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In the matter of the arbitration between:

THE CITY OF WORCESTER

And

JLMC Case # 01-47P-2001
#02-48PS-2001

IBPO LOCAL # 378 and IBPO LOCAL #504
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INTRODUCTION

At the October 23, 2001 meeting of the Massachusetts Joint Labor Management Committee, Michael P. Boyle was appointed by the Committee to act as a single, neutral Mediator/Arbitrator in the above named cases.

Following a period of mediation, a number of issues remained in dispute. The award for those issues follows.

AWARD

The parties were afforded the full opportunity to present testimony, exhibits and arguments, and then to file briefs. The Arbitrator has considered the issues presented for resolution and, having studied and weighed the evidence bearing on the issues, makes the following award.

1. Holiday Pay:

Effective July 1, 2001, the payment for each paid holiday shall be calculated by dividing the aggregate sum of an employee's regular weekly wage (as set forth in the wage rates incorporated in this agreement) by the number four (4).

2. Range Fee:

Increase the current range fee of \$250 by the amount of two-hundred and fifty dollars (\$250) per year to a total of five-hundred dollars (\$500) per year effective July 1, 2001, and to a total of seven-hundred and fifty dollars (\$750) per year effective July 1, 2002. Further, these rates beginning with the current range fee, are to be added to the base on the following schedule: June 30, 2001, \$250; July 1, 2001, \$500; and \$750 added to the base calculation on July 1, 2002.

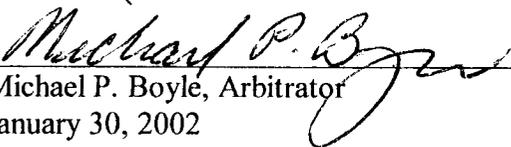
3. Wages:

- A. Effective July 1, 2000, increase the base by four (4)%,
- B. Effective July 1, 2001, increase the base by four (4) %,
- C. Effective July 1, 2002, increase the base by four (4) %,
- D. Effective at the end of the payroll period, on the last day of June, 2003, increase the base by three (3)%

4. All Previous Agreements:

See City letter to the Unions, dated 12-5-2001.

There is no award for any of the remaining issues in dispute. The Arbitrator, Michael P. Boyle, will retain jurisdiction for a period of thirty days from receipt of the award to answer any questions the parties may have regarding the application of the provisions of the award.



Michael P. Boyle, Arbitrator
January 30, 2002

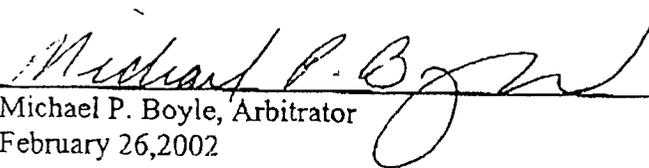
Janice Borg Silverman
Director, Office of Human Resources
City of Worcester

Re: JLMC-01-47P and JLMC-01-48PS

Ms. Silverman:

The following is a response to the City of Worcester's request for clarification regarding the methodology of calculation in my award regarding Locals 378 and 504, IBPO.

- #1. Holiday Pay; The benefit is meant to mirror the benefit in the Firefighter's Collective Bargaining Agreement and the method of calculation is the same.
- #2. Range Fee; The benefit is to be added to the compensation calculation, on the designated dates, after the conventional base wage adjustment has been made for the year in question.
- #3. Wages; The 3% equity adjustment is not meant to add any cost to the City payroll in the year incurred, it is meant to adjust wages in the future to compensate for the current disparity in Public Safety compensation. It is meant to be an adjustment to wages, not part of a conventional wage increase.


Michael P. Boyle, Arbitrator
February 26, 2002

cc: Richard Sullivan, Esquire