

**BEFORE
EDWIN H. BENN
ARBITRATOR**

IN THE MATTER OF THE ARBITRATION

BETWEEN

VILLAGE OF SAUK VILLAGE

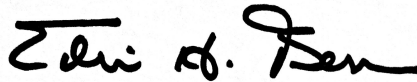
AND

ILLINOIS FOP LABOR COUNCIL

CASE NOS.: S-MA-14-290
Arb. Ref: 16.168
(Interest Arbitration)

AWARD

The terms of the parties' May 1, 2015 - April 30, 2018 collective bargaining agreement are attached.



Edwin H. Benn
Arbitrator

Dated: October 25, 2016

ARTICLE XII GRIEVANCES AND ARBITRATION

It is mutually desirable and hereby agreed that all grievances shall be handled in accordance with the following steps. For the purposes of this Agreement, a grievance is any dispute or difference of opinion raised by an employee or the Council against the Employer involving the meaning, interpretation or application of the provisions of this Agreement. Except as provided for in this Agreement, it is understood that matters subject to the authority and jurisdiction of the Board of Fire and Police Commissioners of Sauk Village, such as promotion, discharge, or disciplinary suspension in excess of five days in accordance with Statute and Rules and Regulations, are not subject to the grievance procedure. Any time period provided for under the steps in the grievance procedure may be mutually extended or contracted.

ARTICLE XX HEALTH AND LIFE INSURANCE

Section 20.2: Hospitalization and Dental Insurance

A. Employee Coverage - The Village agrees to provide, to employees, a policy of hospitalization insurance in accordance with insurance coverage provided by the Village for other municipal employees. The Employee will contribute ~~10% of the total premium for single coverage beginning one (1) month after ratification and approval of this contract. On May 1, 2014, upon the condition that all retroactive payments have been paid in full to the employees, then the employees' single coverage contribution will increase to~~ 15% of the total premium for single coverage for the remainder of this agreement. Said policy of insurance shall be for the benefit of the employee and dependents. Any increase in premium for the employee during the term of this Agreement shall be paid by the Village.

B. Dependent Coverage - In addition, the Village agrees to provide dependent hospitalization insurance to employees. Employees shall have thirty percent (30%) of the difference between single and dependent coverage deducted from the employee's bi-weekly earnings.

The Village agrees to provide, without cost for each covered employee, a policy of dental insurance in accordance with insurance coverage provided by the Village for other municipal employees. Said dental insurance shall be for the benefit of the employee only. If the employee wishes, he or she may purchase dependent coverage under this policy by separate contract with the insurance carrier. The cost of all dependent dental coverage shall be paid by the employee.

Section 20.5: Reopener

The Village shall have the option to reopen the terms of this Article effective May 1, 2017, with written notice to the Council no more than ninety (90) and no less than sixty (60) days prior to May 1, 2017. If the Village exercises its option to reopen this Article, then Article XXIII Wages shall also be reopened. However, wages shall not be reduced below those already negotiated in this Agreement.

**ARTICLE XXI
UNIFORM AND EQUIPMENT ALLOWANCE**

Each patrol officer covered by this Agreement shall receive \$850.00 and \$1500.00 for initial issue (first year) uniform allowance. Sergeants shall receive an initial allowance of \$500.00 upon promotion to the rank of sergeant, ~~retroactive to May 1, 2006~~. Each Sergeant shall receive \$950.00 on the anniversary of his/her hire date. All allowances will be paid to the Employee on the anniversary of his/her hire date in a separate check.

The Village shall make an initial purchase of a vest/panel for each employee. The Village will also pay for 100% of the cost of vest/panel replacement, subject to the approval of the Chief of Police. ~~The Village will also pay for 75% of the cost of vest/panel replacement, subject to the approval of the Chief of Police, which shall not be unreasonably denied. These yearly allowances are to be paid by the Village on a voucher system.~~ All uniforms purchased in accordance with this Section remain the property of the Village and all such items of uniform are to be turned in by the employee at the termination of employment. Investigators will be permitted to use one-half the uniform allowance each year to purchase street clothes, so long as they regularly wear those street clothes while on duty. Employees may purchase uniforms and equipment in accordance with Schedule A of this Agreement or any other item approved by the Employer.

**ARTICLE XXIII
WAGES**

Section 23.1: Base Wages

Employees shall receive a yearly base wage pursuant to the below wage schedule. Amounts reflected are retroactive for all compensated hours. ~~Retroactive payments will be split into two (2) equal payments. The first payment shall be made by the Employer on or before March 15, 2014 and the final payment on or before May 15, 2014.~~

Patrol Officers

2.00%	2.50%	2.50%	3.00%
5/1/2011	5/1/2012	5/1/2013	5/1/2014

Start	49,424.10	50,659.70	51,926.20	53,483.98
Compl 1 yr	51,888.42	53,185.63	54,515.27	56,150.73
Compl 2 yr	54,354.78	55,713.65	57,106.49	58,819.69
Compl 3 yr	56,821.14	58,241.67	59,697.71	61,488.64
Compl 4 yr	59,285.46	60,767.60	62,286.79	64,155.39
Compl 5 yr	61,750.80	63,294.57	64,876.93	66,823.24
Compl 6 yr	64,217.16	65,822.59	67,468.15	69,492.20
Compl 7 yr	66,683.52	68,350.61	70,059.37	72,161.15
Compl 12yr	68,016.66	69,717.08	71,460.00	73,603.80

Sergeants (10% over 12 yrs.)

2011-				
2014	74,818.33	76,688.78	78,606.00	80,964.18

	5/1/2015	5/1/2016	5/1/2017
<u>Patrolman</u>	2.00%	2.50%	2.00%
<u>Start</u>	<u>\$54,553.66</u>	<u>\$55,917.50</u>	<u>\$57,035.85</u>
<u>Compl 1 yr</u>	<u>\$57,273.74</u>	<u>\$58,705.59</u>	<u>\$59,879.70</u>
<u>Compl 2 yr</u>	<u>\$59,996.08</u>	<u>\$61,495.99</u>	<u>\$62,725.91</u>
<u>Compl 3 yr</u>	<u>\$62,718.41</u>	<u>\$64,286.37</u>	<u>\$65,572.10</u>
<u>Compl 4 yr</u>	<u>\$65,438.50</u>	<u>\$67,074.46</u>	<u>\$68,415.95</u>
<u>Compl 5 yr</u>	<u>\$68,159.70</u>	<u>\$69,863.70</u>	<u>\$71,260.97</u>
<u>Compl 6 yr</u>	<u>\$70,882.04</u>	<u>\$72,654.10</u>	<u>\$74,107.18</u>
<u>Compl 7 yr</u>	<u>\$73,604.37</u>	<u>\$75,444.48</u>	<u>\$76,953.37</u>
<u>Compl 12yr</u>	<u>\$75,075.88</u>	<u>\$76,952.77</u>	<u>\$78,491.83</u>

Sergeants (10% over 12 yrs.)

<u>Sergeants</u>	<u>\$82,583.46</u>	<u>\$84,648.05</u>	<u>\$86,341.01</u>
-------------------------	--------------------	--------------------	--------------------

Section 23.2: Longevity

Employees who have been employed with the Sauk Village Police Department for more than 20 years shall receive a longevity rate of pay of an additional 2% pay over their base salary as set forth in Section 23.1.

Section 23.3: Canine Duties

Any employee assigned to canine duties shall receive an additional one-hour compensation each day. For days on which the employee works, this compensation may be given as one-hour additional off work to be counted as time worked, or, as pay at overtime rates. On days on which the employee does not work, except when the canine requires boarding, compensation shall be one hour per day at overtime rates.

**ARTICLE
XXXIV DURATION**

Section 34.1: Term of Agreement

This Agreement shall be effective from May 1, 2014 15 and shall remain in full force and effect until April 30, 2015 18. It shall continue in effect from year to year thereafter unless notice of termination is given in writing by certified mail by either party no earlier than one hundred-twenty (120) days proceeding expiration. The notices referred to shall be considered to have been given as of the date shown on the postmark. Written notice may be tendered in person, in which case the date of notice shall be the written date of receipt.

Section 34.2: Continuing Effect

Notwithstanding any provision of this Article or Agreement to the contrary, this Agreement shall remain in full force and effect after any expiration date while negotiations or Resolution of Impasse Procedure are continuing for a new Agreement or part thereof between the parties.

IN WITNESS WHEREOF, The parties hereto have affixed their signatures this day of _____, 20156.

FOR THE EMPLOYER:

FOR THE COUNCIL:

(SEAL)

Memorandum of Agreement attached to CBA is deleted.