

### The City's Wage Offer is Consistent with Numerous Arbitration Awards

Under the "catch-all" criterion of Section 14(h)(8), particular attention should be paid to the wage awards in six recent interest arbitration decisions, which speak to both the extraordinarily difficult economic times which exist for all public employees and the employer's task to balance declining revenues with increasing expenses. *See, City of Chicago* (2010)(where Arbitrator Benn awarded a 5-year contract term, and annual wage increases that totaled 10% (non-compounded) for 5 years. Thus, the average annual increase under the award was 2%); *City of Rockford* (where Arbitrator Yaffe awarded the city's proposed increases of 0% for 1-1/2 years, 2% for 1-1/4 years, and 2% for 1/4 year (3 months)); *City of Rockford* (increasing wage rates by 4% (non-compounded) over three years, or an average of 1.33% per year); *Village of Romeoville* (Arbitrator Fletcher awarded the employer's proposed 2% wage increase in each of three contract years starting 5/1/09); *Village of City of Belleville* (Arbitrator Goldstein awarded across-the-board increases of 3.25%, 0% and 2.5% for the three contract years commencing 5/1/08. Thus, the aggregate "across the board" increases were 5.75% over 3 years, or an average of 1.92% per year); *City of Evanston* (where Arbitrator Goldberg awarded increases of 2.5%, 0%, and 2% (and an additional 1% in the last 6 months) for the 3 years commencing 3/1/09, or an average of 1.83% per year); and *Village of South Elgin* (where Arbitrator McAlpin adopted the employer's 1.75% - 1.75% proposal, and rejected the Union's 2.25% - 2.75% demand). *See also, State of Illinois, Dept of Central Management Services and IBT, Local 726* ("ISP")(Benn, 2010)(noting that since the Patrol Officers' last wage increase on May 1, 2008, "the economy simply tanked;" *Sheriff of Cook County and AFSCME Council 31*, ILRB Case No. L-MA-098-003 (Benn, 2010), ("*Sheriff of Cook County III*")("As of this writing, the economic outlook and the chances for recovery in the short-term are simply not good."); *City of Danville*, S-MA-09-238 (Hill, 2010)(rejecting Union's proposed 9% wage increase over three years, in favor of City's offer of 7% wage offer).

Clearly, the City's wage offer (effectively 9% over four years, more when longevity is factored in) is consistent with the prevailing trends evidenced by published awards.

For the above reasons, the Village's final offer on salaries is awarded.

### C. Longevity

Union: *Status Quo*.

Employer: Effective May 1, 2012, longevity to be awarded at Step:

G Step (completion of 10 yrs of service) remains \$1,050/yr in addition to the F Step.

H Step (completion of 15 yrs) increased from \$1250 to \$1,500/yr (a \$250 increase) in addition to the F Step.

I Step (completion of 20 yrs) increased from \$1450 to \$1800/yr (a \$350 increase) in addition to the F Step.