

#379

ILLINOIS LABOR RELATIONS BOARD

PETER R. MEYERS, ARBITRATOR

In the Matter of the Interest
Arbitration between:

**GREENE COUNTY/GREENE
COUNTY SHERIFF,**

Employer

And

**ILLINOIS FRATERNAL ORDER
OF POLICE LABOR COUNCIL,**

Union.

Case No. S-MA-08-033

DECISION AND AWARD

Appearances on behalf of the Employer

Bruce C. Beal—Attorney

Appearances on behalf of the Union

Richard V. Stewart, Jr.—Attorney

This matter came to be heard before Arbitrator Peter R. Meyers initially for mediation on March 17 and June 4, 2008, and for interest arbitration on June 5, 2008, at the Greene County Courthouse, 519 North Main Street, Carrollton, Illinois. Mr. Bruce C. Beal presented on behalf of the Employer, and Mr. Richard V. Stewart, Jr. presented on behalf of the Union.

Introduction

The parties in this matter are Greene County, Illinois, and the Greene County Sheriff (hereinafter collectively referred to as “the Employer”), and the Illinois Fraternal Order of Police Labor Council (hereinafter “the Union”). The parties entered into collective bargaining negotiations for a successor collective bargaining agreement to replace the contract scheduled to expire on November 30, 2007. The parties engaged in extensive negotiations over the new agreement, but by March 2008, they had not yet successfully resolved certain of the issues raised during negotiations. The parties also were unable to resolve two grievances that had arisen in connection with the implementation of their contract; one grievance related to the calculation of overtime, and the other grievance related to a change in the total number of hours worked, a figure that was used to calculate the hourly rate for all hours worked and paid.

The parties thereafter agreed to submit this matter first for mediation and, if said mediation failed to produce a complete resolution, then to Compulsory Interest Arbitration with the Illinois Labor Relations Board. Pursuant to the Illinois Public Labor Relations Act, 5 ILCS 315/1 *et seq.*, this matter was scheduled to be mediation on March 17 and June 4, 2008, in Carrollton, Illinois, with Peter R. Meyers serving as the Mediator. Because the mediation effort failed to resolve the remaining issues in dispute, this matter proceeded to Compulsory Interest Arbitration on June 5, 2008, before Neutral Arbitrator Peter R. Meyers, in Carrollton, Illinois.

Relevant Statutory Provisions

ILLINOIS PUBLIC LABOR RELATIONS ACT 5 ILCS 315/1 et seq.

Section 14(h) Where there is no agreement between the parties, or where there is an agreement but the parties have begun negotiations or discussions looking to a new agreement or amendment of the existing agreement, and wage rates or other conditions of employment under the proposed new or amended agreement are in dispute, the arbitration panel shall base its findings, opinions and order upon the following factors, as applicable:

- (1) The lawful authority of the employer.
- (2) Stipulations of the parties.
- (3) The interests and welfare of the public and the financial ability of the unit of government to meet those costs.
- (4) Comparisons of the wages, hours and conditions of employment of the employees involved in the arbitration proceeding with the wages, hours and conditions of employment of other employees performing similar services and with other employees generally:
 - (A) In public employment in comparable communities.
 - (B) In private employment in comparable communities.
- (5) The average consumer prices for goods and services, commonly known as the cost of living.
- (6) The overall compensation presently received by the employees, including direct wage compensation, vacations, holidays and other excused time, insurance and pensions, medical and hospitalization benefits, the continuity and stability of employment and all other benefits received.
- (7) Changes in any of the foregoing circumstances during the pendency of the arbitration proceedings.
- (8) Such other factors, not confined to the foregoing, which are normally or traditionally taken into consideration in the determination of wages, hours and conditions of employment through voluntary collective bargaining, mediation, fact-finding, arbitration or otherwise between the parties, in the public service or

in private employment.

Impasse Issues Submitted for Arbitration

The following economic issues remain in dispute between the parties:

1. Article XIV – Hours and Overtime, Sections 1, 2, and 3;
2. Article XVI – Holidays, Sections 1 and 2;
3. Article XXIII – Insurance, Section 1; and
4. Article XXIV – Wages.

The following non-economic issues remain in dispute between the parties:

1. Article VII – Impasse Resolution;
2. Article XII – Seniority/Layoff/Recall, Sections 7 and 9;
3. Article XV – Vacations, Section 1;
4. Article XVII – Sick Leave, Sections 2 and 3;
5. Article XVIII – Leaves of Absence, Section 3;
6. Article XXVI – Miscellaneous Provisions, Sections 2 and 9;
7. Article XXVII – Complete Agreement; and
8. Article XXX – Termination, Sections 1 and 2.

In addition to the above-listed impasse issues, the parties also submitted two grievances for resolution in this proceeding, both of which relate to the implementation of the parties' new collective bargaining agreement. One of these grievances presents a dispute over the calculation of overtime, while the other presents a dispute over a change to the total number of hours worked in calculating hourly rates for all hours worked and paid.

Discussion and Decision

This matter relates to the bargaining unit of deputy sheriffs, correctional officers, dispatchers/matrons, and secretaries employed by the Employer and represented by the Union. The members of the bargaining unit variously perform traditional police, correctional, dispatch, clerical, and office functions in the course of their employment within the Greene County Sheriff's Department.

The parties have been able to resolve all outstanding collective bargaining issues between them, with the exception of the twelve issues and two grievances that they have submitted here. The issues of hours and overtime, holidays, insurance, and wages all are economic in nature pursuant to Section 14(g) of the Act. Under Section 14(g) of the Act, this Arbitrator is without authority to fashion an award different from the parties' final offers as to the economic issues. Accordingly, this Arbitrator shall select either the Employer's or the Union's final offer on each of these issues. The remaining portions of the collective bargaining agreement involved in this proceeding – relating to impasse resolution, seniority/layoff/recall, vacations, sick leave, leaves of absence, miscellaneous provisions, complete agreement, and termination of the agreement – all are non-economic in nature under the Act, so this Arbitrator may select either of the parties' final offers as to each of these issues or fashion resolutions of his own.

Section 14(h) of the Act sets forth eight factors that an arbitrator is to consider in analyzing competing proposals in an interest arbitration. As evidenced by the express language of Section 14(h), however, not all of the eight listed factors will apply in each case, or with equal weight. It therefore is necessary to determine which of the statutory

factors do apply to the instant proceeding.

The Employer's lawful authority does not appear to be at issue here, and the parties' stipulations, which are set forth in their written Submission Agreement, relate more to procedural matters than to the substantive merits of the issues remaining in dispute. Data from internal and external comparables, particularly with respect to the economic issues, often is very useful in resolving such disputes. The cost of living must be considered, in varying degrees, in connection with most or all of the economic impasse issues presented here, while continuity and stability of employment, as well as a consideration of overall compensation and benefits, also contribute to the framework that shall guide this Arbitrator's consideration of the issues in dispute. As for the Employer's ability to pay, it appears that this statutory factor is not directly at issue in connection with the projected impact of the parties' respective final offers on the remaining economic issues. The final statutory factor, the public's interest and welfare, obviously cannot be left out of any analysis of the issues to be resolved in this proceeding.

What follows is a focused analysis of each of the remaining issues in dispute, in light of the relevant statutory factors, the evidence in the record, and the parties' arguments in support of their respective proposals.

A. Economic Issues

1. Hours and Overtime

The Union's final offer as to Article XIV, Section 1, of the contract, governing "Work Day and Work Week," is as follows:

Section 1. Work Day and Work Week

All time in excess of hours worked in the regularly scheduled work day, and the regularly scheduled work week, shall be compensated as provided in Section 2.

The work schedules for the employees shall be determined by the Sheriff. If the Sheriff determines that it is necessary due to manpower and staffing to change work schedules, the Sheriff and the County shall notify the Union at least thirty (30) days prior to the change. The Union and the Employer agree to meet and bargain the impact of the change (not the shifts) at least fifteen (15) days prior to the change in work schedules.

Each employee shall be allowed a thirty (30) minute meal period per tour of duty. Employees will be allowed to take periodic coffee breaks as long as they are not out of service and properly perform their assignments.

The Employer's final offer as to the language in Article XIV, Section 1, of the contract, governing "Work Day and Work Week," is to maintain the status quo.

The Union's final offer as to Article XIV, Section 2, of the contract, governing overtime payment, is to change the cap on the number of hours of compensatory time that may be paid as overtime from eighty (80) hours to one hundred twenty (120) hours, and to change the terms under which an employee may use compensatory time from being subject to the Sheriff's approval to being subject to the staffing levels and operational needs of the Department, with the use of compensatory time not being unreasonably denied.

The Employer's final offer as to Article XIV, Section 2, of the contract, governing overtime payment, is to alter the existing language addressing how compensatory time may be used and/or paid.

The Union's final offer as to Article XIV, Section 3, of the contract, governing

the conversion of compensatory time, is to maintain the status quo.

The Employer's final offer as to Article XIV, Section 3, of the contract, governing the conversion of compensatory time, is as follows:

Employees who elect to use compensatory time as time off from work may do so with approval of the Sheriff subject to daily staffing levels and operational needs of the Department. Use of compensatory time shall not be unreasonably denied.

Accrued compensatory time may, at the employee's discretion, be paid at any time during the year in which it was earned. Such payment shall be included in the employee's regular paycheck for the pay period during which payment was requested.

Compensatory time not taken off shall be liquidated in cash before the end of the fiscal year of which it was earned. Compensatory time not voluntarily liquidated shall be liquidated in cash on the 31st day of December of the year in which said time was earned except that up to a maximum of forty (40) hours not used during the calendar year may be converted to compensatory time. Any compensatory time carried over into the next fiscal year must be used by February 15th or said time will be liquidated in cash on February 15th.

The main consideration with regard to these competing proposals is to strike an appropriate balance between the Employer's need to have the flexibility to develop and maintain whatever staffing levels are necessary to meet its ever-evolving operational requirements, on the one hand, with the employees' need for flexibility in a different area, to be able to structure the use and/or payment of compensatory time so as to fit their individual needs and preferences, on the other hand. The Department's ability to attract and retain qualified, experienced personnel definitely will be impacted by the manner in which overtime is structured and compensated, and the public, of course, has a very real interest in the Department's being able to maintain the high quality level of its personnel.

The language of Article XIV as it appears in the parties' prior collective

bargaining agreement certainly does address these competing interests, but the proposed changes to this provision that the parties have advanced in this proceeding provide a more detailed and operationally functional means of dealing with the many questions that surround the issues of overtime and compensatory time.

It also is important to note that because each of the three sections of this Article that are at issue here address different aspects of work hours, overtime, and compensatory time, it is necessary to select one or the other of the parties' competing proposals to resolve each section independently; the Union's proposal may be more appropriate and therefore will be selected as to one section, while the Employer's proposal may be more appropriate and therefore will be selected as to the next section.

In light of the relevant evidence and the statutory factors, this Arbitrator finds that the Union's proposal on Article XIV, Section 1, is more appropriate, while the Employer's proposals on Article XIV, Sections 2 and 3, are more appropriate. Accordingly, these proposals on Article XIV shall be adopted, and they are set forth in the Appendix attached hereto.

2. Holidays

The Union's final offer on the impasse issue of holidays is to replace the Lincoln's Birthday and Washington's Birthday holidays with the President's Day holiday and to add Christmas Eve to the list of designated holidays; the Union further proposes adding language that requires the payment in full of all unused holiday compensatory time in the event that an employee terminates his or her employment.

The Employer's final offer on the impasse issue of holidays is to eliminate the

Lincoln's Birthday holiday and add Christmas Eve to the list of designated holidays, and to eliminate language relating to the use and/or payment of compensatory time earned as holiday pay.

The parties have agreed to add language to Article XV that defines a holiday as consisting of the number of hours in a regularly scheduled shift.

As is true of the analysis relating to the issue of hours and overtime, above, the parties' competing proposals here will have an impact on the Employer's ability to meet its varying operational needs, and on the employees' ability to adapt holiday compensation, via the individualized use of compensatory, to fit their personal requirements. Although the parties have offered different changes as to the list of designated holidays that is set forth in Section 1 of Article XVI, neither parties' proposal would change the overall number of designated holidays.

Addressing the proposed changes to the list of designated holidays, the Union's proposal is more in line with comparable listings of designated paid holidays that appear in contracts in both the private and public sectors. There is a general trend toward designating President's Day as a holiday, in place of the separate Lincoln's Birthday and Washington's Birthday holidays, and Christmas Eve is increasingly included in collective bargaining agreements as a designated paid holiday.

With the regard to the Union's proposed addition of language that would address what happens to unused holiday compensatory time in the event an employee terminates his or her employment with the Department, this proposal appropriately recognizes that such compensatory is an earned and accrued benefit.

In light of the relevant evidence and statutory factors, this Arbitrator finds that the Union's proposal on the issue of holidays is more appropriate. Accordingly, the Union's proposal on this issue shall be adopted, and it is set forth in the Appendix attached hereto.

3. Insurance

The Union's final offer on the impasse issue of insurance is to maintain the status quo, with the exception of adopting increases in the designated amount that the Employer shall pay for health, prescription, dental, and life insurance during each year of the agreement.

The Employer's final offer on the impasse issue of insurance is to adopt smaller increases in the designated amount that it shall pay for health, prescription, dental, and life insurance during each year of the agreement, eliminating language that sets maximum percentage increases in total premium costs that the Employer will pay, and replacing a requirement that the parties agree to bargain over the impact of increased insurance premium costs in the event that these increase beyond the amounts specified for years two and three of the contract with language that specifically assigns responsibility for the payment of any such overages.

The proper resolution of this dispute must be based on the reality that insurance costs currently are sky-rocketing, and there is every indication that such increases will continue over the next several years. The status quo advocated by the Union simply does not adequately address this situation, while the Employer's proposal does attempt to tackle this very difficult trend without making any dramatic changes to, or reductions in, the quality of coverage provided to the members of the bargaining unit. The Employer's

proposal represents a thoughtful, careful, and balanced approach to the difficult problems associated with rising health care costs.

In light of the relevant evidence and statutory factors, this Arbitrator finds that the Employer's proposal on the issue of insurance is more appropriate. Accordingly, the Employer's proposal on this issue shall be adopted, and it is set forth in the Appendix attached hereto.

4. Wages

The Union's final proposal on the impasse issue of wages calls for a four percent (4%) increase effective December 1, 2007, a four percent (4%) increase effective January 1, 2008, and a four percent (4%) increase effective January 1, 2009.

The Employer's final proposal on the impasse issue of wages calls for a three percent (3%) increase effective December 1, 2007, a four percent (4%) increase effective January 1, 2008, and a four percent (4%) increase effective January 1, 2009.

The parties have come forth with a great deal of evidence with respect to wages, including numerous comparables in an effort to support their respective positions. After a thorough review of the relevant evidence and statutory factors, this Arbitrator finds that the Employer's proposal on the issue of wages is more appropriate. Accordingly, the Employer's proposal on this issue shall be adopted, and it is set forth in the Appendix attached hereto entitled "Wage Appendix."

B. Non-Economic Issues

1. Impasse Resolution

The Union's final proposal on the impasse issue of impasse resolution is to add

language that specifies that any bargaining impasse shall be resolved pursuant to Section 1614 of the Illinois Public Labor Relations Act.

The Employer's final proposal is to maintain the status quo, which is a provision that any bargaining impasse shall be resolved in accordance with the Illinois Public Labor Relations Act, in general.

In proposing to change the status quo, the Union is suggesting a change that appears minor, but nevertheless would have an important impact. By narrowing Article VII's reference to a single section of the Illinois Public Labor Relations Act, as opposed to the Act as a whole, the Union's proposal would serve to eliminate any uncertainty or confusion as to what statutory requirements the parties must heed as they deal with any future bargaining impasse. Because it would provide more clarity to the parties in the difficult circumstances that inevitably surround any bargaining impasse, the Union's proposal constitutes a change for the benefit of both parties.

In light of the relevant evidence and statutory factors, this Arbitrator finds that the Union's proposal on the issue of impasse resolution is more appropriate. Accordingly, the Union's proposal on this issue shall be adopted, and it is set forth in the Appendix attached hereto.

2. Seniority/Layoff/Recall

The Union's final offer on the impasse issue of seniority, layoff, and recall would change Section 7 of Article XII by requiring the use of seniority within job classifications to govern the basis of employee selection of annual vacation and to resolve situations in which two or more employees within the same job classification seek vacation for the

same day and on the same date, and by making all vacation leave subject to the approval of the Sheriff or his designee.

The Employer's final offer on the impasse issue of seniority, layoff, and recall would add a Section 9 to Article XII, with this new provision governing the handling of seniority in the event of a bargaining unit employee being promoted to Chief Deputy and then later returning to a bargaining unit position.

The Union's proposal relating to Section 7 of Article XII appropriately makes certain aspects of vacation scheduling subject to seniority within job classifications, as opposed to seniority in general. Given the fact that the bargaining unit at issue includes employees from several different, and widely distinct, job classifications, it is completely reasonable to base the selection of annual vacation on seniority within each job classification, rather than Department-wide seniority. Adoption of this proposal will require some change to the administrative process of vacation selection, but these changes would not be onerous. In fact, this proposed change may be of benefit to both parties in that it will allow the Department to more easily maintain appropriate staffing levels in the different job classifications while allowing employees some additional measure of choice when selecting vacation.

As for the Employer's proposed addition of Section 9, this change also is eminently reasonable in that it anticipates a situation that otherwise could result in a major dispute between the parties. By contractually providing for the proper and reasonable calculation of accrued seniority of an employee in the bargaining unit who is promoted to Chief Deputy and then later returns to the bargaining unit, the Employer's

proposal serves to avoid future disagreements on this subject and to maintain a cooperative working relationship between the parties.

In light of the relevant evidence and statutory factors, this Arbitrator finds that the Union's proposal on the issue of vacation scheduling is more appropriate. Accordingly, the Union's proposal on this issue shall be adopted, and it is set forth in the Appendix attached hereto. In light of the relevant evidence and statutory factors, this Arbitrator finds that the Employer's proposal to add a Section 9 to Article XII, dealing with seniority accrual in connection with promotions to Chief Deputy, is more appropriate. Accordingly, the Employer's proposal on this issue shall be adopted, and it is set forth in the Appendix attached hereto.

3. Vacations

The Union's final proposal on the impasse issue of vacation would add language to Section 1 of Article XV specifying that vacation time shall accrue on January 1 each year, and that new hires shall receive a prorated number of vacation hours following completion of the probationary period.

The Employer's final proposal on the impasse issue of vacation would change the vacation accrual schedule to define vacation time in terms of hours, rather than working days, and it also would eliminate the reference to accrual of vacation time for employees during their first six months of service.

Because this is a non-economic issue, this Arbitrator is not bound to limit the resolution to one of the final proposals submitted by the parties. The additions to the vacation language that each party has proposed have a great deal of merit, and the most

reasonable and appropriate resolution to this particular dispute is to combine both of these proposals with the existing contractual language on vacations.

The Union's proposed language will add a significant measure of uniformity to the calculation of accrued vacation, allowing both parties to more easily determine accrued vacation for individual employees. The Union's proposal also will help to streamline seniority-based vacation scheduling. The Employer's proposed language similarly will serve to clarify both the calculation of vacation accrual and vacation scheduling. Given the reasonableness and operational merit of both parties' proposed additions, it is appropriate to alter the status quo of the contractual language on vacations by adding both parties' proposals to the existing contractual language.

In order to ease the administrative transition associated with this change in the vacation accrual schedule, and to avoid any difficulties that might occur if this change were implemented in the middle of a calendar year, the status quo will remain in effect for 2008. The new vacation accrual schedule shall take effect as of January 1, 2009.

In light of the relevant evidence and statutory factors, this Arbitrator finds that the both the Union's proposal and the Employer's proposal on the issue of vacation scheduling are appropriate. Accordingly, both parties' proposals on this issue shall be adopted, and they are set forth in the Appendix attached hereto.

4. Sick Leave

The Employer's final proposal on the issue of sick leave is to alter the references in Sections 2 and 3 of Article XVII from accrual of days of sick leave to accrual of hours of sick leave. The parties also have agreed to add language to Section 2 that addresses

the accrual of sick leave for newly hired employees, and specifying that the accrual of sick leave shall occur on the first day of each month.

In suggesting a change in the basis of the calculation of sick leave from days to hours, the Employer's proposal on this issue reasonably serves to promote uniformity in the calculation of various benefit hours. The parties' collective bargaining agreement describes overtime, accrued vacation, and other things in terms of hours, so it is completely reasonable to continue this with sick leave. If all such computations are made on the same basis, then the administrative process can be much more efficient.

As with the change in the vacation accrual schedule discussed above, the implementation of such a change in the middle of a calendar year should be avoided if possible. In order to ease the administrative transition associated with this change in the accrual of sick leave, and to avoid any difficulties that might occur if this change were implemented in the middle of a calendar year, the status quo therefore will remain in effect for 2008. The new accrual schedule for sick leave shall take effect as of January 1, 2009.

In light of the relevant evidence and statutory factors, this Arbitrator finds that the both the Union's proposal and the Employer's proposal on the issue of sick leave are appropriate. Accordingly, both parties' proposals on this issue shall be adopted, and they are set forth in the Appendix attached hereto.

5. Leaves of Absence

The Employer's final proposal on the impasse issue of leaves of absence is to alter the references in Section 3 of Article XVII from accrual of days of personal leave to

accrual of hours of personal leave. The parties also have agreed to add language to Section 3 that addresses the accrual of personal leave for newly hired employees, and specifying that the accrual of personal leave shall occur on the first day of each month. The parties also have agreed to add language to Section 2 that allows for the use of personal time in one-hour increments, that specifies that use of personal time shall not be denied except in cases of emergency, and that provides for the forfeiture of personal time that is not used during the calendar year in which it is accrued.

The analysis set forth above in connection with vacation and sick leave applies in the same way to the issue of leaves of absence, and with the same result. The reasonableness of calculating accrued personal time in hours, particularly where such time may be used in one-hour increments, warrants departing from the status quo by changing the basis of this calculation from days to hours. Moreover, as with the similar changes to the calculation of both vacation and sick leave accrual, the implementation of such a change in the middle of a calendar year should be avoided if possible. In order to ease the administrative transition associated with this change in the accrual of personal time, and to avoid any difficulties that might occur if this change were implemented in the middle of a calendar year, the status quo therefore will remain in effect for 2008. The new accrual schedule for personal time shall take effect as of January 1, 2009.

In light of the relevant evidence and statutory factors, this Arbitrator finds that the Employer's proposal on the issue of leaves of absence is more appropriate. Accordingly, the Employer's proposal on this issue shall be adopted, and it is set forth in the Appendix attached hereto.

6. Miscellaneous Provisions

The Union's final proposal on the impasse issue of miscellaneous provisions calls for an addition to Section 2 of Article XXVI, relating to the uniform allowance, that specifies that uniforms and equipment remain the property of the County. The Union's final proposal also includes a suggested addition of a new section, Section 9, to Article XXVI that sets January 1 of the year of hire as each employee's anniversary date for purposes of longevity increases and vacation accrual.

Administrative efficiency and uniformity strongly supports the addition of the proposed Section 9 to Article XXVI. With the accrual of most contractual benefits being pegged to the start of the calendar year, it is completely reasonable to add language to the parties' collective bargaining agreement that would peg anniversary dates, for purposes of longevity increases and vacation accrual, to January 1 of the year an employee is hired.

In light of the relevant evidence and statutory factors, this Arbitrator finds that the Union's proposal on the issue of miscellaneous provisions is more appropriate. Accordingly, the Union's proposal on this issue shall be adopted, and it is set forth in the Appendix attached hereto.

7. Complete Agreement

The Union's final offer on the impasse issue of complete agreement is to remove the phrase "whether or not" from the final sentence of Article XXVIII.

The Employer's final offer on the impasse issue of complete agreement is to maintain the status quo.

This issue highlights the importance of even a short phrase in a collective

bargaining agreement. The three words at issue, if removed from Article XXVIII, would signify that the Union no longer waives its right to bargain over any subject matter not referenced in the parties' Agreement.

In this particular case, the Union's proposed change to Article XXVIII is reasonable and appropriate. The right to bargain between the parties to a collective bargaining agreement, especially in connection with issues that are not yet addressed in that agreement, must be respected. The Union's proposal to remove the phrase "whether or not" from the final sentence of Article XXVIII appropriately protects the right of both parties to bargain over new issues as they arise. The rationale behind the Union's proposal is sufficient to overcome the status quo on this issue.

In light of the relevant evidence and statutory factors, this Arbitrator finds that the Union's proposal on the issue of the complete agreement is more appropriate. Accordingly, the Union's proposal on this issue shall be adopted, and it is set forth in the Appendix attached hereto.

8. Termination

The Union's final proposal on the impasse issue of the term and termination of the collective bargaining agreement would move certain language from Section 2 to Section 1 of Article XXX, and then eliminate the remaining portion of Section 2.

The Employer's final proposal on the impasse issue of termination is to maintain the status quo.

Article XXX of the parties' collective bargaining agreement deals with the term of the Agreement, as well as contract reopeners. The Union's proposal on this issue is

based on the assertion that Section 2 is duplicative, and that the provisions set forth in Article XXX can be stated clearly and unambiguously within a single section. The Union's proposal does, in fact, streamline Article XXX without changing any of its essential meaning. The impact of this proposal is reasonable, and it fully supports departing from the status quo.

In light of the relevant evidence and statutory factors, this Arbitrator finds that the Union's proposal on the issue of term and termination of the collective bargaining agreement is more appropriate. Accordingly, the Union's proposal on this issue shall be adopted, and it is set forth in the Appendix attached hereto.

C. Grievances

1. Overtime

In the overtime grievance at issue here, the Union argues that the current annual salary should be divided by 2016 hours to calculate the regular hourly rate for all hours worked and paid. The Employer calculated the regular hourly rate for all hours worked and paid by dividing the current annual salary by 2080 hours.

These two different formulas yield different overtime payments for County employees. If it is assumed that a larger number of hours constitutes a year's regular work schedule, then the calculated overtime payment is smaller; if a smaller number of hours is used in this calculation, then the overtime payment shall be larger. The key to the resolution of this grievance is the determination of which of the two numbers of hours more closely approximates the actual number of regular work hours that an employee works during the course of a year. Given the number of work hours that make up a

regular work week and the number of weeks, accounting for time off, that an employee actually works in a year, the Union's position more closely approximates the actual number of hours that an employee works during the course of a year.

In light of these considerations, the overtime grievance between the parties shall be resolved by dividing the current annual salary by 2016 to determine the regular hourly rate for all hours worked and paid. It must be noted that the resolution of the second grievance at issue will have an impact upon the calculation of the current annual salary. This Arbitrator finds that the Employer shall pay to each employee who was paid overtime the difference between the above-described calculation and the previous calculation that the Employer made using 2080 as the total number of hours worked.

2. Compensation for Changes in the Hours of Work

The second grievance between the two parties arises from a dispute on the issue of compensation for the change in the total number of hours worked in a year. The Union's position on this grievance is that for purposes of calculating the regular hourly rate for all hours worked and paid, the Employer should add \$1,000.00 to the current annual salary before dividing that annual salary by 2016 hours to calculate the regular hourly rate for all hours worked and paid. The Employer's position is that \$500.00 should be added to the current annual salary before performing this calculation.

A review of the parties' opposing positions reveals that the Union's proposed addition of \$1,000.00 is not appropriate. The Employer's suggested addition of \$500.00 to the current annual salary in connection with this calculation serves as a slightly closer approximation of the actual financial impact upon the employees of the change in the

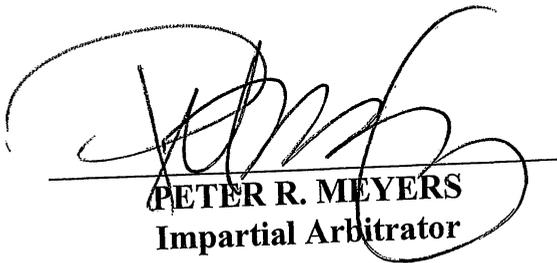
hours of work, but this figure does fall short of fully accounting for that impact.

Accordingly, this Arbitrator finds that in connection with the calculation of the regular hourly rate for all hours worked and paid, the Employer shall add \$500.00 to the current annual salary before dividing that current annual salary by 2016 hours. In addition, the Employer shall pay to the employees in the bargaining unit, as of the date of this Decision and Award, a one-time payment of One Thousand, Two Hundred Fifty Dollars (\$1,250.00). Taken together, this calculation and payments shall properly compensate the employees in the bargaining for the change in work hours and for overtime hours worked.

This Arbitrator's findings as to the terms that resolve the two grievances at issue are set forth in the Appendix attached hereto.

Award

This Arbitrator finds that the language set forth in the attached Appendix and Wage Appendix shall be adopted and incorporated into the parties' new collective bargaining agreement.



PETER R. MEYERS
Impartial Arbitrator

Dated this 2nd day of July 2008
at Chicago, Illinois.

APPENDIX

ARTICLE VII – IMPASSE RESOLUTION

The resolution of any bargaining impasse shall be in accordance with the procedures of Section 1614 of the Illinois Public Labor Relations Act, as amended (5 ILCS 315/1, *et seq.*).

ARTICLE XII – SENIORITY/LAYOFF/RECALL

Section 7. Vacation Scheduling

Employees shall select the periods of their annual vacation on the basis of seniority within their job classification. Vacation schedules may, at the discretion of the Sheriff, be adjusted to accommodate seasonal operations, significant revision in organization, work assignments or the number of personnel in particular job classifications. Employees will be allowed to schedule vacation in advance by seniority in the two (2) week period between January 1st and January 15th of each year. Thereafter, vacation will be scheduled on a first-come-first-scheduled basis, however, in the event two or more employees within the same job classification submit for the same day on the same date, seniority will rule. All vacation leave shall be with approval of the Sheriff or his Designee.

Section 9. Chief Deputy

If an employee from within the bargaining unit is promoted to Chief Deputy and later returns to a position within the bargaining unit he/she shall be entitled to that seniority accrued while in the Department so long as there has been no interruption in department service.

ARTICLE XIV – HOURS AND OVERTIME

Section 1. Work Day and Work Week

All time in excess of hours worked in the regularly scheduled work day, and the regularly scheduled work week, shall be compensated as provided in Section 2.

The work schedules for the employees shall be determined by the Sheriff. If the Sheriff determines that it is necessary due to manpower and staffing to change work schedules, the Sheriff and the County shall notify the Union at least thirty (30) days prior to the change. The Union and the Employer agree to meet and bargain the impact of the change (not the shifts) at least fifteen (15) days prior to the change in work schedules.

Each employee shall be allowed a thirty (30) minute meal period per tour of duty. Employees will be allowed to take periodic coffee breaks as long as they are not out of service and properly perform their assignments.

Section 2. Overtime Payment

All approved overtime in excess of the hours required of an employee by reason of the employee's regular duty, whether of an emergency nature or of a non-emergency nature, shall receive one and one-half (1-1/2) times their hourly rate of pay for work performed in excess of the regularly schedule hours in a given work day. Employees may elect to be compensated in either pay or compensatory time to be taken off at a later date. Should an employee elect to take compensatory time he/she shall be credited 1.5 times the number of overtime hours worked. Overtime earned as compensatory time may be used or paid at anytime within the fiscal year in which it was earned.

When a telecommunicator works over forty (40) hours in a seven (7) day period, that telecommunicator shall be paid overtime.

In the event of an emergency declared by the Sheriff, as many of the employees shall be continued on duty for such number of hours as may be necessary.

Section 3. Compensatory Time

Employees who elect to use compensatory time as time off from work may do so with approval of the Sheriff subject to daily staffing levels and operational needs of the Department. Use of compensatory time shall not be unreasonably denied.

Accrued compensatory time may, at the employee's discretion, be paid at any time during the year in which it was earned. Such payment shall be included in the employee's regular paycheck for the pay period during which payment was requested.

Compensatory time not taken off shall be liquidated in cash before the end of the fiscal year of which it was earned. Compensatory time not voluntarily liquidated shall be liquidated in cash on the 31st day of December of the year in which said time was earned except that up to a maximum of forty (40) hours not used during the calendar year may be converted to compensatory time. Any compensatory time carried over into the next fiscal year must be used by February 15th or said time will be liquidated in cash on February 15th.

ARTICLE XV – VACATIONS

Section 1. Vacation Schedule

Vacation shall be allocated in accordance with the following schedule:

0-6 Months Service	5 working days
1 Year Service	10 working days
5 Years Service	15 working days
12 Years Service	20 working days

Effective January 1, 2009, vacation time shall accrue in accordance with the following schedule:

1 st -4 th Years of Service	80 hours/year
5 th -11 th Years	120 hours/year
12 th Years and over	160 hours/year

Vacation time shall be accrued on the 1st day of January each year. New hires shall accrue a prorated number of hours on the first day of January following the completion of the probationary period.

ARTICLE XVI – HOLIDAYS

Section 1. Designated Holidays

The Employer agrees that the following days shall be considered holidays:

- New Year's Day
- Martin Luther King Day
- President's Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Eve
- Christmas Day

Section 2. Compensation for Holidays

Compensation for the holidays listed above is granted as follows:

- (a) Employees who are required to work a regular tour of duty on a holiday will be credited with one and one half (1.5X) times one regularly scheduled workday in compensatory time or cash, employee choice.
- (b) Employees whose regular day off coincides with an established holiday will be credited with one regularly scheduled workday in compensatory time.
- (c) Employees whose regular day off coincides with an established holiday and who are required to work a regular tour of duty on that holiday, will be credited with one regular workday plus the established overtime rate of additional pay or compensatory time.
- (d) A holiday shall consist of the number of hours in a regularly scheduled shift.
- (e) Compensatory time earned as holiday pay will be used in the year in which it is earned. Unused compensatory time earned as holiday pay may be converted to regular compensatory time [maximum forty (40) hours]. In the event an employee terminates employment, all unused holiday compensatory time shall be paid in full.

ARTICLE XVII – SICK LEAVE

Section 2. Accumulation

Bargaining Unit employees will accrue sick days at the rate of twelve (12) days per year. A new employee will be eligible for leave after completion of the probationary period.

Effective January 1, 2009:

- (a) Bargaining Unit employees will accrue sick days at the rate of eight (8) hours per month. Such accrual shall be on the first day of each month.
- (b) New employees shall earn sick time beginning on the first day of the month following their date of hire and shall be eligible for sick leave following the completion of their probationary period.

Section 3. Carryover – Retirement

- 1) Sick leave may be accumulated to a maximum of two-hundred and forty (240) working days.
- 2) Upon completion of twenty (20) years of service an employee may elect, at his discretion, to apply accumulated sick leave toward retirement in accordance with Public Act dealing with IMRF and retirement credits.
- 3) Upon resigning, convert a maximum of sixty (60) days into cash. The amount of cash payment shall be furnished at one-half (1/2) of the current regular hourly wage and shall be subject to all federal and state deductions.
- 4) Any combination above.

Effective January 1, 2009,

- 1) Sick leave may be accumulated to a maximum of one thousand nine hundred and twenty (1920) hours.
- 2) Upon completion of twenty (20) years of service an employee may elect, at his discretion, to apply accumulated sick leave toward retirement in accordance with Public Act dealing with IMRF and retirement credits.
- 3) Upon resigning, convert a maximum of four hundred and eight (480) hours into cash. The amount of cash payment shall be furnished at one-half (1/2) of the current regular hourly wage and shall be subject to all federal and state deductions.
- 4) Any combination above.

ARTICLE XVIII – LEAVES OF ABSENCE

Section 3. Personal Time

Employees covered by this Agreement shall receive four (4) personal days per calendar year. Employees may use personal days by submitting a request at least twenty-four hours in advance of intended use.

Effective January 1, 2009, employees covered by this Agreement shall receive thirty-two (32) hours of personal time per calendar year. Employees may use personal days by submitting a request at least twenty-four hours in advance of intended use. Such time shall be accrued on January 1st of each year. Newly hired employees shall receive a

pro-rated number of hours (rounded to the nearest whole hour) at the completion of the probationary period.

Personal time may be used in 1 hour increments.

Use of personal time shall not be denied except in cases of departmental emergency.

Personal time not used during the calendar year in which it was accrued shall be forfeited without compensation.

ARTICLE XXIII – INSURANCE

Section 1. Hospitalization

The Employer will participate in the Steelworkers Health and Welfare Fund for insurance coverage on behalf of all bargaining unit employees during the term of this Agreement. Under the Steelworkers Health and Welfare Fund, coverage will be as follows: Health Insurance coverage will be Highmark Plan Option PPO 100/80; Prescription drug coverage will be Highmark Option A; Dental coverage will be UCCI Option B; Life/ADD coverage will be provided by Medical Life at the \$15,000.00 level. Coverage highlights are attached as Appendix A.

The Employer agrees to pay 100% of the premium costs for individual coverage outlined in Appendix A up to the following levels. In year one of this Agreement, the Employer will pay a total of \$556.51 per month for health, prescription, dental, and life insurance. In year two of the Agreement, the Employer will pay up to \$612.16 per month. In year three of the Agreement, the Employer will pay up to \$637.37 per month. In the event insurance premiums costs increase beyond the maximum allowed in year two or year three, the Employer and employees shall be each be responsible for one-half of this coverage.

In the event of notice by the insurance company of changes in the policy, during the term of this Agreement, the County and the Union will meet and negotiate the terms of employee coverage and employee contribution, if necessary.

ARTICLE XXIV – WAGES

(See Wage Appendix)

ARTICLE XXVI – MISCELLANEOUS PROVISIONS

Section 2. Uniform Allowance

Uniforms shall be furnished the Greene County Sheriff's Department for all employees who are required to wear uniforms. Shoes shall be considered a part of the uniform.

Each employee, required to wear a uniform, may order up to a maximum of three hundred and fifty dollars (\$350.00) per year of replacement uniforms or equipment.

For purposes of this provision, dry cleaning shall be considered an acceptable expense from the uniform allowance account.

The County shall provide Body Armor for all deputies and Court Security Officers who specifically request body armor. All those who request the Body Armor shall wear the vests during their on-duty time. In the interest of safety, the Employer shall replace the vests according to the manufacturer's warranty. In the event that an employee does not want to wear the Body Armor, they shall sign a waiver of liability indicating the vest was offered and denied.

Uniforms and equipment, whether issued or purchased by the employee with uniform allowance funds, shall remain the property of the County and as such shall upon separation be turned into the Sheriff.

Section 9. Anniversary Dates

For purposes of longevity increases and vacation accrual all employees' anniversary date shall be January 1 of the year they were hired. Employees shall retain their actual date of hire for all other seniority purposes, i.e. overtime equalization, vacation scheduling, days off, etc.

(For example, an employee hired on November 1, 2007, would receive longevity increases and accrue vacation as though they were hired on January 1, 2007.)

ARTICLE XXVIII – COMPLETE AGREEMENT

The parties acknowledge that during the negotiations which preceded this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining. The understandings and agreement arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Accordingly, it is agreed that for the life of this Agreement, each party voluntarily and unqualifiedly waives the

right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to in this Agreement.

ARTICLE XXX – TERMINATION

Section 1. Term of Agreement

(a) This Agreement shall be effective as of the 1st day of December, 2007, and shall remain in full force and effect until the 31st day of December, 2010.

(b) It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing not more than one hundred twenty (120) days nor less than ninety (90) days prior to December 31, 2010, that it desires to modify this Agreement for a successor Agreement.

(c) In the event that such notice is given, the parties shall attempt to meet no later than ten (10) days after the date of receipt of such notice, or at such reasonable times as are agreeable to both parties for the purpose of negotiation. Regardless, negotiations shall begin not later than thirty (30) days prior to December 31, 2010.

(d) This Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

(e) In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) days prior to the desired termination date which shall not be before December 31, 2010.

(f) All notice provided for in this Agreement shall be served on the other party by certified mail, return receipt requested.

Section 2 of Article XXX, Termination, as it appeared in the parties' previous collective bargaining agreement, shall be eliminated, in its entirety, from the parties' new collective bargaining agreement

RESOLUTION OF GRIEVANCES

The parties agree to resolve the grievances on overtime and change to hours of work as follows:

Dividing the current annual salary by 2016 resolves the overtime grievance.

The County will recalculate the overtime that was paid by the County when it

divided by 2080 hours. The County will pay the difference to each employee who was paid overtime.

To settle the grievance relating to the change in the total number of hours worked the County agrees as follows:

Add \$500 to the current annual salary before dividing the said annual salary by 2016 hours to calculate the hourly rate for all hours worked and paid.

Give employees in the bargaining unit, as of the date of the award, a one time payment of one thousand, two hundred fifty dollars (\$1,250.00).

WAGE APPENDIX

Deputies

	12/1/2006			12/1/2007	1/1/2009	1/1/2010
	Annual Salary	Current Annual with a \$500 adjustment	Annual Salary divided by 2016 Hours	3.00% Increase to hourly rate	4.00% Increase to the hourly rate	4.00% Increase to the hourly rate
Start	\$30,299	\$30,799	\$15.28	\$15.74	\$16.37	\$17.02
1	\$30,602	\$31,102	\$15.43	\$15.89	\$16.53	\$17.19
2	\$30,908	\$31,408	\$15.58	\$16.05	\$16.69	\$17.36
3	\$31,240	\$31,740	\$15.74	\$16.22	\$16.87	\$17.54
4	\$31,529	\$32,029	\$15.89	\$16.36	\$17.02	\$17.70
5	\$31,844	\$32,344	\$16.04	\$16.52	\$17.19	\$17.87
6	\$32,164	\$32,664	\$16.20	\$16.69	\$17.36	\$18.05
7	\$32,485	\$32,985	\$16.36	\$16.85	\$17.53	\$18.23
8	\$32,810	\$33,310	\$16.52	\$17.02	\$17.70	\$18.41
9	\$33,139	\$33,639	\$16.69	\$17.19	\$17.87	\$18.59
10	\$33,469	\$33,969	\$16.85	\$17.36	\$18.05	\$18.77
11	\$33,804	\$34,304	\$17.02	\$17.53	\$18.23	\$18.96
12	\$34,142	\$34,642	\$17.18	\$17.70	\$18.41	\$19.14
13	\$34,484	\$34,984	\$17.35	\$17.87	\$18.59	\$19.33
14	\$34,828	\$35,328	\$17.52	\$18.05	\$18.77	\$19.52
15	\$35,176	\$35,676	\$17.70	\$18.23	\$18.96	\$19.71
16	\$35,528	\$36,028	\$17.87	\$18.41	\$19.14	\$19.91
17	\$35,883	\$36,383	\$18.05	\$18.59	\$19.33	\$20.11
18	\$36,242	\$36,742	\$18.23	\$18.77	\$19.52	\$20.30
19	\$36,604	\$37,104	\$18.40	\$18.96	\$19.72	\$20.50
20	\$36,970	\$37,470	\$18.59	\$19.14	\$19.91	\$20.71

Corrections

	12/1/2006		12/1/2007	1/1/2009	1/1/2010	
	Annual Salary	Current Annual with a \$500 adjustment	Annual Salary divided by 2016 Hours	3.00% Increase to hourly rate	4.00% Increase to the hourly rate	4.00% Increase to the hourly rate
Start	\$26,695	\$27,195	\$13.49	\$13.89	\$14.45	\$15.03
1	\$26,962	\$27,462	\$13.62	\$14.03	\$14.59	\$15.18
2	\$27,232	\$27,732	\$13.76	\$14.17	\$14.74	\$15.32
3	\$27,505	\$28,005	\$13.89	\$14.31	\$14.88	\$15.48
4	\$27,779	\$28,279	\$14.03	\$14.45	\$15.03	\$15.63
5	\$28,057	\$28,557	\$14.17	\$14.59	\$15.17	\$15.78
6	\$28,338	\$28,838	\$14.30	\$14.73	\$15.32	\$15.94
7	\$28,621	\$29,121	\$14.44	\$14.88	\$15.47	\$16.09
8	\$28,906	\$29,406	\$14.59	\$15.02	\$15.62	\$16.25
9	\$29,195	\$29,695	\$14.73	\$15.17	\$15.78	\$16.41
10	\$29,488	\$29,988	\$14.88	\$15.32	\$15.93	\$16.57
11	\$29,784	\$30,284	\$15.02	\$15.47	\$16.09	\$16.74
12	\$30,082	\$30,582	\$15.17	\$15.62	\$16.25	\$16.90
13	\$30,382	\$30,882	\$15.32	\$15.78	\$16.41	\$17.07
14	\$30,686	\$31,186	\$15.47	\$15.93	\$16.57	\$17.23
15	\$30,993	\$31,493	\$15.62	\$16.09	\$16.73	\$17.40
16	\$31,302	\$31,802	\$15.77	\$16.25	\$16.90	\$17.57
17	\$31,615	\$32,115	\$15.93	\$16.41	\$17.06	\$17.75
18	\$31,931	\$32,431	\$16.09	\$16.57	\$17.23	\$17.92
19	\$32,251	\$32,751	\$16.25	\$16.73	\$17.40	\$18.10
20	\$32,573	\$33,073	\$16.41	\$16.90	\$17.57	\$18.28

TC/Matron

	12/1/2006			12/1/2007	1/1/2009	1/1/2010
	Annual Salary	Current Annual with a \$500 adjustment	Annual Salary divided by 2016 Hours	3.00% Increase to hourly rate	4.00% Increase to the hourly rate	4.00% Increase to the hourly rate
Start	\$21,114	\$21,614	\$10.72	\$11.04	\$11.48	\$11.94
1	\$21,325	\$21,825	\$10.83	\$11.15	\$11.60	\$12.06
2	\$21,538	\$22,038	\$10.93	\$11.26	\$11.71	\$12.18
3	\$21,753	\$22,253	\$11.04	\$11.37	\$11.82	\$12.30
4	\$21,971	\$22,471	\$11.15	\$11.48	\$11.94	\$12.42
5	\$22,190	\$22,690	\$11.25	\$11.59	\$12.06	\$12.54
6	\$22,413	\$22,913	\$11.37	\$11.71	\$12.17	\$12.66
7	\$22,637	\$23,137	\$11.48	\$11.82	\$12.29	\$12.79
8	\$22,864	\$23,364	\$11.59	\$11.94	\$12.41	\$12.91
9	\$23,091	\$23,591	\$11.70	\$12.05	\$12.54	\$13.04
10	\$23,324	\$23,824	\$11.82	\$12.17	\$12.66	\$13.17
11	\$23,556	\$24,056	\$11.93	\$12.29	\$12.78	\$13.29
12	\$23,792	\$24,292	\$12.05	\$12.41	\$12.91	\$13.42
13	\$24,029	\$24,529	\$12.17	\$12.53	\$13.03	\$13.55
14	\$24,270	\$24,770	\$12.29	\$12.66	\$13.16	\$13.69
15	\$24,512	\$25,012	\$12.41	\$12.78	\$13.29	\$13.82
16	\$24,757	\$25,257	\$12.53	\$12.90	\$13.42	\$13.96
17	\$25,005	\$25,505	\$12.65	\$13.03	\$13.55	\$14.09
18	\$25,255	\$25,755	\$12.78	\$13.16	\$13.68	\$14.23
19	\$25,507	\$26,007	\$12.90	\$13.29	\$13.82	\$14.37
20	\$25,762	\$26,262	\$13.03	\$13.42	\$13.95	\$14.51

Secretary/Matron

	12/1/2006			12/1/2007	1/1/2009	1/1/2010
	Annual Salary	Current Annual with a \$500 adjustment	Annual Salary divided by 2016 Hours	3.00% Increase to hourly rate	4.00% Increase to the hourly rate	4.00% Increase to the hourly rate
Start	\$24,718	\$25,218	\$12.51	\$12.88	\$13.40	\$13.94
1	\$24,965	\$25,465	\$12.63	\$13.01	\$13.53	\$14.07
2	\$25,216	\$25,716	\$12.76	\$13.14	\$13.66	\$14.21
3	\$25,467	\$25,967	\$12.88	\$13.27	\$13.80	\$14.35
4	\$25,722	\$26,222	\$13.01	\$13.40	\$13.93	\$14.49
5	\$25,979	\$26,479	\$13.13	\$13.53	\$14.07	\$14.63
6	\$26,238	\$26,738	\$13.26	\$13.66	\$14.21	\$14.78
7	\$26,500	\$27,000	\$13.39	\$13.79	\$14.35	\$14.92
8	\$26,766	\$27,266	\$13.52	\$13.93	\$14.49	\$15.07
9	\$27,035	\$27,535	\$13.66	\$14.07	\$14.63	\$15.22
10	\$27,304	\$27,804	\$13.79	\$14.21	\$14.77	\$15.36
11	\$27,577	\$28,077	\$13.93	\$14.34	\$14.92	\$15.52
12	\$27,854	\$28,354	\$14.06	\$14.49	\$15.07	\$15.67
13	\$28,132	\$28,632	\$14.20	\$14.63	\$15.21	\$15.82
14	\$28,414	\$28,914	\$14.34	\$14.77	\$15.36	\$15.98
15	\$28,697	\$29,197	\$14.48	\$14.92	\$15.51	\$16.13
16	\$28,984	\$29,484	\$14.63	\$15.06	\$15.67	\$16.29
17	\$29,274	\$29,774	\$14.77	\$15.21	\$15.82	\$16.45
18	\$29,567	\$30,067	\$14.91	\$15.36	\$15.98	\$16.62
19	\$29,862	\$30,362	\$15.06	\$15.51	\$16.13	\$16.78
20	\$30,161	\$30,661	\$15.21	\$15.67	\$16.29	\$16.94