

**BEFORE ARBITRATOR ROBERT PERKOVICH**

**In the Matter of an**

**Interest Arbitration between**

City of Park Ridge, Illinois )

and )

#S-MA-11-244/13-02480-6

Illinois Fraternal Order of Police )

Labor Council )

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**INTEREST ARBITRATION OPINION AND AWARD**

A hearing was held in Park Ridge, Illinois on October 8, 2013 before Arbitrator Robert Perkovich who was jointly chosen to serve as such by the parties, City of Park Ridge, Illinois ("Employer") and the Illinois Fraternal Order of Police Labor Council ("Union"). The Employer was represented by its counsel, Robert Smith, and the Union was represented by its counsel, Tamara Cummings.

**ISSUES PRESENTED**

The issue presented for resolution was wages.

**BACKGROUND**

The Employer is a nearby northwest suburb of Chicago and the bargaining unit herein consists of the Employer's seven police sergeants. The Union was initially certified as the exclusive bargaining representative of those employees in 2010 and the parties have been negotiating their initial collective bargaining agreement. As is evident from the statement of the issue presented, they have succeeded in resolving all issues but for that of wages.

**AWARD**

After careful consideration of the record as a whole I find as follows:

1. That there shall be no across the board wage increase in first year of the parties' Agreement, that beginning on May 1, 2011, but that all bargaining unit employees in the rank of sergeant on that date shall receive a one time lump sum bonus in the gross amount of \$1,700, which shall not be added to their base pay.

2. That effective on May 1, 2012 bargaining unit employees shall be placed on the attached step plan (Appendix A) which provides for an initial step with a 5% differential in pay between those employees and top base pay for patrol officers, and step movement for each employee to be effective on the applicable anniversary of the date on which they were promoted to sergeant.

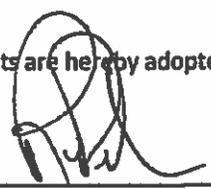
3. That effective May 1, 2013 bargaining unit employees will receive a 3% wage increase, as reflected in Appendix A.

4. That effective May 1, 2014 bargaining unit employees will receive a 1.95% wage increase, as reflected in Appdenix A.

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5. That the parties' tentative agreements are hereby adopted.

**DATED: October 21, 2013**



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**Robert Perkovich, Arbitrator**

**Appendix A**

<b>Sergeant Scale</b>	<b>Effective 5/1/12</b>	<b>Effective 5/1/13</b>	<b>Effective 5/1/14</b>
<b>Start</b>	<b>\$83,760</b>	<b>\$86,273</b>	<b>\$87,955</b>
<b>After 2 Years</b>	<b>\$85,854</b>	<b>\$88,430</b>	<b>\$90,154</b>
<b>After 4 Years</b>	<b>\$87,571</b>	<b>\$90,198</b>	<b>\$91,957</b>

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