

**PROPOSED AMENDMENT TO FILE #20-0254**

**(FPD Board Meeting/Labor Committee July 28, 2020)**

**PROPOSED RESOLUTION**

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

**WHEREAS**, it is anticipated that on July 28, 2020, the Forest Preserves Board of Commissioners will approve salary schedule, wage adjustments and healthcare plan revisions for union employee members of Teamsters Local 700, as well as 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;

**WHEREAS**, prior salary schedule, wage adjustments and healthcare plan revisions for non-union employees were approved by the Forest Preserves Board of Commissioners in 2015 (Agenda Item No. 15-0584);

**WHEREAS**, in consideration of the 2020 Annual Appropriations Ordinance as approved by the Forest Preserves Board of Commissioners on November 19, 2019 (Agenda Item No. 19-0419), 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 2020;

**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;

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

- (a) effective the first full pay period on or after July 1, 2019 the pay rates for non-union employees, who as of the date of passage of this resolution make an annual base salary of \$80,000 or less in all classifications, shall be increased 2.00%
- (b) effective the first full pay period on or after July 1, 2020 the pay rates for non-union employees, who as of the date of passage of this resolution make an annual base salary of ~~\$81,600~~ \$80,000 or less in all classifications, shall be increased 2.00%
- (c) effective the first full pay period on or after July 1, 2020 the pay rates for non-union employees, who as of the date of passage of this resolution make an annual base salary of more than ~~\$81,600~~ \$80,000 in all classifications, shall be increased 4.00%

**WHEREAS**, the Healthcare Plan shall be revised to account for prescription co-pay increases as follows:

Item     Effective December 1, 2018

Rx        \$15/30/50

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