



# Board of Commissioners of Cook County

118 North Clark Street  
Chicago, IL

## Legislation Details (With Text)

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<b>File #:</b>	15-4619	<b>Version:</b>	1	<b>Name:</b>	COST OF LIVING ADJUSTMENTS AND HEALTH BENEFIT PLAN DESIGN FOR NON-UNION EMPLOYEES AND OFFICIALS
<b>Type:</b>	Resolution	<b>Status:</b>			Approved
<b>File created:</b>	7/22/2015	<b>In control:</b>			Board of Commissioners
<b>On agenda:</b>	7/29/2015	<b>Final action:</b>			9/9/2015
<b>Title:</b>	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.

**Sponsors:** TONI PRECKWINKLE (President)

**Indexes:**

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
9/9/2015	1	Board of Commissioners	approve	Pass
9/9/2015	1	Labor Committee		
7/29/2015	1	Board of Commissioners	refer	Pass

**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

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**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:

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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

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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.