



Legislation Details (With Text)

File #:	23-0523	Version:	1	Name:	
Type:	Resolution	Status:		Approved	
File created:	9/26/2023	In control:		Labor Committee	
On agenda:	10/17/2023	Final action:		11/14/2023	
Title:	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, 2021 through December 31, 2024, covering employees in the classification of Police Officer 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 (Police Officer 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 (Police Officer Unit); 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 (Police Officer 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 including, but not limited to, the Salary Schedule, wage adjustments, and one-time payments negotiated between the Forest Preserves and Illinois Fraternal Order of Police Labor Council (Police Officer Unit) for employees in the classification of Police Officer who are in active payroll status with the Forest Preserves on the date of approval of this Resolution, as follows:

(a) Effective upon June 30, 2021, employees will be moved into the NEW Wage Schedule at the pay rates in accordance with the rules set forth herein and attached as Appendix A.

(b) Effective upon Board of Commissioners of the Forest Preserves of Cook County approval of the Collective Bargaining Agreement, a \$3,000 one-time payment will be paid on the payroll closest to forty-five (45) days after Board approval to bargaining unit members in active status.

(c) Effective upon Board of Commissioners of the Forest Preserves of Cook County approval of the Collective Bargaining Agreement, a \$1,000 one-time pandemic payment will be paid on payroll closest to forty-five (45) days after Board approval to bargaining unit members in active status.

(d) Effective the first full payroll period on or after July 1, 2021, the pay rates for the classification of Police Officer shall be increased by 1.5%.

(e) Effective the first full payroll period on or after July 1, 2022, the pay rates for the classification of Police Officer shall be increased by 2.5%.

(f) Effective the first full payroll period on or after July 1, 2023, the pay rates for the classification of Police Officer shall be increased by 2.5%.

(g) Effective the first full payroll period on or after July 1, 2024, the pay rates for the classification of Police Officer shall be increased by 2%.

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

Upon Approval of the Forest Preserves Board

Current HMO	12/1/21	12/1/22	12/1/23
Employee (EE) Only	1.50%	1.50%	+ .25% + .50%
EE + Spouse	2.00%	2.00%	+ .50% + .75%
EE + Child(ren)	1.75%	1.75%	+ .50% + .50%
EE + Family	2.25%	2.25%	+ .75% + 1.0%

Current PPO	12/1/21	12/1/22	12/1/23
Employee (EE) Only	2.50%	2.50%	+ .25% + .50%
EE + Spouse	3.00%	3.00%	+ .50% + .75%
EE + Child(ren)	2.75%	2.75%	+ .50% + .50%
EE + Family	3.25%	3.25%	+ .75% + 1.0%

Out of Pocket Maximum

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 the Illinois Fraternal Order of Police Labor Council (Police Officer Unit) members who retired from the Forest Preserves after July 1, 2021 are eligible for retroactive pay from July 1, 2021 for hours worked in the Police Officer position included in the Collective Bargaining Agreement negotiated between the Forest Preserves and Illinois Fraternal Order of Police Labor Council (Police Officer Unit); 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 Director of Budget & Management 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' Director of Budget & Management is hereby directed to make all payments consistent with this resolution.

Sponsors: TONI PRECKWINKLE (President)

Indexes:

Code sections:

Attachments: 1. Appendix A_Amended FOP Salary Schedule -1

Date	Ver.	Action By	Action	Result
11/14/2023	1	FPD Board of Commissioners	approve	Pass
11/14/2023	1	Labor Committee	approve	Pass
10/17/2023	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, 2021 through December 31, 2024, covering employees in the classification of Police Officer 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 (Police Officer 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 (Police Officer Unit); 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 (Police Officer 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 including, but not limited to, the Salary Schedule, wage adjustments, and one-time payments negotiated between the Forest Preserves and Illinois Fraternal Order of Police Labor Council (Police Officer Unit) for employees in the classification of Police Officer who are in active payroll status with the Forest Preserves on the date of approval of this Resolution, as follows:

- (a) Effective upon June 30, 2021, employees will be moved into the NEW Wage Schedule at the pay rates in accordance with the rules set forth herein and attached as Appendix A.
- (b) Effective upon Board of Commissioners of the Forest Preserves of Cook County approval of the Collective Bargaining Agreement, a \$3,000 one-time payment will be paid on the payroll closest to forty-five (45) days after Board approval to bargaining unit members in active status.
- (c) Effective upon Board of Commissioners of the Forest Preserves of Cook County approval of the Collective Bargaining Agreement, a \$1,000 one-time pandemic payment will be paid on payroll closest to forty-five (45) days after Board approval to bargaining unit members in active status.
- (d) Effective the first full payroll period on or after July 1, 2021, the pay rates for the classification of Police Officer shall be increased by 1.5%.
- (e) Effective the first full payroll period on or after July 1, 2022, the pay rates for the classification of Police Officer shall be increased by 2.5%.
- (f) Effective the first full payroll period on or after July 1, 2023, the pay rates for the classification of Police Officer shall be increased by 2.5%.
- (g) Effective the first full payroll period on or after July 1, 2024, the pay rates for the classification of Police Officer shall be increased by 2%.

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

<u>Upon Approval of the Forest Preserves Board</u>			
<u>Current HMO</u>	<u>12/1/21</u>	<u>12/1/22</u>	<u>12/1/23</u>

Employee (EE) Only	1.50%	1.50%	+ .25%	+ .50%
EE + Spouse	2.00%	2.00%	+ .50%	+ .75%
EE + Child(ren)	1.75%	1.75%	+ .50%	+ .50%
EE + Family	2.25%	2.25%	+ .75%	+ 1.0%

	<u>Current PPO</u>	<u>12/1/21</u>	<u>12/1/22</u>	<u>12/1/23</u>
Employee (EE) Only	2.50%	2.50%	+ .25%	+ .50%
EE + Spouse	3.00%	3.00%	+ .50%	+ .75%
EE + Child(ren)	2.75%	2.75%	+ .50%	+ .50%
EE + Family	3.25%	3.25%	+ .75%	+ 1.0%

Out of Pocket Maximum

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 the Illinois Fraternal Order of Police Labor Council (Police Officer Unit) members who retired from the Forest Preserves after July 1, 2021 are eligible for retroactive pay from July 1, 2021 for hours worked in the Police Officer position included in the Collective Bargaining Agreement negotiated between the Forest Preserves and Illinois Fraternal Order of Police Labor Council (Police Officer Unit); 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 Director of Budget & Management 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' Director of Budget & Management is hereby directed to make all payments consistent with this resolution.