



Legislation Text

File #: 22-0132, Version: 1

PROPOSED RESOLUTION

APPROVAL OF SALARY SCHEDULE, WAGE ADJUSTMENTS AND HEALTHCARE PLAN REVISIONS FOR NON-UNION EMPLOYEES

WHEREAS, the Board of Commissioners approved on April 5, 2022 the salary schedules, wage adjustments and healthcare plan revisions for union employee members of International Brotherhood of Painters and Allied Trades, District Council #14, Chicago Journeymen Plumbers Local Union 130, U.A., the International Brotherhood of Electrical Workers, Local 134, and Sheet Metal Workers International Association, Local No. 73 (Board Item Nos. 22-0128, 22-0129, 22-0130, and 22-0131); and

WHEREAS, it is anticipated that on or before June 14, 2022, the Forest Preserves of Cook County (the “Forest Preserves”) Board of Commissioners will approve salary schedule, wage adjustments and healthcare plan revisions for union employee members of Teamsters Local 700; and

WHEREAS, prior salary schedule, wage adjustments and healthcare plan revisions for non-union employees were approved by the Forest Preserves Board of Commissioners in 2020 (Agenda Item No. 20-0254); and

WHEREAS, in consideration of the 2022 Annual Appropriations Ordinance as approved by the Forest Preserves Board of Commissioners on November 18, 2021 (Agenda Item No. 21-0471), the Chief Financial Officer, Comptroller, and Director of Human Resources have worked to recommend appropriate salary adjustments for the Forest Preserves non-union workforce which would be implemented in Fiscal Year 2022; and

WHEREAS, salary adjustments and general wage increases are reflected in the proposed amended Schedule 1 Non-Union Salary Schedule and Schedule 5 Non-Union Hourly Rate Schedule; and

WHEREAS, the Chief Financial Officer, Comptroller and Director of Human Resources recommend the following:

- a) a \$2,000 one-time payment to be paid to full-time non-union employees (excluding seasonal employees) in active status on payroll closest to forty-five (45) days after approval by Board; and
- b) a \$1,000 one-time pandemic payment to be paid to full-time non-union employees (excluding seasonal employees) in active status on payroll closest to forty-five (45) days after approval by Board; and
- c) effective the first full pay period on or after July 1, 2021, the pay rates for non-union employees shall be increased 1.5% for all classifications, except that seasonal employees shall not be entitled to retroactive pay; and
- d) effective the first full pay period on or after July 1, 2022, the pay rates for non-union employees shall be

increased 2.5% for all classifications, except that seasonal employees shall not be entitled to retroactive pay; and

- e) a \$1,000 one-time payment to be paid to full-time non-union employees (excluding seasonal employees) in active status on payroll closest to forty-five (45) days after January 1, 2023; and
- f) effective the first full pay period on or after July 1, 2023, the pay rates for non-union employees shall be increased 2.5% for all classifications, except that seasonal employees shall not be entitled to retroactive pay; and
- g) effective the first full pay period on or after July 1, 2024, the pay rates for non-union employees shall be increased 2.0% for all classifications, except that seasonal employees shall not be entitled to retroactive pay; and
- h) part-time non-union employees will receive one-time payments on the same basis provided to full-time non-union employees, except that the one-time payments will be prorated at 50% of the amounts paid to full-time non-union employees.

WHEREAS, the current healthcare plan shall be revised as follows:

<u>Item</u>	<u>Upon Approval by Forest Preserves Board</u>		
HMO Health Insurance	Current	12/1/2022	12/1/2023
Employee Only	1.50%	1.75%	2.25%
Employee + Spouse	2.00%	2.50%	3.25%
Employee + Child(ren)	1.75%	2.25%	2.75%
Employee + Family	2.25%	3.00%	4.00%
PPO Health Insurance	Current	12/1/2022	12/1/2023
Employee Only	2.50%	2.75%	3.25%
Employee + Spouse	3.00%	3.50%	4.25%
Employee + Child(ren)	2.75%	3.25%	3.75%
Employee + Family	3.25%	4.00%	5.00%

Emergency Room Copay Increased to \$100.00, effective December 1, 2022.

Out of Pocket Maximum (PPO)

<i>Current:</i>	\$1,600/\$3,200 (single/family; in network) \$3,200/\$6,400 (single/family; out of network)
<i>12/1/22:</i>	\$2,000/\$4,000 (single/family; in network) \$4,000/\$8,000 (single/family; out of network)

NOW THEREFORE BE IT RESOLVED, that the Forest Preserves of Cook County Board of Commissioners does hereby support and approve the salary increases, one-time payments, and healthcare plan revisions for the Forest Preserves non-union workforce as

provided herein.