

**BEFORE
AARON S. WOLFF
ARBITRATOR**

In the Matter of Arbitration Between Village of Addison and Metropolitan Alliance of Police	Case No.: FMCS 11-02410
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ORDER

By agreement of the parties, and pursuant to Section 14(p) of the Illinois Public Labor Relations Act (herein the "Act"), the Arbitration Panel in this case consists of Arbitrator Aaron S. Wolff, Chairperson and neutral member. The parties have voluntarily waived their respective rights to appoint an Employer and a Union delegate. The parties have further stipulated that the procedural prerequisites for convening the Arbitration hearing have been met, and that the Arbitrator has jurisdiction and authority to rule on those mandatory subjects of bargaining submitted to him as authorized by the Act.

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

1. The parties' prior collective bargaining agreement shall continue unchanged, unless modified by the parties' tentative agreements, or the wage and language provisions in this Order, except for the changing of dates and Section numbers as appropriate.

2. Section 3.3, Indemnification, shall be changed to read as follows:

"Section 3.3, Indemnification

The Union shall indemnify, defend and save the Village harmless against any claims, demands, suits or other forms of liability (monetary or otherwise) and for all legal costs that arise out of or by reason of action taken or not taken by the Village in complying with the provisions of this Article, provided that the Village does not initiate the action. If an improper deduction is made, the Union shall refund directly to the employee any such amount."

3. Article 12, Wages. Change the language of this Article, and the appropriate Appendices, to reflect the following:

- November 1, 2009: No change to pay scale Appendix A;
- May 1, 2010: 2% increase to all steps on pay scale Appendix B, retroactive to May 1, 2010 for employees covered by this Section on the date the contract is executed for work performed during such period;
- November 1, 2010: 2% increase to all steps on pay scale Appendix C, retroactive to November 1, 2010, for employees covered by this Section on the date the contract is executed for work performed during such period.
- November 1, 2011: 2% increase to all steps on pay scale Appendix D, retroactive to November 1, 2011, for employees covered by this Section on the date the contract is executed for work performed during such period.

As a result of this Order, the appropriate Appendices will be changed as follows:

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APPENDIX A – Effective 11/1/09
Percent Change = 0%

Step	1	2	3	4	5	6	7	8	9
Patrol Officer									
Annual	53,280.83	54,878.96	56,525.33	58,221.09	59,967.72	61,766.75	65,528.34	69,519.02	72,865.24
Hourly	25.615645	26.384114	27.175638	27.990907	28.830634	29.695553	31.504011	33.422608	35.031966

APPENDIX B – Effective 5/1/10
Percent Change = 2%

Step	1	2	3	4	5	6	7	8	9
Patrol Officer									
Annual	54,346.15	55,976.54	57,655.83	59,385.51	61,167.07	63,002.09	66,838.91	70,909.41	74,322.55
Hourly	26.1279579	26.9117963	27.7191508	28.5507251	29.4072467	30.2894641	32.1340912	34.0910602	35.731993

**APPENDIX C – Effective 11/1/10
Percent Change = 2%**

Step	1	2	3	4	5	6	7	8	9
Patrol Officer									
Annual	55,433.08	57,096.07	58,808.95	60,573.22	62,390.41	64,262.13	68,175.69	72,327.59	75,809.00
Hourly	26.6505171	27.4500322	28.2735338	29.1217396	29.9953916	30.8952533	32.776773	34.7728814	36.4466332

**APPENDIX D – Effective 11/1/11
Percent Change = 2%**

Step	1	2	3	4	5	6	7	8	9
Patrol Officer									
Annual	56,541.74	58,237.99	59,985.13	61,784.68	63,638.22	65,547.37	69,539.20	73,774.15	77,325.18
Hourly	27.1835274	27.9990328	28.8390045	29.7041744	30.5952994	31.5131584	33.4323085	35.468339	37.1755659

4. Tentative Agreements: All of the parties' tentative agreements, which were initialed and dated by the parties, shall be incorporated into the parties' new collective bargaining agreement.

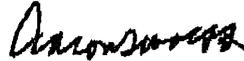
5. Section 7.4, Layoff. Add at the end of the first paragraph the following language:

"The Village agrees that it will not lay off any member of the collective bargaining unit for the duration of this Agreement, through midnight, October 31, 2012."

6. Duration. The new contract shall be effective on the day after it is signed by both parties, and shall continue through October 31, 2012.

7. All other proposals advanced during bargaining by the Union and the Village are hereby dropped by each party.

8. The matter is now remanded to the parties to draft contract language consistent with this Order. The Arbitrator will retain jurisdiction for ninety [90] days to resolve any dispute which may arise concerning the final language of the Agreement.



Aaron S. Wolff, Arbitrator

Entered at Highland Park, Illinois
this 21st day of September, 2011.