STATE OF WISCONSIN

BEFORE THE ARBITRATOR

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In the Matter of the Petition of	. 11	
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CLINTONVILLE PROFESSIONAL POLICEMEN'S ASSOCIATION	11	
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For Final and Binding Arbitration	11	Case III
Involving Law Enforcement Personnel	1t	No. 17666 MIA-90
in the Employ of	11	Decision No. 12662-A
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CITY OF CLINTONVILLE	11	
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Appearances:

Mr. Dennis Herrling, Herrling, Hamilton & Swain, Attorney at Law, for the Association.

Lauer & Meyer, Attorney at Law, By Mr. Ralph M. Lauer, for the Employer, City of Clintonville.

FINAL AND BINDING ARBITRATION AWARD

On May 20, 1974, the undersigned was appointed by the Wisconsin Employment Relations Commission as Arbitrator under section 111.77(3)(b), Wisconsin Statutes, to issue a final and binding award to resolve an impasse between Clintonville Professional Policemen's Association, hereinafter referred to as the Association, and City of Clintonville, hereinafter referred to as the City. A hearing was held at Clintonville, Wisconsin, on July 22, 1974, at which time both parties were given full opportunity to present evidence and testimony and make arguments in support of their positions.

DISCUSSION

The only issue remaining to be resolved in this arbitration is the question of the basic salary schedule. The final offer concerning the basic salary schedule submitted by both parties is as follows:

Association request:

Step	Old Schedule	New Schedule
. A	579	650
В	601	675
С	624	700
D	646	725
E	668	750
City Offer:		
A	579	620
В	601	643
С	624	668
D	646	691
E	668	715

In reviewing the evidence submitted by the parties, it is revealed that the salaries paid to law enforcement officers in the Fox River Valley area all exceed the salary schedule of the City of Clintonville. Although many of the municipalities in the Fox River Valley area are larger than the City of Clintonville, a number of the law enforcement units are comparable in size, but exceeds the City of Clintonville's salary schedule.

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.

AWARD

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 Statues, 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

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