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ILLINOIS LABOR RELATIONS BOARD
BEFORE ARBITRATOR ROBERT PERKOVICH

**In the Matter of an
Interest Arbitration between**

County of Rock Island and the
Rock Island County Sheriff

and

Illinois FOP Labor Council

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FMCS #100818-04608A
#S-MA-09-052

INTEREST ARBITRATION OPINION AND AWARD

A hearing was held on January 31, 2011 in Rock Island, Illinois before Arbitrator Robert Perkovich who was jointly chosen to serve as such by the parties, County of Rock Island and the Rock Island County Sheriff ("Employer") and the Illinois FOP Labor Council ("Union"). The Employer was represented by its counsel, Patricia Castro, and the Union was represented by its counsel, Richard Stewart. Both parties presented its evidence in narrative fashion and neither chose to file a post-hearing brief.

ISSUES PRESENTED

The issues presented for resolution are as follows:

1. Wages
2. Vacation Accrual

THE FINAL OFFERS

On the issue of wages, the Union's final offer is that bargaining unit employees receive a 3.25% wage increase effective December 1, 2008, a 3.25% wage increase effective December 1, 2009, and a 3% wage increase effective December 1, 2010.

The Employer on the other hand offers a 3% wage increase in each of those three years.

On the issue of vacation accrual the Union's final offer is that bargaining unit employees accrue a fifth week of vacation after 19 years of continuous service effective upon the issuance of this interest arbitration award while the Employer offers that the fifth week of vacation accrue after 20 years of continuous service.

THE APPLICABLE STANDARD OF REVIEW

Under Section 14(g) of the Illinois Labor Relations Act I am to resolve this dispute based on the following benchmarks:

1. the lawful authority of the Employer
2. stipulations of the parties
3. the interests and welfare of the public and the financial ability of the unit of government to meet those costs
4. comparison of wages, hours and conditions of employment of other employees performing similar services and with other employees generally in public and private employment in comparable communities
5. the average consumer prices for goods and services
6. the overall compensation presently received by the employees in question
7. any changes in any of the foregoing during the pendency of the arbitration
8. such other factors which are normally or traditionally taken into consideration in the determination of wages through collective bargaining, mediation, fact-finding, arbitration in public and private employment.

DISCUSSION

I have considered the entire record developed in this matter including the evidence proffered by the parties, their stipulations including their agreed-upon comparable communities, the statutory factors set forth above, and the fact that at this point in time the parties are in the last year of the contract in dispute. Having done I find that the Union's final offers on the two issues in dispute are the more reasonable of the two offers before me.

AWARD

I hereby find as follows:

1. That the Union's final offer, including retroactivity, is adopted.
2. That the Union's final offer on vacation accrual is adopted.
3. That the parties' tentative agreements are adopted.

DATED: February 11, 2011



Robert Perkovich, Arbitrator