

ILLINOIS FOP LABOR COUNCIL

and

CITY OF JACKSONVILLE

**F.O.P. Lodge No. 125/Unit C
Civilian Employees**

January 1, 2023 – December 31, 2026

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ARTICLE 1 - PREAMBLE

This Agreement is entered into by and between the City of Jacksonville, Illinois (herein referred to as the "EMPLOYER") and the ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL, representing all Jacksonville Telecommunicators (herein referred to as the "UNION" or "FOP").

It is the purpose of this Agreement and it is the intent of the parties hereto to establish and promote mutual harmonious understanding and relationship between the Employer and the Union; to promote departmental efficiency and effectiveness; to establish wages, hours, and other conditions of employment of the employees covered by this Agreement.

In consideration of their mutual promises, covenants and agreements contained herein, the parties hereto, by the duly authorized representatives and/or agents, do mutually covenant and agree as follows:

ARTICLE 2 - RECOGNITION

The Employer hereby recognizes the Union as the sole and exclusive collective bargaining representative of:

Included: All full-time employees of the City of Jacksonville Police Department in the following titles: Community Service Officers, Investigative Aide, Records Clerk, Executive Assistant Secretary and Executive Assistant.

Excluded: All other employees employed by the City of Jacksonville including all confidential, managerial, or professional employees and supervisors as defined by the Illinois Public Labor Relations Act

ARTICLE 3 - NON-DISCRIMINATION

Section 3.1. Equal Employment Opportunity

The Employer will continue to provide equal employment opportunity for all employees and apply equal employment practices.

Section 3.2. Non-Discrimination

Neither the Employer nor the Union shall discriminate on the basis of race, color, sex, religion, national origin, or membership or non-membership in the Union. Both the Employer and the Union agree to adhere to any applicable State and Federal Laws dealing with discrimination.

Section 3.3. No Dual Remedies

Alleged violations of this Article which may also be the subject of a charge before a State or Federal administrative agency shall not be grievable but must instead be filed with the appropriate State or Federal Agency.

ARTICLE 4 - MUTUAL COOPERATION

The Employer and the Union agree to cooperate with each other in the matters of the administration of this Agreement and in providing law enforcement services to the citizens of Jacksonville, Illinois.

To effectuate the purposes and intent of the parties, both parties agree to meet as necessary.

ARTICLE 5 - UNION SECURITY

Each employee who on the effective date of this Agreement is a member of the Union, and each employee who becomes a member after that date, shall maintain his membership in good standing in the Union until revoked in writing, during the term of this Agreement.

ARTICLE 6 - DUES DEDUCTION

Upon receipt of proper written authorization from the employee, the Employer shall deduct each month Union dues in the amount certified by the Union from the pay of all employees covered by this Agreement who, in writing, authorize such deductions. Such money shall be submitted to the Illinois Fraternal Order of Police Labor Council within thirty (30) days after the deductions have been made. Said deductions will be terminated upon the employee's written request.

The Union hereby indemnifies and agrees to hold the Employer harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of any action taken by the Employer for the purpose of complying with the provisions of Article 5 and 6.

ARTICLE 7 - MANAGEMENT RIGHTS

Except as specifically limited by the express provisions of the Agreement, the Employer retains all traditional rights to manage and direct the affairs of the City of Jacksonville and its Police Department in all of their various aspects and to manage and direct employees, including but not limited to the following: to determine the mission of the Department and to set standards of service offered to the public; to plan, direct, control and determine all the operations and services of the Department; to supervise and direct the working forces; to assign and transfer employees; to establish the qualifications for employment, determine the number of employees, and to employ employees; to schedule and assign work; to establish work and productivity standards and from time to time, to change those standards; to assign overtime; to determine the methods, means, organization and number of personnel by which such operations and services shall be made or purchased; to make, alter and enforce various rules, regulations, orders and policies; to evaluate employees; to discipline, suspend and discharge employees for just cause (probationary employees without cause); to change or eliminate existing methods, equipment, uniforms or facilities; to hire promote or demote employees; to lay off employees when necessary; to determine and establish training requirements for positions within the Department; and to establish positions and to establish the job duties of these positions in accordance with operational requirements. In addition, the Employer expressly reserves the right under this Agreement to exercise all management rights set forth in Section 4 of the Illinois Public Relations Act.

ARTICLE 8 - NO STRIKE

Section 8.1. No Strike Commitment

During the term of this Agreement, neither the Union nor any employee, member of the Union, or employee covered by this Agreement, will call, institute, authorize, participate in, sanction, encourage, or ratify any strike, work stoppage, or picket which causes work stoppage, or any other concerted interference with, in whole or in part, the full, faithful and proper performance of the duties of employment with the Employer.

Neither the Union nor any employee, member of the Union, or employee covered by this Agreement, shall refuse to cross any picket line by whomever established.

Section 8.2. Resumption of Operations

In the event of action prohibited by the Section above, the Union immediately shall publicly disavow such action and request the offending employee(s) to return to work, and shall use its best efforts to achieve a prompt resumption of normal operations. The Union, including its officials and agents, shall not be liable for any damages, direct or indirect, upon complying with the requirements of this Section.

Nothing in the Agreement shall preclude the Employer from exercising its rights under Section 17(b) of the Illinois Public Relations Act. The only matter which may be made the subject of a grievance concerning disciplinary action imposed for a violation of this Article is whether or not the employee actually engaged in such prohibited conduct. The failure to confer a penalty in any instance is not a waiver of such right in any other instance nor is it a precedent under this Agreement. Nothing contained in this Agreement shall preclude the Employer from obtaining judicial restraint in the event of a breach of this Article.

ARTICLE 9 - EMPLOYEE DISCIPLINE INVESTIGATION RIGHTS

Whenever an employee covered by this Agreement is subject to a formal investigation or interrogation for any disciplinary matters other than charge of violation of federal, state or local criminal codes as set forth in Section 6 of the Act, the employee shall have the right to Union representation during questioning that the employee reasonably believes may lead to discipline.

ARTICLE 10 - GRIEVANCE PROCEDURE

Section 10.1. Introduction

It is the intent of the parties to the Agreement to use their individual and collective best efforts to promote and encourage the informal and prompt adjustment of disputes that may arise between the Union or any employee covered under this Agreement and the Employer. The parties agree they shall use the procedures set forth in this Article for the resolution, strictly pursuant to the terms of this Agreement, of all alleged violations of the terms of this Agreement.

Section 10.2. Definitions

For the purposes of this Grievance Procedure, the following definitions shall be applicable:

- | | |
|-----------|--|
| Grievant | Shall mean any employee covered by this Agreement or the Union on behalf of all employees in the unit who, pursuant to the terms of this Agreement, seeks resolution for a grievance. |
| Grievance | Is the allegation placed in writing by the grievant that any express provision or term of this Agreement has been violated by the Employer, excluding those matters defined in Section 11.1 or excluded elsewhere in this Agreement. The written grievance shall contain specific details including the Article and Section alleged to be violated and the remedy sought, names of involved persons, date, time and place and the signature of the grievant. |

With supervisory permission, which shall not be unreasonably withheld and only for the unusual job demands, employees will be permitted reasonable time off with pay during their respective working hours to process and/or investigate grievances.

Section 10.3. Grievance and Arbitration

It is mutually desirable and hereby agreed that all grievances shall be handled in accordance with the following steps. Any time period provided for under the steps of the Grievance Procedure may be extended by mutual agreement.

STEP 1: The employee with or without a Union representative, may orally take up a grievance with his immediate supervisor or shift commander within fifteen (15) calendar days of its occurrence. The supervisor shall then attempt to adjust the matter and shall respond orally within ten (10) calendar days after such discussion.

STEP 2: If not adjusted in Step 1, the grievance shall be reduced to writing and presented by the Union to the Chief within fifteen (15) calendar days following the receipt of the supervisor's response in Step 1. The Chief shall attempt to adjust the grievance as soon as possible, and therefore will schedule a meeting with the employee, his immediate supervisor or shift commander, and a Union representative within ten (10) calendar days after receipt of the grievance from the Union. The Chief shall then render a written decision within fifteen (15) calendar days of the meeting.

STEP 3: If the grievance remains unsettled after the Chief's response in Step 2, then the Union may, within ten (10) calendar days of said response, present the grievance in writing to the Mayor, giving its reasons for rejecting the Chief's response. The Mayor shall schedule a conference after receipt of the Union's appeal, to be attended by the Chief, or his designee, the employee(s), a Union representative, and, if necessary, the supervisor(s) involved on a mutually agreed to date. The Mayor shall issue a written response to the grievance within twenty (20) days after the conference.

STEP 4: If the grievance is not settled in Step 3, the matter shall be referred for arbitration by written request made within fifteen (15) calendar days of the Employer's answer in Step 3. Arbitration shall proceed in the following manner:

1. The parties shall attempt to agree upon an arbitrator within seven (7) calendar days after receipt of the notice of referral. In the event the parties are unable to agree upon the arbitrator, the parties shall jointly request the Federal Mediation and Conciliation Service to submit a panel of seven (7) arbitrators. Each party retains the right to reject one panel in its entirety and requests that a new panel be submitted. Upon receipt of such list, each party shall strike a name from the list until there is one name remaining. The party requesting arbitration shall strike the first name. The person remaining shall be the arbitrator. The arbitrator shall be notified of his/her selection and shall be requested to set a time and place for hearing, subject to the availability of the Employer and Union representatives.
2. The arbitrator shall submit his/her decision in writing within thirty (30) calendar days following the close of the hearing or the submission of briefs by the parties, whichever is later. The parties may agree to waive this requirement.
3. The decision of the arbitrator shall be final and binding upon the parties concerned in the grievance.
4. The fees and expenses of the arbitrator and the cost of a written transcript, if any, shall be divided equally between the Employer and the Union provided, however, that each party shall be responsible for compensating its own representatives and witnesses.
5. The arbitrator may interpret the Agreement but shall have no right to ignore, add to, take from, or modify any of the provisions of this Agreement.

Section 10.4. General

If a grievance is not presented by the employee or the Union within the time limits set forth above, it shall be considered "waived" and may not be further pursued by the employee or the Union. If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employer's last response. If the Employer does not respond to a grievance or an appeal thereof within the specified time limits, the grievance is deemed to be denied and may be appealed to the next step.

ARTICLE 11 - LABOR - MANAGEMENT CONFERENCES

The Union and the Employer mutually agree that in the interest of efficient management and harmonious employee relations, it is desirable that meetings be held when mutually agreed to in advance between Union representatives and representatives of the Employer's Police Department. Such meetings may be requested at least seven days in advance by either party by placing in writing a request to the other for a "Labor-Management Conference", and expressly providing the agenda for such meeting.

Such meetings and locations shall be mutually agreed to before being held and the purpose of any such meeting shall be limited to:

- (a) Discussion on the implementation and the general administration of this Agreement.
- (b) A sharing of general information of interest to the parties.
- (c) Notifying the Union of changes in non-bargaining conditions of employment which may affect employees.

It is expressly understood and agreed that such meetings shall be exclusive of the Grievance Procedure. Grievances being processed under the Grievance Procedure shall not be considered a "Labor-Management Conference", nor shall negotiations for the purpose of altering any or all of the terms of this Agreement be carried on at such conferences. Attendance at such meetings shall be limited to members of the Jacksonville Police Department.

When absence from work is required to attend "Labor-Management Conferences", Union members shall, before leaving their work station, give reasonable notice to and receive approval from their supervisor in order to remain in pay status.

All time off mentioned in this Article shall be subject to the approval of the Chief or his designee.

ARTICLE 12 - LAYOFF

In the event of a layoff of employees covered by this Agreement, the Employer agrees not to hire personnel to perform the duties that only a telecommunicator can perform.

All layoffs shall be by seniority, with last person hired being the first laid off.

ARTICLE 13 - EMPLOYEE SECURITY

Section 13.1. Just Cause Standard

Except as provided otherwise in this Agreement, no employee covered by this Agreement shall be suspended, relieved from duty or disciplined in any manner without suspicion of just cause.

Section 13.2. File Inspection

The Employer's personnel files and disciplinary history files relating to any employee shall be open and available for inspection by the affected employee during regular business hours. Such files shall be made available for inspection upon written request within seven (7) working days after the request is made. Files, documents and records may not be removed from the Municipal Building and shall be examined at a location set by the Employer. An employee may obtain a copy of documents from such files by making a request to the Employer, who will then copy the designated documents for a fee, which shall cover the cost of duplication. In addition, an employee who is involved in a pending grievance may designate in writing a representative of the Union to inspect his personnel and disciplining history files. If an employee disagrees with any information

contained in files subject to inspection, he may ask the Employer to correct the information; if the Employer does not agree to the employee's request, he may submit a written statement explaining his position, which shall be included in the file. If either the Employer or an employee knowingly places false information in the personnel files, they shall have recourse to legal remedy for the removal of same under the Employee Access to Personnel Records Act, P.A. 85-1393, effective September 2, 1988.

Any information, which was not included in the personnel files but should have been, shall not be used by the Employer in a judicial or quasi-judicial proceeding. However, information which, in the opinion of the judge in a judicial proceeding or the hearing employee in a quasi-judicial proceeding, was not intentionally excluded from the personnel file may be used by the Employer in the proceeding if the employee agrees or has been given reasonable time to review the information. Material, which should have been included in the personnel record, shall be used at the request of the employee.

Section 13.3. Probationary Employees

There shall be a probationary period for all newly hired employees of six (6) months in duration. Time absent from duty or not served for any reason, and time spent in mandatory state training, shall not apply toward satisfaction of the probationary period. During the probationary period, an employee is entitled to all of the rights, privileges or benefits under this Agreement, except that the Employer may suspend or discharge a probationary employee without cause and such employee shall have no recourse to the Grievance Procedure.

ARTICLE 14 - HOURS AND OVERTIME

Section 14.1. Work Day and Work Period

The normal work day for the clerical employees is eight (8) hours and the normal work period is a Monday through Friday two-week period consisting of eighty (80) hours.

Each employee in the position of Executive Assistant, Executive Secretary, Records Clerk, Investigative Aide and Community Service Officer shall be allowed a thirty (30) minute meal period per tour of duty. This meal period shall be considered out of service time during which the employee will be subject only to priority calls. Employees will be allowed to take periodic coffee breaks as long as they are not out of service and properly perform their assignments.

Section 14.2. Overtime Payment

All time worked in excess of the hours required of an employee by reason of the employee's regular work day, whether of an emergency nature or of a non-emergency nature, shall receive one and one-half (1 ½) times their actual hourly rate of pay. Hours worked in this Section and in Section 14.1 above include all hours in a pay status.

The employee, at his choice, may elect to receive compensatory time off in lieu of overtime payment which shall be granted at the time and one-half rate, subject to the comp time cap.

In such situations, compensatory time shall be granted at such times and in such blocks as are mutually agreed upon between the involved employee and the Chief or his designated

representative; permission to utilize compensatory time off shall not be unreasonably denied by the Chief or his designated representative if operating requirements will not be adversely affected. Employees will be allowed to bank compensatory time to a total of 40 hours.

The annual work year shall consist of 2080 hours.

Compensation shall not be paid (nor compensatory time taken) more than once for the same hours under any provision of this Article or Agreement.

Section 14.3. Call Back

Call-back and court-time are defined as an official assignment of work, which does not continuously precede or follow an employee's regularly scheduled working hours. Employees reporting back to the Employer's premises, to the assigned location of the call-back, or to court, shall be compensated for three (3) hours at the overtime rate or be compensated for the actual time worked, whichever is greater, pursuant to Section 14.2 for call-back, and shall be compensated for one hour at the overtime rate or be compensated for the actual time worked, whichever is greater, pursuant to Section 14.2, for court time. In the event of any court appearances scheduled within one hour at the beginning or the end of an employee's shift, the employee shall be compensated at the regular overtime rate, commencing either from the start of the scheduled court appearance prior to the start of the shift, or the ending time of the shift to the completion of the court appearance.

Section 14.4 Special Detail Overtime

In the event there is an overtime detail that does not specifically require the duties of a uniformed police officer, the Chief or his designee may allow civilian personnel to perform this detail as long as the individual is qualified to handle the duties of the specific detail. Examples would be, but not limited to parades, holiday toy promotions, and county fair details.

ARTICLE 15 - INDEMNIFICATION

Employees shall be provided legal representation by the Employer in any civil cause of action brought against an employee resulting from or arising out of the performance of duties, provided that the employee acted within the scope of his duties and cooperates fully with the Employer in investigating the matter and providing assistance for his legal representation. If the Employer believes it cannot represent the employee because the employee acted or may have acted outside the scope of his duties, the Employer shall so notify the employee when this becomes apparent and may withdraw from representation. In such instance, the employee shall secure separate legal representation, and shall be reimbursed by the Employer for the reasonable cost of such representation if it is determined and adjudged in the civil proceeding that the employee was in fact acting within the scope of his duties. Nothing herein shall limit the Employer's rights to bring its own actions against employees who have acted outside the scope of their authority.

ARTICLE 16 - SENIORITY

Section 16.1. Definition of Seniority

As used herein, the term "seniority" shall refer to and be defined as the continuous length of service or employment within classification covered by this Agreement from the last date of

hire with the Police Department.

Section 16.2. Vacation Scheduling

Employees shall select the period(s) of their annual vacation on the basis of seniority. Vacation schedules may be adjusted to accommodate seasonal operations, significant revisions in organization, work assignments or the number of personnel in particular ranks. All vacation schedules are subject to approval by the Chief or his designee.

Section 16.3. Seniority List

The Employer shall prepare a list setting forth the present seniority dates for all employees covered by this Agreement by date of hire and shall become effective on or after the date of execution of this Agreement.

Such list shall finally resolve all questions of seniority affecting employees covered by this Agreement or employed at the time the Agreement becomes effective. Disputes as to seniority listing shall be resolved through the Grievance Procedure.

The seniority list is attached as Appendix B.

Section 16.4. Seniority Termination

An employee shall be terminated by the Employer and his seniority broken when he:

- (a) Quits; or
- (b) Is discharged for just cause; or
- (c) Retires; or
- (d) Falsifies the reason for a leave of absence, is found to be working during a leave of absence or otherwise violates conditions imposed for a leave; or
- (e) Fails to report to work at the conclusion of an authorized leave of absence; or
- (f) Is laid off and fails to report for work within five (5) days after having been recalled; or
- (g) Is absent from work for any reason, excluding occupational illness or injury, and has exhausted his benefit time and time on leave without pay and under circumstances whereby the continued absence creates a hardship to the effective operation of the City. The determination that the continued absence creates a hardship to the effective operation of the City may be appealed to the City Council which is the final authority.

ARTICLE 17 - FOP REPRESENTATIVES

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

Section 17.1. Attendance at FOP Labor Council Meetings

Subject to the need for orderly scheduling and for call-out for emergencies, the Employer agrees that one (1) elected representative of the bargaining unit shall be permitted reasonable time off without loss of pay (if he/she has been scheduled to work) for up to two hours each per month to attend general board or special meetings of the Union, provided that at least seven (7) days' notice of such meetings has been given to the Employer specifying the person who will need to be relieved of duties pursuant to this Section. Both the Union and the Employer shall take reasonable steps to minimize any disruption of department activities which may result from application of this Section.

Section 17.2. Grievance Processing

Reasonable time while on duty shall be permitted to a Union representative from within the Department for the purpose of aiding or assisting or otherwise representing employees in the handling and processing of grievances or exercising other rights set forth in this Agreement and such reasonable time shall be without loss of pay, provided that the representative first requests permission for such time from his supervisor or shift commander, and further provided that the representative may be required to complete other work or assignments first before engaging in such activity.

Section 17.3. Union Negotiating Team

An employee designated as being on the Union negotiating team who is scheduled to work on a day which negotiations will occur, shall, for the purpose of attending scheduled negotiations, be excused from her/his regular duties provided he/she has notified his/her supervisor or shift commander in advance. A maximum of one (1) such representative may be compensated at the regular rate for time spent in negotiations. If a designated team member is in regular time off status on the day of negotiations, he will not be compensated for attending the session. In the event of an emergency, the Chief reserves the right to withhold or cancel any above-mentioned time off.

ARTICLE 18 - SAFETY ISSUES

Section 18.1. Safety Committee

The Chief shall appoint designee(s) to represent him in meeting with the Union Safety Committee to discuss safety issues.

The designee(s) shall meet when agreed upon with the Union Safety Committee to discuss safety issues which will be submitted in writing by the Union.

Any report or recommendation which may be prepared by the Union or designee(s) as a result of these meetings will be in writing and copies submitted to the Chief and the local representatives.

Section 18.2. Disabling Defects

No employee shall be required to use any equipment that has been designated by the Employer as being defective because of a disabling condition unless the disabling condition has been corrected.

ARTICLE 19 - BULLETIN BOARDS

The Employer shall provide the Union with designated space on available bulletin boards, or provide bulletin boards on a reasonable basis, where none are available, upon which the Union may post its notices.

ARTICLE 20 - TRAINING

Section 20.1. General Policy

The Jacksonville Police Department is committed to the principle of training for all employees and said training shall be provided as determined by the Chief.

Training shall be scheduled by the Chief or his designee. Employees will attend training sessions as assigned by the Chief. Employees assigned by the Chief to attend required training sessions which result in a workweek in excess of forty (40) hours shall be compensated pursuant to Section 14.2 for such hours.

Section 20.2. Access

The Chief shall generally encourage equal access to training opportunities to the extent that operational requirements of the department permit. The Union shall be given an opportunity, upon request, to offer suggestions to the Chief on ways to improve access to training opportunities.

Section 20.3. Posting

Upon receipt of a notice of an acceptable school training program, it will be posted in the Police Department, giving the employees an opportunity to volunteer. Selection will be made taking into consideration those factors deemed appropriate by the Chief acting in the best interest of the Department.

ARTICLE 21 - LEAVES OF ABSENCE

Section 21.1. Compassionate Leave

An employee shall be allowed to take off three days with pay in the event of a death in the immediate family defined to include spouse, child (including step or adopted), sister, brother, (including in-law) parent, step-parents father-in-law, mother-in-law, daughter-in-law or son-in-law, grandparent or grandchild, when the employee attends the funeral service or visitation. Time off without pay for the purpose of travel to a funeral within the family as defined herein may be granted at the Chief's discretion.

At the Chief's discretion, an employee may be granted time off to attend the funeral of an individual not defined as a member of the immediate family. The employee shall be allowed to

utilized benefit time to attend the funeral if it does not create an operational need. If said attendance creates an operational need, the employee may utilize a trade day.

Section 21.2. Short Term Military Leave

Any employee covered by the terms of this Agreement who is a member of a reserve force of the Armed Forces of the United States, or the State of Illinois, and who is ordered by the appropriate authorities to attend training programs or perform assigned duties shall be granted a leave of absence in compliance with all State and Federal laws and regulations as may be amended from time to time.

Section 21.3. Leave of Absence

Employees covered by the terms of this Agreement may be granted, upon written request, a leave of absence, without pay, not to exceed a period of one (1) year, after authorization from the Chief and with the approval of the City Council. Such leave may not be secured for the purpose of seeking other employment.

Section 21.4. Maternity Leave

Disability due to pregnancy as certified by an employee's doctor will be treated like any other sickness or disability. Additional unpaid leaves of absence related to maternity where no disability exists may be granted where operational needs are not affected.

Section 21.5. Injury Leave

An employee who sustains injuries arising out of and in the course of his employment shall be covered by the provisions of Illinois Compiled Statutes. No employee will lose any benefits while injured on duty and will continue to accumulate all benefits provided by this Agreement.

Employees on injury leave may be returned to light duty, if available and if they are able to perform the work, at the discretion of the Chief provided that a signed physician's recommendation has been presented.

Employees who become ill or receive any injury, no matter how slight, while on duty, must report the injury/illness to their supervisor immediately. This notification may be done verbally but must be followed up within 24 hours by completing a Report of Injury as is issued by the City Clerk's Office. Failure to comply with this Section could jeopardize Workman's Compensation benefits.

Section 21.6. Family and Medical Leave Act Leave

A leave of absence for reasons covered by the FMLA shall be granted in a manner provided for by the FMLA and the United States Department of Labor ("DOL") regulations and other state and federal law relating to such leaves of absence. The City shall require notification, certification and substitution of paid leave for FMLA leave as permitted by the FMLA and DOL regulations. Employees shall utilize all sick leave, vacation, holidays and comp-time towards their FMLA leave unless otherwise approved by the Employer.

Section 21.7. Jury Duty

An employee called for jury duty before a recognized court of law will be granted an excused absence with pay for the period of the absence. Employees must turn over to the City all compensation for such jury duty. Employees will not be paid by the City for travel expenses for days they are not scheduled to work. Proof of jury service may be required. Employees released from jury duty before the conclusion of his scheduled work shift, shall immediately return to work.

ARTICLE 22 - WAGES

Section 22.1. Base Annual Wage

The base wage rates effective during the term of this contract are as attached as Appendix A.

ARTICLE 23 - HOLIDAYS

Section 23.1. Designated Holidays

The Employer agrees that the following days shall be considered holidays:

New Year's Day
Martin Luther King Jr.'s Birthday
Presidents' Day
Good Friday
Memorial Day
Juneteenth
Independence Day

Labor Day
Columbus Day
Veteran's Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Day

Section 23.2. Compensation for Holiday

Employees scheduled to work shall receive the holiday off with pay for each of the listed holidays. Employees required to work on any of the listed holidays (on the actual day of the holiday) due to operational needs, will be compensated at double time (2X) rate in lieu of receiving the holiday off with pay, or at the employees' option, will be compensated at the straight time rate and receive credit to their compensatory bank the number of hours actually worked on the holiday.

Employees who are required to work on July 4th, Thanksgiving Day and Christmas Day will be compensated at time and one half (1.5X) for all hours worked in addition to their holiday compensation.

Section 23.3. Overtime On a Family Holiday

Any employee who works overtime on July 4th, Thanksgiving Day or Christmas Day shall receive double (2x) time their regular hourly rate for all hours worked.

Section 23.4. Work On Holiday

Any employee in the position of Executive Assistant, Secretary, Records Clerk, Investigative Aid or Community Service Officer shall be assigned off on holidays as designated in Section 23.1 above, unless otherwise authorized by the Chief of Police or his designee.

ARTICLE 24 - ALLOWANCES

Section 24.1. Meal Allowance

Employees, when assigned to the third shift, and any employee, when required to work past 12:00 Midnight, shall receive \$9.00 per assignment.

Section 24.2. Clerical Uniforms

The Employer shall supply employees with four (4) short-sleeved and four (4) long-sleeved embroidered polo shirts. Office personnel shall wear approved business slacks or khaki trousers and embroidered polo shirts Monday through Thursday. Casual dress attire may be worn on Fridays with jeans allowed as long as they are neat looking without rips.

ARTICLE 25 - VACATIONS

Section 25.1. Vacation Schedule

- (a) All Employees covered by this Agreement shall be entitled to vacation time with pay under the following schedule:
 - (1) Employees who have completed one (1) full year of service shall receive five (5) working days;
 - (2) Employees who have completed two (2) years of service shall receive ten (10) working days;
 - (3) Employees who have completed five (5) years of service shall receive fifteen (15) working days;
 - (4) Employees who have completed ten (10) years of service shall receive twenty (20) working days.
- (b) It is agreed that the intent of this Article is to provide vacations to eligible employees who have been consistently employed. Consistent employment shall be construed to mean the receipt of earnings or compensation consisting of Workmen's Compensation in at least seventy-five (75%) percent of the pay periods within the year immediately preceding the employee's anniversary date.
- (c) No employee shall be eligible to receive any benefits under this Article if he quits or resigns from the employment of the Employer without giving two (2) weeks' notice in writing of his intention to resign.
- (d) If an additional week is due in that calendar year, it will be credited on that January 1, i.e., anniversary date is October and you will move from two to three weeks, you will be credited with three weeks on January 1, prior to the October anniversary date.

- (e) For all new hires, vacation time shall be prorated and credited on January 1, and thereafter be credited on the calendar year.
- (f) Any employee who has vacation time on the books, may sell back their accrued vacation time. If this option is selected notice must be provided with the submission of their time sheet to receive the compensation on the following check.
- (g) Any remaining vacation time not taken by December 31, of each year will carry over to be scheduled to be taken by March 31 of each year. Any vacation time not taken by March 31 will be bought back by the City in the first paycheck in April at the hourly rate it was earned.

Section 25.2. Personal Day

Employees will be allowed to take off two (2) work days during the calendar year for personal business. Scheduling shall be approved by the supervisor in advance.

ARTICLE 26 - INSURANCE

Section 26.1. Health Insurance Coverage

The Employer shall pay 100% of the cost of the premium for employees for health insurance benefits, said benefits to be provided in such group policy for all of its employees as the Employer shall from time to time enter. Should the Employer find it necessary, due to financial reasons, to make major adjustments in benefits and coverage to the group policy applicable to all City employees, it shall give thirty (30) days prior notice to the Union before any such major adjustments are implemented. The Employer shall meet with representatives of the Union as soon as practicable to discuss the proposed adjustments and to inform the Union and its members of the proposed changes.

Section 26.2. Cost Containment

The Employer reserves the right to institute or modify cost containment measures relative to insurance coverage, which do not constitute a major adjustment in benefits and coverage and are not subject to Section 26.1. Such changes may include, but are not limited to, health maintenance organizations, mandatory second opinions for elective surgery, pre-admission and continuing admission review, prohibition on weekend admissions except in emergency situations, and mandatory out-patient elective surgery for certain designated surgical procedures.

ARTICLE 27 - GENERAL PROVISIONS

Section 27.1. Access to Records

The Union or a representative shall have the right to examine time sheets and other records pertaining to the computation of compensation of an employee whose pay is in dispute, or any other records of the employee pertaining to a specific grievance, provided that the Illinois Employee Access to Personnel Records Act shall be applicable to any such request, that the request is made in advance, and that the employee has given written consent, and further provided that said records will be made available during business hours.

Section 27.2. Inoculations and Immunizations

The Employer agrees to pay all expenses for inoculation or immunization shots for members of an employee's family when such becomes necessary as a result of the employee's exposure to contagious diseases where said employee has been exposed to said disease in the line of duty, with a signed physician's recommendation.

Section 27.3. Amendments to Agreement

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

Section 27.4. Residency

Employees covered under this Agreement shall reside within Morgan County.

ARTICLE 28 - COMPLETE AGREEMENT

The parties acknowledge that during the negotiations which preceded 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. The understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

ARTICLE 29 - SAVINGS CLAUSE

If any provision of this Agreement or any application thereof should be rendered or declared unlawful, invalid or unenforceable by virtue of any judicial action, or by any existing or subsequently enacted federal or state legislation, or by executive order or other competent authority, the remaining provisions of this Agreement shall remain in full force and effect. In such event, upon the request of either party, the parties shall meet promptly and negotiate with respect to substitute provisions for those provisions rendered or declared unlawful, invalid or unenforceable.

ARTICLE 30 - SICK LEAVE

Section 30.1. Sick Leave Accrual

Employees shall earn sick leave with pay at the rate of fifteen (15) days per year. Sick leave shall be used only for non-duty related illness, injury or disability. Earned sick leave shall accumulate from year to year to a maximum of ninety (90) days. Any employee who has reached their maximum sick leave cap shall still receive their annual allotment of fifteen (15) sick leave days for use during the year. However, any remaining unused sick leave days will not be added to the cap at the end of the calendar year. Sick leave will be credited January 1 of each year. For all new hires, sick time shall be prorated and credited on January 1, and thereafter be credited on the calendar year.

Section 30.2. Sick Leave Notification

To be eligible for sick leave, notification of absence due to sickness shall be given to the Department as soon as possible, but no later than thirty (30) minutes before the start of the employee's work shift. Subsequent absence shall be reported before each work shift unless waived by the Chief or Shift Commander. Failure to properly report an illness may be considered as absence without pay and may subject an employee to discipline as well.

Section 30.3. Physician's Verification

The Employer may at its discretion require an employee to submit to a physician's verification of illness.

Section 30.4. Sick Leave Abuse

Abuse of sick leave is a serious matter. The Union will join the Employer in making an effort to correct abuses of sick leave, and the Employer shall have the right to ferret out abuses of sick leave with the Union assisting it in all possible ways.

Section 30.5. Compliance

The Employer will comply with the Employee Sick Leave Act 820 ILCS 191.

ARTICLE 31 - EMPLOYEE TESTING AND SUBSTANCE ABUSE

Section 31.1. Policy

It is the policy of the City that the public has the reasonable right to expect its employees to be free from the effects of drugs and alcohol. It is also the policy of the City to provide a safe work environment and to protect the public by insuring that employees have the integrity, physical stamina and emotional stability to perform their duties. The City, as the Employer, therefore, has the right to expect its employees to report for work fit and able for duty, and to refrain from any conduct involving the abuse of substances and any other illegal conduct. The purposes of this policy shall be achieved in such manner as not to violate any established rights of the employees.

Section 31.2. Prohibitions

Employees shall be prohibited from:

- (a) consuming or possessing alcohol (unless in accordance with duty requirements) at any time during the work day or anywhere on any City premises or job sites, including all City buildings, properties, vehicles and the employee's personal vehicle while engaged in City business;
- (b) possessing, using, consuming, transferring, selling, purchasing or delivering any illegal drug at any time unless authorized by a supervisor or within the scope of duties;
- (c) failing to report to their supervisor any known adverse side effects of medication or prescription drugs which they are taking;

- (d) reporting for duty or working while under the influence of alcohol or an illegal drug; and
- (e) abuse of prescribed control substances (i.e., use of prescribed drugs in a manner inconsistent with physician approval).

Section 31.3. Testing

Where the City has reasonable suspicion to believe that an employee is then under the influence of alcohol or illegal drugs or has otherwise violated the prohibitions of Section 31.2, the City shall have the right to require the employee to submit to alcohol and/or drug testing as set forth in this Agreement. At least two management personnel who are not members of the bargaining unit represented by Union must certify their reasonable suspicions concerning the affected employee prior to any order to submit to the testing authorized herein. There shall be no random or unit-wide testing of employees. For the purpose of this Agreement, "under the influence" shall mean blood alcohol level equal to or exceeding the level specified in Section 31.5(i) and/or conduct reasonably demonstrating impairment; with regard to drugs and substances of abuse, this term shall mean the presence in the body urine or blood of any illegal drug or substance of abuse as defined above, and/or conduct reasonably demonstrating impairment.

Section 31.4. Order to Submit to Testing

At the time an employee is ordered to submit to testing authorized by this Agreement, the City shall provide the employee with a written notice of the order, setting forth the objective facts and reasonable inferences drawn from those facts which have formed the basis of the order to test. The employee shall be permitted a reasonable opportunity to consult with a representative of the FOP at the time the order is given.

However, the testing process shall not be delayed to provide the assistance of an FOP representative who is not immediately available. Refusal to submit to such testing or to submit in a timely manner may subject the employee to discipline including discharge, but the employee's taking of the test shall not be construed as a waiver of any objection or rights that he may have.

Section 31.5. Tests to be Conducted

In conducting the testing authorized by this Agreement, the City shall:

- (a) use only a clinical laboratory or hospital facility that is licensed pursuant to the Illinois Clinical Laboratory Act that has or is capable of being accredited by the National Institute of Drug Abuse (NIDA) or Substance Abuse and Mental Health Services Administration (SAMHSA);
- (b) ensure that the laboratory or facility selected conforms to all NIDA or (SAMHSA) standards;
- (c) ensure that the laboratory follows a chain of custody procedure for both sample collection and testing that will ensure the integrity of the identity of each sample and test result. No employee covered by this Agreement shall be permitted at any time to become a part of such chain of custody;

- (d) collect a sufficient sample of the same bodily fluid or material from an employee to allow for initial screening, a confirmatory test and a sufficient amount to be set aside reserved for later testing if requested by the employee;
- (e) collect samples in such a manner as to insure a high degree of security for the sample and its freedom from adulteration;
- (f) confirm any sample that tests positive in the initial screening for drugs by testing the second sample by gas chromatography mass spectrometry (gcms) or any equivalent or better scientifically accurate and accepted method that provides quantitative data about the detected drug or drug metabolites;
- (g) provide the employee tested with an opportunity to have the additional sample tested by a clinical laboratory or hospital facility of the employee's own choosing, at the employee's own expense; provided the employee notifies the Chief within seventy-two (72) hours of receiving the results of the tests;
- (h) require that the laboratory or hospital facility report to the City that a blood or urine sample is positive only if both the initial screening and confirmation tests are positive for a particular drug. The parties agree that should any information concerning such testing or the results thereof be obtained by the City inconsistent with the understandings expressed herein (e.g. billings for testing that reveal the nature or number of tests administered), the City will not use such information in any manner or forum adverse to the employee's interests;
- (i) require that with regard to alcohol testing, for the purpose of determining whether the employee is under the influence of alcohol, the use of a breathalyzer is allowed as long as the test is administered on a certified breathalyzer machine by a certified operator who is not employed by the City of Jacksonville after a twenty (20) minute observation period, and the test results showing an alcohol concentration of .02 or more based upon the grams of alcohol per 100 milliliters of blood be considered positive;
- (j) provide each employee tested with a copy of all information and reports received by the City in connection with the testing and the results;
- (k) ensure that no employee is the subject of any adverse employment action except temporary reassignment or relief from duty with pay only during the pendency of any testing procedure, and only until such time as test results are available and any additional action, including discipline, may be taken. Any such temporary reassignment or relief from duty shall be immediately discontinued in the event of a negative test result.

Section 31.6. Right to Contest

An employee, with or without the FOP, shall have the right to file a grievance concerning any testing permitted by this Agreement, contesting the basis for the order to submit to the tests, the right to test, the administration of the tests, the significance and accuracy of the tests, the consequences of the testing or results or any other alleged violation of this Agreement. Such grievances shall be commenced at Step 2 of the Grievance Procedure. It is agreed that the parties in no way intend or have in any manner restricted, diminished or otherwise impaired any legal rights that employees may have with regard to such testing. Employees retain any such right as may exist and may pursue the same in their own discretion, with or without the assistance of the FOP.

Section 31.7. Discipline.

(a) In the event an employee violates the prohibition against the possession or sale of any illegal drug (Section 31.2(b)), or is found to be consuming or possessing alcohol while on duty (Section 31.2(a)), unless authorized by a supervisor or within the scope of duties, or in the first instance that an employee tests positive on both the initial and the confirmatory test for illegal drugs, he shall be terminated.

(b) In situations other than those set forth in (a) above, the first instance that an employee tests positive on both the initial and the confirmatory test for prescribed drugs at non-prescribed levels or is found to be under the influence of alcohol, and all employees who voluntarily seek assistance with drug and/or alcohol related problems, shall not be subject to any disciplinary or other adverse employment action by the City. The foregoing is conditioned upon:

- (1) the employee agreeing to appropriate treatment as determined by an Illinois Licensed Substance Abuse Evaluator;
- (2) the employee discontinues his use, possession, or sale of illegal drugs or abuse of alcohol;
- (3) the employee completes the course of treatment prescribed, including the "aftercare" group for a period of up to twelve months;
- (4) the employee agrees to submit to random testing during a one-year period following the initial test;
- (5) the employee agreeing to sign all relevant Releases of Information so that the Employer may present their concerns to the Evaluator, and so that the Employer may receive the evaluation, treatment verification, aftercare plan, and discharge summary. Employees who do not agree to or who do not act in accordance with the foregoing, or who test positive a second or subsequent time for the presence of illegal drugs or alcohol shall be terminated.

The foregoing shall not be construed as an obligation on the part of the City to retain an employee on active status throughout the period of rehabilitation if it is appropriately determined that the employee's current use of alcohol or drugs prevents such individual from performing their

duties, or whose continuance on active status would constitute a direct threat to the property or safety of others. Such employees shall be afforded the opportunity to use accumulated paid leave or take an unpaid leave of absence, at the employee's option, pending treatment. The foregoing shall not limit the City's right to discipline employees for misconduct provided such discipline shall not be increased or imposed due to alcohol or drug abuse.

Section 31.8. Random Drug Testing - Modified for the Civilian Employees

The Chief of Police may institute random drug testing. At any time, random drug testing is initiated, those employees to be tested shall be chosen using random sampling methods and shall not exceed 25% of the employees per year except as otherwise provided in this Article. The Union has the right to have one (1) representative from the bargaining unit present at the random drawing of names. Upon completion of the testing, the names of the selected persons shall return to the pool from which the next random sampling is chosen.

Probationary employees may be tested at any time during their probationary period, including testing prior to completing the probationary period. Nothing in this Agreement shall limit the right of the Chief of Police to conduct such tests of persons seeking employment prior to their date of hire.

Refusal to submit to drug and/or alcohol testing or proven adulteration by an employee of a sample submitted to testing may be grounds for discipline up to and including termination.

Any employee who tests positive for the presence of illegal drugs on both the preliminary and confirmatory tests may be subjected to discipline up to and including termination from the Department.

In conducting the testing authorized by this Section the City shall follow the guidelines as established in Section 31.5 of this Article.

ARTICLE 32 - RESOLUTION OF IMPASSE

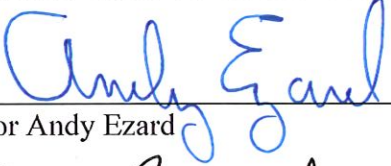
The Parties to this Agreement shall follow the impasse procedures set forth in Section 14 of the Illinois Public Labor Relations Act, 5 ILCS 315.

ARTICLE 33 - DURATION

This Agreement shall be effective from January 1, 2023 and shall remain in full force and effect through December 31, 2026. It shall be automatically renewed from year to year thereafter unless either party notifies the other in writing at least sixty (60) days prior to the termination date that it desires to modify or terminate the Agreement on the termination date set forth above. Any adjustment in base wages made for the calendar year 2023 shall be retroactive to January 1, 2023.

SIGNATURE PAGE

FOR THE CITY OF JACKSONVILLE:



Mayor Andy Ezard

3/14/23

Date



City Clerk

3-14-23

Date

(Seal)

**FOR THE ILLINOIS FRATERNAL ORDER OF POLICE
LABOR COUNCIL:**



Jason Bryant, ILFOP Field Representative

3-14-23

Date



Dana Blakeman, Labor Committee

3/14/23

Date

APPENDIX A - PAY SCALE

Section A-1. Executive Assistant

Executive Assistant based on 2080 hours.

Current	Adjustment	2023	2024	2025	2026
		3.00%	2.00%	2.00%	2.00%
\$24.72	\$24.97	\$25.72	\$26.23	\$26.76	\$27.29

Section A-2. Executive Secretary

Executive Secretary based on 2080 hours

Current	Adjustment	2023	2024	2025	2026
		3.00%	2.00%	2.00%	2.00%
\$23.03	\$23.28	\$23.98	\$24.46	\$24.95	\$25.45

Section A-3. PCS Officer Wages

Community Service Officer based on 2080 hours

Current	Adjustment	2023	2024	2025	2026
		3.00%	2.00%	2.00%	2.00%
\$17.92	\$18.17	\$18.72	\$19.09	\$19.47	\$19.86

Section A-4. Record Clerk/Investigative Aid Wages

Clerical Position (Records Clerk or Investigative Aid) based on 2080 hours

Current Entry	Adjusted	2023	2024	2025	2026
		3.00%	2.00%	2.00%	2.00%
\$17.92	\$18.17	\$18.72	\$19.09	\$19.47	\$19.86
Current Master	Adjusted	2023	2024	2025	2026
		3.00%	2.00%	2.00%	2.00%
\$19.66	\$19.91	\$20.51	\$20.92	\$21.34	\$21.76

Section A-5. Longevity

5yr	\$ 600.00
10 yr	\$ 850.00
15 yr	\$ 1,100.00
20 yr	\$ 1,350.00
25 yr	\$ 1,600.00

All longevity steps will be calculated on the employee's anniversary date. Longevity earned after the employee's anniversary date shall be prorated and paid upon separation from service, unless the employee is terminated.

Longevity shall be paid to the employee in a lump sum on a separate check with minimum deductions on the first pay period following their anniversary of hire date.

Section A-6. Filling of Executive Secretary /PCO Openings & Transfers

Starting pay for any new hires or classification transfers to Executive Secretary, Community Service Officer, or clerical positions shall be negotiated between the Union and Employer based on experience and skill sets.

APPENDIX B - SENIORITY LIST

Title	Last	First	Hire Date
Executive Assistant	Neuliniger	Mary	11/07/2022
Investigative Aide	Blakeman	Dana	06/24/2019
Records Clerk/Receptionist	Graham	Emily	08/17/2020
Community Service Officer	Hamilton	Loren	05/20/2008

APPENDIX C - DUES AUTHORIZATION FORM

**Illinois Fraternal Order of Police Labor Council
974 Clock Tower Drive
Springfield, Illinois 62704**

Jacksonville Civilians

I, _____ (insert your name), understand that under the U.S. Constitution I have a right not to belong to a union. By my signature I hereby waive this right and opt to join the IL FOP Labor Council.

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

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

Employment Start Date: _____
Title: _____

Employer, please remit all dues deductions to:

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

(217) 698-9433

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



APPENDIX D - GRIEVANCE FORM
(use additional sheets where necessary)

Date Filed: _____
Department: _____

Grievant's Name: _____
Last First M.I.

STEP ONE

Date of Incident or Date Knew of Facts Giving Rise to Grievance: _____

Article(s) and Sections(s) of Contract violated: _____

Briefly state the facts: _____

Remedy Sought: _____

Given To: _____ Date/Time: _____

Grievant's Signature

FOP Representative Signature

EMPLOYER'S STEP ONE RESPONSE

Employer Representative Signature

Position

Person to Whom Response Given

Date

STEP TWO

Reasons for Advancing Grievance: _____

Given To: _____ Date/Time: _____

Grievant's Signature

FOP Representative Signature

EMPLOYER'S STEP TWO RESPONSE

Employer Representative Signature

Position

Person to Whom Response Given

Date

Lodge No. / Year / Grievance No.

STEP THREE

Reasons for Advancing Grievance: _____

Given To: _____ Date/Time: _____

Grievant's Signature

FOP Representative Signature

EMPLOYER'S STEP THREE RESPONSE

Employer Representative Signature

Position

Person to Whom Response Given

Date

STEP FOUR

Reasons for Advancing Grievance: _____

Given To: _____ Date/Time: _____

Grievant's Signature

FOP Representative Signature

EMPLOYER'S STEP FOUR RESPONSE

Employer Representative Signature

Position

Person to Whom Response Given

Date

REFERRAL TO ARBITRATION by Illinois FOP Labor Council

Person to Whom Referral Given

Date

FOP Labor Council Representative



SIDE LETTER - RESIDENCY

It is the understanding of the parties that with the expansion of residency from the city limits to countywide, that certain policies will issue governing such items as being picked-up for work, going home for lunch periods and so on.

At the City's option, if employees exercise the option to move outside the city limits and resides within the Jacksonville Fire Protection district, they shall be required to purchase the fire protection service as may be amended from year to year. Employees who participate in the Jacksonville Fire Protection District shall be treated the same as Jacksonville residents in regard to response for service.

MEMORANDUM OF UNDERSTANDING - RESIDENCY

It is a mutual understanding of all parties that the City shall lift the residence requirement for all employees covered under this Agreement, and there shall be no limitations on residency. The City at its sole discretion may reinstitute the Morgan County residency requirement, subject to the foregoing:

1. The unlimited residency shall remain in effect for the term of this Agreement, and thereafter the City shall not reinstitute the Morgan County residence requirement without giving a minimum of two years written notice to the bargaining units that Morgan County residency will be reinstituted.

2. Should Morgan County residency be reinstituted, any employee covered by this Agreement residing outside Morgan County shall be "grandfathered in" and shall not be required to move into Morgan County.

3. Should Morgan County residency be reinstituted, any employee who has purchased real estate outside of Morgan County shall be allowed to move to said real estate at any time and not be in violation of the reinstituted Morgan County residency requirement.

RESOLUTION NO. 2023-R-033

**RESOLUTION APPROVING COLLECTIVE BARGAINING AGREEMENTS
BETWEEN THE CITY OF JACKSONVILLE, ILLINOIS AND
THE FRATERNAL ORDER OF POLICE LABOR COUNCIL
FOR COMMAND OFFICERS, PATROL OFFICERS AND CIVILIAN EMPLOYEES
OF LOCAL NO. 125**

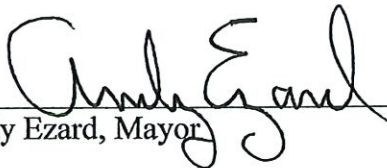
(Term: Retroactive to January 1, 2023 and running through December 31, 2026)

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF
JACKSONVILLE, MORGAN COUNTY, ILLINOIS:**

That the Labor Agreements between the City of Jacksonville, Illinois and Fraternal Order of Police Labor Council for the Jacksonville Command Officers, Patrol Officers and Civilian Employees of Local No. 125 for the term retroactive to January 1, 2023 and running through December 31, 2026, a copy each agreement being attached hereto, is hereby approved.

FURTHER BE IT RESOLVED that the Mayor and City Clerk are hereby authorized and directed to execute said Agreements for and on behalf of the City of Jacksonville.

PASSED AND APPROVED at a regular meeting of the City Council of the City of Jacksonville, Illinois this 13th day of March, 2023.



Andy Ezard, Mayor

ATTEST:



Skip Bradshaw, City Clerk

