

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 1

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Milwaukee, City of Case 514 No. 64279 MIA-2629	Greco	32301-A	11/28/2008	Issue-by-Issue (* denotes issue awarded in favor of Union) Wages (Employer 3% 1-1-04 & 3% 1-1-05 & 3% 1-1-06; Union 3.2% 1-1-04 & 3.4% 1-1-05 & 3.3% 1-1-06)*, Comparables, Wage Schedule, Special Duty Pay (Lt. fill-in for Capt.)*, Duty Disability, Shift Differential, Certification Pay, Promotional Program*(with modification), Residency
Crawford County Case 94 No. 67018 MIA-2793 (Sheriff's Department) Case 95 No. 67019 INT/ARB-10954 (Highway Department) Case 96 No. 67020 INT/ARB-10955 (Courthouse) Voluntary Impasse Procedure (Law Enforcement Personnel)	Shaw	32361-A 32362-A 32363-A	10/8/2008	Employer as to Health Insurance/Wages Union as to Remaining Issues in Sheriff's Department Employer as to Highway & Courthouse Units Wages (Employer 2.5% 1-1-07 & 3% 1-1-08; Union 2.5% 1-1-07 & 2.5% 1-1-08), Health Insurance, Overtime, Holiday
Polk County Case 115 No. 67012 MIA-2792 (Law Enforcement Personnel)	Torosian	32364-A	9/3/2008	Employer Wages (Employer 3% 1-1-07 & 3% 1-1-08; Union 2.5% to 4% 1-1-07, based on years of service & 2.5% to 4% 1-1-08, based on years of service), Comparables (Internal vs. External), FTO equity adjustment, Direct Deposit
Seymour, City of Case 26 No. 66963 MIA-2789 (Law Enforcement Personnel)	Greco	32229-A	7/16/2008	Employer Health Insurance, Comparables

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 2

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Caledonia, Village of Case 96 No. 67217 MIA-2798 (Law Enforcement Personnel)	McAlpin	32260-A	7/7/2008	Employer Wage Schedule (top rate Patrol, Investigator, Shift Commander)
Oshkosh, City of Case 358 No. 66439 MIA-2743 (Fire Fighting Personnel)	Flaten	32152-A	6/30/2008	Employer Wages Wages (Employer 2.25% 1-1-07 & 2.75 1-1-08 & 2.75 1-1-09; Union 2% first payroll 1-07 + 1% 14th payroll 07 & 2% 1-1-08 + 1% 14th payroll 08), Health Insurance, Special Teams Pay, Transport Pay, Vacation, Deferred Compensation
Shawano County Case 176 No. 66699 MIA-2769 (Law Enforcement Personnel)	Torosian	32169-A	6/17/2008	Union Work Schedule (Investigators) + wage adjustment as quid pro quo, Comparables
Milwaukee County Case 612 No. 66857 MIA-2786 (Law Enforcement Personnel)	Petrie	32154-A	6/4/2008	Union Wages (Employer 1% 11-4-07 & 1% 4-6-08 & 1% 6-29-08 & 1% 10-5-08 + lump sum payment to certain part-time employees; Union 1.5% 1-1-07 + 1.5% 7-1-07 & 1.5% 1-1-08 + 1.5% 7-1-08), Grievance Procedure, Sick Leave
Forest County Case 100 No. 66450 MIA-2744 (Law Enforcement Personnel)	Dichter	32213-A	5/14/2008	Employer Insurance
Monroe County Case 196 No. 67004 MIA-2791 (Law Enforcement Personnel)	Krinsky	32254-A	5/8/2008	Union Wages (Employer 2% 1-1-07 & 2% 1-1-08 + 0.5% 7-1-08; Union 2% 1-1-07 + 1% 7-1-07 & 2% 1-1-08 + 1% 7-1-08); Insurance, Memos of Understanding

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 3

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Monona, City of Case 58 No. 66414 MIA-2741 (Fire Fighting Personnel)	Malamud	32036-A	4/23/2008	Employer Wages (Employer 2% 1-1-06 & 2% 1-1-07; Union 2.5% 1-1-06 & 2.5% 1-1-07), Comparables, Health Insurance, Personal Days, Quid Pro Quo
Buffalo County Case 77 No. 66547 MIA- 2752 (Law Enforcement Personnel)	Vernon	32131-A	2/28/2008	Union Wages (Employer 2% 1-1-07 & 2% 1-1-08; Union 2% 1-1-07 + 1% 7-1-07 & 2% 1-1-08 + 1% 7-1-08) Comparables (Internal vs. External)
Fitchburg, City of Case 40 No. 65831 MIA- 2727 (Law Enforcement Personnel)	Hempe	32133-A	1/14/2008	Employer Wages (Employer 2% 1-1-06 & 3.5% 1-1-07 + 1% after insurance changes; Union 2% 1-1- 06 + 1% 12-31-06 & 3% 1-1-07 & 3% 1-1- 08), Health Insurance, Wage Schedule
South Milwaukee, City of Case 113 No. 66625 MIA- 2761 (Law Enforcement Personnel)	Schiavoni	32102-A	11/3/2007	Union Wages (Employer 3% 1-1-07 & 3% 1-1-08; Union 3% 1-1-07 & 3% 1-1-08 & 3% 1-1-09), Comparables, Health Insurance
Sun Prairie, City of Case 41 No. 66059 MIA- 2733 (Law Enforcement Personnel)	Honeyman	32047-A	10/30/2007	Employer Wages (Employer 3% 1-1-06 & 3% 1-1-07 & 3% 1-1-08; Union: as employer, but 2/2 splits each year for certain classifications) Comparables, Comp Time
Wisconsin Rapids, City of Case 146 No. 66533 MIA- 2750 (Law Enforcement Personnel)	Krinsky	32073-C	10/10/2007	Union Wages (Employer: 3% 1-1-07 & 3.25% 1-1-08 & 3.25% 1-1-09; Union: 2.9% 1-1-07 & 2.75% 1-1-08 & 2.75% 1-1-09) Retiree Health Insurance

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 4

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Racine County Case 209 No. 94429 MIA-2649 (Law Enforcement Personnel)	Yaeger	31752-A	9/4/2007	Employer Wages (Employer: 2% 1-1-05 & 1% 1-1-06 + 1% 7-1-06; 2% 1-1-08 + 1% 7-1-08; Union: 2% 1-1-05 & 2% 1-1-06 + 1% 7-1-06), Health Insurance (premium contributions for employees and retirees and insurance on disability)
Plover, Village of Case 15 No. 66464 MIA-2746	Dichter	32022-A	8/31/2007	Employer Work Schedules
New Holstein, City of Case 16 No. 66305 MIA-2737 (Law Enforcement Personnel)	Dichter	31996-A	8/8/2007	Union Overtime distribution, Internal/External comparables
Florence County Case 48 No. 65399 MIA-2703 (Law Enforcement Personnel)	Engmann	31929-A	7/27/2007	Employer Wages (Employer: 3% 1-1-06 & 2% 1-1-07 + 1% 7-1-07; 2% 1-1-08 + 1% 7-1-08; Union: change wage schedule 7-1-07 to reflect single rate/classification; add ATB (\$/hr) to rate 1-1-07 & 1-1-08), Internal settlement pattern vs. catch up pay
Oshkosh, City of Case 332, No. 60464, MIA-2417 (Law Enforcement Personnel)	McAlpin	30312-A	11/4/2002	Employer Wages (Employer 3% 1-1-01 & 3% 1-1-02 & 4% 1-1-03 + .75% on 2001 rates upon implementation of PPO; Union 3% 1-1-01 & 3.75% 1-1-02 & 4% 1-1-03), Comparables, Work Schedule, Quid pro quo for insurance change, Sick Leave Pay Out, Holiday

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 5

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Beaver Dam, City of Case 90 No. 64445 MIA-2652 (Law Enforcement Personnel)	McAlpin	31704-A	7/24/2007	Union Wages (Employer 3% 1-1-05 & 1% 1-1-06 & 1% 1-1-07; Union 2% 1-1-05 + 1% 7-1-05 & 3% 1-1-06 & 3% 1-1-07), Comparables (internal/external/private), Insurance, Vacation, Sick Leave Payout; Severance
Rice Lake, City of Case 77 No. 65538 MIA-2713 (Fire Fighting Personnel)	Gallagher	31756-A	6/27/2007	Union Wages (Employer 1.5% 1-1-05 & 1.5% 1-1-06; Union 2.5% 1-1-05 & 3% 1-1-06), Comparables, Vacation, Sick Leave, Disability Insurance
Milwaukee County (Airport) Case 584 No. 65417 MIA-2704 (Fire Fighting Personnel)	Yaeger	31600-A	6/19/2007	Union Wages (Employer 2% 11-1-05 & 2% 7-2-06); Union 5.5% 7-1-05 & 5.5% 1-1-06), Comparables, EMT Pay, Sick Leave
Beaver Dam, City of Case 95 No. 65286 MIA-2696 (Fire Fighting Personnel)	Hempe	31706-A	5/31/2007	Union Wages (Employer 3% 1-1-05 & 1% 1-1-06 & 1% 1-1-07; Union 2% 1-1-05 + 1% 7-1-05 & 2% 1-1-06 + 1% 7-1-06 & 2% 1-1-07 + 1% 7-1-07), Comparables, Retiree Health Insurance
Waupun, City of Case 63, No. 65392, MIA-2701	Oestricher	31772-A	4/2/2007	Employer Wages (Employer 2% 1-1-06 + 1% 7-1-06 & 2% 1-1-07 + 1% 7-1-07; Union 3% 1-1-06 & 3% 1-1-07), Retiree Health Insurance, Quid pro quo

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 6

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Rice Lake, City of Case 76 No. 65514 MIA-2712 (Law Enforcement Personnel)	Baron	31750-A	1/24/2007	Employer Wages (Employer 1.5% 1-1-06 & 1.5% 1-1-07; Union 3% 1-1-06 & 3% 1-1-07), Comparables (change from prior awards due to changed circumstances, internal vs. external), Disability Insurance, Leave accrual and buy-down
Superior, City of Case 199, No. 65501, MIA-2709 (Fire Fighting Personnel)	Grenig	31705-A	12/10/2006	Employer Wages (Employer 2% 1-1-06 & 2% 1-1-07 & 2% 1-1-08 + .5% 1-1-08 if levy limit freeze lifted; Union 2% 7-1-06 + 2% 12-31-06 & 2% 7-1-07 + 2% 12-31-06), Comparables, Health Insurance (premiums), Light duty
West Milwaukee, Village of Case 44, No. 65398, MIA-2702 (Law Enforcement Personnel)	Roberts	31648-A	11/14/2006	Union Wages (Employer 2.5% 1-1-06 & 2% 1-1-07; Union 2% 1-1-06 + 1% 7-1-06 & 1.5% 1-1-07 + 1.5% 7-1-07), Health Insurance (premiums), Quid pro quo
South Milwaukee, City of Case 109, No. 65729, MIA-2733 (Fire Fighting Personnel)	Greco	31675-A	10/23/2006	Union Wages (Employer 2% 12-31-06 & 2% 12-31-07; Union 3% 1-1-06 & 3% 1-1-07), Health & Dental Insurance (premium, plan design), Retiree Insurance, Public interest/quid pro quo, Clothing allowance
Marshfield, City of Case 161, No. 64404, MIA-2648 (Law Enforcement Personnel)	Greco	31559-A	7/24/2006	Union Health Insurance (plan design), Quid pro quo

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 7

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Cudahy, City of: Case 102, No. 63721, MIA-2603 (Law Enforcement Personnel)	Greco	31376-A	6/5/2006	Union Wages (Employer 2% 12-26-04 & 3% 1-1-05 & 2% 1-1-06 + 2% 7-1-06; Union 3% 7-1-04 & 3% 1-1-05 & 3% 1-1-06) Health Insurance (premiums), Wage Schedule, Quid pro quo
Calumet County: Case 124, No. 63831, MIA-2611 (Law Enforcement Personnel)	Dichter	31487-A	4/24/2006	Employer Wages (Employer 2% 1-1-04 + 1% 7-1-04 & 3% 1-1-05 & 2% 1-1-06 + \$0.15 1-1-06 + 1% 7-1-06; Union 3% 1-1-04 & 3% 1-1-05 & 3% 1-1-06), Comparables (internal vs. external), Health Insurance (premiums), Holidays, Effect of rejected TA
Chilton, City of: Case 24, No. 64200, MIA-2623 (Law Enforcement Personnel)	Bielarczyk	31470-A	4/20/2006	Employer Health Insurance (plan design), Drug card, Insurance Committee, Clothing allowance
Buffalo County: Case 74, No. 64324, MIA-2633 (Law Enforcement Personnel)	Grenig	31340-A	2/8/2006	Employer Health Insurance (plan design, premiums), Quid pro quo (\$0.25 to top step), Leave of absence
Monroe County: Case 168, No. 64291, MIA-2631 (Law Enforcement Personnel)	Malamud	31363-A	12/23/2005	Union Wages (Employer 2% 10-1-05 & 2% 1-1-06; Union 3% 1-1-05 & 2% 1-1-06 & 2% 1-1-06), Health Insurance (plan design), Quid pro quo, Shift selection
Fox Point, Village of: Case 31, No. 64128, MIA-2618 (Law Enforcement Personnel)	Ver Ploeg	31283-C	11/29/2005	Employer Wages (Employer 2% 1-1-05 + 1.5% 7-1-05 & 2% 1-1-06 + 2% 7-1-06; Union 2% 1-1-05 + 2% 7-1-05 & 2% 1-1-06 + 1.5% 7-1-06), Health Insurance (premiums), Ability to pay, Comparables (internal & external)

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 8

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Waushara County: Case 75, No. 64403, MIA-2647 (Law Enforcement Personnel)	Roberts	31296-A	11/16/2005	Employer Insurance Wages (Employer 3% 01-01-05 & 2% 01-01-06 + 2% 07-01-06); Union 3% 01-01-05 & 2% 01-01-06 + 2% 07-01-06 & 3% 01-01-07
Stevens Point, City of: Case 132, No. 64080, MIA-2616 (Law Enforcement Personnel)	Rice	31301-A	11/1/2005	Employer Wages (Employer new wage schedule 01-01-05 & 2.5% 01-01-06 + .5% 01-01-06 for insurance changes; Union 1% 01-01-05 + 3% 07-01-05 & 1% 01-01-06 + 3% 01-01-06) Health Insurance, Sick Leave
Wisconsin Rapids, City of: Case 142, No. 64129, MIA-2619 (Law Enforcement Personnel)	Dichter	31284-A	10/21/2005	Union Wages (Employer 2.75% 01-01-05 & 2.75 % 01-01-06; Union 3% 01-01-05 & 3% 01-01-06) Sick Leave
Sturgeon Bay, City of: Case 82, No. 62073, MIA-2517 (Law Enforcement Personnel)	Eich	31080-A	7/8/2005	Employer Insurance, Comparables
Portage County: Case 180, No. 63183, MIA-2565 (Law Enforcement Personnel)	Honeyman	31158-A	7/5/2005	Union Comp Time, Hours of Work (Training Time)
Portage, City of: Case 36, No. 63244, MIA-2573 (Law Enforcement Personnel)	Petrie	31005-A	6/3/2005	Union Wages (Employer 1% 01-01-04 + 1.5% 07-01-04 & 1% 01-01-05 + 1.5% 01-01-05; Union 2% 01-01-04 + 1% 07-01-04 & 2% 01-01-05 + 1% 07-01-05) Comparables, Insurance
Marathon County: Case 297, No. 62145, MIA-2522 (Law Enforcement Personnel)	Michelstetter	30945-A	5/17/2005	Employer Wages (Detective I), Comp Time, PHEP Plan, Work Schedules, Hours of Work, Call-in Pay, Vehicle Use

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 9

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Sparta, City of: Case 54, No. 63733, MIA-2604 (Law Enforcement Personnel)	Flaten	31114-A	5/5/2005	Union Wages (Employer 4% 01-01-04 & 4% 01-01-05 & 4% 01-01-06; Union 4% 01-01-04 & 4.5% 01-01-05 & 4.5% 01-01-06) Comparables, Worker's Compensation Supplement
Shorewood, Village of: Case 50, No. 63195, MIA-2569 (Law Enforcement Personnel)	Greco	31061-A	4/22/2005	Union Wages (Employer 1.5% 01-01-04 + 1.5% 07-01-04 & 1.5% 01-01-05 + 1.5% 07-01-05 & 1.5% 01-01-06 + 1.5% 07-01-06; Union 1.5% 01-01-04 + 1.5% 07-01-04 & 1.5% 01-01-05 + 1.5% 07-01-05) Internal Comparables, Insurance
West Bend, City of: Case 41, No. 63599, MIA-2598 (Law Enforcement Personnel)	McAlpin	31003-A	2/15/2005	Union Wages (Employer 3% 01-01-04 & 3% 01-02-05; Union 2% 01-01-04 + 2% 07-01-04 & 2% 01-01-05 + 2% 07-01-05), Equity Adjustment
Oconomowoc, Town of: Case 20, No. 62964, MIA-2553 (Law Enforcement Personnel)	Dichter	31097-A	2/1/2005	Consent Wages (3.25% 01-01-04 & 2% 01-01-05 + 2% 07-01-05 & 3.25% 01-01-06) Insurance
Marinette, City of: Case 92, No. 62446, MIA-2534 (Fire Fighter Personnel)	Petrie	30771-A	12/21/2004	Union Wages (Employer 1.5% 01-01-03 & 2.35% 01-01-04; Union 3.3% 12-31-03 & 2.85% 01-01-04), Comparables, Health Insurance, Dental Insurance, HRA
Monona, City of: Case 50, No. 63344, MIA-2586 (Law Enforcement Personnel)	Kossoff	30991-A	12/16/2004	Union Wages (Employer 3.5% 01-01-04 + one time payment of \$647.73 03-15-04 & 3.5% 01-01-05; Union 3% 01-01-04 & 3% 01-01-05), Comparables, Health Insurance, Work Schedules

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 10

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Monona, City of: Case 49, No. 63343, MIA-2585 (Fire Fighter Personnel)	Anderson	30954-A	12/7/2004	Employer Wages (Employer 3.5% 01-01-04 + one time payment of \$647.73 03-15-04 & 3.5% 01-01-05; Union 3% 01-01-04 & 3% 01-01-05 & 3% 01-01-06), Health Insurance, Vacation, Holiday, Salary Schedule
Marinette, City of: Case 93, No. 62566 MIA-2537 (Law Enforcement Personnel)	Petrie	30872-A	11/27/2004	Employer Wages (Employer 1.5% 01-01-03 & 2.35% 01-01-04; Union 3% 01-01-03 & 3% 01-01-04), Comparables, Health Insurance, Dental Insurance, HRA, Work Schedules
Hartland, Village of: Case 16, No. 61916, MIA-2501 (Law Enforcement Personnel)	Bilder	30770-A	9/3/2004	Union Health Insurance, Comparables
Lake Geneva, City of: Case 50, No. 61383, MIA-2472 (Fire Fighter Personnel)	Bellman	30724-A	7/2/2004	Union First Contract, Comparables, Insurance (Life, Disability, Vehicle)
West Salem, Village of: Case 14, No. 62165, MIA-2523 (Law Enforcement Personnel)	Torosian	30716-A	6/8/2004	Employer Wages (Employer 3% 01-01-03; Union 3% 01-01-03 & 2% 01-01-04 + 1% 07-01-04), Comparables, Sick Leave, Duration
Beloit, Town of: Case 40, No. 62268, MIA-2531 (Law Enforcement Personnel)	Greco	30796-A	6/10/2004	Union Work Schedule (Paid lunch break), Comparables
Shawano, City of: Case 35, No. 61989, MIA-2509 (Law Enforcement Personnel)	McClimon	30671-A	3/13/2004	Union Wages (Employer 2% 01-01-03 & 3% 01-01-04 and wage schedule changes; Union 3% 01-01-03 & 3% 01-01-04), Comparables, Vacation, Sick Leave

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 11

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Wood County: Case 152, No. 61693, MIA-2485 (Law Enforcement Personnel)	Yaffe	30639-A	1/16/2004	Union Wages (Employer 3% 01-01-03 & 3% 01-01-04; Union 2% 01-01-03 + 2% 07-01-03 & 2.5% 01-01-04 + 2% 07-01-04), Payment for elimination of right to use squad car for personal use
Iowa County: Case 109, No. 60867, MIA-2448 (Law Enforcement Personnel)	Tyson	30611-A	12/31/2003	Employer Wages (Employer 2% 01-01-02 + 2% 10-01-02 & 3% 01-01-03; Union 2% 01-01-02 + 2% 07-01-02 + \$0.30 12-31-02 & 2% 01-01-03 + 1% 07-01-03 + 1% 12-31-03 + \$0.30 12-31-03), Funeral leave
Grand Chute, Town of: Case 23, No. 62027, MIA-2512 (Law Enforcement Personnel)	Michelstetter	30661-A	11/21/2003	Consent Wages (3% 01-01-03 + \$0.13 07-01-03 & 3% 01-01-04 & 3% 01-01-05), Vacation, Clothing allowance, Health Insurance, Sick leave pay out
West Allis, City of: Case 85, No. 60871, MIA-2449 (Law Enforcement Personnel)	Krinsky	30597-A	11/12/2003	Union Wages (Employer 3% 05-01-03 & 3% 03-01-04 & 3% 01-01-05; Union 2% 01-01-03 + 2% 07-01-03 & 2% 01-01-04 + 1.5% 07-01-04 & 3% 01-01-05), Out of class pay, Educational Incentive pay, Work hours, Parity with fire fighters viz. external comparables
St. Croix County: Case 186, No. 61603, MIA-2476 (Law Enforcement Personnel)	Grenig	30598-A	10/13/2003	Employer Comparables, Effect of tentative agreement, Health Insurance, Selection of Patrol Deputies
Mosinee, City of: Case 7, No. 60647, MIA-2430 (Law Enforcement Personnel)	Greco	30548-A	9/24/2003	Employer Wages (Employer 3% 01-01-02 & 3% 01-01-03; Union 2% 01-01-02 + 1% 07-01-02 & 2% 01-01-03 + 1% 07-01-03), Comparables, Health Insurance

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 12

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Door County: Case 130, No. 61277, MIA-2467 (Law Enforcement Personnel)	Lundberg	30553-A	9/5/2003	Employer Wages (Employer 3.25% 01-01-02 & 3.25% 01-01-03 & 3.25% 01-01-04; Union 3% 01-01-02 + 2% 07-01-02 & 3% 01-01-03 + 2% 07-01-03 & 3.25% 01-01-04), Equity Adjustments, Wages & conditions of employment for Part-time dispatchers
Middleton, City of: Case 35, No. 61354, MIA-2471(Law Enforcement Personnel)	Fleischli	30541-A	8/9/2003	Employer Work Schedules, Overtime, Holidays
Tomahawk, City of: Case 22, No. 61000, MIA-2456 (Law Enforcement Personnel)	Honeyman	30558-A	8/8/2003	Union Comparables, Wages (Employer 3% 01-01-02 & 3% 01-01-03; Union 3% 01-01-02 & 3% 01-01-03)
North Shore Fire Department: Case 2, No. 60874, MIA-2450 (Fire Fighter Personnel)	Bard	30481-A	7/10/2003	Union Comparables, Wages (Employer 3% 01-01-02 & 3.5% 01-01-03; Union 3% 01-01-02 & 3% 01-01-03), Health Insurance
Pulaski, Village of: Case 22, No. 60912, MIA2451 (Law Enforcement Personnel)	Weisberger	30496-A	6/20/2003	Union Comparables, Holidays, Sick Leave
Mount Pleasant, Town of: Case 16, No. 60656, MIA-2431 (Fire Fighter Personnel)	Baron	30460-A	5/23/2003	Employer Wages (Employer 3% 01-01-02; Union 2% 01-01-02 + 2 % 07-01-02 & 2% 01-01-03 + 2% 07-01-03), Comparables, Duration, Worker's Compensation supplement, Holidays, Vacation
Superior, City of: Case 184, No. 61655, MIA-2482 (Fire Fighter Personnel)	Greco	30489-A	4/26/2003	Employer Wages (Employer 3% 01-01-02: Union 4.5% 01-01-02 & 4.5% 01-01-03), Duration

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 13

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Cudahy, City of: Case 92, No. 60108, MIA-2406 (Fire Fighter Personnel)	Torosian	30434-A	4/17/2003	Union Health Insurance, Internal comparables (i.e. police), Duration, Inclusion of retirement side letter in contract, Uniform allowance, Committee on Drug Testing policy
Walworth County: Case 158, No. 61079, MIA-2462 (Law Enforcement Personnel)	Bilder	30435-A	4/15/2003	Employer Wages (Employer 2% 01-01-02 + 1% 07-01-02 & 3% 01-01-03 + 1% first of month following MIA award & 3% 01-01-04; Union 3% 01-01-02 & 3% 01-01-03), Health & Dental Insurance, Retiree Insurance, Comparables, Duration
Waupaca County: Case 125, No. 60244, MIA-2407 (Law Enforcement Personnel)	Krinsky	30371-A	4/4/2003	Union Wages for accreted employees, Transport Officers, (Employer No change to reclassified rate 01-01-01 + reopen wages 01-01-02; Union increase schedule maximum resulting in increase of @13.5% from date of accretion + change wage progression and increase schedule max 3% 01-01-01 + reopen wages 01-01-02), Subcontracting, Seniority for benefit accrual, Professional Improvement Plan
Greendale, Village of: Case 68, No. 60675, MIA-2434 (Fire Fighter Personnel)	Krinsky	30432-A	1/17/2003	Employer Wages (Employer 3.25% 01-01-02, 01-01-03 & 01-01-04; Union 3.5% 01-01-02, 01-01-03 & 01-01-04), Health Insurance (Opt-out), Holidays, Work Rules
Milwaukee, City of: Case 484, No. 60362, MIA-2409 (Law Enforcement Personnel)	Grenig	30297-B	1/16/2003	Consent

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 14

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
West Milwaukee, Village of: Case 39, No. 60495, MIA-2419 (Law Enforcement Personnel)	Roberts	30280-B	10/16/2002	Union Comparables, Health Insurance (premium contribution & payment in lieu of), Weapons Allowance
Menasha, Town of: Case 34, No. 59798, MIA-2393 (Law Enforcement Personnel)	Petrie	30170-A	10/3/2002	Employer Comparables, Holidays, Sick Leave Accumulation, Sick Leave Payout
Grant County: Case 80 No. 59622 MIA-2381 (Law Enforcement Personnel)	Grenig	30258-A	8/26/2002	Employer Wages (County 3% 01-01-01 & 2% 01-01-02 + 2% 7/1/02; Union: 2% 01-01-01 + 2% 07-01-01 & 2% 01-01-02 + 2% 07-01-02 & 2% 01-01-03 + 2% 07-01-03), Health Insurance, Equity Adjustment for Communications clerk & Communications Support Clerk, Shift Differential, Out of Class Pay, Uniform Allowance
East Troy, Village of: Case 46, No. 59225, MIA-2338 (Law Enforcement Personnel)	Bellman	30165-A	7/29/2002	Union Wages (Employer 3% 01-01-01 & 01-01-02 & 01-01-03; Union 4% 01-01-01 & 01-01-02 & 01-01-03), Comparables, Wage Schedule, Insurance (deductibles and premium contribution)
Caledonia, Town of: Case 82, No. 59828, MIA-2394 (Fire Fighter Personnel)	Bellman	30252-A	7/31/2002	Union Wage Schedule, Overtime, Posting, Training, HAZ/MAT Pay
Marinette County: Case 180, No. 59665, MIA-2385 (Law Enforcement Personnel)	Malamud	30176-B	6/11/2002	Employer Wages (Employer 3% 01-01-01, 01-01-02 & 01-01-03; Union 4% 01-01-01, 01-01-02 & 01-01-03), Comparables, Health Insurance

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 15

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Shorewood, Village of: Case 46, No. 59664, MIA-2384 (Law Enforcement Personnel)	Honeyman	30195-A	6/7/2002	Employer Wages (Employer 3.25% 01-01-01 & 3.25% 01-01-02 & 3.25% 01-01-03; Union 3.25% 01-01-01 & 3% 01-01-02 + .5% 07-01-02), Health Insurance, Duration, Clothing Allowance
Grand Chute, Town of: Case 19, No. 59607, MIA-2379 (Law Enforcement Personnel)	Schiavoni	30236-A	5/20/2002	Union Wages (Employer 2% 01-01-01 + 2% 07-01-01 & 3% 01-01-02 + 1% 07-01-02; Union 2% 01-01-01 + 2% 07-01-01 & 2% 01-01-02 + 2% 07-01-02), Comparables, Health Insurance
Beloit, Town of: Case 36, No. 60026, MIA-2401 (Law Enforcement Personnel)	Petrie	30220-A	4/25/2002	Union Health Insurance
Rhineland, City of: Case 97, No. 59620, MIA-2300 (Law Enforcement Personnel)	Rice	30198-A	3/28/2002	Employer Wages (Employer 3.5% 01-01-01; Union 2% 01-01-01 + 3% 07-01-01 & 2% 01-01-02 + 2% 07-01-02 & 2% 01-01-03 + 3% 07-01-03), Health Insurance
Eau Claire County: Case 200, No. 58344, MIA-2302 (Law Enforcement Personnel)	Michelstetter	30152-A	3/7/2002	Employer Wages (Employer \$0.10 + 3% 01-01-00 & 3% 01-01-02; Union \$0.35 + 3% 01-01-00 & \$0.15 + 3% 01-01-02)
Wisconsin Rapids, City of: Case 133, No. 59498, MIA-2365 (Law Enforcement Personnel)	Michelstetter	30175-A	2/25/2002	Union Wages (Employer 3.25 01-01-01 & 01-01-02; Union 2% 01-01-01 & 01-01-02 + 2% 07-01-01 & 07-01-02), Comparables
Jackson, Village of: Case 12, No. 59449, MIA-2357 (Law Enforcement Personnel)	Stern	30181-A	12/18/2001	Union (Wages stipulated at 3.5% 01-01-01 & 01-01-02), Comparables, Health Insurance, No-smoking policy

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 16

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Ashland, City of: Case 78, No. 59742, MIA-2362 (Law Enforcement Personnel)	McAlpin	30112-A	11/2/2001	Union Wages (Employer 3% 01-01-01 & 01-01-02; Union split increases by classification to achieve catch-up), Sick Leave
Beloit, Town of: Case 35, No. 58247, MIA-2286 (Fire Fighter Personnel)	Ver Ploeg	29789-A	5/14/2001	Employer Wages (Employer 3% 01-01-99 & 8% 01-01-00; Union 3.5% 01-01-99 & 3.5% 01-01-00 & \$.25 01-01-01 + 3.5% 01-01-01), Comparables, Health Insurance, EMT Incentive Pay
Glendale, City of: Case 94, No. 59529, MIA-2370 (Law Enforcement Personnel)	Dichter	30084-A	10/29/2001	Union Wages (Employer 3% 01-01-01; Union 3.25% 01-01-01), Comparables
Oconto, City of: Case 49, No. 59275, MIA-2340 (Law Enforcement Personnel)	Dichter	30178-A	10/8/2001	Consent Health Insurance, Holidays
Racine County: Case 190, No. 58849, MIA-2328 (Law Enforcement Personnel)	McClimon	29968-A	6/12/2001	Union Wages (Employer 2.5% 01-01-00 & 3% 01-01-01; Union 3% 01-01-00 + \$75 increase in top Deputy & Investigator step & 3% 01-01-01)
Rice Lake, City of: Case 64, No. 58530, MIA-2316 (Fire Fighter Personnel)	Krinsky	30027-A	06-31-2001	Employer Wages (Employer 3% 1/1/00 & 3% 1/1/01; Union 2% 1/1/00 + 2% 7/1/00 & 3% 1/1/01), Comparables, HAZ-MAT Pay
Eau Claire, City of: Case 241, No. 57989, MIA-2278 (Law Enforcement Personnel)	Engmann	29948-A	6/11/2001	Employer Wages (Employer 3% 07-01-1999 & 3% 07-01-00; Union \$0.50 + 3% 07-01-1999 & \$.050 + 3% 07-01-00), Comparables, Wage Schedule, Educational Incentive Pay

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 17

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Green Bay, City of: Case 321, No. 58805, MIA-2326 (Law Enforcement Personnel)	Honeyman	29983-A	6/4/2001	Employer Wages (Employer 2.75% 01-01-99 & 3% 01-01-00 & 3% 01-01-01; Union 2.75% 01-01-19 & 3% 01-01-00 & 3% 01-01-01), FTO & Crime Prevention Specialist Pay, Police/Fire parity
Antigo, City of: Case 76, No. 58606, MIA-2320 (Fire Fighter Personnel)	Malamud	29980-A	5/18/2001	Employer Wages (Employer 3.25% 01-01-00 & 3% 01-01-01; Union 3% 01-01-00 + 3% 07-01-00 & 3% 01-01-01 + 3% 07-01-01), Wage Schedule (Lieutenant), Comparables
Wauwatosa, City of: Case 115, No. 57240, MIA-2244 (Law Enforcement Personnel)	Engmann	29936-A	3/30/2001	Union Wages (Employer 2.75% 01-01-99 & 01-01-00 & 01-01-01; Union 2.75% 01-01-99 & 3% 01-01-00 & 3.15% 01-01-01), Health Insurance, Comparables
Rock County: Case 322, No. 58321, MIA-2299 (Law Enforcement Personnel)	Michelstetter	29931-A	3/20/2001	Union Wages (Employer 3.5% 01-01-00 & 3.5% 01-01-01; Union 3% 01-01-00 & 3% 01-01-01), Health Insurance, Court Officer Hours
Langlade County: Case 91, No. 58214, MIA-2282 (Law Enforcement Personnel)	Torosian	29916-A	1/19/2001	Employer Wages (Employer 3.25% 01-01-00; Union 3.5% 01-01-00 & 3% 01-01-01), Comparables, Overtime, Holidays, Post Employment Health Insurance, Duration
Sheboygan County: Case 323, No. 58310, MIA-2305 (Law Enforcement Personnel)	Schiavoni	29900-A	12/15/2000	Employer Wages (Employer 3% 01-01-00 & 01-01-01; Union 3.5% 01-01-00 & 01-01-01), Uniform Allowance
Menomonie, City of: Case 86, No. 58376, MIA-2269 (Law Enforcement Personnel)	Stern	29898-A	10/9/2000	Employer Wages (Employer 3% 01-01-00; Union 2% 01-01-00 & 2% 07-01-00), Comparables

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 18

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Vilas County: Case 64, No. 57463, MIA-2269 (Law Enforcement Personnel)	Weisberger	29803-A	4/28/2000	Consent Wages (3% 01-01-99 & 2.25% 01-01-00 + 2.25% 07-01-00 & 3.5% 01-01-01), Vacation, Overtime, Sick Leave
Milwaukee, City of: Case 446, No. 55881, MIA-2153 (Law Enforcement Personnel)	Oestreicher	29581-B	3/10/2000	Issue by Issue Wages, Health Insurance, Duration, Special Duty Pay, Sick Leave, Vacations, Uniform Allowance, Educational Incentive, Unanticipated Duty Pay, Charitable Giving
Greendale, Village of: Case 64, No. 57337, MIA-2153 (Law Enforcement Personnel)	Malamud	29632-A	2/15/2000	Employer Wages (Employer 2.95% 01-01-99 & 01-01-00 & 01-01-01; Union 3.5% 01-01-99 & 3.25% 01-01-00 & 2.5% 01-01-01 + .75% 07-1/01), Comparables, Clothing Allowance
Brookfield, Town of: Case 6, No. 57338, MIA-2255 (Fire Fighter Personnel)	Stern	29700-A	2/11/2000	Union Effect of rejected TA, Uniform Allowance, Hours of Work
Fond du Lac County: Case 61, No. 56965, MIA-2224 (Law Enforcement Personnel)	Malin	29580-A	11/2/1999	Employer Wages, Comparables
Forest County: Case 74, No. 55933, MIA-2166 (Law Enforcement Personnel)	Tyson	29552-A	11/27/1999	Employer Wages, Health Insurance, Overtime, Equity Adjustments
Vernon County: Case 109, No. 56827, MIA-2212 (Law Enforcement Personnel)	Malamud	29579-A	10/22/1999	Employer Sick Leave, Holidays
Monroe County: Case 142, No. 57102, MIA-2235 (Law Enforcement Personnel)	Bellman	29595-A	10/18/1999	Union Wages
Caledonia, Town of: Case 72, No. 56709, MIA-2209 (Fire Fighter Personnel)	Malamud	29551-A	10/11/1999	Union Wages, Comparables

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 19

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Bayside, Village of: Case 17, No. 55931, MIA-2160 (Law Enforcement Personnel)	Callow	29456-A	7/16/1999	Union Health Insurance
Appleton, City of: Case 377, No. 56058, MIA-2181 (Law Enforcement Personnel)	LeRoy	29488-A	7/12/1999	Issue by Issue Wages, Comparables, Health Insurance, Lump Sum Payment, Pager, Shift Differential, Clothing Allowance, Position Enhancement Program, Physical Fitness Program
Caledonia, Town of: Case 69, No. 56286, MIA-2200 (Law Enforcement Personnel)	McAlpin	29464-A	6/16/1999	Union Overtime, Comparables
Oneida County: Case 132, No. 56323, MIA-2204 (Law Enforcement Personnel)	Vernon	29472-A	5/26/1999	Employer Wages, Wage Schedule, Equity Adjustment, Duration
Florence County: Case 35, No. 55617, MIA-2137 (Law Enforcement Personnel)	Weisberger	29489-A	5/22/1999	Employer Shift Differential, Sick Leave, Kelly Days, Comp-time
Watertown, City of: Case 56, No.56040, MIA-2180(Law Enforcement Personnel)	McAlpin	29442-A	4/1/1999	Employer Wages, Health Insurance
Washington County: Case 117, No. 55848, MIA-2147 (Law Enforcement Personnel)	Flaten	29379-A	2/19/1999	Employer Wages, Health Insurance, Comparables
Algoma, City of: Case 33, No. 55888, MIA-2155 (Law Enforcement Personnel)	Dichter	29399-A	12/28/1998	Employer Wages, Comparables
Delafield, City of: Case 90, No. 54963, MIA-2123 (Law Enforcement Personnel)	Oestreicher	29386-A	10/19/1998	Employer Wages, Comparables, Duration
Brookfield, City of: Case 109, No. 55936, MIA-2169 (Law Enforcement Personnel)	Grenig	29331-A	8/1/1998	Employer Wages, Comparables

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 20

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
LaCrosse, City of: Case 252, No. 50105, MIA-1846 (Law Enforcement Personnel)	Johnson	28069-B	5/30/1998	Employer Health insurance, residency
Stevens Point, City of: Case 100, No. 54623, MIA-2091 (Law Enforcement Personnel)	McAlpin	29068-A	9/19/1997	Union Wages, light duty, flexible medical spending account
Sawyer County: Case 123, No. 54662, MIA-2095 (Law Enforcement Personnel)	Oestreicher	29199-A	3/25/1998	Employer Shift selection
Oconomowoc, City of: Case 66, No. 54935, MIA-2120 (Law Enforcement Personnel)	Baron	29185-A	3/19/1998	Employer Wages, health insurance, clothing allowance
Lincoln County: Case 158, No. 55159, MIA-2131 (Law Enforcement Personnel)	Christenson	29227-A	3/16/1998	Union Wages
Oconto County: Case 144, No. 54563, MIA-2088 (Law Enforcement Personnel)	Vernon	29079-A	3/10/1998	Employer Wages, wage schedule, duration, uniform allowance, longevity, health and dental insurance for retirees
Minocqua, Town of: Case 1, No. 54953, MIA-2121 (Law Enforcement Personnel)	Winton	29052-A	2/18/1998	Union Comparables, wages, health insurance, effect of total number of language proposals
Monroe County: Case 136, No. 54887, MIA-2118 (Law Enforcement Personnel)	Engmann	29105-A	11/21/1997	Employer Comparables, wages, health insurance
Wausau, City of: Case 83, No. 54586, MIA-2090 (Fire Fighter Personnel)	McAlpin	29062-A	12/8/1997	Union Wages, hazardous materials pay
Sheboygan County: Case 306, No. 54787, MIA-2106 (Law Enforcement Personnel)	Obermeyer	29097-A	11/15/1997	Employer Longevity, uniform allowance

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 21

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Waukesha County: Case 145, No. 53922, MIA-2060 (Law Enforcement Personnel)	Petrie	29000-A	10/20/1997	Employer Wages, mileage reimbursement, training pay
Grant County: Case 61, No. 53998, MIA-2063 (Law Enforcement Personnel)	Weisberger	29015-A	9/24/1997	Union Wages, Retiree health insurance, sick leave, job posting, probation period
Marshfield, City of: Case 123, No. 54239, MIA-2073(Fire Fighter Personnel)	Grenig	29027-A	10/9/1997	Union Wages, Paramedic pay, overtime
Fitchburg, City of: Case 25, No. 54168, MIA-2068 (Law Enforcement Personnel)	R.U. Miller	28980-A	9/25/1997	Employer Comparables, wages, court pay, educational incentive pay, longevity
Dane County:Case 154, No. 53853, MIA-2056 (Law Enforcement Personnel)	Oestreicher	29033-A	9/19/1997	Employer Wages, wage schedule, holidays, sick leave, uniform allowance, payroll processing
Marinette, City of: Case 76, No. 54220, MIA-2071 (Law Enforcement Personnel)	Oestreicher	29030-A	8/19/1997	Employer Wages, Comparables
Vernon County: Case 99, No. 54432, MIA-2078 (Law Enforcement Personnel)	Michelstetter	28984-A	6/18/1997	Union Wages, incentive pay, shift differential, sick leave, holidays
Madison, City of: Case 186, No. 53613, MIA-2040 (Law Enforcement Personnel)	Malamud	28826-A	5/30/1997	Employer Comparables, wages, handgun reimbursement, uniform allowance, association leave, selection criteria for Educational Resource Officer
Juneau County: Case 120, No. 53606, MIA-2037 (Law Enforcement Personnel)	McAlpin	28855-A	4/28/1997	Employer Comparables, wages, vacation
Manitowoc, City of: Case 124, No.53617, MIA-2041 (Law Enforcement Personnel)	Roberts	28799-A	3/26/1997	Employer Comparables, wages, COLA factor, health insurance, flexible medical spending account

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 22

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Manitowoc, City of: Case 112, No. 52494, MIA-1983 (Fire Fighter Personnel)	Michelstetter	28785-A	3/6/1997	Union Comparables, wages, paramedic pay, EMT pay, vacation schedule and trades,
Portage County: Case 130, No. 53869, MIA-2058 (Law Enforcement Personnel)	Yaffe	28816-A	1/16/1997	Employer Wages
Whitewater, City of: Case 54, No. 53465, MIA-2015 (Law Enforcement Personnel)	Tyson	28710-A	1/10/1997	Union Comparables, wages
Chippewa County: Case 195, No. 53064, MIA-1998 (Law Enforcement Personnel)	Roberts	28764-A	1/3/1997	Union Wages, overtime, health insurance
West Salem, Village of: Case 9, No. 52105, MIA-1964 (Law Enforcement Personnel)	Vernon	28624-A	10/23/1996	Employer Wages, Wisconsin Retirement Fund participation, duration, holiday pay
Bayside, Village of: Case 14, No. 53559, MIA-2024 (Law Enforcement Personnel)	Anderson	28725-A	9/24/1996	Union Wages, body armor reimbursement
Marshfield, City of: Case 1139 No. 534439 MIA-2103(Law Enforcement Personnel)	Zeidler	28674-A	9/3/1996	Union Wages, Comparables
Waushara County: Case 58, No. 53307, MIA-2003 (Law Enforcement Personnel)	Boyer	28661-A	8/30/1996	Employer Wages, Comparables, Duration
Madison, City of: Case 185, No. 53139, MIA-1999 (Fire Fighter Personnel)	Flaten	28595-A	7/18/1996	Union Comparables, hazardous materials pay
Green County: Case 128, No. 533711, MIA-2008 (Law Enforcement Personnel)	Oestreicher	28649-A	7/2/1996	Union Wages, Comparables

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 23

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
West Milwaukee, Village of: Case 34, No. 52707, MIA-1988 (Law Enforcement Personnel)	Kessler	28606-A	5/6/1996	Union Comparables, wages, health insurance
Brookfield, City of: Case 100, No. 52251, MIA-1975 (Law Enforcement Personnel)	McAlpin	28551-A	4/22/1996	Employer Wages, Sick Leave, Uniform Allowance, Vacation, Promotions
Wausau, City of: Case 73, No. 51761, MIA-1924 (Fire fighting personnel)	Bellman	28529-A	4/10/1996	Employer Wages, EMT Pay, HAZMAT Pay, Sick Leave, Overtime, Pager
Oregon, Village of: Case 16, No. 51913, MIA-1936 (Law Enforcement Personnel)	Oestreicher	28505-A	3/29/1996	Employer Wages, Comparables, Work Schedule, Vacation
Green Bay, City of: Case 247, No. 50953, MIA-1901 (Law Enforcement Personnel)	Malamud	28354-C	3/8/1996	Employer Residency
Forest County: Case 71, No. 52290, MIA-1977 (Law Enforcement Personnel)	Doering	28490-A	2/20/1996	Employer Wages, Wage Rate for newly created position, Work Schedule (including payment for time off), Comp-time
North Fond du Lac, Village of: Case 5, No. 51503, MIA-1914 (Law Enforcement Personnel)	Zeidler	28478-A	2/5/1996	Union Wages, Comparables, Duration, Preamble, Management Rights, No-strike, Fair Share/Dues Deduction, Grievance Procedure, Job Posting, Work Schedule, Retirement, Uniform Allowance, Call-in Pay, Maintenance of Standards,
Ashland, City of: Case 69, No. 52154, MIA-1968 (Law Enforcement Personnel)	Michelstetter	28477-A	1/22/1996	Union Wages, Comparables

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 24

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Racine, City of: Case 451, No. 52440, MIA-1981 (Law Enforcement Personnel)	McAlpin	28363-A	1/19/1996	Employer Wages (including COLA clause), Retirement, Clothing Allowance, Attendance Incentive
Sheboygan County: Case 260, No. 51955, MIA-1942 (Law Enforcement Personnel)	Dichter	28476-A	1/12/1996	Union Wages, Health Insurance, Comparables, Pay Period, Uniform Allowance, Detective Work Hours
Middleton, City of: Case 319 No. 51667, MIA-1920 (Law Enforcement Personnel)	Oestreicher	28418-A	1/5/1996	Union Fair Share, Travel Reimbursement
Clark County: Case 77, No. 49889, MIA-1831 (Law Enforcement Personnel)	Malamud	28409-A	12/28/1995	Employer Insurance
Portage County: Case 112, No. 51156, MIA-1907 (Law Enforcement Personnel)	Michelstetter	28501-A	11/30/1995	Consent Drug testing policy
Wood County: Case 123, No. 51892, MIA-1934 (Law Enforcement Personnel)	Kessler	28458-A	11/24/1995	Employer Comparables, wages
Walworth County: Case 128, No. 51844, MIA-1929 (Law Enforcement Personnel)	Michelstetter	28328-A	10/27/1995	Employer Wages
Oconto County: Case 120, No. 51912, MIA-1935 (Law Enforcement Personnel)	Michelstetter	28443-A	10/21/1995	Consent Insurance, Wages
Monona, City of: Case 35, No. 511911, MIA-1908 (Fire Fighter Personnel)	Fogelberg	28197-A	9/25/1995	Employer Wages
Calumet County: Case 95, No. 52054, MIA-1954 (Law Enforcement Personnel)	Oestreicher	28410-A	9/11/1995	Consent Corrected Award Wages, Clothing Allowance, Grievance Procedure, Leave

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 25

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Calumet County: Case 95, No. 52054, MIA-1954 (Law Enforcement Personnel)	Oestreicher	28410-A	9/5/1995	Consent Wages, Clothing Allowance, Grievance Procedure, Leave
Rhineland, City of: Case 73, No. 52067, MIA-1958 (Law Enforcement Personnel)	McAlpin	28347-A	9/1/1995	Union Wages
Douglas County: Case 200, No. 50324, MIA-1869 (Law Enforcement Personnel)	Oestreicher	28342-A	8/21/1995	Employer Wages, Retiree Insurance, Insurance
Chippewa Falls, City of: Case 111, No. 51731, MIA-1923 (Law Enforcement Personnel)	Johnson	28334-A	8/8/1995	Employer Wages, Probation, Sick Leave, Salary Schedule, Duration
Rusk County: Case 78, No. 50298, MIA-1864 (Law Enforcement Personnel)	Baron	28253-A	7/1/1995	Employer Work Schedules
Marinette County: Case 138, No. 50248, MIA-1855 (Law Enforcement Personnel)	Slavney	28139-A	6/20/1995	Employer Clothing Allowance
LaCrosse, City of: Case 252, No. 50105, MIA-1846 (Law Enforcement Personnel)	Johnson	28069-A	5/24/1995	Employer Residency, Insurance
Milwaukee, City of: Case 403, No. 49683, MIA-1824 (Law Enforcement Personnel)	Fleischli	27905-B	5/1/1995	Issue by issue Wages, Retirement, Probation, Grievance Procedure, Vacation, Holidays, Leave, Interpreter Pay, Hours of Work, Insurance, Fitness for Duty, Reappointment Benefit
Pierce County: Case 101, No. 50775, MIA-1893 (Law Enforcement Personnel)	Friess	28187-A	4/24/1995	Employer Wages, Insurance
Richland County: Case 99, No. 49086, MIA-1812 (Law Enforcement Personnel)	Petrie	28119-A	3/28/1995	Union Wages

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 26

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Portage County: Case 107, No. 50338, MIA-1871 (Law Enforcement Personnel)	Slavney	28157-A	3/6/1995	Employer Wages, Insurance, Shift Premium, Hours of Work, Clothing Allowance
Verona, City of: Case 15, No. 50345, MIA-1872 (Law Enforcement Personnel)	Malamud	28066-A	12/30/1994	Union Wages, Holidays, Clothing Allowance, Comp Time
Waunakee, Village of: Case 10, No. 50304, MIA-1866 (Law Enforcement Personnel)	Stern	28097-A	12/21/1994	Employer Wages
Appleton, City of: Case 359, No. 50319, MIA-1868 (Fire Fighter Personnel)	Anderson	28067-A	11/18/1994	Union Wages, Hours of Work, Holidays
Hudson, City of: Case 27, No. 50037, MIA-1838(Law Enforcement Personnel)	Chatman	28047-A	11/4/1994	Employer Insurance
Eau Claire, City of: Case 214, No. 49362, MIA-1820 (Law Enforcement Personnel)	Malamud	27855-A	10/4/1994	Employer Hours of Work
Wauwatosa, City of: Case 95, No. 48534, MIA-1778 (Fire Fighter Personnel)	Flaten	27869-A	9/30/1994	Employer Rejection of Tentative Agreement
Platteville, City of: Case 17, No. 49452, MIA-1821 (Law Enforcement Personnel)	Zeidler	27911-A	7/21/1994	Employer Comparables, wages, health insurance, longevity
Menasha, City of: Case 82, No. 48341, MIA-1763 (Law Enforcement Personnel)	McAlpin	27784-A	6/9/1994	Employer Wages, Health Insurance, Comparables
Outagamie County: Case 220, No. 48372, MIA-1768 (Law Enforcement Personnel)	Bilder	27849-A	6/7/1994	Employer Wages, Comparables, Retirement, On-call Pay, Retroactive Pay, Work Hours, Work Schedule, Holidays

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 27

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Milwaukee, City of: Case 400, No. 48996, MIA-1807 (Fire Fighter Personnel)	Weisberger	27788-A	5/31/1994	Union Wages, Retirement, Duty Disability Retirement Allowance, Sick Leave
Germantown, Village of: Case 28, No. 48268, MIA-1753 (Law Enforcement Personnel)	Vernon	27803-A	5/13/1994	Union Wages, Health Insurance, Comparables
Forest County: Case 66, No. 48153, MIA-1746 (Law Enforcement Personnel)	Hutchison	27786-A	4/18/1994	Union Wages, Comparables
Marinette, City of: Case 64, No. 48782, MIA-1793 (Fire Fighter Personnel)	Michelstetter	27642-A	4/12/1994	Union Wages, Comparables
Racine, City of: Case 386, No. 46931, MIA-1696 (Fire Fighter Personnel)	Conway	27448-A	3/22/1994	Union Clothing Allowance, Health Insurance, Retirement, Work Hours
Appleton, City of: Case 325, No. 46762, MIA-1679 (Fire Fighter Personnel)	Hill	27489-A	6/7/1993	Union Wages, Use of Part-timers, Physical Exams, Work Hours, Call-in
Greenfield, City of: Case 107, No. 48583, MIA-1784 (Law Enforcement Personnel)	Vernon	27648-A	2/8/1994	Employer Wages, Duration
Sheboygan County: Case 156, No. 47664, MIA-1731 (Law Enforcement Personnel)	Stern	27593-A	2/2/1994	Employer Health Insurance, Comparables
Iowa County: Case 64, No. 46722, MIA-1674 (Law Enforcement Personnel)	Vernon	27554-A	12/17/1993	Union Wages, Comparables
Sun Prairie, City of: Case 26, No. 48978, MIA-1805 (Law Enforcement Personnel)	Kossoff	27686-A	12/15/1993	Employer Holidays, Comparables

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 28

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Brookfield, City of: Case 87, No. 46973, MIA-1702 (Fire Fighter Personnel)	Petrie	27486-A	11/19/1993	Union Health Insurance, Acting Duty Pay, Work Rules, EMT, Grievance Procedure, Holidays, Vacations
Waunakee, Village of: Case 9, No. 48333, MIA-1759 (Law Enforcement Personnel)	Malamud	27679-A	11/15/1993	Employer Wages, Comparables
Shawano County: Case 119, No. 48278, MIA-1756 (Law Enforcement Personnel)	Slavney	27622-A	9/27/1993	Union Wages, Duration, Work Schedule
Milwaukee, City of: Case 381, No. 46687, MIA-1669 (Law Enforcement Personnel)	Malamud	27151-C	8/23/1993	Issue by Issue Drug Testing
Douglas County: Case 190, No. 48445, MIA-1772 (Law Enforcement Personnel)	Flaten	27594-A	8/22/1993	Employer Wages, Call-in Pay, Comparables
Oshkosh, City of: Case 195, No. 48344, MIA-1764 (Law Enforcement Personnel)	Oestreicher	27569-A	8/20/1993	Employer Wages, Health Insurance, Vacation, Holidays, Comparables
Hudson, City of: Case 26, No. 46682 MIA-1667 (Law Enforcement Personnel)	Reynolds	27329-A	7/24/1993	Union Wages, Health Insurance, Comparables, Shift Change Report Time
Kewaunee County: Case 36, No. 48434, MIA-1771 (Law Enforcement Personnel)	Slavney	27603-A	7/3/1993	Consent Wages, Work Schedules, Health Insurance, Unit Placement of position
Plover, Village of: Case 4, No. 44933, MIA-1560 (Law Enforcement Personnel)	Zeidler	27471-A	6/23/1993	Employer Wages, Comparables, Grievance Procedure, Drug Testing, Detective Pay
Buffalo County: Case 44, No. 46767, MIA-1682 (Law Enforcement Personnel)	Weisberger	27523-A	6/21/1993	Employer Wages, Vacations, Comparables

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 29

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Eau Claire, City of: Case 202, No. 47357, MIA-1723 (Law Enforcement Personnel)	Petrie	27322-A	5/14/1993	Employer Wages, Comparables
LaCrosse, City of: Case 208, No. 46993, MIA-1704 (Fire Fighter Personnel)	Michelstetter	27488-A	4/29/1993	Employer Health Insurance
Chippewa Falls, City of: Case 95, No. 46436, MIA-1645 (Law Enforcement Personnel)	Christenson	27423-A	4/7/1993	Employer Wages, Holidays, Educational Incentive
Appleton, City of: Case 326, No. 47279, MIA-1720 (Law Enforcement Personnel)	Kossoff	27421-A	3/29/1993	Employer Wages, Shift Differential, Holidays, Comparables
Crawford County: Case 59, No. 47235, MIA-1718 (Law Enforcement Personnel)	Johnson	27508-A	3/25/1993	Consent Wages, Health Insurance, Shift Differential, Mileage Reimbursement, Grievance Procedure
Fond du Lac, City of: Case 113, No. 46770, MIA-1683 (Law Enforcement Personnel)	Chiesa	27307-A	3/19/1993	Employer Wages, Health Insurance, Duration, Attendance Incentive, Longevity, Work Hours, Shift & Position Differential, Grievance Procedure
West Bend, City of: Case 29, No. 46793, MIA-1686 (Law Enforcement Personnel)	Vernon	27300	3/4/1993	Employer Wages, Clothing Allowance, Vision Exams, Comparables
Racine County: Case 136, No. 46582, MIA-1659 (Law Enforcement Personnel)	Malamud	27324-A	2/28/1993	Employer Wages, Comparables
Beloit, City of: Case 105, No. 46435, MIA-1644 (Law Enforcement Personnel)	McAlpin	27207-A	2/3/1993	Employer Wages, Wage Schedule, Longevity, Holidays, Vacation, Grievance Procedure (arbitration of discipline)

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 30

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Rhineland, City of: Case 65, No. 46964, MIA-1698(Law Enforcement Personnel)	Oestreicher	27371-A	2/1/1993	Union Wages, Comparables
Sun Prairie, City of: Case 24, No. 47302, MIA-1722 (Law Enforcement Personnel)	Michelstetter	27345-A	11/13/1992	Consent Wages, Health Insurance, Work Hours
Hales Corners, Village of: Case 28, No. 47230, MIA-1717 (Law Enforcement Personnel)	Krinsky	27315-A	11/9/1992	Union Personal Leave
Oneida County: Case 85, No. 46494, MIA-1649 (Law Enforcement Personnel)	Flaten	27160-B	10/23/1992	Union Wages, Holidays
Marshfield, City of: Case 90, No. 45185, MIA-1588 (Law Enforcement Personnel)	Kessler	27038-A	8/31/1992	Union Health Insurance, Shift Differential, FTO Pay, Life Insurance, Educational Incentive
Edgerton, City of: Case 26, No. 46400, MIA-1641 (Law Enforcement Personnel)	R.J. Miller	27179-A	8/12/1992	Union Wages, Work Hours, Comparables
Stevens Point, City of: Case 75, No. 44940, MIA-1562 (Law Enforcement Personnel)	Vernon	26954-B	8/11/1992	Employer Wages, Comparables
Winnebago County: Case 195, No. 45197, MIA-1591 (Law Enforcement Personnel)	Petrie	27087-A	8/8/1992	Union Wages, Comparables, Equity Adjustment, Discipline, Work Hours, Transfers between Patrol/Corrections Positions, Constitutional Authority of Sheriff
Oconto County: Case 99, No. 46037, MIA-1634 (Law Enforcement Personnel)	Gallagher	27070-B	7/28/1992	Employer Wages, Comparables

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 31

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Baraboo, City of: Case 14, No. 45304, MIA-1601 (Law Enforcement Personnel)	Johnson	27096-A	6/25/1992	Employer Wages, Comparables
Milwaukee, City of: Case 375, No. 45441 MIA-1613 (Fire fighting personnel)	Petrie	26857-A	6/16/1992	Union Equity Adjustment for Heavy Equipment Operator, Parking Reimbursement, Comparables
Jefferson, City of: Case 30, No. 45018, MIA-1569 (Law Enforcement Personnel)	Rice	27007-A	5/22/1992	Employer Wages, Health Insurance, Comparables
Marshfield, City of: Case 101, No. 45435, MIA-1611 (Fire fighting personnel)	Krinsky	27039-A	4/13/1992	Union Wages, Health & Dental Insurance, Educational Incentive, Life Insurance, Residency, Probation Period, Promotions, Effect of Rejected TA
West Salem, Village of: Case 7, No. 44999, MIA-1567 (Law Enforcement Personnel)	Johnson	26975-A	2/18/1992	Employer Wages, Health Insurance, Comparables
Viroqua, City of: Case 6, No. 44995, MIA-1566 (Law Enforcement Personnel)	Zeidler	26974-A	2/15/1992	Union Wages, Health Insurance, Comparables
Sturtevant, Village of: Case 14, No. 44887, MIA-1554 (Law enforcement personnel)	Krinsky	26980-A	1/23/1992	Consent Wages, Health Insurance, Deferred Compensation
Oconomowoc, City of: Case 54, No. 45189, MIA-1589 (Law Enforcement Personnel)	McAlpin	26938-A	1/13/1992	Employer Wages, Comparables
Dane County: Case 132, No. 44775, MIA-1546 (Law Enforcement Personnel)	Tyson	26868-A	1/12/1992	Employer Health Insurance

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 32

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Janesville, City of: Case 56, No. 45017, MIA-1568 (Law Enforcement Personnel)	Stern	26965-A	12/4/1991	Employer Wages, Health Insurance, Physical Exams, Duration
Sauk County: Case 93, No. 43503, MIA-1504 (Law Enforcement Personnel)	Kerkman	26793-A	10/31/1991	Union Wages, Wage Rate for new Telecommunicator position, Acting Officer Selection/Pay, Holidays
Rice Lake, City of: Case 42, No. 44726, MIA-1544 (Law Enforcement Personnel)	Gundermann	26836-A	10/24/1991	Employer Wages, Health Insurance, Comparables
Fox Point, Village of: Case 21, No. 44912, MIA-1557 (Law Enforcement Personnel)	Anderson	26869-A	10/4/1991	Union Wages, Wage Schedule, Parity with Firefighters
Medford, City of: Case 19, No. 43966, MIA-1531 (Law Enforcement Personnel)	Michelstetter	26674-A	7/12/1991	Employer Wages, Health & Dental Insurance, Work Hours, Holidays, Comparables
Shorewood, Village of: Case 38, No. 42724, MIA-1446 (Fire fighting personnel)	Kerkman	26625-A	7/12/1991	Employer Wages, Health Insurance, Parity with Police, Holidays
Eau Claire, City of: Case 194, No. 44642, MIA-1541 (Law Enforcement Personnel)	Stern	26710-A	6/14/1991	Consent Wages, Work Hours
St. Francis, City of: Case 66, No. 43682, MIA-1516 (Law Enforcement Personnel)	Krinsky	26577-A	5/16/1991	Employer Health Insurance, Disability Insurance, Residency
Cedarburg, City of: Case 22, No. 43255, MIA-1473 (Law Enforcement Personnel)	Nielsen	26420-A	5/11/1991	Employer Wages, Health Insurance, Shift Selection, Comparables
Lincoln County: Case 105, No. 43514, MIA-1505 (Law Enforcement Personnel)	McAlpin	26701-A	5/9/1991	Employer Wages, Duration

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 33

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Green County: Case 100, No. 42429, MIA-1441 (Law Enforcement Personnel)	Kerkman	26605-A	4/12/1991	Employer Wages, Health Insurance
Monona, City of: Case 31, No. 43652, MIA-1513 (Fire fighting personnel)	Vernon	26562-A	4/8/1991	Union Wages, Comparables
Waupaca County: Case 65, No. 43307, MIA-1525 (Law Enforcement Personnel)	Petrie	26526-B	3/11/1991	Employer Wages, Health Insurance, Equity Adjustments, Comparables, Effect of Wage Study
Ashwaubenon, Village of: Case 20, No. 43981, MIA-1532 (Law Enforcement Personnel)	Baron	26500-B	1/31/1991	Employer Wages, Vacation, Sick Leave, Comparables
Beaver Dam, City of: Case 55, No. 43417, MIA-1496 (Law Enforcement Personnel)	Oestreicher	26548-A	1/29/1991	Employer Wages, Health Insurance, Clothing Allowance, Comparables
LaCrosse County: Case 110, No. 41498, MIA-1375 (Law Enforcement Personnel)	Bilder	26493-A	12/27/1990	Employer Wages, Retirement (for Jailers as Protective Service employees), Comparables
Clark County: Case 55, No. 43303, MIA-1479 (Law Enforcement Personnel)	Yaffe	26517-A	12/20/1990	Employer Wages, Comparables
Crawford County: Case 54, No. 43736, MIA-1520 (Law Enforcement Personnel)	McAlpin	26522-A	12/12/1990	Union Wages, Health Insurance
Waukesha County: Case 115, No. 43399, MIA-1494 (Law Enforcement Personnel)	Krinsky	26513-A	12/5/1990	Employer Wages, Comparables
Portage County: Case 76, No. 43519, MIA-1506 (Law Enforcement Personnel)	Stern	26512-A	11/16/1990	Union Wages, Sick Leave

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 34

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Fond du Lac, City of: Case 99, No. 43212, MIA-1466 (Law Enforcement Personnel)	McAlpin	26564-A	10/19/1990	Consent Wages, Duration, Clothing Allowance, Educational Incentive, Severance Pay, Worker's Compensation
Chilton, City of: Case 18, No. 43241, MIA-1472 (Law Enforcement Personnel)	Kerkman	26478-A	10/10/1990	Employer Wages, Clothing Allowance
Watertown, City of: Case 38, No. 43235, MIA-1468 (Law Enforcement Personnel)	Gundermann	26343-A	8/14/1990	Employer Wages, Wage Schedule, Comparables
Rice Lake, City of: Case 36, No. 43057, MIA-1456 (Law Enforcement Personnel)	Krinsky	26331-A	8/10/1990	Employer Wages, Health Insurance
Waupaca, City of: Case 14, No. 41241, MIA-1342 (Law Enforcement Personnel)	Bellman	26179-A	5/25/1990	Union Wages, Duration
Milwaukee, City of: Case 346, No. 42444, MIA-1443 (Law Enforcement Personnel)	Vernon	26109-A	5/22/1990	Issue by issue Wages, Creation of New Rank and Classification, Retirement, Overtime/Comp Time/Roll Call, Health Insurance, Parking, Parity with Fire Fighters, Comparables
Brookfield, City of: Case 64, No. 38183, MIA-1185 (Fire fighting personnel)	Kerkman	25843-C	5/14/1990	Employer Health Insurance for Retirees, Comparables
Sheboygan Falls, City of: Case 18, No. 42435, MIA-1442 (Law Enforcement Personnel)	Malamud	26225-A	5/9/1990	Employer Wages
Ozaukee County: Case 28, No. 41747, MIA-1404 (Law Enforcement Personnel)	Gundermann	26220-A	5/7/1990	Employer Wages, Health Insurance, Comparables

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 35

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
DePere, City of: Case 46, No. 42243, MIA-1432 (Fire fighting personnel)	Krinsky	26250-A	4/24/1990	Employer Sick Leave, Worker's Compensation, Comparables
Allouez, Town of: Case 31, No. 41773, MIA-1409 (Fire fighting personnel)	Petrie	26193-A	4/11/1990	Employer Wages, Holidays, Sick Leave, Comparables
Oneida County: Case 65, No. 41965, MIA-1423 (Law Enforcement Personnel)	Gundermann	26116-A	3/5/1990	Employer Wages
Adams County: Case 55, No. 41890, MIA-1419 (Law Enforcement Personnel)	Nielsen	26051-A	3/3/1990	Union Wages, Health Insurance, Wage Rate & Work Hours for new position, Duration
Kaukauna, City of: Case 47, No. 41745, MIA-1402 (Law Enforcement Personnel)	Petrie	26061-A	2/8/1990	Employer Wages, Health Insurance, Comparables, Duration
Sheboygan County: Case 108, No. 41358, MIA-1359 (Law Enforcement Personnel)	Reynolds	25907-A	1/12/1989	Union Health Insurance
Cudahy, City of: Case 62, No. 41432, MIA-1363 (Fire fighting personnel)	Kerkman	25961-A	1/5/1990	Union Wages, Health Insurance, Comparables, Jury Duty, Subpoena Pay
Rhineland, City of: Case 48, No. 41435, MIA-1367 (Law Enforcement Personnel)	Stern	26001-A	12/4/1989	Employer Wages
Pierce County: Case 70, No. 41573, MIA-1380 (Law Enforcement Personnel)	Kerkman	26029-A	12/1/1989	Union Work Hours, Overtime
Appleton, City of: Case 276, No. 40447, MIA-1320 (Law Enforcement Personnel)	Vernon	25636-A	4/20/1989	Employer Wages, Comparables

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 36

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Sun Prairie, City of: Case 18, No. 41656, MIA-1388 (Law Enforcement Personnel)	Michelstetter	26077-B	10/23/1989	Consent Wages, Vacations, Overtime, Call-in Pay, Sick Leave, Educational Incentive, Life Insurance, Equity Adjustments
Manitowoc, City of: Case 73, No. 41691, MIA-1394 (Law Enforcement Personnel)	Kessler	26003-A	10/18/1989	Union Wages, Health Insurance, Comparables
Shawano County: Case 83, No. 41351, MIA-1357 (Law Enforcement Personnel)	Johnson	26052-A	9/16/1989	Consent Wages, Holidays
Portage County: Case 73, No. 41434, MIA-1366 (Law Enforcement Personnel)	Fleischli	25971-A	9/8/1989	Union Wages, Comparables
Rothschild, Village of: Case 12, No. 41275, MIA-1346 (Law Enforcement Personnel)	Nielsen	25983-A	9/28/1989	Consent Holidays, Insurance, Wages
Richland County: Case 68, No. 41309, MIA-1351 (Law Enforcement Personnel)	Kerkman	25948-A	7/25/1989	Consent Entire Contract Attached
Edgerton, City of: Case 18, No. 41307, MIA-1349 (Law Enforcement Personnel)	Krinsky	25938-A	7/19/1989	Employer Wages, Comparables, Longevity, Health Insurance, Work Hours, Holidays, Sick Leave, Vacation
Dodge County: Case 134, No. 41432, MIA-1364 (Law Enforcement Personnel)	Petrie	25915-A	6/28/1989	Consent Wages, Health & Dental Insurance, Equity Adjustments
Plover, Village of: Case 2, No. 41324, MIA-1352 (Law Enforcement Personnel)	Nielsen	25912-A	5/31/1989	Consent Wages, Unit Placement of Lieutenant
Crawford County: Case 48, No. 40459, MIA-1321 (Law Enforcement Personnel)	Stern	25857-A	6/9/1990	Consent Health Insurance, Equity Adjustments, Worker's Compensation, Holidays

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 37

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Mosinee, City of: Case 1, No. 41288, MIA-1348 (Law Enforcement Personnel)	Petrie	25916-A	5/30/1989	Consent Wages, Sick Leave, Health Insurance for Retirees, Duration
Rock County: Case 233, No. 40445, MIA-1319 (Law Enforcement Personnel)	Kerkman	25698-A	5/19/1989	Union Wages, Wage Schedule, Comparables, Work Hours
Madison, Town of: Case 30, No. 39866, MIA-1286 (Law Enforcement Personnel)	Mueller	25741-A	4/24/1989	Union Comparables, Work Hours, Holidays, Dental Insurance
Caledonia, Town of: Case 26, No. 41139, MIA-1338 (Fire fighting personnel)	Michelstetter	25854-A	4/14/1989	Consent Wages, Health Insurance
Kenosha County: Case 92, No. 39235, MIA-1243 (Law Enforcement Personnel)	Mueller	25485-A	4/9/1989	Employer Wages, Comparables, Bargaining Representation, Health Insurance
Green Bay, City of: Case 163, No. 39075, MIA-1239 (Law Enforcement Personnel)	Bilder	25114-A	6/10/1988	Employer Wages, Duration, Holidays, Shift Premium, Hours of Work
St. Croix County: Case 86, No. 39148, MIA-1241 (Law Enforcement Personnel)	Krinsky	25635-A	2/7/1989	Employer Hours of Work, Shift Premium, Comparables
Dane County: Case 117, No. 39845, MIA-1284 (Law Enforcement Personnel)	Nielsen	25576-A	2/6/1989	Employer Insurance, Comparables
Door County: Case 55, No. 39710, MIA-1266 (Law Enforcement Personnel)	Gundermann	25570-A	12/16/1998	Union Wages
Sturgeon Bay, City of: Case 48, No. 39650, MIA-1258 (Law Enforcement Personnel)	Malamud	25240-A	11/18/1988	Employer Wages, Comparables, Duration

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 38

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Forest County: Case 49, No. 40003, MIA-1300 (Law Enforcement Personnel)	Nielsen	25626-A	12/11/1988	Consent Supplementary Award, Discipline, Management Rights, Layoff, Funeral Leave, Grievance Procedure, Wages, Zipper Clause
Forest County: Case 49, No. 40003, MIA-1300 (Law Enforcement Personnel)	Nielsen	25626-A	11/16/1988	Consent Discipline, Management Rights, Layoff, Funeral Leave, Grievance Procedure, Wages, Zipper Clause
Milwaukee, City of: Case 300, No. 39038, MIA-1237 (Law Enforcement Personnel)	Kerkman	24936-B	11/11/1988	Issue by issue Amended Award, Wages, Definition of Active Service, Longevity, Overtime, FLSA, Retirement, Health Insurance, Injury Pay, Holidays, Unanticipated Duty Pay, Parity with Firefighters
Milwaukee, City of: Case 300, No. 39038, MIA-1237 (Law Enforcement Personnel)	Kerkman	24936-B	11/3/1988	Issue by issue Wages, Definition of Active Service, Longevity, Overtime, FLSA, Retirement, Health Insurance, Injury Pay, Holidays, Unanticipated Duty Pay, Parity with Firefighters
Greendale, Village of: Case 54, No. 39920, MIA-1291 (Fire fighting personnel)	Gundermann	25400-A	10/24/1988	Union Comparables, Uniform Allowance, Longevity, Health Insurance, Health Insurance for Retirees, Sick Leave
Milwaukee, City of: Case 304, No. 39696, MIA-1262 (Supervisory law enforcement personnel)	Rice	25223-B	9/16/1988	Issue by issue Wages, Special Duty Pay, Retirement, Health Insurance, Kelly Days, Hours' Bank, Light Duty, Travel Reimbursement, Off Duty Pay, Metropolitan Division Pay, Longevity

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 39

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Minocqua, Town of: Case 13, No. 39794, MIA-1276 (Law Enforcement Personnel)	Fleischli	25490-A	8/31/1988	Consent Wages, Health Insurance, Vacation
Appleton, City of: Case 257, No. 39706, MIA-1265 (Fire fighting personnel)	Mueller	25217-A	8/24/1988	Union Wages, Comparables, Physical Fitness Program, Dental Insurance
LaCrosse County: Case 102, No. 39782, MIA-1273 (Law Enforcement Personnel)	Chatman	25209-A	6/16/1988	Consent Wages, overtime, health insurance, duration
Waukesha County: Case 88, No. 36197, MIA-1056 (Law Enforcement Personnel)	Gundermann	24603-A	5/23/1988	Employer Wages, Reclassification
Marathon County: Case 122, No. 38204, MIA-1199 (Law Enforcement Personnel)	Mueller	24523-A	9/18/1987	Consent Wages, Holidays, Vacation, Comp Time, Overtime
Pierce County: Case 60, No. 38797, MIA-1234 (Law Enforcement Personnel)	Malamud	25009-A	5/9/1988	Employer Wages, Sick Leave, Overtime
River Falls, City of: Case 16, No. 38525, MIA-1217 (Law Enforcement Personnel)	Reynolds	24638-A	4/12/1988	Union Wages, Comparables
Kenosha, City of: Case 115, No. 38200, MIA-1188 (Fire fighting personnel)	Vernon	24376-A	1/26/1998	Union Classification Pay
New Berlin, City of: Case 58, No. 38056, MIA-1171 (Law Enforcement Personnel)	Michelstetter	24472-A	1/29/1988	Union Wages, Comparables, Insurance
Fond du Lac, City of: Case 78, No. 37859, MIA-1154 (Law Enforcement Personnel)	Vernon	24656-A	12/28/1987	Employer Wages, Comparables

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 40

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Brown Deer, Village of: Case 36, No. 38105, MIA-1175 (Law Enforcement Personnel)	Michelstetter	24830-A	1/15/1983	Consent Wages
Marshfield, City of: Case 72, No. 38557, MIA-1222 (Fire fighting personnel)	Reynolds	24575-A	12/22/1987	Employer Wages, Retirement
Plymouth, City of: Case 29, No. 38313, MIA-1204 (Law Enforcement Personnel)	Krinsky	24607-A	12/3/1987	Employer Holidays
Rice Lake, City of: Case 33, No. 38175, MIA-1183 (Law Enforcement Personnel)	Rice	24646-A	11/25/1987	Union Wages, Comparables, Insurance, Shift Premium
Crawford County: Case 45, No. 38448, MIA-1212 (Law Enforcement Personnel)	Gundermann	24500-A	11/10/1987	Employer Wages
Marinette County: Case 80, No. 37959, MIA-1161 (Law Enforcement Personnel)	Michelstetter	24508-A	10/23/1987	Consent Wages, Clothing Allowance, Workers Compensation
Sheboygan County: Case 96, No. 38092, MIA-1173 (Law Enforcement Personnel)	Stern	24522-A	10/16/1987	Union Wages, Shift Premium
Barron County: Case 66, No. 37995, MIA-1163 (Law Enforcement Personnel)	R.J. Miller	24420-A	9/25/1987	Employer Wages, Comparables
Ozaukee County: Case 20, No. 39048, MIA-1238 (Law Enforcement Personnel)	Nielsen	24679-A	9/24/1987	Consent Wages
Sparta, City of: Case 34, No. 38179, MIA-1184 (Law Enforcement Personnel)	Gundermann	24516-A	9/1/1987	Consent Wages

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 41

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Shawano County: Case 71, No. 38039, MIA-1168 (Law Enforcement Personnel)	Imes	24407-A	8/19/1987	Consent Wages, Workers Compensation
Rhineland, City of: Case 43, No. 38212, MIA-1192 (Law Enforcement Personnel)	Reynolds	24378-A	8/17/1987	Union Wages, Comparables, Insurance, Holidays
Delavan, City of: Case 11, No. 37858, MIA-1153 (Law Enforcement Personnel)	Michelstetter	24470-A	8/8/1987	Employer Wages, Insurance
LaCrosse, City of: Case 150, No. 38231, MIA-1196 (Law Enforcement Personnel)	Hutchison	24326-A	7/28/1987	Union Wages, Comparables, Insurance, Duration, Clothing Allowance
Wausau, City of: Case 41, No. 36674, MIA-1118 (Law Enforcement Personnel)	Briggs	23554-A	5/19/1987	Employer Wages, Retirement
Outagamie County: Case 137, No. 37015, MIA-1132 (Law Enforcement Personnel)	Michelstetter	24257-A	4/9/1987	Consent Wages, life insurance
Superior, City of: Case 84, No. 36737, MIA-1122 (Law Enforcement Personnel)	R.U. Miller	23757-A	4/7/1987	Employer Wages, Comp Time
Jefferson County: Case 42, No. 37686, MIA-1143 (Law Enforcement Personnel)	Malamud	24184-A	4/1/1987	Consent Wages
Richland County: Case 45, No. 34627, MIA-988 (Law Enforcement Personnel)	Pegnetter	23314-A	3/25/1987	Union Wages, Grievance Procedure, Overtime, Work Schedules, Sick Leave (Termination Pay), Work Assignment
Waukesha, City of: Case 58, No. 34703, MIA-995 (Fire fighting personnel)	Mueller	23250-B	3/3/1987	Employer Wages, Work Schedules (FLSA), Retiree Insurance, Sick Leave, Vacations, Holidays

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 42

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Rhineland, City of: Case 38, No. 35793, MIA-1022 (Law Enforcement Personnel)	Vernon	23555-A	2/10/1987	Union Grievance Procedure
Menomonee Falls, Village of: Case 29, No. 36821, MIA-1128 (Law Enforcement Personnel)	Zeidler	23964-A	2/1/1987	Employer Wages, Insurance, Retirement, Credit Reimbursement, Sick Leave (Termination Pay), Duration, Seniority
Hartland, Village of: Case 7, No. 36166, MIA-1054 (Law Enforcement Personnel)	Christenson	23829-A	1/14/1987	Employer Wages, Health Insurance
Kenosha, City of: Case 106, No. 36011, MIA-1034 (Fire fighting personnel)	Kessler	23270-A	12/19/1986	Union Wages, wage schedule, COLA factor, leaves
Fond du Lac County: Case 94, No. 36032, MIA-1038 (Law Enforcement Personnel)	Krinsky	23369-A	11/18/1986	Employer Wages, Duration, Retirement, Shift Assignment
River Falls, City of: Case 14, No. 36274, MIA-1077 (Law Enforcement Personnel)	Chatman	23457-B	11/13/1986	Union Wages
New London, City of: Case 11, No. 36483, MIA-1098 (Law Enforcement Personnel)	Mueller	23674-A	10/29/1996	Union Wages
Marshfield, City of: Case 66, No. 36432, MIA-1089 (Fire fighting personnel)	R.J. Miller	23732-A	10/22/1986	Employer Wages, Sick Leave (Termination Pay)
Waupaca County: Case 32, No. 36577, MIA-1111 (Law Enforcement Personnel)	Yaffe	23845-A	10/20/1986	Consent Wages, life insurance, comp time
Washington County: Case 65, No. 36525, MIA-1107 (Law Enforcement Personnel)	Michelstetter	23546-A	9/15/1986	Consent Wages

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 43

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Rhinelander, City of: Case 40, No. 36273, MIA-1076 (Fire fighting personnel)	Imes	23374-A	9/8/1986	Union Wages, Work Schedules
Portage County: Case 58, No. 36270, MIA-1074 (Law Enforcement Personnel)	Michelstetter	23325-A	9/4/1986	Consent Wages, retirement, health insurance
LaCrosse, City of: Case 142, No. 36069, MIA-1046(Fire fighting personnel)	Chatman	23693-A	9/4/1986	Union Wages
LaCrosse, City of: Case 140, No. 35654, MIA-1021 (Law Enforcement Personnel)	Vernon	23274-A	8/4/1986	Union Wages, Health Insurance, Retirement
Shawano County: Case 57, No. 35922, MIA-1025 (Law Enforcement Personnel)	Chatman	23146-A	6/30/1986	Union Wages, Retirement, Vacation, Sick Leave
Watertown, City of: Case 32, No. 35391, MIA-1011 (Fire fighting personnel)	Petrie	23156-A	6/26/1986	Union Wages
Vernon County: Case 74, No. 35946, MIA-1028 (Law Enforcement Personnel)	Michelstetter	23278-A	6/25/1986	Consent Wages, retirement, Special Investigator pay
Crawford County: Case 40, No. 36321, MIA-1065 (Law Enforcement Personnel)	Monfils	23517-A	6/10/1986	Consent Wages, duration, longevity, workers compensation, job posting,
Whitefish Bay, Village of : Case 51, No. 34270, MIA-953 (Fire fighting personnel)	Yaffe	23025-A	4/10/1986	Union Health Insurance
Marinette County: Case 70, No. 35248, MIA-1008 (Law Enforcement Personnel)	Malamud	22910-A	4/8/1986	Employer Wages, Holidays, Longevity, Sick Leave

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 44

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Adams County: Case 41, No. 34640, MIA-898 (Law Enforcement Personnel)	Imes	22868-A	3/26/1986	Employer Wages, Duration
Beloit, City of: Case 61, No. 34435, MIA-972 (Law Enforcement Personnel)	Petrie	22565-A	3/1/1986	Union Wages
Beloit, City of: Case 58, No. 34301, MIA-958 (Fire fighting personnel)	Michelstetter	22384-A	1/31/1986	Union Wages, Duration, Promotions
Rock County: Case 189, No. 34265, MIA-952 (Law Enforcement Personnel)	Fleischli	22594-A	1/22/1986	Employer Wages
Marathon County: Case 97, No. 34133, MIA-932 (Law Enforcement Personnel)	Malamud	22462-A	1/13/1986	Employer Wages, Retirement, Comp Time
Waukesha County: Case 78, No. 32566, MIA-831 (Law Enforcement Personnel)	Mueller	22324-A	12/13/1985	Employer Wages, Health Insurance, Workers Compensation, Work Schedules, Shift Selection, Seniority, Nondiscrimination
Langlade County: Case 39, No. 33858, MIA-919 (Law Enforcement Personnel)	Vernon	22203-A	10/30/1985	Union Wages, Sick Leave, Seniority
Oak Creek, City of: Case 51, No. 34350, MIA-963 (Fire fighting personnel)	Mueller	22463-A	10/25/1985	Employer Wages
Forest County: Case 29, No. 33742, MIA-914 (Law Enforcement Personnel)	Imes	22061-B	8/7/1985	Employer Wages
River Falls, City of: Case 11, No. 34423, MIA-970 (Law Enforcement Personnel)	R.J. Miller	22435-A	7/22/1985	Union Wages

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 45

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Wausau, City of: Case 30, No. 34033, MIA-924 (Law Enforcement Personnel)	R.J. Miller	22289-A	7/22/1995	Employer Wages, Workers Compensation
Rice Lake, City of: Case 29, No. 34180, MIA-943 (Law Enforcement Personnel)	Grenig	22678-A	7/19/1995	Consent Wages, Retirement
Kenosha, City of: Case 92, No. 32551, MIA-828 (Law Enforcement Personnel)	Mueller	21380-C	7/1/1985	Employer Wages, Health Insurance, Leave, Beneficiary Pay
Oneida County: Case 40, No. 33104, MIA-901 (Law Enforcement Personnel)	Fleischli	21827-A	4/5/1995	Employer Wages, Health Insurance
Racine, City of: Case 191, No. 32464, MIA-807 (Fire fighting personnel)	Vernon	21484-A	4/5/1985	Employer Wages, Clothing Allowance, Vacation, Tuition Reimbursement, Grievance Procedure, Interest on Award
Dane County: Case 98, No. 32801, MIA-865 (Law Enforcement Personnel)	Mueller	21713-A	2/21/1985	Employer Wages, Health Insurance
Jackson County: Case 36, No. 32699, MIA-854 (Law Enforcement Personnel)	Haferbecker	21878-A	1/25/1985	Employer Wages
Eau Claire County: Case 122, No. 32650, MIA-840 (Law Enforcement Personnel)	Vernon	21647-A	12/13/1984	Union Wages, Health Insurance
Ashland, City of: Case 36, No. 32659, MIA-841 (Law Enforcement Personnel)	Vernon	21536-A	11/14/1984	Employer Wages, Retiree Health Insurance, Clothing Allowance
Madison, City of: Case 110, No. 32509, MIA-814 (Fire fighting personnel)	Vernon	21345-A	11/8/1984	Employer Wages, Health Insurance

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 46

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
River Falls, City of: Case 10, No. 32487, MIA-808 (Law Enforcement Personnel)	Boyer	21523-A	10/30/1984	Union Wages
Green Lake County: Case 28, No. 32349, MIA-801 (Law Enforcement Personnel)	Monfils	21920-A	10/9/1984	Consent Wages, Hours of Work
Oconto County Case 42, No. 31452, MIA-773 (Law Enforcement Personnel)	Vernon	20984-A	9/26/1984	Employer Wages, Holidays, Shift Premium
Marinette County: Case 56, No. 31451, MIA-772 (Law Enforcement Personnel)	Vernon	20877-A	9/25/1984	Employer Wages, Shift Premium, Discipline, Discharge, Vacation
Monroe County: Case 53, No. 32718, MIA-858 (Law Enforcement Personnel)	Fogelberg	21522-A	9/10/1984	Employer Wages, Clothing Allowance, Duration
Franklin, City of: Case 31, No. 32701, MIA-856 (Fire fighting personnel)	Malamud	21514-A	9/6/1984	Union Wages, Duration, Hours of Work
Oshkosh, City of: Case 56, No. 33080, MIA-898 (Fire fighting personnel)	Haferbecker	21769-A	9/5/1984	Union Wages
Menomonie, City of: Case 41, No. 33038, MIA-896 (Fire fighting personnel)	Yaffe	21692-A	9/5/1984	Employer Wages
Waukesha, City of: Case 51, No. 31133, MIA-747 (Fire fighting personnel)	Fleischli	21299-A	8/28/1984	Union Wages, Health Insurance, Life Insurance, Holidays, Acting Pay
Crawford County: Case 32, No. 33106, MIA-902 (Law Enforcement Personnel)	Chatman	21680-A	8/23/1984	Union Wages, Insurance, Hours of Work, Work Schedules, Sick Leave, Holidays

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 47

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Green County: Case 56, No. 28741, MIA-604 (Law Enforcement Personnel)	Weisberger	21309-A	8/7/1984	Union Wages, Insurance, Shift Premium, Shift Breaks, Funeral Leave, Sick Leave, Job Posting
Allouez, Town of: Case 19, No. 32427, MIA-803 (Fire fighting personnel)	Yaffe	21360-A	7/23/1984	Union Wages, Premium Pay, Holiday Pay, Clothing Allowance
Appleton, City of: Case 184, No. 32541, MIA-822 (Fire fighting personnel)	Fogelberg	21455-A	7/12/1984	Union Wages
Brookfield, City of: Case 70, No. 32543, MIA-824 (Law Enforcement Personnel)	Michelstetter	21446-A	6/11/1984	Consent Wages, Health Insurance, Clothing Allowance, Life Insurance, Sick Leave (Termination Pay)
Walworth County; Case 61, No. 31602, MIA-783 (Law Enforcement Personnel)	Grenig	20794-B	5/18/1984	Employer Wages
Door County Case 40, No. 31712, MIA-787 (Law Enforcement Personnel)	Yaffe	21211-A	5/1/1984	Union Fair Share
Brookfield, City of: Case 42, No. 29658, MIA-676 (Fire Fighting personnel)	Yaffe	20912-A	4/13/1984	Union Wages, Recognition, Duration, Vacation, Holidays
Forest County: Case 24, No. 31601, MIA-782 (Law Enforcement Personnel)	Chatman	20956-A	2/25/1984	Union Wages, Overtime
Rock County: Case 159, No. 30510, MIA-691 (Law Enforcement Personnel)	Grenig	20600-A	1/31/1984	Employer Wages, Layoff & Recall
Oshkosh, City of: Case 50, No. 31404, MIA-767 (Fire Fighting personnel)	Yaffe	20955-A	1/11/1984	Union Wages, Duration

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 48

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Sheboygan County: Case 42, No. 31278, MIA-759 (Law Enforcement Personnel)	Petrie	20725-A	1/6/1984	Union Insurance
Douglas County: Case 113, No. 31456, MIA-775 (Law Enforcement Personnel)	R.J. Miller	20765-A	12/22/1983	Union Wages, Insurance
Winnebago County: Case 96, No. 31100, MIA-744 (Law Enforcement Personnel)	Weisberger	20572-A	11/30/1983	Union Wages, Retirement, Grievance Arbitration, Physical Exams
Sauk County: Case 43, No. 30900, MIA-720 (Law Enforcement Personnel)	Krinsky	20525-A	11/15/1983	Union Health Insurance
Superior, City of: Case 65, No. 31330, MIA-766 (Fire Fighting personnel)	Rice	20786-A	11/17/1983	Union Wages
Oak Creek, City of: Case 39, No. 31074, MIA-739 (Law Enforcement Personnel)	Briggs	20634-A	10/28/1983	Union Retiree Health Insurance
Lincoln County; Case 43, No. 31320, MIA-761 (Law Enforcement Personnel)	R.J. Miller	20737-A	10/24/1983	Union Wages, Health Insurance, Duration
Greenfield, City of: Case 73, No. 30782, MIA-709 (Law Enforcement Personnel)	Zeidler	20611-A	10/24/1983	Union Wages, Duration, Comp Time
Milwaukee County: Case 172, No. 31216, MIA-756 (Law Enforcement Personnel)	Fleischli	20562-A	10/17/1983	Employer Wages, Overtime, Dental Insurance, Life Insurance
DePere, City of: Case 20, No. 30872, MIA-718 (Fire Fighting personnel)	Zeidler	20378-A	10/14/1983	Employer Wages, Holidays, Retirement

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 49

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Crawford County: Case 27, No. 29763, MIA-680 (Law Enforcement Personnel)	Vernon	20451-A	10/3/1983	Union Wages, Holidays, Work Rules
Superior, City of: Case 72, No. 30952, MIA-728 (Law Enforcement Personnel)	Gallagher	20535-A	10/1/1983	Union Wages, Health Insurance
Grant County: Case 6, No. 30870, MIA-717 (Law Enforcement Personnel)	Zeidler	20662-A	8/31/1983	Consent Wages, Shift Trading, Fair Share, Overtime, Call-in, Premium Pay, Duration, Probation, Layoff, Seniority, Hours of Work
Columbia County: Case 47, No. 30924, MIA-724 (Law Enforcement Personnel)	Haferbecker	20523-A	8/6/1983	Employer Wages, Insurance
Dane County: Case 89, No. 29510, MIA-664 (Law Enforcement Personnel)	Petrie	20135-A	7/25/1983	Union Comparables, health insurance
Greendale, Village of: Case 39, No. 30923, MIA-723 (Fire Fighting personnel)	Michelstetter	20436-A	7/12/1983	Union Comparables, retiree health insurance
Brown County: Case 153, No. 29531, MIA-667 (Law Enforcement Personnel)	Mueller	20167-A	6/23/1983	Union Comparables, promotion procedure
Burlington, City of: Case 43, No. 30795, MIA-711 (Law Enforcement Personnel)	Michelstetter	20526-A	6/13/1983	Consent Wages, lay off, out of class pay
Rhineland, City of: Case 24, No. 31025, MIA-736 (Fire Fighting personnel)	Haferbecker	20402-B	7/25/1983	Union Amended Award Wages, Salary Structure
Rhineland, City of: Case 24, No. 31025, MIA-736 (Fire Fighting personnel)	Haferbecker	20402-A	6/13/1983	Union Wages, Salary Structure

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 50

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Menominee County: Case 21, No. 28995, MIA-673 (Law Enforcement Personnel)	Kerkman	19988-A	5/23/1983	Employer Wages, Insurance
Wauwatosa, City of: Case 69, No. 29511, MIA-665 (Fire Fighting personnel)	Petrie	19760-A	3/9/1983	Union Wages, Promotions, Duration
Racine County: Case 60, No. 29378, MIA-658 (Law Enforcement Personnel)	Yaffe	19709-A	4/5/1983	Employer Wages, Promotions, Comp Time, Promotional Exams, Holidays, Training Pay
Marshfield, City of: Case 48, No. 29512, MIA-673 (Fire Fighting personnel)	Gundermann	19996-A	3/22/1983	Employer Wages, Equipment & Property Maintenance, Work Schedules, Hours of Work
Walworth County: Case 57, No. 29407, MIA-659 (Law Enforcement Personnel)	Zeidler	19811-A	2/17/1983	Union Wages, COLA Clause
Wisconsin Rapids, City of: Case 46, No. 29552, MIA-674 (Fire Fighting personnel)	Imes	19899-A	2/10/1983	Employer Dental Insurance
Cudahy, City of: Case 40, No. 28865, MIA-608 (Fire Fighting personnel)	Petrie	19375-A	2/9/1983	Union Wages, Insurance, Vacation, Clothing Allowance
Franklin, City of: Case 29, No. 29682, MIA-677 (Fire Fighting personnel)	Michelstetter	19694-A	1/25/1983	Union Wages
Vernon County: Case 60, No. 29787, MIA-681 (Law Enforcement Personnel)	Fogelberg	19779-A	1/19/1983	Employer Wages, Health Insurance
Franklin, City of: Case 28, No. 29532, MIA-668 (Law Enforcement Personnel)	Grenig	19790-A	1/6/1983	Union Wages, Health Insurance, Holidays, Residency

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 51

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Racine, City of: Case 147, No. 29260, MIA-647 (Law Enforcement Personnel)	Christenson	19560-A	12/31/1982	Employer Wages, Premium Pay, Call-in
West Milwaukee, Village of: Case 25, No. 29022, MIA-617 (Fire Fighting personnel)	Gundermann	19555-A	12/16/1982	Union Wages, Holidays
St. Francis, City of: Case 41, No. 29489, MIA-663 (Fire Fighting personnel)	Zeidler	19645-A	12/6/1982	Employer Wages, Hours of Work, Sick Leave, Personal Leave
Oconto, City of: Case 16, No. 29555, MIA-672 (Law Enforcement Personnel)	Monfils	19800-A	11/5/1982	Employer Wages, Longevity, Clothing Allowance
Caledonia, Town of: Case 13, No. 26963, MIA-508 (Fire Fighting personnel)	Christenson	19566-A	11/2/1982	Union Holiday Pay, Overtime, Fair Share, Retroactivity
Kenosha, City of: Case 80, No. 29056, MIA-627 (Law Enforcement Personnel)	Michelstetter	19379-A	10/28/1982	Employer Wages, COLA Clause, Casual Days
Clintonville, City of: Case 11, No. 29102, MIA-632 (Law Enforcement Personnel)	Weisberger	19532-A	10/4/1982	Union Wages
Marinette, City of: Case 28, No. 29328, MIA-654 (Law Enforcement Personnel)	Haferbecker	19625-A	9/3/1982	Union Wages
Winnebago County: Case 94, No. 28948, MIA-613 (Law Enforcement Personnel)	Gundermann	19378-A	7/9/1982	Employer Wages, Health Insurance, Retirement, Clothing Allowance, Physical Exams
Kenosha County: Case 36, No. 27544, MIA-574 (Law Enforcement Personnel)	Michelstetter	18873-A	5/18/1982	Union Wages, COLA Clause, Casual Days

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 52

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Kenosha, City of: Case 76, No. 27450, MIA-564 (Law Enforcement Personnel)	Zeidler	18697-A	11/5/1981	Employer Wages, Clothing Allowance, Grievance Procedure, Work Rules
Antigo, City of: Case 16, No. 27107, MIA-521 (Law Enforcement Personnel)	Haferbecker	18614-A	10/9/1981	Union Wages, Work Schedules, Duration
Milwaukee, City of: Case 215, No. 27263, MIA-550 (Law Enforcement Personnel)	Anderson	18459-B	9/17/1981	Issue by issue Wages, Premium Pay, Seniority, Hours of Work, Overtime, Protective Survivorship Option, Sick Leave, Bank of Hours and Contract Administration, Orders from Chief, Other Cause Day, Lockers, Retiree Insurance, Dental Insurance, Clothing Allowance
Allouez, Town of: Case 16, No. 27473, MIA-567 (Fire Fighting personnel)	Johnson	18598-A	9/1/1981	Union Wages, Longevity, Vacation, Sick Leave, Management Rights, Resignation, Layoff & Recall
Onalaska, City of: Case 4, No. 27557, MIA-578 (Law Enforcement Personnel)	Zeidler	18612-A	8/31/1981	Employer Wages, Shift Selection, Pay Back Days
West Milwaukee, Village of: Case 23, No. 27421, MIA-561 (Law Enforcement Personnel)	Mueller	18506-A	8/31/1981	Employer Wages
Wauwatosa, City of: Case 59, No. 27036, MIA-518 (Fire Fighting Personnel)	Weisberger	18414-A	8/21/1981	Employer Salary Schedule, Duration, Workers Compensation, Vacation, Sick Leave, Holidays
Franklin, City of: Case 23, No. 27599, MIA-579 (Fire Fighting personnel)	Kerkman	18609-A	8/21/1981	Union Training Pay, Stand-by Pay
Watertown, City of: Case 23, No. 27204, MIA-529 (Fire Fighting personnel)	Johnson	18503-A	8/17/1981	Employer Wages, Health Insurance, Subrogation Clause, Sick Leave, Funeral Leave

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 53

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Wausau, City of: Case 19, No. 27208, MIA-530 (Fire Fighting personnel)	Imes	18539-A	8/12/1981	Employer Wages, Insurance, Duration
Barron County: Case 28, No. 27111, MIA-522 (Law Enforcement Personnel)	Imes	18437-A	7/10/1981	Union Wages, Insurance, Longevity, Vacation
Richland Center, City of: Case 13, No. 27408, MIA-560 (Law Enforcement Personnel)	Imes	18464-A	7/10/1981	Employer Wages
Waukesha, City of: Case 37, No. 24587, MIA-439 (Fire Fighting personnel)	Imes	18105-A	6/11/1981	Union Wages, Paramedic Pay, Motor Pump Operator Pay, Promotions, Hoidays, Funeral Leave, Union Business, Duty Days, Hours of Work, Health Insurance, Life Insurance, Shift Trading, Vacations, Residency, Duration, Maintenance of Benefits, Amendment and Priority Provisions
Green County: Case 51, No. 25494, MIA-460 (Law Enforcement Personnel)	Imes	18140-A	4/28/1981	Employer Wages, Sick Leave, Sick Leave (Termination Pay), Probation, Transfers, Holiday Pay, Health Insurance, Breaks, Clothing Allowance, Child Rearing Leave, Duration
Burlington, City of: Case 38, No. 26403, MIA-504 (Law Enforcement Personnel)	Zeidler	18257-A	2/3/1981	Consent Wages, Work Schedule, Hours of Work, Overtime, Prescription Drug Plan, Vacation
Merrill, City of: Case 15, No. 25839, MIA-489 (Fire Fighting personnel)	Christenson	17907-A	12/1/1980	Employer EMT Pay, Lieutenant Pay
Germantown, Village of: Case 10, No. 26678, MIA-506 (Law Enforcement Personnel)	Gundermann	18057-A	12/10/1980	Consent Wages

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 54

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Hartford, City of: Case 15, No. 25457, MIA-457 (Law Enforcement Personnel)	Zeidler	17770-A	11/26/1980	Employer Wages, Workers Compensation, Sick Leave (Termination Pay), Shift Schedules, Pay Period
Outagamie County: Case 65, No. 25505, MIA-462 (Law Enforcement Personnel)	Haferbecker	17720-A	11/17/1980	Employer Wages, Retirement, Clothing Allowance, Red Circle Rates, Process Server Pay, Lead Deputy Positions, Contract Reopener
Brookfield, City of: Case 31, No. 25913, MIA-492 (Law Enforcement Personnel)	Christenson	17826-A	11/10/1980	Union Wages
Berlin, City of: Case 19, No. 26122, MIA-498 (Law Enforcement Personnel)	Zeidler	17957-A	10/28/1980	Union Seniority, Promotions
Sauk County: Case 24, No. 25546, MIA-470 (Law Enforcement Personnel)	Hutchison	17740-A	10/15/1980	Union Wages, Duration, Retroactivity
Ozaukee County: Case 9, No. 25563, MIA-473-A (Law Enforcement Personnel)	Weisberger	17676-A	10/13/1980	Union Wages, Holiday Pay
Clark County: Case 14, No. 25544, MIA-468 (Law Enforcement Personnel)	Flaten	17584-A	9/4/1980	Employer Wages
Two Rivers, City of: Case 26, No. 25740, MIA-483 (Law Enforcement Personnel)	Haferbecker	17722-A	9/2/1980	Employer Wages
Oak Creek, City of: Case 34, No. 25493, MIA-459 (Law Enforcement Personnel)	Raskin	17622-A	8/28/1980	Employer Wages, LTD Insurance, Dental Insurance, Negotiators Pay
Janesville, City of: Case 33, No. 25350, MIA-449 (Fire Fighting personnel)	Maslanka	17705-A	8/4/1980	Union Wages

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 55

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
West Milwaukee, Village of: Case 20, No. 25605, MIA-475 (Law Enforcement Personnel)	Zeidler	17745-A	7/28/1980	Union Wages
Oak Creek, City of: Case 33, No. 25402, MIA-454 (Fire Fighting personnel)	Petrie	17587-A	7/8/1980	Employer Wages, Clothing Allowance, Acting Pay, EMT Pay, Vacation, Holidays, Retiree Insurance, Dental Insurance
Kenosha, City of: Case 65, No. 25383, MIA-452 (Fire Fighting personnel)	Stern	17573-A	7/7/1980	Employer Wages, Insurance, EMT Pay, Premium Pay, Payment of Widow's Health Insurance Premium
Shawano County: Case 35, No. 25857, MIA-490 (Law Enforcement Personnel)	Haferbecker	17753-A	6/27/1980	Consent Wages, Vacation, Work Schedules, Duration
Manitowoc, City of: Case 34, No. 25441, MIA-456 (Law Enforcement Personnel)	Kerkman	17626-A	6/20/1980	Employer Wages
Whitefish Bay, Village of: Case 25, No. 24393, MIA-432 (Fire Fighting personnel)	Petrie	17256-A	5/21/1980	Union Clothing Allowance, Acting Pay, Promotions, Grievance Procedure, Rescue Squad Pay, Retiree Insurance, Training Pay, Duration
Brown County: Case 50, No. 24464, MIA-436 (Law Enforcement Personnel)	Weisberger	17155-A	2/16/1980	Employer Sick Leave (Termination Pay), Retiree Insurance
Washington County: Case 38, No. 23376, MIA-397 (Law Enforcement Personnel)	Zeidler	17002-A	12/18/1979	Employer Wages, Overtime, Vacation, Clothing Allowance, Duration
Lincoln County: Case 24, No. 24222, MIA-424 (Law Enforcement Personnel)	Johnson	17068-A	10/31/1979	Union Wages, Comparables, Health Insurance

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 56

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Milwaukee, City of: Case 189, No. 24111, MIA-417 (Law Enforcement Personnel)	Malinowski	16825-A	10/2/1979	Issue by issue Wages, Seniority, Sick Leave, Grievance Procedure, Bank of Hours, Overtime, Longevity, Health Insurance, Dental Insurance, Retiree Insurance, Vacation, Holiday Pay, Clothing Allowance, Call-in Pay, Parking, Legal Expense Reimbursement, Residency, Retirement
Beaver Dam, City of: Case 21, No. 23937, MIA-407 (Law Enforcement Personnel)	Mueller	16807-A	9/7/1979	Union Wages, Health Insurance, Life Insurance, Holidays
Wauwatosa, City of: Case 51, No. 23877, MIA-398 (Fire Fighting personnel)	Zeidler	16820-A	8/11/1979	Union Wages, Acting Pay, Workers Compensation, Paramedic Pay, Longevity, Hours of Works, Maintenance and Property Duties, Holidays, Vacation, Clothing Allowance, Health Insurance, Retiree Insurance
Muskego, City of: Case 22, No. 24075, MIA-414 (Law Enforcement Personnel)	Kerkman	16972-A	8/7/1979	Employer Wages, Longevity
Sparta, City of: Case 19, No. 24249, MIA-425 (Law Enforcement Personnel)	Johnson	17013-A	8/1/1979	Union Wages
Mukwonago, Village of: Case 4, No. 23761, MIA-393 (Law Enforcement Personnel)	Petrie	16816-A	7/23/1979	Employer Wages, Sick Leave

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 57

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Manitowoc County (Traffic Department): Case 97, No. 23913, MIA-401 (Law Enforcement Personnel) Manitowoc County (Sheriff's Department): Case 98, No. 23914, MIA-402 (Law Enforcement Personnel)	Gundermann	17093 17094	7/11/1979	Consent Wages, Retirement, Education Incentive, Clothing Allowance
Manitowoc County (Sheriff's Department): Case 98, No. 23914, MIA-402 (Law Enforcement Personnel)	Gundermann	17093	7/11/1979	Consent Wages, Retirement, Education Incentive, Clothing Allowance
Appleton, City of: Case 112, No. 23975, MIA-408 (Fire Fighting personnel)	Zeidler	16878-A	6/18/1979	Employer Wages, Sick Leave, Dental Insurance, Alarm Room Opener
Ozaukee County: Case 6, No. 23769, MIA-394 (Law Enforcement Personnel)	Kerkman	16797-A	6/14/1979	Union Wages, Holiday Pay
Green County: Case 39, No. 23068, MIA-383 (Law Enforcement Personnel)	Flaten	16708-A	3/26/1979	Consent Wages, Fair Share, Probation, Transfers, Overtime, Sick Leave, Insurance, Duration
Manitowoc, City of: Case 30, No. 22485, MIA-360 (Fire Fighting personnel)	Bellman	16301-A	2/2/1979	Union Dental Insurance, Retiree Insurance, Promotions
Oconomowoc, City of: Case 17, No. 22607, MIA-370 (Law Enforcement Personnel)	Fields	16272-A	1/31/1979	Employer Wages
Chippewa County: Case 56, No. 27673, MIA-375 (Law Enforcement Personnel)	Hutchison	16457-B	1/7/1979	Employer Wages, Car Allowance, Premium Pay, Vacation, Retroactivity

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 58

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Ripon, City of: Case 10, No. 22586, MIA-369 (Law Enforcement Personnel)	Stern	16143-A	12/11/1978	Union Wages, Health Insurance
DePere, City of: Case 13, No. 22234, MIA-336 (Law Enforcement Personnel)	Krinsky	16013-A	12/4/1978	Union Wages, Holiday Pay, Sick Leave (Termination Pay), Retirement
Middleton, City of: Case 12, No. 22706, MIA-376 (Law Enforcement Personnel)	Gilroy	16340-A	11/28/1978	Employer Shift Schedules, Acting Pay, Vacation, Fair Share
Portage, City of: Case 9, No. 23096, MIA-386 (Law Enforcement Personnel)	Zeidler	16466-A	11/9/1978	Union Wages, Fair Share, Discipline & Discharge, Shift Trading, Breaks, Duration
DePere, City of: Case 14, No. 22235, MIA-337 (Fire Fighting personnel)	Bellman	16014-A	10/30/1978	Union Wages, Retirement, Holiday Pay, Vacation, Sick Leave
Shawano County: Case 23, No. 22315, MIA-345 (Law Enforcement Personnel)	Kerkman	16330-A	9/13/1978	Union Work Assignment
Monroe, City of: Case 6, No. 22435, MIA-356 (Law Enforcement Personnel)	Zeidler	16202-A	8/24/1978	Employer Wages, Retroactivity
Greenfield, City of: Case 54, No. 22662, MIA-374 (Fire Fighting personnel)	Kerkman	16283-A	8/17/1978	Employer Wages, COLA Clause
Kimberly, Village of: Case 1, No. 22894, MIA-381 (Law Enforcement Personnel)	Kerkman	16400-A	8/8/1978	Union Wages
Antigo, City of: Case 12, No. 22401, MIA-355 (Law Enforcement Personnel)	Kerkman	16185-A	7/26/1978	Union Wages

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 59

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Neenah, City of: Case 18, No. 22898, MIA-382 (Fire Fighting personnel)	Kerkman	16353-A	7/21/1978	Union Wages
Madison, City of: Case 54, No. 22326, MIA-347 (Law Enforcement Personnel)	Kerkman	16034-A	7/12/1978	Employer Wages, Health Insurance
Adams County: Case 25, No. 22389, MIA-350 (Law Enforcement Personnel)	Weisberger	16175-A	6/23/1978	Employer Wages
Plymouth, City of: Case 16, No. 22728, MIA-377 (Law Enforcement Personnel)	Seitz	16236-A	6/22/1978	Union Hours of Work
Oregon, Village of: Case 4, No. 22284, MIA-341 (Law Enforcement Personnel)	Johnson	16058-B	6/12/1978	Employer Wages
South Milwaukee, City of: Case 26, No. 22115, MIA-328 (Law Enforcement Personnel)	Flaten	15989-A	5/5/1978	Union Wages, Duration
Racine, City of: Case 69, No. 20504, MIA-247 (Law Enforcement Personnel)	Zeidler	15492	5/1/1978	Employer Dental Insurance, Education Incentive
Marshfield, City of: Case 20, No. 22075, MIA-327 (Fire Fighting personnel)	Mueller	15930-A	3/9/1978	Union Wages
Greendale, Village of: Case 28, No. 21516, MIA-313 (Law Enforcement Personnel)	Kerkman	15481-A	12/28/1977	Employer Arbitrator's Jurisdiction, Wages, Health Insurance, Workers Compensation
Brookfield, City of: Case 20, No. 21272, MIA-296 (Fire Fighting personnel)	Marshall	15397-A	11/4/1977	Union Wages, Duration

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 60

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Milwaukee County: Case 92, No. 21518, MIA-314 (Law Enforcement Personnel)	Raskin	15462-A	11/3/1977	Union Wages, COLA Clause, Health Insurance, Retroactivity
Berlin, City of Case 14, No. 21388, MIA-305 (Law Enforcement Personnel)	Kerkman	15583-A	10/28/1977	Employer Overtime
Ashland, City of: Case 17, No. 21622, MIA-320 (Fire Fighting personnel)	Zeidler	15606-A	10/24/1977	Employer Wages
LaCrosse, City of: Case 22, No. 21643, MIA-321 (Law Enforcement Personnel)	Haferbecker	15647-A	10/20/1977	Employer Wages
Portage County: Case 26, No. 21567, MIA-317 (Law Enforcement Personnel)	Mueller	15497-A	10/10/1977	Union Wages
Shorewood, Village of: Case 15, No. 21294, MIA-298 (Fire Fighting personnel)	Zeidler	15413-A	9/27/1977	Employer Wages, Retirement, Holiday Pay, Fire Patrol Duty Pay, Physical Fitness
Marinette, City of: Case 16, No. 21466, MIA-311 (Law Enforcement Personnel)	Feinsinger	15461-A	9/19/1977	Union Sick Leave, Vacation, Longevity
Taylor County: Case 7, No. 20978, MIA-263 (Law Enforcement Personnel)	Krinsky	15275-A	8/22/1977	Employer Wages
Waukesha, City of: Case 29, No. 21262, MIA-295 (Law Enforcement Personnel)	Kerkman	15355-A	8/16/1977	Union Wages, Vacation, Health Insurance, Probation, Maintenance of Standards
LaCrosse County: Case 46, No. 21521, MIA-315 (Law Enforcement Personnel)	Kerkman	15467-A	7/22/1977	Union Wages, Shuttle Service

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 61

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Mequon, City of: Case 4, No. 21001, MIA-268 (Law Enforcement Personnel)	Zeidler	15264-A	7/5/1977	Employer Wages, Health Insurance
Greendale, Village of: Case 25, No. 21225, MIA-293(Fire Fighting personnel)	Graham	15363-A	6/29/1977	Union Wages, Longevity, Sick Leave
Vernon County: Case 35, No. 21204, MIA-291 (Law Enforcement Personnel)	Kerkman	15259-B	6/16/1977	Union Wages, Health Insurance, Retirement, Vacation
Menomonie, City of: Case 27, No. 21275, MIA-297 (Fire Fighting personnel)	Stern	15330-A	6/15/1977	Employer Layoff & Recall
St. Francis, City of: Case 28, No. 21213, MIA-292 (Law Enforcement Personnel)	Zeidler	15260-A	6/11/1977	Union Longevity, Education Incentive, Health Insurance, Leave of Absence
Janesville, City of: Case 19, No. 21017, MIA-271 (Law Enforcement Personnel)	Feinsinger	15147-A	5/26/1977	Union Wages, Retirement, Holidays, Sick Leave, Probation
West Allis, City of: Case 41, No. 21196, MIA-290 (Law Enforcement Personnel)	Krinsky	15276	5/25/1977	Union Wages
Sauk County: Case 11, No. 20993, MIA-264 (Law Enforcement Personnel)	Somers	15161-A	5/13/1977	Union Wages, Parking
Winnebago County: Case 66, No. 21100, MIA-279 (Law Enforcement Personnel)	Kerkman	15321-A	5/11/1977	Consent Matron/Jailer pay
Janesville, City of: Case 18, No. 21002, MIA-269 (Fire Fighting personnel)	Stern	15113-A	5/10/1977	Union Wages, Paramedic Pay, Holidays

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 62

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Monona, City of: Case 9, No. 20994, MIA-265 (Fire Fighting personnel)	Krinsky	15093-A	4/27/1977	Union Wages, Insurance
Cudahy, City of: Case 20, No. 20972, MIA-262 (Fire Fighting personnel)	Zeidler	15118-A	4/25/1977	Union Wages, Sick Leave, Overtime
Appleton, City of: Case 86, No. 21150, MIA-286 (Law Enforcement Personnel)	Kerkman	15225-A	4/25/1977	Employer Wages, Life Insurance, Dental Insurance, Maintenance of Standards
Oshkosh, City of: Case 25, No. 21081, MIA-277 (Law Enforcement Personnel)	Stern	15258-A	4/25/1977	Employer Wages, Health Insurance
Wisconsin Rapids, City of: Case 25, No. 20883, MIA-257 (Fire Fighting personnel)	Kerkman	15043-A	4/5/1977	Union Wages, Ambulance Duty Pay
Douglas County: Case 47, No. 19045, MIA-165 (Law Enforcement Personnel)	Johnson	13572-B	3/31/1977	Union Wages
Allouez, Town of: Case 8, No. 20502, MIA-246 (Fire Fighting Personnel)	Krinsky	15022-B	3/29/1977	Union Fair Share
Greenfield, City of: Case 41, No. 20663, MIA-255 (Law Enforcement Personnel)	Stern	15033-B	3/28/1977	Union Wages, Comp Time, Retiree Insurance, Maintenance of Standards
Two Rivers, City of: Case 19, No. 20807, MIA-259 (Law Enforcement Personnel)	Petrie	14988-A	3/10/1977	Union Wages, Dental Insurance
Franklin, City of: Case 11, No. 20600, MIA-252 (Law Enforcement Personnel)	Roe	14891-B	3/4/1977	Employer Wages

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 63

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Racine, City of: Case 70, No. 20505, MIA-248 (Fire Fighting personnel)	Stern	15001	1/26/1977	Issue by issue Retirement, Dental Insurance
Manitowoc, City of: Case 27, No. 20650, MIA-254 (Law Enforcement Personnel)	Haferbecker	14793-A	1/17/1977	Union Wages, Holidays, Residency
Sheboygan County: Case 26, No. 20511, MIA-249 (Law Enforcement Personnel)	Haferbecker	14859-A	11/24/1976	Union Wages, Management Rights, Fair Share, Vacation, Job Posting, Ordinances
Superior, City of: Case 37, No. 20444, MIA-244 (Law Enforcement Personnel)	Flaten	14613-A	10/6/1976	Union Wages, Holiday Pay
Sparta, City of: Case 11, No. 20186, MIA-227 (Law Enforcement Personnel)	Mueller	14401-A	9/23/1976	Employer Wages, Residency
Dane County: Case 44, No. 19872, MIA-183 (Law Enforcement Personnel)	Bilder	14249-A	9/17/1976	Employer Workers Compensation
Brookfield, City of: Case 17, No. 19958, MIA-195 (Law Enforcement Personnel)	Raskin	14395-A	8/17/1976	Union Wages, Comp Time
Watertown, City of: Case 13, No. 20008, MIA-206 (Law Enforcement Personnel)	Zeidler	14487-A	8/16/1976	Employer Insurance, Holidays, Clothing Allowance
Muskego, City of: Case 13, No. 19988, MIA-202 (Law Enforcement Personnel)	Bilder	14345-A	7/15/1976	Employer Wages, Health Insurance, Education Incentive
Tomah, City of: Case 13, No. 20144, MIA-225 (Law Enforcement Personnel)	Mueller	14428-A	9/13/1976	Employer Wages

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 64

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Two Rivers, City of: Case 18, No. 20204, MIA-228 (Fire Fighting personnel)	Zeidler	14541-A	8/2/1976	Union Wages
Cudahy, City of: Case 18, No. 20070, MIA-219 (Law Enforcement Personnel)	Raskin	14331-A	7/31/1976	Employer Wages, Health Insurance
Door County: Case 21, No. 20096, MIA-222 (Law Enforcement Personnel)	Marshall	14307-A	7/23/1976	Employer Wages, Shift Premium
Beloit, City of: Case 30, No. 20233, MIA-231 (Fire Fighting personnel)	Christenson	14421-A	7/21/1976	Union Wages, Vacation
Sturgeon Bay, City of: Case 10, No. 19739, MIA-174 (Fire Fighting personnel)	Seitz	14607-A	7/19/1976	Union Wages, Vacation
Beloit, City of: Case 29, No. 20210, MIA-229 (Law Enforcement Personnel)	Johnson	14421-A	7/13/1976	Employer Wages, Vacation, Funeral Leave
Fond du Lac County: Case 38, No. 20098, MIA-224 (Law Enforcement Personnel)	Zeidler	14353-A	7/6/1976	Union Wages, Overtime, Work Schedules, Holidays
Crawford County: Case 5, No. 19970, MIA-198 (Law Enforcement Personnel)	Mueller	14233-A	7/1/1976	Union Wages, Retirement, Holiday Pay
Fond du Lac, City of: Case 31, No. 20022, MIA-209 (Law Enforcement Personnel)	Johnson	14405-A	6/29/1976	Employer Wages
Columbia County: Case 21, No. 19918, MIA-191 (Law Enforcement Personnel)	Zeidler	14300-A	6/26/1976	Union Wages

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 65

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Marinette County: Case XXIX, No. 20097, MIA-223 (Law Enforcement Personnel)	Christenson	14360-A	6/25/1976	Union Meal Allowance, Life Insurance, Grievance Procedure
Cudahy, City of: Case 17, No. 20047, MIA-213 (Fire Fighting personnel)	Weisberger	14361-A	6/17/1976	Union Wages, Retiree Insurance
Fort Atkinson, City of: Case 5, No. 20009, MIA-207 (Law Enforcement Personnel)	Johnson	14369-A	6/15/1976	Union Wages
Sawyer County: Case 14, No. 19738, MIA-173 (Law Enforcement Personnel)	Seitz	14112-B	6/1/1976	Union Wages
Wausau, City of: Case 11, No. 19963, MIA-197 (Fire Fighting personnel)	Marshall	14291-A	5/19/1976	Union Wages
Menasha, City of: Case 27, No. 19917, MIA-190 (Fire Fighting personnel)	Rauch	14322-A	5/17/1976	Union Wages, Health Insurance, Dental Insurance, Duration
Wausau, City of: Case XII, No. 20006, MIA-205 (Non-supervisory Law Enforcement Personnel)	Haferbecker	14255-A	4/30/1976	Employer Wages, Vacation
LaCrosse, City of: Case 15, No. 19849, MIA-182 (Fire Fighting personnel)	Zeidler	14179-A	4/13/1976	Employer Wages, Health Insurance, Holidays
Madison, City of: Case 42, No. 19801, MIA-177 (Fire Fighting personnel)	Zeidler	14176-A	3/25/1976	Employer Wages, Health Insurance, Vacation, Duration, Liquidated Damages
Port Washington, City of: Case 12, No. 19670, MIA-172 (Law Enforcement Personnel)	Johnson	14111-A	3/1/1976	Employer Wages

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 66

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Beloit, City of: Case 26, No. 18707, MIA-143 (Fire Fighting personnel)	Waddleton	13334-A	1/9/1976	Employer Wages, Salary Schedule
Whitewater, City of: Case 5, No. 19021, MIA-164 (Law Enforcement Personnel)	Stern	13622-C	12/18/1975	Union Longevity
Manitowoc County: Case 51, No. 19403, MIA-169 (Law Enforcement Personnel)	Haferbecker	13880-A	11/29/1975	Union Wages
Milwaukee, City of: Case 147, No. 18451, MIA-119 (Law Enforcement Personnel)	Forsythe	13167-B	10/17/1975	Issue by issue Wages, Hours of Work, Conditions of Employment
Waukesha, City of: Case 23, No. 18585, MIA-133 (Fire Fighting personnel)	Marshall	13303-A	10/10/1975	Employer Wages
Washington County: Case 23, No. 18657, MIA-140 (Law Enforcement Personnel)	Flaten	13443-A	10/9/1975	Union Wages, Holidays, Vacation
Beloit, City of: Case 25, No. 18650, MIA-139 (Law Enforcement Personnel)	Marshall	13333-A	9/15/1975	Union Wages, Insurance, Retirement, Funeral Leave, Holidays
Ozaukee County: Case 2, No. 18676, MIA-141 (Law Enforcement Personnel)	Rauch	13359-A	9/8/1975	Employer Wages, Overtime, Sick Leave on termination
Milwaukee County: Case 77, No. 18975, MIA-161 (Law Enforcement Personnel)	Zeidler	13502-B	8/19/1975	Union Wages, Longevity, Education Incentive, Overtime, Stand-by Pay
Richland Center, City of: Case 8, No. 18785, MIA-151 (Law Enforcement Personnel)	Zeidler	13421-A	7/10/1975	Employer Wages, Health Insurance, Vacation

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 67

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Lake Mills, City of: Case 5, No. 18634, MIA-136 (Law Enforcement Personnel)	Stern	13585	7/2/1975	Union Wages
Sawyer County: Case 10, No. 18181, MIA-108 (Law Enforcement Personnel)	Zeidler	13120-A	6/27/1975	Issue by issue Wages, Hours, Working Conditions
LaCrosse, City of: Case 9, No. 18565, MIA-132 (Fire Fighting personnel)	Waddleton	13262-A	6/8/1975	Employer Wages, Health Insurance
Monroe, City of: Case 4, No. 18620, MIA-134 (Law Enforcement Personnel)	Krinsky	13380-A	6/3/1975	Employer Wages, Salary Schedule, Retirement, Holidays
LaCrosse County: Case 31, No. 18786, MIA-152 (Law Enforcement Personnel)	Flaten	13408-A	5/20/1975	Employer Wages, Health Insurance, Retirement
Fond du Lac, City of: Case 26, No. 18532, MIA-128 (Fire Fighting personnel)	Zeidler	13248-A	4/25/1975	Union Wages
New Berlin, City of: Case 17, No. 18766, MIA-150 (Law Enforcement Personnel)	Krinsky	13316-A	4/23/1975	Union Wages, Health Insurance
Cudahy, City of: Case 16, No. 18695, MIA-142 (Fire Fighting personnel)	Stern	13260-A	4/9/1975	Employer Wages, Hours of Work, Grievance Procedure, Sick Leave, Education Incentive
DePere, City of: Case 7, No. 18631, MIA-135 (Law Enforcement Personnel)	Rauch	13270-A	4/3/1975	Union Wages, Retirement, Comp Time, Holiday Pay, Grievance Procedure
Fond du Lac, City of: Case 25, No. 18515, MIA-125 (Law Enforcement Personnel)	Zeidler	13183-A	3/4/1975	Employer Residency

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 68

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Rice Lake, City of: Case 2, No. 18409, MIA-115 (Fire Fighting personnel)	Jacobs	13142-A	3/3/1975	Union Grievance Procedure, Fair Share
Wauwatosa, City of: Case 34, No. 17921, MIA-104 (Law Enforcement Personnel)	Hales	12811-A	2/26/1975	Employer Wages
Dodgeville, City of: Case 1, No. 18479, MIA-122 (Law Enforcement Personnel)	Stern	13217-A	2/19/1975	Union Salary Schedule, Retirement
Menomonie, City of: Case 21, No. 18477, MIA-121 (Fire Fighting personnel)	Zeidler	13208-A	2/12/1975	Union Wages, Health Insurance
DePere, City of: Case 5, No. 18352, MIA-111 (Fire Fighting personnel)	Marshall	13097-A	1/21/1975	Union Wages
Stevens Point, City of: Case 9, No. 17556, MIA-86 (Fire Fighting personnel)	Johnson	12452-A	1/9/1975	Union Wages, Retirement, Clothing Allowance
Manitowoc County (Sheriff's Department) Case 38, No. 17771, MIA-98 Case 39, No. 17772, MIA-99 (Law Enforcement Personnel)	Hales	12721-A	11/21/1974	Union Wages, Vacation, Hours of Work
Clintonville, City of: Case 3, No. 17666, MIA-90 (Law Enforcement Personnel)	Hales	12662-A	10/28/1974	Union Wages
Beloit, City of: Case 19, No. 17737, MIA-94 (Fire fighting personnel)	Washburn, Gundermann & Taylor	12565	8/5/1974	Union Health Insurance, Dental Insurance, Retiree Insurance
Madison, City of: Case 24, No. 17524, MIA-85 (Law Enforcement Personnel)	Johnson	12409-B	9/6/1974	Employer Wages

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 69

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Muskego, City of: Case 8, No. 17406, MIA-71 (Law Enforcement Personnel)	Marshall	12630-A	8/23/1974	Employer Wages, Holidays, Education Incentive
Winnebago County: Case 42, No. 17441, MIA-75 (Law Enforcement Personnel)	Hales	12518-A	8/19/1974	Union Wages, Work Schedules, Clothing Allowance, Overtime, Vacation, Grievance Procedure, Call-in Pay, Education Incentive, Reclassifications
Menasha, City of: Case 21, No. 17639, MIA-88 (Fire Fighting personnel)	Johnson	12531-A	8/10/1974	Union Wages, Management Rights, Grievance Procedure
Douglas County: Case 42, No. 17748, MIA-95 (Law Enforcement Personnel)	Christenson	12702-A	8/8/1974	Union Wages
Marshfield, City of: Case 15, No. 17831, MIA-101 (Law Enforcement Personnel)	Stern	12680-A	7/31/1974	Employer Wages
Waukesha County: Case 25, No. 17330, MIA-62 (Law Enforcement Personnel)	Zeidler	12392-A	7/26/1974	Employer Wages, Longevity, Indemnification, Duration
Superior, City of: Case 24, No. 17285, MIA-59 (Fire Fighting personnel)	Johnson	12354-B	7/22/1974	Union Wages, COLA Clause, Duration
Dodge County: Case 21, No. 17688, MIA-93 (Law Enforcement Personnel)	Waddleton	12540-A	6/28/1974	Employer Wages, Clothing Allowance, Overtime
Manitowoc, City of: Case 20, No. 17501, MIA-81 (Law Enforcement Personnel)	Hales	12572-A	6/24/1974	Union Retirement, Residency
Manitowoc, City of: Case 20, No. 17501, MIA-81 (Law Enforcement Personnel)	Hales	12572-A	7/8/1974	Union (Amended Award)

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 70

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
West Milwaukee, Village of: Case 10, No. 17424, MIA-72 (Law Enforcement Personnel)	Krinsky	12444-A	6/21/1974	Employer Wages, Duration, Briefing Time
Kenosha, City of: Case 24, No. 17674, MIA-91 (Law Enforcement Personnel)	Rauch	12500-A	6/4/1974	Employer Wages, Duration, No-Strike Clause
West Milwaukee, Village of: Case 11, No. 17425, MIA-73 (Fire Fighting personnel)	Stern	12445-A	5/14/1974	Employer Wages, Vacation, Duration
Green Bay, City of: Case 39, No. 17366, MIA-69 (Fire Fighting personnel)	Rauch	12307-B	5/3/1974	Employer Wages, Retirement
Door County: Case 13, No. 17508, MIA-84 (Law Enforcement Personnel)	Rauch	12400-A	4/18/1974	Union Wages, Health Insurance, Clothing Allowance
New Berlin, City of: Case 13, No. 17000, MIA-52 (Law Enforcement Personnel)	Marshall	12330-A	3/28/1974	Employer Wages, Education Incentive
Wauwatosa, City of: Case 31, No. 16548, MIA-41 (Fire Fighting personnel)	Mueller, Ryan & Rusch	11790-B	3/15/1974	Union Wages, Health Insurance, Longevity, Grievance Procedure, Work Rules, Retroactivity
Oconomowoc, City of: Case 12, No. 17286, MIA-60 (Law Enforcement Personnel)	Raskin	12388-A	3/14/1974	Employer Wages
Appleton, City of: Case 46, No. 16107, MIA-17 (Law Enforcement Personnel)	Moberly	11597-B	8/12/1973	Employer Wages, Management Rights, Education Incentive
Cedarburg, City of: Case 6, No. 16221, MIA-22 (Law Enforcement Personnel)	Moberly	11617-A	7/16/1973	Employer Wages, Duration, Education Incentive, Retirement, Overtime, Clothing Allowance

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 71

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
LaCrosse, City of: Case 6, No. 16703, MIA-47 (Fire Fighting personnel)	Rauch, Durkin & Patterson	11942-A	10/25/1973	Union Wages
Waukesha, City of: Case 19, No. 16633, MIA-44 (Law Enforcement Personnel)	Marshall	11799-A	8/30/1973	Issue by issue Wages, Insurance, Vacation, Longevity, Overtime, Grievance Procedure
Kenosha County: Case 20, No. 16036, MIA-15 (Law Enforcement Personnel)	Rauch	11632-A	8/29/1973	Employer COLA Clause, Leaves, Sick Leave
Milwaukee, City of: Case 121, No. 16175, MIA-19 (Law Enforcement Personnel)	Martin & Wagner	11571	8/15/1973	Issue by issue Roughly 50 issues concerning working conditions and benefits
Beaver Dam, City of: Case 5, No. 16700, MIA-46 (Law Enforcement Personnel)	Seitz	11760-C	8/13/1973	Union Wages, Retirement
Hudson, City of: Case 1, No. 16157, MIA-18 (Law Enforcement Personnel)	Christenson	11479-A	8/2/1973	Employer Comparables, Wages
Rice Lake, City of: Case 1, No. 16313, MIA-28 (Fire Fighting personnel)	Mueller, Ryan & Covey	11618-A	8/1/1973	Union Wages, Longevity
Superior, City of: Case 19, No. 16314, MIA-29 (Fire Fighting personnel)	Krinsky, Durkin & Deneweth	11585-C	7/27/1973	Union Recognition, Duration, Union Representation, Maintenance of Standards, Work Rules, Shift Trading, Savings Clause, Grievance Procedure, Overtime, Discrimination
Jefferson County: Case 15, No. 16309, MIA-26 (Law Enforcement Personnel)	Mueller	11584-A	7/25/1973	Union Wages, Health Insurance, Vacation, Maintenance of Standards, Promotions, Part-time Employees, Fair Share

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 72

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
West Allis, City of: Case 13, No. 15721, MIA-5 (Law Enforcement Personnel)	Brodie	11180-A	5/18/1973	Union Wages, Briefing Time, Holidays
Milwaukee County Case 51, No. 16282, MIA-25 (Law Enforcement Personnel) ADDENDUM	Sullivan, & Dunn	11557	5/7/1973	Employer Wages, Duration, Out of Classification Pay, Transfers, Comp Time, Personal Leave
Milwaukee County: Case 51, No. 16282, MIA-25 (Law Enforcement Personnel)	Sullivan, & Dunn	11557	5/21/1973	Employer Addendum
Rock County: Case 23, No. 16424, MIA-35 (Law Enforcement Personnel)	Krinsky	11581-A	4/27/1973	Union Wages, Duration
Racine County: Case 14, No. 15750, MIA-8 (Law Enforcement Personnel)	Seitz	11169-A	4/24/1973	Employer Longevity
Chippewa Falls, City of: Case 26, No. 16317, MIA-31 (Fire Fighting Personnel)	Krinsky	11537-A	4/20/1973	Employer Comparables, Wages
Waukesha, City of: Case 17, No. 15623, MIA-6 (Law Enforcement Personnel)	Krinsky	11012-A	12/4/1972	Employer Work Schedules
Columbia County: Case 11, No. 15809, MIA-10 (Law Enforcement Personnel)	Marshall	11121-A	11/29/1972	Union Wages, Health Insurance, Retirement, Grievance Procedure, Fair Share
Marinette County: Case 15, No. 15663, MIA-7 (Law Enforcement Personnel)	Christenson	11090-A	11/9/1972	Union Wages, Meal Allowance, Retroactivity, Shift Differential, Holidays
Portage County: Case 13, No. 15864, MIA-12 (Law Enforcement Personnel)	Johnson	11176-B	10/25/1972	Employer Comparables, Wages, Vacation

POLICE-FIRE INTEREST ARBITRATION ISSUES TABLE

(MIA awards only, thru 11-28-08 -- INT/ARBA awards are separately indexed) PAGE 73

AWARD IDENTIFICATION	ARBITRATOR	DECISION NUMBER	DATE OF AWARD	OFFER SELECTED/ISSUES
Tomah, City of: Case 10, No. 15567, MA-186, (MIA-1) (Law Enforcement Personnel)	Christenson	11050	8/29/1972	Union Wages, Retroactivity, Health Insurance, Fair Share, Duty Pay, Shift Differential, Clothing Allowance