



Board of Commissioners of Cook County

Minutes of the Labor Committee

Wednesday, September 9, 2015

9:00 AM

**Cook County Building, Board Room, 567
118 North Clark Street, Chicago, Illinois**

ATTENDANCE

Present: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, Fritchey, García and Sims (6)

Absent: Commissioners Butler, Gainer and Moore (3)

PUBLIC TESTIMONY

Chairman Murphy asked the Secretary to the Board to call upon the registered public speakers, in accordance with Cook County Code.

1. George Blakemore, Concerned Citizen

15-5248

COMMITTEE MINUTES

Approval of the minutes from the meeting of 06/30/2015

A motion was made by Commissioner Sims, seconded by Commissioner Fritchey, that this Committee Minutes be approved. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, Fritchey, García and Sims (6)

Absent: Commissioners Butler, Gainer and Moore (3)

15-4513

Sponsored by: TONI PRECKWINKLE, President, Cook County Board of Commissioners

PROPOSED RESOLUTION

APPROVING ECONOMIC PACKAGE INCLUDING WAGE INCREASES AND HEALTHCARE

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, a Collective Bargaining Agreement for the period of December 1, 2012 through November 30, 2017 has been negotiated between the County of Cook and the National Nurses Organizing Committee (NNOC) representing RN's in the Cook County Health Facilities, Juvenile Temporary Detention Center (JTDC) and the Department of Public Health;and

WHEREAS salary adjustments and general wage increases are reflected in the Salary Schedules included in the Collective Bargaining Agreement negotiated between the County of Cook and NNOC; and

- (a) effective the first full pay period on or after June 1, 2013 the pay rates for all classifications shall be increased 1.00%
- (b) effective the first full pay period on or after June 1, 2014 the pay rates for all classifications shall be increased 1.50%
- (b) effective the first full pay period on or after June 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (c) effective the first full pay period on or after December 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (d) effective the first full pay period on or after December 1, 2016 the pay rates for all classifications shall be increased 2.25%
- (e) effective the first full pay period on or after June 1, 2017 the pay rates for all classifications shall be increased 2.00%

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

Item	12/1/15
Classic Blue	Eliminate
HMO OOP Maximum	\$1,600/\$3,200
HMO Accident/Illness	\$15
HMO Urgent Care	\$15
HMO Specialists	\$20
HMO ER	\$75
PPO Deductible	\$350/\$700
PPO OOP Maximum	\$1,600/\$3,200
PPO Accident/Illness	90% after \$25
PPO Specialist	90% after \$35
PPO ER	\$75
RX	\$10/\$25/\$40
Generic Step Therapy	Implement
Mandatory Maintenance Choice	Implement
Healthcare Contributions	Additional 1 percent of salary aggregate increase (.50 percent increase on 12/1/15 and .50 percent increase on 12/1/16)

NOW, THEREFORE, BE IT RESOLVED, that the Cook County Board of Commissioners does hereby approve the economic package including wage increases and healthcare as provided by the Bureau of Human Resources.

Legislative History: Board of Commissioners referred to the Labor Committee on 7/29/2015

A motion was made by Commissioner Sims, seconded by Commissioner Arroyo, that this Resolution be recommended for approval. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, García and Sims (5)

Nays: Commissioner Fritchey (1)

Absent: Commissioners Butler, Gainer and Moore (3)

15-4515

Sponsored by: TONI PRECKWINKLE, President, Cook County Board of Commissioners

PROPOSED RESOLUTION

SALARY ADJUSTMENTS AND GENERAL WAGE INCREASES

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, Collective Bargaining Agreements for the period of December 1, 2012 through November 30, 2017 have been negotiated between the County of Cook and the Service Employees International Union, Local 20 CTW/CLC (SEIU Local 20), representing physicians and dentists in the Cook County Health Facilities; and

WHEREAS salary adjustments and general wage increases are reflected in the Salary Schedules included in the Collective Bargaining Agreements negotiated between the County of Cook and SEIU Local 20; and

- (a) effective the first full pay period on or after June 1, 2013 the pay rates for all classifications shall be increased 1.00%
- (b) effective the first full pay period on or after June 1, 2014 the pay rates for all classifications shall be increased 1.50%
- (c) effective the first full pay period on or after June 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (d) effective the first full pay period on or after December 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (e) effective the first full pay period on or after December 1, 2016 the pay rates for all classifications shall be increased 2.25%
- (f) effective the first full pay period on or after June 1, 2017 the pay rates for all classifications shall be increased 2.00%

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

Item	12/1/15
Classic Blue	Eliminate
HMO OOP Maximum	\$1,600/\$3,200
HMO Accident/Illness	\$15
HMO Urgent Care	\$15
HMO Specialists	\$20
HMO ER	\$75
PPO Deductible	\$350/\$700
PPO OOP Maximum	\$1,600/\$3,200
PPO Accident/Illness	90% after \$25
PPO Specialist	90% after \$35
PPO ER	\$75
RX	\$10/\$25/\$40
Generic Step Therapy	Implement
Mandatory Maintenance Choice	Implement

Healthcare Contributions	Additional 1 percent of salary aggregate increase (.50 percent increase on 12/1/15 and .50 percent increase on 12/1/16)
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NOW, THEREFORE, BE IT RESOLVED, that the Cook County Board of Commissioners does hereby approve the economic package including wage increases and healthcare as provided by the Bureau of Human Resources.

Legislative History: Board of Commissioners referred to the Labor Committee on 7/29/2015

A motion was made by Commissioner Sims, seconded by Commissioner Arroyo, that this Resolution be recommended for approval. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, Fritchey, García and Sims (6)

Absent: Commissioners Butler, Gainer and Moore (3)

15-4516

Sponsored by: TONI PRECKWINKLE, President, Cook County Board of Commissioners

PROPOSED RESOLUTION

SALARY ADJUSTMENTS AND GENERAL WAGE INCREASES

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, a Collective Bargaining Agreement for the period of December 1, 2012 through November 30, 2017 has been negotiated between the County of Cook and the Service Employees International Union, Local 20 CTW/CLC (SEIU Local 20) representing assistant medical examiners (AME's); and

WHEREAS salary adjustments and general wage increases are reflected in the Salary Schedules included in the Collective Bargaining Agreement negotiated between the County of Cook and SEIU Local 20; and

- (a) effective the first full pay period on or after June 1, 2013 the pay rates for all classifications shall be increased 1.00%
- (b) effective the first full pay period on or after June 1, 2014 the pay rates for all classifications shall be increased 1.50%
- (c) effective the first full pay period on or after June 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (d) effective the first full pay period on or after December 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (e) effective the first full pay period on or after December 1, 2016 the pay rates for all classifications shall be increased 2.25%
- (f) effective the first full pay period on or after June 1, 2017 the pay rates for all classifications shall be increased 2.00%

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

Item	12/1/15
Classic Blue	Eliminate
HMO OOP Maximum	\$1,600/\$3,200
HMO Accident/Illness	\$15
HMO Urgent Care	\$15
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HMO ER	\$75
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PPO OOP Maximum	\$1,600/\$3,200
PPO Accident/Illness	90% after \$25
PPO Specialist	90% after \$35
PPO ER	\$75
RX	\$10/\$25/\$40
Generic Step Therapy	Implement
Mandatory Maintenance Choice	Implement
Healthcare Contributions	Additional 1 percent of salary aggregate increase (.50 percent increase on 12/1/15 and .50 percent increase on 12/1/16)

NOW, THEREFORE, BE IT RESOLVED, that the Cook County Board of Commissioners does hereby approve the economic package including wage increases and healthcare as provided by the Bureau of Human Resources.

Legislative History: Board of Commissioners referred to the Labor Committee on 7/29/2015

A motion was made by Commissioner Sims, seconded by Commissioner Arroyo, that this Resolution be recommended for approval. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, García and Sims (5)

Nays: Commissioner Fritchey (1)

Absent: Commissioners Butler, Gainer and Moore (3)

15-4518

Sponsored by: TONI PRECKWINKLE, President, Cook County Board of Commissioners

PROPOSED RESOLUTION

APPROVING ECONOMIC PACKAGE INCLUDING WAGE INCREASES AND HEALTHCARE

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, Collective Bargaining Agreements for the period of December 1, 2012 through November 30, 2017 have been negotiated between the Office of the Chief Judge Circuit Court of Cook County and the International Brotherhood of Teamsters Local #700 (Teamsters Local #700) representing select administrative and support staff in the Offices of the Chief Judge and administrative assistants in the Chief Judge Adult Probation and Social Services Departments; and

WHEREAS salary adjustments and general wage increases are reflected in the Salary Schedules included in the Collective Bargaining Agreements negotiated between the Office of the Chief Judge Circuit Court of Cook County and Teamsters Local #700; and

- (a) effective the first full pay period on or after June 1, 2013 the pay rates for all classifications shall be increased 1.00%
- (b) effective the first full pay period on or after June 1, 2014 the pay rates for all classifications shall be increased 1.50%
- (c) effective the first full pay period on or after June 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (d) effective the first full pay period on or after December 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (e) effective the first full pay period on or after December 1, 2016 the pay rates for all classifications shall be increased 2.25%
- (f) effective the first full pay period on or after June 1, 2017 the pay rates for all classifications shall be increased 2.00%

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

Item	12/1/15
Classic Blue	Eliminate
HMO OOP Maximum	\$1,600/\$3,200
HMO Accident/Illness	\$15
HMO Urgent Care	\$15
HMO Specialists	\$20
HMO ER	\$75
PPO Deductible	\$350/\$700
PPO OOP Maximum	\$1,600/\$3,200
PPO Accident/Illness	90% after \$25
PPO Specialist	90% after \$35
PPO ER	\$75
RX	\$10/\$25/\$40
Generic Step Therapy	Implement
Mandatory Maintenance Choice	Implement
Healthcare Contributions	Additional 1 percent of salary aggregate increase (.50 percent increase on 12/1/15 and .50 percent increase on 12/1/16)

NOW, THEREFORE, BE IT RESOLVED, that the Cook County Board of Commissioners does hereby approve the economic package including wage increases and healthcare as provided by the Bureau of Human Resources.

Legislative History: Board of Commissioners referred to the Labor Committee on 7/29/2015

A motion was made by Commissioner Sims, seconded by Commissioner Arroyo, that this Resolution be recommended for approval. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, Fritchey, García and Sims (6)

Absent: Commissioners Butler, Gainer and Moore (3)

15-4521

Sponsored by: TONI PRECKWINKLE, President, Cook County Board of Commissioners

PROPOSED RESOLUTION

APPROVING ECONOMIC PACKAGE INCLUDING WAGE INCREASES AND HEALTHCARE

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, Collective Bargaining Agreements for the period of December 1, 2012 through November 30, 2017 have been negotiated between the Office of the Chief Judge Circuit Court of Cook County and the Metropolitan Alliance of Police (MAP 657) representing social service caseworkers I and II's; and

WHEREAS salary adjustments and general wage increases are reflected in the Salary Schedules included in the Collective Bargaining Agreements negotiated between the Office of the Chief Judge Circuit Court of Cook County and MAP 657; and

- (a) effective the first full pay period on or after June 1, 2013 the pay rates for all classifications shall be increased 1.00%
- (b) effective the first full pay period on or after June 1, 2014 the pay rates for all classifications shall be increased 1.50%
- (c) effective the first full pay period on or after June 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (d) effective the first full pay period on or after December 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (e) effective the first full pay period on or after December 1, 2016 the pay rates for all classifications shall be increased 2.25%
- (f) effective the first full pay period on or after June 1, 2017 the pay rates for all classifications shall be increased 2.00%

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

Item	12/1/15
Classic Blue	Eliminate
HMO OOP Maximum	\$1,600/\$3,200
HMO Accident/Illness	\$15
HMO Urgent Care	\$15
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PPO OOP Maximum	\$1,600/\$3,200
PPO Accident/Illness	90% after \$25
PPO Specialist	90% after \$35
PPO ER	\$75
RX	\$10/\$25/\$40
Generic Step Therapy	Implement
Mandatory Maintenance Choice	Implement

Healthcare Contributions	Additional 1 percent of salary aggregate increase (.50 percent increase on 12/1/15 and .50 percent increase on 12/1/16)
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NOW, THEREFORE, BE IT RESOLVED, that the Cook County Board of Commissioners does hereby approve the economic package including wage increases and healthcare as provided by the Bureau of Human Resources.

Legislative History: Board of Commissioners referred to the Labor Committee on 7/29/2015

A motion was made by Commissioner Sims, seconded by Commissioner García, that this Resolution be recommended for approval. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, García and Sims (5)

Nays: Commissioner Fritchey (1)

Absent: Commissioners Butler, Gainer and Moore (3)

15-4523

Sponsored by: TONI PRECKWINKLE, President, Cook County Board of Commissioners

PROPOSED RESOLUTION

APPROVING ECONOMIC PACKAGE INCLUDING WAGE INCREASES AND HEALTHCARE

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, a Collective Bargaining Agreement for the period of December 1, 2012 through November 30, 2018 has been negotiated between the between the County of Cook and Firemen & Oilers Local 1 SEIU affiliate; and

WHEREAS salary adjustments and general wage increases are reflected in the Salary Schedules included in the Collective Bargaining Agreement negotiated between the County of Cook and Firemen & Oilers Local 1; and

- (a) effective the first full pay period on or after June 1, 2013 the pay rates for all classifications shall be increased 1.00%
- (b) effective the first full pay period on or after June 1, 2014 the pay rates for all classifications shall be increased 1.50%
- (c) effective the first full pay period on or after June 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (d) effective the first full pay period on or after December 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (e) effective the first full pay period on or after December 1, 2016 the pay rates for all classifications shall be increased 2.25%
- (f) effective the first full pay period on or after June 1, 2017 the pay rates for all classifications shall be increased 2.00%

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

Item	12/1/15
Classic Blue	Eliminate
HMO OOP Maximum	\$1,600/\$3,200
HMO Accident/Illness	\$15
HMO Urgent Care	\$15
HMO Specialists	\$20
HMO ER	\$75
PPO Deductible	\$350/\$700
PPO OOP Maximum	\$1,600/\$3,200
PPO Accident/Illness	90% after \$25
PPO Specialist	90% after \$35
PPO ER	\$75
RX	\$10/\$25/\$40
Generic Step Therapy	Implement
Mandatory Maintenance Choice	Implement
Healthcare Contributions	Additional 1 percent of salary aggregate increase (.50 percent increase on 12/1/15 and .50 percent increase on 12/1/16)

NOW, THEREFORE, BE IT RESOLVED, that the Cook County Board of Commissioners does hereby approve the economic package including wage increases and healthcare as provided by the Bureau of Human Resources.

Legislative History: Board of Commissioners referred to the Labor Committee on 7/29/2015

A motion was made by Commissioner Sims, seconded by Commissioner García, that this Resolution be recommended for approval. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, García and Sims (5)

Nays: Commissioner Fritchey (1)

Absent: Commissioners Butler, Gainer and Moore (3)

15-4527

Sponsored by: TONI PRECKWINKLE, President, Cook County Board of Commissioners

PROPOSED RESOLUTION

APPROVING ECONOMIC PACKAGE INCLUDING WAGE INCREASES AND HEALTHCARE

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, a Collective Bargaining Agreement for the period of December 1, 2012 through November 30, 2017 has been negotiated between the County of Cook and the American Federation of State County and Municipal Employees (AFSCME 1111, 1178, 1276) representing employees in the Cook County Health Facilities and the Office of the Cook County Medical Examiner; and

WHEREAS, Collective Bargaining Agreements for the period of December 1, 2012 through November 30, 2017 have been negotiated between the County of Cook and the American Federation of State County and Municipal Employees Council 31 (AFSCME) representing support staff in the Office of the Public Defender (AFSCME 3696); assistant public defenders (AFSCME 3315); caseworkers, interpreters and investigative personnel in the

Offices of the Public Defender, Medical Examiner and Adoption and Child Custody Advocacy (AFSCME 1767); and

WHEREAS, Collective Bargaining Agreements for the period of December 1, 2012 through November 30, 2017 have been negotiated between the Office of the Chief Judge Circuit Court of Cook County and the American Federation of State County and Municipal Employees Council 31 (AFSCME) representing support staff in the Offices of the Chief Judge: Adult Probation, Juvenile Probation, Forensic Clinical Services and Social Service Departments (AFSCME 3696); adult probation officers (AFSCME 3486); juvenile probation officers (AFSCME 3477) and public guardian and conciliation counselors/juvenile mediators (AFSCME 3969); and

WHEREAS, Collective Bargaining Agreements for the period of December 1, 2012 through November 30, 2017 have been negotiated between the Office of the State's Attorney of Cook County, Illinois and the American Federation of State County and Municipal Employees Council 31 (AFSCME) representing support staff supervisors and support staff; and

WHEREAS, a Collective Bargaining Agreement for the period of December 1, 2012 through November 30, 2017 has been negotiated between the Cook County Assessor/County of Cook and the American Federation of State County and Municipal Employees Council 31 (AFSCME) representing employees in the Office of the Assessor (AFSCME 3835); and

WHEREAS salary adjustments and general wage increases are reflected in the Salary Schedules included in the Collective Bargaining Agreements negotiated between the County of Cook/ Office of the Chief Judge Circuit Court of Cook County/Cook County Assessor/Office of the State's Attorney of Cook County, Illinois and AFSCME Council 31; and

- (a) effective the first full pay period on or after June 1, 2013 the pay rates for all classifications shall be increased 1.00%
- (b) effective the first full pay period on or after June 1, 2014 the pay rates for all classifications shall be increased 1.50%
- (c) effective the first full pay period on or after June 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (d) effective the first full pay period on or after December 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (e) effective the first full pay period on or after December 1, 2016 the pay rates for all classifications shall be increased 2.25%
- (f) effective the first full pay period on or after June 1, 2017 the pay rates for all classifications shall be increased 2.00%

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

Item	12/1/15
Classic Blue	Eliminate
HMO OOP Maximum	\$1,600/\$3,200
HMO Accident/Illness	\$15
HMO Urgent Care	\$15
HMO Specialists	\$20
HMO ER	\$75
PPO Deductible	\$350/\$700
PPO OOP Maximum	\$1,600/\$3,200
PPO Accident/Illness	90% after \$25
PPO Specialist	90% after \$35
PPO ER	\$75
RX	\$10/\$25/\$40
Generic Step Therapy	Implement
Mandatory Maintenance Choice	Implement
Healthcare Contributions	Additional 1 percent of salary increase (.50 percent increase on 12/1/15 and .50 percent increase on 12/1/16)

NOW, THEREFORE, BE IT RESOLVED, that the Cook County Board of Commissioners does hereby approve the economic package including wage increases and healthcare as provided by the Bureau of Human Resources.

Legislative History: Board of Commissioners referred to the Labor Committee on 7/29/2015

A motion was made by Commissioner Sims, seconded by Commissioner García, that this Resolution be recommended for approval. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, Fritchey, García and Sims (6)

Absent: Commissioners Butler, Gainer and Moore (3)

15-4541

Sponsored by: TONI PRECKWINKLE, President, Cook County Board of Commissioners

PROPOSED RESOLUTION

LOCAL 16/4250 RESOLUTION AND CONTRACT

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, a Collective Bargaining Agreement for the period of December 1, 2012 through November 30, 2017 has been negotiated between the County of Cook/Sheriff of Cook County and the Communications Workers of America Local 4250/CTU 16, Chicago Typographical Union; and

WHEREAS, salary adjustments and general wage increases and revisions to the healthcare plan are reflected in the Salary Schedules included in the Collective Bargaining Agreement negotiated between the County of Cook/Sheriff of Cook County and the Communications Workers of America Local 4250/CTU 16, Chicago Typographical Union; and

NOW THEREFORE BE IT RESOLVED, that the Cook County Board of Commissioners does hereby approve the Collective Bargaining Agreement between the County of Cook Sheriff of Cook County and the Communications Workers of America Local 4250/CTU 16, Chicago Typographical Union as provided by the Bureau of Human Resources.

Legislative History: Board of Commissioners referred to the Labor Committee on 7/29/2015

A motion was made by Commissioner Sims, seconded by Commissioner García, that this Resolution be recommended for approval. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, Fritchey, García and Sims (6)

Absent: Commissioners Butler, Gainer and Moore (3)

15-4619

Sponsored by: TONI PRECKWINKLE, President, Cook County Board of Commissioners

PROPOSED RESOLUTION

COST OF LIVING ADJUSTMENTS AND HEALTH BENEFIT PLAN DESIGN FOR NON-UNION EMPLOYEES AND OFFICIALS

WHEREAS, pursuant to Section 5 of the Annual Appropriation Bill and Budget Resolution for Fiscal Year 2015, the Cook County Board of Commissioners (“Board of Commissioners”) provided that “[i]n the event that union employees receive cost of living adjustments in fiscal year 2015 as a result of negotiated and approved 2012-2016 collective bargaining agreements, non-union employees shall also receive cost of living adjustments” subject to the approval of the Budget Director, Chief of the Bureau of Human Resources and the Board of Commissioners; and

WHEREAS, the Board of Commissioners have approved salary adjustments and general wage increases for a large number of Cook County employees covered under collective bargaining agreements with said changes being both retroactive and prospective; and

WHEREAS, in consideration of the 2015 Budget Resolution, the Interim Budget Director and the Interim Chief of the Bureau of Human Resources have worked to recommend appropriate salary adjustments for the County’s non-union workforce which could be implemented in fiscal year 2015 and going forward; and

WHEREAS, in order to achieve cost savings, it is recommended that any increase in salary for the County’s non-union workforce be prospective in nature and not retroactive and that step increases be frozen for the County’s non-union workforce in fiscal year 2016; and

WHEREAS, it is recommended that all Grade 23 and lower non-union County employees receive a non-compounded 4.5% cost of living increase effective the first pay period of October, 2015; and

WHEREAS, it is recommended that all Grade 24 and Grade 24 Equivalent positions receive an increase effective the first pay period in October, 2015; however, said increase will be tied to length in current position and certain salaried positions will be exempt from such increase; and

WHEREAS, it is recommended that all non-union employees unless otherwise exempt herein shall receive a compounded 2% cost of living in the 2016 fiscal year with said increase taking effect on December 1, 2015; and

WHEREAS, in order to match the union increases provided in the Collective Bargaining Agreements for the period of December 1, 2012 through November 30, 2017, it is contemplated that additional increases may be provided in fiscal year 2017; and

WHEREAS, in addition to providing cost of living adjustments for the County's non-union workforce, it is further recommended that the health plan revisions implemented for the unionized workforce include the County's non-union employees and elected officials; and

WHEREAS, the proposed health plan revisions impact both plan designs and employee contributions and are recommended to be implemented effective December 1, 2015 with additional contributions taking effect in fiscal year 2016; and

WHEREAS, the proposed revised health plans continue to provide excellent benefits coverage at reasonable rates to participating employees and officials; and

WHEREAS, the County continues to review benefit options for all participating employees and officials; and

WHEREAS, these healthcare plan revisions are a necessary improvement with both positive financial and administrative impacts.

NOW, THEREFORE, BE IT RESOLVED, that the President and the Cook County Board of Commissioners does hereby resolve that the following cost of living adjustments be provided for the County's non-union workforce by the Budget Director and the Chief of the Bureau of Human Resources:

Section 1. All Grade 23 and lower non-union County employees shall receive a non-compounded 4.5% cost of living increase effective the first pay period of October, 2015.

Section 2. All Grade 24 and Grade 24 Equivalent (including, but not limited to Grades A35, A34, A33, A32, A31, D12, D11, D10, NS2, NS3, NS4, and NS5) employees in their current position as of June 1, 2013 shall receive a non-compounded 4.5% cost of living increase effective the first pay period of October, 2015. All Grade 24 and Grade 24 Equivalent employees with a current annual salary of \$200,000 or greater shall not be eligible for this cost of living increase nor should employees in a K12 position be eligible for the cost of living increase.

Section 3. All Grade 24 and Grade 24 Equivalent (including, but not limited to Grades A35, A34, A33, A32, A31, D12, D11, D10, NS2, NS3, NS4, and NS5) employees in their current position on or after June 2, 2013 through June 1, 2014 shall receive a non-compounded 3.5% cost of living increase effective the first pay period of October, 2015. All Grade 24 and Grade 24 Equivalent employees with a current annual salary of \$200,000 or greater shall not be eligible for this cost of living increase nor should employees in a K12 position be eligible for the cost of living increase.

Section 4. All Grade 24 and Grade 24 Equivalent (including, but not limited to Grades A35, A34, A33, A32, A31, D12, D11, D10, NS2, NS3, NS4, and NS5) employees in their current position on or after June 2, 2014 through June 1, 2015 shall receive a non-compounded 2.0% cost of living increase effective the first pay period of October, 2015. All Grade 24 and Grade 24 Equivalent employees with a current annual salary of \$200,000 or greater shall not be eligible for this cost of living increase nor should employees in a K12 position be eligible for the cost of living increase.

BE IT FURTHER RESOLVED, that the President and the Cook County Board of Commissioners recommend that the 2016 Budget provide for a compounded 2.0% cost of living increase for all non-union employees except those Grade 24 or Grade 24 Equivalent positions with a current annual salary of \$200,000 or greater; and positions that are a Grade K12; said increase for applicable positions shall take effect on December 1, 2015; and

BE IT FURTHER RESOLVED, that the President and Cook County Board of Commissioners do hereby recommend that step increases for the County's non-union workforce be frozen in the County's 2016 fiscal year; and

BE IT FURTHER RESOLVED, that the Cook County Board of Commissioners does hereby approve the County's healthcare plan to be revised along with any duly procured alternative health plans as follows for all non-union employees and officials eligible to receive health benefits:

Item	Effective 12/1/15
Classic Blue	Eliminate
HMO OOP Maximum	\$1,600/\$3,200
HMO Accident/Illness	\$15
HMO Urgent Care	\$15
HMO Specialists	\$20
HMO ER	\$75
PPO Deductible	\$350/\$700
PPO OOP Maximum	\$1,600/\$3,200
PPO Accident/Illness	90% after \$25
PPO Specialist	90% after \$35
PPO ER	\$75
Rx	\$10/\$25/\$40
Generic Step Therapy	Implement
Mandatory Maintenance Choice	Implement
Healthcare Contributions as legally permissible	Additional 1.0% of salary aggregate increase (.50% on 12/1/15 and .50% increase on 12/1/16)

BE IT FURTHER RESOLVED, that the President and Cook County Board of Commissioners does hereby support and approve the economic package including wage increases and step freeze for the County's non-union workforce as provided herein and supports and approves the proposed healthcare plan design changes and healthcare contributions in fiscal year 2016 for eligible non-union County employees and officials as permissible by law.

Legislative History: Board of Commissioners referred to the Labor Committee on 7/29/2015

A motion was made by Commissioner Sims, seconded by Commissioner García, that this Resolution be recommended for approval. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, García and Sims (5)

Nays: Commissioner Fritchey (1)

Absent: Commissioners Butler, Gainer and Moore (3)

15-4662

Sponsored by: TONI PRECKWINKLE, President, Cook County Board of Commissioners

PROPOSED RESOLUTION

APPROVING HEALTHCARE

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, an negotiated agreement has been reached on modifications to the Cook County Health Plan for the period of December 1, 2012 through November 30, 2017 between the County of Cook and the American Federation of State County and Municipal Employees (AFSCME) representing Locals: 2226 Correctional Lieutenants; 2264 County Police Officers; 3692 Correctional Sergeants; and 3958 County Police Sergeants; and

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

Item	12/1/15
Classic Blue	Eliminate
HMO OOP Maximum	\$1,600/\$3,200
HMO Accident/Illness	\$15
HMO Urgent Care	\$15
HMO Specialists	\$20
HMO ER	\$75
PPO Deductible	\$350/\$700
PPO OOP Maximum	\$1,600/\$3,200
PPO Accident/Illness	90% after \$25
PPO Specialist	90% after \$35
PPO ER	\$75
RX	\$10/\$25/\$40
Generic Step Therapy	Implement
Mandatory Maintenance Choice	Implement
Healthcare Contributions	Additional 1 percent of salary increase (.50 percent increase on 12/1/15 and .50 percent increase on 12/1/16)

NOW THEREFORE BE IT RESOLVED, that the Cook County Board of Commissioners does hereby approve the healthcare revisions as provided by the Bureau of Human Resources.

Legislative History: Board of Commissioners referred to the Labor Committee on 7/29/2015

A motion was made by Commissioner Sims, seconded by Vice Chairman Tobolski, that this Resolution be recommended for approval. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, Fritchey, García and Sims (6)

Absent: Commissioners Butler, Gainer and Moore (3)

15-4719

Sponsored by: TONI PRECKWINKLE, President, Cook County Board of Commissioners

PROPOSED RESOLUTION

APPROVING ECONOMIC PACKAGE INCLUDING WAGE INCREASES AND HEALTHCARE

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, Collective Bargaining Agreements for the period of December 1, 2012 through November 30, 2017 have been negotiated between the County of Cook and the Illinois Fraternal Order of Police Labor Council (FOP) representing PS-3 Supervisors; and

WHEREAS salary adjustments and general wage increases are reflected in the Salary Schedules included in the Collective Bargaining Agreements negotiated between the County of Cook and the FOP; and

- (a) effective the first full pay period on or after June 1, 2013 the pay rates for all classifications shall be increased 1.00%
- (b) effective the first full pay period on or after June 1, 2014 the pay rates for all

classifications shall be increased 1.50%

- (c) effective the first full pay period on or after June 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (d) effective the first full pay period on or after December 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (e) effective the first full pay period on or after December 1, 2016 the pay rates for all classifications shall be increased 2.25%
- (f) effective the first full pay period on or after June 1, 2017 the pay rates for all classifications shall be increased 2.00%

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

Item	12/1/15
Classic Blue	Eliminate
HMO OOP Maximum	\$1,600/\$3,200
HMO Accident/Illness	\$15
HMO Urgent Care	\$15
HMO Specialists	\$20
HMO ER	\$75
PPO Deductible	\$350/\$700
PPO OOP Maximum	\$1,600/\$3,200
PPO Accident/Illness	90% after \$25
PPO Specialist	90% after \$35
PPO ER	\$75
RX	\$10/\$25/\$40
Generic Step Therapy	Implement
Mandatory Maintenance Choice	Implement
Healthcare Contributions	Additional 1 percent of salary aggregate increase (.50 percent increase on 12/1/15 and .50 percent increase on 12/1/16)

NOW, THEREFORE, BE IT RESOLVED, that the Cook County Board of Commissioners does hereby approve the economic package including wage increases and healthcare as provided by the Bureau of Human Resources.

Legislative History: Board of Commissioners referred to the Labor Committee on 7/29/2015

A motion was made by Commissioner Sims, seconded by Vice Chairman Tobolski, that this Resolution be recommended for approval. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, Fritchey, García and Sims (6)

Absent: Commissioners Butler, Gainer and Moore (3)

15-4720

Sponsored by: TONI PRECKWINKLE, President, Cook County Board of Commissioners

PROPOSED RESOLUTION

APPROVING ECONOMIC PACKAGE INCLUDING WAGE INCREASES AND HEALTHCARE

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, a Collective Bargaining Agreement for the period of December 1, 2012 through November 30, 2017 has been negotiated between the County of Cook and the House Staff Association of Cook County representing post-graduate level house staff physicians, dentist, residents, interns and fellows; and

WHEREAS salary adjustments and general wage increases are reflected in the Salary Schedules included in the Collective Bargaining Agreement negotiated between County of Cook and the House Staff Association of Cook County; and

- (a) effective the first full pay period on or after June 1, 2013 the pay rates for all classifications shall be increased 1.00%
- (b) effective the first full pay period on or after June 1, 2014 the pay rates for all classifications shall be increased 1.50%
- (c) effective the first full pay period on or after June 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (d) effective the first full pay period on or after December 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (e) effective the first full pay period on or after December 1, 2016 the pay rates for all classifications shall be increased 2.25%
- (f) effective the first full pay period on or after June 1, 2017 the pay rates for all classifications shall be increased 2.00%

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

Item	12/1/15
Classic Blue	Eliminate
HMO OOP Maximum	\$1,600/\$3,200
HMO Accident/Illness	\$15
HMO Urgent Care	\$15
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HMO ER	\$75
PPO Deductible	\$350/\$700
PPO OOP Maximum	\$1,600/\$3,200
PPO Accident/Illness	90% after \$25
PPO Specialist	90% after \$35
PPO ER	\$75
RX	\$10/\$25/\$40
Generic Step Therapy	Implement
Mandatory Maintenance Choice	Implement

Healthcare Contributions	Additional 1 percent of salary aggregate increase (.50 percent increase on 12/1/15 and .50 percent increase on 12/1/16)
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NOW THEREFORE BE IT RESOLVED, that the Cook County Board of Commissioners does hereby approve the economic package including wage increases and healthcare as provided by the Bureau of Human Resources.

Legislative History: Board of Commissioners referred to the Labor Committee on 7/29/2015

A motion was made by Commissioner Sims, seconded by Vice Chairman Tobolski, that this Resolution be recommended for approval. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, Fritchey, García and Sims (6)

Absent: Commissioners Butler, Gainer and Moore (3)

15-4721

Sponsored by: TONI PRECKWINKLE, President, Cook County Board of Commissioners

PROPOSED RESOLUTION

APPROVING ECONOMIC PACKAGE INCLUDING WAGE INCREASES AND HEALTHCARE

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, Collective Bargaining Agreements for the period of December 1, 2012 through November 30, 2017 have been negotiated between the County of Cook and the Metropolitan Alliance of Police (MAP Chapter 270) representing the Stroger Hospital Sergeants; and

WHEREAS salary adjustments and general wage increases are reflected in the Salary Schedules included in the Collective Bargaining Agreements negotiated between the County of Cook and MAP Chapter 270; and

- (a) effective the first full pay period on or after June 1, 2013 the pay rates for all classifications shall be increased 1.00%
- (b) effective the first full pay period on or after June 1, 2014 the pay rates for all classifications shall be increased 1.50%
- (c) effective the first full pay period on or after June 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (d) effective the first full pay period on or after December 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (e) effective the first full pay period on or after December 1, 2016 the pay rates for all classifications shall be increased 2.25%
- (f) effective the first full pay period on or after June 1, 2017 the pay rates for all classifications shall be increased 2.00%

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

tem	12/1/15
Classic Blue	Eliminate
HMO OOP Maximum	\$1,600/\$3,200
HMO Accident/Illness	\$15
HMO Urgent Care	\$15
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PPO Deductible	\$350/\$700
PPO OOP Maximum	\$1,600/\$3,200
PPO Accident/Illness	90% after \$25
PPO Specialist	90% after \$35
PPO ER	\$75
RX	\$10/\$25/\$40
Generic Step Therapy	Implement
Mandatory Maintenance Choice	Implement
Healthcare Contributions	Additional 1 percent of salary aggregate increase (.50 percent increase on 12/1/15 and .50 percent increase on 12/1/16)

NOW, THEREFORE, BE IT RESOLVED, that the Cook County Board of Commissioners does hereby approve the economic package including wage increases and healthcare as provided by the Bureau of Human Resources.

Legislative History: Board of Commissioners referred to the Labor Committee on 7/29/2015

A motion was made by Vice Chairman Tobolski, seconded by Commissioner García, that this Resolution be recommended for approval. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, Fritchey, García and Sims (6)

Absent: Commissioners Butler, Gainer and Moore (3)

A motion was made by Commissioner Sims, seconded by Vice Chairman Tobolski, to adjourn the meeting. The motion carried by the following vote:

Ayes: Chairman Murphy, Vice Chairman Tobolski, Commissioners Arroyo, Fritchey, García and Sims (6)

Absent: Commissioners Butler, Gainer and Moore (3)

Respectfully submitted,

Chairman

Secretary

*A video recording of this meeting is available at <https://cook-county.legistar.com/Calendar.aspx>