



# Board of Commissioners of Cook County

118 North Clark Street  
Chicago, IL

## Legislation Text

File #: 21-5163, Version: 1

### PROPOSED RESOLUTION

#### **APPROVAL OF SALARY SCHEDULES INCLUDING AN ECONOMIC PACKAGE (WAGE INCREASES AND HEALTHCARE) IN THE COLLECTIVE BARGAINING AGREEMENT NEGOTIATED BETWEEN THE CHIEF JUDGE OF THE CIRCUIT COURT OF COOK COUNTY AND THE ILLINOIS FRATERNAL ORDER OF POLICE (FOP), REPRESENTING SOCIAL SERVICE SUPERVISORS**

**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 Chief Judge of the Circuit Court of Cook County and the Illinois Fraternal Order of Police (FOP), representing Social Service Supervisors; and

**WHEREAS**, salary adjustments and general wage increases are reflected in the salary schedules included in the collective bargaining agreement negotiated between the Chief Judge of the Circuit Court of Cook County and the Illinois Fraternal Order of Police (FOP), representing Social Service Supervisors; and

- (a) effective upon ratification of the collective bargaining agreement by the Cook County Board of Commissioners, all bargaining unit members in active status shall receive a one-time \$2,000 payment; and
- (b) effective upon ratification by the Cook County Board of Commissioners, all bargaining unit members eligible under the American Rescue Plan (ARP), shall receive a one-time \$1,000 pandemic payment; and
- (c) effective the first full pay period on or after June 1, 2021, the pay rate for all job classifications shall be increased by 1.50%; and
- (d) effective the first full pay period on or after June 1, 2022, the pay rate for all job classifications shall be increased by 2.50%; and
  - (e) effective December 1, 2022, a \$1,000 one-time payment to each member of the bargaining unit.
- (f) effective the first full pay period on or after June 1, 2023, the pay rate for all job classifications shall be increased by 2.50%; and
- (g) effective the first full pay period on or after June 1, 2024, the pay rate 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	<u>Current</u>	<u>12/1/2022</u>	<u>12/1/2023</u>
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 salary schedules, general wage increases, and healthcare plan revisions as provided by the Bureau of Human Resources.