



Legislation Text

File #: 19-0295, **Version:** 1

PROPOSED RESOLUTION

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

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 Forest Preserves of Cook County (the “Forest Preserves”) received an interest arbitration award on June 13, 2019, pursuant to Section 14 of the Illinois Public Labor Relations Act, 5 ILCS 315/14, with respect to the wages, healthcare revisions and other terms and conditions of employment for the Police Officers of the Forest Preserves Police Department, all of whom are members of the Illinois Fraternal Order of Police Labor Council (Police Officer Unit) collective bargaining unit; and

WHEREAS, the aforementioned interest arbitration award includes all tentative agreements between the Forest Preserves and the Illinois Fraternal Order of Police Labor Council (Police Officer Unit) which include, but are not limited to, revisions to various leaves and other terms and conditions of employment, for the period of January 1, 2018 through December 31, 2020; and

WHEREAS, all the terms decided upon by the interest arbitrator and contained in the interest arbitration award shall be submitted to a public employer’s governing body for ratification and adoption by law, ordinance or the equivalent appropriate means. 5 ILCS 315/14(n); and

WHEREAS, the Forest Preserves of Cook County Board of Commissioners has twenty days from the date of the award to review each term decided by the arbitrator and reject any of the terms contained in the award by a specific vote to reject any of the award’s terms by three-fifths (3/5) of its duly elected and qualified members. *Id.*; and

WHEREAS, if the Forest Preserves of Cook County Board of Commissioners does not consider any term of the award or reject any term of the award by a three-fifths (3/5) vote within twenty days of the award, the term(s) of the award shall be incorporated into a proposed Collective Bargaining Agreement between the Forest Preserves and the Illinois Fraternal Order of Police Labor Council (Police Officer Unit) for the period of January 1, 2018 through December 31, 2020 (the “Police Officers Agreement”); and

WHEREAS, if not rejected by the Forest Preserves of Cook County Board of Commissioners, the general increases and wage adjustments the aforesaid award provides for are reflected in the Salary Schedule and are included in the Police Officers Agreement; and

WHEREAS, if not rejected by the Forest Preserves of Cook County Board of Commissioners, the health care revisions that the aforesaid award provides for are reflected in the Police Officers Agreement; and

NOW, THEREFORE, BE IT RESOLVED that Toni Preckwinkle, President and the Forest Preserves of Cook County Board of Commissioners do hereby approve the proposed Police Officers Agreement including, but not limited to the Salary Schedule, and wage adjustments, as well as retroactive wage payments and salary increases for the period of January 1, 2018 through December 31, 2020 for covered employees who were duly appointed and in active payroll status with the Forest 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, 2018, the pay rates for all classifications shall be increased 2.5%
- b) Effective the first full pay period on or after January 1, 2019, the pay rates for all classifications shall be increased 2.5%
- c) Effective the first full pay period on or after January 1, 2020, the pay rates for all classifications shall be increased 2.5%

BE IT FURTHER RESOLVED that Toni Preckwinkle, President and the Forest Preserves of Cook County Board of Commissioners do hereby approve the healthcare plan for Forest Preserves employees who are members of the Illinois Fraternal Order of Police Labor Council (Police Officer Unit) as attached and as reflected in the Police Officers Agreement; and

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.

NOW, THEREFORE, BE IT RESOLVED, that the Forest Preserves' Chief Financial Officer is hereby directed to make all payments consistent with this resolution.