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 \*  
 In the Matter of Interest Arbitration between \*  
 \*  
**AFSCME Council 31, Local 3310** \*  
 \*  
 And \*  
 \*  
**Morgan County Sheriff** \*  
 \*  
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Case No. S-MA-02-005

APPEARANCES

For The Union - **SUE OSTUS**  
 Legal Counsel  
 AFSCME Council 31  
 615 South 2<sup>nd</sup> Street  
 P.O. Box 2328  
 Springfield, IL 62705-2328

For The County - **VIRGIL SMITH**  
 Vice Chairman  
 Morgan County Board  
 Morgan County Courthouse  
 300 West State Street  
 Jacksonville, IL 62650

Scheduled Time and  
 Place of Hearing - **March 1, 2002**  
 State's Attorney Conference Room  
 First Floor  
 Morgan County Courthouse

Arbitrator - **Duane L. Traynor\***  
 520 South 2<sup>nd</sup> Street  
 Suite 1211  
 Springfield, IL 62701

\*Selected by the parties from an ILRB list.

## FACTS

At the time of the agreement as to the hearing date, the parties waived a 15-day requirement for scheduling a hearing and agreed to the March 1st date.

The Union represents certain employee classifications employed by the Morgan County Sheriff. Prior to requesting an interest arbitration, the parties negotiated a new Collective Bargaining Agreement and were able to agree to the terms thereof with the exception of the classifications of Jailers, Secretary/Matron, Cooks and Janitors, Building Engineers and Nurse. The parties, at the time of the scheduling of the arbitration hearing, waived a hearing before a 3-party panel and agreed that the issue would be decided by the Arbitrator.

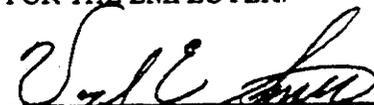
Prior to the scheduled hearing date, the Arbitrator was advised that the parties had reached an agreement as to the salary issue for the above identified classifications and requested that the Arbitrator issue a Consent Award.

Confirming that agreement, the parties furnished the Arbitrator with a signed Resolution and the agreed upon Salary Scale, which documents are as follows:

## RESOLUTION

Be it resolved that in settlement of the parties' dispute before the arbitrator at interest arbitration, the parties agree to the implementation of the pay scale attached hereto and designated as "Appendix A". The parties further agree that said Appendix A shall be appended to the parties' collective bargaining agreement for the duration thereof. All other tentative agreements between the parties shall be reduced to writing and implemented by the parties. The parties further consent to the issuance of an award by the arbitrator effecting said resolution and agreement.

FOR THE EMPLOYER:

  
\_\_\_\_\_  
Virgil Smith, Chief Negotiator

FOR THE UNION:

  
\_\_\_\_\_  
Sue Osthus, Legal Counsel

Date: 3-9-02

Date: 3/1/02

Appendix A is as follows:

APPENDIX A

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**JAILERS ANNUAL PAY**

Includes Prisoner Transportation Officer, Court Deputy/Bailiff  
Process Server, Communication Officer

	Prob.	After 1 Yr.	After 3 Yrs.	After 5 Yrs.	After 8 Yrs.	After 11 Yrs.	After 14 Yrs.	After 17 Yrs.	After 20 Yrs.	After 23 Yrs.	After 26 Yrs.
Current Pay	\$18,271.35	\$21,737.94	\$22,777.92	\$23,817.90	\$24,414.07	\$24,712.14	\$25,010.22	\$25,308.30	\$25,606.37	\$25,904.45	
New Scale	\$18,271.35	\$21,737.94	\$22,777.92	\$23,817.90	\$24,414.07	\$24,761.56	\$25,060.24	\$25,358.92	\$25,657.58	\$25,956.26	\$26,254.94
9/1/01	\$18,819.49	\$22,390.08	\$23,461.26	\$24,532.44	\$25,146.49	\$25,504.41	\$25,812.05	\$26,119.68	\$26,427.31	\$26,734.95	\$27,042.59
3/1/02	\$19,007.69	\$22,613.98	\$23,695.87	\$24,777.76	\$25,397.96	\$25,759.46	\$26,070.17	\$26,380.88	\$26,691.58	\$27,002.30	\$27,313.01
9/1/02	\$19,672.95	\$23,405.47	\$24,525.23	\$25,644.98	\$26,286.89	\$26,661.04	\$26,982.62	\$27,304.21	\$27,625.79	\$27,947.38	\$28,268.97
9/1/03	\$20,263.14	\$24,107.63	\$25,260.98	\$26,414.33	\$27,075.49	\$27,460.87	\$27,792.10	\$28,123.34	\$28,454.56	\$28,785.80	\$29,117.04

Additional \$750.00/year for Jail Supervisor - 1 employee  
Additional \$750.00/year for Communication Supervisor - 1 employee

**Secretary/Matron Annual Pay**

	Prob.	After 1 Yr.	After 3 Yrs.	After 5 Yrs.	After 8 Yrs.	After 11 Yrs.	After 14 Yrs.	After 17 Yrs.	After 20 Yrs.	After 23 Yrs.	After 26 Yrs.
Current Pay	\$17,578.02	\$19,657.99	\$20,697.95	\$21,737.94	\$22,334.10	\$22,632.18	\$22,930.25	\$23,228.33	\$23,526.41	\$23,824.48	
New Scale	\$17,578.02	\$19,657.99	\$20,697.95	\$21,737.94	\$22,334.10	\$22,677.44	\$22,976.11	\$23,274.79	\$23,573.46	\$23,872.13	\$24,170.80
9/1/01	\$18,105.36	\$20,247.73	\$21,318.89	\$22,390.08	\$23,004.12	\$23,357.77	\$23,665.39	\$23,973.03	\$24,280.67	\$24,588.29	\$24,895.92
3/1/02	\$18,286.41	\$20,450.21	\$21,532.08	\$22,613.98	\$23,234.16	\$23,591.35	\$23,902.05	\$24,212.76	\$24,523.47	\$24,834.18	\$25,144.88
9/1/02	\$18,926.44	\$21,165.96	\$22,285.70	\$23,405.47	\$24,047.36	\$24,417.04	\$24,738.62	\$25,060.21	\$25,381.79	\$25,703.37	\$26,024.95
9/1/03	\$19,494.23	\$21,800.94	\$22,954.27	\$24,107.63	\$24,768.78	\$25,149.55	\$25,480.78	\$25,812.01	\$26,143.25	\$26,474.47	\$26,805.70

Additional \$1250.00/year for Officer Supervisor - 1 employee

**Cooks and Janitors Annual Pay**

	Prob.	After 1 Yr.	After 3 Yrs.	After 5 Yrs.	After 8 Yrs.	After 11 Yrs.	After 14 Yrs.	After 17 Yrs.	After 20 Yrs.	After 23 Yrs.	After 26 Yrs.
Current Pay	\$15,274.16	\$16,749.38	\$17,430.25	\$18,179.21	\$18,928.16	\$19,291.29	\$19,677.12	\$20,040.25	\$20,403.38	\$20,766.51	
New Scale	\$15,274.16	\$16,749.38	\$17,430.25	\$18,179.21	\$18,928.16	\$19,329.87	\$19,716.47	\$20,080.33	\$20,444.19	\$20,808.04	\$21,171.90
9/1/01	\$15,732.38	\$17,251.86	\$17,953.16	\$18,724.59	\$19,496.00	\$19,909.77	\$20,307.97	\$20,682.74	\$21,057.51	\$21,432.28	\$21,807.06
3/1/02	\$15,889.71	\$17,424.38	\$18,132.69	\$18,911.83	\$19,690.96	\$20,108.87	\$20,511.05	\$20,889.57	\$21,268.09	\$21,646.61	\$22,025.13
9/1/02	\$16,445.85	\$18,034.23	\$18,767.33	\$19,573.75	\$20,380.15	\$20,812.68	\$21,228.93	\$21,620.70	\$22,012.47	\$22,404.24	\$22,796.01
9/1/03	\$16,939.22	\$18,575.26	\$19,330.35	\$20,160.96	\$20,991.55	\$21,437.06	\$21,865.80	\$22,269.32	\$22,672.84	\$23,076.37	\$23,479.89

Additional \$500.00/year for Lead Cook - 1 employee

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### Building Engineers Annual Pay

	Prob.	After 1 Yr.	After 3 Yrs.	After 5 Yrs.	After 8 Yrs.	After 11 Yrs.	After 14 Yrs.	After 17 Yrs.	After 20 Yrs.	After 23 Yrs.	After 26 Yrs.
Current Pay	\$17,439.37	\$18,826.01	\$19,519.32	\$20,212.65	\$20,808.80	\$21,106.89	\$21,404.97	\$21,703.04	\$22,001.12	\$22,299.19	
New Scale	\$17,439.37	\$18,826.01	\$19,519.32	\$20,212.65	\$20,808.80	\$21,149.10	\$21,447.78	\$21,746.45	\$22,045.12	\$22,343.79	\$22,642.46
9/1/01	\$17,962.55	\$19,390.79	\$20,104.90	\$20,819.03	\$21,433.06	\$21,783.58	\$22,091.21	\$22,398.84	\$22,706.48	\$23,014.10	\$23,321.73
3/1/02	\$18,142.18	\$19,584.70	\$20,305.95	\$21,027.22	\$21,647.39	\$22,001.41	\$22,312.13	\$22,622.83	\$22,933.54	\$23,244.24	\$23,554.95
9/1/02	\$18,777.15	\$20,270.16	\$21,016.66	\$21,763.17	\$22,405.05	\$22,771.46	\$23,093.05	\$23,414.63	\$23,736.21	\$24,057.79	\$24,379.37
9/1/03	\$19,340.47	\$20,878.27	\$21,647.16	\$22,416.07	\$23,077.21	\$23,454.61	\$23,785.84	\$24,117.07	\$24,448.30	\$24,779.53	\$25,110.75

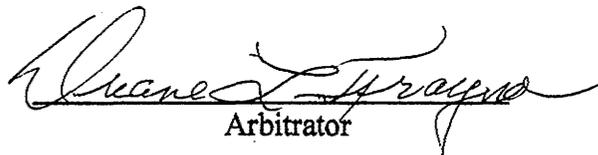
### Nurse Annual Pay

	Prob.	After 1 Yr.	After 3 Yrs.	After 5 Yrs.	After 8 Yrs.	After 11 Yrs.	After 14 Yrs.	After 17 Yrs.	After 20 Yrs.	After 23 Yrs.	After 26 Yrs.
Current Pay	\$23,308.42	\$29,095.81	\$29,776.68	\$30,525.63	\$31,274.59	\$32,023.54	\$32,749.81	\$33,498.76	\$34,247.72	\$34,996.67	
New Scale	\$23,308.42	\$29,095.81	\$29,776.68	\$30,525.63	\$31,274.59	\$32,087.59	\$32,815.31	\$33,565.76	\$34,316.22	\$35,066.66	\$35,817.11
9/1/01	\$24,007.67	\$29,968.68	\$30,669.98	\$31,441.40	\$32,212.83	\$33,050.21	\$33,799.77	\$34,572.73	\$35,345.70	\$36,118.66	\$36,891.63
3/1/02	\$24,247.75	\$30,268.37	\$30,976.68	\$31,755.81	\$32,534.96	\$33,380.72	\$34,137.77	\$34,918.46	\$35,699.16	\$36,479.85	\$37,260.54
9/1/02	\$25,096.42	\$31,327.76	\$32,060.86	\$32,867.27	\$33,673.68	\$34,549.04	\$35,332.59	\$36,140.60	\$36,948.63	\$37,756.64	\$38,564.66
9/1/03	\$25,849.31	\$32,267.60	\$33,022.69	\$33,853.28	\$34,683.89	\$35,585.51	\$36,392.57	\$37,224.82	\$38,057.09	\$38,889.34	\$39,721.60

**AWARD**

The parties, having negotiated and agreed to a salary scale for the following classifications in the Morgan County Sheriff's Office, namely Jailers, Secretary/Matron, Cooks and Janitors, Building Engineers and Nurses, it is ordered that the heretofore set out Pay Scale for those classifications be inserted into the newly negotiated Collective Bargaining Agreement and be made a part thereof.

Dated at Springfield, Illinois this 27<sup>th</sup> day of March, 2002.

  
Arbitrator

