



Legislation Details (With Text)

File #:	16-0260	Version:	1	Name:	
Type:	Resolution	Status:		Approved	
File created:	6/1/2016	In control:		Labor Committee	
On agenda:	6/7/2016	Final action:		6/29/2016	
Title:	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) 2x Out of Network	\$350/\$700 (Single/Family) 2x Out of Network
Out of Pocket Maximum \$1,500/\$3,000 (Single/Family) 2x Out of Network		\$1,600/\$3,200 (Single/Family) 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

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) 2x Out of Network	\$350/\$700 (Single/Family) 2x Out of Network
Out of Pocket Maximum	\$1,500/\$3,000 (Single/Family) 2x Out of Network	\$1,600/\$3,200(Single/Family) 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.