

**BEFORE
EDWIN H. BENN
ARBITRATOR**

IN THE MATTER OF THE ARBITRATION

BETWEEN

CITY OF SYCAMORE

AND

ILLINOIS FOP LABOR COUNCIL

CASE NOS.: S-MA-19-220
FMCS 201119-01560
Arb. Ref.: 20.152
(Interest Arbitration)

AWARD

This award issues on a non-precedential basis and takes into account the uncertainties and difficulties caused by the coronavirus and impact it has had on the economy and uncertainties for the immediate future and further takes into account that this contract covers periods before those events occurred.

Upon presentation of the parties' evidence and arguments, it is hereby found and ordered that the terms of parties' collective bargaining agreement shall be as follows:

1. Duration:

Four years: effective May 1, 2019 to April 30, 2023.

2. Wages:

Retroactive on all compensated hours to May 1, 2019 for bargaining unit employees employed as of the date of this award to be paid within 45 days of the signing of the Agreement):

Effective May 1, 2019: 2.5%

Effective May 1, 2020: 2.5%

3. Insurance:

Increase of deductibles per Employer offer (up to \$500 single; up to \$1,500 family). Increase of \$100 per employee for single coverage.

4. Reopener:

Reopener on wages and insurance for third and fourth years of the Agreement.

5. Section 26.2:

Clothing allowance and equipment prorated.

6. Tentative Agreements:

All prior tentative agreements are incorporated into this award.

7. Maintenance of Positions:

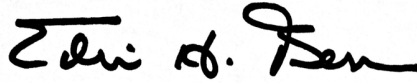
Neither party waives any positions or arguments it may have concerning issues for other provisions not explicitly made part of this award.

8. Retention of Jurisdiction:

The undersigned shall retain jurisdiction for disputes arising out of the terms of this award and for any interest arbitration proceedings which may arise from the reopener provisions.

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9. This matter is now remanded to the parties for drafting of language consistent with the terms of this award.

A handwritten signature in black ink, reading "Edwin H. Benn". The signature is written in a cursive style with a horizontal line above the first few letters.

Edwin H. Benn
Arbitrator

Dated: June 22, 2020