

Daniel Nielsen, Arbitrator

In the Matter of the Arbitration of an Interest Dispute Between

**THE METROPOLITAN ALLIANCE OF POLICE,
DES PLAINES COMMAND CHAPTER #241**

and

THE CITY OF DES PLAINES

2011-2014 Collective Bargaining Agreement

Appearances:

The Metropolitan Alliance of Police, by **Joseph Mazzone**, Chief Counsel, 3033 West Jefferson Street, Suite 208, Joliet IL 60435, appearing on behalf of Des Plaines Command Chapter #241.

Clark Baird Smith, LLP by **Robert Smith**, Attorney at Law, 6133 North River Road, Suite 1120, Rosemont IL 60018, appearing on behalf of the City of Des Plaines.

ARBITRATION AWARD

The City of Des Plaines (hereinafter referred to as the City of the Employer) and the Metropolitan Alliance of Police, Chapter #241 (hereinafter referred to as MAP or the Union), selected the undersigned to serve as the arbitrator of a dispute over the terms of the collective bargaining agreement to succeed the contract which expired on December 31, 2010. On March 13, 2012, the parties met with the undersigned for the purpose of pursuing settlement discussions. In the course of those discussions, the parties reached agreement on the terms of the contract, and authorized the issuance on an Award setting forth those terms.

On the basis of the record, including the stipulations of the parties, the undersigned makes and issues the following Award.

AWARD

The collective bargaining agreement between the City and the Union shall carry forward the terms of the predecessor agreement, with the following modifications:

1. **Duration:** The term of the Agreement shall be January 1, 2011 through December 31, 2014.
2. **Tentative Agreements:** The tentative agreements reached prior to March 13, 2012.
3. **Arbitration of Discipline Grievances:** The language from the Police Officers' collective bargaining agreement concerning the arbitration of discipline grievances shall be incorporated into the new contract, effective immediately.
4. **Insurance:** Effective January 1, 2013, employees will contribute 12% of the premium for the PPO, 7% for the HMO, and 12% for the Dental. The prescription drug benefit co-pay will be:

PPO:	<u>Retail</u>	<u>Mail Order</u>
	\$15 Generic	\$20 Generic
	\$25 Formulary	\$35 Formulary Brand
	\$45 Non-Formulary	\$50 Non-Formulary
HMO:	<u>Retail</u>	<u>Mail Order</u>
	\$10 Generic	\$10 Generic
	\$15 Formulary	\$15 Formulary Brand
	\$30 Non-Formulary	\$30 Non-Formulary

5. **Longevity:** Effective January 1, 2012, Longevity will be paid for personnel hired after 1996, on the terms contained in the Fire Fighters' agreement for such personnel.

6. **Wage Structure:** Effective January 1, 2012, the current two step wage progression will be changed to a four step wage progression, by adding two equally spaced steps between the existing entry level step and the existing top step. This will not affect the progression of any unit member hired prior to January 1, 2012.

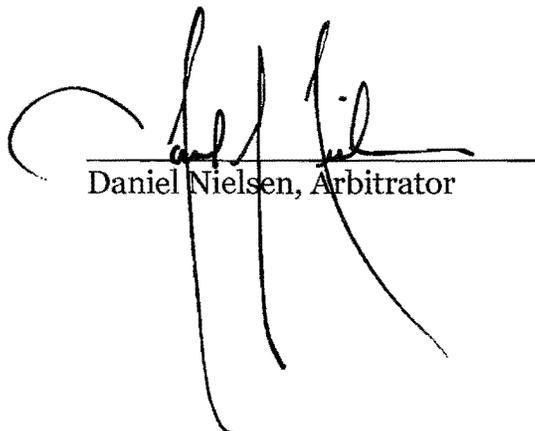
7. **Wages:**

January 1, 2011:	1.75% across the board
January 1, 2012:	2.00% across the board
January 1, 2013:	2.25% across the board
January 1, 2014:	2.25% across the board

8. **Other items:** All items not mentioned remain status quo.

The arbitrator will retain jurisdiction over this matter for a period of time necessary to resolve any disputes over the drafting of the language required to implement this Agreement. If the arbitrator's retained jurisdiction is not invoked within 30 days, jurisdiction will lapse.

Signed this 16th day of March, 2012.



Daniel Nielsen, Arbitrator