

STATE OF ILLINOIS  
IN THE MATTER OF THE INTEREST ARBITRATION BETWEEN

DEKALB COUNTY AND DEKALB  
COUNTY SHERIFF

AND

CASE S-MA-09-275

METROPOLITAN ALLIANCE OF  
POLICE CHAPTER 318

APPEARANCES:

Joe Mazzone on behalf of the Union  
Carl Tominberg on behalf of the County and Sheriff

This is an interest arbitration award under Section 14 of the IL Public Labor Relations Act. Pursuant to Section 14 ( c ) of the Act, the parties selected the undersigned to serve as a single arbitrator in the matter, waiving their right to a three-person panel. Pursuant thereto, and at the request of the parties, the undersigned met with the parties on December 4, 2009 in an informal proceeding, the purpose of which was to define and narrow the issues in dispute.

After considerable further mediated negotiations two issues remained in dispute: wages and paid hours off. During the course of said negotiations, the parties exchanged evidence, which they shared with the undersigned, and made arguments in support of their respective positions.

With the consent of the parties, based upon said exchange, the undersigned, after taking into consideration the factors set forth in Section 14 of the Act, made recommendations for the resolution of the two issues that remained in dispute, believing that said recommendations were supportable based upon said statutory factors.

After due consideration, the parties agreed to permit the undersigned to issue an award resolving all issues in dispute without further hearing.

Based thereon, the undersigned hereby renders this Mediated Arbitration Award, which establishes the wages (appendix A) and paid hours off (appendix B) provisions in the parties' successor collective bargaining agreement. At the undersigned's request said appendices were prepared by the parties and forwarded to the undersigned for incorporation in this award. All other terms and conditions set forth in the parties' successor agreement were agreed to by the parties without recommendations by the undersigned.

Dated this 16<sup>th</sup> day of February 2010 at Chicago, IL 60660

  
Byron Yaffe  
Arbitrator

# APPENDIX A

DeKalb County Government

MAP Agreement

## Schedule B, C & D

		2.0% COLA	2.0% COLA	1.0% COLA	2.0% COLA	2.0% COLA	3.0% COLA	1.5% COLA
		12-01-2009 thru 12-31-2010	01-01-2011 thru 06-30-2011	07-01-2011 thru 12-31-2011	01-01-2012 thru 06-30-2012	07-01-2012 thru 12-31-2012	01-01-2013 thru 06-30-2013	07-01-2013 thru 12-31-2013
11-30-2009								
Communications	0	17.36	17.71	18.06	18.24	18.61	18.98	19.84
	1	18.66	19.03	19.41	19.61	20.00	20.40	21.33
	2	19.95	20.35	20.76	20.96	21.38	21.81	22.80
	3	21.27	21.70	22.13	22.35	22.80	23.25	24.31
	4	22.54	22.99	23.45	23.69	24.16	24.64	25.76
	5	23.56	24.03	24.51	24.76	25.25	25.76	26.93
	6	24.61	25.10	25.60	25.86	26.38	26.91	28.13
	7	25.54	26.05	26.57	26.84	27.37	27.92	29.19
Communications Sergeants	0	27.65	28.20	28.77	29.05	29.64	30.23	31.60
	1	28.49	29.06	29.64	29.94	30.54	31.15	32.56
	2	29.29	29.88	30.47	30.78	31.39	32.02	33.48
Corrections	0	20.70	21.11	21.54	21.75	22.19	22.63	23.66
	1	22.20	22.64	23.10	23.33	23.79	24.27	25.37
	2	23.75	24.23	24.71	24.96	25.46	25.96	27.14
	3	25.26	25.77	26.28	26.54	27.07	27.62	28.87
	4	26.87	27.41	27.96	28.24	28.80	29.38	30.71
	5	28.07	28.63	29.20	29.50	30.09	30.69	32.08
	6	29.30	29.89	30.48	30.79	31.40	32.03	33.49
Corrections Sergeants	0	31.65	32.28	32.93	33.26	33.92	34.60	36.17
	1	32.65	33.30	33.97	34.31	34.99	35.69	37.32
	2	33.57	34.24	34.93	35.28	35.98	36.70	38.37
Detectives & Patrol	0	21.30	21.73	22.16	22.38	22.83	23.29	24.34
	1	23.02	23.48	23.95	24.19	24.67	25.17	26.31
	2	24.71	25.20	25.71	25.97	26.48	27.01	28.24
	3	26.37	26.90	27.44	27.71	28.26	28.83	30.14
	4	28.10	28.66	29.24	29.53	30.12	30.72	32.12
	5	29.85	30.45	31.06	31.37	31.99	32.63	34.12
Detectives & Patrol Sergeants	0	32.27	32.92	33.57	33.91	34.59	35.28	36.88
	1	33.27	33.94	34.61	34.96	35.66	36.37	38.03
	2	34.22	34.90	35.60	35.96	36.68	37.41	39.11

# APPENDIX B

## ARTICLE XVII PAID HOURS OFF (PHO) SYSTEM

### Section 17.1 Paid Hours Off System

Employees covered under this Agreement are eligible for time away from the job through the Paid Hours Off (PHO) System. Included in this are vacation days, holidays and sick days. Employee's rate of accumulation of PHO's, as set forth below.

- a. Employees shall earn hours of paid time off in accordance with the following for FY 2010, 2011, 2012.

<u>Years of Service</u>	<u>Hours Earned</u>
6 months – 4 years	20 hours per month
5 years – 14 years	23 hours per month
15 years plus	26 hours per month

Employees shall earn hours of paid time off in accordance with the following for 2013.

<u>Years of Service</u>	<u>Hours Earned</u>
6 months – 4 years	20 hours per month
5 years – 14 years	23 hours per month
15 years plus	28 hours per month

- b. Upon termination of at least six (6) months of continuous employment and with at least fourteen (14) calendar days of advance notice in writing, an Employee shall be paid for any accumulated PHO benefits, to a maximum of 480 hours, at the then current regular rate of pay for the Employee's last scheduled work day.
- c. PHO hours may be accumulated to a maximum of 600 hours.

The Employer shall notify all covered employees, on an annual basis, of any hours over six hundred (600) that will be compensated.