

15.4 Reassignments by Department

(A) The Employer shall have the right to reassign officers for special events (e.g., public figure visits, etc.) or transfer officers from one Department shift, Department work day and/or Department schedule to another provided that the Employer does not exercise such right arbitrarily or capriciously, and provided that the Employer provides, at a minimum, seven (7) days notice to the officer(s) affected by the change. The reassigned officer may waive at his/her discretion the full seven day notice if requested by the Employer. This waiver shall be signed off on by a Unit 5 Board Member or Steward.

(B) Up to five (5) FTO's may be temporarily reassigned to each patrol section shift to ensure an adequate number of FTO's are available for training purposes. Such reassignment shall be determined by reverse Departmental seniority.

ARTICLE XVI

POSITION POSTING

16.1 Posted Positions

It is recognized by the parties that in conducting the normal operations of the Department there are positions (special assignments) which the Department needs to fill. Positions (i.e. officers (excluding detectives and sergeants except as noted below) assigned as or performing the function of) subject to the requirements of position posting under the terms of this Article and the length of those assignments are:

<u>Posted Positions & Special Assignments</u>	<u>Assignment Term</u>	<u>Time Required on Department</u>
K9 **	Seven (7) Years	Five (5) Years
CIEG	Four (4) Years	Five (5) Years
U.S. Marshall	Three (3) Years	Five (5) Years
PAC	Three (3) Years	Five (5) Years
HNT *	No Limit	Five (5) Years
ERT	No Limit	Five (5) Years

K9 Trainer	Seven (7) Years	Five (5) Years
Detective	No Limit	Five (5) Years
Academy	Five (5) Years	Five (5) Years
I.D. Tech	No Limit	Five (5) Years

Whenever a vacancy occurs in one of these positions (which the Employer decides to fill), notice of such vacancy shall be posted. The Chief of Police shall provide written notice to the PBPA of any vacancies which he decides not to fill.

* Sergeants and detectives may apply for HNT. Detectives may apply for ERT.

** In the event a canine officer's dog becomes permanently non-operational within the last two (2) years of the assignment, the officer will be deemed to have completed his assignment.

16.2 Posting Requirements

Notice of a vacancy in the above listed positions shall be posted on appropriate Department bulletin boards for a period of fifteen (15) calendar days. A copy of such posting shall also be forwarded to the PBPA Secretary. The posting shall set forth the title of the position, a description of the job duties, responsibilities, additional benefits, if any, length of the assignment, method of selection and anticipated work schedule. The posting shall also include those qualifications, skills and experience necessary to be considered for the position. If a material change occurs in the duties, responsibilities, benefits, work schedules, working conditions, qualifications, skills or experience necessary for the position during the posting period or selection process, a new notice of vacancy shall be posted and the new selection process conducted.

16.3 Method of Selection

When the test, interview or other competitive process is given to determine qualifications of the applicant for the position, the Employer and the PBPA shall first agree upon a uniform, standard "eligibility score". All applicants who reach or surpass the established "eligibility score" shall be deemed to be qualified

for that position. When one or more eligible applicants whose final position on a selection list are tied, the ranking will be determined on the order of department seniority.

A PBPA representative shall be allowed to observe and monitor the interview process which shall include confirming the individual scores compiled by evaluators as well as the addition and compilation of the composite score (but shall not include examining the notes of an evaluator or psychological or medical evaluation, unless the officer executes a written waiver and release authorizing the release of the psychological or medical evaluation). The PBPA representative's purpose is solely as an observer and he shall not participate in the process in any manner unless invited to do so by the interview chairman.

Applicants shall be notified of their position on the list within thirty (30) days after the last interview is given. The PBPA President shall also be provided with a copy of the final list that is compiled. Once the eligibility list for the posted position has been determined, the position may only be filled with an eligible applicant from the list, in descending order from the top applicant. If no one applies for the positions or there are fewer eligible applicants on the list than vacancies exist, to make up for the shortage, those officers currently holding the said position, if any, may, at the Chief's discretion, be offered to retain their position for another full term. If vacancies still exist, the position shall be filled by the least senior officer who meets the minimal departmental time requirement for the position. That officer would have the option of completing the term or exiting the position after a period of one (1) year regardless of the specified time limit for that position, provided that either another qualified officer is placed on the eligibility list or another less senior officer meets the minimal departmental time requirement. The list shall expire one (1) year after the first person from the list has been used to fill the posted position. If an officer is removed before expiration of his probationary period, the position shall be filled by the next willing officer on the list, unless the Chief of Police provides written notice to the PBPA of the Department's intention not to fill the position pursuant to Section 16.1. An officer

that is serving in another specialized unit may voluntarily opt out of that position before the term expires in order to fill the canine position.

16.4 Probationary Period For Positions

The Employer may prescribe a reasonable probationary period, not to exceed six (6) months for the positions set forth in Section 16.1 of this Article. If, in the opinion of the Employer, during that period the officer fails to perform satisfactorily the duties of the position, the Employer shall have the option of continuing the officer in that position or returning him to his original position without loss of seniority. An officer who successfully completes the probationary period may only be removed by expiration of the assignment, approved voluntary transfer, promotion or for just cause, except that the just cause standard shall not apply to officers assigned to the Hostage Negotiating Team and the Emergency Response Team who may be removed as long as the reason is not arbitrary and capricious.

16.5 Application Procedures

Applications for the positions set forth in Section 16.1 of this Article shall be provided by the Employer. Each application shall be made out in triplicate and all three documents delivered to the Deputy Chief of Administrative Services. The Deputy Chief of Administrative Services or his designee shall date and time stamp all three documents and retain the original for the Employer, give a copy to the applicant and forward one copy to the PBPA Secretary. Officers who have previously been assigned to a posted position may not reapply for the same position for a period of two (2) years following expiration of the previous assignment in the same posted position, but may be offered the opportunity to retain the position if the conditions set forth in Section 16.3 of this Article are met.

16.6 Additional Special Assignments

(A) Officers may be allowed to submit letters of interest in certain assignments, in lieu of a test, interview or other competitive process. Current special assignments filled by use of letters of interest and the length of the assignment include:

<u>Letters of Interest</u>	<u>Assignment Term</u>	<u>Time Required on Department</u>
NPO	Three (3) Years	Three (3) <u>Five (5)</u> Years
SSO	Three (3) Years	Three (3) <u>Five (5)</u> Years
FTO	Three (3) Years	Three (3) Years
SCU	Two (2) Years (Staggered)	Three (3) <u>Five (5)</u> Years
Traffic	Three (3) Years**	Three (3) <u>Five (5)</u> Years
Evidence/Property	Four (4) Years	Five (5) Years
Crime Prevention	Three (3) Years*	Five (5) Years
Recruiter	Three (3) Years	Five (5) Years
Dare	Three (3) Years	Five (5) Years
Crimestoppers	Three (3) Years	Five (5) Years
ATF	Four (4) Years	Rank of Detective
FBI	Four (4) Years	Rank of Detective
DEA	Four (4) Years	Rank of Detective

* Currently includes Crime Prevention Officers, Recruiting Officers, and CrimeStoppers Officers

** Currently includes Hit and Run Officers, Traffic Enforcement Officers and Towing Section Officers.

Provided, however, the Chief, in his discretion, shall decide which officer(s) shall be assigned to the special assignment which may include officers who do not submit letters of interest for an assignment. Provided further, that if more than fifty percent (50%) of the Field Training Officers request to leave that assignment during the same time period, the Chief may reasonably stagger the exits from the position to provide sufficient training as needed.

A non-sworn employee shall be assigned some or all of the Towing Section Officer's duties until such time as the number of actual sworn Department personnel has reached 265. Once the number of actual sworn Department personnel has reached 265, the position of Tow Officer shall be filled by a bargaining unit member, unless otherwise agreed by the union.

(B) Special assignments filled by letters of interest shall be exempt from the provisions of Section 16.1, 16.2, 16.3, 16.4, and 16.5.

(C) Officers may submit letters of interest in special assignments filled pursuant to Section 16.6 to the Deputy Chief of Administrative Services. Officers who have previously been assigned to a special assignment may not submit letters of interest for the same special assignment for a period of two (2) years following the expiration of the same special assignment, unless the Department receives an insufficient number of letters expressing interest in the position(s). In that event the Chief may appoint the previously assigned officer to the position for a period of one (1) year if the officer desires to continue on in such position..

(D) An officer assigned to a special assignment filled by memoranda of interest may be removed from the special assignment by expiration of the assignment, approved voluntary transfer, promotion or at the discretion of the Chief of Police.

(E) Sergeants may also submit memoranda of interest requesting a specific assignment. Provided, however, sergeants' assignments and the duration of that assignment shall be at the sole discretion of the Chief.

(F) The Following Positions Will Be Filled By The Following Rank:

SECTION / ASSIGNMENT	STAFFED BY
PAC (Narcotics)	Patrol Officers

GEM (Gang Unit)	Patrol Officers
ISP/CIEG (Ill State Police/Central Illinois Enforcement Group)	Patrol Officers
JTTF (FBI)	Detectives
DEA (Drug Enforcement Administration)	Detectives

16.7 New Positions

(A) New Positions/Special Assignments

Whenever a new position is created, the PBPA will be notified of the duties and responsibilities of the position/assignment for the purposes of collective bargaining.

(B) Temporary Details and Special Projects

Notwithstanding any other provisions of this agreement, the Department may, after discussion with the PBPA, create “temporary details” such as task force operations and special project assignments to address specific needs of the department and the community without implicating the provisions of this section. The duration of such “temporary details” or special projects will not exceed ninety (90) days. After discussion with the PBPA, the temporary detail or special project may be extended an additional 30 days.

16.8 Work Scheduling of Special Assignments

(A) Schedules for special assignments will be posted on an annual basis.

(B) The working hours and days off of officers and sergeants in the positions/assignments

listed below may be adjusted by the Department to meet the operational needs of the position, assignment, detail or project, subject to the following:

1. Street Crimes Units (Narcotics, GEM, MOU) - may be required by the Department to adjust without notice four (4) times each quarter of the year twelve (12) times per year for up to three (3) days duration for each adjustment.

2. Training Academy and Community Programs - may be required by the Department to adjust with fourteen (14) days notice, two (2) times each quarter of a year eight (8) times per year for a duration of one (1) day.

(C) Officers and sergeants, except those assigned to patrol, canine, traffic and investigations, may on occasion or for a limited period of time, voluntarily flex their hours and days off consistent with the operational needs of the Department and with the approval of the non-bargaining unit supervisor. Officers and Sergeants assigned to the Narcotics, Street Crimes, the Training Academy, Community Relations & Major Offenders Units may on occasion or for a limited period of time, voluntarily flex their hours and days off consistent with the operational needs of the Department and with the approval of the non-bargaining unit supervisor.

(D) The foregoing is not intended to limit the Employer's rights under Section 15.4 or any other provision of this Agreement.

ARTICLE XVII

UNIFORMS AND ALLOWANCES

17.1 Basic Issue

(A) The Employer shall provide each officer at no cost to him a complete uniform upon his original appointment. Such uniform shall consist of five (5) all-year-round weight trousers, gloves, overshoes, five (5) winter uniform shirts, two (2) neckties, one (1) fur trooper cap, five (5) summer uniform shirts, three (3) V-neck T-shirts, one (1) jacket with zip out lining, one (1) cap with winter and summer cover, nylon goods and accessories including handcuffs, holder, cartridge case, a weapon and ammunition as in the past.

(B) Officers assigned as Canine Officers, Training Academy Officers, Evidence Technicians, Evidence/Property Officer, and permanently assigned instructional or permanently assigned range duties shall be provided with additional uniforms as in the past so long as distinctive uniforms are required by the