



## Legislation Details (With Text)

---

<b>File #:</b>	20-0383	<b>Version:</b>	1	<b>Name:</b>	PROPOSED COLLECTIVE BARGAINING AGREEMENT, SALARY SCHEDULE, WAGE ADJUSTMENTS AND HEALTHCARE PLAN RESOLUTION
<b>Type:</b>	Resolution	<b>Status:</b>			Approved
<b>File created:</b>	10/1/2020	<b>In control:</b>			Labor Committee
<b>On agenda:</b>	10/20/2020	<b>Final action:</b>			11/17/2020
<b>Title:</b>	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, 2018 through December 31, 2020, 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, such general increases and wage adjustments were accounted for in the 2020 Annual Appropriations Ordinance as approved by the Forest Preserves Board of Commissioners on November 19, 2019 (Agenda Item No. 19-0419); 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 do hereby approve the proposed Collective Bargaining Agreement, which includes the Salary Schedule and wage adjustments 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 the first full pay period on or after July 1, 2018 the pay rates for the classification of Sergeant shall be increased 2.5%

(b) effective the first full pay period on or after January 1, 2019 the pay rates for the classification of Sergeant shall be increased 2.5%

(c) effective the first full payroll period on or after January 1, 2019, the eighth step of the Salary Schedule for the classification of Sergeant (after 15 years of service) shall be increased by .5% from a 3.5% increase to a 4.0% increase

(d) effective the first full pay period on or after January 1, 2020 the pay rates for the classification of Sergeant shall be increased 2.5%

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

Item	Upon Approval by Forest Preserves Board
RX Co-Pay \$10/25/40	Increase to \$15/30/50 from
Emergency Room Co-Pay	Increase to \$100 from \$75

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, 2018 are eligible for retroactive pay from July 1, 2018 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).

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 17th day of November, 2020...end

**Sponsors:** TONI PRECKWINKLE (President)

**Indexes:**

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
11/17/2020	1	FPD Board of Commissioners	approve	Pass
10/20/2020	1	FPD Board of Commissioners	refer	Pass

**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, 2018 through December 31, 2020, 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**, such general increases and wage adjustments were accounted for in the 2020 Annual Appropriations Ordinance as approved by the Forest Preserves Board of Commissioners on November 19, 2019 (Agenda Item No. 19-0419); 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 do hereby approve the proposed Collective Bargaining Agreement, which includes the Salary Schedule and wage adjustments 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 the first full pay period on or after July 1, 2018 the pay rates for the classification of Sergeant shall be increased 2.5%
- (b) effective the first full pay period on or after January 1, 2019 the pay rates for the classification of Sergeant shall be increased 2.5%
- (c) effective the first full payroll period on or after January 1, 2019, the eighth step of the Salary Schedule for the classification of Sergeant (after 15 years of service) shall be increased by .5% from a 3.5% increase to a 4.0% increase
- (d) effective the first full pay period on or after January 1, 2020 the pay rates for the classification of Sergeant shall be increased 2.5%

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

<u>Item</u>	<u>Upon Approval by Forest Preserves Board</u>
RX Co-Pay	Increase to \$15/30/50 from \$10/25/40
Emergency Room Co-Pay	Increase to \$100 from \$75

**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, 2018 are eligible for retroactive pay from July 1, 2018 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).

**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 17th day of November, 2020.