

**BEFORE
EDWIN H. BENN
ARBITRATOR**

In the Matter of the Arbitration

between

**McHenry County Conservation
District**

and

Illinois FOP Labor Council

CASE NOS.: S-MA-10-105
Arb. Ref. 11.231
(Interest Arbitration)

ORDER

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

1. The new collective bargaining agreement ("Agreement") between the parties shall have a term of April 1, 2010 through March 30, 2013.

2. The wage rates for the Agreement shall be:

Effective April 1, 2010 - 2.5% increase

Effective April 1, 2011 - 1.5% increase

Effective April 1, 2012 - wage and insurance reopener

3. The uniform allowance for covered employees shall be increased to \$500 per year. One-half of the uniform allowance shall be paid in cash.

4. The wage increases specified in paragraph 2 shall be retroactive to April 1, 2010 on all hours paid for all employees on the payroll as of April 1, 2010. The uniform allowance specified in paragraph 3 shall be retroactive to April 1, 2010, but shall be offset by uniform allowance benefits already received by employees. The employee shall use the commissary uniform allowance first.

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If the commissary allowance is not used by October 1st of each year, the employee shall receive the \$250 cash uniform allowance by check in the next payroll check.

5. All tentative agreements previously reached are incorporated by reference into this Order.

6. This Order is entered on a non-precedential basis. No party waives any position that it has with respect to any issue covered by this Order. The parties are free to discuss wage schedules in the negotiations for the wage re-opener in the third year of the Agreement.

7. The matter is now remanded to the parties to draft contract language consistent with this Order. The undersigned will retain jurisdiction to resolve disputes which may arise concerning the final language of the Agreement.

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

Edwin H. Benn
Arbitrator

Dated: September 2, 2011