



# Board of Commissioners of Cook County

118 North Clark Street  
Chicago, IL

## Legislation Details (With Text)

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|                      |                     |                      |   |                      |                        |
|----------------------|---------------------|----------------------|---|----------------------|------------------------|
| <b>File #:</b>       | 21-4890             | <b>Version:</b>      | 1 | <b>Name:</b>         | AFSCME 3969 OCJ        |
| <b>Type:</b>         | Resolution          | <b>Status:</b>       |   | <b>Status:</b>       | Approved               |
| <b>File created:</b> | 8/26/2021           | <b>In control:</b>   |   | <b>In control:</b>   | Board of Commissioners |
| <b>On agenda:</b>    | 9/23/2021           | <b>Final action:</b> |   | <b>Final action:</b> | 9/23/2021              |
| <b>Title:</b>        | PROPOSED RESOLUTION |                      |   |                      |                        |

APPROVAL OF SALARY SCHEDULES AND AN ECONOMIC PACKAGE (WAGE INCREASES AND HEALTHCARE) AS NEGOTIATED IN THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CHIEF JUDGE OF THE CIRCUIT COURT OF COOK COUNTY AND THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME), COUNCIL 31, LOCAL 3969, AFL-CIO, REPRESENTING EMPLOYEES IN THE OFFICE OF THE PUBLIC GUARDIAN AND CONCILIATION COUNSELOR/JUVENILE MEDIATORS

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 American Federation of State, County, and Municipal Employees (AFSCME), Council 31, Local 3969, AFL-CIO, representing employees in the Office of the Public Guardian and Conciliation Counselor/Juvenile Mediators; 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 American Federation of State, County, and Municipal Employees (AFSCME), Council 31, Local 3969, AFL-CIO, representing employees in the Office of the Public Guardian and Conciliation Counselor/Juvenile Mediators; 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 of the collective bargaining agreement 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 June 1, 2021, the entry rate for all job classifications shall be restored 10%; and
- (d) 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
- (e) 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
- (f) effective December 1, 2022, all bargaining unit members in active status shall receive a one-time \$1,000 payment; and
- (g) 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
- (h) effective the first full pay period on or after December 1, 2023, the pay rates for all job

classifications shall be increased by 1.00%; and

(i) effective the first full pay period on or after June 1, 2024, the pay rates for all job classifications shall be increased by 1.00%; 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%     |
| 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, 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.

**Sponsors:** TONI PRECKWINKLE (President)

**Indexes:**

**Code sections:**

**Attachments:**

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

## PROPOSED RESOLUTION

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|-----------------------|--|------------------|------------------|
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