	60260	63023	63023	72193	5 YR Longevity
Water Meter Repairer	217	1856.462	1940.077	2027.538	2119.615	2216.154	2317.692	2423.962	2423.962	2776.654	Bi-Weekly Rate
		23.20577	24.25096	25.34423	26.49519	27.70192	28.97115	30.29952	30.29952	34.70817	Hourly Rate
		48968	51142	53416	55810	58320	60960	63723	63723	72893	10 YR Longevity
Water Service Representative	219	1883.385	1967	2054.462	2146.538	2243.077	2344.615	2450.885	2450.885	2803.577	Bi-Weekly Rate
		23.54231	24.5875	25.68077	26.83173	28.03846	29.30769	30.63606	30.63606	35.04471	Hourly Rate
		49668	51842	54116	56510	59020	61660	64423	64423	73593	15 YR Longevity
		1910.308	1993.923	2081.385	2173.462	2270	2371.538	2477.808	2477.808	2830.5	Bi-Weekly Rate
		23.87885	24.92404	26.01731	27.16827	28.375	29.64423	30.9726	30.9726	35.38125	Hourly Rate
		50368	52542	54816	57210	59720	62360	65123	65123	74293	20 YR Longevity
		1937.231	2020.846	2108.308	2200.385	2296.923	2398.462	2504.731	2504.731	2857.423	Bi-Weekly Rate
		24.21538	25.26058	26.35385	27.50481	28.71154	29.98077	31.30913	31.30913	35.71779	Hourly Rate
		51068	53242	55516	57910	60420	63060	65823	65823	74993	25 YR Longevity
		1964.154	2047.769	2135.231	2227.308	2323.846	2425.385	2531.654	2531.654	2884.346	Bi-Weekly Rate
		24.55192	25.59712	26.69038	27.84135	29.04808	30.31731	31.64567	31.64567	36.05433	Hourly Rate
		51768	53942	56216	58610	61120	63760	66523	66523	75693	30 Yr Longevity
		1991.077	2074.692	2162.154	2254.231	2350.769	2452.308	2558.577	2558.577	2911.269	Bi-Weekly Rate
		24.88846	25.93365	27.02692	28.17788	29.38462	30.65385	31.98221	31.98221	36.39087	Hourly Rate

Wage Range: MC 5

MC5

Maintenance Worker I	223	49742	52016	54410	56920	59560	62323	65236	65236	74859	Annual Total
		1913.154	2000.615	2092.692	2189.231	2290.769	2397.038	2509.077	2509.077	2879.192	Bi-Weekly Rate
		23.91442	25.00769	26.15865	27.36538	28.63462	29.96298	31.36346	31.36346	35.9899	Hourly Rate
		50442	52716	55110	57620	60260	63023	65936	65936	75559	5 YR Longevity
		1940.077	2027.538	2119.615	2216.154	2317.692	2423.962	2536	2536	2906.115	Bi-Weekly Rate
		24.25096	25.34423	26.49519	27.70192	28.97115	30.29952	31.7	31.7	36.32644	Hourly Rate
		51142	53416	55810	58320	60960	63723	66636	66636	76259	10 YR Longevity
		1967	2054.462	2146.538	2243.077	2344.615	2450.885	2562.923	2562.923	2933.038	Bi-Weekly Rate
		24.5875	25.68077	26.83173	28.03846	29.30769	30.63606	32.03654	32.03654	36.66298	Hourly Rate
		51842	54116	56510	59020	61660	64423	67336	67336	76959	15 YR Longevity
		1993.923	2081.385	2173.462	2270	2371.538	2477.808	2589.846	2589.846	2959.962	Bi-Weekly Rate
		24.92404	26.01731	27.16827	28.375	29.64423	30.9726	32.37308	32.37308	36.99952	Hourly Rate
		52542	54816	57210	59720	62360	65123	68036	68036	77659	20 YR Longevity
		2020.846	2108.308	2200.385	2296.923	2398.462	2504.731	2616.769	2616.769	2986.885	Bi-Weekly Rate
		25.26058	26.35385	27.50481	28.71154	29.98077	31.30913	32.70962	32.70962	37.33606	Hourly Rate
		53242	55516	57910	60420	63060	65823	68736	68736	78359	25 YR Longevity
		2047.769	2135.231	2227.308	2323.846	2425.385	2531.654	2643.692	2643.692	3013.808	Bi-Weekly Rate
		25.59712	26.69038	27.84135	29.04808	30.31731	31.64567	33.04615	33.04615	37.6726	Hourly Rate
		53942	56216	58610	61120	63760	66523	69436	69436	79059	30 YR Longevity
		2074.692	2162.154	2254.231	2350.769	2452.308	2558.577	2670.615	2670.615	3040.731	Bi-Weekly Rate
		25.93365	27.02692	28.17788	29.38462	30.65385	31.98221	33.38269	33.38269	38.00913	Hourly Rate

Wage Range: MC 6

MC6

Automotive Parts Clerk	209	52016	54410	56920	59560	62323	65236	65660	65660	75369	Annual Total
		2000.615	2092.692	2189.231	2290.769	2397.038	2509.077	2525.385	2525.385	2898.808	Bi-Weekly Rate
		25.00769	26.15865	27.36538	28.63462	29.96298	31.36346	31.56731	31.56731	36.2351	Hourly Rate
Wastewater Treatment Plant Operator II	225	52716	55110	57620	60260	63023	65936	66360	66360	76069	5 YR Longevity
		2027.538	2119.615	2216.154	2317.692	2423.962	2536	2552.308	2552.308	2925.731	Bi-Weekly Rate
		25.34423	26.49519	27.70192	28.97115	30.29952	31.7	31.90385	31.90385	36.57163	Hourly Rate
		53416	55810	58320	60960	63723	66636	67060	67060	76769	10 YR Longevity
Water Treatment Plant Operator	227	2054.462	2146.538	2243.077	2344.615	2450.885	2562.923	2579.231	2579.231	2952.654	Bi-Weekly Rate
		25.68077	26.83173	28.03846	29.30769	30.63606	32.03654	32.24038	32.24038	36.90817	Hourly Rate
		54116	56510	59020	61660	64423	67336	67760	67760	77469	15 YR Longevity
		2081.385	2173.462	2270	2371.538	2477.808	2589.846	2606.154	2606.154	2979.577	Bi-Weekly Rate
		26.01731	27.16827	28.375	29.64423	30.9726	32.37308	32.57692	32.57692	37.24471	Hourly Rate
		54816	57210	59720	62360	65123	68036	68460	68460	78169	20 YR Longevity
		2108.308	2200.385	2296.923	2398.462	2504.731	2616.769	2633.077	2633.077	3006.5	Bi-Weekly Rate
		26.35385	27.50481	28.71154	29.98077	31.30913	32.70962	32.91346	32.91346	37.58125	Hourly Rate
		55516	57910	60420	63060	65823	68736	69160	69160	78869	25 YR Longevity
		2135.231	2227.308	2323.846	2425.385	2531.654	2643.692	2660	2660	3033.423	Bi-Weekly Rate
		26.69038	27.84135	29.04808	30.31731	31.64567	33.04615	33.25	33.25	37.91779	Hourly Rate
		56216	58610	61120	63760	66523	69436	69860	69860	79569	30 YR Longevity
		2162.154	2254.231	2350.769	2452.308	2558.577	2670.615	2686.923	2686.923	3060.346	Bi-Weekly Rate
		27.02692	28.17788	29.38462	30.65385	31.98221	33.38269	33.58654	33.58654	38.25433	Hourly Rate

Wage Range: MC 7

MC7

Sludge Treatment Plant Operator	228	54410	56920	59560	62323	65236	65660	71493	71493	82100	Annual Total
		2092.692	2189.231	2290.769	2397.038	2509.077	2525.385	2749.731	2749.731	3157.692	Bi-Weekly Rate
		26.15865	27.36538	28.63462	29.96298	31.36346	31.56731	34.37163	34.37163	39.47115	Hourly Rate
Building Maintenance Engineer	231	55110	57620	60260	63023	65936	66360	72193	72193	82800	5 YR Longevity
		2119.615	2216.154	2317.692	2423.962	2536	2552.308	2776.654	2776.654	3184.615	Bi-Weekly Rate
		26.49519	27.70192	28.97115	30.29952	31.7	31.90385	34.70817	34.70817	39.80769	Hourly Rate
Equipment Operator	233	55810	58320	60960	63723	66636	67060	72893	72893	83500	10 YR Longevity
		2146.538	2243.077	2344.615	2450.885	2562.923	2579.231	2803.577	2803.577	3211.538	Bi-Weekly Rate
Refuse Collector	236	26.83173	28.03846	29.30769	30.63606	32.03654	32.24038	35.04471	35.04471	40.14423	Hourly Rate
		56510	59020	61660	64423	67336	67760	73593	73593	84200	15 YR Longevity
Maintenance Worker II	239	2173.462	2270	2371.538	2477.808	2589.846	2606.154	2830.5	2830.5	3238.462	Bi-Weekly Rate
		27.16827	28.375	29.64423	30.9726	32.37308	32.57692	35.38125	35.38125	40.48077	Hourly Rate
		57210	59720	62360	65123	68036	68460	74293	74293	84900	20 YR Longevity
Water Treatment Plant Operator II	244	2200.385	2296.923	2398.462	2504.731	2616.769	2633.077	2857.423	2857.423	3265.385	Bi-Weekly Rate
		27.50481	28.71154	29.98077	31.30913	32.70962	32.91346	35.71779	35.71779	40.81731	Hourly Rate
		57910	60420	63060	65823	68736	69160	74993	74993	85600	25 YR Longevity
Sports Turf Mechanic	674	2227.308	2323.846	2425.385	2531.654	2643.692	2660	2884.346	2884.346	3292.308	Bi-Weekly Rate
		27.84135	29.04808	30.31731	31.64567	33.04615	33.25	36.05433	36.05433	41.15385	Hourly Rate
		58610	61120	63760	66523	69436	69860	75693	75693	86300	30 YR Longevity
		2254.231	2350.769	2452.308	2558.577	2670.615	2686.923	2911.269	2911.269	3319.231	Bi-Weekly Rate
		28.17788	29.38462	30.65385	31.98221	33.38269	33.58654	36.39087	36.39087	41.49038	Hourly Rate

Wage Range: MC 8

MC8

Maintenance Electrician	235	56920	59560	62323	65236	65660	71493	74859	74859	85998	Annual Total
		2189.231	2290.769	2397.038	2509.077	2525.385	2749.731	2879.192	2879.192	3307.615	Bi-Weekly Rate
		27.36538	28.63462	29.96298	31.36346	31.56731	34.37163	35.9899	35.9899	41.34519	Hourly Rate
Maintenance Mechanic	237	57620	60260	63023	65936	66360	72193	75559	75559	86698	5 YR Longevity
		2216.154	2317.692	2423.962	2536	2552.308	2776.654	2906.115	2906.115	3334.538	Bi-Weekly Rate
		27.70192	28.97115	30.29952	31.7	31.90385	34.70817	36.32644	36.32644	41.68173	Hourly Rate
Automotive Mechanic II	229	58320	60960	63723	66636	67060	72893	76259	76259	87398	10 YR Longevity
		2243.077	2344.615	2450.885	2562.923	2579.231	2803.577	2933.038	2933.038	3361.462	Bi-Weekly Rate
		28.03846	29.30769	30.63606	32.03654	32.24038	35.04471	36.66298	36.66298	42.01827	Hourly Rate
Auto Body Mechanic	230	59020	61660	64423	67336	67760	73593	76959	76959	88098	15 YR Longevity
		2270	2371.538	2477.808	2589.846	2606.154	2830.5	2959.962	2959.962	3388.385	Bi-Weekly Rate
		28.375	29.64423	30.9726	32.37308	32.57692	35.38125	36.99952	36.99952	42.35481	Hourly Rate
Marina Yard Worker	238	59720	62360	65123	68036	68460	74293	77659	77659	88798	20 YR Longevity
		2296.923	2398.462	2504.731	2616.769	2633.077	2857.423	2986.885	2986.885	3415.308	Bi-Weekly Rate
Utilities Maintenance Specialist	240	28.71154	29.98077	31.30913	32.70962	32.91346	35.71779	37.33606	37.33606	42.69135	Hourly Rate
		60420	63060	65823	68736	69160	74993	78359	78359	89498	25 YR Longevity
		2323.846	2425.385	2531.654	2643.692	2660	2884.346	3013.808	3013.808	3442.231	Bi-Weekly Rate
		29.04808	30.31731	31.64567	33.04615	33.25	36.05433	37.6726	37.6726	43.02788	Hourly Rate
		61120	63760	66523	69436	69860	75693	79059	79059	90198	30 YR Longevity
		2350.769	2452.308	2558.577	2670.615	2686.923	2911.269	3040.731	3040.731	3469.154	Bi-Weekly Rate
		29.38462	30.65385	31.98221	33.38269	33.58654	36.39087	38.00913	38.00913	43.36442	Hourly Rate

Wage Range: MC 9

MC9

Lead Automotive Mechanic	241	59560	62323	65236	65660	71493	74859	78395	78395	90086	Annual Total
		2290.769	2397.038	2509.077	2525.385	2749.731	2879.192	3015.192	3015.192	3464.846	Bi-Weekly Rate
		28.63462	29.96298	31.36346	31.56731	34.37163	35.9899	37.6899	37.6899	43.31058	Hourly Rate
Lead Electrician	242	60260	63023	65936	66360	72193	75559	79095	79095	90786	5 YR Longevity
		2317.692	2423.962	2536	2552.308	2776.654	2906.115	3042.115	3042.115	3491.769	Bi-Weekly Rate
Maintenance Crew Leader	243	28.97115	30.29952	31.7	31.90385	34.70817	36.32644	38.02644	38.02644	43.64712	Hourly Rate
		60960	63723	66636	67060	72893	76259	79795	79795	91486	10 YR Longevity
		2344.615	2450.885	2562.923	2579.231	2803.577	2933.038	3069.038	3069.038	3518.692	Bi-Weekly Rate
Lead Water Treatment Plant Operator	245	29.30769	30.63606	32.03654	32.24038	35.04471	36.66298	38.36298	38.36298	43.98365	Hourly Rate
		61660	64423	67336	67760	73593	76959	80495	80495	92186	15 YR Longevity
		2371.538	2477.808	2589.846	2606.154	2830.5	2959.962	3095.962	3095.962	3545.615	Bi-Weekly Rate
		29.64423	30.9726	32.37308	32.57692	35.38125	36.99952	38.69952	38.69952	44.32019	Hourly Rate
		62360	65123	68036	68460	74293	77659	81195	81195	92886	20 YR Longevity
		2398.462	2504.731	2616.769	2633.077	2857.423	2986.885	3122.885	3122.885	3572.538	Bi-Weekly Rate
		29.98077	31.30913	32.70962	32.91346	35.71779	37.33606	39.03606	39.03606	44.65673	Hourly Rate
		63060	65823	68736	69160	74993	78359	81895	81895	93586	25 YR Longevity
		2425.385	2531.654	2643.692	2660	2884.346	3013.808	3149.808	3149.808	3599.462	Bi-Weekly Rate
		30.31731	31.64567	33.04615	33.25	36.05433	37.6726	39.3726	39.3726	44.99327	Hourly Rate
		63760	66523	69436	69860	75693	79059	82595	82595	94286	30 YR Longevity
		2452.308	2558.577	2670.615	2686.923	2911.269	3040.731	3176.731	3176.731	3626.385	Bi-Weekly Rate
		30.65385	31.98221	33.38269	33.58654	36.39087	38.00913	39.70913	39.70913	45.32981	Hourly Rate

Maintenance/Craft Salary Scale

City of Rock Island

Effective Date: 1/1/2027

Appendix A

Classification	Class Code	Step							Low Merit	High Merit	
		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Range	Range	
Wage Range: MC 1											
Automotive	205	42408	44642	46865	48995	51234	53576	56042	56042	64193	Annual Total
Mechanic I		1631.077	1717	1802.5	1884.423	1970.538	2060.615	2155.462	2155.462	2468.962	Bi-Weekly Rate
		20.38846	21.4625	22.53125	23.55529	24.63173	25.75769	26.94327	26.94327	30.86202	Hourly Rate
		43108	45342	47565	49695	51934	54276	56742	56742	64893	5 YR Longevity
		1658	1743.923	1829.423	1911.346	1997.462	2087.538	2182.385	2182.385	2495.885	Bi-Weekly Rate
		20.725	21.79904	22.86779	23.89183	24.96827	26.09423	27.27981	27.27981	31.19856	Hourly Rate
		43808	46042	48265	50395	52634	54976	57442	57442	65593	10 YR Longevity
		1684.923	1770.846	1856.346	1938.269	2024.385	2114.462	2209.308	2209.308	2522.808	Bi-Weekly Rate
		21.06154	22.13558	23.20433	24.22837	25.30481	26.43077	27.61635	27.61635	31.5351	Hourly Rate
		44508	46742	48965	51095	53334	55676	58142	58142	66293	15 YR Longevity
		1711.846	1797.769	1883.269	1965.192	2051.308	2141.385	2236.231	2236.231	2549.731	Bi-Weekly Rate
		21.39808	22.47212	23.54087	24.5649	25.64135	26.76731	27.95288	27.95288	31.87163	Hourly Rate
		45208	47442	49665	51795	54034	56376	58842	58842	66993	20 YR Longevity
		1738.769	1824.692	1910.192	1992.115	2078.231	2168.308	2263.154	2263.154	2576.654	Bi-Weekly Rate
		21.73462	22.80865	23.8774	24.90144	25.97788	27.10385	28.28942	28.28942	32.20817	Hourly Rate
		45908	48142	50365	52495	54734	57076	59542	59542	67693	25 YR Longevity
		1765.692	1851.615	1937.115	2019.038	2105.154	2195.231	2290.077	2290.077	2603.577	Bi-Weekly Rate
		22.07115	23.14519	24.21394	25.23798	26.31442	27.44038	28.62596	28.62596	32.54471	Hourly Rate
		46608	48842	51065	53195	55434	57776	60242	60242	68393	30 YR Longevity
		1792.615	1878.538	1964.038	2045.962	2132.077	2222.154	2317	2317	2630.5	Bi-Weekly Rate
		22.40769	23.48173	24.55048	25.57452	26.65096	27.77692	28.9625	28.9625	32.88125	Hourly Rate

Wage Range: MC 2

NA

									MC2
44642	46865	48995	51234	53576	56042	58628	58628	67193	Annual Total
1717	1802.5	1884.423	1970.538	2060.615	2155.462	2254.923	2254.923	2584.346	Bi-Weekly Rate
21.4625	22.53125	23.55529	24.63173	25.75769	26.94327	28.18654	28.18654	32.30433	Hourly Rate
45342	47565	49695	51934	54276	56742	59328	59328	67893	5 YR Longevity
1743.923	1829.423	1911.346	1997.462	2087.538	2182.385	2281.846	2281.846	2611.269	Bi-Weekly Rate
21.79904	22.86779	23.89183	24.96827	26.09423	27.27981	28.52308	28.52308	32.64087	Hourly Rate
46042	48265	50395	52634	54976	57442	60028	60028	68593	10 YR Longevity
1770.846	1856.346	1938.269	2024.385	2114.462	2209.308	2308.769	2308.769	2638.192	Bi-Weekly Rate
22.13558	23.20433	24.22837	25.30481	26.43077	27.61635	28.85962	28.85962	32.9774	Hourly Rate
46742	48965	51095	53334	55676	58142	60728	60728	69293	15 YR Longevity
1797.769	1883.269	1965.192	2051.308	2141.385	2236.231	2335.692	2335.692	2665.115	Bi-Weekly Rate
22.47212	23.54087	24.5649	25.64135	26.76731	27.95288	29.19615	29.19615	33.31394	Hourly Rate
47442	49665	51795	54034	56376	58842	61428	61428	69993	20 YR Longevity
1824.692	1910.192	1992.115	2078.231	2168.308	2263.154	2362.615	2362.615	2692.038	Bi-Weekly Rate
22.80865	23.8774	24.90144	25.97788	27.10385	28.28942	29.53269	29.53269	33.65048	Hourly Rate
48142	50365	52495	54734	57076	59542	62128	62128	70693	25 YR Longevity
1851.615	1937.115	2019.038	2105.154	2195.231	2290.077	2389.538	2389.538	2718.962	Bi-Weekly Rate
23.14519	24.21394	25.23798	26.31442	27.44038	28.62596	29.86923	29.86923	33.98702	Hourly Rate
48842	51065	53195	55434	57776	60242	62828	62828	71393	30 YR Longevity
1878.538	1964.038	2045.962	2132.077	2222.154	2317	2416.462	2416.462	2745.885	Bi-Weekly Rate
23.48173	24.55048	25.57452	26.65096	27.77692	28.9625	30.20577	30.20577	34.32356	Hourly Rate

Wage Range: MC 3

Refuse Laborer

Water Meter Reader

										MC3	
207	46865	48995	51234	53576	56042	58628	61347	61347	70336	Annual Total	
211	1802.5	1884.423	1970.538	2060.615	2155.462	2254.923	2359.5	2359.5	2705.231	Bi-Weekly Rate	
	22.53125	23.55529	24.63173	25.75769	26.94327	28.18654	29.49375	29.49375	33.81538	Hourly Rate	
	47565	49695	51934	54276	56742	59328	62047	62047	71036	5 YR Longevity	
	1829.423	1911.346	1997.462	2087.538	2182.385	2281.846	2386.423	2386.423	2732.154	Bi-Weekly Rate	
	22.86779	23.89183	24.96827	26.09423	27.27981	28.52308	29.83029	29.83029	34.15192	Hourly Rate	
	48265	50395	52634	54976	57442	60028	62747	62747	71736	10 YR Longevity	
	1856.346	1938.269	2024.385	2114.462	2209.308	2308.769	2413.346	2413.346	2759.077	Bi-Weekly Rate	
	23.20433	24.22837	25.30481	26.43077	27.61635	28.85962	30.16683	30.16683	34.48846	Hourly Rate	
	48965	51095	53334	55676	58142	60728	63447	63447	72436	15 YR Longevity	
	1883.269	1965.192	2051.308	2141.385	2236.231	2335.692	2440.269	2440.269	2786	Bi-Weekly Rate	
	23.54087	24.5649	25.64135	26.76731	27.95288	29.19615	30.50337	30.50337	34.825	Hourly Rate	
	49665	51795	54034	56376	58842	61428	64147	64147	73136	20 YR Longevity	
	1910.192	1992.115	2078.231	2168.308	2263.154	2362.615	2467.192	2467.192	2812.923	Bi-Weekly Rate	
	23.8774	24.90144	25.97788	27.10385	28.28942	29.53269	30.8399	30.8399	35.16154	Hourly Rate	
	50365	52495	54734	57076	59542	62128	64847	64847	73836	25 YR Longevity	
	1937.115	2019.038	2105.154	2195.231	2290.077	2389.538	2494.115	2494.115	2839.846	Bi-Weekly Rate	
	24.21394	25.23798	26.31442	27.44038	28.62596	29.86923	31.17644	31.17644	35.49808	Hourly Rate	
	51065	53195	55434	57776	60242	62828	65547	65547	74536	30 YR Longevity	
	1964.038	2045.962	2132.077	2222.154	2317	2416.462	2521.038	2521.038	2866.769	Bi-Weekly Rate	
	24.55048	25.57452	26.65096	27.77692	28.9625	30.20577	31.51298	31.51298	35.83462	Hourly Rate	

Wage Range: MC 4

										MC4
Wastewater Treatment Plant Operator I	215	48995	51234	53576	56042	58628	61347	64193	64193	73638 Annual Total
		1884.423	1970.538	2060.615	2155.462	2254.923	2359.5	2468.962	2468.962	2832.231 Bi-Weekly Rate
		23.55529	24.63173	25.75769	26.94327	28.18654	29.49375	30.86202	30.86202	35.40288 Hourly Rate
		49695	51934	54276	56742	59328	62047	64893	64893	74338 5 YR Longevity
Water Meter Repairer	217	1911.346	1997.462	2087.538	2182.385	2281.846	2386.423	2495.885	2495.885	2859.154 Bi-Weekly Rate
		23.89183	24.96827	26.09423	27.27981	28.52308	29.83029	31.19856	31.19856	35.73942 Hourly Rate
		50395	52634	54976	57442	60028	62747	65593	65593	75038 10 YR Longevity
Water Service Representative	219	1938.269	2024.385	2114.462	2209.308	2308.769	2413.346	2522.808	2522.808	2886.077 Bi-Weekly Rate
		24.22837	25.30481	26.43077	27.61635	28.85962	30.16683	31.5351	31.5351	36.07596 Hourly Rate
		51095	53334	55676	58142	60728	63447	66293	66293	75738 15 YR Longevity
		1965.192	2051.308	2141.385	2236.231	2335.692	2440.269	2549.731	2549.731	2913 Bi-Weekly Rate
		24.5649	25.64135	26.76731	27.95288	29.19615	30.50337	31.87163	31.87163	36.4125 Hourly Rate
		51795	54034	56376	58842	61428	64147	66993	66993	76438 20 YR Longevity
		1992.115	2078.231	2168.308	2263.154	2362.615	2467.192	2576.654	2576.654	2939.923 Bi-Weekly Rate
		24.90144	25.97788	27.10385	28.28942	29.53269	30.8399	32.20817	32.20817	36.74904 Hourly Rate
		52495	54734	57076	59542	62128	64847	67693	67693	77138 25 YR Longevity
		2019.038	2105.154	2195.231	2290.077	2389.538	2494.115	2603.577	2603.577	2966.846 Bi-Weekly Rate
		25.23798	26.31442	27.44038	28.62596	29.86923	31.17644	32.54471	32.54471	37.08558 Hourly Rate
		53195	55434	57776	60242	62828	65547	68393	68393	77838 30 Yr Longevity
		2045.962	2132.077	2222.154	2317	2416.462	2521.038	2630.5	2630.5	2993.769 Bi-Weekly Rate
		25.57452	26.65096	27.77692	28.9625	30.20577	31.51298	32.88125	32.88125	37.42212 Hourly Rate

Wage Range: MC 5

Maintenance Worker I

223									MC5
51234	53576	56042	58628	61347	64193	67193	67193	77105	Annual Total
1970.538	2060.615	2155.462	2254.923	2359.5	2468.962	2584.346	2584.346	2965.577	Bi-Weekly Rate
24.63173	25.75769	26.94327	28.18654	29.49375	30.86202	32.30433	32.30433	37.06971	Hourly Rate
51934	54276	56742	59328	62047	64893	67893	67893	77805	5 YR Longevity
1997.462	2087.538	2182.385	2281.846	2386.423	2495.885	2611.269	2611.269	2992.5	Bi-Weekly Rate
24.96827	26.09423	27.27981	28.52308	29.83029	31.19856	32.64087	32.64087	37.40625	Hourly Rate
52634	54976	57442	60028	62747	65593	68593	68593	78505	10 YR Longevity
2024.385	2114.462	2209.308	2308.769	2413.346	2522.808	2638.192	2638.192	3019.423	Bi-Weekly Rate
25.30481	26.43077	27.61635	28.85962	30.16683	31.5351	32.9774	32.9774	37.74279	Hourly Rate
53334	55676	58142	60728	63447	66293	69293	69293	79205	15 YR Longevity
2051.308	2141.385	2236.231	2335.692	2440.269	2549.731	2665.115	2665.115	3046.346	Bi-Weekly Rate
25.64135	26.76731	27.95288	29.19615	30.50337	31.87163	33.31394	33.31394	38.07933	Hourly Rate
54034	56376	58842	61428	64147	66993	69993	69993	79905	20 YR Longevity
2078.231	2168.308	2263.154	2362.615	2467.192	2576.654	2692.038	2692.038	3073.269	Bi-Weekly Rate
25.97788	27.10385	28.28942	29.53269	30.8399	32.20817	33.65048	33.65048	38.41587	Hourly Rate
54734	57076	59542	62128	64847	67693	70693	70693	80605	25 YR Longevity
2105.154	2195.231	2290.077	2389.538	2494.115	2603.577	2718.962	2718.962	3100.192	Bi-Weekly Rate
26.31442	27.44038	28.62596	29.86923	31.17644	32.54471	33.98702	33.98702	38.7524	Hourly Rate
55434	57776	60242	62828	65547	68393	71393	71393	81305	30 YR Longevity
2132.077	2222.154	2317	2416.462	2521.038	2630.5	2745.885	2745.885	3127.115	Bi-Weekly Rate
26.65096	27.77692	28.9625	30.20577	31.51298	32.88125	34.32356	34.32356	39.08894	Hourly Rate

Wage Range: MC 6

MC6

Automotive Parts Clerk	209	53576	56042	58628	61347	64193	67193	67630	67630	77630	Annual Total
		2060.615	2155.462	2254.923	2359.5	2468.962	2584.346	2601.154	2601.154	2985.769	Bi-Weekly Rate
		25.75769	26.94327	28.18654	29.49375	30.86202	32.30433	32.51442	32.51442	37.32212	Hourly Rate
Wastewater Treatment Plant Operator II	225	54276	56742	59328	62047	64893	67893	68330	68330	78330	5 YR Longevity
		2087.538	2182.385	2281.846	2386.423	2495.885	2611.269	2628.077	2628.077	3012.692	Bi-Weekly Rate
		26.09423	27.27981	28.52308	29.83029	31.19856	32.64087	32.85096	32.85096	37.65865	Hourly Rate
		54976	57442	60028	62747	65593	68593	69030	69030	79030	10 YR Longevity
Water Treatment Plant Operator	227	2114.462	2209.308	2308.769	2413.346	2522.808	2638.192	2655	2655	3039.615	Bi-Weekly Rate
		26.43077	27.61635	28.85962	30.16683	31.5351	32.9774	33.1875	33.1875	37.99519	Hourly Rate
		55676	58142	60728	63447	66293	69293	69730	69730	79730	15 YR Longevity
		2141.385	2236.231	2335.692	2440.269	2549.731	2665.115	2681.923	2681.923	3066.538	Bi-Weekly Rate
		26.76731	27.95288	29.19615	30.50337	31.87163	33.31394	33.52404	33.52404	38.33173	Hourly Rate
		56376	58842	61428	64147	66993	69993	70430	70430	80430	20 YR Longevity
		2168.308	2263.154	2362.615	2467.192	2576.654	2692.038	2708.846	2708.846	3093.462	Bi-Weekly Rate
		27.10385	28.28942	29.53269	30.8399	32.20817	33.65048	33.86058	33.86058	38.66827	Hourly Rate
		57076	59542	62128	64847	67693	70693	71130	71130	81130	25 YR Longevity
		2195.231	2290.077	2389.538	2494.115	2603.577	2718.962	2735.769	2735.769	3120.385	Bi-Weekly Rate
		27.44038	28.62596	29.86923	31.17644	32.54471	33.98702	34.19712	34.19712	39.00481	Hourly Rate
		57776	60242	62828	65547	68393	71393	71830	71830	81830	30 YR Longevity
		2222.154	2317	2416.462	2521.038	2630.5	2745.885	2762.692	2762.692	3147.308	Bi-Weekly Rate
		27.77692	28.9625	30.20577	31.51298	32.88125	34.32356	34.53365	34.53365	39.34135	Hourly Rate

Wage Range: MC 7

MC7

Sludge Treatment Plant Operator	228	56042	58628	61347	64193	67193	67630	73638	73638	84563	Annual Total
		2155.462	2254.923	2359.5	2468.962	2584.346	2601.154	2832.231	2832.231	3252.423	Bi-Weekly Rate
		26.94327	28.18654	29.49375	30.86202	32.30433	32.51442	35.40288	35.40288	40.65529	Hourly Rate
Building Maintenance Engineer	231	56742	59328	62047	64893	67893	68330	74338	74338	85263	5 YR Longevity
		2182.385	2281.846	2386.423	2495.885	2611.269	2628.077	2859.154	2859.154	3279.346	Bi-Weekly Rate
		27.27981	28.52308	29.83029	31.19856	32.64087	32.85096	35.73942	35.73942	40.99183	Hourly Rate
Equipment Operator	233	57442	60028	62747	65593	68593	69030	75038	75038	85963	10 YR Longevity
		2209.308	2308.769	2413.346	2522.808	2638.192	2655	2886.077	2886.077	3306.269	Bi-Weekly Rate
Refuse Collector	236	27.61635	28.85962	30.16683	31.5351	32.9774	33.1875	36.07596	36.07596	41.32837	Hourly Rate
		58142	60728	63447	66293	69293	69730	75738	75738	86663	15 YR Longevity
Maintenance Worker II	239	2236.231	2335.692	2440.269	2549.731	2665.115	2681.923	2913	2913	3333.192	Bi-Weekly Rate
		27.95288	29.19615	30.50337	31.87163	33.31394	33.52404	36.4125	36.4125	41.6649	Hourly Rate
		58842	61428	64147	66993	69993	70430	76438	76438	87363	20 YR Longevity
Water Treatment Plant Operator II	244	2263.154	2362.615	2467.192	2576.654	2692.038	2708.846	2939.923	2939.923	3360.115	Bi-Weekly Rate
		28.28942	29.53269	30.8399	32.20817	33.65048	33.86058	36.74904	36.74904	42.00144	Hourly Rate
		59542	62128	64847	67693	70693	71130	77138	77138	88063	25 YR Longevity
Sports Turf Mechanic	674	2290.077	2389.538	2494.115	2603.577	2718.962	2735.769	2966.846	2966.846	3387.038	Bi-Weekly Rate
		28.62596	29.86923	31.17644	32.54471	33.98702	34.19712	37.08558	37.08558	42.33798	Hourly Rate
		60242	62828	65547	68393	71393	71830	77838	77838	88763	30 YR Longevity
		2317	2416.462	2521.038	2630.5	2745.885	2762.692	2993.769	2993.769	3413.962	Bi-Weekly Rate
		28.9625	30.20577	31.51298	32.88125	34.32356	34.53365	37.42212	37.42212	42.67452	Hourly Rate

Wage Range: MC 8

MC8

Maintenance Electrician	235	58628	61347	64193	67193	67630	73638	77105	77105	88578	Annual Total
		2254.923	2359.5	2468.962	2584.346	2601.154	2832.231	2965.577	2965.577	3406.846	Bi-Weekly Rate
		28.18654	29.49375	30.86202	32.30433	32.51442	35.40288	37.06971	37.06971	42.58558	Hourly Rate
Maintenance Mechanic	237	59328	62047	64893	67893	68330	74338	77805	77805	89278	5 YR Longevity
		2281.846	2386.423	2495.885	2611.269	2628.077	2859.154	2992.5	2992.5	3433.769	Bi-Weekly Rate
		28.52308	29.83029	31.19856	32.64087	32.85096	35.73942	37.40625	37.40625	42.92212	Hourly Rate
Automotive Mechanic II	229	60028	62747	65593	68593	69030	75038	78505	78505	89978	10 YR Longevity
		2308.769	2413.346	2522.808	2638.192	2655	2886.077	3019.423	3019.423	3460.692	Bi-Weekly Rate
		28.85962	30.16683	31.5351	32.9774	33.1875	36.07596	37.74279	37.74279	43.25865	Hourly Rate
Auto Body Mechanic	230	60728	63447	66293	69293	69730	75738	79205	79205	90678	15 YR Longevity
		2335.692	2440.269	2549.731	2665.115	2681.923	2913	3046.346	3046.346	3487.615	Bi-Weekly Rate
		29.19615	30.50337	31.87163	33.31394	33.52404	36.4125	38.07933	38.07933	43.59519	Hourly Rate
Marina Yard Worker	238	61428	64147	66993	69993	70430	76438	79905	79905	91378	20 YR Longevity
		2362.615	2467.192	2576.654	2692.038	2708.846	2939.923	3073.269	3073.269	3514.538	Bi-Weekly Rate
Utilities Maintenance Specialist	240	29.53269	30.8399	32.20817	33.65048	33.86058	36.74904	38.41587	38.41587	43.93173	Hourly Rate
		62128	64847	67693	70693	71130	77138	80605	80605	92078	25 YR Longevity
		2389.538	2494.115	2603.577	2718.962	2735.769	2966.846	3100.192	3100.192	3541.462	Bi-Weekly Rate
		29.86923	31.17644	32.54471	33.98702	34.19712	37.08558	38.7524	38.7524	44.26827	Hourly Rate
		62828	65547	68393	71393	71830	77838	81305	81305	92778	30 YR Longevity
		2416.462	2521.038	2630.5	2745.885	2762.692	2993.769	3127.115	3127.115	3568.385	Bi-Weekly Rate
		30.20577	31.51298	32.88125	34.32356	34.53365	37.42212	39.08894	39.08894	44.60481	Hourly Rate

Wage Range: MC 9

MC9

Lead Automotive Mechanic	241	61347	64193	67193	67630	73638	77105	80747	80747	92789	Annual Total
		2359.5	2468.962	2584.346	2601.154	2832.231	2965.577	3105.654	3105.654	3568.808	Bi-Weekly Rate
		29.49375	30.86202	32.30433	32.51442	35.40288	37.06971	38.82067	38.82067	44.6101	Hourly Rate
Lead Electrician	242	62047	64893	67893	68330	74338	77805	81447	81447	93489	5 YR Longevity
		2386.423	2495.885	2611.269	2628.077	2859.154	2992.5	3132.577	3132.577	3595.731	Bi-Weekly Rate
Maintenance Crew Leader	243	29.83029	31.19856	32.64087	32.85096	35.73942	37.40625	39.15721	39.15721	44.94663	Hourly Rate
		62747	65593	68593	69030	75038	78505	82147	82147	94189	10 YR Longevity
		2413.346	2522.808	2638.192	2655	2886.077	3019.423	3159.5	3159.5	3622.654	Bi-Weekly Rate
Lead Water Treatment Plant Operator	245	30.16683	31.5351	32.9774	33.1875	36.07596	37.74279	39.49375	39.49375	45.28317	Hourly Rate
		63447	66293	69293	69730	75738	79205	82847	82847	94889	15 YR Longevity
		2440.269	2549.731	2665.115	2681.923	2913	3046.346	3186.423	3186.423	3649.577	Bi-Weekly Rate
		30.50337	31.87163	33.31394	33.52404	36.4125	38.07933	39.83029	39.83029	45.61971	Hourly Rate
		64147	66993	69993	70430	76438	79905	83547	83547	95589	20 YR Longevity
		2467.192	2576.654	2692.038	2708.846	2939.923	3073.269	3213.346	3213.346	3676.5	Bi-Weekly Rate
		30.8399	32.20817	33.65048	33.86058	36.74904	38.41587	40.16683	40.16683	45.95625	Hourly Rate
		64847	67693	70693	71130	77138	80605	84247	84247	96289	25 YR Longevity
		2494.115	2603.577	2718.962	2735.769	2966.846	3100.192	3240.269	3240.269	3703.423	Bi-Weekly Rate
		31.17644	32.54471	33.98702	34.19712	37.08558	38.7524	40.50337	40.50337	46.29279	Hourly Rate
		65547	68393	71393	71830	77838	81305	84947	84947	96989	30 YR Longevity
		2521.038	2630.5	2745.885	2762.692	2993.769	3127.115	3267.192	3267.192	3730.346	Bi-Weekly Rate
		31.51298	32.88125	34.32356	34.53365	37.42212	39.08894	40.8399	40.8399	46.62933	Hourly Rate