

The two law enforcement units which seem to be most comparable to the City of Clintonville is Waupaca County, with 14 men, and the City of New London, with 10 patrolmen. The City of New London's 1973 salary schedule for their police unit (Association's Exhibit 3) reveals that the City of New London bottom patrolman's salary exceeds the top salary of a City of Clintonville patrolman. In reviewing the salary schedule of other law enforcement units in the Fox River Valley area, the Arbitrator finds that the City of New London is the most comparable unit to the City of Clintonville.

The City of New London and Waupaca County (Association Exhibit 2) both have professional improvement programs which provide additional compensation to police officers for earning education credits.

Professional improvement programs are becoming standard contract items in most law enforcement units in the State of Wisconsin and aid in establishing more efficient law enforcement units. In addition providing additional compensation to police officers, the professional improvement programs help to keep law enforcement units current with new developments in law enforcement, and offers many police officers broad training in other areas which aid in the police officers efficiency and competency.

The Association's salary request will cost the City of Clintonville 12% above the present salary schedule. The Arbitrator finds that in consideration of the inflationary cost of living increases, the Association's request for a 12% salary increase is not unreasonable.

The Arbitrator took note of the list of issues that existed during the negotiations that were summarized in a document which contained the following statement, "City responded by indicating that the budget allowed for no wage increase, that they could make no proposals for any wage increase and requested binding arbitration". The City did not offer any evidence to indicate that it could not afford the Association's wage request, and the Arbitrator finds that the City's ability to pay the Association's requested salary increase is not an issue in this dispute.

The Arbitrator finds that the salary request of the Association is reasonable in order to bring the City of Clintonville's salary schedule in line with rates found to prevail for comparable law enforcement units in the Fox River Valley area.

A W A R D

In considering all of the evidence presented at the arbitration hearing and considering all of the statutory factors required in Section 111.77(6) of the Wisconsin Statutes, the Arbitrator awards in favor of the Association's final offer and the award shall be retroactive to January 1, 1974.

Dated: October 28, 1974

Edward E. Hales /s/
Edward E. Hales, Arbitrator