



**FOREST PRESERVE DISTRICT OF COOK COUNTY
BOARD OF COMMISSIONERS**

Little Red School House 9800 Willow Springs Rd., Willow Springs, IL 60480

New Items Agenda

Tuesday, May 10, 2022, 10:00 AM

[22-0118](#)

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

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, for the period of January 1, 2021 through December 31, 2024 covering various employees in the Landscape Maintenance, Facilities and Fleet, Law Enforcement, Conservation and Experiential Programming, and Resource Management Departments of the Forest Preserves of Cook County (the “Forest Preserves”) have been negotiated between the Forest Preserves and Teamsters Local 700; and

WHEREAS, the general increases, wage adjustments and one-time payments that have been negotiated are reflected in the Salary Schedule and are included in the Collective Bargaining Agreement negotiated between the Forest Preserves and Teamsters Local 700; and

WHEREAS, such general increases, wage adjustments and one-time payments were accounted for in the 2022 Annual Appropriations Ordinance as approved by the Forest Preserves Board of Commissioners on November 18, 2021 (Board Item No. 21-0471); 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 Teamsters Local 700.

NOW THEREFORE BE IT RESOLVED, that the Board of Commissioners of the Forest Preserves of Cook County do hereby approve the Collective Bargaining Agreement, which includes the Salary Schedule, wage adjustments, and one-time payments negotiated between the Forest Preserves and Teamsters Local 700 as follows:

- a) effective upon board approval of the Collective Bargaining Agreement, a \$2,000 one-time payment to be paid on payroll closest to forty-five (45) days after approval by Board to bargaining unit members in active status excluding seasonal employees;
- b) effective upon board approval of the Collective Bargaining Agreement, a \$1,000 one-time pandemic payment to be paid on payroll closest to forty-five (45) days after approval by Board to bargaining unit members in active status excluding seasonal employees;

- c) effective the first full pay period on or after July 1, 2021, the pay rates for all classifications shall be increased 1.5%, except that seasonal employees shall not be entitled to retroactive pay;
- d) effective the first full pay period on or after July 1, 2022, the pay rates for all classifications shall be increased 2.5%, except that seasonal employees shall not be entitled to retroactive pay;
- e) a \$1,000 one-time payment to be paid on payroll closest to forty-five (45) days after January 1, 2023, to bargaining unit members in active status excluding seasonal employees;
- f) effective the first full pay period on or after July 1, 2023, the pay rates for all classifications shall be increased 2.5%, except that seasonal employees shall not be entitled to retroactive pay;
- g) effective the first full pay period on or after July 1, 2024, the pay rates for all classifications shall be increased 2.0%, except that seasonal employees shall not be entitled to retroactive pay.

BE IT FURTHER RESOLVED, that the Side Letter of Agreement authorizing the Forest Preserves to request reclassification of various Local 700 positions in accordance with the Forest Preserves' Employment Plan and Supplemental Policies Manual to increase the wages as specified therein is approved.

BE IT FURTHER RESOLVED, that the Healthcare Plan shall be revised as follows:

HEALTHCARE (See Cook County Health Plan Design/Appendix C)

<u>Item</u>	<u>Upon Approval by Forest Preserves Board</u>		
	Current	12/1/2022	12/1/2023
HMO Health Insurance			
Employee Only	1.50%	1.75%	2.25%
Employee + Spouse	2.00%	2.50%	3.25%
Employee + Child(ren)	1.75%	2.25%	2.75%
Employee + Family	2.25%	3.00%	4.00%
 PPO Health Insurance			
Employee Only	2.50%	2.75%	3.25%
Employee + Spouse	3.00%	3.50%	4.25%
Employee + Child(ren)	2.75%	3.25%	3.75%
Employee + Family	3.25%	4.00%	5.00%

Emergency Room Copay Increased to \$100.00, effective December 1, 2022.

Out of Pocket Maximum (PPO)

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 Teamsters Local 700 members who retired from the Forest Preserves after July 1, 2021 are eligible for retroactive pay from July 1, 2021 for hours worked in a union position included in the Collective Bargaining Agreement negotiated between the Forest Preserves and Teamsters Local 700; 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.

Adopted this 14th day of June 2022.

[22-0132](#)

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

PROPOSED RESOLUTION

APPROVAL OF SALARY SCHEDULE, WAGE ADJUSTMENTS AND HEALTHCARE PLAN REVISIONS FOR NON-UNION EMPLOYEES

WHEREAS, the Board of Commissioners approved on April 5, 2022 the salary schedules, wage adjustments and healthcare plan revisions for union employee members of International Brotherhood of Painters and Allied Trades, District Council #14, Chicago Journeymen Plumbers Local Union 130, U.A., the International Brotherhood of Electrical Workers, Local 134, and Sheet Metal Workers International Association, Local No. 73 (Board Item Nos. 22-0128, 22-0129, 22-0130, and 22-0131); and

WHEREAS, it is anticipated that on or before June 14, 2022, the Forest Preserves of Cook County (the "Forest Preserves") Board of Commissioners will approve salary schedule, wage adjustments and healthcare plan revisions for union employee members of Teamsters Local 700; and

WHEREAS, prior salary schedule, wage adjustments and healthcare plan revisions for non-union employees were approved by the Forest Preserves Board of Commissioners in 2020 (Agenda Item No. 20-0254); and

WHEREAS, in consideration of the 2022 Annual Appropriations Ordinance as approved by the Forest Preserves Board of Commissioners on November 18, 2021 (Agenda Item No. 21-0471), the Chief Financial Officer, Comptroller, and Director of Human Resources have worked to recommend appropriate salary adjustments for the Forest Preserves non-union workforce which would be implemented in Fiscal Year 2022; and

WHEREAS, salary adjustments and general wage increases are reflected in the proposed amended Schedule 1 Non-Union Salary Schedule and Schedule 5 Non-Union Hourly Rate Schedule; and

WHEREAS, the Chief Financial Officer, Comptroller and Director of Human Resources recommend the following:

- a) a \$2,000 one-time payment to be paid to full-time non-union employees (excluding seasonal employees) in active status on payroll closest to forty-five (45) days after approval by Board; and
- b) a \$1,000 one-time pandemic payment to be paid to full-time non-union employees (excluding seasonal employees) in active status on payroll closest to forty-five (45) days after approval by Board; and
- c) 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
- d) 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
- e) a \$1,000 one-time payment to be paid to full-time non-union employees (excluding seasonal employees) in active status on payroll closest to forty-five (45) days after January 1, 2023; and
- f) 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
- g) 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

- h) part-time non-union employees will receive one-time payments on the same basis provided to full-time non-union employees, except that the one-time payments will be prorated at 50% of the amounts paid to full-time non-union employees.

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

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	Current	12/1/2022	12/1/2023
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Employee Only	1.50%	1.75%	2.25%
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12/1/22:	\$2,000/\$4,000 (single/family; in network) \$4,000/\$8,000 (single/family; out of network)

NOW THEREFORE BE IT RESOLVED, that the Forest Preserves of Cook County Board of Commissioners does hereby support and approve the salary increases, one-time payments, and healthcare plan revisions for the Forest Preserves non-union workforce as provided herein.