



CITY OF
Bloomington
ILLINOIS

Agreement
between the
City of Bloomington
and
Local 362 Laborers International Union
Civilian Police Services Employees

May 1, 2025 – April 30, 2028

ARTICLE 1 RECOGNITION..... 6
 Section 1.1. Representation and Bargaining Unit. 6
ARTICLE 2 UNION SECURITY 7
 Section 2.1. Dues Check-off..... 7
 Section 2.2. Indemnification..... 7
ARTICLE 3 GRIEVANCE PROCEDURE 7
 Section 3.1. Definition and Procedure. 7
 Section 3.2. Arbitration. 8
 Section 3.3. Authority of Arbitrator. 9
 Section 3.4. Expenses of Arbitration..... 10
 Section 3.5. Time Limit for Filing. 10
ARTICLE 4 UNION BUSINESS 11
 Section 4.1. Steward Clause. 11
 Section 4.2. Labor Management Committee..... 11
ARTICLE 5 NO STRIKE AND NO LOCKOUT 11
 Section 5.1. No Strike..... 11
 Section 5.2. No Lockout. 11
ARTICLE 6 HOURS OF WORK AND OVERTIME 12
 Section 6.1. Application of This Article..... 12
 Section 6.2. Regular Workweek. 12
 Section 6.3. Overtime. 12
 Section 6.4. Meal Breaks..... 14
 Section 6.5. Flex Time..... 14
 Section 6.6. Shift Trading..... 14
 Section 6.7. No Pyramiding..... 15
ARTICLE 7 WAGES AND LONGEVITY 15

Section 7.1. Wages.....	15
Section 7.2. CSO Shift Differential.....	16
Section 7.3. Longevity.....	16
Section 7.4 Call In.....	17
Section 7.5 Working out of Classification.....	17
Section 7.6. Paycheck Distribution.....	17
ARTICLE 8 HOLIDAYS.....	18
Section 8.1. Number of Holidays.....	18
Section 8.2. Holidays on Weekends.....	18
Section 8.3. Holiday on Scheduled Workday.....	18
Section 8.4. Eligibility for Holiday Pay.....	19
ARTICLE 9 VACATION.....	19
Section 9.1. Length of Vacation.....	19
Section 9.2. Scheduling.....	19
Section 9.3. Separations and Reinstatements.....	20
ARTICLE 10 LEAVE.....	20
Section 10.1. Personal Convenience Leave. – City Proposal.....	20
Section 10.2. Sick Leave.....	20
Section 10.3. Jury Duty.....	23
Section 10.4. Bereavement Leave.....	23
Section 10.5. Wellness Day.....	23
Section 10.6. Court Days.....	24
Section 10.7. Leave Without Pay.....	24
Section 10.8. Injury Leave.....	25
Section 10.9. FMLA and ADA.....	26
Section 10.10. Restricted Duty Status.....	26
Section 10.11. Scheduled Leave Days.....	27
ARTICLE 11 BENEFITS.....	28

Section 11.1. Physical Fitness Incentive..... 28

Section 11.2. Group Insurance Plan..... 28

Section 11.3. LIUNA Pension..... 31

Section 11.4. CSO Uniforms and Clothing..... 31

ARTICLE 12 DISCIPLINE AND DISCHARGE 32

Section 12.1. Reason for Disciplinary Action..... 32

Section 12.2. Removal of Adverse Material..... 32

Section 12.3. Grievances Involving an Employee's Discharge or
Disciplinary Suspension..... 33

Section 12.4. Remedial Authority of Arbitrator in Disciplinary Cases. ... 33

ARTICLE 13 DRUGS AND ALCOHOL..... 33

Section 13.1. Drug and Alcohol Testing..... 33

Section 13.2. Right to Contest..... 33

Section 13.3. Discipline and Voluntary Requests for Assistance..... 34

ARTICLE 14 PROMOTIONS AND JOB VANCANCIES 35

ARTICLE 15 SENIORITY..... 36

Section 15.1. Definition..... 36

Section 15.2. Seniority Principle..... 36

Section 15.3. Probationary Period..... 36

Section 15.4. Layoff and Recall Procedure..... 37

Section 15.5. Termination of Seniority..... 37

ARTICLE 16 FOIA REQUEST 38

ARTICLE 17 PERFORMANCE EVALUATONS 38

ARTICLE 18 MANAGEMENT RIGHTS 38

Section 18.1. Management Rights..... 38

Section 18.2. Emergency Conditions..... 39

Section 18.3. City Rules, Polices and Procedures..... 39

ARTICLE 20 SUBCONTRACTING 39

ARTICLE 19 SAVINGS..... 40
APPENDIX A – WAGES 43
APPENDIX B – EMPLOYEES GRANDFATHERED FOR INSURANCE . 44
APPENDIX C – COMMUNITY SERVICE OFFICERS 46



A G R E E M E N T

This Agreement made and entered into this 1st day of May, 2025 by and between the CITY OF BLOOMINGTON, ILLINOIS (hereinafter referred to as the "City") and LOCAL 362, LABORERS INTERNATIONAL UNION (hereinafter referred to as the "Union"):

W I T N E S S E T H:

WHEREAS, it is the intent and purpose of this Agreement to promote and improve harmonious relations between the City and its employees; aid toward the economical and efficient operations; accomplish and maintain the highest quality of work performance; provide methods for a prompt and peaceful adjustment of grievances; insure against any interruption of work, slowdown, or other interference with work performance; strengthen good will, mutual respect, and cooperation; and set forth the agreement covering rates of pay, hours of work, and other conditions of employment where not otherwise mandated by statute, to be observed between the parties to this Agreement; and

WHEREAS, the rights, obligations, and authority of the parties to this Agreement are governed by and subject to the Constitution and laws of the State of Illinois.

NOW, THEREFORE, the parties agree as follows:

ARTICLE 1 RECOGNITION

Section 1.1. Representation and Bargaining Unit.

The City recognizes the Union as the sole and exclusive bargaining agent for employees working as Community Service Officers (CSO), Records Specialist, Crime Intelligence Analyst and Crime Data Analyst employed by the Police Department excluding supervisors, probationary employees, temporary employees and all other employees of the City.

ARTICLE 2 UNION SECURITY

Section 2.1. Dues Check-off.

Upon receipt of a signed authorization in the form set forth herein, the City will deduct from the pay of an employee covered by this Agreement the monthly dues in the amount payable by them as certified by the Union to the City. Deductions shall be made from earnings payable on the first paycheck of each month beginning with the first month immediately following the date of receipt of such authorization. Such deduction shall be remitted to the Treasurer of the Union within fifteen (15) days after the deduction has been made. If any bargaining unit member requests a change in membership/dues status the bargaining unit member will be directed to the Union. The Union shall give the City timely notice of any change in such authorization, with the understanding that the City will promptly execute said changes in payroll deductions.

Section 2.2. Indemnification.

The Union agrees to indemnify and hold the City harmless against any and all claims, suits, orders or judgments brought or issued against the City as a result of any action taken or not taken by the City under the provisions of this Article.

ARTICLE 3 GRIEVANCE PROCEDURE

Section 3.1. Definition and Procedure.

A grievance is a dispute or difference of opinion raised by one (1) or more employees against the City, involving the meaning, interpretation or application of the express provisions of this Agreement. Forms may be obtained from the Human Resources Department. A grievance shall be processed in the following manner:

STEP 1: Any employee who has a grievance shall submit it in writing to their Department Head, who is designated for this purpose by the City. The Department Head shall give their written answer within ten (10) business days after such presentation.

STEP 2: If the grievance is not settled in Step 1 and the employee wishes to appeal the grievance to Step 2 of the Grievance Procedure, it shall be referred in writing to the Human Resources Director or their designee within ten (10) business days after the designated Department Head's answer in Step 1 and shall be signed by both the employee and the Union Steward. A meeting between the Human Resources Director, and/or their representative, and Union Representative and Business Representative shall be held at a time mutually agreeable to the parties. If the grievance is settled as a result of such meeting, the settlement shall be reduced to writing and signed by the Human Resources Director, and/or their representative, and the Union. If no settlement is reached the Human Resources Director, and/or their representative, shall give the City's written answer to the Union within ten (10) business days following the meeting.

Section 3.2. Arbitration.

If the grievance is not settled in accordance with the foregoing procedure, the Union may refer the grievance to arbitration within seven (7) business days after receipt of the City's answer in Step 2. The parties shall attempt to agree upon an arbitrator within five (5) business days after receipt of notice of referral and in the event the parties are unable to agree

upon an arbitrator within said five (5) day period, the parties shall immediately jointly request the Federal Mediation and Conciliation Service to submit a panel of seven (7) arbitrators all of whom shall be National Academy of Arbitrators who have a billing address in Illinois, Indiana or Wisconsin. Both the City and the Union shall have the right to strike two (2) names from the panel. The party requesting arbitration shall strike the first two (2) names; the other party shall then strike two (2) names. followed by the party requesting arbitration striking one (1) name and the other party shall then strike one (1) name. The remaining person shall be the arbitrator. Each party retains the right to reject one panel in its entirety and request that a new panel be submitted. The arbitrator shall be notified of their selection by a joint letter from the City and the Union requesting that they set a time and place, subject to the availability of the City and Union representatives. If either the City or the Union determines that time is of the essence in resolving the grievance, both parties shall agree on a deadline for hearing the matter and rendering a decision. If the arbitrator selected is unable to meet those deadlines, the parties shall contact the remaining arbitrators on the list, beginning with the last stricken until an arbitrator is found who can comply with the deadlines established.

Section 3.3. Authority of Arbitrator.

The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. They shall consider and decide only the specific issue submitted to them in writing by the City and the Union and shall have no authority to make a decision on any other issue not so submitted to them. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way the application of laws and rules and regulations having the force and effect of law. Unless otherwise jointly instructed by

the City and the Union, the arbitrator shall submit in writing their decision within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension thereof. The decision shall be based solely upon their interpretation of the meaning or application of the express terms of this Agreement to the facts of the grievance presented. The decision of the arbitrator shall be final and binding on all parties.

Section 3.4. Expenses of Arbitration.

The fee and expenses of the arbitrator and the cost of a written transcript shall be divided equally between the City and the Union provided, however, that each party shall be responsible for compensating its own representatives and witnesses.

Section 3.5. Time Limit for Filing.

No grievance shall be entertained or processed unless it is submitted within ten (10) business days after the occurrence of the event giving rise to the grievance or within ten (10) business days after the employee through the use of reasonable diligence should have obtained knowledge of the occurrence of the event giving rise to the grievance.

If a grievance is not presented within the time limits set forth above, it shall be considered "waived". If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the City's last answer. If the City does not answer a grievance or an appeal thereof within the specified time limit, the Union may elect to treat the grievance as denied at that Step and immediately appeal the grievance to the next Step. The time limit in each Step may be extended by mutual written agreement of the City and Union representatives involved in each Step. The term "business days" as used

in this Article shall mean the days Monday through Friday inclusive except Holidays.

ARTICLE 4 UNION BUSINESS

Section 4.1. Steward Clause.

The Business Manager may appoint one steward from within the bargaining unit membership, and immediately notify the employers representative of the selection, whose duty it will be to see to it that this contract is adhered to and that all work coming under the jurisdiction of the Union is performed by employees covered by this Agreement.

Section 4.2. Labor Management Committee.

The parties agree to establish a joint Labor-Management Committee in the Police Department. Such Committee shall include the designated Union Representative from the City. The parties agree to meet quarterly or as needed to exchange views and discuss matters of mutual concern.

ARTICLE 5 NO STRIKE AND NO LOCKOUT

Section 5.1. No Strike.

Neither the Union nor any officers, agents, or employees will instigate, promote, sponsor, engage in, or condone any strike, sympathy strike, slowdown, concerted stoppage of work, or any other intentional interruption of the operations of the City regardless of the reason for so doing. Any or all employees who violate any of the provisions of this Article may be discharged or otherwise disciplined by the City.

Section 5.2. No Lockout.

The City will not lockout any employee during the term of this Agreement as a result of a labor dispute with the Union.

ARTICLE 6 HOURS OF WORK AND OVERTIME

Section 6.1. Application of This Article.

This Article shall not be construed as a guarantee of hours of work per day or per week.

Section 6.2. Regular Workweek.

The normal work week shall consist of forty (40) hours of work and five (5) consecutive eight (8) hour workdays and such additional time as may be required in the judgement of the City to serve the community members. These hours can be changed through mutual agreement between the employee and the Department Head. The Department Head can occasionally require an employee to work different hours on a temporary basis upon reasonable notice to the employee.

CSO Shift Bid CSO's will be able to bid shifts by seniority starting November 1st of each year, to go into effect January 1 through December 31 of the subsequent year.

CSO seniority is defined as full-time continuous hire as a CSO in the Bloomington Police Department. A CSO shall have 48 hours from time of notice to a bid a shift. The hours for the front desk personnel will be established annually prior to the bidding of the shifts on November 1st. Employees will work an eight (8) hour day with a paid thirty (30) minute meal break. Time in grade as a CSO will be used to determine seniority

Section 6.3. Overtime.

Employees shall be paid one and one-half (1 1/2) times their regular straight time hourly rate for all hours paid in excess of eight (8) hour per day or forty hours per week: or in excess of five (5) consecutive days. Overtime shall be approved in advance by the employee's immediate supervisor. Scheduled overtime shall be filled by using seniority within the

work group. In the event no employee volunteers for overtime, such time will be assigned by reverse seniority within the work group.

Compensatory time can be used with mutual agreement between the employee and the Department Head at the rate of one and one-half (1 1/2) hours of compensatory time for each hour of overtime. Employees may maintain a bank of 24 hours of comp time.

Posted Overtime for CSO When it is known in advance there will be a need for overtime, it shall be posted. The need for overtime shall be determined by the supervisor. Any CSO who wishes to work the overtime posted shall place their name on the posted overtime sheet, if more than one CSO signs up for the posted overtime seniority shall be the deciding factor. In situations when overtime is needed for more than four (4) hours, the CSOs must sign up for no less than four (4) hour shifts. Time in grade as a CSO will be used to determine seniority.

Any CSO who calls in sick on their scheduled overtime assignment will not be able to sign up for overtime based on their seniority for a period of thirty (30) days. They will be required to sign up for overtime last on the seniority list. If no CSO has posted for overtime within forty-eight (48) hours of a scheduled vacancy, a CSO will be forced to work mandatory overtime.

Mandatory Overtime for CSO Posted overtime vacancies that are not signed will be filled by using reverse seniority on a rotating basis. Absences creating mandatory overtime may require a CSO to be held over for no more than four (4) hours or called in no more than four (4) hours early. CSOs may agree to work over the four (4) hour period.

Section 6.4. Meal Breaks.

Each employee shall be granted a thirty (30) minute meal break with pay. Meal breaks will be scheduled whenever practicable at the approximate midpoint in the employee's work shift. Only one CSO may take a meal break at a time.

Section 6.5. Flex Time.

The decision by a Department Head or supervisor to permit or not permit a covered employee to work hours other than the employee's normally scheduled hours pursuant to a request made by that employee shall not be used as the basis for establishing a past practice in that department or any other department of the City. Nothing in this Section shall be interpreted as infringing on the rights established by Article 18 (Management Rights) of this Agreement.

Section 6.6. Shift Trading.

Pursuant to Section 7(p)(3) of the Fair Labor Standards Act (FLSA), CSOs covered by this Agreement will be allowed to trade in two (2) hours increments as long as there is no overtime liability to the City and there is a mutual consent between CSOs. CSOs desiring to make a trade shall submit a Shift Trade Notification Form to their supervisor at least twenty-four (24) hours in advance of the first date and time to be traded. The form must specify the dates to be traded and must be signed by both CSOs. Once the completed form has been received, the schedule will be considered changed and the employees will be considered responsible for the days they committed to work. For the purpose of calculating wages and overtime payments under this contract and under FLSA, both employees will be paid as if they worked their originally scheduled shifts. Because of the nature of the services provided by CSOs, the City must ensure adequate coverage at all

times. Therefore, any employee who commits to a shift trade will be responsible for working the shift and may be disciplined for failing to work their half of the shift trade. Employees may not use any form of benefit time, other than sick leave, to cover a shift trade.

Section 6.7. No Pyramiding.

Compensation shall not be paid more than once for the same hours under any provision of this Article or Agreement.

ARTICLE 7 WAGES AND LONGEVITY

Section 7.1. Wages.

Each position classification covered by this Agreement has three (3) levels designated as “A”, “B” and “C”. New employees may be assigned to any one of the levels depending on the employee’s knowledge, skills, and abilities. All existing staff will be assigned to level “A” as of May 1, 2025. An employee must earn an “exceeds expectations” rating on their annual performance evaluation to advance to the next level. Employees advancement to the next level (“A”, “B,” “C”) on the salary table is subject to the grievance procedure but with no appeal to arbitration.

Hourly rates for May 1, 2025, have been negotiated consistent with Appendix A attached hereto. Retro pay for the 2025 contract negotiations will be payable for employees on payroll at the time the contract is signed by both parties.

Effective May 1, 2026, employees shall be paid wages at an hourly rate which is 3% higher than their previous rate and consistent with the rate of pay incorporating longevity schedules as shown in Appendix “A” attached hereto.

Effective May 1, 2027, employees shall be paid wages at an hourly rate which is 3% higher than their previous rate and consistent with the

rate of pay incorporating longevity schedules as shown in Appendix “A” attached hereto.

Section 7.2. CSO Shift Differential.

A shift differential of \$1.00 per hour will be paid for hours worked before 6:00 a.m. and after 4:00 p.m. Swing shifts will receive a shift differential of \$1.00 per hour for all hours worked.

Section 7.3. Longevity.

Employees hired into full-time City employment prior to May 1, 2022, and covered by this Agreement shall be entitled to longevity at the following rates:

<u>Years of Service</u>	<u>%</u>
5	5%
10	7%
15	9%
20	11%

Across the board increases shall be applied to the Entry and 3-year base rate. Longevity increases will be calculated as an increase on the employee’s base wage.

Anyone hired into City employment on May 1, 2022, or later shall not be eligible for longevity pay on their hourly rates. This shall include those currently or previously working in a part-time or seasonal capacity. Longevity for all new full-time hires shall be as follows

5 years - \$1500 paid in a lump sum payment at the conclusion of the employee’s 5th anniversary year

10 years - \$2000 paid in a lump sum payment at the conclusion of the employee’s 10th anniversary year

15 years - \$2500 paid in a lump sum payment at the conclusion of the employee's 15th anniversary year

20 years - \$3000 paid in a lump sum payment at the conclusion of the employee's 20th anniversary year.

Section 7.4 Call In

Crime Data and Crime Intelligence Analyst position call-ins for overtime will be paid at a minimum of three (3) hours at one and one-half (1 1/2) times their normal rate of pay, if such call-in are not scheduled.

Section 7.5 Working out of Classification.

- a) Employees covered by this Agreement who work in a higher classification for eight (8) consecutive hours or more shall be paid the higher rate of pay. This shall apply whether the employee is assigned to work in a bargaining unit or non-bargaining unit position
- b) When working out of classification or promoted to a higher classification the employee shall receive a cent per hour increase on their current wage equal to the increments between classifications at base level as set forth in Appendix "A". Employees working out of classification in a Classified position will receive the minimum of the pay range or a minimum of a 5% increase over their hourly rate.

Section 7.6. Paycheck Distribution.

For those employees who do not elect to have direct deposit, paychecks will be mailed on payday by the Human Resources Department.

ARTICLE 8 HOLIDAYS

Section 8.1. Number of Holidays.

The following days are Holidays:

New Year's Day	Veteran's Day
M. L. King's B'day	Thanksgiving Day
Good Friday	Day after Thanksgiving
Memorial Day	Day before Christmas
Juneteenth	Christmas Day
Fourth of July	½ Day New Year's Eve
Labor Day	

Section 8.2. Holidays on Weekends.

For employees whose job involves regular scheduled hours on Saturday and Sunday the actual day of the holiday shall be observed. If a holiday or the day designated by the City as the holiday falls on an employee's first day off, then the first preceding workday shall be recognized as the holiday. If a holiday or the day designated by the City as the holiday falls on an employee's second day off, then the first day following workday shall be recognized as the holiday.

Section 8.3. Holiday on Scheduled Workday.

Employees who are prescheduled to work on their observed holiday shall be granted, at the employee's option, either a workday of leave or shall be paid for the time worked in accordance with the rules governing overtime. Holiday time must be taken within one hundred fifty (150) calendar days of the holiday or the day designated by the City as a holiday. If time is not taken within the one hundred fifty (150) calendar day period, it will be paid to the employee.

Section 8.4. Eligibility for Holiday Pay.

In order to receive pay for an observed holiday, an employee must have worked their regularly scheduled hours on the last scheduled workday prior to the holiday and on the first scheduled workday immediately after the holiday, unless said employee is on a paid leave status on either or both of said days. ~~GSOs~~ Employees who are scheduled on an above holiday who have an unscheduled absence will be ineligible for holiday pay.

ARTICLE 9 VACATION

Section 9.1. Length of Vacation.

Full-time employees shall receive vacation as follows:

DOH	80 hours
1-4 years	120 hours
5-15 years	160 hours
16 years	168 hours
17 yrs	176 hours
18 years	184 hours
19 years	192 hours
20 years	200 hours

Section 9.2. Scheduling.

Vacations must be taken within the vacation year in which they are due (anniversary date to the next anniversary date). These vacations must be taken at the convenience of the department as outlined in Section 10.11 Scheduled Leave Days. Employees shall be allowed to carry over one-half (1/2) of their earned vacation to the following year. An employee's vacation will begin at the end of their last scheduled workday.

Section 9.3. Separations and Reinstatements.

Employees resigning voluntarily will receive any vacation credit earned as of the date of the resignation. Employees dismissed for incompetence or inefficiency not involving personal misconduct will also receive all earned vacation. All earned vacation of employees who dies in the service shall be paid to the spouse or estate of said individual.

ARTICLE 10 LEAVE

Section 10.1. Personal Convenience Leave.

Each full-time employee shall be granted sixteen (16) hours of Personal Convenience Leave each fiscal year (May 1 - April 30). Such Personal Convenience Leave may be taken in increments of fifteen (15) minutes or more at the convenience of the employee subject to the discretion of their supervisor. Personal Convenience Leave may not be accumulated from one fiscal year to another. Personal Convenience Leave will not be paid out at time of separation for newly hired probationary employees.

Section 10.2. Sick Leave.

Sick Leave Base and Accrual. Sick Leave may be used by an employee for his or her own injury or illness or for an injury or illness of the employee's family member defined as spouse, domestic partner, child or stepchild, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent.

Employees shall accrue from their date of hire at a rate of eight (8) hours each month up to a maximum of 960 hours of sick leave.

Employees hired prior to May 1, 2025, shall have 50% of their monthly unused accrued sick time above 960 hours paid into the

Retirement Health Saving (RHS) account. Such contributions will be made on a monthly basis.

Sick Leave Buy Back. All employees hired prior to May 1, 2009 who retire or leave the employment of the City under honorable circumstances, who have seventy-five (75) years of combined service and age with a minimum of fifteen (15) years of continuous service (ex: 60 years old, 15 years of service or 50 years of age and 25 years of service) as a City employee, shall be paid at their final hourly rate for all accumulated unused sick leave. Such sick leave will be paid into the employee's Retirement Health Savings (RHS) account.

All Sick Leave Buy Back will be paid to the employee in a manner in which SLBB earnings are no longer IMRF eligible and will therefore avoid any accelerated payment under IMRF provisions. Payments will be made within five (5) business days of earnings no longer being IMRF eligible.

Absence of more than Three (3) Consecutive Days For any absence of more than three (3) consecutive days, unless sick leave abuse is suspected as detailed below, Human Resources will require the employee to submit a statement from a medical professional stating that he or she has treated the employee for the illness or disability which kept the employee from duty and that the employee was unable to perform the duties of his or her employment within the whole period he or she was absent from duty.

In the case of an illness or disability of an employee's family member which causes an absence by the employee of more than three (3) consecutive days, unless sick leave abuse is suspected as detailed below, Human Resources will require a statement from a medical professional stating that he or she has treated the employee's spouse, child or dependent for the illness or disability which kept the employee

from duty. CSO's who are unable to report to work because of illness must notify their supervisor based on established protocol at least one (1) hour prior to the beginning of their shift, with the exception of the first shift of the day will provide two (2) hours' notice.

Accelerated Accrual. Whenever an employee depletes all but eighty (80) hours of sick leave by reason of one serious health condition, defined as an illness, injury, impairment or physical or mental condition involving in-patient care or continuing treatment by a healthcare provider, the employee upon return to full duty shall accrue sick leave at the rate of two and one-half (2½) days per month until his or her sick leave returns to the level maintained before the serious health condition. Employees will be eligible for rapid accrual only one time, beginning May 1, 2008, through their career with the City. Employees requesting rapid accrual will do so in writing upon their return to full duty.

Sick Leave Abuse Employees who are suspected of abuse of sick leave may be required to provide verification for all sick leave absences and may be required as a condition of continued employment. If an employee is unable to provide verification of absences discipline may be imposed. Some examples of sick leave abuse include.

1. a pattern of sick leave usage such as repeated use of sick leave in conjunction with regular days off, approved leave days or holidays without a physician's statement.
2. a pattern of sick leave usage such as repeated use of sick leave on a particular day of the week.
3. repeated use of sick leave benefits as they are earned, without a physician's statement.
4. use of more sick leave than accrued in any twelve (12) month period, without a physician's statement

5. using sick leave and being seen engaging in activities which indicate ability to work.

Section 10.3. Jury Duty.

Any employee covered by this Agreement who is called for jury duty shall be excused from work for the days/hours on which they serve. The employee shall receive, for each day of jury duty on which they otherwise would have worked, the difference between the normal daily rate of pay they would be entitled to during such period and the payment they received for jury duty. The eligible employee will present proof of jury duty hours and of the amount of pay received thereof. Employees are expected to return to work upon release from jury duty.

Section 10.4. Bereavement Leave.

Any eligible employee may be absent from work for a period of up to three (3) business days due to a death in the immediate family. Immediate family is defined as: mother, father (which includes stepparents or legal guardians); mother-in-law; father-in-law; husband; wife; sister; brother, sister-in-law; brother-in-law; child; grandchild or grandparents (on both sides).

The City of Bloomington will grant employees paid time off from work in the event of the death of someone close to them. The amount of time off will depend upon the circumstances and the personal needs of the employee and is at the discretion of the Department Head in consultation with Human Resources. Every reasonable effort should be made by the employee to keep their supervisor informed of their schedule and minimize the disruption to the department.

Section 10.5. Wellness Day.

In the spirit of promoting wellness, employees will be eligible for one (1) day of paid time off that can be earned per fiscal year (from May 1 – April 30). An employee earning a day may use it at any time during the next fiscal year with approval of their Department Head. A Wellness Day cannot be rolled over into future years and must be used in a full day increment. In order to earn a Wellness Day an employee must accomplish the standards outlined on the Wellness Form as it exists from time to time.

Section 10.6. Court Days.

CSOs shall be granted sixteen (16) hours of paid leave per fiscal year. Court Days may not be accumulated from one fiscal year to another. Court Days will not be paid out at time of separation. Any CSO hired or transferred after May 1, 2025, will be ineligible for this benefit.

Section 10.7. Leave Without Pay.

Employees covered by this Agreement may request in writing a leave of absence from the City Manager. The City Manager may grant, at their discretion, a leave of absence to an employee who has been in the bargaining unit for not less than one (1) year, for such a period as they see fit, not to exceed one (1) year. Leaves of absence shall not be granted to employees to accept remunerative employment elsewhere unless with the express written permission of the City Manager.

- (a) During the employee's approved leave of absence, their position may be filled by a limited term appointment, temporary promotion, or temporary reassignment of an employee.

- (b) Once a leave of absence has been granted, the employee may not return to work until the leave of absence has expired. However, an employee may request to return to work prior to

the expiration of the previously approved leave of absence. An early return to work will be at the discretion of the Department Head. If leave was for a medical condition a medical release must be provided to Human Resources.

Section 10.8. Injury Leave.

An employee's eligibility for payment of sixty-five (65) job injury days leave will be dependent upon a determination of the Illinois Workers Compensation Commission, or by the applicable court if appealed. An employee injured on the job shall be paid during their time of temporary total disability in addition to temporary total disability benefits under the Worker's Compensation Act, an amount which when added to their temporary total disability check, equals the amount of their regular paycheck, less federal and state withholding taxes. It is the intent of this paragraph that an injured employee be made whole and not suffer any loss in net pay as a result of the injury. Employees must have a doctor's note indicating they are unable to work in order to be eligible for job injury leave.

Use of Sick Leave and Vacation. After the payment and use of sixty-five (65) job injury days, charges shall be made against sick leave accrued, if any; and the employee may elect to use their accumulated vacation after sick leave accrued is exhausted.

Contested Injuries. Charges may be made against sick leave accrued, if any, in any case the City is contesting that the injury occurred on the job. In the event that the State determines in favor of the employee, sick leave up to sixty-five (65) job injury days so charged shall be credited to the employee's sick leave accrued balance and all payments in excess of temporary total disability payments as provided above shall be allocated to injury leave. In the event eligibility for payment

is denied by the Illinois Workers Compensation Commission, the employee shall be eligible to utilize sick leave accrued, if any, retroactive to the date of his or her injury and vacation leave.

Reports and Releases. All employees who are injured on the job must file an injury report with the employee's supervisor the day of the accident. The City may require the injured employee to be seen by a licensed physician to determine eligibility for work.

Section 10.9. FMLA and ADA.

The City and the Union understand the responsibility of both parties to work within the requirements of FMLA and ADA and both parties agree to work together to comply with both of the Acts. Where an employee's or family member's injury or illness qualifies as a serious health condition under the Family and Medical Leave Act (FMLA), employees are required to use accrued sick leave time concurrently with FMLA. An employee may elect to substitute for an accrued PC or vacation leave which shall run concurrently with the FMLA. FMLA leave shall be granted for the adoption of a child as required by law. Employees will be responsible for obtaining the necessary FMLA paperwork.

Section 10.10. Restricted Duty Status.

When, at any time during a period of paid sick or injury leave, the employee is released to perform restricted duty work by his physician or other competent recognized medical authority, the City may assign the employee to any restricted duty work available provided that:

- (1) every effort shall be made to provide such tasks within the bargaining unit;
- (2) lacking bargaining unit restricted duty work, the City may assign the employee to non-bargaining unit work for a period not to exceed five hundred

- twenty (520) hours worked at the employee's current rate of pay;
- (3) seniority shall continue to accrue during the period of such restricted duty;
 - (4) any employee required to return to work under restricted duty and who is not allowed to complete the day for some physical reason shall be credited with actual performance hours and actual sick or job injury hours as the case may dictate;
 - (5) bargaining unit employees on restricted duty working in their normal job classification shall be eligible for overtime duties not specifically excluded by the doctor's conditions of restricted duty.

At the end of the five hundred twenty (520) hours worked (65 days), the restricted duty status shall be reviewed, and the assignment may be renewed for one additional period of five hundred twenty (520) hours worked.

At any time during the period of restricted duty, should the employee be fully recovered and capable of performing their regular duties, the period of restricted duty shall cease. Employee hours may be required to be adjusted during the restricted duty assignment.

Employees who are taking prescribed or over-the-counter medication that experience adverse side effects which interfere with the employee's ability to perform their normal duties may be temporarily reassigned with pay to other more suitable duties.

Section 10.11. Scheduled Leave Days.

All leave time scheduled must be requested at least twenty-four 24 hours in advance of the desired day off unless otherwise noted. Scheduled leave days cannot be requested more than (6) six months in advance and must be approved by the Supervisor unless otherwise identified in the contract. The twenty-four (24) hour notice may be waived with supervisor approval. Time in grade as a CSO will be used to determine seniority.

Section 10.12. Illinois Paid Leave for All Worker Act.

The City and the Union explicitly waive the application of the Illinois Paid Leave For All Worker Act, 820 ILCS 192/1 et.seq., effective 1/1/24, to the employees covered by this Agreement.

ARTICLE 11 BENEFITS

Section 11.1. Physical Fitness Incentive.

The City of Bloomington will pay upon receipt of membership verification \$150 toward the annual dues at any physical fitness center designated by the City for any employee covered by this Agreement.

Section 11.2. Group Insurance Plan.

The City shall provide such insurance plans for all such employees covered by this Agreement and their eligible dependents as prescribed within the terms and conditions of the policy or plan. The City reserves the exclusive right to change carriers, alter or amend the insurance plans based on changes in coverage or insurance cost. Employees covered by this Agreement will, however, during the term of this Agreement, receive the same insurance plan coverage as other eligible non-bargaining unit City employees. The City reserves the right to introduce and eliminate additional medical insurance options at its sole discretion.

The City will contribute for all full-time employees as follows:

(a) The City agrees to pay seventy-five (75%) of the full health insurance premium for employee coverage and seventy-five (75%) of the full health insurance premium for dependent coverage for group health insurance under the City of Bloomington Employee Health Care Plan for all benefited employees. (Example of Family Coverage: Full family coverage premium X 75% equals City share; full family coverage premium X 25% equals employees share.)

Spouses/Domestic Partners who have access to medical insurance with their non-City employers (hereinafter “ineligible spouses”) will be ineligible for insurance on the City medical plans

For the plan year beginning January 1, 2019, any grandfathered employee (qualifications identified in previous paragraph) with an ineligible spouse who was on the City medical care plan for the previous plan year, shall receive an annual stipend of \$1,200.00 (gross), where the ineligible spouse has remained off the City medical care plan for the entire medical plan year. Once a grandfathered employee’s spouse is placed on the medical plan, the employee will no longer be eligible for the annual stipend, even if such spouse is determined to be ineligible at a later date. Such reimbursement shall be paid to the employee in the first quarter of the next plan year. For example, if the ineligible spouse was on the City medical care plan for the 2018 plan year, the spouse will be ineligible to participate in the plan for the 2019 plan year, and the

employee shall be paid the \$1,200.00 stipend in the first quarter of calendar year 2020.

(b) The City agrees to pay fifty percent (50%) of the dental insurance premium for employee coverage and fifty percent (50%) of the dental premium for dependent coverage for dental insurance under the City of Bloomington Dental Care Plan for all benefited employees.

(c) The City agrees to pay fifty percent (50%) of the vision insurance premium for employee coverage and fifty percent (50%) of the vision premium for dependent coverage for vision insurance under the City of Bloomington Vision Care Plan for all benefited employees.

(d) Notwithstanding anything to the contrary in this Article, the City may make such necessary changes as it reasonably believes are necessary to insurance benefit levels so such coverage will (1) comply with the Affordable Care Act (“ACA”) and any other federal or state health care laws; (2) avoid the imposition, directly or indirectly, of an excise tax for high-cost coverage (“Cadillac Tax”) under the ACA or any similar state or federal legislation or regulation; or (3) ensure the City is not subject to any penalties or fees because employees are eligible to obtain insurance through a health insurance exchange in accordance with the ACA or any federal or state health care law(s). The City and the Union will meet during the term of this Agreement to propose changes and amendments to the City’s Group Health Insurance plans. If such

changes are deemed necessary by the City, the City will provide the Union with written notice of such proposed changes and provide evidence supporting the need for the changes and an opportunity to discuss the changes with the City prior to their adoption. The City may not institute such changes for members of the bargaining unit unless such changes are instituted for all other City unrepresented employees.

If the City is required to pay an excise tax or penalty under the Affordable Care Act (“ACA”) or any similar state or federal legislation or regulation for any coverage options, then the employee’s monthly insurance contributions will be increased on a dollar-for-dollar basis to offset the amount of the tax/penalty paid by the City.

(e) The City agrees to provide \$50,000 in group term life insurance for each full-time employee.

Section 11.3. LIUNA Pension.

Effective December 21, 2025, the City will make a seventy-two cent (\$0.72) per hour per employee contribution to the LIUNA Pension Fund. LIUNA Pension contributions shall not be made for overtime hours. The parties further agree that any additional pension increases will be paid by the City in lieu of wage increases that would otherwise have been paid to employees.

Section 11.4. CSO Uniforms and Clothing.

The City will furnish and maintain employees with five (5) long sleeve shirts, five (5) short sleeve shirts and one sweater or sweatshirt. Uniforms will be replaced on a worn-out basis. CSO’s are required to wear uniforms while at work, except if in court, in accordance with the department policy. The City will make available coats for parking enforcement duties.

ARTICLE 12 DISCIPLINE AND DISCHARGE

Section 12.1. Reason for Disciplinary Action.

The parties recognize the principles of progressive and corrective discipline. In some instances, an incident may justify severe disciplinary action including termination, depending on the seriousness of the incident. A suspension will be upheld unless it is arbitrary, unreasonable, or unrelated to the needs of the service. A termination will be upheld if a substantial shortcoming of the employee is proved, which is defined as that which renders the employee's continuance in office in some way detrimental to the discipline and efficiency of the service and which the law and sound public opinion recognize as just and sufficient cause for no longer holding the position. Employees shall have the right to request the presence of a Union Representative at the time that any discharge, disciplinary suspension or other adverse action is to be taken against the employee.

Section 12.2. Removal of Adverse Material.

After three (3) years have elapsed following a written statement or disciplinary action and the employee remains in continuous active service and has received performance evaluations of satisfactory or better the City will, upon the written request to Human Resources by the individual employee, remove all such documents from the employee's file. The documents will be placed in a file which is kept only for the purpose of retention of evidence in the event the City needs such records to defend itself. Such files shall be maintained by and access limited to the Legal Department staff for the purpose of defending for legal disputes.

Section 12.3. Grievances Involving an Employee's Discharge or Disciplinary Suspension.

Grievances involving an employee's discharge or disciplinary suspension may be presented at Step 2 of the Grievance Procedure. The Grievance Procedure established in this Agreement shall be the exclusive procedure for contesting such discipline.

Section 12.4. Remedial Authority of Arbitrator in Disciplinary Cases.

Should it be found that any employee has been unjustly disciplined or discharged, they shall be reinstated with seniority rights unimpaired and pay for time lost as determined by the arbitrator less any outside earnings since the disciplinary discharge. It is understood that the term "any outside earnings" shall not include such earnings as the employee was regularly earning from outside employment prior to the date of disciplinary action in question.

ARTICLE 13 DRUGS AND ALCOHOL

Section 13.1. Drug and Alcohol Testing.

The parties agree that employees will be covered under the applicable Drug and Alcohol Policy contained in the Employee Handbook as it exists from time to time. The parties agree that any position in the Records/Evidence area will be subject to random drug testing consistent with the Unit 21 contract that is effective May 1, 2023. Employees in this area are prohibited from using cannabis for recreational or medical use.

Section 13.2. Right to Contest.

The employee 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 test, the administration of the tests, the significance and accuracy of the tests, the consequences of the testing or results of any

other alleged violation of this Agreement. Such grievances shall commence 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 rights as may exist and may pursue the same in their own discretion, with or without the assistance of the Union.

Section 13.3. Discipline and Voluntary Requests for Assistance.

In the first instance that an employee tests positive on both the initial and the confirmatory test for drugs or is found to be under the influence of alcohol, and all employees who, prior to any notification of drug or alcohol testing, 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:

- a) the employee agreeing to appropriate treatment as determined by the medical professional(s) involved;
- b) the employee discontinues his or her use of illegal drugs, cannabis or abuse of alcohol;
- c) the employee completes the course of treatment prescribed, including an "aftercare" group for a period of up to twelve (12) months;
- d) the employee agrees to submit to follow up testing during hours of work during the period of "aftercare".

Employees who do not agree to the foregoing, or who tests positive a second or subsequent time for the presence of illegal drugs, cannabis or alcohol during the hours of work shall be subject to discipline, up to and including discharge.

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 the duties of an employee 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 pending treatment.

ARTICLE 14 PROMOTIONS AND JOB VANCANCIES

Promotions to bargaining unit positions in the City shall be based on merit and fitness taking into consideration the appropriate emphasis on education, skills, experience and, if necessary, the results of a written and/or oral examination.

All vacated or newly authorized bargaining unit positions shall be posted electronically for five (5) business days within departments. The job description for the position will be included in the posting. Any City employee seeking consideration for filling announced vacancies shall submit a application to the Human Resources Department along with any additional information (e.g., resumes, certificates, etc.) prior to the deadline. This Section shall not serve to limit the discretion or authority of the Human Resources Director to advertise job vacancies and receive outside applications.

To be eligible to bid, any full-time employee must have successfully completed the probationary period in the position currently occupied by the employee.

An employee who is transferred or promoted to a position (whether or not supervisory) within the City shall have the privilege of returning to their former position or its equivalent without loss of seniority, provided

they return within the first thirty (30) calendar days following such transfer or promotion. Management also has the right to send an employee back to his previous position at any time during the employee's probationary period in the new position. An employee shall be restored to the same rate of pay and seniority for the position he or she returns to as the employee received for that position prior to the initial transfer or promotion.

ARTICLE 15 SENIORITY

Section 15.1. Definition.

For purposes of this Agreement, seniority shall accrue from the last date of full-time continuous hire of an employee in the bargaining unit. Upon request the City will provide a list of employees, with their name and address to the Treasurer for Union and LIUNA purposes. The City will notify the Union of any new members of the bargaining unit. Bargaining unit employees shall notify the City of Bloomington and Local 362 of any address changes. New employees hired after June 23, 2014, will use their full-time date of hire for determining their Service Date for longevity and leave accruals.

Section 15.2. Seniority Principle.

In all cases of layoffs when working forces are being decreased, and recalls when working forces are increased, where employees in the same position are substantially equal in ability and qualifications, seniority shall be the determining factor.

Section 15.3. Probationary Period

Each employee shall be considered a probationary employee for their one (1) year of continuous service with a one-month mutual extension, after which their seniority shall date back to their continuous

full-time date of hire in the bargaining unit. There shall be no seniority among probationary employees, and they may be laid off, discharged, or otherwise terminated at the sole discretion of the City. Any time loss in excess of ten (10) business days, for whatever reason, occurring during this probationary period will extend probation by an amount of time equal to the amount of time loss. An employee who is promoted or transferred to a different job within this unit shall not be considered a newly hired probationary employee.

Section 15.4. Layoff and Recall Procedure.

In the event of a reduction in the working force, employees shall be laid off in accordance with the seniority principle set forth in Section 15.2 Seniority Principle of this Agreement for each job classification. In the event of an increase in the working force in a job classification following a reduction, employees will be recalled in the reverse order of their removal or displacement as the need for additional employees presents itself, provided they are qualified to perform the work available.

Section 15.5. Termination of Seniority.

Seniority and the employment relationship shall be terminated when an employee:

- (a) quits; or
- (b) is discharged; or
- (c) is absent for three (3) consecutive days without notifying the City; or
- (d) is laid off from work for six (6) months plus one (1) additional month for each year of service up to a maximum of one (1) year. Seniority shall accumulate during such absence; or

- (e) is laid off and fails to report for work within three (3) days after having been recalled; however, in the event the employee appears before the expiration of three (3) days, the City may grant an extension of time to report if the employee has a justifiable reason for delay; or

- (f) does not report for work within forty-eight (48) hours after the termination of an authorized leave of absence. Service broken under this Section may be re-established if the employee can show that extraordinary circumstances prevented their timely return.

ARTICLE 16 FOIA REQUEST

In the event the City receives a Freedom of Information request (FOIA) on a specific Police Department employee for email records the City shall notify the affected employee within five (5) business days.

ARTICLE 17 PERFORMANCE EVALUATIONS

Employees shall receive a written performance evaluation annually at the end of the fiscal year. The evaluation tool, as it exists from time to time, will be created by City. Employee performance evaluations are not subject to the grievance procedure.

ARTICLE 18 MANAGEMENT RIGHTS

Section 18.1. Management Rights.

It is recognized that the City has and will continue to retain the rights and responsibilities to direct the affairs of the City in all of its various aspects. Among the rights retained by the City are the City's right to direct the working forces; to plan, direct, and control all the operations and

services of the City; to determine the methods, means, organizations, and number of personnel by which such operations and services are to be conducted; to determine whether goods or services shall be made or purchased; to make and enforce reasonable rules and regulations; to change or eliminate existing methods, equipment, or facilities provided, however, that the exercise of any of the above rights shall not conflict with any of the express written provisions of this Agreement.

Section 18.2. Emergency Conditions.

If in the sole discretion of the Mayor it is determined that extreme civil emergency conditions exist, including, but not limited to, riots, civil disorders, tornado conditions, floods, financial emergency, or other similar catastrophes, the provisions of this Agreement may be temporarily suspended by the Mayor or the City Council during the time of the declared emergency conditions; provided that wage rates shall not be suspended nor shall this Section limit an employee's right to invoke the Grievance Procedure over the issue of pay.

Section 18.3. City Rules, Policies and Procedures.

The City's rules, policies and procedures shall not be considered part of this Agreement; and shall control unless in conflict with the provisions of this Agreement, in which case the Agreement shall supersede. This provision shall not limit the right to file a grievance concerning the improper application of any such rule, policy and procedure.

ARTICLE 19 SUBCONTRACTING

It is the general policy of the City to continue to utilize its employees to perform work they are qualified to perform. However, the City reserves the right to contract out any work it deems necessary in the interest of efficiency, economy, improved work product or emergency. Except where

an emergency exists, before the City changes its policy involving the overall subcontracting of work in a general area, where such policy change amounts to a loss of bargaining unit employees, other than through attrition, the City will notify the Union and offer the Union an opportunity to discuss (not bargain) the desirability of contracting such work prior to making a decision. The City will provide no less than forty-five (45) calendar days' written notice to the Union, except in emergency situations. At the Union's request, the City will provide to the Union all reasonably available and substantially pertinent information in conformance with applicable law. At the Union's request, the parties will meet for the purpose of reviewing the City's contemplated actions and Union alternatives to the contemplated subcontract, but in no event will such obligation delay the City's actions. If the City decides to subcontract the work, it will notify the Union of its decision.

When the subcontracting of such work performed by bargaining unit members will subject an employee to layoff, Sections 15.2. Seniority Principle and Section 15.4. Lay off and Recall Procedure will apply. If no opening or vacancy exists within the bargaining unit, the displaced employees will have the opportunity to apply for other vacancies within the City. The City shall have the right to implement its decision prior to the completion of impact or effects bargaining, as requested by the Union, to the extent the implementation of the decision does not prohibit meaningful bargaining over the impact or effect of the City's decision.

ARTICLE 20 SAVINGS

If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not

in accordance with applicable laws, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

ARTICLE 21 TERM OF AGREEMENT

This Agreement shall be effective as of the 1st day of May 2025 and shall remain in full force and effect until the 30th day of April 2028. It shall be automatically renewed from month to month thereafter unless either party shall notify the other in writing at least ninety (90) days prior to the anniversary date that it desires to modify this Agreement. In the event that such notice is given, negotiations shall not begin later than sixty (60) days prior to the anniversary date. This Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination

of this Agreement is provided to the other party in the manner set forth in the following paragraph. In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph. IN WITNESS WHEREOF the parties hereto have set their hands this 26th day of December 2025.

LABORERS INTERNATIONAL UNION,
LOCAL 362 CIVILIAN POLICE SERVICES

By: Carl Fever
Carl Fever, Crime Data

Kim Blackwell
Kim Blackwell, Parking Enforcement

Kim Givens
Kim Givens, CSO

Jason Pascal
Jason Pascal, Field Representative

Tony Penn
Tony Penn, Great Plains Laborers District Council

CITY OF BLOOMINGTON, ILLINOIS

By: Lindsey Denny
Lindsey Denny, Human Resources Manager

Jamal Simington
Jamal Simington, Police Chief

Aaron Veerman
Aaron Veerman, Asst. Police Chief

Angie Brown
Angie Brown, Asst. Human Resources Director

Jeff Jurgens
Jeff Jurgens, City Manager

ATTEST: /s/ Leslie Smith-Yocum
Leslie Smith-Yocum, City Clerk



APPENDIX A – WAGES

May 1, 2025								
Position		Base						
		Entry	3 years	5 yrs	10 yrs	15 yrs	20 yrs	
				5%	7%	9%	11%	
Crime Data/Intelligence Analyst	Level A	\$ 32.97	\$ 33.46	\$ 35.13	\$ 35.80	\$ 36.47	\$ 37.14	
	Level B	\$ 33.30	\$ 33.80	\$ 35.49	\$ 36.17	\$ 36.84	\$ 37.52	
	Level C	\$ 33.63	\$ 34.13	\$ 35.84	\$ 36.52	\$ 37.20	\$ 37.88	
Records Specialist	Level A	\$ 23.73	\$ 24.09	\$ 25.29	\$ 25.78	\$ 26.26	\$ 26.74	
	Level B	\$ 23.97	\$ 24.33	\$ 25.55	\$ 26.03	\$ 26.52	\$ 27.01	
	Level C	\$ 24.21	\$ 24.57	\$ 25.80	\$ 26.29	\$ 26.78	\$ 27.27	
Community Service Officer	Level A	\$ 23.09	\$ 23.44	\$ 24.61	\$ 25.08	\$ 25.55	\$ 26.02	
	Level B	\$ 23.32	\$ 23.67	\$ 24.85	\$ 25.33	\$ 25.80	\$ 26.27	
	Level C	\$ 23.55	\$ 23.90	\$ 25.10	\$ 25.57	\$ 26.05	\$ 26.53	
Carl Fever - Individual Wage Table	Level A						\$ 44.14	
	Level B	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 44.58	
	Level C	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 45.03	

May 1, 2026 3%								
Position		Base						
		Entry	3 years	5 yrs	10 yrs	15 yrs	20 yrs	
				5%	7%	9%	11%	
Crime Data/Intelligence Analyst	Level A	\$ 33.96	\$ 34.47	\$ 36.19	\$ 36.88	\$ 37.57	\$ 38.26	
	Level B	\$ 34.30	\$ 34.81	\$ 36.55	\$ 37.25	\$ 37.94	\$ 38.64	
	Level C	\$ 34.64	\$ 35.16	\$ 36.92	\$ 37.62	\$ 38.32	\$ 39.03	
Records Specialist	Level A	\$ 24.44	\$ 24.81	\$ 26.05	\$ 26.55	\$ 27.04	\$ 27.54	
	Level B	\$ 24.68	\$ 25.05	\$ 26.30	\$ 26.80	\$ 27.30	\$ 27.81	
	Level C	\$ 24.93	\$ 25.30	\$ 26.57	\$ 27.07	\$ 27.58	\$ 28.08	
Community Service Officer	Level A	\$ 23.78	\$ 24.14	\$ 25.35	\$ 25.83	\$ 26.31	\$ 26.80	
	Level B	\$ 24.02	\$ 24.38	\$ 25.60	\$ 26.09	\$ 26.57	\$ 27.06	
	Level C	\$ 24.26	\$ 24.62	\$ 25.85	\$ 26.34	\$ 26.84	\$ 27.33	
Carl Fever - Individual Wage Table	Level A		\$ -	\$ -	\$ -	\$ -	\$ 45.46	
	Level B		\$ -	\$ -	\$ -	\$ -	\$ 45.92	
	Level C		\$ -	\$ -	\$ -	\$ -	\$ 46.38	

APPENDIX A – WAGES

May 1, 2027 3%							
			Base				
Position		Entry	3 years	5 yrs 5%	10 yrs 7%	15 yrs 9%	20 yrs 11%
ne Data/Intelligence Analyst	Level A	\$ 34.98	\$ 35.50	\$ 37.28	\$ 37.99	\$ 38.70	\$ 39.41
	Level B	\$ 35.33	\$ 35.86	\$ 37.65	\$ 38.37	\$ 39.09	\$ 39.80
	Level C	\$ 35.68	\$ 36.22	\$ 38.03	\$ 38.76	\$ 39.48	\$ 40.20
Records Specialist	Level A	\$ 25.17	\$ 25.55	\$ 26.83	\$ 27.34	\$ 27.85	\$ 28.36
	Level B	\$ 25.42	\$ 25.80	\$ 27.09	\$ 27.61	\$ 28.12	\$ 28.64
	Level C	\$ 25.67	\$ 26.06	\$ 27.36	\$ 27.88	\$ 28.41	\$ 28.93
Community Service Officer	Level A	\$ 24.49	\$ 24.86	\$ 26.10	\$ 26.60	\$ 27.10	\$ 27.59
	Level B	\$ 24.73	\$ 25.10	\$ 26.36	\$ 26.86	\$ 27.36	\$ 27.86
	Level C	\$ 24.98	\$ 25.35	\$ 26.62	\$ 27.12	\$ 27.63	\$ 28.14
Carl Fever - Individual Wage Table	Level A		\$ -	\$ -	\$ -	\$ -	\$ 46.83
	Level B		\$ -	\$ -	\$ -	\$ -	\$ 47.30
	Level C		\$ -	\$ -	\$ -	\$ -	\$ 47.77

APPENDIX B – EMPLOYEES GRANDFATHERED FOR INSURANCE

The following employees are grandfathered employees as identified in Section 11.2 Group Insurance Plans:

Sharon Murphy

APPENDIX C – COMMUNITY SERVICE OFFICERS

Employees classified as Community Service Officers (CSOs) as of May 1, 2025, may elect, but shall not be required, to perform the parking enforcement duties outlined in the CSO job description.