

ARBITRATION AWARDS ISSUED FROM FEBRUARY 1989 TO JUNE 2007

CASE NAME	Voluntary (V) / Invoked (I) Arbitration	JLMC Case #	Date of Arbitration Award	(S) Single Arbitrator or (P) Panel	(U) Unanimous Decision or (DL) Dissent by Labor or (DM) Dissent by Mgmt
Abington Fire	(I)	91-51F	5-14-93	(P) M. A. Horowitz, A. Corey / R. Turgeon	(U)
Abington Police	(V)	03-14P	10-16-03	(P) Gary Altman, M. Conway / R. Pomeroy	(U)
Acton Fire	(I)	01-06F	1-23-02	(P) Gary Altman, R. Armstrong / H. Danis, Jr.	(U)
Acton Police	(I)	01-06P	11-9-01	(P) Gary Altman, M. Conway / H. Danis, Jr.	(U)
Amherst Police	(I)	92-26P(c)	3-22-95	(P) M. A. Horowitz, P Birks / R. Turgeon	(DM) 1 Issue
Andover Fire	(I)	06-12F	5-3-07	(S) Gary Altman	
Andover Fire	(I)	02-16F	9-26-02	(P) Gary Altman, K. Donnelly / P. Blazar	(U)
Andover Police	(I)	06-45P	6-28-07	(P) Theodore O'Brien, J Brown / P. Blazar	(U)
Arlington Fire	(I)	03-01F	6-2-03	(P) Gary Altman, K. Donnelly / G. Hayes	(U)
Arlington Police	(V)	02-33P	6-12-03	(S) Gary Altman	
Arlington Police Sups	(V)	95-16P	8-23-95	(S) Marc Greenbaum	
Athol Police	(I)	02-25P	12-30-02	(S) Michael P. Boyle	
* Attleboro Fire	(I)	91-32F	4-16-92	(P) M. A. Horowitz, A Corey / R. Turgeon	(U)
Barnstable Police	(V)	98-37P	12-24-98	(S) Gary Altman, M. Conway / H. Danis, Jr.	(U)
Barnstable Police	(V)	95-4P	7-14-97	(S) M. A. Horowitz	
Barnstable Police	(V)	92-39P	8-12-92	(P) J. T. Dunlop, R. McGrath / T. Groux	(U)
Barnstable Police	(I)	89-42P	7-26-91	(P) M. A. Horowitz, R. McGrath / R. Ruggles	(U)
* Belmont Fire	(I)	95-20F	3-27-96	(P) M. A. Horowitz, R. McCarthy / R. Halpin	(U)
Bellingham Fire	(I)	03-02F	12-29-03	(P) Richard Boulanger, Sciara / Danis	(U)
Beverly Police	(I)	89-44P	9-3-93	(S) FF Roberta Golick	
Boston Police	(I)	03-41P	7-22-04	(S) Lawrence Holden, Jr.	
Boston Police	(V)	01-27P	3-1-02	(P) Richard Boulanger, S Horowitz/M Reagan	(U)
Boston Police	(I)	93-64-P	6-3-94	(S) Arvid Anderson	
Boston Police Sups	(I)	92-21P	4-29-94	(S) Arvid Anderson	
Boston Police Sups	(V)	88-44P	3-14-89	(S) James Cooper	
Boston Police Sups	(I)	97-42P	6-1-00	(S) Richard Boulanger	
Boston Police Dets.	(I)	97-46P	5-20-99	(P) J. T. Dunlop, R. McGrath / G. Hayes	(DM) 1 Issue
Boston Police Dets Sups	(I)	97-47P	3-4-99	(P) J. T. Dunlop, R. McGrath / G. Hayes	(U)
Bourne Fire	(I)	05-17F	8-14-06	(P) Tim Bornstein, J. Sciara / S. Rivard	(U)
Bourne Police	(I)	01-38P	12-16-02	(P) Tim Bornstein, J. Krauss / R. Pomeroy	(U)

Braintree Fire	(I)	02-13F	12-23-02	(S)	Gary Altman	
Boxford Police	(i)	05-17P	4-13-05	(P)	S. E. Zoll, W. DeMille / M. Doherty	(U)
Brockton Police	(V)	02-29P	1-16-03	(S)	Bruce Fraser	
Brookline Fire	(V)	91-44F	4-12-94	(P)	J. T. Dunlop, R. McCarthy / R. Turgeon	(DL)
Brookline Police	(I)	96-9P	7-24-96	(P)	James Cooper, J. Brown / R. Turgeon	(U)
Burlington Police	(I)	94-15P	2-16-95	(P)	Michael Ryan, J. Brown / R. Halpin	(U)
Cambridge Fire	(I)	95	12-21-94	(S)	Richard Boulanger	
Cambridge Police	(V)	96-3P	7-21-97	(S)	Richard Higgins	
Cambridge Police	(I)	93-15P	2-25-94	(S)	Robert O'Brien	
Cambridge Police Sups	(V)	95-42P	7-21-97	(S)	Richard Higgins	
Cambridge Police Sups	(I)	93-65P	3-31-94	(S)	Robert O'Brien	
Canton Fire	(I)	95-13F	10-4-96	(S)	Nancy Peace	
Chatham Fire	(V)	98-2F	10-14-98	(S)	Susan Brown	
Chelmsford Fire	(I)	04-25P	12-21-05	(P)	Nancy Peace, W. MacDonald / D. Owen	(U)
Chelmsford Fire	(I)	96-15F	5-29-98	(P)	Marc Greenbaum, J. Cuttichia / R. Halpin	(U)
Chelmsford Police	(I)	05-13P	1-10-06	(P)	Gary Altman, B. McMahon / D. Owen	(U)
* Chicopee Fire	(V)	92-9F	11-30-92	(P)	Richard Higgins, D. Rollins / R. Turgeon	(U)
* Chicopee Police	(I)	93-13P	12-27-93	(P)	Arnold Zack, R. McGrath / R. Turgeon	(DM) 1 Issue
* Chicopee Police Sups	(I)	93-7P	12-27-93	(P)	Arnold Zack, R. McGrath / R. Turgeon	(DM) 1 Issue
Dedham Police Sups	(I)	04-34PS	2-6-05	(P)	Gary Altman, J. Brown / D. Owen	(U)
Dedham Police	(I)	95-29P	9-4-96	(S)	Robert O'Brien	
Dennis Fire	(V)	98-7F	9-26-98	(S)	Diane Zaar Cochran	
Dover Police	(V)	05-05P	12-2-05(P)	(P)	Parker Denaco, T. McDermot / G. Hayes	(U)
* Easthampton Police	(V)	91-26P	4-30-93	(P)	Michael Ryan, P. Birks / R. Turgeon	(U)
Everett Fire	(I)	00-16F	12-27-01	(P)	David Bloodsworth, R. McCarthy / G. Hayes	(No Sig by M)
Everett Fire	(I)	96-5F	12-29-97	(P)	Lawrence Holden, J. Sciara / J. Clifford	(U)
Everett Fire	(I)	93-6F	6-29-94	(P)	Bruce Fraser, R. McCarthy / J. Bean	(DM)
Fairhaven Police	(V)	05-20P	2-2-06	(P)	Marc Greenbaum, P. Birks / W. Keegan, Jr.	(U)
Fall River Fire	(V)	99-4F	6-22-99	(S)	Richard Boulanger	
Fall River Police	(V)	91-31P	6-24-91	(P)	M. A. Horowitz, J. Brown / R. Turgeon	(U)
Falmouth Fire	(I)	96-4F	3-28-97	(P)	Gary Altman, R. McCarthy / W. Rutherford	(U)
Falmouth Fire	(I)	99-3F	6-19-00	(S)	Arnold M. Zack	
Fitchburg Police	(I)	91-35P	12-8-92	(P)	J. T. Dunlop, R. McGrath / R. Turgeon	(U)
Foxboro Police	(V)	04-41P	10-13-06	(P)	Diane Zaar Cochran, Donnelly/Keegan	(U)
Foxboro Police	(I)	01-05P	8-7-01	(P)	Gary Altman, G. Flynn, Jr. / H. Danis, Jr.	(U)

Franklin Fire	(V)	03-09F	12-15-03	(S)	Morris H. Horowitz	
Franklin Police	(V)	04-31P	5-31-05	(P)	Diane Cochran, P. Donnelly / D. Morgado	(DL) 1 Issue
Gardner Police	(I)	97-13P	5-22-97	(P)	Richard Boulanger, McGrath / Turgeon	(DM) 2 Issues
Gardner Police	(V)	91-17P	7-9-93	(S)	Theodore O'Brien	
Gardner Police	(I)	89-22P	9-18-89	(S)	Arnold Zack	
Hadley Police	(I)	98-36P	3-4-99	(P)	Richard Boulanger, P. Birks / R. Turgeon	(U)
* Halifax Fire	(I)	90-22F	6-30-94	(P)	James Litton, A. Corey / W Rutherford	(U)
Hanson Fire	(I)	03-03F	10-17-03	(P)	Lawrence Katz, J. Sciara / J. Clifford	(U)
Harwich Police Sups	(I)	06-19PS	4-19-07	(P)	Samuel E. Zoll, P. Birks / W. Friel	(DM)
Holden Police Sups	(V)	01-01-PS	3-27-01	(P)	J. Larry Foy, M. Conway / P. Blazar	(U)
Holyoke Police	(V)	92-52P	5-10-94	(P)	Richard Higgins, P. Birks / R. Turgeon	(U)
Hudson Fire	(V)	04-02F	11-15-04	(P)	Michael Ryan, R. Armstrong / D. Morgado	(DM) 2 Issues
Haverhill Fire	(I)	04-22F	3-17-06	(P)	Bruce Fraser, R. Armstrong / D. Jenkins	(U)
Haverhill Police	(I)	03-04P	2-02-04	(P)	Richard Boulanger, B. McMahon / M. Aicardi	(U)
Haverhill Police Sups	(I)	02-31PS	2-02-04	(P)	Richard Boulanger, B. McMahon / M. Aicardi	(U)
Hingham Police	(V)	04-12P	10-24-05	(S)	Lawrence E. Katz	
Ipswich Police	(I)	00-14P	1-18-01	(P)	Nancy Peace, M. Conway / R. Halpin	(U)
Kingston Police	(I)	01-49P	10-4-02	(S)	John Van N. Dorr III	
Lakeville Fire	(I)	05-04F	10-17-05	(P)	Bruce Fraser, J. Sciara / J. Clifford	(U)
* Lawrence Fire	(I)	95-7F	9-17-96	(S)	Richard Boulanger	
Lexington Fire	(I)	95-19F	10-24-97	(P)	Gary Altman, R. McCarthy / R. Halpin	(U)
Lowell Fire	(I)	95-14F	6-30-98	(P)	Robert O'Brien, R. McCarthy / G. Hayes	(DL) 1 Issue
Ludlow Police	(I)	01-11P	8-25-01	(P)	Richard Boulanger, P. Birks / R. Turgeon	(U)
Ludlow Fire	(I)	97-5F	5-30-97	(P)	M. A. Horowitz, D. Rollins / R. Turgeon	(U)
Ludlow Fire	(I)	92-16F	5-5-94	(P)	Theodore O'Brien, R. Armstrong / R. Turgeon	(U)
Ludlow Police	(I)	98-9P	6-2-99	(P)	Richard Boulanger, R. McGrath / R. Turgeon	(U) L/M – No Sig
Ludlow Police	(I)	92-47P	6-4-93	(P)	M. A. Horowitz, R. McGrath / R. Turgeon	(U)
Malden Police	(I)	93-38P	5-25-94	(P)	M. A. Horowitz, R. McGrath / G. Hayes	(U)
Marlborough Police	(I)	04-23P	9-29-05	(P)	Richard Higgins, R. McGrath / P. Blazar	(U)
Mashpee Fire	(I)	96-6F	2-26-97	(P)	James Cooper, R. McCarthy / W. Rutherford	(DL) All, except 4 (DM) All, except 4
Medfield Police	(I)	04-09P	6-17-04	(P)	Gary Altman, P. Donnelly / W. Keegan	(U)
Medford Fire	(I)	01-03F	11-1-01	(P)	Bruce Fraser, R. Armstrong / D. Jenkins	(U)

Medford Fire	(I)	98-4F	4-5-99	(P)	Marc Greenbaum, T. Welch / G. Hayes	(DM) All issues
Medford Police	(I)	05-59P	9-8-06	(S)	Parker Denaco	
Medford Police	(I)	04-01P	9-15-04	(P)	Sharon H. Ellis, W. DeMille / D. Jenkins	(U)
Medford Police Sups	(I)	05-44PS	7-18-06	(S)	Diane Zaar Cochran	
Medford Police Sups	(I)	95-11P	6-11-96	(P)	Richard Boulanger, P. Birks / G. Hayes	(U)
Melrose Police	(V)	03-40P	12-28-04	(P)	Elizabeth Neumeier, W. DeMille / D. Mazarella	(U)
Melrose Fire	(I)	03-14F	8-23-04	(P)	Bonnie McSpiritt, W. MacDonald / D. Mazarella	(U)
Melrose Fire	(I)	95-17F	3-28-97	(S)	Diane Zaar Cochran	
Melrose Fire	(V)	94-29F	7-21-94	(P)	Richard Boulanger, M. Collins / J. Robbins	(U)
Melrose Police Sups	(I)	00-13PS	1-16-01	(P)	Susan Brown, B. McMahon / D. Mazarella	(U)
Methuen Police	(I)	95-12P	6-3-96	(P)	M. A. Horowitz, R. McGrath / J. Robbins	(U)
Middleboro Fire	(I)	96-20F	4-21-98	(P)	Nancy Peace, R. McCarthy / R. Linhart	(U)
Middleboro Police	(V)	96-34P	9-27-97	(S)	Gary Altman	
Milford Police	(V)	02-23P	9-21-01	(S)	David Bloodsworth	
Milford Police	(V)	98-20P	3-9-99	(S)	David Bloodsworth	
Millbury Police	(V)	99-12P	3-22-00	(P)	Richard Higgins, H. Glass / P. Blazar	(U)
Milton Fire	(V)	96-21F	10-29-97	(P)	Bruce Fraser, J. Sciara / W. Rutherford	(U)
Monson Police	(I)	06-23P	5-10-07	(P)	Samuel E. Zoll; P. Birks / P. Birks / E. Gibson	(U)
Montague Police	(I)	95-26P	3-25-96	(P)	Richard Boulanger, R. McGrath / R. Turgeon	(U)
Nantucket Police	(V)	03-34P	10-7-04	(S)	Prof. Morris A. Horowitz	
Natick Fire	(I)	96-14F	4-18-98	(P)	Robert O'Brien, R. Armstrong / G. Hayes	(No Sig – Labor)
Natick Police	(I)	04-04P	4-15-05	(P)	Beth Anne Wolfson, R. McGrath / H. Danis, Jr.	(U)
Needham Fire	(I)	93-3F	12-29-94	(S)	Garry Wooters	
New Bedford Fire	(I)	03-12F	7-14-04	(S)	Garry Wooters	
New Bedford Fire	(I)	00-08F	11-6-00	(S)	Richard Boulanger	
Newton Fire	(I)	91-19F	9-30-93	(P)	James Healy. T. Welch / G. Hayes	(U)
Newton Police	(I)	96-27P	7-14-97	(P)	Richard Boulanger, R. McGrath / G. Hayes	(DL)
Newton Police	(I)	94-30P	5-8-95	(S)	Richard Higgins	
Newton Police	(I)	91-5P	10-28-92	(S)	Arnold Zack	
North Adams Fire	(I)	99-18F	3-16-00	(P)	M. A. Horowitz, K. Regan / R. Turgeon	(DM) 3 issues
* North Adams Police	(I)	90-32P	8-2-91	(P)	M. A. Horowitz, J. Brown / G. Hayes	(U)
North Adams Police	(I)	88-2P	2-3-89	(P)	J. T. Dunlop, R. McGrath / R. Gladstone	(U)
North Andover Police	(V)	07-19P	5-14-07	(S)	Samuel E. Zoll	
North Andover Police	(V)	96-46P	1-7-98	(S)	Diane Zaar Cochran	
North Andover Pol Sups	(V)	05-55PS	4-7-06	(P)	Samuel Zoll, P. Birks / A. Sasso	(U)
Northampton Fire	(I)	91-43F	7-29-92	(P)	M. A. Horowitz, P. Brock / G. Hayes	(U)
Northampton Police	(V)	98-13P	2-18-99	(P)	James Cooper, R. McGrath / W. Smith	(U)
Northbridge Fire	(V)	93-5F	5-18-93	(P)	M. A. Horowitz, J. Sciara / R. Turgeon	(U)

North Attleboro Fire	(I)	02-21F	4-30-03	(S)	Marc Greenbaum	
North Reading Fire	(V)	01-12F	10-11-01	(S)	J. T. Dunlop	
North Reading Police	(V)	02-13P	10-1-01	(S)	M. A. Horowitz	
Norwell Fire	(I)	97-15F	4-4-98	(P)	Lawrence Holden, J. Sciara / J. Clifford	(U)
Norwood Fire	(I)	95-8F	12-27-95	(P)	Diane Cochran, T. Welch / G. Hayes	(U)
Orange Police	(I)	01-14P	2-08-02	(P)	Richard G. Higgins, M. Conway / R. Linhart	(U)
Orleans Police	(V)	05-54P	9-21-06	(S)	Gary Altman, Esq.	
Oxford Police	(I)	01-07P	8-7-01	(P)	Beth Anne Wolfson, H. Danis / H. Glass	(U)
Peabody Fire	(I)	06-07F	3-27-07	(S)	Lawrence E. Katz	
(Peabody Police (Same	(V)	93-16 (a)P)	9-7-95	(S)	D. Twomey	
(Peabody Police Case)	(V)	92-51P)	9-7-95	“ “ “		
Pittsfield Fire	(V)	00-04F	11-4-02	(P)	J. T. Dunlop, R. Armstrong / D. Morgado	(U)
Plainville Fire	(V)	93-32F	7-15-94	(P)	M. A. Horowitz, T. Welch / R. Linhart	(U)
Plymouth Fire	(I)	02-05F	2-25-03	(P)	Peter Doeringer, J. Sciara / J. Clifford	(U)
Plymouth Police Sups	(I)	98-7P	8-8-98	(S)	Michael Ryan	
Reading Fire	(V)	96-8F	4-23-97	(P)	Richard Boulanger, J. Cuttichia / G. Hayes	(U)
Revere Fire	(I)	90-6F	8-24-94	(P)	J. T. Dunlop, R. McCarthy / J. Bean	(U)
Rowley Police	(I)	99-28P	9-7-00	(P)	Richard Boulanger, A. Russell / K. Grew	(U)
Saugus Police Sups	(I)	05-37PS	12-22-06	(P)	Marc Greenbaum; JJ Brown / A Sasso	(U)
Saugus Police	(V)	05-40P	12-19-05	(P)	Beth Anne Wolfson, J. Brown / D. Jenkins	(U)
Saugus Police	(I)	01-37P	1-11-02	(P)	J. T. Dunlop, H. Glass / R. Halpin	(U)
Seekonk Police	(I)	91-16P	3-23-93	(S)	Richard Boulanger	
Shrewsbury Fire	(I)	96-23F	5-28-97	(P)	Richard Boulanger, R. Armstrong / R. Turgeon	(U)
Shrewsbury Police	(I)	96-36P	5-28-97	(P)	Richard Boulanger, R. McGrath / R. Turgeon	(U)
* Southborough Fire	(V)	02-04F	8-13-02	(P)	Beth Anne Wolfson, R. Armstrong / H. Danis	(U)
South Hadley Police	(V)	04-21P	12-2-04	(P)	Parker Denaco, R. Thomas / W. Mahoney	(DL) 1 Issue
South Hadley Police	(V)	99-36P	5-22-00	(S)	Prof. Morris A. Horowitz	
*Spencer Police	(I)	93-19P	8-10-94	(P)	Richard Boulanger, P. Birks / W. Smith	(DL) 1 Issue
Springfield Fire	(V)	92-21F	12-16-93	(P)	J. T. Dunlop, R. Armstrong / R. Turgeon	(DM) 1 Issue
Springfield Police	(I)	97-24P	12-1-97	(P)	Gary Altman, R. McGrath / R. Turgeon	(U)
Springfield Police	(V)	93-43P	8-5-93	(P)	J. T. Dunlop, R. McGrath / R. Turgeon	(DM) 2 Issues
Springfield Police	(I)	90-10P	10-29-90	(P)	Arvid Anderson, R. McGrath, R. Turgeon	(U)
Springfield Police Sups	(V)	93-40PS	8-5-93	(P)	J. T. Dunlop, J. Brown / R. Turgeon	(DM) 1 Issue
Springfield Police Sups	(I)	90-24P	11-21-90	(P)	Arvid Anderson, J. Brown / R. Turgeon	(U)

Stoneham Police	(I)	95-35P	9-23-96	(S)	Bruce Fraser	
Stoneham Police Sups	(I)	96-17P	8-23-97	(P)	Bruce Fraser, J. Brown / D. Owen	(U)
Stoneham Police Sups	(I)	92-18P	4-24-95	(S)	Gary Altman	
Sturbridge Police	(I)	90-13P	4-5-91	(P)	M. A. Horowitz, P. Birks / D. Owen	(U)
Taunton Police Sups	(I)	94-37P	2-23-96	(S)	Michael Ryan	
Tewksbury Police	(I)	01-19P	2-21-02	(P)	Sarah Kerr Garraty, M. Conway / D. Morgado	(No Sig – Labor)
Wakefield Fire	(V)	N/A	10-7-04	(S)	Prof. Morris A. Horowitz	
Wakefield Police	(V)	04-28P	10-7-04	(S)	Prof. Morris A. Horowitz	
Wakefield Police	(I)	88-33P	3-1-90	(P-FF)	Peter Doeringer, J. Brown / W. Rutherford	(U)
Wakefield Police Sups	(V)	04-29PS	10-7-04	(S)	Prof. Morris A. Horowitz	
Walpole Fire	(V)	94-9F	3-18-94	(P)	Gary Altman, T. Welch / W. Rutherford	(U)
Ware Police	(I)	00-23P	7-10-01	(P)	Gary Altman, M. Conway / H. Danis, Jr.	(U)
Watertown Fire	(I)	01-18F	12-14-02	(P)	Richard Boulanger, T. Welch / D. Morgado	(U)
Watertown Police	(I)	04-05P	5-26-05	(P)	Sarah Kerr Garraty, J. Clifford / W. DeMille	
* Wellesley Fire	(I)	96-2F	3-10-98	(S)	Arnold Zack`	
Wellesley Fire(Same Case)	(I)	96-2F	3-26-99	(P)	J. T. Dunlop, T. Welch / G. Hayes	(U)
Westborough Fire	(I)	95-6F	12-15-96	(P)	J. T. Dunlop, J. Sciara / D. Owen	(DL) 1 Issue
Westborough Pol Sups	(I)	05-26PS	10-11-05	(P)	R. Higgins, P. Birks / P. Blazar	(U)
Westfield Police	(I)	90-30P	12-23-91	(S)	Richard Higgins	
Westfield Police Sups	(I)	90-31P	12-23-91	(S)	Richard Higgins	
Westport Police	(I)	93-68P	8-21-95	(P)	Garry Wooters, Birks / Rutherford	(U)
West Springfield Fire	(I)	93-27F	10-5-94	(P)	Gary Altman, D. Rollins / R. Turgeon	(U)
Westwood Fire	(V)	91-5F	4-15-92	(S)	Theodore O'Brien	
* Winchester Fire	(I)	96-9F	5-19-97	(P)	Peter Doeringer, J. Cuttichia / D. Owen	(U)
Winthrop Fire	(V)	92-15F	8-5-93	(P)	M. A. Horowitz, J. Cuticchia / G. Hayes	(DM) (I)
Winthrop Police	(I)	94-23P	3-21-95	(P)	Richard Boulanger, R. McGrath / G. Hayes	(U)
Winthrop Police	(I)	98-8P	12-4-98	(S)	Sarah Kerr Garraty	
Worcester Fire	(I)	91-8F	3-22-93	(P)	J. T. Dunlop, R. McCarthy / R. Turgeon	(U)
Worcester Fire	(I)	03-13F	5-1-06	(P)	Craig Overton, J. Sciara / D. Morgado	(U)
Worcester Fire	(I)	03-13F	7-06-04	(P)	Craig Overton, J. Sciara / D. Morgado	(DM) All issues
Worcester Police	(I)	97-11P	4-15-97	(P)	Morris Horowitz, P. Birks / R. Turgeon	(U)

TOTAL Number of Awards **198**

66 (33%) Single Arbitrator
132 (67%) Panel (103 Unanimous Decision)
198
(8 Dissent by Labor)
(16 Dissent by Mgmt)
(1 Dissent by Labor & Mgmt)
(2 No signature by Labor)
(1 No signature by Management)
(1 No signature by Labor & Management)

	<u>Voluntary</u>	<u>Invoked</u>	<u>Total</u>
Fire	20 (26%)	57 (74%)	77 (39%)
Police	41 (34%)	80 (66%)	121 (61%)
Total	61 (31%)	137 (69%)	198 (100%)

* Arbitration Awards initially rejected by City or Town

Shared File-Common: Arb Awards-Panel-Single

Rev 5-14-07