



# Board of Commissioners of Cook County

118 North Clark Street  
Chicago, IL

## Legislation Text

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**File #:** 15-4527, **Version:** 1

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### **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.