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BEFORE
EDWIN H. BENN
ARBITRATOR

In the Matter of the Arbitration

between

VILLAGE OF DEERFIELD, ILLINOIS

and

ILLINOIS FOP LABOR COUNCIL

CASE NOS.: S-MA-04-200
Arb. Ref. 05.005
(Interest Arbitration)

OPINION AND AWARD

APPEARANCES:

For the Village:
For the FOP:

John B. Murphey, Esq.
Thomas F. Sonneborn, Esq.

Upon consideration of the parties' arguments and positions, the award in this matter shall be as follows:

1. Without precedent to the parties' positions with respect to the length of future contracts, the Agreement shall be for three years commencing May 1, 2004 and expiring April 30, 2007.

2. The covered employees shall receive wage increases of 3% effective May 1, 2004; 3.25% effective May 1, 2005; and 3.75% effective May 1, 2006. Wage increases shall be retroactive.

3. The insurance costs specified in Section 18.2 of the expired

Agreement shall be changed to provide that employees pay 5% for individual coverage; 10% for employee+1 coverage; and 10% for family coverage. These changes shall not take effect until September 1, 2006.

4. In the event another represented bargaining unit of Village employees is granted more favorable insurance contributions than those specified in paragraph 3 of this award, the FOP shall have the option to bring to the undersigned arbitrator a request that such contributions also be applied to employees covered under this Agreement. The factors that will be utilized in making the determination of whether to

grant the FOP's request will be those set forth in Section 14(h) of the Illinois Public Labor Relations Act.

5. There will be no changes to the Career Development Program.

6. Other tentative agreements reached by the parties shall be incorporated into the Agreement.



Edwin H. Benn
Arbitrator

Dated: June 5, 2005