



# Board of Commissioners of Cook County

118 North Clark Street  
Chicago, IL

## Legislation Text

File #: 21-4891, Version: 1

### PROPOSED RESOLUTION

#### **APPROVAL OF THE SALARY SCHEDULES AND ECONOMIC PACKAGE (WAGE INCREASES AND HEALTHCARE) AS NEGOTIATED IN THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE OFFICE OF THE COOK COUNTY STATE'S ATTORNEY AND THE ILLINOIS FRATERNAL ORDER OF POLICE (FOP), REPRESENTING FIRST LINE INVESTIGATOR SERGEANTS**

**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 salary schedules including an economic package for the period of December 1, 2020 through November 30, 2024 has been negotiated between the Office of the Cook County State's Attorney and the Illinois Fraternal Order of Police (FOP), representing the First Line Investigator Sergeants

**WHEREAS**, salary adjustments and general wage increases are reflected in the salary schedules included in the collective bargaining agreement negotiated has been negotiated between the Office of the Cook County State's Attorney and the Illinois Fraternal Order of Police (FOP), representing the First Line Investigator Sergeants; and

- (a) effective upon ratification 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 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 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		
	Current	12/1/2022	12/1/2023
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**, the Cook County Board of Commissioners does hereby approve the salary adjustments and general wage increases as provided by the Bureau of Human Resources.