

**INTEREST ARBITRATION  
AWARD**

In the matter of Interest  
Arbitration

Between

CITY OF DEKALB

And

ILLINOIS FRATERNAL ORDER  
OF POLICE LABOR COUNCIL

ISLRB Case No. S-MA-09-034

Appearances

For the Union:

Richard V. Stewart  
Becky Dragoo  
Illinois FOP Labor Council  
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Springfield, IL 62704

For the City

Robert J. Smith, Jr.  
Seyfarth Shaw LLP  
131 S. Dearborn Street, Suite 2400  
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Arbitrator

Steven Briggs

Hearing Held

June 17, 2009

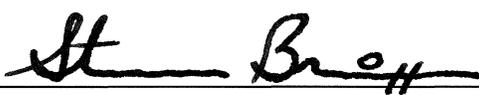
## **AWARD**

Based upon the parties' arguments and evidence, and in full consideration of the applicable statutory criteria, the Arbitrator has decided as follows:

1. The term of the parties' new collective bargaining agreement shall be January 1, 2009 through June 30, 2010.
2. Wage increases shall be as follows:
  - a. Effective January 1, 2009 - 3.0%
  - b. Effective January 1, 2010 - 0%
3. The existing longevity pay system shall remain unchanged for the term of the new agreement, and members of the bargaining unit shall continue to be eligible for longevity pay on the salary schedule, as described in Appendix C of the predecessor Agreement.
4. Members of the bargaining unit shall continue to be eligible for step movement on the salary schedule, as described in Appendix A of the predecessor agreement.
5. Members of the bargaining unit shall make the following contributions for hospital, medical and dental plan coverage during the term of the new agreement, depending upon the type of coverage elected:
  - a. Three percent (3%) of their base annual wages towards the cost of single/employee coverage;
  - b. Four percent (4%) of their base annual wages towards the cost of employee plus one dependent coverage; or
  - c. Five percent (5%) of their base annual wages towards the cost of family coverage.
6. The City shall not lay off bargaining unit employees during the following specific period of time only: July 1, 2009 through June 30, 2010.

7. The January 1, 2009 wage increase and the employee insurance contributions described in items 2 and 5, above, shall be retroactive to January 1, 2009 on all hours worked or paid. Any retroactive increase in employee insurance contributions due as a result of this Award shall be deducted by the City from the retroactive wage adjustment due to employees. The City shall issue retro checks to employees within sixty (60) calendar days of this Award.
8. The parties shall incorporate undisputed items agreed upon during their prior negotiations into the new agreement.
9. The Arbitrator retains jurisdiction in this matter for sixty (60) calendar days from the date below to hear and decide any disputes which may arise between the parties regarding the final language their January 1, 2009 through June 30, 2010 agreement.

Signed by me at Hanover, Illinois this 19<sup>th</sup> day of June, 2009.

  
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Steven Briggs