



BEFORE ARBITRATOR ROBERT PERKOVICH

In the Matter of an

Interest Arbitration between

City of Park Ridge, Illinois)	
and)	#S-MA-15-207
Illinois Fraternal Order of Police)	
Labor Council)	

INTEREST ARBITRATION OPINION AND AWARD

A hearing was held in Park Ridge, Illinois on November 3, 2015 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 police sergeants. The Union was initially certified as the exclusive bargaining representative of those employees in 2010 and the parties have been negotiating their second 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 effective May 1, 2015 bargaining unit employees shall receive a 3% market equity adjustment that shall be retroactively paid.
2. That effective May 1, 2015 bargaining unit employees will receive a 1% wage increase that shall be retroactively paid.
4. That effective November 1, 2015 bargaining unit employees will receive a 1% wage increase that shall be retroactively paid.
5. That effective May 1, 2016 bargaining unit employees will receive a 2% wage increase.
6. That effective May 1, 2017 bargaining unit employees will receive a 1.5% wage increase.
7. That effective May 1, 2018 bargaining unit employees will receive a 1.5% wage increase.

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

DATED: November 18, 2015

A handwritten signature in blue ink, consisting of several loops and a long trailing line that extends downwards and to the right.

Robert Perkovich, Arbitrator