

Before
PETER R. MEYERS
Arbitrator

In the Matter of the Expedited
Arbitration between:

**ILLINOIS FRATERNAL ORDER
OF POLICE LABOR COUNCIL,**

Union,
And

SHERIFF OF COOK COUNTY,

Employer.

Grievant: **Lodge (Specialty Pay)**

Case No.: **GR-190108-GLEJ**

DECISION AND AWARD

Appearances on behalf of the Union

Gary Bailey—Attorney
Jennifer Sexton—Attorney

Appearances on behalf of the Employer

Peter Kramer—Special Counsel for Labor Affairs

This matter came to be heard before Arbitrator Peter R. Meyers on the 4th day of June 2019 at the offices of the Fraternal Order of Police located at 5600 South Wolf Road, Suite 120, Western Springs, Illinois. Mr. Gary Bailey presented on behalf of the Union, and Mr. Peter Kramer presented on behalf of the Employer.

The facts are not in dispute:

1. The Union represents a bargaining unit of Sheriff's Police Officers employed by the Cook County Sheriff and County of Cook.
2. The parties negotiated a collective bargaining agreement (referred hereinafter as "CBA") that is currently in effect, with expiration date of November 30, 2020 (Exhibit A).
3. Section 5.3 of the CBA provides in pertinent part:

Officers assigned to certain positions shall receive a monthly stipend based upon their job description, such specialty pay shall be as follows for officers currently in these assignments.

Effective 12/1/18, Evidence Technician ("E.T."): Three Hundred Seventy-Five Dollars (\$375.00) per month.

Effective 12/1/18, Detectives: Three Hundred Seventy-Five Dollars (\$375.00) per month.

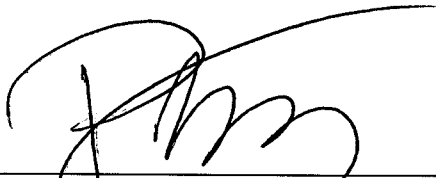
4. Cook County Sheriff's Police Officers assigned as Evidence Technicians and Detectives did not receive these stipends on December 1, 2018, but rather began to receive them on the second paycheck of every month beginning in January 2019.
5. As a result, the Cook County Sheriff's Police Officers assigned as Evidence Technicians and Detectives in December 2018 were not paid their specialty pay stipend for that month.
6. On January 8, 2019, the Union timely served the Employer with a Lodge grievance, seeking proper payment for all Cook County Sheriff's Police Officers assigned as Evidence Technicians and Detectives (Exhibit B).

7. The grievance was denied by the Employer at all steps and was timely advanced by the Union to arbitration. .

Award

The grievance is sustained. Cook County Sheriff's Police Officers assigned as Evidence Technicians and Detectives in December 2018 will be made whole by reimbursing them \$375.00 each.

This Arbitrator shall retain jurisdiction of this matter for a period of ninety days after the issuance of this Award to assist the parties in the resolution of any disputes that arise relating to the remedy.



PETER R. MEYERS
Impartial Arbitrator

**Dated this 5th day of June 2019 at
Chicago, Illinois.**