



## Legislation Details (With Text)

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|----------------------|---------------------|----------------------|---|-----------------|--|
| <b>File #:</b>       | 16-0260             | <b>Version:</b>      | 1 | <b>Name:</b>    |  |
| <b>Type:</b>         | Resolution          | <b>Status:</b>       |   | Approved        |  |
| <b>File created:</b> | 6/1/2016            | <b>In control:</b>   |   | Labor Committee |  |
| <b>On agenda:</b>    | 6/7/2016            | <b>Final action:</b> |   | 6/29/2016       |  |
| <b>Title:</b>        | PROPOSED RESOLUTION |                      |   |                 |  |

TO APPROVE A COLLECTIVE BARGAINING AGREEMENT, SALARY SCHEDULE AND WAGE ADJUSTMENTS

WHEREAS, the Illinois Public Employee 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 revisions, and other terms and conditions of employment, for the period of January 1, 2013 through December 31, 2017, for the patrol officers of the District Police Department, all of whom are members of the Illinois Fraternal Order of Police Labor Council (Patrol Unit) collective bargaining unit have been negotiated between the Preserves and the Illinois Fraternal Order of Police Labor Council; 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 Preserves and the Illinois Fraternal Order of Police Labor Council (Patrol Unit); and

WHEREAS, the revisions to the current health care plan that have been negotiated are included in the Collective Bargaining Agreement negotiated between the Preserves and the Illinois Fraternal Order of Police Labor Council(Patrol Unit); and

WHEREAS, the proposed health plan revisions impact both plan designs and employee contributions and are recommended to be implemented upon ratification of the Collective Bargaining Agreement with additional contributions taking effect in fiscal year 2016; and

WHEREAS, that the President and the Board of Commissioners of the Preserves do hereby approve the proposed Collective Bargaining Agreement, Salary Schedule, and wage adjustments negotiated between the Preserves and Illinois Fraternal Order of Police Labor Council (Patrol Unit), as well as retroactive wage payments and salary increases for the period of January 1, 2013 through December 31, 2017 for covered employees who were duly appointed and in active payroll status with the Preserves on the date of passage and approval of this Resolution as follows:

- (a) Effective the first full pay period on or after July 1, 2013 the pay rates for all classifications shall be increased 1.00%
- (b) Effective the first full pay period on or after July 1, 2014 the pay rates for all classifications shall be increased 1.50%
- (c) Effective the first full pay period on or after July 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (d) Effective the first full pay period on or after January 1, 2016 the pay rates for all classifications shall be increased 2.00%
- (e) Effective the first full pay period on or after January 1, 2017 the pay rates for all classifications shall be increased 2.25%

(f) Effective the first full pay period on or after July 1, 2017 the pay rates for all classifications shall be increased 2.00%

NOW, THEREFORE, BE IT RESOLVED, BE IT FURTHER RESOLVED, that the President and the Board of Commissioners of the Preserves do hereby approve the Preserves' and Cook County's healthcare plan to be revised along with any duly procured alternative health plans as follows for all employees who are members of the Illinois Fraternal Order of Police Labor Council (Patrol Unit):

Cook County Benefit Overview

| HMO(s)   | Benefits Currently in Effect                         | Benefits Effective upon ratification of CBA         |
|--|--|---|
| Classic Blue Option                                    | In Effect  | Eliminated  |
| Out of Pocket Maximum Drug Copays do not Accumulate to |  | All Copays accumulate to OOP Max                    |
| Out of Pocket Maximum                                  | \$1,500 single/\$3,000 family                        | \$1,600 single/\$3,200 family                       |
| Inpatient Facility                                     | \$100 copay per admit                                | \$100 copay per admit                               |
| Preventive   | \$10 copay   | \$0 copay (100% Covered)                            |
| Other PCP/ Urgent Care                                 | \$10 copay   | \$15 copay  |
| Specialists  | \$10 copay   | \$20 copay  |
| X-Ray/Diagnostic tests (performed in lab or Hospital)  | \$0 copay  | \$0 copay   |
| Accident/Illness                                       | \$10 copay   | \$15 copay  |
| Emergency Room   | \$40 copay   | \$75 copay  |
| PPO  | Benefits Currently In Effect                         | Benefits Effective upon ratification of CBA         |
| Deductible and Out of Pocket Maximum                   | Copay and Deductibles do not accumulate to OOP       | Copay and Deductibles do                            |
| Annual Deductible                                      | \$125/\$250 (Single/Family)<br>2x Out of Network     | \$350/\$700 (Single/Family)<br>2x Out of Network    |
| Out of Pocket Maximum                                  | \$1,500/\$3,000 (Single/Family)<br>2x Out of Network | \$1,600/\$3,200(Single/Family)<br>2x Out of Network |
| Inpatient Facility                                     | 90% In network/60% Out of Network                    | 90% In network/60% Out of Network                   |
| Preventive   | 90% coinsurance after \$25 Copay/60% Out of network  | \$0 copay (100% covered)                            |
| PCP  | 90% coinsurance after \$25 Copay/60% out of network  | 90%coinsurance after \$25 copay/60% out of network  |

|   |   |   |
|---|---|---|
| Specialists   | 90% coinsurance after \$25 Copay/60% out of network | 90% coinsurance after \$35 copay/60% out of network |
| X-Ray/Diagnostic tests (performed in lab or Hospital) | 90% in network/60% out of Network                   | 90% in network/60% out of network                   |
| Accident/Illness                                      | 90% coinsurance after \$25 Copay/60^ out of network | 90% coinsurance after \$25 copay/60% out of network |
| Emergency Room - In/ Out of Network                   | \$40 copay  | \$75 copay  |

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

**Sponsors:**

**Indexes:** (Inactive) ARNOLD RANDALL, General Superintendent

**Code sections:**

**Attachments:**

| Date      | Ver. | Action By                  | Action                 | Result |
|-----------|------|----------------------------|------------------------|--------|
| 6/29/2016 | 1    | FPD Board of Commissioners | approve                | Pass   |
| 6/29/2016 | 1    | Labor Committee            | recommend for approval | Pass   |
| 6/7/2016  | 1    | FPD Board of Commissioners | refer                  | Pass   |

**PROPOSED RESOLUTION**

**TO APPROVE A COLLECTIVE BARGAINING AGREEMENT, SALARY SCHEDULE AND WAGE ADJUSTMENTS**

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

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**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 Preserves and the Illinois Fraternal Order of Police Labor Council (Patrol Unit); and

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**WHEREAS**, the proposed health plan revisions impact both plan designs and employee contributions and are

recommended to be implemented upon ratification of the Collective Bargaining Agreement with additional contributions taking effect in fiscal year 2016; and

**WHEREAS**, that the President and the Board of Commissioners of the Preserves do hereby approve the proposed Collective Bargaining Agreement, Salary Schedule, and wage adjustments negotiated between the Preserves and Illinois Fraternal Order of Police Labor Council (Patrol Unit), as well as retroactive wage payments and salary increases for the period of January 1, 2013 through December 31, 2017 for covered employees who were duly appointed and in active payroll status with the Preserves on the date of passage and approval of this Resolution as follows:

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| Other PCP/<br>Urgent Care | \$10 copay                          | \$15 copay   |
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|   |            |            |
|---|------------|------------|
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| <b>PPO</b>  | <b>Benefits Currently<br/>In Effect</b>                | <b>Benefits Effective upon<br/>ratification of CBA</b> |
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