



# Board of Commissioners of Cook County

118 North Clark Street  
Chicago, IL

## Legislation Text

File #: 22-4267, 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) LABOR COUNCIL, REPRESENTING POLICE 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 collective bargaining agreement for the period of December 1, 2020, through November 30, 2024, has been negotiated between the County of Cook and the Illinois Fraternal Order of Police (FOP) Labor Council, representing Police Sergeants; 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 and the Illinois Fraternal Order of Police (FOP) Labor Council, representing Police Sergeants; 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

<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.