

**BEFORE ARBITRATOR
BRIAN CLAUSS**

City of East St. Louis, Illinois

and

Illinois Fraternal Order of Police Labor Council.

Interest Arbitration Award

APPEARANCES:
FOR THE UNION

Rob Scott
Fraternal Order of Police Labor Council
Springfield, Illinois

FOR THE EMPLOYER

Heidi Eckert
Clayborne, Sabo and Wagner
Belleville, Illinois

INTRODUCTION

The City of East St. Louis, Illinois (“City” or “Department”) is an employer pursuant to the Illinois Public Labor Relations Act and the Fraternal Order of Police Labor Council (“Union”) are parties to a Collective Bargaining Agreement. (“CBA”) The parties reached impasse during negotiations for the CBA covering the period December 1, 2011 until December 1, 2015, and the undersigned was selected to decide the interest arbitration pursuant to the procedure of the Illinois Labor Relations Board. The arbitrator was selected and accepted this appointment pursuant to IPLRA Section 14 impasse procedures for protective service bargaining units.

The CBA at issue in the instant Award shall be effective December 1, 2011 and shall continue in full force and effect until December 1, 2015. Wages will be paid retroactively on all hours worked.

INTEREST ARBITRATION

Jurisdiction

This interest arbitration comes before the Arbitrator pursuant to Section 14 of the Illinois Public Labor Relations Act. The subject collective bargaining agreement (“CBA”) covers sworn Police Officers and Police Sergeants of the City of East St. Louis, Illinois.

The arbitrator was selected and accepted this appointment pursuant to the Illinois Public Labor Relations Act Section 14 impasse procedures for protective service bargaining units.

STATUTORY FACTORS

The statutory provisions in pertinent part governing this arbitration are found in Section 14. All the statutory factors were considered by the undersigned when analyzing the issues presented in this Interest Arbitration Award. The statute does not provide for a ranking of the statutory factors according to importance and it is therefore up to the arbitrator to determine the

importance of the statutory factors. *See City of Decatur and IAFF Local 505 SMA-29 (Eglt 1986)*. Nonetheless, all the statutory factors were considered in the instant matter.

(g) As to each economic issue, the arbitration panel shall adopt the last offer of settlement which, in the opinion of the arbitration panel, more nearly complies with the applicable factors prescribed in subsection (h). The findings, opinions and order as to all other issues shall be based upon the applicable factors prescribed in subsection (h).

(h) Where there is no agreement between the parties

... the arbitration panel shall base its findings, opinions and order upon the following factors, as applicable:

(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 the wages, hours and conditions of employment of the employees involved in the arbitration proceeding with the wages, hours and conditions of employment of other employees performing similar services and with other employees generally:

(A) In public employment in comparable communities.

(B) In private employment in comparable communities.

(5) The average consumer prices for goods and services, commonly known as the cost of living.

(6) The overall compensation presently received by the employees, including direct wage compensation, vacations, holidays and other excused time, insurance and pensions, medical and hospitalization benefits, the continuity and stability of employment and all other benefits received.

(7) Changes in any of the foregoing circumstances during the pendency of the arbitration proceedings.

(8) Such other factors, not confined to the foregoing, which are normally or traditionally taken into consideration in the determination of wages, hours and conditions of employment through voluntary collective bargaining, mediation, fact-finding, arbitration or otherwise between the parties in the public service or in private employment.

ECONOMIC IMPASSE ISSUES

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The parties agreed that the only disputed economic issue that was a mandatory subject of bargaining within the meaning of Section 14(g) of the IPLRA was wages.

Wages

The Parties agreed to the following wages increases:

Effective December 1, 2011: 1%

Effective December 1, 2012: 2%

Effective December 1, 2013: 2%

Effective December 1, 2014: 3%

Wages shall be paid retroactively for all hours worked.

Retention of Jurisdiction

As agreed to by the parties, the Arbitrator retains jurisdiction for 60 days from the date of award for the purpose of administering incorporation of any tentative agreements and the terms of this award into a successor agreement.



Brian Clauss

July 6, 2014