



**Forest Preserve District of Cook County
Board of Commissioners**

Minutes of the Labor Committee

Tuesday, September 17, 2024

9:40 AM

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

ATTENDANCE

Present: Anaya, Quezada, Aguilar, Degnen, Lowry, Miller, K. Morrison and Stamps (8)

Absent: Moore (1)

Chairman Anaya asked the Secretary to the Board to call upon the registered public speakers, in accordance with Forest Preserves Code of Ordinances, Section 1-5-4.

PUBLIC TESTIMONY

No Public Speakers

COMMITTEE MINUTES

Approval of the minutes from the meeting of 07/23/2024

A motion was made by Vice Chairperson Quezada, seconded by Commissioner Degnen, to approve 24-0390. The motion carried by the following vote:

Ayes: Anaya, Quezada, Aguilar, Degnen, Lowry, Miller, K. Morrison and Stamps (8)

Absent: Moore (1)

Presented by: EILEEN FIGEL, Interim General Superintendent

PROPOSED RESOLUTION

APPROVAL OF A MEMORANDUM OF AGREEMENT EXTENDING THE TERM OF A COLLECTIVE BARGAINING AGREEMENT NEGOTIATED BETWEEN THE FOREST PRESERVES OF COOK COUNTY AND THE ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL (POLICE OFFICER UNIT)

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

WHEREAS, a Collective Bargaining Agreement between the Forest Preserves of Cook County (“Forest Preserves”) and the Illinois Fraternal Order of Police Labor Council (Police Officer Unit) is currently in effect for a term of January 1, 2021 through December 31, 2024 covering Police Officers in the Law Enforcement Department of the Forest Preserves (Board Item No. 23-0523); and

WHEREAS, the Forest Preserves and the Illinois Fraternal Order of Police Labor Council (Police Officer Unit) have entered into a Memorandum of Agreement subject to approval by the Forest Preserves of Cook County Board of Commissioners and such Memorandum of Agreement makes the following adjustment to the term of the Collective Bargaining Agreement negotiated between the Forest Preserves of Cook County and the Illinois Fraternal Order of Police Labor Council (Police Officer Unit):

- a) January 1, 2021 to December 31, ~~2024~~ 2025;

WHEREAS, the Memorandum of Agreement makes the underlined adjustment below to the previously agreed upon salary adjustments and general wage increases included in the Collective Bargaining Agreement negotiated between the Forest Preserves of Cook County and the Illinois Fraternal Order of Police Labor Council (Police Officer Unit):

- a) Effective the first full payroll period on or after July 1, 2021, the pay rates for the classification of Police Officer shall be increased by 1.5%;
- b) Effective the first full payroll period on or after July 1, 2022, the pay rates for the classification of Police Officer shall be increased by 2.5%;
- c) Effective the first full payroll period on or after July 1, 2023, the pay rates for the classification of Police Officer shall be increased by 2.5%;
- d) Effective the first full payroll period on or after July 1, 2024, the pay rates for the classification of Police Officer shall be increased by 2%;
- e) Effective the first full payroll period on or after July 1, 2025, the pay rates for the classification of Police Officer shall be increased by 5%;

NOW THEREFORE BE IT RESOLVED, that the Forest Preserves of Cook County Board of Commissioners does hereby approve the terms of the Memorandum of Agreement as negotiated between the Forest Preserves of Cook County and the Illinois Fraternal Order of Police Labor Council (Police Officer Unit).

A motion was made by Vice Chairperson Quezada, seconded by Commissioner Miller, to approve 24-0309. The motion carried by the following vote:

Ayes: Anaya, Quezada, Aguilar, Degnen, Lowry, Miller, K. Morrison and Stamps (8)

Absent: Moore (1)

Presented by: EILEEN FIGEL, Interim General Superintendent

PROPOSED RESOLUTION

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

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

WHEREAS, the Collective Bargaining Agreement Salary Schedule and wage adjustments, as well as healthcare plan revisions, and other terms and conditions of employment, for the period of January 1, 2021 through December 31, 2025, covering employees in the classification of Sergeant in the Law Enforcement Department of the Forest Preserves of Cook County (the “Forest Preserves”), have been negotiated between the Forest Preserves and the Illinois Fraternal Order of Police Labor Council (Sergeant Unit); and

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 Forest Preserves and the Illinois Fraternal Order of Police Labor Council (Sergeant Unit); and

WHEREAS, the revisions to the current healthcare plan that have been negotiated are included in the Collective Bargaining Agreement negotiated between the Forest Preserves and the Illinois Fraternal Order of Police Labor Council (Sergeant Unit).

NOW THEREFORE BE IT RESOLVED, that the Board of Commissioners of the Forest Preserves of Cook County does hereby approve the proposed Collective Bargaining Agreement including, but not limited to, the Salary Schedule, wage adjustments, and one-time payments negotiated between the Forest Preserves and Illinois Fraternal Order of Police Labor Council (Sergeant Unit) for employees in the classification of Sergeant who are in active payroll status with the Forest Preserves on the date of approval of this Resolution, as follows:

- a) Effective upon June 30, 2021, employees will be moved into the NEW Wage Schedule at the pay rates in accordance with the rules set forth herein and attached as the Tentative Agreement.
- b) Effective upon Board of Commissioners of the Forest Preserves of Cook County approval of the Collective Bargaining Agreement, a \$3,000 one-time payment will be paid on the payroll closest to forty-five (45) days after Board approval to bargaining unit members in active status.
- c) Effective upon Board of Commissioners of the Forest Preserves of Cook County approval of the Collective Bargaining Agreement, a \$1,000 one-time pandemic payment will be paid on payroll closest to forty-five (45) days after Board approval to bargaining unit members in active status.
- d) Effective the first full payroll period on or after July 1, 2021, the pay rates for the classification of

Sergeant shall be increased by 1.5%.

- e) Effective the first full payroll period on or after July 1, 2022, the pay rates for the classification of Sergeant shall be increased by 2.5%.
- f) Effective the first full payroll period on or after July 1, 2023, the pay rates for the classification of Sergeant shall be increased by 2.5%.
- g) Effective the first full payroll period on or after July 1, 2024, the pay rates for the classification of Sergeant shall be increased by 2%.
- h) Effective the first full payroll period on or after July 1, 2025, the pay rates for the classification of Sergeant shall be increased by 5%.

BE IT FURTHER RESOLVED, that the Healthcare Plan (Appendix C) shall be revised as follows:

Upon Approval of the Forest Preserves Board

	<u>Current HMO</u>	<u>12/1/21</u>	<u>12/1/22</u>	<u>12/1/23</u>
Employee (EE) Only	1.50%	1.50%	+ .25%	+ .50%
EE + Spouse	2.00%	2.00%	+ .50%	+ .75%
EE + Child(ren)	1.75%	1.75%	+ .50%	+ .50%
EE + Family	2.25%	2.25%	+ .75%	+ 1.0%

	<u>Current PPO</u>	<u>12/1/21</u>	<u>12/1/22</u>	<u>12/1/23</u>
Employee (EE) Only	2.50%	2.50%	+ .25%	+ .50%
EE + Spouse	3.00%	3.00%	+ .50%	+ .75%
EE + Child(ren)	2.75%	2.75%	+ .50%	+ .50%
EE + Family	3.25%	3.25%	+ .75%	+ 1.0%

Out of Pocket Maximum

Current: \$1,600/\$3,200 (single/family; in network); \$3,200/\$6,400 (single/family; out of network)

12/1/22: \$2,000/\$4,000 (single/family; in network); \$4,000/\$8,000 (single/family; out of network)

BE IT FURTHER RESOLVED, that the Illinois Fraternal Order of Police Labor Council (Sergeant Unit) members who retired from the Forest Preserves after July 1, 2021 are eligible for retroactive pay from July 1, 2021 for hours worked in the Sergeant position included in the Collective Bargaining Agreement negotiated between the Forest Preserves and Illinois Fraternal Order of Police Labor Council (Sergeant Unit); but shall not be eligible to receive any one-time payments that this Board authorizes to be paid to active collective bargaining unit employees.

BE IT FURTHER RESOLVED, that the Forest Preserves' Director of Human Resources, Chief

Financial Officer, and Comptroller are hereby authorized to implement the Salary Schedule, wage adjustments and healthcare provisions as negotiated and otherwise outlined above.

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

A motion was made by Vice Chairperson Quezada, seconded by Commissioner Miller, to approve 24-0310. The motion carried by the following vote:

Ayes: Anaya, Quezada, Aguilar, Degnen, Lowry, Miller, K. Morrison and Stamps (8)

Absent: Moore (1)

PROPOSED RESOLUTION

APPROVAL OF SALARY ADJUSTMENTS FOR NON-UNION EMPLOYEES

WHEREAS, the Forest Preserves of Cook County Board of Commissioners passed a resolution to approve salary schedule, wage adjustments and healthcare plan revisions for non-union employees on June 14, 2022 (Agenda Item No. 22-0132);

WHEREAS, the Forest Preserves of Cook County Board of Commissioners approved salary schedule, wage adjustments and healthcare plan revisions for union employee members of Teamsters, Local 700, including an extension of the Teamsters, Local 700 collective bargaining agreement that included adjustments and general increases (Agenda Item Nos. 22-0118 & 23-0570);

WHEREAS, the Chief Financial Officer, Comptroller and Director of Human Resources recommend the underlined adjustments below to the previously approved salary adjustments and general wage increases approved for non-union employees on June 14, 2022 (Agenda Item No. 22-0132);

- a) Effective the first full pay period on or after July 1, 2021, the pay rates for non-union employees shall be increased 1.5% for all classifications, except that seasonal employees shall not be entitled to retroactive pay; and
- b) Effective the first full pay period on or after January 1, 2022, the pay rates for non-union employees shall be increased 3.5% for all classifications, except that seasonal employees shall not be entitled to retroactive pay; and
- c) Effective the first full pay period on or after July 1, 2022, the pay rates for non-union employees shall be increased 2.5% for all classifications, except that seasonal employees shall not be entitled to retroactive pay; and
- d) Effective the first full pay period on or after July 1, 2023, the pay rates for non-union employees shall be increased 2.5% for all classifications, except that seasonal employees shall not be entitled to retroactive pay; and
- e) Effective the first full pay period on or after July 1, 2024, the pay rates for non-union employees shall be increased 2.0% for all classifications, except that seasonal employees shall not be entitled to retroactive pay; and
- f) Effective the first full pay period on or after July 1, 2025, the pay rates for non-union employees shall be increased 5.0% for all classifications, except that seasonal employees shall not be entitled to retroactive pay; and

WHEREAS, the above-referenced salary adjustments and general wage increases for non-union

employees are reflected in the proposed amended Schedule 1 Non-Union Salary Schedule and proposed amended Schedule 5 Non-Union Hourly Rate Schedule.

NOW THEREFORE BE IT RESOLVED, that the Forest Preserves of Cook County Board of Commissioners does hereby support and approve the salary adjustments and general wage increases for the Forest Preserves non-union workforce as provided herein.

A motion was made by Vice Chairperson Quezada, seconded by Commissioner Aguilar, to approve 24-0335. The motion carried by the following vote:

Ayes: Anaya, Quezada, Aguilar, Degnen, Lowry, Miller, K. Morrison and Stamps (8)

Absent: Moore (1)

ADJOURNMENT

A motion was made by Vice Chairperson ANTHONY J. QUEZADA, seconded by Commissioner DONNA MILLER, to adjourn the meeting. The motion carried by the following vote:

Ayes: Anaya, Quezada, Aguilar, Degnen, Lowry, Miller, K. Morrison and Stamps (8)

Absent: Moore (1)

Respectfully submitted,



Chairwoman



Secretary

A complete record of this meeting is available at <https://fpdcc.legistar.com>.