



Appendix A – Base Wage Scales

BASE WAGE SCALE FOR OFFICERS HIRED BEFORE 5/1/2014

	Current	2.75% 5/1/2018	2.75% 5/1/2019	2.50% 5/1/2020	2.50% 5/1/2021
Start	\$26.05	\$26.77	\$27.50	\$28.19	\$28.89
1	\$26.82	\$27.56	\$28.32	\$29.02	\$29.75
2	\$27.72	\$28.48	\$29.27	\$30.00	\$30.75
3	\$28.50	\$29.28	\$30.09	\$30.84	\$31.61
4	\$29.33	\$30.14	\$30.97	\$31.74	\$32.53
5	\$30.16	\$30.99	\$31.84	\$32.64	\$33.45
7	\$30.23	\$31.06	\$31.92	\$32.71	\$33.53
8	\$30.30	\$31.13	\$31.99	\$32.79	\$33.61
9	\$30.39	\$31.23	\$32.08	\$32.89	\$33.71
10	\$30.48	\$31.32	\$32.18	\$32.98	\$33.81
11	\$30.56	\$31.40	\$32.26	\$33.07	\$33.90
12	\$30.62	\$31.46	\$32.33	\$33.14	\$33.96
13	\$30.69	\$31.53	\$32.40	\$33.21	\$34.04
14	\$30.75	\$31.60	\$32.46	\$33.28	\$34.11
16	\$30.82	\$31.67	\$32.54	\$33.35	\$34.19
18	\$30.91	\$31.76	\$32.63	\$33.45	\$34.29

BASE WAGE SCALE FOR OFFICERS HIRED AFTER 5/1/2014

	Current	2.75% 5/1/2018	2.75% 5/1/2019	2.50% 5/1/2020	2.50% 5/1/2021
Start	\$22.58	\$23.20	\$23.84	\$24.43	\$25.05
1	\$23.70	\$24.35	\$25.02	\$25.65	\$26.29
2	\$26.05	\$26.77	\$27.50	\$28.19	\$28.89
3	\$26.82	\$27.56	\$28.32	\$29.02	\$29.75
4	\$27.72	\$28.48	\$29.27	\$30.00	\$30.75
5	\$28.50	\$29.28	\$30.09	\$30.84	\$31.61
7	\$29.33	\$30.14	\$30.97	\$31.74	\$32.53
8	\$30.16	\$30.99	\$31.84	\$32.64	\$33.45
9	\$30.23	\$31.06	\$31.92	\$32.71	\$33.53
10	\$30.30	\$31.13	\$31.99	\$32.79	\$33.61
11	\$30.39	\$31.23	\$32.08	\$32.89	\$33.71
12	\$30.48	\$31.32	\$32.18	\$32.98	\$33.81
13	\$30.56	\$31.40	\$32.26	\$33.07	\$33.90
14	\$30.62	\$31.46	\$32.33	\$33.14	\$33.96
16	\$30.69	\$31.53	\$32.40	\$33.21	\$34.04
18	\$30.75	\$31.60	\$32.46	\$33.28	\$34.11

Appendix A – Base Wage Scales

BASE WAGE SCALE FOR SERGEANTS PROMOTED PRIOR TO 5/1/2018

	Current	2.75% 5/1/2018	2.75% 5/1/2019	2.50% 5/1/2020	2.50% 5/1/2021
Start	\$32.68	\$33.58	\$34.50	\$35.36	\$36.25
1	\$33.16	\$34.07	\$35.01	\$35.88	\$36.78
2	\$33.71	\$34.64	\$35.59	\$36.48	\$37.39
3	\$34.21	\$35.15	\$36.12	\$37.02	\$37.95
4	\$34.70	\$35.65	\$36.63	\$37.55	\$38.49
5	\$34.77	\$35.73	\$36.71	\$37.63	\$38.57
7	\$34.83	\$35.79	\$36.77	\$37.69	\$38.63
8	\$34.92	\$35.88	\$36.87	\$37.79	\$38.73
9	\$34.98	\$35.94	\$36.93	\$37.85	\$38.80
10	\$35.06	\$36.02	\$37.01	\$37.94	\$38.89
11	\$35.15	\$36.12	\$37.11	\$38.04	\$38.99
12	\$35.21	\$36.18	\$37.17	\$38.10	\$39.06
13	\$35.29	\$36.26	\$37.26	\$38.19	\$39.14
14	\$35.35	\$36.32	\$37.32	\$38.25	\$39.21
16	\$35.42	\$36.39	\$37.39	\$38.33	\$39.29
18	\$35.49	\$36.47	\$37.47	\$38.41	\$39.37

****All employees promoted after 05/01/18 shall receive a percentage increase of eleven (11%) percent added to their regular rate of pay. Promoted employees will continue to follow the applicable officer wage/step scale (+11%) until maxed out.**

Appendix B – Seniority List

Name	Hire Date	Promotion Date
David Rice	12-09-93	
Sgt. Craig Gelande	09-20-97	07-12-00
Sgt. Todd Winters	12-28-99	03-30-13
Mark Copeland	03-06-00	03-12-16
Patrick Robinson	03-18-02	
Allison McNeill	09-02-08	
John VanHyning	09-10-09	
Jose Vargas	01-03-12	
Seth Rohweder	08-20-12	
Joe Miletich	08-20-12	
Patrick Young	09-28-14	
Branden Bowden	09-21-15	
Thomas Walter	08-14-17	
Nicklas Kavanaugh	08-14-17	
Tanner Williams	01-01-18	

Appendix C – Dues Deduction Form

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

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

Date: _____

Signed: _____

Address: _____

City: _____

State: _____ Zip: _____

Telephone: _____

Personal Email: _____

Employment Start Date: _____

Title: _____

EMPLOYER, PLEASE REMIT ALL DUES DEDUCTIONS TO:

ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL
Attn: Accounting
974 CLOCK TOWER DRIVE
SPRINGFIELD, IL 62704
(217) 698-9433

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

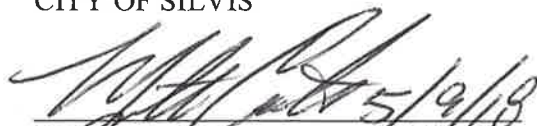
Appendix D- Canine Letter of Agreement

LETTER OF AGREEMENT

It is agreed by the City of Silvis and Illinois Fraternal Order of Police Council (IFOPLC) that the Canine Officer be compensated to care for the canine during off work periods of time on a daily basis. In order to compensate the officer for this time, it is agreed to pay the officer 2 hours per week in money or compensatory time. It is also agreed the Canine Officer shall be compensated for all veterinary visits or any other canine maintenance necessary while off-duty. The payment will coincide with the terms and agreements of the Collective Bargaining Agreement between the City of Silvis and IFOPLC commencing on May 1, 2018, specifically Article 16, 17 and 18 (Hours of work/overtime/comp time and K9 officer compensation). In addition, the City of Silvis shall pay for the canine's food and approved Veterinarian charges. During an emergency, veterinary charges without approval shall be paid under the Chief's discretion. When the Silvis Police Department canine has reached the end of its service life, as determined by the Police Chief, that the canine can no longer perform as a working canine for the Silvis Police Department, it shall be considered retired. The canine handler may be authorized to purchase the canine for one (\$1.00) dollar and shall continue to provide a secure home for the animal. After the canine retirement, any additional veterinary, medications, and food shall be the sole responsibility of the handling officer. It is further agreed that the Canine officer shall be allowed to attend one training session a month, with the Police Chief's knowledge and any subsequent training sessions per month will be determined at the discretion of the Police Chief. This letter of agreement may be considered negotiable for subsequent contracts.

CITY OF SILVIS

Illinois FOP Labor Council



Matt Carter DATE
Mayor



Jay Titus DATE
Field Representative

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CITY OF SILVIS

Illinois FOP Labor Council

Matt Carter
Mayor

DATE

Jay Titus
Field Representative

DATE

SIDE LETTER OF AGREEMENT

Interpretation of "Illness" in Article 11, Section 11.5

The City and the Union recognize that a police officer's unique and often hazardous job duties may give rise to illnesses not normally incurred by the other employees of the City during the course of their duties. The parties also believe that the statute upon which Article 11, Section 11.5 was based, the Public Employee Disability Act (5 ILCS 345/1), necessarily includes certain illnesses within its definition of "injury." In recognition of these facts, the Union and City agreed that the benefits provided for in Article 11, Section 11.5 may cover both in-line-of-duty injuries and illnesses to the same extent as they would be covered under the Public Employee Disability Act.

The parties recognize that the Line between an illness potentially coverable under Section 11.5 if proven to have arisen out of and in the course of one's employment and *one* not subject to Section 11.5 even if arisen out of and in the course of one's employment may be difficult to determine. Should the parties be unable to agree as to whether an employee's illness should be covered under Section 11.5 and submit the dispute to arbitration, the arbitrator must decide whether the employee has demonstrated (a) the illness arose out of and *in* the course of his employment, and (b) the circumstances surrounding the infliction of the illness are such that, given the intent of the Public Employee Disability Act as incorporated in Section 11.5, the employee is entitled to the benefits of Section 11.5.