



Board of Commissioners of Cook County

118 North Clark Street
Chicago, IL

Legislation Details (With Text)

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On agenda: 12/16/2021 **Final action:** 12/16/2021
Title: PROPOSED RESOLUTION

APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT INCLUDING AN ECONOMIC PACKAGE (WAGE INCREASES AND HEALTHCARE) BETWEEN THE COUNTY OF COOK/SHERIFF OF COOK COUNTY AND THE ILLINOIS FRATERNAL ORDER OF POLICE (FOP) LABOR COUNCIL, REPRESENTING DEPUTY SHERIFFS

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, 2020, through November 30, 2024, has been negotiated between the County of Cook/Sheriff of Cook County and the Fraternal Order of Police (FOP) Labor Council representing Deputy Sheriffs (D2 and D2B); and

WHEREAS, salary adjustments and general wage increases are included in the collective bargaining agreement negotiated between the County of Cook/Sheriff of Cook County and the Fraternal Order of Police (FOP) Labor Council representing Deputy Sheriffs (D2 and D2B); and

(a) effective upon ratification by the Cook County Board of Commissioners, all bargaining unit members in active status shall receive a one-time \$3,000 pandemic payment; and

(b) effective the first full pay period on or after June 1, 2021, the pay rates for all job classifications 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 job classifications shall be increased by 2.50%; and

(d) effective December 1, 2022, all bargaining unit members 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 job classifications 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 job classifications shall be increased by 2.00%; and

WHEREAS, the Cook County Healthcare Plan (Appendix C) shall be revised as follows:

Item	Upon ratification by County Board			
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%	

increased by 2.50%; and

(f) effective the first full pay period on or after June 1, 2024, the pay rates for all job classifications shall be increased by 2.00%; and

WHEREAS, the Cook County Healthcare Plan (Appendix C) shall be revised 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	Current:	\$1,600/\$3,200 (single/family; in network)	
Maximum (PPO)		\$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 approve the collective bargaining agreement as provided by the Bureau of Human Resources.