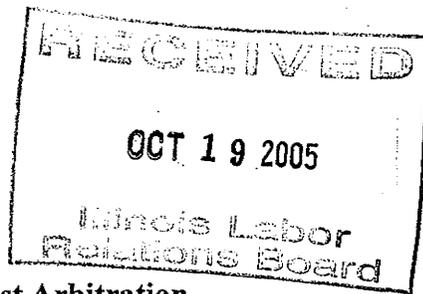


# 314

S-MA-04-187

**INTEREST ARBITRATION  
BEFORE  
STEVEN BRIGGS**



**In the Matter of Interest Arbitration** )  
**Between** )  
 )  
**VILLAGE OF SKOKIE,** )  
 )  
**Employer,** )  
 )  
**and** )  
 )  
**FRATERNAL ORDER OF POLICE** )  
**LABOR COUNCIL** )  
 )  
**Union** )

**Interest Arbitration  
on 10 Unresolved Economic  
Issues**

**STIPULATED INTEREST ARBITRATION AWARD**

The Village of Skokie ("Employer") and the Fraternal Order of Police Labor Council mutually requested that the Arbitrator serve as a mediator to see if it would be possible to resolve some or all of the issues in dispute. Thereafter, the Arbitrator met with the parties on May 4 and 6, 2005, to mediate the issues in dispute. As a result of the mediation, on May 4, 2005, the parties resolved every issue in dispute but one and agreed that the Arbitrator would incorporate the parties' agreements in the form of a stipulated award. At the mediation session on May 6, the parties resolved the remaining issue (sick leave), but agreed that it would be subject to ratification by the Union's membership. The Arbitrator has been advised that the Union's membership ratified the tentatively agreed to sick leave language. The parties then requested that the Arbitrator issue a stipulated award that incorporates all the items agreed in mediation, as well as

several items that were agreed to prior to mediation. Accordingly, I hereby issue this

Stipulated Interest Arbitration Award:

1. Term -- 4 years through April 30, 2008
2. Salaries -- Effective 5/1/04 -- 3.5%; effective 5/1/05 -- 3.5%; effective 5/1/06 -- 3.25%; effective 5/1/07 -- 3.5%
3. Mid-year adjustment, if necessary, based on same language applicable to the 11/1/03 adjustment as of 11/06 and 11/07
4. Increase amount employees pay toward cost of health insurance premium to 13% effective 5/1/07 as long as the Village's unrepresented employees are also paying at least 13% toward the cost of such premium as of 5/1/07
5. Increase court time minimum guarantee to three (3) hours effective 5/1/05
6. Change use of holidays to a fiscal year basis rather than a calendar year basis; provide two (2) additional holidays for the period 1/1/05 through 4/30/06, with all nine (9) holidays to be used by 4/30/06
7. Status quo re number of holidays, i.e., seven (7) except as provided in paragraph 6 immediately above.
8. Add the following new paragraphs to Article IX, Section 1 (Sick Leave):

Effective January 1, 2007, the number of sick leave days advanced to each employee for use during calendar year 2007 shall be eight (8) if the average number of sick leave days used during calendar year 2006 by bargaining unit members who were employed for the entire calendar year 2006 was 5.0 days or less. If the average number of sick leave days used during calendar year 2006 by such employees was more than 5.0 days, the number of sick leave advanced to each employee for use during calendar year 2007 shall be seven (7).

Effective January 1, 2008, the number of sick leave days advanced to each employee for use during calendar year 2008 shall be eight (8) if the average number of sick leave days used during the preceding calendar year by bargaining unit members who were employed for the entire calendar year 2007 was 5.0 days or less. If the number of sick leave days advanced for use during calendar year 2007 was eight (8) and the average number of sick leave days used during calendar year 2007 by such employees was more than 5.0 days, the number of sick leave advanced to each employee for use during calendar year 2008 shall be seven (7). If the number of sick leave days advanced for use during calendar year 2007 was seven (7) and the average number of sick leave days used during calendar

year 2007 by such employees was more than 5.0 days, the number of sick leave advanced to each employee for use during calendar year 2008 shall be six (6).

Effective January 1, 2007 and January 1, 2008, bonus paid time off to be taken in calendar years 2007 and 2008, respectively, shall be awarded based on the number of sick leave days used during the preceding calendar year in accordance with the following schedule:

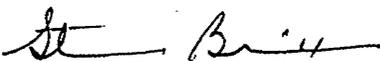
<u>No. of Sick Leave Days Used</u>	<u>Bonus Paid Time Off</u>
0	24 hours
1	12 hours
2	8 hours
More than 2	0 hours

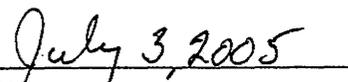
Bonus paid time off earned based on the foregoing schedule shall be scheduled at the mutual convenience of the employee and the Department. Employee requests to take such time off shall not be unreasonably denied. Unused bonus paid time off shall be forfeited without compensation. There shall be no carryover.

On or before May 15, 2005 and bi-monthly on or before the fifteenth of the applicable month thereafter (e.g., July 15, September 15, November 15, etc.) for the duration of this Agreement, the Village will provide the Union with information concerning the total number of sick leave days used by bargaining unit members in the preceding quarter.

9. Incorporate as part of the 2004-2008 collective bargaining agreement the TA's that were mutually agreed to prior to May 4, 2005 (i.e., change reference in AIRP for filing, change references to "Department Head" to "Chief or designee," change references to "Captain" to "Deputy Chief," delete implementation dates in the life insurance and quartermaster sections, delete transition dates in holidays article, add spouse's grandparents to the funeral leave section, attach side letter on evaluations, add November buyout of compensatory time, and add right to participate in the Village's RHSP).

As requested by both parties, the Arbitrator will retain jurisdiction for sixty (60) days if there are any issues concerning the incorporation of the stipulated award into the parties' 2004-2008 collective bargaining agreement.

  
Steven Briggs, Arbitrator

  
Date