

**INTEREST ARBITRATION  
BEFORE  
RAYMOND McALPIN**

**In the Matter of Interest Arbitration** )  
**Between** )  
 )  
**VILLAGE OF BETHALTO,** )  
**Employer,** )  
 ) **Interest Arbitration**  
**and** )  
 )  
**POLICEMEN'S BENEVOLENT LABOR** )  
**COMMITTEE** )  
**Union** )

**STIPULATED INTEREST ARBITRATION AWARD**

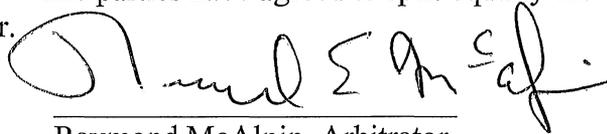
The Village of Bethalto ("Employer") and the Policemen's Benevolent Labor Committee have met with the Arbitrator to review the terms for the resolution of all outstanding issues in negotiations for a new three year collective bargaining agreement and have asked the Arbitrator to incorporate said terms in a stipulated interest arbitration award. After reviewing the terms proposed by the parties and determining that it would be reasonable and appropriate to resolve all outstanding issues on the basis of a stipulated award, I hereby issue the following Stipulated Interest Arbitration Award:

- Salaries** -- Increase salaries across the board for both police officers and dispatchers as follows:  
  
Eff. 5/1/2006 -- 4%  
Eff. 5/1/2007 -- 3%  
Eff. 5/1/2008 -- 3%
- Retroactivity** -- Employees covered by this Agreement who are still on the active payroll as of the beginning of the next payroll period immediately following the issuance of this award shall receive a retroactive payment which shall be based on the difference between the salary they received between May 1, 2006, and the beginning of said payroll period and the salary they would have received during the same period of time based on the foregoing salary increases, provided that any employee who either retired after May 1, 2006 or was promoted to a nonbargaining position and is still employed shall also be eligible to receive retroactive pay based on the hours worked between May 1, 2006, and the date of retirement or promotion, whichever is applicable. Payment shall be on an hour for hour basis for all hours paid during the applicable period of time.

3. **Longevity** -- Status quo, i.e., 2% after 4 years, 4% after 8 years, and 6% after 12 years.
4. **Residency** -- Effective April 1, 2007, after a bargaining unit member has completed at least six (6) years of cumulative service in any position or positions covered by this Agreement, such employee shall be required to reside in the State of Illinois and within a fifteen (15) mile radius of the Bethalto Police Department located at 213 N. Prairie Street in Bethalto, Illinois. This contractual provision shall supercede anything to the contrary in Village ordinances or policies applicable to employees covered by this Agreement with more than six years of service as defined immediately above, including the rules and regulations of the Village's Board of Fire and Police Commissioners.
5. **Educational Reimbursement** -- Status quo.
6. **457(b) Plan** -- Revise the second paragraph of Article XXII to read as follows:

The employees may contribute up to three percent (3%) of their base hourly rate, eighty-four hours for Officers and eighty hours for Dispatchers per pay period, subject to the terms and conditions of the agreed upon plan. The Village will match the employee's contribution of up to three percent (3%) of wages.
7. **Insurance (Article XVI)** -- Status quo.
8. **Pay for Holiday Work on Regular Day Off** -- Add the following new sentence to Section 10.3:

Employees shall be paid two and one-half (2 ½) times the employees rate of pay when called in to work on a holiday that is normally their regularly scheduled day off for all time worked for the call in.
9. **Term** -- Through midnight April 30, 2009.
10. **Status of Parties' Proposals** -- Any proposals submitted by either party that are not reflected in the foregoing provisions for the parties' 2006-2009 collective bargaining agreement shall be deemed to be dropped.
11. **Arbitrator's Fee and Expenses** -- The parties have agreed to split equally the fee and expenses of the Arbitrator.



Raymond McAlpin, Arbitrator

MAY 13, 2007

Date