

**BEFORE
EDWIN H. BENN
Arbitrator**

In the Matter of the Arbitration

between

**MCHENRY COUNTY AND THE
MCHENRY COUNTY SHERIFF**

and

**ILLINOIS FRATERNAL
ORDER OF POLICE LABOR
COUNCIL**

CASE NOS.: S-MA-16-010
Arb. Ref.: 17.271
(Interest Arbitration -
Unit 3, Civilians)

AWARD

Upon presentation of the parties' evidence and arguments, it is hereby ordered that the terms of the parties' December 1, 2015 through November 30, 2019 collective bargaining agreement shall be as follows:

1. Wages Increases:

Effective December 1, 2015 - 1.75%

Effective December 1, 2016 - 2.25%

Effective December 1, 2017 - 2.25%

Effective December 1, 2018 - 2.25%

Payments pursuant to the above schedule shall be retroactive to December 1, 2015 for all bargaining unit employees for all compensable hours, including for those employees who retired, resigned or were promoted, but not for those employees who were discharged.

2. Insurance Percentage Of Premium Paid By Employees

Effective the last year of the Agreement (corresponding to the insurance year commencing January 1, 2019):

HMO:

Single: 13%
Single + 1: 17%
Family: 18%

PPO:

Single: 13%
Single + 1: 20%
Family: 20%

3. Wellness

As proposed by the Employer.

4. Impasse Resolution

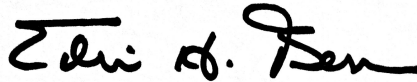
The current contract language shall remain for the duration of the Agreement. However, that language shall sunset at the expiration of the Agreement and shall not constitute the *status quo* for the successor Agreement. If interest arbitration proceedings are required for the successor Agreement, the undersigned will be the designated arbitrator. If I am unable to serve as the interest arbitrator, the Employer will submit a list of five arbitrators who are active members of the National Academy of Arbitrators and the Union will select the arbitrator to serve as the interest arbitrator.

5. Prior Tentative Agreements

All prior agreements reached by the parties during negotiations are incorporated into this award.

6. Remand

This matter is now remanded to the parties for drafting of language consistent with the terms of this award. The undersigned will retain jurisdiction for disputes, if any, concerning drafting of such language.

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

Edwin H. Benn
Arbitrator

Dated: November 6, 2017