

STATE OF ILLINOIS )  
COUNTY OF COOK ) SS.  
COUNTY OF WILL )

**CLERK'S CERTIFICATE**

I, **KRISTIN A. THIRION**, the duly elected and qualified Village Clerk of the Village of Tinley Park, Cook and Will Counties, Illinois, do hereby certify that attached hereto is a true and correct copy of the Resolution now on file in my office, entitled:

**RESOLUTION NO. 2017-R-032**

**A RESOLUTION APPROVING THE INTEREST ARBITRATOR'S AWARD ON THE ISSUE OF  
RESIDENCY WITH THE METROPOLITAN ALLIANCE OF POLICE  
TINLEY PARK CHAPTER #192**

which was passed by the Board of Trustees of the Village of Tinley Park at a regular meeting held on the 6<sup>th</sup> day of June, 2017, at which meeting a quorum was present, and approved by the President of the Village of Tinley Park on the 6<sup>th</sup> day of June, 2017.

I further certify that the vote on the question of the passage of the said Resolution by the Board of Trustees of the Village of Tinley Park was taken by the Ayes and Nays and recorded in the Journal of Proceedings of the Board of Trustees of the Village of Tinley Park, and that the result of said vote was as follows, to-wit:

**AYES:** Younker, Berg, Brady, Mangin

**NAYS:** Glotz

**ABSENT:** Pannitto

I do further certify that the original Resolution, of which the attached is a true copy, is entrusted to my care for safekeeping, and that I am the lawful keeper of the same.

**IN WITNESS WHEREOF**, I have hereunto set my hand and affixed the seal of the Village of Tinley Park, this                    day of                    , 2017.

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Kristin A. Thirion  
Village Clerk

**RESOLUTION NO. 2017-R-032**

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**WHEREAS,** the Village of Tinley Park, Cook and Will Counties, Illinois, is a Home Rule Unit pursuant to the Illinois Constitution of 1970; and

**WHEREAS,** the Corporate Authorities of the Village of Tinley Park, Cook and Will Counties, Illinois, have considered entering into a Interest Arbitrator's Award, a true and correct copy of such Arbitrator's Award being attached hereto and made a part hereof as **EXHIBIT 1**; and

**WHEREAS,** the Corporate Authorities of the Village of Tinley Park, Cook and Will Counties, Illinois, have determined that it is in the best interests of said Village of Tinley Park that said Arbitrator's Award be entered into by the Village of Tinley Park;

**NOW, THEREFORE, Be It Resolved** by the President and Board of Trustees of the Village of Tinley Park, Cook and Will Counties, Illinois, as follows:

**Section 1:** The Preambles hereto are hereby made a part of, and operative provisions of, this Resolution as fully as if completely repeated at length herein.

**Section 2:** That this President and Board of Trustees of the Village of Tinley Park hereby find that it is in the best interests of the Village of Tinley Park and its residents that the aforesaid "Agreement" be entered into and executed by said Village of Tinley Park, with said Arbitrator's Award to be substantially in the form attached hereto and made a part hereof as **EXHIBIT 1**.

**Section 3:** That the President and Clerk of the Village of Tinley Park, Cook and Will Counties, Illinois are hereby authorized to execute for and on behalf of said Village of Tinley Park the aforesaid Arbitrator's Award.

**Section 4:** That this Resolution shall take effect from and after its adoption and approval.

**ADOPTED** this 6<sup>th</sup> day of June , 2017, by the Corporate Authorities of the Village of Tinley

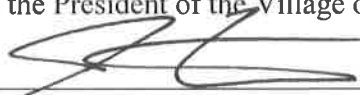
Park on a roll call vote as follows:

**AYES:** Younker, Berg, Brady, Mangin

**NAYS:** Glotz

**ABSENT:** Pannitto

**APPROVED** this 6<sup>th</sup> day of June , 2017, by the President of the Village of Tinley Park.

  
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Jacob C. Vandenberg  
Village President

**ATTEST:**

  
\_\_\_\_\_  
Kristin A. Thirion  
Village Clerk

**EXHIBIT 1**

In The Matter of the Arbitration Between )  
 )  
Village of Tinley Park )  
 )  
and )  
 )  
Metropolitan Alliance of Police Chapter 192 )  
 )  
Interest Arbitration )  
 )  
ILRB No. S-MA-16-133 )  
FMCS No. 17-51013-1 )

**STIPULATED AWARD**

The parties have reached agreement on all terms of their collective bargaining agreement covering 2016 – 2020 except for Section 11.6 Residency. The parties agreed that residency is a non-economic issue.

The current collective bargaining agreement requires members of the bargaining unit to reside within the Village. In negotiations, the Union proposed that employees be allowed to reside anywhere within 55 miles of the Village. While the Village sought to maintain the status quo, it recognized its duty to bargain in good faith with respect to residency and, hence, made an on the record offer that officers must reside within eight miles of the Village. In light of this bargaining history, I find that the presumption against breakthroughs traditionally employed in interest arbitration does not apply to the residency issue.

The communities advanced by each party as comparable to Tinley Park reflect the evolution of the negotiation of residency since it became a mandatory subject of bargaining in Illinois in 1997. Collective bargaining agreements in the following communities advanced by at least one of the parties as comparable to Tinley Park do not require residency: Des Plaines, Downers Grove, Lombard, Mouth Prospect, Oak Lawn, Oak Park, Orland Park, Plainfield and Wheaton. Bolingbrook, Romeoville and Woodridge do not require residency within municipal boundaries but specify a maximum distance from the municipality ranging from 13 miles (Bolingbrook) to 30 miles (Woodridge).

Evidence also suggests that being able to reside outside Village boundaries may contribute to the safety of police officers and their families. I further note that the Union agreed to a new health insurance package which increased co-pays, deductibles and contributions, a significant economic benefit to the Village.

Considering the above analysis, as well as the other factors set forth in Section 14(h) of the Illinois Public Labor Relations Act, I award as follows:

Section 11.6 Residency

All employees covered by this Agreement shall, as condition of employment and continued employment, be required to reside within the a thirty (30) mile radius from the intersection of 183<sup>rd</sup> Street and 80<sup>th</sup> Avenue in Tinley Park, within twelve (12) months of employment date. Employees who choose to reside within the Village limits will have the benefit of Project 75. Residency in Indiana is not permitted. Waivers to this requirement may be approved by the Village Board. If the Village waives this requirement for any other employee group after the effective date of this Agreement, it will waive it for the employees covered by this Agreement as well.

Chicago, Illinois  
May 10, 2017

  
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Martin H. Malin, Arbitrator