



Board of Commissioners of Cook County

118 North Clark Street
Chicago, IL

Legislation Text

File #: 22-0287, Version: 1

PROPOSED RESOLUTION

APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT INCLUDING AN ECONOMIC PACKAGE (WAGE INCREASES AND HEALTHCARE) BETWEEN THE COUNTY OF COOK/SHERIFF OF COOK COUNTY AND THE ILLINOIS FRATERNAL ORDER OF POLICE (FOP), REPRESENTING COUNTY POLICE OFFICERS;

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 County of Cook/Sheriff of Cook County and the Illinois Fraternal Order of Police (FOP), Representing County Police Officers; and

WHEREAS, salary adjustments and general wage increases are reflected in the salary schedules included in the collective bargaining agreement negotiated between the County of Cook/Sheriff of Cook County and the Illinois Fraternal Order of Police (FOP), Representing County Police Officers; 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 in active status shall receive a one-time \$1,000 payment for pandemic pay; and
- (c) 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
- (d) 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
- (e) effective the first full pay period on or after December 1, 2022, all bargaining unit members in active status shall receive a \$1,000 bonus payment.
- (f) 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
- (g) 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:

<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 collective bargaining agreement as provided by the Bureau of Human Resources.