

JUL 17 1991

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BEFORE  
EDWIN H. BENN, NEUTRAL ARBITRATOR  
MICHAEL STOUT, UNION APPOINTED ARBITRATOR  
THEODORE BUECKER, EMPLOYER APPOINTED ARBITRATOR

In the Matter of the Arbitration

between

COUNTY OF SANGAMON AND  
SANGAMON COUNTY SHERIFF'S  
DEPARTMENT

and

TEAMSTERS LOCAL NO. 916

CASE NO.: S-MA-91-84

Interest Arbitration

OPINION AND AWARD

APPEARANCES:

For the Employers: James Spizzo, Esq.

For the Union: Michael O'Hara, Esq.

Place of Hearing: Springfield, Illinois

Date of Hearing: April 22, 1991

Date of Award: June 3, 1991

Upon consideration of the evidence, arguments and positions presented by the parties and further considering the relevant statutory factors set forth in Section 14(h) of the IPLRA, and in an effort to avoid further delay in the implementation of the terms of the collective bargaining agreement found appropriate herein, a majority of this Board makes the following findings concerning the terms of the parties' new collective bargaining Agreement:

### I. Term of Agreement

June 30, 1990 - November 30, 1993.

### II. Wages

(See schedule set forth below)

- |    |   |                |
|----|---|----------------|
| A. | FY '89-90 (retroactive to 12/01/89)   | 5%             |
|    | FY '90-91 (retroactive to 12/01/90)   | 5%             |
|    | FY '91-92   | 5%             |
|    | FY '92-93   | Wage Re-opener |
| B. | Implement salary schedule for new employees hired after July 1, 1990 as agreed. |                |

### III. Signing Bonus

Additional \$16,000, to be distributed based on seniority as agreed to by the parties.

### IV. Schedule Change

The Employers have withdrawn the demand to change the current work week.

### V. Longevity

The Employers will institute the following longevity plan which uses the tenure salary as the basis for calculations. Longevity payments are not compounded.

- 6 years of service - 2%
- 10 years of service - 5%
- 16 years of service - 7%

VI. Hospitalization

The Employers will implement phase-in of dependent coverage premium increases for employees per agreement earlier reached. New hires (beginning their employment on and after July 1, 1990) shall pay dependent insurance premiums at rates set by the County.

VII. Other Terms

All other changes in contract provisions agreed to in September 1990 shall be implemented.

\* \* \*

ARTICLE 17

WAGE RATES

Section 17.1 Wage Rates

C/O Rank	<u>FY 89-90</u>	<u>FY 90-91</u>	<u>FY 91-92</u>	<u>FY 92-93</u>
Probationary Officers on payroll before 07/01/90:	\$15,413.00			Wage re-Opener for all ranks
<u>Tenure</u>	\$16,416.00	\$17,237.00	\$18,099.00	
<u>Corporal</u>	\$16,803.00	\$17,643.00	\$18,525.00	
<u>Sergeant</u>	\$17,670.00	\$18,554.00	\$19,482.00	
	*	*	*	
	<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>	<u>4th Year</u>
<u>New Hires</u> (hired since 07/01/90)	\$14,679.00	\$15,667.00	\$16,655.00	\$17,643.00
				<u>5th Year</u> Same Wage Rate as Tenure C/O

Section 17.2 Signing Bonus (additional \$16,000)

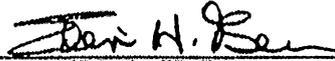
All officers on the payroll as of the effective date of this Agreement shall receive a signing bonus, the amount of which will be determined by seniority as agreed by the Employers and Union. Such signing bonus shall include a cash payment in lieu of an exchange weapon. This signing bonus shall be paid by separate check and shall not be considered compensation for purposes of computing any overtime.

Section 17.3 Probationary Officer's Wage Increases

All officers hired after July 1, 1990 shall be treated as New Hires for purposes of wages. All New Hires shall remain in this category and shall be paid the amount set forth in the Wage Rates Schedule above for New Hires in each year as shown.

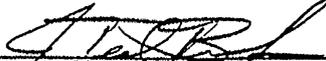
Section 17.4 Retroactivity of Wage Increases

All wage increases set forth in the Wage Rates Schedule above for FY 89-90 are retroactive to December 1, 1989. All wage increases set forth in the Wage Rate Schedule above for FY 90-91 are retroactive to December 1, 1990.



Edwin H. Benn  
Neutral Arbitrator

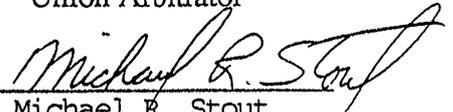
Dated: June 3, 1991



Theodore Buecker  
~~City~~ Arbitrator  
County

Michael R. Stout  
Union Arbitrator

In Dissent:



Michael R. Stout  
Union Arbitrator