

BEFORE THE ARBITRATOR

RECEIVED  
FEB 05 2016

In the Matter of the Interest Arbitration  
of a Dispute Between

COUNTY OF CLINTON, ILLINOIS

and

ILLINOIS FRATERNAL ORDER OF POLICE LABOR  
COUNCIL

FMCS Case No. 15-02934-6

Appearances:

Walters Law Offices, by Mr. Chris W. Walters, on behalf of the Employer.

Mr. James Daniels, Attorney, Illinois FOP Labor Council, on behalf of the Union.

ARBITRATION AWARD

The above-entitled parties, herein "Union" and "Employer," engaged in negotiations for a successor collective bargaining agreement to replace the prior contract which expired on November 30, 2014. They reached agreement on all issues except for annual wage increases for fiscal year 2015, fiscal year 2016, and fiscal year 2017 and health insurance. The parties have agreed that all previously agreed-to tentative agreements are to be incorporated in this Award.

Pursuant to Section 14 of the Illinois Public Labor Relations Act, herein "Act," the parties selected Amedeo Greco to serve as the Arbitrator. A hearing was held on November 30, 2015, in Carlyle, Illinois, at which time it was transcribed. The parties then agreed to the following Stipulated Award.

STIPULATED AWARD

1. WAGES

A. There will be a retroactive wage increase for fiscal year 2015 of two percent on all hours worked.

B. There will be a wage increase of three percent for fiscal year 2016.

C. There will be a wage increase of three percent for fiscal year 2017.

2. HEALTH INSURANCE

Section 24.1 will read as follows: Employees with 60 days or more of service with the County shall be eligible to participate in the hospitalization/dental program. The Employer's present complete basic hospitalization/dental program covering all Employees and their dependents covered by this agreement shall continue in effect.

Effective December 1<sup>st</sup>, 2015 the Employees' total monthly cost for single insurance premium will be increased to \$27.50 per pay period. All increases in the single insurance premium after December 1<sup>st</sup>, 2015 shall be divided equally, (fifty-fifty), between the Employer and the Employees.

Employees shall continue to pay the full premium cost of dependent coverage, as well as associated deductibles and co-pays. The coverage shall be maintained at its present level, and will not be substantially modified or reduced.

In the event such coverage is cancelled through no fault of the Employer, the Employer agrees to continue to pay to the County's sponsored health and dental plan the same amount being contributed to each Employee as of the date of cancellation. The parties will reopen negotiations regarding insurance if, during the term of this agreement, there is a substantial change in non-premium expenses, parentheses, i.e., prescription drug costs, deductible, out-of-pocket, end parentheses, or benefits. This re-opener shall not apply to an increase in premiums because such is addressed above by the fifty-fifty split.

The parties agree that such negotiations shall be governed by the provisions of the 5 ILCS 315 forward slash 14.

3. RETENTION OF JURISDICTION

Pursuant to the request of the parties, I shall retain jurisdiction for 60 days to address any questions regarding the implementation of the Award.

Dated: January 29, 2016

Amedeo Greco /s/  
Amedeo Greco, Arbitrator