

**BEFORE  
EDWIN H. BENN  
ARBITRATOR**

**In the Matter of the Arbitration**

**between**

**CITY OF HARVEY**

**and**

**HARVEY FIREMEN'S ASSOCIATION,  
IAFF LOCAL 471**

**CASE NOS.:** S-MA-09-216  
Arb. Ref. 09.245  
(Interest Arbitration)

**ORDER**

Upon presentation of the parties' arguments and evidence, it is hereby found and ordered:

1. The parties' new collective bargaining agreement ("Agreement") shall be for the period May 1, 2009 through April 30, 2012.

2. Wage increases for the Agreement shall be as follows:

Effective May 1, 2009 - 0.0%

Effective May 1, 2010 - 3.0%

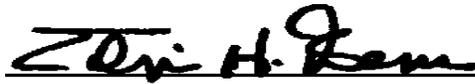
Effective May 1, 2011 - 3.5%

3. Article XVII(G) (Sick Leave) shall be modified to provide that those employees not defined as "eligible employee" in the 2006-2009 Agreement (*i.e.*, those on the payroll as of the execution date of the 1983-1985 Agreement) shall be entitled to sick leave payouts upon retirement or death of up to 145 eight hour days of accumulated sick leave on the basis of 50% to be at the employee's option and 50% at the City's option in accord with the present collec-

tive bargaining agreement. However, in the exercise of the City's option, all employees retiring in the same fiscal year shall be treated the same.

4. All tentative agreements previously reached between the parties are incorporated into the terms of the Agreement.

5. The undersigned will retain jurisdiction to resolve disputes concerning the drafting of language consistent with this order.

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

Edwin H. Benn  
Arbitrator

Dated: August 6, 2009