



**Board of Commissioners of Cook County
Finance Subcommittee on Labor Minutes**

Tuesday, October 6, 2015

9:00 AM

**Cook County Building, Board Room, Rm. 569
118 North Clark Street, Chicago, Illinois**

ATTENDANCE

Present: Chairman Murphy, Commissioners Butler, Fritchey, Garcia, Moore, and Sims (6)

Absent: Vice Chairman Tobolski, Commissioners Arroyo, and Gainer (3)

PUBLIC TESTIMONY

Chairman Murphy asked the Secretary to the Board to call upon the registered public speakers, in accordance with Forest Preserve District of Cook County Code Section 1-4-30 Public Testimony.

1. George Blakemore, Concerned Citizen

15-0511

Sponsored by: TONI PRECKWINKLE, President, Forest Preserve District of Cook County Board

PROPOSED RESOLUTION

PROPOSED COLLECTIVE BARGAINING AGREEMENT, SALARY SCHEDULE, WAGE ADJUSTMENTS AND HEALTHCARE PLAN RESOLUTION

WHEREAS, the Illinois Public Employee Labor Relations Act (5ILCS 315/1 et seq.) has established regulations regarding collective bargaining with a union; and

WHEREAS, the Collective Bargaining Agreement Salary Schedule and wage adjustments for the period of January 1, 2013 through December 31, 2017, has been negotiated between the Forest Preserve District of Cook County (the "District") and the International Brotherhood of Painters and Allied Trades District Council #14 ("Painters and Allied Trades Union"); and

WHEREAS, the District is obligated to pay the prevailing rate for these categories of employees pursuant to the state statute and the collective bargaining agreement between the District and the Union(s); and

WHEREAS, the unions representing this category of employees have been properly certified that the below-listed rates are the prevailing rates for the effective date(s) set forth herein; and

<u>Title Represented</u>	<u>Wage Rate</u>	<u>Effective Date</u>
Painter	\$40.00	6/2012 to 5/2013
	\$40.75	6/2013 to 5/2014
	\$41.75	6/2014 to 5/2015

WHEREAS, the general increases and wage adjustments that have been negotiated are reflected in the Salary Schedule and are included in the Collective Bargaining Agreement negotiated between the District and the Painters and Allied Trades Union; and

WHEREAS, the current healthcare plan shall be revised as follows:

**COOK COUNTY FOREST PRESERVE DISTRICT HEALTH PLAN DESIGN/APPENDIX B
PLAN DESIGN AND PAYROLL CONTRIBUTIONS CHANGES EFFECTIVE DECEMBER 1, 2015
AND DECEMBER 1, 2016**

Cook County Benefit Overview

HMO(s)	Benefits Effective until 11/30/2015	Benefits Effective 12/1/2015
Classic Blue Option	In Effect	Eliminated
<i>Out of Pocket Maximum</i>	Drug Copays do not accumulate to OOP Max	All Copays accumulate to OOP Max
<i>Out of Pocket Maximum</i>	\$1,500 single / \$3,000 family	\$1,600 single / \$3,200 family
<i>Inpatient Facility</i>	\$100 copay per admit	\$100 copay per admit
<i>Preventive</i>	\$10 copay	\$0 copay (100% Covered)
<i>Other PCP / Urgent Care</i>	\$10 copay	\$15 copay
<i>Specialists</i>	\$10 copay	\$20 copay
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	\$0 copay	\$0 copay
<i>Accident / illness</i>	\$10 copay	\$15 copay
<i>Emergency Room</i>	\$40 copay	\$75 copay

PPO	Benefits Effective until 11/30/2015	Benefits Effective 12/1/2015
<i>Deductible and Out of Pocket Maximum</i>	Copay and Deductibles do not accumulate to OOP Max	Copay and Deductibles do accumulate to OOP Max
<i>Annual Deductible</i>	\$125 / \$250 (Single / Family) 2x Out of Network	\$350 / \$700 (Single / Family) 2x Out of Network
<i>Out of Pocket Maximum</i>	\$1,500/\$3,000 (Single / Family) 2x Out of Network	\$1,600/\$3,200 (Single / Family) 2x Out of Network
<i>Inpatient Facility</i>	90% In network / 60% Out of network	90% In network / 60% Out of network
<i>Preventive</i>	90% coinsurance after \$25 copay / 60% Out of network	\$0 copay (100% Covered)
<i>PCP</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
<i>Specialists</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$35 copay / 60% Out of network
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	90% In network 60% Out of network	90% in network 60% Out of network
<i>Accident / Illness</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
<i>Emergency Room – In / Out of Network</i>	\$40 copay	\$75 copay

Drug	Benefits Effective until 11/30/2015	Benefits Effective 12/1/2015
<i>Prescription Drugs – Retail</i>	Generic: \$7 copay Brand Formulary: \$15 copay Brand Non-Formulary: \$25 copay Mail Order: 2 x retail	Generic: \$10 copay Brand Formulary: \$25 copay Brand Non-Formulary: \$40 copay Mail Order: 2 x retail
<i>Generic Step Therapy</i>	N/A	PBM's generic step therapy program
<i>Mandatory Maintenance Choice</i>	N/A	Mandatory mail-order for maintenance drugs

Employee Contributions – As a Percentage of Salary (Pre-Tax)

Blue Advantage HMO	Effective until 11/30/2015	Effective 12/1/2015	Effective 12/1/2016
Employee Only	0.50%	1.00%	1.50%
Employee + Spouse	1.00%	1.50%	2.00%
Employee + Child(ren)	0.75%	1.25%	1.75%
Employee + Family	1.25%	1.75%	2.25%

PPO	Effective until 11/30/2015	Effective 12/1/2015	Effective 12/1/2016
Employee Only	1.50%	2.00%	2.50%
Employee + Spouse	2.00%	2.50%	3.00%
Employee + Child(ren)	1.75%	2.25%	2.75%
Employee + Family	2.25%	2.75%	3.25%

NOW THEREFORE BE IT RESOLVED, that the District Board of Commissioners does hereby approve the Collective Bargaining Agreement, Salary Schedule and wage adjustments negotiated between the District and the Painters and Allied Trades Union.

BE IT FURTHER RESOLVED, that the District Director of Human Resources, Chief Financial Officer, and Comptroller are hereby authorized to implement the Salary Schedule and wage adjustments as negotiated and otherwise outlined above.

BE IT FURTHER RESOLVED, that the District Comptroller is hereby directed to make all payments consistent with this resolution.

Legislative History 9/8/15 FPD Board of Commissioners referred to the Finance Subcommittee on Labor

A motion was made by Commissioner Fritchey, seconded by Commissioner Butler, that this Resolution be approved. The motion carried by the following vote:

Ayes: Chairman Murphy, Commissioners Butler, Fritchey, Garcia, Moore, and Sims (6)

Absent: Vice Chairman Tobolski, Commissioners Arroyo, and Gainer (3)

15-0512

Sponsored by: TONI PRECKWINKLE, President, Forest Preserve District of Cook County Board

PROPOSED RESOLUTION

PROPOSED COLLECTIVE BARGAINING AGREEMENT, SALARY SCHEDULE, WAGE ADJUSTMENTS AND HEALTHCARE PLAN RESOLUTION

WHEREAS, the Illinois Public Employee Labor Relations Act (5ILCS 315/1 et seq.) has established regulations regarding collective bargaining with a union; and

WHEREAS, the Collective Bargaining Agreement Salary Schedule and wage adjustments for the period of January 1, 2013 through December 31, 2017, has been negotiated between the Forest Preserve District of Cook County (the "District") and the Sheet Metal Workers International Association, Local No. 73 ("Sheet Metal Workers Union"); and

WHEREAS, the District is obligated to pay the prevailing rate for these categories of employees pursuant to the state statute and the collective bargaining agreement between the District and the Union(s); and

WHEREAS, the unions representing this category of employees have been properly certified that the below-listed rates are the prevailing rates for the effective date(s) set forth herein; and

<u>Title Represented</u>	<u>Wage Rate</u>	<u>Effective Date</u>
Sheet Metal Worker	\$40.81	6/2012 to 5/2013
	\$41.21	6/2013 to 5/2014
	\$41.21	6/2014 to 5/2015

WHEREAS, the general increases and wage adjustments that have been negotiated are reflected in the Salary Schedule and are included in the Collective Bargaining Agreement negotiated between the District and the Sheet Metal Workers Union; and

WHEREAS, the current healthcare plan shall be revised as follows:

COOK COUNTY FOREST PRESERVE DISTRICT HEALTH PLAN DESIGN/APPENDIX B PLAN DESIGN AND PAYROLL CONTRIBUTIONS CHANGES EFFECTIVE DECEMBER 1, 2015 AND DECEMBER 1, 2016

Cook County Benefit Overview

HMO(s)	Benefits Effective until 11/30/2015	Benefits Effective 12/1/2015
Classic Blue Option	In Effect	Eliminated
<i>Out of Pocket Maximum</i>	Drug Copays do not accumulate to OOP Max	All Copays accumulate to OOP Max
<i>Out of Pocket Maximum</i>	\$1,500 single / \$3,000 family	\$1,600 single / \$3,200 family
<i>Inpatient Facility</i>	\$100 copay per admit	\$100 copay per admit
<i>Preventive</i>	\$10 copay	\$0 copay (100% Covered)
<i>Other PCP / Urgent Care</i>	\$10 copay	\$15 copay
<i>Specialists</i>	\$10 copay	\$20 copay
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	\$0 copay	\$0 copay
<i>Accident / illness</i>	\$10 copay	\$15 copay

<i>Emergency Room</i>	\$40 copay	\$75 copay
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PPO	Benefits Effective until 11/30/2015	Benefits Effective 12/1/2015
<i>Deductible and Out of Pocket Maximum</i>	Copay and Deductibles do not accumulate to OOP Max	Copay and Deductibles do accumulate to OOP Max
<i>Annual Deductible</i>	\$125 / \$250 (Single / Family) 2x Out of Network	\$350 / \$700 (Single / Family) 2x Out of Network
<i>Out of Pocket Maximum</i>	\$1,500/\$3,000 (Single / Family) 2x Out of Network	\$1,600/\$3,200 (Single / Family) 2x Out of Network
<i>Inpatient Facility</i>	90% In network / 60% Out of network	90% In network / 60% Out of network
<i>Preventive</i>	90% coinsurance after \$25 copay / 60% Out of network	\$0 copay (100% Covered)
<i>PCP</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
<i>Specialists</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$35 copay / 60% Out of network
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	90% In network 60% Out of network	90% in network 60% Out of network
<i>Accident / Illness</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
<i>Emergency Room – In / Out of Network</i>	\$40 copay	\$75 copay

Drug	Benefits Effective until 11/30/2015	Benefits Effective 12/1/2015
<i>Prescription Drugs – Retail</i>	Generic: \$7 copay Brand Formulary: \$15 copay Brand Non-Formulary: \$25 copay Mail Order: 2 x retail	Generic: \$10 copay Brand Formulary: \$25 copay Brand Non-Formulary: \$40 copay Mail Order: 2 x retail
<i>Generic Step Therapy</i>	N/A	PBM's generic step therapy program
<i>Mandatory Maintenance Choice</i>	N/A	Mandatory mail-order for maintenance drugs

Employee Contributions – As a Percentage of Salary (Pre-Tax)

Blue Advantage HMO	Effective until 11/30/2015	Effective 12/1/2015	Effective 12/1/2016
Employee Only	0.50%	1.00%	1.50%
Employee + Spouse	1.00%	1.50%	2.00%
Employee + Child(ren)	0.75%	1.25%	1.75%
Employee + Family	1.25%	1.75%	2.25%

PPO	Effective until 11/30/2015	Effective 12/1/2015	Effective 12/1/2016
Employee Only	1.50%	2.00%	2.50%
Employee + Spouse	2.00%	2.50%	3.00%
Employee + Child(ren)	1.75%	2.25%	2.75%
Employee + Family	2.25%	2.75%	3.25%

NOW THEREFORE BE IT RESOLVED, that the District Board of Commissioners does hereby approve the Collective Bargaining Agreement, Salary Schedule and wage adjustments negotiated between the District and the Sheet Metal Workers Union.

BE IT FURTHER RESOLVED, that the District Director of Human Resources, Chief Financial Officer, and Comptroller are hereby authorized to implement the Salary Schedule and wage adjustments as negotiated and otherwise outlined above.

BE IT FURTHER RESOLVED, that the District Comptroller is hereby directed to make all payments consistent with this resolution.

Legislative History 9/8/15 FPD Board of Commissioners referred to the Finance Subcommittee on Labor

A motion was made by Commissioner Sims, seconded by Commissioner Butler, that this Resolution be approved. The motion carried by the following vote:

Ayes: Chairman Murphy, Commissioners Butler, Fritchey, Garcia, Moore, and Sims (6)

Absent: Vice Chairman Tobolski, Commissioners Arroyo, and Gainer (3)

15-0513

Sponsored by: TONI PRECKWINKLE, President, Forest Preserve District of Cook County

PROPOSED RESOLUTION

PROPOSED COLLECTIVE BARGAINING AGREEMENT, SALARY SCHEDULE, WAGE ADJUSTMENTS AND HEALTHCARE PLAN RESOLUTION

WHEREAS, the Illinois Public Employee Labor Relations Act (5ILCS 315/1 et seq.) has established regulations regarding collective bargaining with a union; and

WHEREAS, the Collective Bargaining Agreement Salary Schedule and wage adjustments for the period of January 1, 2013 through December 31, 2017, has been negotiated between the Forest Preserve District of Cook County (the "District") and the International Brotherhood of Electrical Workers, Local 134 ("IBEW"); and

WHEREAS, the District is obligated to pay the prevailing rate for these categories of employees pursuant to the state statute and the collective bargaining agreement between the District and the Union(s); and

WHEREAS, the unions representing this category of employees have been properly certified that the below-listed rates are the prevailing rates for the effective date(s) set forth herein; and

<u>Title Represented</u>	<u>Wage Rate</u>	<u>Effective Date</u>
Electrician	\$42.00	6/2012 to 5/2013
	\$43.00	6/2013 to 5/2014
	\$44.00	6/2014 to 5/2015

WHEREAS, the general increases and wage adjustments that have been negotiated are reflected in the Salary Schedule and are included in the Collective Bargaining Agreement negotiated between the District and IBEW; and

WHEREAS, the current healthcare plan shall be revised as follows:

**COOK COUNTY FOREST PRESERVE DISTRICT HEALTH PLAN DESIGN/APPENDIX B
PLAN DESIGN AND PAYROLL CONTRIBUTIONS CHANGES EFFECTIVE DECEMBER 1, 2015
AND DECEMBER 1, 2016**

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<i>Out of Pocket Maximum</i>	Drug Copays do not accumulate to OOP Max	All Copays accumulate to OOP Max
<i>Out of Pocket Maximum</i>	\$1,500 single / \$3,000 family	\$1,600 single / \$3,200 family
<i>Inpatient Facility</i>	\$100 copay per admit	\$100 copay per admit
<i>Preventive</i>	\$10 copay	\$0 copay (100% Covered)
<i>Other PCP / Urgent Care</i>	\$10 copay	\$15 copay
<i>Specialists</i>	\$10 copay	\$20 copay
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	\$0 copay	\$0 copay
<i>Accident / illness</i>	\$10 copay	\$15 copay
<i>Emergency Room</i>	\$40 copay	\$75 copay

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<i>Out of Pocket Maximum</i>	\$1,500/\$3,000 (Single / Family) 2x Out of Network	\$1,600/\$3,200 (Single / Family) 2x Out of Network
<i>Inpatient Facility</i>	90% In network / 60% Out of network	90% In network / 60% Out of network
<i>Preventive</i>	90% coinsurance after \$25 copay / 60% Out of network	\$0 copay (100% Covered)
<i>PCP</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
<i>Specialists</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$35 copay / 60% Out of network
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	90% In network 60% Out of network	90% in network 60% Out of network
<i>Accident / Illness</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
<i>Emergency Room – In / Out of Network</i>	\$40 copay	\$75 copay

Drug	Benefits Effective until 11/30/2015	Benefits Effective 12/1/2015
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<i>Generic Step Therapy</i>	N/A	PBM's generic step therapy program
<i>Mandatory Maintenance Choice</i>	N/A	Mandatory mail-order for maintenance drugs

Employee Contributions – As a Percentage of Salary (Pre-Tax)

Blue Advantage HMO	Effective until 11/30/2015	Effective 12/1/2015	Effective 12/1/2016
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Employee + Spouse	1.00%	1.50%	2.00%
Employee + Child(ren)	0.75%	1.25%	1.75%
Employee + Family	1.25%	1.75%	2.25%

PPO	Effective until 11/30/2015	Effective 12/1/2015	Effective 12/1/2016
Employee Only	1.50%	2.00%	2.50%
Employee + Spouse	2.00%	2.50%	3.00%
Employee + Child(ren)	1.75%	2.25%	2.75%
Employee + Family	2.25%	2.75%	3.25%

NOW THEREFORE BE IT RESOLVED, that the District Board of Commissioners does hereby approve the Collective Bargaining Agreement, Salary Schedule, wage adjustments and healthcare negotiated between the District and IBEW.

BE IT FURTHER RESOLVED, that the District Director of Human Resources, Chief Financial Officer, and Comptroller are hereby authorized to implement the Salary Schedule and wage adjustments as negotiated and otherwise outlined above.

BE IT FURTHER RESOLVED, that the District Comptroller is hereby directed to make all payments consistent with this resolution.

Legislative History 9/8/15 FPD Board of Commissioners referred to the Finance Subcommittee on Labor

A motion was made by Commissioner Sims, seconded by Commissioner Butler, that this Resolution be approved. The motion carried by the following vote:

Ayes: Chairman Murphy, Commissioners Butler, Fritchey, Garcia, Moore, and Sims (6)

Absent: Vice Chairman Tobolski, Commissioners Arroyo, and Gainer (3)

15-0514

Sponsored by: TONI PRECKWINKLE, President, Forest Preserve District of Cook County Board

PROPOSED RESOLUTION

PROPOSED COLLECTIVE BARGAINING AGREEMENT, SALARY SCHEDULE, WAGE ADJUSTMENTS AND HEALTHCARE PLAN RESOLUTION

WHEREAS, the Illinois Public Employee Labor Relations Act (5ILCS 315/1 et seq.) has established regulations regarding collective bargaining with a union; and

WHEREAS, the Collective Bargaining Agreement Salary Schedule and wage adjustments for the period of January 1, 2013 through December 31, 2017, has been negotiated between the Forest Preserve District of Cook County (the "District") and the Chicago Journeymen Plumbers Local 130, U.A. ("Plumbers Union"); and

WHEREAS, the District is obligated to pay the prevailing rate for these categories of employees pursuant to the state statute and the collective bargaining agreement between the District and the Union(s); and

WHEREAS, the unions representing this category of employees have been properly certified that the below-listed rates are the prevailing rates for the effective date(s) set forth herein; and

<u>Title Represented</u>	<u>Wage Rate*</u>	<u>Effective Date</u>
Plumber Journeymen Foreman	\$45.00	6/2012 to 5/2013
	\$46.05	6/2013 to 5/2014
	\$46.65	6/2014 to 5/2015

WHEREAS, the general increases and wage adjustments that have been negotiated are reflected in the Salary Schedule and are included in the Collective Bargaining Agreement negotiated between the District and the Plumbers Union; and

WHEREAS, the current healthcare plan shall be revised as follows:

COOK COUNTY FOREST PRESERVE DISTRICT HEALTH PLAN DESIGN/APPENDIX B PLAN DESIGN AND PAYROLL CONTRIBUTIONS CHANGES EFFECTIVE DECEMBER 1, 2015 AND DECEMBER 1, 2016

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<i>Inpatient Facility</i>	\$100 copay per admit	\$100 copay per admit
<i>Preventive</i>	\$10 copay	\$0 copay (100% Covered)
<i>Other PCP / Urgent Care</i>	\$10 copay	\$15 copay
<i>Specialists</i>	\$10 copay	\$20 copay
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	\$0 copay	\$0 copay
<i>Accident / illness</i>	\$10 copay	\$15 copay
<i>Emergency Room</i>	\$40 copay	\$75 copay

PPO	Benefits Effective until 11/30/2015	Benefits Effective 12/1/2015
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<i>Specialists</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$35 copay / 60% Out of network
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	90% In network 60% Out of network	90% in network 60% Out of network
<i>Accident / Illness</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
<i>Emergency Room – In / Out of Network</i>	\$40 copay	\$75 copay

NOW THEREFORE BE IT RESOLVED, that the District Board of Commissioners does hereby approve the Collective Bargaining Agreement, Salary Schedule and wage adjustments negotiated between the District and the Plumbers Union.

BE IT FURTHER RESOLVED, that the District Director of Human Resources, Chief Financial Officer, and Comptroller are hereby authorized to implement the Salary Schedule and wage adjustments as negotiated and otherwise outlined above.

BE IT FURTHER RESOLVED, that the District Comptroller is hereby directed to make all payments consistent with this resolution.

Legislative History 9/8/15 FPD Board of Commissioners referred to the Finance Subcommittee on Labor

A motion was made by Commissioner Sims, seconded by Commissioner Butler, that this Resolution be approved. The motion carried by the following vote:

Ayes: Chairman Murphy, Commissioners Butler, Fritchey, Garcia, Moore, and Sims (6)

Absent: Vice Chairman Tobolski, Commissioners Arroyo, and Gainer (3)

ADJOURNMENT

A motion was made by Commissioner Moore, seconded by Commissioner Sims, to adjourn the meeting. The motion carried by the following vote:

Ayes: Chairman Murphy, Commissioners Butler, Fritchey, Garcia, Moore, and Sims (6)

Absent: Vice Chairman Tobolski, Commissioners Arroyo, and Gainer (3)

Respectfully submitted,



Chairman



Secretary

*A video recording of this meeting is available at <https://fpdcc.legistar.com>