

3. THE ARBITRATOR MAY NOT OPEN THE HEARING TO A PERSON WHO IS NOT A PARTY TO THE ARBITRATION.

(VI) 1. ON OR BEFORE FEBRUARY 15, OR ANY LATER DATE DETERMINED BY MUTUAL AGREEMENT OF THE PARTIES, THE ARBITRATOR SHALL ISSUE A REPORT SELECTING BETWEEN THE FINAL OFFERS SUBMITTED BY THE PARTIES THAT THE ARBITRATOR DETERMINES TO BE MORE REASONABLE, VIEWED AS A WHOLE.

2. IN DETERMINING THE MORE REASONABLE OFFER, THE ARBITRATOR MAY CONSIDER ONLY THE FOLLOWING FACTORS:

A. PAST COLLECTIVE BARGAINING CONTRACTS BETWEEN THE PARTIES, INCLUDING THE PAST BARGAINING HISTORY THAT LED TO THE AGREEMENT OR THE PRECOLLECTIVE BARGAINING HISTORY OF EMPLOYEE WAGES, HOURS, BENEFITS, AND OTHER WORKING CONDITIONS;

B. A COMPARISON OF WAGES, HOURS, BENEFITS, AND OTHER CONDITIONS OF EMPLOYMENT OF POLICE OFFICERS IN MONTGOMERY COUNTY AND PRINCE GEORGE'S COUNTY;

C. THE PUBLIC INTEREST AND WELFARE;

D. THE ABILITY OF THE EMPLOYER TO FINANCE ANY ECONOMIC ADJUSTMENTS REQUIRED UNDER THE PROPOSED AGREEMENT; AND

E. THE EFFECTS OF ANY ECONOMIC ADJUSTMENTS ON THE STANDARD OF PUBLIC SERVICES NORMALLY PROVIDED BY THE EMPLOYER.

3. IN DETERMINING THE MOST REASONABLE OFFER, THE ARBITRATOR SHALL CONSIDER TO BE INTEGRATED WITH EACH OFFER ALL ITEMS ON WHICH THE PARTIES AGREED PRIOR TO THE ARBITRATION.

4. THE ARBITRATOR MAY NOT RECEIVE OR CONSIDER THE HISTORY OF COLLECTIVE BARGAINING RELATING TO THE IMMEDIATE DISPUTE, INCLUDING ANY OFFERS OF SETTLEMENT NOT CONTAINED IN THE OFFER SUBMITTED TO THE ARBITRATOR.

(VII) THE ARBITRATOR MAY NOT COMPROMISE OR ALTER THE FINAL OFFER THAT THE ARBITRATOR SELECTS.

(VIII) SUBJECT TO SUBSECTION (F)(5) OF THIS SECTION, WITHOUT RATIFICATION BY THE PARTIES, THE OFFER SELECTED BY THE ARBITRATOR, INTEGRATED WITH THE ITEMS TO WHICH THE PARTIES PREVIOUSLY AGREED; SHALL BE THE FINAL AGREEMENT BETWEEN THE MNCPPC AND THE EXCLUSIVE REPRESENTATIVE.

(IX) THE PARTIES SHALL EXECUTE AN AGREEMENT INCORPORATING THE FINAL AGREEMENT, INCLUDING ARBITRATION AWARDS AND ALL ISSUES AGREED TO UNDER THIS PARAGRAPH.

(X) THE MNCPPC AND THE EMPLOYEE ORGANIZATION SHALL SHARE EQUALLY IN PAYING THE COSTS OF THE ARBITRATOR'S SERVICES.