



# Board of Commissioners of Cook County

118 North Clark Street  
Chicago, IL

## Legislation Details (With Text)

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<b>File #:</b>	21-4938	<b>Version:</b>	1	<b>Name:</b>	Non-Union Employee resolution 2021
<b>Type:</b>	Resolution	<b>Status:</b>			Approved
<b>File created:</b>	8/30/2021	<b>In control:</b>			Board of Commissioners
<b>On agenda:</b>	9/23/2021	<b>Final action:</b>			9/23/2021
<b>Title:</b>	PROPOSED RESOLUTION				

APPROVAL OF SALARY ADJUSTMENTS AND HEALTHCARE PLAN REVISIONS FOR NON-UNION EMPLOYEES AND OFFICIALS AND ARPA FUNDING AUTHORIZATION TO MAKE ELIGIBLE PAYMENT TO NON-UNION AND UNION EMPLOYEES

WHEREAS, Section 5 of the Annual Appropriation Bill and Budget Resolution has established regulations for the Budget Director, Chief of the Bureau of Human Resources and the Cook County Board of Commissioners ("Board of Commissioners") to approve cost of living increases and non-compounding cost of living allowances and/or step freezes to non-union employees and officials; and

WHEREAS, pursuant to Section 5 of the Annual Appropriation Bill and Budget Resolution for Fiscal Year 2021, the Board of Commissioners provided that in the event union employees receive cost of living increases and/or a non-compounding cost of living allowance, or a step freeze, in Fiscal Year 2021 as a result of negotiated and approved collective bargaining agreements, non-union employees may also receive cost of living increases, non-compounding cost of living allowances and/or step freezes subject to the approval of the Budget Director, Chief of the Bureau of Human Resources and the Board of Commissioners; and

WHEREAS, pursuant to Section 5 of the Annual Appropriation Bill and Budget Resolution for Fiscal Year 2021, the Board of Commissioners provided that in the event union employees receive healthcare benefits plan design or cost changes as a result of negotiated and approved collective bargaining agreements, non-union employees shall also receive healthcare benefits plan design or cost changes; and

WHEREAS, in consideration of Section 5 of the Annual Appropriation Bill, the Budget Director, and the Bureau Chief of Human Resources worked together to recommend appropriate salary adjustments for the County's non-union workforce, consistent with increases provided for the union workforce for Fiscal Years 2021, 2022, 2023, and 2024, and

WHEREAS, the Board of Commissioners approved the Annual Appropriation Bill for Fiscal Year 2021, which included appropriation for all active union and non-union employees to receive negotiated cost of living increases and one-time non-compounding allowances; and

WHEREAS, Cook County has access and desires to use a portion of its funding from the American Rescue Plan Act ("ARPA") which will account for the payment of pandemic pay and additional compensation to all eligible employees for work done to mitigate the impacts of COVID-19 since the public health emergency was declared in FY2020 through FY2023; and

WHEREAS, pursuant to the Board approval of the Fiscal Year 2021 budget, the Bureau of Human Resources is prepared to implement the same cost of living increases, non-compounding allowances, and healthcare cost changes for non-union employees as provided to the County's unionized workforce in the agreements negotiated and ratified by the various collective bargaining units; and

WHEREAS, the Budget Director and the Chief of the Bureau of Human Resources recommend the following:



**Indexes:** VELISHA HADDOX, Chief, Bureau of Human Resources

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
9/23/2021	1	Board of Commissioners	approve	Pass

**PROPOSED RESOLUTION**

**APPROVAL OF SALARY ADJUSTMENTS AND HEALTHCARE PLAN REVISIONS FOR NON-UNION EMPLOYEES AND OFFICIALS AND ARPA FUNDING AUTHORIZATION TO MAKE ELIGIBLE PAYMENT TO NON-UNION AND UNION EMPLOYEES**

**WHEREAS**, Section 5 of the Annual Appropriation Bill and Budget Resolution has established regulations for the Budget Director, Chief of the Bureau of Human Resources and the Cook County Board of Commissioners (“Board of Commissioners”) to approve cost of living increases and non-compounding cost of living allowances and/or step freezes to non-union employees and officials; and

**WHEREAS**, pursuant to Section 5 of the Annual Appropriation Bill and Budget Resolution for Fiscal Year 2021, the Board of Commissioners provided that in the event union employees receive cost of living increases and/or a non-compounding cost of living allowance, or a step freeze, in Fiscal Year 2021 as a result of negotiated and approved collective bargaining agreements, non-union employees may also receive cost of living increases, non-compounding cost of living allowances and/or step freezes subject to the approval of the Budget Director, Chief of the Bureau of Human Resources and the Board of Commissioners; and

**WHEREAS**, pursuant to Section 5 of the Annual Appropriation Bill and Budget Resolution for Fiscal Year 2021, the Board of Commissioners provided that in the event union employees receive healthcare benefits plan design or cost changes as a result of negotiated and approved collective bargaining agreements, non-union employees shall also receive healthcare benefits plan design or cost changes; and

**WHEREAS**, in consideration of Section 5 of the Annual Appropriation Bill, the Budget Director, and the Bureau Chief of Human Resources worked together to recommend appropriate salary adjustments for the County’s non-union workforce, consistent with increases provided for the union workforce for Fiscal Years 2021, 2022, 2023, and 2024, and

**WHEREAS**, the Board of Commissioners approved the Annual Appropriation Bill for Fiscal Year 2021, which included appropriation for all active union and non-union employees to receive negotiated cost of living increases and one-time non-compounding allowances; and

**WHEREAS**, Cook County has access and desires to use a portion of its funding from the American Rescue Plan Act (“ARPA”) which will account for the payment of pandemic pay and additional compensation to all eligible employees for work done to mitigate the impacts of COVID-19 since the public health emergency was declared in FY2020 through FY2023; and

**WHEREAS**, pursuant to the Board approval of the Fiscal Year 2021 budget, the Bureau of Human Resources is prepared to implement the same cost of living increases, non-compounding allowances, and healthcare cost changes for non-union employees as provided to the County’s unionized workforce in the agreements negotiated and ratified by the various collective bargaining units; and

**WHEREAS**, the Budget Director and the Chief of the Bureau of Human Resources recommend the following:

- (a) effective upon ratification by the Cook County Board of Commissioners, all non-union employees in active status except those employees with a current annual salary of \$200,000 or greater shall receive a one-time \$3,000 payment; and

- (b) effective the first full pay period on or after June 1, 2021, the pay rates for all non-union employees in active status except those employees with a current annual salary of \$200,000 or greater shall be increased by 1.50%; and
- (c) effective the first full pay period on or after June 1, 2022, the pay rates for all non-union employees in active status shall be increased by 2.50%; and
- (d) effective December 1, 2022, all non-union employees in active status shall receive a one-time \$1,000 payment; and
- (e) effective the first full pay period on or after June 1, 2023, the pay rates for all non-union employees in active status shall be increased by 2.50%; and
- (f) effective the first full pay period on or after June 1, 2024, the pay rates for all non-union employees in active status shall be increased by 2.00%; and

**WHEREAS**, the Cook County Healthcare Plan (Appendix C) shall be revised to account for the healthcare benefits cost changes as follows:

<u>Item</u>	<u>Upon ratification by County Board</u>		
	<u>Current</u>	<u>12/1/2022</u>	<u>12/1/2023</u>
HMO Health Insurance			
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			
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)	Current:	\$1,600/\$3,200 (single/family; in network)
		\$3,200/\$6,400 (single/family; out of network)
	12/1/2022:	\$2,000/\$4,000 (single/family; in network)
		\$4,000/\$8,000 (single/family; out of network)

**NOW, THEREFORE, BE IT RESOLVED**, that the Cook County Board of Commissioners does hereby support and approve the salary increases and healthcare plan revisions for the County's non-union workforce as provided herein.

**BE IT FURTHER RESOLVED**, that the President and Cook County Board of Commissioners do hereby support and approve the salary increases and healthcare plan revisions for the County's non-union workforce for Cook County Fiscal Years 2022, 2023 and 2024 as provided herein and subject to future appropriation; and

**BE IT FURTHER RESOLVED**, the Cook County Board of Commissioners does hereby authorize the Chief Financial Officer and the Budget Director to use ARPA funding in the amount of \$85,000,000 for pandemic pay and other negotiated non-compounding allowances for the non-union work force and employees covered under collective bargaining agreements as they are approved and ratified.