

**ILLINOIS LABOR RELATIONS BOARD
INTEREST ARBITRATION BEFORE ARBITRATOR BRIAN CLAUSS**

| | | |
|----------------------------------|---|-------------|
| COUNTY OF WILL, |) | |
| WILL COUNTY SHERIFF'S DEPARTMENT |) | |
| |) | |
| Employer, |) | S-MA-10-079 |
| |) | |
| and |) | |
| |) | |
| ILLINOIS FRATERNAL ORDER |) | |
| OF POLICE LABOR COUNCIL, |) | |
| |) | |
| Union. |) | |

Hearing Held
September 22, 2011

Appearances

For the Union:
John R. Roche, Jr.
Illinois Fraternal Order
of Police Labor Council
Western Springs, Illinois 60558

For the Employer:
Mark W. Bennett
Laner Muchin Dombrow Becker Levin and Tominberg, Ltd.
515 N. State St., Suite 2800
Chicago, IL 60654-4688

Consent Award

This matter came before the Neutral on September 22, 2011 for the purpose of conducting a mediation/arbitration hearing. After reviewing the evidence, the respective positions of the Union and the Employer, subsequent proposed resolutions by the parties, and the statutory factors, the following Award is issued:

1. The term of this Agreement shall be three years and shall be effective December 1, 2009 through November 30, 2012.

2. Article XIX Wages

12/1/09 \$574.42 added to each of the current 8 steps of the matrix for Sergeants and Lieutenants*

12/1/10 2.5% added across the board to the matrix

12/1/11 2.5% added across the board to the matrix

The new wage matrix is as follows:

WILL COUNTY CORRECTION SUPERVISORS WAGE SCHEDULE

| | | \$574.42 | 2.5% | 2.5% |
|----------------|-------------|-------------|-------------|-------------|
| | Current | FY 10 | FY 11 | FY 12 |
| | | 12/1/2009 | 12/1/2010 | 12/1/2011 |
| COSGT 1 | \$68,644.00 | \$69,218.42 | \$70,948.88 | \$72,722.60 |
| COSGT 2 | \$70,360.00 | \$70,934.42 | \$72,707.78 | \$74,525.48 |
| COSGT 3 | \$72,119.00 | \$72,693.42 | \$74,510.76 | \$76,373.52 |
| COSGT 4 | \$73,922.00 | \$74,496.42 | \$76,358.83 | \$78,267.80 |
| COSGT 5 | \$75,770.00 | \$76,344.42 | \$78,253.03 | \$80,209.36 |
| COSGT 6 | \$77,664.00 | \$78,238.42 | \$80,194.38 | \$82,199.24 |
| COSGT 7 | \$79,606.00 | \$80,180.42 | \$82,184.93 | \$84,239.55 |
| COSGT 8 | \$81,596.00 | \$82,170.42 | \$84,224.68 | \$86,330.30 |
| | | | | |
| | | | | |
| | | | | |
| CO LT 1 | \$78,740.00 | \$79,314.42 | \$81,297.28 | \$83,329.71 |
| CO LT 2 | \$80,709.00 | \$81,283.42 | \$83,315.51 | \$85,398.39 |
| CO LT 3 | \$82,727.00 | \$83,301.42 | \$85,383.96 | \$87,518.55 |
| CO LT 4 | \$84,795.00 | \$85,369.42 | \$87,503.66 | \$89,691.25 |

| | | | | |
|---------|-------------|-------------|-------------|-------------|
| CO LT 5 | \$86,915.00 | \$87,489.42 | \$89,676.66 | \$91,918.57 |
| CO LT 6 | \$89,088.00 | \$89,662.42 | \$91,903.98 | \$94,201.58 |
| CO LT 7 | \$91,315.00 | \$91,889.42 | \$94,186.66 | \$96,541.32 |
| CO LT 8 | \$93,598.00 | \$94,172.42 | \$96,526.73 | \$98,939.90 |

All wage increases are to be paid for all hours compensated retroactive to 12/1/09. All current employees as of the date of this Award, and those who have left the bargaining unit during the term of this Agreement shall receive retro pay for the time period that they were employed within the bargaining unit.

* The wage increase for December 1, 2009 was calculated by determining the cost of adding an additional two and one-half percent (2.5%) step to the matrix then distributing that amount across-the-board to all bargaining unit members rather than adding the new step. That amount was \$574.42.

3. Article 7.12 Acting Watch Commander

Article 7.12 is changed in the following way:

~~If a Sergeant is assigned by the Employer to work as an Acting Watch Commander, the Sergeant shall receive an additional one hour of straight time base pay for each eight hour shift worked in such capacity, so long as the Sergeant works a minimum for four hours in such capacity.~~

New language:

“Bargaining unit members who serve as Acting Watch Commander shall be compensated at time and one half (1 1/2) of their regular hourly rate for all hours worked in that position.”

Payment for serving as Acting Watch Commander under the new language shall be for all hours worked in that position retroactive to December 1, 2009 minus any premium already paid for serving in that position.

4. All remaining provisions of the December 1, 2006 to November 30, 2009 Agreement shall remain unchanged for the December 1, 2009 to November 30, 2012 successor agreement.

The undersigned will retain jurisdiction for 90 days for the purpose of implementation of this Opinion and Award.

Brian Clauss

Brian Clauss, Arbitrator

January 23, 2012

4851-5177-9854, v. 1