

**STIPULATED ARBITRATION AWARD
ILLINOIS LABOR RELATIONS BOARD**

In Proceedings Between:)
) Case No. S-MA-04-069
COUNTY OF WARREN and WARREN)
COUNTY SHERIFF, Monmouth, Illinois)
) Robert J. Callaway
ILLINOIS FRATERNAL ORDER OF) Arbitrator
POLICE LABOR COUNCIL)

Appearances:

For the Employer: Mr. Robert P. Boeye, Attorney at Law, Califf & Harper, P.C., 600
First Midwest Bank Building, 506 15th Street, Moline, Illinois 61266-0719

For the Council: Mr. Thomas Sonneborn, Attorney at Law, Illinois FOP Labor Council,
5600 S. Wolf Road, Western Springs, Illinois 60558

This proceeding occurs under the sponsorship of the Illinois Public Labor Relations Act (Ill. Rev. Stat. 1991, ch 48, pars. 1601 et seq.) By mutual agreement, full committees of the contracting parties met with the undersigned arbitrator on January 25, 2005 at the County Courthouse in Monmouth, Illinois. Upon an assessment of this dispute, and with the full cooperation of the parties hereto, the following contract provisions are rendered to modify and supplement the predecessor contract, and to cover the period December 1, 2003 through November 30, 2006 -- the contract and fiscal years being coterminous.

Article VIII Hours of Work/Overtime, Section 5 overtime

Amend Subparagraph (a) to read:

- (a) Employees shall be paid overtime as follows: Cash payment at the rate of one and one-half (1 1/2) hours for each hour worked beyond forty (40) hours a week. Employees may elect to receive compensatory time off in lieu of cash payment. Use of compensatory time shall be as requested unless such choice interferes with necessary management requirements

regarding staffing. Employees may carry over from one fiscal year to another a maximum of forty (40) hours of compensatory time and management agrees to pay employees for hours accumulated in excess thereof at a rate of one and one-half (1 1/2) the employee's normal hourly rate. Any compensatory time that employees do not elect to carry over shall be paid at the end of each fiscal year by a separate check.

Article XIX Insurance and Pension

Amend Section 1 Insurance Coverage to read:

The Employers shall, for the life of this Agreement, continue in effect the basic level of coverage to employees now provided by the Employers for hospital and major medical insurance. The Employers retain the right to change to or from a self-insurance program and/or to change insurance carriers, or otherwise to change coverage as long as the basic level of benefits to the employee remains substantially the same. The Employers agree to pay 100% of the premium costs for the employee through June 30, 2005, and thereafter any increased premium costs each year shall be split with the employee paying fifty percent (50%) of any increased cost in premiums not to exceed Ten Dollars (\$10.00) per pay period per year, and the Employer shall pay the balance of any increased costs in premiums. Employees shall be responsible for paying the premium costs after they are unpaid leave status for five weeks or as provided by law. Employees shall be responsible for paying the premium cost after twelve (12) months of absence on paid status if they fail to return to work as long as consistent with Illinois law.

Article XIV Wages

Each employee shall receive a four percent (4.0%) general wage increase retroactive to December 1, 2003 and another four percent (4.0%) general wage increase retroactive to December 1, 2004. Effective December 1, 2005 all employees shall receive a four percent (4.0%) general wage increase. All retroactive pay shall be based on hours paid and shall be paid by separate checks within thirty days of January 25, 2005.

The attached Appendix B shall specify the minimum salary for all classifications based on an employee's years of service to the County. All employees shall receive step increases on their anniversary date of employment.

The following classifications shall receive rank differential pay retroactive to December 1, 2003:

Detective - \$300.00 per year
Sergeant - \$400.00 per year
Lieutenant - \$550.00 per year
Captain - \$700.00 per year

Article XXX Duration and Signature

Amend Section 1 to read:

This Agreement shall be effective from January 25, 2005 and shall remain in full force and effect until November 30, 2006. It shall continue in effect from year to year thereafter unless notice by either party that it desires to modify the Agreement is given as set forth in Section 2. The notices referred to shall be considered to have been given as of the date shown on the postmark. Written notice may be tendered in person, in which case the date of notice shall be the written date of receipt.

Dated this _____ day of February, 2005 at Rockford, Illinois.

Robert J. Callaway, Arbitrator