

**BEFORE
EDWIN H. BENN
ARBITRATOR**

In the Matter of the Arbitration

between

**SECRETARY OF STATE, STATE
OF ILLINOIS**

and

**ILLINOIS FRATERNAL ORDER OF
POLICE LABOR COUNCIL**

CASE NOS.: S-MA-05-225
Arb. Ref. 05.418
(Interest Arbitration)

SUMMARY INTEREST ARBITRATION AWARD

This matter came before the Arbitrator for resolution of a bargaining impasse pursuant to Section 14 of the Illinois Public Labor Relations Act, 5 ILCS 315/1 et seq. ("the Act"). Having considered the factors set forth in Section 14(h) of the Act, the evidence presented, the stipulations of the parties, the arguments of the parties' representatives, James Franczek and Corinne O'Melia for the Employer and Thomas Sonneborn, Richard Stewart and Becky Dragoo for the Union, and the parties' joint request for the issuance of a summary award, the Arbitrator finds, awards and orders as follows:

1. That the Arbitrator finds the parties' negotiations for a successor agreement have extended for a considerable length of time and the issuance of a summary award best serves their interests and the purposes of the Act set forth in 5 ICLS 315/2.

2. That the parties' successor collective bargaining agreement shall extend from July 1, 2004 through June 30, 2009.

3. That all tentative agreements reached by the parties during their negotiations prior to the submission of this dispute to arbitration hereby are incorporated into this Award and each shall be made a part of the parties' successor agreement.

4. That the attached salary schedule shall be considered a part of this Award. The wages paid to the bargaining unit represented by the Union during the term of the successor agreement shall be as set forth in that attached salary schedule, such wages to be fully retroactive on all hours paid to each appropriate date.

5. All retroactive amounts due hereunder shall be paid to each employee within sixty (60) calendar days of the issuance of this Summary Award.

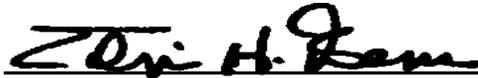
6. That other than as set forth herein, no other changes shall be made to the parties' predecessor agreement.

7. That the Arbitrator retains jurisdiction of this matter for purposes of implementing this Summary Award; and further, if requested by the parties, the Arbitrator will issue a supplemental award providing in detail the facts, law and reasoning that led to this Summary Award.

8. That although there are certain grievances pending between the parties, the Arbitrator believes it to be in the parties' best interests that this Summary Award issue while the parties pursue resolution of the same.

9. By agreement of the parties, the Arbitrator further retains jurisdiction of this matter for purposes of resolving all grievances now pending between the Union and the Employer about which the parties have represented they are

pursuing resolution. In the event the parties are unable to reach a mutually satisfactory resolution of any or all of such grievances, they shall be presented to this Arbitrator for decision and award.

A handwritten signature in black ink, appearing to read "Edwin H. Benn", is written over a horizontal line.

Edwin H. Benn
Arbitrator

Dated: August 15, 2006

Secretary of State: Salary Schedules for Current Employees**
(July 1, 2004 through June 30, 2009)

New Steps		7/1/2004		1/1/2005		7/1/2005		1/1/2006	
Step	Salary	Step	2% Salary w/ Differential*	Step	1% Salary w/ Differential	Step	1% Salary w/ Differential*	Step	2% Salary w/ Differential
1	\$35,916								
2	\$37,728	2	\$38,484	2	\$38,868				
3	\$39,612	3	\$40,404	3	\$40,812	3	\$41,220	3	\$42,048
4	\$41,592	4	\$42,420	4	\$42,840	4	\$43,272	4	\$44,136
5	\$43,704	5	\$44,580	5	\$45,024	5	\$45,480	5	\$46,392
6	\$46,092	6	\$48,516	6	\$48,984	6	\$49,464	6	\$50,424
7	\$47,184	7	\$49,632	7	\$50,112	7	\$50,604	7	\$51,588
8	\$48,384	8	\$50,856	8	\$51,348	8	\$51,852	8	\$52,860
9	\$49,596	9	\$52,092	9	\$52,596	9	\$53,112	9	\$54,144
10	\$50,844	10	\$53,364	10	\$53,880	10	\$54,408	10	\$55,464
11	\$52,092	11	\$54,636	11	\$55,164	11	\$55,704	11	\$56,784
12	\$53,376	12	\$55,944	12	\$56,484	12	\$57,036	12	\$58,152
13	\$54,660	13	\$57,252	13	\$57,804	13	\$58,368	13	\$59,508
14	\$56,028	14	\$58,644	14	\$59,220	14	\$59,796	14	\$60,960
15	\$57,408	15	\$60,060	15	\$60,648	15	\$61,236	15	\$62,436
16	\$58,848	16	\$61,524	16	\$62,124	16	\$64,236	16	\$65,460
17	\$60,288	17	\$62,988	17	\$63,600	17	\$65,724	17	\$66,984
18	\$61,308	18	\$64,032	18	\$64,656	18	\$66,792	18	\$68,064
19	\$62,328	19	\$65,076	19	\$65,712	19	\$67,860	19	\$69,156
20	\$63,348	20	\$66,120	20	\$66,768	20	\$68,916	20	\$70,236
21	\$64,392	21	\$67,176	21	\$67,836	21	\$69,996	21	\$71,340
22	\$65,436	22	\$68,244	22	\$68,916	22	\$71,088	22	\$72,444
23	\$66,492	23	\$69,324	23	\$70,008	23	\$72,192	23	\$73,572
24	\$68,172	24	\$71,040	24	\$71,736	24	\$73,944	24	\$75,360
25	\$69,852	25	\$72,744	25	\$73,452	25	\$75,672	25	\$77,124
26	\$73,344	26	\$76,308	26	\$77,052	26	\$79,308	26	\$80,832
27	\$75,180	27	\$78,180	27	\$78,948	27	\$81,228	27	\$82,788
28	\$77,016	28	\$80,052	28	\$80,832	28	\$83,124	28	\$84,732
29	\$78,936	29	\$82,020	29	\$82,824	29	\$85,140	29	\$86,784

*Includes \$1500 annual longevity differential that begins after 5 years of service

*Includes \$3000 annual longevity differential that begins after 15 years of service

** New hires will receive longevity differentials only after completion of 5 and 15 years of service.

Secretary of State: Salary Schedules for Current Employees**
(July 1, 2004 through June 30, 2009)

7/1/2006		1/1/2007		7/1/2007		7/1/2008	
2.38%	Salary	3.37%	Salary	4%	Salary	5%	Salary
<u>Step</u>	<u>w/ Differential</u>						
4	\$45,192	4	\$46,716	4	\$48,588	4	\$51,012
5	\$47,496	5	\$49,092	5	\$51,060	5	\$53,616
6	\$51,588	6	\$53,280	6	\$55,356	6	\$58,044
7	\$52,776	7	\$54,504	7	\$56,628	7	\$59,388
8	\$54,084	8	\$55,860	8	\$58,032	8	\$60,864
9	\$55,392	9	\$57,204	9	\$59,436	9	\$62,328
10	\$56,748	10	\$58,608	10	\$60,888	10	\$63,852
11	\$58,104	11	\$60,012	11	\$62,352	11	\$65,400
12	\$59,496	12	\$61,452	12	\$63,852	12	\$66,972
13	\$60,888	13	\$62,892	13	\$65,352	13	\$68,544
14	\$62,376	14	\$64,428	14	\$66,948	14	\$70,224
15	\$63,888	15	\$65,988	15	\$68,568	15	\$71,916
16	\$66,948	16	\$69,108	16	\$71,748	16	\$75,180
17	\$68,508	17	\$70,716	17	\$73,428	17	\$76,944
18	\$69,612	18	\$71,856	18	\$74,616	18	\$78,192
19	\$70,728	19	\$73,008	19	\$75,804	19	\$79,440
20	\$71,832	20	\$74,148	20	\$76,992	20	\$80,688
21	\$72,972	21	\$75,336	21	\$78,228	21	\$81,984
22	\$74,100	22	\$76,500	22	\$79,440	22	\$83,268
23	\$75,252	23	\$77,688	23	\$80,676	23	\$84,564
24	\$77,088	24	\$79,584	24	\$82,644	24	\$86,628
25	\$78,888	25	\$81,444	25	\$84,576	25	\$88,656
26	\$82,680	26	\$85,368	26	\$88,668	26	\$92,952
27	\$84,684	27	\$87,432	27	\$90,804	27	\$95,196
28	\$86,676	28	\$89,496	28	\$92,952	28	\$97,452
29	\$88,776	29	\$91,668	29	\$95,220	29	\$99,828

** New hires will receive longevity differentials only after completion of 5 and 15 years of service.