

**BEFORE  
EDWIN H. BENN  
Arbitrator**

**In the Matter of the Arbitration**

**between**

**VILLAGE OF NORTHBROOK**

**and  
COMBINED COUNTIES POLICE  
ASSOCIATION**

**CASE NOS.:** Arb. Ref.: 17.171  
(Interest Arbitration –  
Sergeants)

**AWARD**

Upon presentation of the parties' evidence and arguments, it is hereby ordered:

1. The collective bargaining agreement between the Village and the Association shall be for the period May 1, 2016 through April 30, 2019.

2. The wage increases (retroactive to May 1, 2016) shall be as follows:

Effective May 1, 2016: 2.25%

Effective May 1, 2017: 2.50%

Effective May 1, 2018: 2.50%

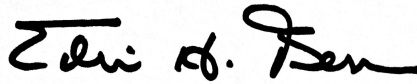
3. A one-time \$180 equity adjustment consistent with that given to the patrol bargaining unit shall be added to each bargaining unit member's base pay which shall be added prior to application of the May 1, 2016 wage increase.

4. Tentative agreements reached by the parties during negotiations are incorporated into and made a part of this award.

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5. All other issues not agreed to by the parties or covered by this award are deemed withdrawn.

6. The matter is now remanded to the parties to agree upon language consistent with the terms of this award. The undersigned will retain jurisdiction to resolve disputes concerning the formulation of that language.

A handwritten signature in black ink, reading "Edwin H. Benn". The signature is written in a cursive style with a horizontal line underneath it.

Edwin H. Benn  
Arbitrator

Dated: September 1, 2017