

IN THE MATTER OF THE ARBITRATION BETWEEN:

ILLINOIS FRATERNAL ORDER OF)	
POLICE LABOR COUNCIL)	ISLRB No. S-MA-93-22
)	
and)	Interest Arbitration
)	
COUNTY OF MACOUPIN and)	
the MACOUPIN COUNTY SHERIFF)	

INTRODUCTION

An arbitration hearing between the parties was held in Carlinville, Illinois on October 25, 1994.

The Illinois Fraternal Order of Police Labor Council (the "Union") was represented by Thomas F. Sonneborn, Esq., Legal Director, and Ms. Becky Drago, Legal Assistant. The County of Macoupin and the Macoupin County Sheriff (the "Employer") was represented by Brent A. Cain, Assistant State's Attorney for the County of Macoupin.

STATEMENT OF FACTS

This interest arbitration arises out of the collective bargaining negotiations between the Illinois Fraternal Order of Police Labor Council and the County of Macoupin and the Macoupin County Sheriff. Prior to the arbitration hearing the parties provided the Arbitrator a copy of the parties' current collective bargaining agreement and copies of certain tentative agreements reached during the course of their negotiations which the parties stipulated shall be incorporated into and made part of the Arbitrator's decision and award. The parties' further stipulated that except as modified by such tentative agreements and the Arbitrator's decision and award, the parties' current labor agreement shall remain unchanged and its terms shall be incorporated into the parties' successor labor agreement.

Eight economic and non-economic impasse issues were presented to the Arbitrator for decision and award at the hearing. After the Union presented an overview of its position concerning the eight issues, the parties requested time to see if they could reach an agreement on the unresolved issues. The issues included:

1. Wage increase for the two years of the agreement: (i) September 1, 1993, through August 31, 1994; (ii) September 1, 1994, through August 31, 1995.
2. Employer contributions for dependent health insurance.
3. Participation of the Corrections Sergeant in the Sheriffs' Law Enforcement Employees' Pension Program.

4. Language of the agreement regarding "New Classifications and Vacancies".
5. Language of the agreement regarding "Management Rights".
6. Language of the agreement regarding "Maintenance of Standards".
7. Language of the agreement regarding "Subcontracting".
8. Language of the agreement regarding "Seniority".

The Arbitrator granted their request. A short time later the parties announced they had reached an agreement on the outstanding issues. The hearing was then continued for the purpose of reading into the record the parties' stipulations regarding the outstanding issues.

AWARD

Based on the agreement reached between the parties, the Arbitrator's Award is as follows:

1. Wages - All bargaining unit employees will receive a four percent (4%) increase on September 1, 1993, fully retroactive on all hours paid back to that date. Further, a four percent (4%) increase on September 1, 1994, fully retroactive on all hours paid back to that date.
2. Dependent health insurance - The contract language will remain the same as is currently set forth in the agreement concerning health insurance.
3. Participation in the Sheriffs' Law Enforcement Employees' Pension Program - The parties agree that the question will be resolved by the Illinois Municipal Retirement Fund. The Employer has agreed that it will not resist or in any way try to impede the employee's participation in that fund. If the Illinois Municipal Retirement Fund determines that the concerned employee is to be included as a participant in the fund, appropriate deductions and contributions will be made on his behalf.
4. The Employer has agreed to withdraw its proposals regarding "New Classifications and Vacancies", "Management Rights", "Maintenance of Standards", "Subcontracting", and "Seniority". Accordingly, these clauses will remain as currently set forth in the collective bargaining agreement except for the "Management Rights" clause which will be amended as provided in paragraph 6.
5. The Arbitrator notes that tentative agreements on various issues were reached in negotiations and submitted to the Arbitrator at the hearing as Group Exhibit No. 2.

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These agreements, Group Exhibit No. 2, are hereby incorporated into the Award and made part of the collective bargaining agreement, retroactive to September 1, 1993.

6. Management Rights -The clause is amended as follows:

Except as amended or modified by specific provisions of this Agreement, the Employer reserves and retains all of its common law and statutory rights as provided for in Section 4 of the Illinois Public Labor Relations Act, as amended. Among the many rights retained by the Employer

Alan J. Fisher
Arbitrator

Dated: January 31, 1995