

**City of Rockford Proposals to  
PB&PA Unit # 6 for the  
2015 Collective Bargaining Agreement  
September 23, 2014**

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**1. Geographic Policing Re-deployment (Summary)**

The department will form multiple, geographically based precincts with an altered patrol bureau, detective bureau and special unit staffing, including 12-hour shifts. Initial proposals include:

BACKGROUND

1. Effective on the changeover in January 2015, or later, the Department will exercise its inherent management right to reassign patrol officers, sergeants, certain special units and investigators to work out of three geographic districts;
2. Initially, the geographic deployment will be centrally managed until facilities in the geographic districts are available;

The Administration initially plans to assign:

3. In each district, one command personnel to oversee, among other things, day-to-day patrol operations within each respective district;
4. In Districts 1 and 2, two (one for each district) command personnel to oversee, among other things, investigators assigned to each respective district;
5. One command personnel to oversee operations, including traffic investigator administration;
6. Two command personnel to oversee the remaining centralized investigation units (gangs, narcotics, domestic violence, ID);
7. Two command personnel to work opposite hours on the night shift (“officer-in-charge”);
8. Maintain assignments in Professional Standards and Training.

SUMMARY OF CONTRACTUAL PROPOSALS (FORMAL CONTRACTUAL PROPOSALS BELOW IN APPENDIX A)

9. 12 hour shifts for patrol officers;
10. Staggered start/end times (similar to the PPD);
11. Cover shifts to help facilitate optimal staffing levels at peak times of the day;
12. Shift selection by seniority (similar to practice and the PPD);
  - (i) Except for shift assignment and rotation of shifts for junior officers (similar to the PPD);
13. Formation of patrol teams (similar to the PPD, but new NRO position and traffic investigators will be included);
14. Eliminate Community Services, M3 and NRU units and create the Neighborhood Response Officer (NRO) position;

- (i) Establish bidding process after officers submit letter of interest where CS, M3 and NRU officers have priority;
  - (ii) NROs will be assigned to districts on 12-hour shifts;
  - (iii) NROs generally will work as part of patrol groups, but can be temporarily reassigned from time-to-time to facilitate combined and special operations;
15. Investigators;
- (i) Keeping centralized unit with gangs, narcotics, domestic violence and ID;
    - 1. Create a sensitive crimes assignment of investigators that primarily focus on cold cases;
  - (ii) Other investigators assigned to Districts;
  - (iii) Modify on-call language to reflect changes;
  - (iv) Aside from traffic and permanent afternoon shift below, hours for investigators will be *status quo*;
  - (v) Establish a permanent afternoon shift subject to the annual shift bidding process;
    - 1. Afternoon investigators assigned to Districts
16. Traffic investigators
- (i) Traffic investigations also managed through Districts and traffic investigators assigned to patrol groups;
    - 1. 2 out of 3 traffic investigators work 12s on day shift (0600-1800) patrol teams;
    - 2. 1 out of 3 traffic investigators work 12s on night shift (1800-0600) patrol teams;
17. Reassign Sergeants as Part of Departmental Reorganization, which will create a relief factor;
- (i) The Department will no longer need sergeants to serve in the following capacity:
    - 1. PPD Detective Sergeant;
    - 2. Traffic Sergeant;
    - 3. M3, NRU and Community Services;
    - 4. Gangs
    - 5. Narcotics
    - 6. Domestic Violence;
    - 7. ID;
    - 8. Crimes against persons;
    - 9. Crimes against property;
  - (ii) Maintain:
    - 1. School;
    - 2. Property and Evidence (until civilian reassignment);
18. Vacation Selection (similar to status quo and the PPD).

## 2. Comparables

The parties will agree that Bloomington, Champaign, DeKalb, Peoria and Springfield are comparable communities to Rockford.

### 3. Sergeants as Supervisors Article 2.1 Recognition

Propose Sergeants recognize their supervisory status and limitations on management rights by virtue of membership in the same Union as subordinates. Sergeants de-certify as members of the PB&PA Unit #6.

#### 2.1 Recognition

The City recognizes the Union as the sole and exclusive collective bargaining agent for all sworn personnel of the Rockford Police Department from the rank of patrol officer ~~to and including the rank of sergeant~~ (hereinafter referred to as the "employee"). The City will negotiate only with the authorized representatives or agents of the Union in all matters relating to wages, hours, and conditions of employment.

The Union agrees that the City may establish certain exempt positions within the command structure of the Rockford Police Department, in accordance with 65 ILCS 5/10-2.1-4. The total number of exempt positions shall not exceed six (6). All employees appointed to such positions shall be from among the sworn officers of the Rockford Police Department, that have actually completed a minimum of 5 years of pension creditable service with the Department, and shall not be civilians or from outside the Rockford Police Department. Such employees shall be appointed and serve at the sole discretion of the Chief of Police.

### 4. Residency

All personnel sworn on or after January 1, 2015 shall be required to reside within the corporate boundaries of the City of Rockford within 6 months of the end of any probationary period.

#### 15.7 Residency

Employees hired prior to January 1, 2015 may live anywhere in Winnebago County or anywhere within an area fifteen (15) miles from the Public Safety Building.

Upon original appointment on or after January 1, 2015, an appointee may reside outside said limits but shall be required, as a condition of employment, to ~~comply with said residency requirement~~ reside within the Corporate Limits of the City of Rockford within six (6) months after termination of the appointee's probationary period, and for the duration of employment with the City.

### 5. OVERTIME Articles 4.3, 4.4 Compensatory Time

Reduce TC tied to vacation by only awarding TC hours to officers actually working the holiday.

#### ~~4.3~~ Miscellaneous

~~An employee on vacation at the time the holiday is observed shall, at the employee's option, receive Holiday Pay or Compensatory Time Off; provided, however, that compensatory time~~

~~may not be taken if the resulting manpower level falls below that established by the Chief of Police.~~

#### 4.4 Compensatory Time

Employees who work ~~holidays in positions requiring 24-hour, 7-day per week coverage~~ shall have ~~ninety-six (96)~~the number of hours of holiday hours actually worked credited to their holiday bank on January 1 of each year to be used as compensatory time.

~~Employees who work in positions other than as described above, shall have forty-eight (48) hours of holiday hours credited to their holiday bank on January 1 of each year to be used as compensatory time.~~

## 6. OVERTIME Article 5.5 B

Reduce all double time rates of pay to time and one half.

## 7. Establish Reserve Officer Unit

Subject to certification as Part-time police officers, establish a part-time or reserve auxiliary unit to augment the functions of the department.

## 8. Detective Bureau Staffing

Remove staffing restrictions/minimums for the Investigative Services Bureau. Staffing levels in police departments are not a mandatory subject of bargaining. The City is willing to negotiate on this issue, but reserves the right to maintain that as a permissive topic of bargaining, the matter will not be submitted to arbitration.

### D. Assignment:

Employees placed on the Investigator eligibility list shall be in department seniority order, and the Chief of Police shall have sole discretion on which employee is to be assigned from said list when an Investigator opening occurs.

When an Investigator opening occurs, the Chief of Police may determine whether and when to~~shall~~ assign an employee from the active Investigator list ~~within sixty (60) calendar days of such opening~~. The Chief of Police shall determine when the ~~newly assigned~~ employees shall be reassigned from their current duties to their new duties.

## 9. Detective Bureau Assignments

Remove assignment restrictions for the Investigative Services Bureau. Assignments in police departments are not a mandatory subject of bargaining. The City is willing to negotiate on

this issue, but reserves the right to maintain that as a permissive topic of bargaining, the matter will not be submitted to arbitration.

**B. Removal:**

. . . Employees assigned ~~to the Detective Division, which includes Burglary, Forgery, Gangs, General Case, Metro Narcotics, Violent Crimes, and Youth,~~ to Investigator positions may be moved from one unit assignment to another, at management's discretion, ~~but may not be moved to the Traffic or Identification Units without their consent or without just cause. Investigators may not be reassigned to the Patrol Division unless Article 16.1 Section "B" Paragraph (1) applies.~~

## 10. Selection of Arbitrators (New Language)

Within fourteen (14) calendar days following receipt of the written notice requesting arbitration, the parties shall meet or otherwise attempt to select an impartial arbitrator by mutual agreement. If the parties are unable to agree upon selection of an arbitrator, the parties shall request the Federal Mediation and Conciliation Service to submit a panel of seven (7) arbitrators, all of whom are members of the National Academy of Arbitrators. The striking the first name shall be determined by a toss of the coin. The other party shall strike the next name, each alternating, until one (1) name remains, and that person shall be the arbitrator, provided, however, that each party prior to striking names shall have the right to reject one (1) panel of arbitrators.

## 11. Investigator Exam 16.1 A

The City shall be responsible for selection of a qualified third party to administer the investigator's exam. The City shall solicit input from the Union, but shall be entitled to select vendors at the City's sole discretion.

**A. Ascertaining Merit and Qualifications:**

Employees desiring to be assigned to the Investigator position shall sign up on a provided list up to twenty-one (21) days prior to the giving of the written exam. Posting of the notice of written examination shall be no less than forty-five (45) days prior to the written exam being given. The City ~~and the Union shall jointly may~~ develop a written exam or may select a qualified third party to do so. The written exam shall be administered by a qualified third party selected by the City, ~~and Union.~~ The City shall consult with the Union on the development and administration of the exam. Such written exam shall be based upon the bon-a-fide skills and qualifications necessary to perform the duties of an Investigator. In addition, the employee's annual evaluation, pursuant to section 15.11, shall be used.

## 12. Afternoon Investigator Shift

Remove paragraph C which limits the number of detectives assignable to the Afternoon Shift. Staffing levels in police departments are not a mandatory subject of bargaining. The City is willing to negotiate on this issue, but reserves the right to maintain that as a permissive topic of bargaining, the matter will not be submitted to arbitration.

## 13. Switch pagers to cell phones

Officers will be paid for actual time worked at time and one-half for any off-duty time spent on department related matters. Personnel assigned phones will receive \$365 annual stipend for being assigned a phone. Any personal use in excess of \$10 monthly will be charged to the officer.

## 14. External Candidates for Command Staff

Reverse the provision added in 2006 that Deputy Chiefs must have 5 years on the RPD.

### 2.1 Recognition

The City recognizes the Union as the sole and exclusive collective bargaining agent for all sworn personnel of the Rockford Police Department from the rank of patrol officer to and including the rank of sergeant (hereinafter referred to as the "employee"). The City will negotiate only with the authorized representatives or agents of the Union in all matters relating to wages, hours, and conditions of employment.

The Union agrees that the City may establish certain exempt positions within the command structure of the Rockford Police Department, in accordance with 65 ILCS 5/10-2.1-4. The total number of exempt positions shall not exceed six (6). All employees appointed to such positions shall be from among the sworn officers of the Rockford Police Department, ~~that have actually completed a minimum of 5 years of pension creditable service with the Department, and shall not be civilians or from outside the Rockford Police Department.~~ Such employees shall be appointed and serve at the sole discretion of the Chief of Police.

## 15. Physical Fitness General Order 30.08

Establish annual fitness testing. Require all PB&PA Employees to attain and maintain an appropriate level of physical fitness as a condition of continuing employment. The Peace Officer Wellness Evaluation Report (POWER) of the Illinois Law Enforcement Training and Standards Board will be used. Officers with less than 10 years on the department shall be required to meet

90% of standard in 2015. Officers with more than 10 years on the department will be required to test to 80% of standard for 2015, 90% of standard in 2016, and 100% of standard thereafter. Officers will test not later than June of each year, and re-tests will be allowed through September of each year.

## 16. Wages

Increase of 1% effective 1<sup>st</sup> payroll period commencing after July 1, 2015.

Increase of 1% effective 1<sup>st</sup> payroll period commencing after July 1, 2016.

Increase of 1% effective 1<sup>st</sup> payroll period commencing after July 1, 2017.

## 17. Insurance

In order to modify the City's health plan at a pace that keeps up with the changing health care market and maximizes the City's recent efforts and infrastructure investments to help facilitate a healthier workforce with lower health care costs, the City proposes the following:

- a) Increase contribution level to 12% of premium in 2015.
- b) Increase contribution level to 14% of premium in 2016.
- c) Increase contribution level to 16% of premium in 2017.
- d) Employee contribution will be indexed to participation in the City's wellness plan which will from time to time include such things as health related education and fitness events, wellness fairs, health screenings, specific biometrics, health risk assessments, avoidance of risk factors (e.g. smoking) and other wellness items established by the employee wellness committee, such as completing a health and wellness center comprehensive health review. A differential will apply based on participation.
- e) The Union will allow the City, after consulting with the wellness committee, to implement bonuses and other programs that incentivize wellness. For instance, an individual that completes a health and wellness center comprehensive health review or reaches or maintains certain goals might receive a one-month premium holiday or a modest monetary bonus.
- f) For each year of the contract, increase deductibles in the PPO by \$50 per person per year.
- g) Spouses who have insurance at their non-City employment are not eligible for City plan.
- h) Establish an office visit co-pay of \$25 for office visits outside of the Wellness Center.
- i) Increase drug co-pay to

30 Day Retail: Tier 1 \$20 Generic drugs/ Tier 2 \$40 Preferred Formulary Brand drugs/  
Tier 3 \$60 Non preferred Non formulary Brand and Preferred formulary specialty drugs;

90 Day Mail Order \$40/\$80/\$120;

90 Day at Retail \$60/\$120/\$180;

As well as add a Tier 4 whereby non preferred non formulary specialty drugs will include a member paid 20% co-insurance. *(These drugs are usually eligible for manufacturer' co-pay programs but the member must have a significant liability before the manufacturer will cover the cost of the drug.)*

- j) Implement a preferred provider network for dental with in network 100/80/50 (increased benefit) and out of network benefits at 100/50/50 (same as now).
- k) Limit Dental annual spend to \$3,000 in network, \$1,500 out of network.
- l) Implement a \$100 deductible for Dental.
- m) Implement a lifetime orthodontia limit of \$3,000.
- n) Under ACA, eliminate lifetime maximums for medical care.
- o) Under ACA, replace annual monetary maximum for chiropractic with 40 visits per year.
- p) In order to satisfy employee needs and keep pace with the rapidly changing public policy, market conditions, and trends in health science and in addition to the base plan offered as well as the HSA, the City may also include plan options with different deductibles and co-insurance levels, rewards and incentives based on utilization of certain providers, services, treatment packages, and locations.

## APPENDIX A

### **Geographic Policing Re-Deployment**

Effective on the changeover in January 2015, or later, bargaining members may be assigned to work out of the three geographic policing buildings. The following changes will be made to contractual language to effectuate the change:

9. “12 hour shifts for patrol officers;
10. Staggered start/end times (similar to the PPD);
11. Cover shifts to help facilitate optimal staffing levels at peak times of the day;
12. Shift selection by seniority (similar to practice and the PPD);
  - (i) Except for shift assignment and rotation of shifts for junior officers (similar to the PPD);
13. Formation of patrol teams (similar to the PPD, but new NRO position and traffic investigators will be included);

### **ARTICLE 5B (NEW SECTION) TWELVE-HOUR SHIFTS**

This Article shall pertain to those employees who by agreement are assigned to a twelve (12) hour per day schedule, as follows:

5B.1 Shift Selection: Effective January 1, 2015, the Department may create Patrol shifts in geographic policing units. If the Department determines to deploy geographic policing units for 2015, said shift shall be included in the annual shift bidding process as outlined below. All employees assigned to the shift shall work a 12 hour shift configuration in a two week cycle as follows: WK 1: Sunday – off, Monday – on, Tuesday – on, Wednesday – off, Thursday – off, Friday – on, Saturday – on / WK 2: Sunday – On, Monday – off, Tuesday – off, Wednesday – on, Thursday on, Friday – off, Saturday – off.

Patrol officers will work one of two 12 hour shifts: 0600-1800 or 1800 to 0600. In addition, to ensure optimal staffing at peak times, the Department may implement up to two additional patrol shifts at 1200-2400 and/or 1500-0300. The District Commander also will be entitled to decide if one or both of the 0600-1800 or 1800-0600 patrol shifts should be split in half to stagger their starting and ending times. If the District Commander decides to split the shifts in half the shifts will be phased to start at 0700-1900 and/or 1900 to 0700. The phase may be expanded to two hours. Employees will be notified no less than thirty (30) days in advance of changing their starting and ending tours of duty if the District Commander decides to split the shifts so they have staggered starting and ending times. The District Commander will provide advance prior notice to the President of the Union or his designee of the decision to alter the starting or ending times of employees. Such change will not occur more than once per year as outlined in Section 16.13(i).

All Patrol sergeants shall work the shift configurations of their respective units.

- A. Employees shall sign up for shifts by listing their first and second choices and turning them into designated Department personnel. Shift selection will then be made by

seniority when there are too many for the staffing level set by the Department. If too few employees' sign up for a particular shift based on their choices, assignment will be made by assigning the least senior employees.

- B. Sergeants shall sign up for, and be assigned to shifts by seniority in rank, as set forth in section (A), above. Such assignment shall be made prior to the selection described in section (A), above.
- C. Employees who have less than four (4) years of service on the Department shall not be assigned as set forth in subsection (A), but instead shall be rotated by the Department so that they will have worked in different Districts and/or on different shifts during this four (4) year period. A maximum of three Patrol slots shall be reserved in each Patrol shift work group to allow the assignments of junior officers, unless there are insufficient openings, in which case the Department may assign more than three per work group. After the fourth year, employees will be assigned to shifts as set forth in section A., above.

5B.2 Patrol Teams:

- A. Each District commander shall establish patrol teams A, B, C, and D.
- B. After the bidding process has been completed, the District commander shall establish two day shift patrol teams, (A and B). Teams may be comprised of patrol sergeants, patrol officers, traffic investigators, NRO officers and/or other positions at the discretion of the Administration.
- C. After the bidding process has been completed, the District commander shall establish two night shift patrol teams, (C and D). Teams may be comprised of patrol sergeants, patrol officers, traffic investigators, NRO officers and/or other positions at the discretion of the Administration.
- D. The patrol teams shall work 12 hr shifts as outlined in section II.A. A graphical representation of that work schedule configuration is as follows:

<u>SUN</u>	<u>MON</u>	<u>TUE</u>	<u>WED</u>	<u>THU</u>	<u>FRI</u>	<u>SAT</u>
A-WORK	A-OFF	A-OFF	A-WORK	A-WORK	A-OFF	A-OFF
B-OFF	B-WORK	B-WORK	B-OFF	B-OFF	B-WORK	B-WORK
C-WORK	C-OFF	C-OFF	C-WORK	C-WORK	C-OFF	C-OFF
D-OFF	D-WORK	D-WORK	D-OFF	D-OFF	D-WORK	D-WORK
A-OFF	A-WORK	A-WORK	A-OFF	A-OFF	A-WORK	A-WORK
B-WORK	B-OFF	B-OFF	B-WORK	B-WORK	B-OFF	B-OFF
C-OFF	C-WORK	C-WORK	C-OFF	C-OFF	C-WORK	C-WORK

D-WORK	D-OFF	D-OFF	D-WORK	D-WORK	D-OFF	D-OFF
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13. Eliminate Community Services, M3 and NRU units and create the Neighborhood Response Officer (NRO) position;
  - (i) Establish bidding process after officers submit letter of interest where CS, M3 and NRU officers have priority;
  - (ii) NROs will be assigned to districts on 12-hour shifts;
  - (iii) NROs generally will work as part of patrol groups, but can be temporarily reassigned from time-to-time to facilitate combined and special operations;

#### 16.10 Assignment to Community Services Unit

This section was deleted with formation of the Neighborhood Response Officer position.

#### 16.13 M-3 Streets Team Unit

This section was deleted with formation of the Neighborhood Response Officer position.

#### 16.16 Assignment to Neighborhood Response Officer (New Article)

- a. Neighborhood response officer (“NRO”) is a hybrid combination of the community services officer position and M3 officer (as well as the evolution of the NRU position within the PPD in 2014). NRO officer duties shall consist of, but are not limited to both the standard current duties of both M3 officers and community services officers. The Chief of Police or his designee shall have the right to make reasonable adjustments to job duties, provided they are police-related and not subject to mandatory bargaining. If the adjustments are subject to mandatory bargaining then the Union may file a Demand to Bargain with the Employer. In either case the Employer will provide prior notification of any proposed changes to the President of the Union or his designee.
- b. The Department will immediately issue a memo indicating it will be accepting letters of interest for NRO officers beginning Friday, December 15, 2014 until 1300 hours on Tuesday, December 26, 2014. The Chief of Police or his designee shall choose the patrol officers to be assigned to serve as NRO officers. Current M3 and community services and NRU officers will be given first consideration for NRO positions.
- c. NRO officers shall be assigned to patrol shifts based on their department seniority. The Department will be permitted to flex the starting time for NRO officers to perform their normal duties and combined assignments with other districts and/or NRO officers. The Department must provide the employee a minimum of forty-eight (48) hours advance notice of their starting time being flexed with the exception of an unforeseen event. The Department may, due to unforeseen events, and with the permission of the president of PBPA Unit 6 (or his designee) who shall not unreasonably deny the request, flex the starting times of the employees with less than forty-eight (48) hours notice a maximum of two (2) times monthly.

14. Investigators;
  - (i) Keeping centralized unit with gangs, narcotics, domestic violence and ID;

1. Create a sensitive crimes assignment of investigators that primarily focus on cold cases;
- (ii) Other investigators assigned to Districts;
- (iii) Modify on-call language to reflect changes;
- (iv) Aside from traffic and permanent afternoon shift below, hours for investigators will be *status quo*;
- (v) Establish a permanent afternoon shift subject to the annual shift bidding process;
  1. Afternoon investigators assigned to Districts

16.1 Assignment to Investigator Position

B. Removal:

... Employees assigned to the Detective Division, which includes ~~Burglary, Forgery, Gangs, General Case, Metro Narcotics, Domestic Violence, Sensitive Crimes or other general Investigator positions assigned out of patrol districts, Violent Crimes, and Youth,~~ may be moved from one unit or assignment to another, at management's discretion, but may not be moved to ~~the a~~ Traffic position or the Identification Units without their consent or without just cause. Investigators may not be reassigned to ~~the a~~ Patrol Officer Division assignment unless Article 16.1 Section "B" Paragraph (1) applies.

...

16.2 Investigator Hours

Employees assigned to the Detective ~~and Youth~~ Units shall work a rotating five (5) day, eight (8) hour per day – four (4) day, ten (10) hour per day work schedule as follows:

- A. Approximately one-half of the employees assigned to said units shall work five (5) consecutive eight (8) hour days (Monday through Friday) and the other one-half shall work four (4) consecutive ten (10) hour days (Monday through Thursday). The shifts will then rotate the following week to the opposite work schedule.
- B. ~~Supervisors in said units shall work five (5) consecutive eight (8) hour days (Monday through Friday) all weeks. On a rotating basis, each week, one (1) supervisor's hours will be adjusted so his eight (8) hour shift ending time matches those investigators working the ten (10) hour day. The detective supervisors will be compensated in the amount of sixteen hundred dollars (\$1600) per year, payable in equal portions on each paycheck during the year. Said compensation shall be pension eligible. This section includes supervisors assigned to Detective, Youth, Identification and Traffic Units.~~
- C. The Chief of Police or his designee shall assign employees to one shift or the other.
- D. Employees assigned to the Gang or Narcotics units' ~~will be paid the 1600-0200 hours shift differential and their~~ starting times may be adjusted as necessary. These employees will work eight (8) hour shifts Monday through Friday.
- E. Employees working the ten (10)-hour shift when it is a mandatory day off for a holiday shall have two (2) hours of TC deducted from their TC bank.

F. **Afternoon Investigator Shift:**

1. The department may deploy an a permanent afternoon Investigator shift ~~in the Investigative Services Bureau (ISB)~~ no earlier than January 1, 2015~~May 1, 2010~~.
2. The shift may consist of no more than five (5) investigators ~~and one (1) sergeant each calendar week~~.
3. The investigators ~~and sergeants assigned to the ISB~~ shall bid ~~for their calendar weeks for being assigned to the afternoon shift and the weeks they select shall be on their On-Call weekends. The investigators/sergeants may select a maximum of two (2) calendar weeks per selection period.~~ The selection process shall be conducted in the same manner as the vacation selections by seniority in the ISB and not by department seniority. ~~The selection process will be for the calendar periods as the changeover dates for the Patrol shifts.~~
4. Employees scheduled to be assigned to the afternoon shift shall be permitted to trade or exchange work hours for their workday or entire workweek with another employee assigned to the ISB who has the same job classification and is eligible for assignment to the afternoon shift. Such trades or exchange of work hours shall be allowed provided no overtime results for the department as a result of the trade or exchange of work hours. The employee shall provide prior written notice to the ISB commander or his designee on a form provided by the department.
5. ~~Employees will not be permitted to request vacation for the week they are scheduled for the afternoon shift unless they are able to arrange for eligible employees to work each day or the entire week they request vacation for.~~
6. Employees assigned to the ISB may trade their assigned week to work the afternoon shift with another eligible employee and still retain their On-Call weekend.
7. Employees shall be compensated with the 2100-0700 hour shift differential for all hours worked. Therefore any employee that is scheduled to the afternoon shift but trades with another eligible employee, only the employee that actually works the afternoon shift shall receive the shift differential.
8. Employees may request compensatory time use by hour(s) or complete days. Such requests may be denied and such denial shall not be subject to the grievance procedure. Each request for compensatory time use shall be considered on case by case basis.

16.3 **On-Call Assignments**

Not more than five (5) Investigators ~~and one (1) Sergeant assigned to the Investigative Services Bureau (ISB), excluding Sergeants assigned to the Identification or Domestic Violence Unit~~ shall serve on a Primary On-Call group for weekend assignments. Employees assigned to the Gang, Identification and Metro Narcotics Units shall not be subject to Primary On-Call assignments. ~~However, the Sergeant assigned to the Gang Unit shall be included for On-Call assignment.~~ The Primary On-Call group shall be rotating groups of those Investigators coming off the five (5) day – eight (8) hour workweek as described in Article 16.2 (Investigator Hours). The Chief of Police or his designee shall determine the composition of each group.

Effective in July 2009, two Traffic Investigators, one of whom shall be a certified reconstructionist, shall be On-Call each weekend in addition to the personnel described above. Those investigators shall receive the same compensation as those assigned ~~to the Investigative Services Bureau (ISB)~~ as Investigators.

When an employee's Primary On-Call group is placed On-Call, he (and the On-Call supervisor) shall be On-Call from 1600 hours that Friday until 0800 hours the following Monday and shall be compensated \$150.

On-Call assignments on holiday weekends shall commence 1600 on Thursday for Friday observances and extend through 0800 Tuesdays on Monday observances, and that the compensation holiday weekends shall be \$200.

Primary On-Call groups shall answer and respond to all pages or callbacks and shall be fit to report to duty. Primary On-Call personnel must respond within twenty (20) minutes after being paged and must report to duty within one (1) hour after being called back.

Primary On-Call personnel may, at the employee's option, be assigned a vehicle to take home for duty related use while On-Call.

Effective by January 31, 2003, Investigators assigned to the Gang Unit shall be included in the rotation roster. However, such employees may volunteer to be On-Call if there are openings for any specific weekend with approval of the On-Call supervisor during the year 2002. Any Gang Unit Investigators serving an On-Call weekend shall be compensated as above.

Employees assigned to Identification, Gangs, and Metro Narcotics will not be subject to the Primary On-Call group and may be called back for special circumstances for situations normally assigned to their units. Where a situation occurs that the Chief of Police, or his designee, determine that a particular employee or employee of a particular unit's training or experience may provide special skills, the Chief of Police, or his designee, may call back that particular employee without regard to Primary On-Call assignments. However, this provision is not intended to circumvent Article 5.5 (Hire-backs for Special Events).

Primary On-Call Personnel shall be allowed to trade with other Investigators assigned to their same unit with advance notice to the appropriate supervisor.

#### 15. Traffic investigators

- (i) Traffic investigations also managed through Districts and traffic investigators assigned to patrol groups;
  - 1. 2 out of 3 traffic investigators work 12s on day shift (0600-1800) patrol teams;
  - 2. 1 out of 3 traffic investigators work 12s on night shift (1800-0600) patrol teams;

#### 16.2 Investigator Hours

G. (New Section) Of the 3 assigned traffic investigators, 2 will work the same 12 shift configuration as does the day shift patrol teams. The 3rd traffic officer will work the same 12

shift configuration as does the night shift patrol teams. The traffic officers will bid for their assignments pursuant to Section 5B.1(A).

16. Reassign Sergeants as Part of Departmental Reorganization, which will create a relief factor;
  - (i) The Department will no longer need sergeants to serve in the following capacity:
    1. PPD Detective Sergeant;
    2. Traffic Sergeant;
    3. M3, NRU and Community Services;
    4. Gangs
    5. Narcotics
    6. Domestic Violence;
    7. ID;
    8. Crimes against persons;
    9. Crimes against property;
  - (ii) Maintain:
    1. School;
    2. Property and Evidence (until civilian reassignment);

[Contractual Changes Made Above in Detective/Special Unit Sections].

17. Vacation Selection (similar to status quo and the PPD).

ARTICLE 6 VACATIONS  
6.3 Vacation Selection  
Section B.8. (New Section)

8. A minimum of one sergeant per shift, and one patrol officer per patrol work group and one NRO officer per patrol work group shall be permitted off on vacation each calendar week. A minimum of one (1) traffic officer and one (1) investigator shall be permitted off on vacation each calendar week. The administration may permit additional officers to take vacation based on operational needs. The administration shall not deny an officer their vacation request based on another officer having attached compensatory holiday time (TC) to their vacation week.