

**BEFORE
EDWIN H. BENN
ARBITRATOR**

In the Matter of the Arbitration

between

VILLAGE OF MATTESON

and

**ASSOCIATED FIREFIGHTERS OF
MATTESON, LOCAL 3086, IAFF**

CASE NOS.: Arb. Ref. 06.129
(Shift Commander
Promotions)

ORDER

This matter came to be heard under the terms of paragraph 3 of the Side Letter of Agreement Regarding Promotions and Appointments Language contained in the parties' May 1, 2004 - April 30, 2007 Collective Bargaining Agreement ("Agreement").

Upon the evidence and arguments presented, it is hereby ordered that with respect to the Village of Matteson, its officers, agents and representatives (including appropriate boards or commissions):

1. The position of Lieutenant/Shift Commander ("Shift Commander") is a "rank" under the Fire Department Promotion Act, 50 ILCS 742/1 et seq. (particularly Section 5 of said Act, "Definitions").

2. Section 17.11(J) of the Agreement shall be modified to provide as follows:

J. Shift Commander Appointment. All appointments to the Shift Commander assignment shall come from full-time commissioned employees of the Matteson Fire Department holding the

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rank of Lieutenant for a period of one year as of the time the selection process begins.

When determining whom to assign as a Shift Commander, the Chief shall apply the following criteria which shall be job related as reasonably determined by the Chief:

1. A written examination which shall be based only on the contents of the written materials that the City has identified and made readily available to potential examinees at least 90 days in advance of when the test is administered. The written examination shall be administered after the other criteria listed below have been administered and, further, shall be administered by an independent testing agency contracted and paid for by the Village (30%)
2. Third Party Interviews (20%)
3. Department Merit and Efficiency (7%)
 - a. Certifications
 - b. Professional Contributions
 - c. Training (Individual)
4. Involvement in Fire Service (5%)
 - a. Committee Involvement
 - b. Public Speaking
5. Shift Commander Evaluations (10%)
6. Final Interview with the Chief (28%)

Except as otherwise provided above, the components of each of the criteria set forth above shall be determined by the Chief in his discretion. Notice of the process and an explanation of the criteria to be used in the selection of the Shift Commander will be given to candidates seeking the assignment thirty days prior to the deadline for submission. The Chief shall assign the Lieutenant most qualified based upon their ranking of the criteria listed above. All those successfully completing the Shift Commander process outlined above shall be placed on a list and selected in their rank order for a period of three years. The Chief reserves the right in his discretion to reassign the Shift Commander back to Lieutenant for just cause.



Edwin H. Benn
Arbitrator

Dated: June 12, 2006