

In the Matter of the Interest Arbitration Between

County of Henry :
 :
 --- and --- :
 : OPINION AND
 Illinois Fraternal Order of Police :
 Labor Council : AWARD
 No. S-MA-15-045-046 :

Before Matthew W. Finkin, Arbitrator

This is an interest arbitration. The County is represented by Richard V. Stewart, Jr., Esq. The Union by James Daniels, Esq. Both are seasoned counsel well experienced in disputes of this nature.

The matter was heard on May 4, 2015, in Cambridge, Illinois. On that date the parties jointly informed the Arbitrator that on the outstanding issues of wages, both across the board, step, and equity increases, the terms submitted to the Arbitrator might be acceptable voluntarily, but would benefit from arbitral scrutiny. These issues were submitted for arbitral disposition after bargaining exchanges on them made in the collective bargaining negotiation leading up to the instant submission. Other issues involving the County of Henry having been previously settled included in this contract, which is the subject of this award.

In an interest arbitration in Illinois the Arbitrator must apply the standards set out in 5 ILCS 315/14(h). *See, e.g., County of St. Clair v. Illinois Fraternal Order of Police Labor Council*, 388 Ill.App.3d 738, 273 Ill. Dec. 551, 789 N.E.2d 451 (5th Dist. 2003). The Arbitrator's duty applies equally to terms submitted under the circumstances presented here. *Village of Steamwood* (FMCS No. 100726-04276-A) (Marvin Hill, Arb. 2011). Upon the parties' representations to the Arbitrator and the Arbitrator's independent study of the terms and negotiating history, the

Arbitrator is satisfied that the terms the parties have stated and awarded below comply with the statutory criteria and comport with the public interest and welfare.

AWARD

The collective agreement shall include the following bold print provisions set out in response to the issues put in the submission:

1. What, if any, additional steps shall be added to the pay scales in Appendix A?
2. **Effective 12/1/14: Additional 1% at "After 22 Years" and "After 24 Years"**
What shall the across the board wage increases in Section 23.1 and what, if any, equity adjustments to Appendix A of the Collective Bargaining Agreement be for December 1, 2014, December 1, 2015, and December, 2016?

Effective 12/1/14: Add \$0.15/hour to "After 4 Years" though "After 20 Years" to the "Corrections/Telecommunicators" Scale and the "Secretaries/Clerk" Scale followed by a 2.00% increase to each step.
Add \$0.15/hour to "After 4 Years" though "After 8 Years" and \$0.20/hour "After 9 Years" though "After 20 Years" to the "Deputies/Sergeants" Scale followed by a 2.00% increase to each step

Effective 12/1/15: 2.25% wage increase to each step
Effective 12/1/16: 2.25% wage increase to each step



Matthew W. Finkin
Arbitrator

Date: May 6, 2015