

**BEFORE  
EDWIN H. BENN  
ARBITRATOR**

**In the Matter of the Arbitration**

**between**

**CITY OF ALEDO**

**and**

**IUOE LOCAL 150**

**CASE NOS.:** S-MA-13-012  
Arb. Ref. 12.246  
(Interest Arbitration)

**AWARD**

Upon presentation of the parties' arguments, it is hereby found and ordered that the terms the parties' new collective bargaining agreement shall be as follows:

1. Duration: Three years (January 1, 2012 through December 31, 2014).
2. Percentage Wage Increases:

<u>Effective Date</u>	<u>Increase</u>
January 1, 2012	2%
January 1, 2013	2%
January 1, 2014	2%

3. The wage increases set forth in paragraph 2 shall be retroactive to January 1, 2012 for all employees on the payroll as of the date the City Council approves the terms of this Award.

4. Each employee as described in paragraph 3 shall also receive two payments of \$250 (less customary taxes and withholding amounts). The first

City of Aledo and IUOE Local 150  
Interest Arbitration  
Page 2

\$250 payment shall be made to the employees in the first full pay period following the City Council's approval of the terms of this Award. The second \$250 payment shall be made to the employees in the first full pay period after January 1, 2013.

5. All tentative agreements reached by the parties during negotiations shall be incorporated into the terms of this Award.

6. This matter is now remanded to the parties to draft contract language consistent with the terms of this Award. The undersigned will retain jurisdiction to resolve disputes which may arise out of the drafting of that language.

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

Edwin H. Benn  
Arbitrator

Dated: October 19, 2012