Board of Commissioners of Cook County

Legislation Details

File #:	18-6685 **Version:** 1	**Name:**	APPROVAL OF SALARY ADJUSTMENTS AND HEALTHCARE PLAN REVISIONS FOR NON-UNION EMPLOYEES AND OFFICIALS
Type:	Resolution	**Status:**	Approved
File created:	10/26/2018	**In control:**	Board of Commissioners
On agenda:	11/14/2018	**Final action:**	11/14/2018
Title:	PROPOSED RESOLUTION		

APPROVAL OF SALARY ADJUSTMENTS AND HEALTHCARE PLAN REVISIONS FOR NON-UNION EMPLOYEES AND OFFICIALS

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 Board of Commissioners to approve cost of living increases and non-compounding cost of living allowances to non-union employees and officials; and

WHEREAS, pursuant to Section 5 of the Annual Appropriation Bill and Budget Resolution for Fiscal Year 2018, the Cook County Board of Commissioners ("Board of Commissioners") provided that in the event that union employees receive cost of living increases and/or a non-compounding cost of living allowance or a step freeze, in Fiscal Year 2018 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 proposed Annual Appropriation Bill for Fiscal Year 2019, the Board of Commissioners provided that in the event that union employees receive cost of living increases and/or a non-compounding cost of living allowance(s), and/or healthcare benefits plan design or cost changes in Fiscal Year 2019, 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, step freezes, and/or healthcare benefits plan design or cost changes subject to the approval of the Budget Director, Chief of the Bureau of Human Resources and the Board of Commissioners; and

WHEREAS, in consideration of the 2018 and 2019 Budget Resolutions as approved by the Board of Commissioners, the Budget Director and the Chief of the Bureau of Human Resources have worked to recommend appropriate salary adjustments for the County's non-union workforce which would be implemented in Fiscal Year 2018 and Fiscal Year 2019; and

WHEREAS, the Board of Commissioners has approved salary adjustments and general wage increases for a large number of Cook County employees covered under collective bargaining agreements; and

WHEREAS, salary adjustments and general wage increases are reflected in the salary schedules included in the proposed Cook County Executive Budget Recommendation, Vol. 3: Classification and Compensation Schedule, as amended, for all non-union employees and officials; and

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

(a) effective upon passage by the Cook County Board of Commissioners, all non-union employees in active status shall receive a one-time $1,200 payment; and

(b) effective the first full pay period on or after June 1, 2019, the pay rate for all non-union employees except those employees with a current annual salary of $200,000 or greater shall be increased by 2%; and

WHEREAS, the Cook County Healthcare Plan shall be revised to account for prescription co-pay increases as follows:

Item   Effective December 1, 2018
Rx $15/30/50

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.

Sponsors: TONI PRECKWINKLE (President)

Indexes:

Code sections:

Attachments: 1. Schedule E Form FOR 186685 Non Union Salary Adjustment and Healthcare Plan

Date	Ver.	Action By	Action	Result
11/14/2018	1	Board of Commissioners	approve	Pass