



**MICHAEL G. LUTZ LODGE #5 PHILADELPHIA
FRATERNAL ORDER OF POLICE**

1336 Spring Garden Street, Philadelphia PA 19123-3213
215-629-3600 website: www.fop5.org 215-629-5736 (fax)

John J. McNesby, President

James P. Wheeler, Recording Secretary

MEMORANDUM

TO: All Members of Lodge #5

FROM: John J. McNesby, President

DATE: July 24, 2009

SUBJECT: **INTERIM AWARD REGARDING PAY STEP
AND LONGEVITY**

There has been an Interim Award concerning the earned pay steps or increase in longevity until the new contract has been reached. A copy of this Award is on the following page.

NO FREEZE

ON YOUR PAY STEP INCREASES

NO FREEZE

On longevity increases

EXECUTIVE BOARD MEMBERS

Vice Presidents: Michael G. Lutz, John R. McGrody, Roosevelt Poplar, Jr., Michael P. Trask
Recording Secretary: James P. Wheeler Financial Secretary: Robert B. Ballentine, Jr. Treasurer: John Ruane
Trustees: Louis J. Campione, William Schmid, Terryl D. Reid, Alan G. Kuchler, Kenyatta Lee Conductor: Tomekia Terry
Guards: Lester F. Johnson, John E. Cantoral Chaplain: Andrew J. Harley Lobbyist: Eugene R. Blagmond

American Arbitration Association
Case Number 14 360 L 00202 09

In the matter of an Act 111 Interest Arbitration Between the

CITY OF PHILADELPHIA

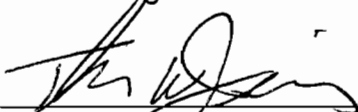
AND

FRATERNAL ORDER OF POLICE,
LODGE NO. 5

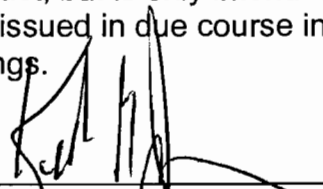
INTERIM AWARD

Following expiration of the contract on June 30, 2009, the City of Philadelphia issued notice to employees on July 6, 2009 that it did not intend to pay any increases in earned pay steps or increases in longevity payments until a new contract has been reached. Given that the parties are in the midst of presenting evidence on all of their proposals and in light of the fact that the Panel expects the evidentiary portion of the proceedings to be completed in the next few weeks, the Panel has determined that it would be appropriate to allow those increments to be paid until a final award is issued that addresses all of the parties proposals. Thus, the Panel directs that the City shall continue to pay earned step increases and longevity increases to employees who are otherwise entitled to those increases under the terms of the expired contract and to pay any increments that were frozen between July 6, 2009 and the date of this Interim Award.

This interim award is not intended to and should not be construed as expressing any opinion on the merit of the City's proposals to freeze and/or eliminate such payments for the term of the upcoming contract, but is only intended to extend the terms of the expired contract until a new award is issued in due course in light of the advance stage of the interest arbitration proceedings.



Thomas W. Jennings, FOP Arbitrator
 Agree
 Dissent



Kenneth M. Jarin, City Arbitrator
 Agree
 Dissent



Ralph H. Colflesh, Impartial Arbitrator

Dated: 7/24/09