

FINANCE COMMITTEE AGENDA

Called by: John Butitta, Chairman
Members: Jean Crosby, Joe
Hoffman, Keith McDonald, Jaime
Salgado, John F. Sweeney,
Michael Thompson

DATE: THURSDAY, SEPTEMBER 21, 2023
TIME: 5:30 PM

LOCATION: ROOM 303
COUNTY ADMINISTRATION BLDG
404 ELM STREET
ROCKFORD, IL 61101

AGENDA:

- A. Call to Order
- B. Roll Call
- C. Approval of August 17, 2023 Minutes
- D. Public Comment – This is the time we invite the public to address the Finance Committee with issues and concerns. We ask you to limit your comments to three minutes. Personal attacks or inappropriate language of any sort will not be tolerated. We will allow a maximum of five speakers on a first come basis with sign up at the meeting. Speakers may not address zoning matters which are pending before the ZBA, the Zoning Committee or the County Board. Personnel matters or pending or threatened litigation may not be addressed in open session. An individual may speak a maximum of three times per calendar year on the same topic. This prohibition shall include the repetition of the same topic in a statement on what is purported to be a different topic. After acknowledgement by the chair, please stand and state your name.
- E. Discussion of Mental Health Tax Fund FY24 Budget
- F. Resolution Authorizing a Salary Adjustment for the Winnebago County Board of Review
- G. FY24 Budget Amendments
- H. Closed Session to Discuss Labor Negotiations
- I. Resolution Proposing Approval of an Interest Arbitration Award Between the County of Winnebago, the Winnebago County Sheriff and American Federation of State, County, and Municipal Employees, AFL-CIO, Illinois Council 31, Local 473 (AFSCME)
- J. Resolution Authorizing Execution of a Revised Collective Bargaining Agreement with the American Federation of State, County, and Municipal Employees, AFL-CIO, Illinois Council 31, Local 473
- K. Other Matters
- L. Adjournment

**Winnebago County Board
Finance Committee Meeting**
County Administration Building
404 Elm Street, Room 303
Rockford, IL 61101

Thursday, August 17, 2023
Immediately Following Operations & Administrative Committee Meeting

Present:

John Butitta, Chairperson
Jaime Salgado, Vice Chairperson
Jean Crosby
Joe Hoffman
Keith McDonald
John F. Sweeney
Michael Thompson

Others Present:

Joseph Chiarelli, County Board Chairman
Patrick Thompson, County Administrator
Steve Schultz, Chief Financial Officer
Lafakeria Vaughn, Civil Bureau Chief, State's Attorney's Office
Dr. Sandra Martell, Public Health Administrator, WCHD
Chris Petrus, IT Department
Melinda Macias, Purchasing Specialist
Tami Goral, Fiscal Director, Winnebago County Sheriff's Office
Deanna Severson, Purchasing Specialist
Paul Arena, County Board Member
Valerie Hanserd, County Board Member
Chris Scrol, County Board Member

AGENDA:

- A. Call to Order
- B. Roll Call
- C. Approval of July 20, 2023 Minutes
- D. Public Comment – This is the time we invite the public to address the Finance Committee with issues and concerns. We ask you to limit your comments to three minutes. Personal attacks or inappropriate language of any sort will not be tolerated. We will allow a maximum of five speakers on a first come basis with sign up at the meeting. Speakers may not address zoning matters which are pending before the ZBA, the Zoning Committee or the County Board. Personnel matters or pending or threatened litigation may not be addressed in open session. An individual may speak a maximum of three times per calendar year on the same topic. This prohibition shall include the repetition of the same topic in a statement on what is purported to be a different topic. After acknowledgement by the Chairman, please stand and state your name. Thank you.
- E. Ordinance to Provide Public Transportation in the Rural Areas of Winnebago County, Illinois
- F. Resolution Awarding Grant Writing Services
- G. Budget Update
- H. FY23 Third Quarter Financial Report
- I. Finance Committee to Make Recommended Budget Changes (if necessary); per Budget Policy Calendar
- J. Other Matters
- K. Adjournment

Call to Order

Chairperson Butitta called the meeting to order at 6:30 PM.

Roll Call

Chairperson Butitta yes, Ms. Crosby yes, Mr. Hoffman yes, Mr. McDonald yes, Mr. Salgado yes, Mr. Sweeney yes, Mr. Thompson yes.

Approval of July 20, 2023 Minutes

Chairperson Butitta called for a motion to approve the July 20, 2023 Minutes.

Motion: Chairman Butitta. Second: Mr. Thompson.

Motion passed by unanimous voice vote.

Public Comment

Chairperson Butitta omitted reading the Public Comment Section of the Agenda due to no one present to speak.

Ordinance to Provide Public Transportation in the Rural Areas of Winnebago County, Illinois

Motion: Chairperson Butitta. Second: Ms. Crosby.

The Ordinance to Provide Public Transportation in the Rural Areas of Winnebago County, Illinois is to develop a rural transportation system within Winnebago County.

- Discussion followed.

Motion passed by unanimous voice vote.

Resolution Awarding Grant Writing Services

Motion: Chairperson Butitta. Second: Mr. Thompson.

The Resolution Awarding Grant Writing Services generates from the Legislation & Lobbying Committee. The Evaluation committee recommended The Ferguson Group for final approval to the Finance committee.

Chairperson Butitta called for questions or comments.

- Discussion followed.
- Mr. McDonald asked that the Legislative & Lobbying Committee track the data and after a year of implementation provide a report to Finance and the County Board.

Motion passed by unanimous voice vote.

Budget Update/ FY23 Third Quarter Financial Report

Mr. Schultz discussed Budget updates and the FY23 Third Quarter Financial Report with committee members.

Chairperson Butitta called for questions or comments.

- Discussion followed.

Finance Committee to Make Recommended Budget Changes (if necessary); per Budget Policy Calendar

Chairperson Butitta called for any specific changes or Budget adjustments.

Other Matters

- Closed Session to discuss status of negotiations with Correction Officers.

Adjournment

Chairperson Butitta called for a motion to adjourn.

Motion: Mr. Thompson. Second: Mr. Hoffman.

Motion to adjourn passed by unanimous voice vote.

Respectfully submitted,

Nancy Bleile

Administrative Assistant

**DISCUSSION OF MENTAL
HEALTH TAX FUND
FY24 BUDGET**

**RESOLUTION
OF THE
COUNTY BOARD OF THE COUNTY OF WINNEBAGO, ILLINOIS**

2023 CR _____

SUBMITTED BY: FINANCE COMMITTEE

SPONSORED BY: JOHN BUTITTA

**RESOLUTION AUTHORIZING A SALARY ADJUSTMENT FOR THE
WINNEBAGO COUNTY BOARD OF REVIEW**

WHEREAS, the Property Tax Code, 35 ILCS 200/6-15, provides in part that the annual salary of the members of the board of review shall be fixed by the county board and paid out of the county treasury; and

WHEREAS, the Winnebago County Board of Review (“BOR”) has received two, 3% salary increases since October 2014 with the last increase effective Fiscal Year 2022; and

WHEREAS, at the request of the BOR Chairman, the Winnebago County Supervisor of Assessments performed a survey of 10, non-commission, Illinois counties most similar in population size to Winnebago County, Illinois, and the survey indicated an annual salary range of \$24,002.94 to \$55,229.00, with a median salary of \$39,781.97; and

WHEREAS, the Finance Committee of the County Board of the County of Winnebago, Illinois, having conferred with the Winnebago County Administration, recommends that the annual salary for the BOR Chairman be adjusted from \$32,959.68 to \$37,250.00 and the other two BOR members’ salaries be adjusted from \$27,809.86 to \$31,430.70, effective for Fiscal Year 2024.

NOW, THEREFORE BE IT RESOLVED, by the County Board of the County of Winnebago, Illinois that the annual salary for the Winnebago County Board of Review Chairman is hereby authorized, set and adjusted from \$32,959.68 to \$37,250.00 and the other two Winnebago County Board of Review members’ salaries adjusted from \$27,809.86 to \$31,430.70, effective for Fiscal Year 2024.

BE IT FURTHER RESOLVED, that this Resolution shall be in full force and effective immediately upon its adoption and the Clerk of the County Board is hereby authorized to prepare and deliver certified copies of this Resolution to the Winnebago County Treasurer, County Auditor, County Board Office, and the Supervisor of Assessments.

Respectfully Submitted,
FINANCE COMMITTEE

AGREE

DISAGREE

JOHN BUTITTA, CHAIRMAN

JOHN BUTITTA, CHAIRMAN

JAIME SALGADO, VICE CHAIRMAN

JAIME SALGADO, VICE CHAIRMAN

JEAN CROSBY

JEAN CROSBY

JOE HOFFMAN

JOE HOFFMAN

KEITH McDONALD

KEITH McDONALD

JOHN F. SWEENEY

JOHN F. SWEENEY

MICHAEL THOMPSON

MICHAEL THOMPSON

The above and foregoing Resolution was adopted by the County Board of the County of
Winnebago, Illinois this _____ day of _____ 2023.

ATTESTED BY:

LORI GUMMOW
CLERK OF THE COUNTY BOARD
OF THE COUNTY OF WINNEBAGO, ILLINOIS

JOSEPH V. CHIARELLI
CHAIRMAN OF THE COUNTY BOARD
OF THE COUNTY OF WINNEBAGO, ILLINOIS

FY24 Budget Amendments

**CLOSED SESSION TO
DISCUSS LABOR
NEGOTIATIONS**



Resolution Executive Summary

Prepared By: Lafakeria S. Vaughn
Committee: Finance Committee
Committee Date: September 21, 2023
Resolution Title: Resolution Proposing Approval of an Interest Arbitration Award Between the County of Winnebago, the Winnebago County Sheriff and American Federation of State, County, and Municipal Employees, AFL-CIO, Illinois Council 31, Local 473 (AFSCME)
County Code: Not Applicable
Board Meeting Date: September 28, 2023

Budget Information:

Was item budgeted? Yes	Appropriation Amount:
If not, explain funding source: N/A	
ORG/OBJ/Project Code:	Budget Impact: Within budgeted amount

Background Information: The correctional officers of the Winnebago County Sheriff exercised their statutory rights to interest arbitration under the Illinois Public Labor Relations Act after failing to reach a new successor agreement with the other parties to the Collective Bargaining Agreement. The arbitrator issued an interest arbitration award on September 12, 2023. The new successor agreement will expire on September 30, 2024.

Recommendation: Staff concurs.

Contract/Agreement: See attached.

Legal Review: Yes.

Follow-Up: N/A

**RESOLUTION
OF THE
COUNTY BOARD OF THE COUNTY OF WINNEBAGO, ILLINOIS**

2023 CR _____

SUBMITTED BY: FINANCE COMMITTEE

**RESOLUTION PROPOSING APPROVAL OF AN INTEREST ARBITRATION AWARD
BETWEEN THE COUNTY OF WINNEBAGO, THE WINNEBAGO COUNTY SHERIFF
AND AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL
EMPLOYEES, AFL-CIO, ILLINOIS COUNCIL 31, LOCAL 473 (AFSCME)**

WHEREAS, the duly authorized representatives of the County Board of the County of Winnebago, Illinois, the Winnebago County Sheriff, the Winnebago County Clerk, the Winnebago County Recorder of Deeds, the Winnebago County Coroner, the Winnebago County Auditor and the Winnebago County Treasurer and American Federation of State, County, and Municipal Employees, AFL-CIO, Illinois Council 31, Local 473 (“AFSCME”) are currently parties to a collective bargaining agreement (“Agreement”); and

WHEREAS, the correctional officers of the Winnebago County Sheriff exercised their statutory rights to interest arbitration under the Illinois Public Labor Relations Act after failing to reach a new successor agreement with the other parties to the Agreement; and

WHEREAS, in the interim the correctional officers of the Winnebago County Sheriff have continued to be governed by the previous collective bargaining agreement with AFSCME, which expired on September 30, 2021; and

WHEREAS, upon final ratification by AFSCME, Finance Committee and County Board, the interest arbitration award and new successor agreement will govern the duly authorized representatives of the County Board of the County of Winnebago, Illinois, the Winnebago County Sheriff, and AFSCME; and

WHEREAS, the Finance Committee of the County Board for the County of Winnebago, Illinois, in connection with said interest arbitration award, has reviewed the changes to sections of the collective bargaining agreement applicable to the correctional officers currently in full force and effect, said section changes attached hereto as Exhibit A; and

WHEREAS, the Finance Committee recommends the full County Board accept and approve the terms of said interest arbitration award between the duly authorized representatives of the County Board of the County of Winnebago, Illinois, the Winnebago County Sheriff, and

AFSCME, issued by the arbitrator on September 12, 2023, as summarized in the attachment to this Resolution.

NOW, THEREFORE, BE IT RESOLVED, by the County Board of the County of Winnebago, Illinois that the interest arbitration award, issued by the arbitrator on September 12, 2023, between the County Board of the County of Winnebago, Illinois, the Winnebago County Sheriff, and AFSCME be approved and that the Winnebago County Board Chairman, and the Winnebago County Sheriff, execute any documents necessary for implementation of said interest arbitration award.

BE IT FURTHER RESOLVED, that this Resolution shall be in full force and effective immediately upon its adoption and the Clerk of the County Board is hereby authorized to prepare and deliver certified copies of this Resolution to the Winnebago County Board Chairman, the Winnebago County Sheriff, the Winnebago County Clerk, the Winnebago County Recorder of Deeds, the Winnebago County Coroner, the Winnebago County Auditor and the Winnebago County Treasurer and to AFSCME.

Respectfully Submitted,
FINANCE COMMITTEE

AGREE

DISAGREE

JOHN BUTITTA, CHAIRMAN

JOHN BUTITTA, CHAIRMAN

JAIME SALGADO, VICE CHAIRMAN

JAIME SALGADO, VICE CHAIRMAN

JEAN CROSBY

JEAN CROSBY

JOE HOFFMAN

JOE HOFFMAN

KEITH McDONALD

KEITH McDONALD

JOHN F. SWEENEY

JOHN F. SWEENEY

MICHAEL THOMPSON

MICHAEL THOMPSON

The above and foregoing Resolution was adopted by the County Board of the County of
Winnebago, Illinois this _____ day of _____ 2023.

ATTESTED BY:

LORI GUMMOW
CLERK OF THE COUNTY BOARD
OF THE COUNTY OF WINNEBAGO, ILLINOIS

JOSEPH V. CHIARELLI
CHAIRMAN OF THE COUNTY BOARD
OF THE COUNTY OF WINNEBAGO, ILLINOIS

BEFORE ARBITRATOR
THOMAS F. SONNEBORN

In re the Matter of:)
))
THE COUNTY OF WINNEBAGO AND)
THE WINNEBAGO COUNTY SHERIFF,)
))
 Employer,)
))
 and) **S-MA-22-002**
))
AFSCME LOCAL 473,)
))
 Union.)

INTEREST ARBITRATION AWARD

The provisions of the parties’ successor collective bargaining agreement (Agreement) applicable to the Corrections Officers shall include:

- 1) Wages:
 - a) Effective upon signing of the Agreement, all full-time employees employed prior to January 1, 2022, and still employed on the date the Agreement is fully signed, shall be paid a lump sum payment of \$2,000.00, less applicable taxes and withholdings.
 - b) Retroactively effective to January 1, 2023, all employees who are employed on the date the Agreement is fully signed shall receive a wage increase of 3.5%. This increase shall be factored into the Corrections Officers’ minimum hourly rate in Appendix IIIC for the period January 1, 2023, through December 31, 2023.
 - c) Effective January 1, 2024, all employees shall receive a wage increase of 2.25%, followed on the same date by a wage increase of 3.5%. These increases shall be factored into the Corrections Officers’ minimum hourly rate in Appendix IIIC for the period January 1, 2024, through December 31, 2024.

2) Years of Service Step Increases:

a) Retroactively effective to January 1, 2023, for anniversary dates reached in 2022, employees shall receive the following years of service step increases:

- i) Completion of Five Years of Service: \$.50 per hour
- ii) Completion of Ten Years of Service: \$1.25 per hour
- iii) Completion of Fifteen Years of Service: \$1.50 per hour

b) The years of service step increases set forth above are not cumulative and thereafter shall be paid to employees on January 1st after they complete each of the respective steps in accordance with the past application of the ten-year step increase as provided in Section 25.1.¹ These years of service increases are the result of an equity adjustment. These increases shall be in addition to the currently paid 1% longevity increases.

3) Provisions Agreed for the non-Corrections Officer Bargaining Unit Members:

The following provisions agreed in the negotiations for the non-Corrections Officers bargaining unit members shall be applicable to the Corrections Officers:

- a) Insurance (Article XIII)
- b) Absenteeism/Tardiness (Sections 9.2, 9.3, 9.5, and 9.6)
- c) Filling of Vacancies (Section 20.3)
- d) Juneteenth Holiday added to Article X effective for year 2024 and thereafter for Corrections Officers
- e) Bereavement Leave (Section 22.6), effective the date the Agreement is signed

¹ For example, employees who previously received \$1.00 per hour after the completion of ten years will be paid \$1.50 upon completing fifteen years of service (i.e., an additional \$.50 per hour making the total fifteen year step \$1.50, not \$2.50). Similarly, employees who as of January 1, 2023, have nine years of service will receive \$.50 per hour until the completion of ten years of service at which time the years of service pay will increase by \$.75 to a total of \$1.25, not \$1.75.

4) Labor Management Meetings:

Section 25.12 shall be amended to delete any reference to a Joint Classification Study which shall be replaced by the following: "At the request of the County or the Union, an annual Labor Management meeting will be held to discuss job titles that may be in need of an equity adjustment."


5) Other Tentative Agreements:

All other tentative agreements reached during the negotiations shall be incorporated into this award and included in the parties' Agreement. All remaining provisions of the previous agreement shall be included in the parties' Agreement.

6) Retention of Jurisdiction:

This arbitrator retains jurisdiction for purposes of any disputes which may arise during the parties' drafting of contract language consistent with the terms of this Award.

Date: September 12, 2023



Thomas F. Sonneborn, Arbitrator



Resolution Executive Summary

Prepared By: Lafakeria S. Vaughn
Committee: Finance Committee
Committee Date: September 21, 2023
Resolution Title: Resolution Authorizing Execution of a Revised Collective Bargaining Agreement with the American Federation of State, County, and Municipal Employees, AFL-CIO, Illinois Council 31, Local 473
County Code: Not Applicable
Board Meeting Date: September 28, 2023

Budget Information:

Was item budgeted? Yes	Appropriation Amount:
If not, explain funding source: N/A	
ORG/OBJ/Project Code:	Budget Impact: Within budgeted amount

Background Information: On February 9, 2023, the Winnebago County Board approved a successor three-year collective bargaining agreement with AFSCME, concerning wages, hours, terms, and other conditions of employment for the term of October 1, 2021, through September 30, 2024. Subsequently, the parties had to resolve a conflict regarding Article XIII (Insurance) of the Agreement. The parties have resolved said conflict and finalized the changes to the insurance for the term of the Agreement.

Recommendation: Staff concurs.

Contract/Agreement: See attached.

Legal Review: Yes.

Follow-Up: Execute revised successor collective bargaining agreement with AFSCME.

**RESOLUTION
OF THE
COUNTY BOARD OF THE COUNTY OF WINNEBAGO, ILLINOIS**

2023 CR _____

SUBMITTED BY: FINANCE COMMITTEE

**RESOLUTION AUTHORIZING THE EXECUTION OF A REVISED COLLECTIVE
BARGAINING AGREEMENT WITH THE AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL EMPLOYEES, AFL-CIO, ILLINOIS COUNCIL 31,
LOCAL 473**

WHEREAS, the duly authorized representatives of the County Board of the County of Winnebago, Illinois, the Winnebago County Sheriff, the Winnebago County Clerk, the Winnebago County Recorder of Deeds, the Winnebago County Coroner, the Winnebago County Auditor and the Winnebago County Treasurer and American Federation of State, County, and Municipal Employees, AFL-CIO, Illinois Council 31, Local 473 (“AFSCME”) are currently parties to a collective bargaining agreement (“Agreement”); and

WHEREAS, on February 9, 2023, the Winnebago County Board approved a successor three-year Agreement with AFSCME, concerning wages, hours, terms, and other conditions of employment for the term of October 1, 2021, through September 30, 2024; and

WHEREAS, subsequent to County Board’s approval, the parties had to resolve a conflict regarding Article XIII (Insurance) of the Agreement; and

WHEREAS, the parties have resolved said conflict and finalized the changes to the insurance for the term of the Agreement; and

WHEREAS, the Finance Committee of the County Board for the County of Winnebago, Illinois, has reviewed the changes attached hereto as Exhibit A and recommends the full County Board accept and approve the terms of said tentative agreement on a successor collective bargaining agreement between AFSCME and the County Board of the County of Winnebago, Illinois, the Winnebago County Sheriff, the Winnebago County Clerk, the Winnebago County Recorder of Deeds, the Winnebago County Coroner, the Winnebago County Auditor and the Winnebago County Treasurer.

NOW, THEREFORE, BE IT RESOLVED, by the County Board of the County of Winnebago, Illinois that the revised collective bargaining agreement between AFSCME and the County Board of the County of Winnebago, Illinois, the Winnebago County Sheriff, the

Winnebago County Clerk, the Winnebago County Recorder of Deeds, the Winnebago County Coroner, the Winnebago County Auditor and the Winnebago County Treasurer be approved and that the Winnebago County Board Chairman, the Winnebago County Sheriff, the Winnebago County Clerk, the Winnebago County Recorder of Deeds, the Winnebago County Coroner, the Winnebago County Auditor and the Winnebago County Treasurer execute any documents necessary for implementation of said revised collective bargaining agreement.

BE IT FURTHER RESOLVED, that this Resolution shall be in full force and effective immediately upon its adoption and the Clerk of the County Board is hereby authorized to prepare and deliver certified copies of this Resolution to the Winnebago County Board Chairman, the Winnebago County Sheriff, the Winnebago County Clerk, the Winnebago County Recorder of Deeds, the Winnebago County Coroner, the Winnebago County Auditor and the Winnebago County Treasurer and to AFSCME.

Respectfully Submitted,
FINANCE COMMITTEE

AGREE

DISAGREE

JOHN BUTITTA, CHAIRMAN

JOHN BUTITTA, CHAIRMAN

JAIME SALGADO, VICE CHAIRMAN

JAIME SALGADO, VICE CHAIRMAN

JEAN CROSBY

JEAN CROSBY

JOE HOFFMAN

JOE HOFFMAN

KEITH McDONALD

KEITH McDONALD

JOHN F. SWEENEY

JOHN F. SWEENEY

MICHAEL THOMPSON

MICHAEL THOMPSON

The above and foregoing Resolution was adopted by the County Board of the County of
Winnebago, Illinois this _____ day of _____ 2023.

ATTESTED BY:

LORI GUMMOW
CLERK OF THE COUNTY BOARD
OF THE COUNTY OF WINNEBAGO, ILLINOIS

JOSEPH V. CHIARELLI
CHAIRMAN OF THE COUNTY BOARD
OF THE COUNTY OF WINNEBAGO, ILLINOIS

ARTICLE XIII
INSURANCE AND PENSION

Section 13.1 Insurance Coverage. Except as provided herein, the County shall, for the life of this Agreement, continue in effect the basic level of coverage to full time employees and eligible part time employees per Patient Protection and Affordable Care Act (PPACA) guidelines now provided by the County for hospital and major medical insurance, and dental insurance for full time employees. The County does retain the right to change to or from a self-insurance program and/or to change insurance carriers, or otherwise to change coverage(s) as long as the basic level of benefits to the employee remains substantially the same. The Employer reserves the right to introduce a base dental plan at no cost to the employee with an option for the employee to "buy-up" to a managed care dental plan at the employee's expense.

Effective October 1, 2022 through December 31, 2023, in order to be eligible to receive insurance benefits pursuant to the provisions of this Article XIII, employees and their dependents, which includes spouses as defined under Illinois law, must apply within the first ninety (90) days of employment, during the annual open enrollment or within thirty (30) days of a qualifying event, whichever is applicable. Effective January 1, 2024, in order to be eligible to receive insurance benefits pursuant to the provisions of this Section 13, employees and their dependents, which includes spouses as defined under Illinois law, must apply by the first (1st) of the month following thirty (30) days of employment, during the annual open enrollment or within thirty (30) days of a qualifying event, whichever is applicable. Effective January 1, 2024, Employer will add a new "employee plus one" tier structure.

The age qualifier for dependent children will follow applicable State and Federal laws.

Part-time employees are eligible for health insurance coverage per PPACA guidelines, but are not eligible for dental or life insurance coverage.

Section 13.2 Cost Containment. The County reserves the right to institute cost containment measures relative to insurance coverage so long as the basic level of insurance benefits remains substantially the same. Such changes may include, but are not limited to, mandatory second opinions for elective surgery, pre-admissions and continuing admission review, prohibition on weekend admissions except in emergency situations, and mandatory out-patient elective surgery for certain designated surgical procedures.

Notwithstanding any provision of this section, or of Section 13.1, the County reserves the right to institute a Participating Provider Option (P.P.O.) even if the result would be a reduction in the level of benefits for those employees who choose to receive in-patient or out-patient hospital care at hospitals other than participating hospitals.

Section 13.3 Cost. ~~Effective January 1, 2021~~7: The Employer(s) agree to pay the following percentage of the cost of providing health and dental insurance under the self-funded group fee-for-service (indemnity) plan. Any employee who elects coverage under this plan shall pay the following percentage of the cost of the individual or dependent coverage, as the case may be. There shall be no annual limit on the contribution amount.

	Employer Contribution Percentage	Employee Contribution Percentage
Effective January 1, 2021 7	85%	15%
Effective January 1, 2021 8	85%	15%
Effective January 1, 2021 9	85%	15%
Effective January 1, 2021 20	85%	15%
Effective January 1, 2021	85%	15%

The County's health and dental plan administrator shall have exclusive authority to determine the annual anticipated and actual costs of individual, employee plus one and dependent insurance coverage during the term of this Agreement. The cost of providing individual or dependent coverage under this plan shall be determined by December 15 of each year. The employee's share of the cost shall be divided into twenty-six equal payments and shall be deducted from the employee's paycheck.

Any employee that elects either individual, employee plus one or dependent dental and health insurance coverage shall, at the open enrollment following the ratification of this Agreement, enroll in the insurance premium only portion of the Section 125 Plan provided by the Employer(s). Provided, however, should an employee demonstrate to the Employer(s) that his/her participation in the Section 125 Plan will have an adverse impact on his/her social security earnings or pension through the Illinois Municipal Retirement Fund, his/her participation in the Section 125 Plan may be waived.

~~Effective January 1, 2021~~7: The annual deductible for medical services other than prescription drugs for each employee who has elected individual coverage and has chosen the self-funded group fee-for-service/PPO (indemnity) plan will be as follows:

	Deductible for each covered employee and for each covered dependent	<u>Maximum aggregate deductible for employee plus one (effective 1/1/24)</u>	Maximum aggregate deductible per family
Effective January 1, 2017	\$630		\$1,260
Effective January 1, 2018	\$700		\$1,400
Effective January 1, 2019	\$700		\$1,400

Effective January 1, 2020	\$750		\$1,500
Effective January 1, 2021	\$750	N/A	\$1,500
<u>Effective January 1, 2022</u>	<u>\$750</u>	<u>N/A</u>	<u>\$1,500</u>
<u>Effective January 1, 2023</u>	<u>\$750</u>	<u>N/A</u>	<u>\$1,500</u>
<u>Effective January 1, 2024</u>	<u>\$750</u>	<u>\$1,500</u>	<u>\$1,500</u>

The annual maximum out-of-pocket expenditures over and above the deductibles for medical services other than prescription drugs per employee or dependent shall be as follows:

	Maximum out-of-pocket expenditures per employee or dependent	<u>Maximum out-of-pocket expenditures For employee plus one (effective 1/1/24)</u>	Maximum out-of-pocket expenditures per family
Effective January 1, 2017	\$1,160		\$3,420
Effective January 1, 2018	\$1,250		\$3,350
Effective January 1, 2019	\$1,250		\$3,350
Effective January 1, 2020	\$1,250		\$3,350
Effective January 1, 2021	\$1,250	N/A	\$3,350
<u>Effective January 1, 2022</u>	<u>\$1,250</u>	<u>N/A</u>	<u>\$3,350</u>
<u>Effective January 1, 2023</u>	<u>\$1,250</u>	<u>N/A</u>	<u>\$3,350</u>
<u>Effective January 1, 2024</u>	<u>\$1,250</u>	<u>\$2,500</u>	<u>\$3,350</u>

Effective January 1, 2020, the PPO plan will convert to a Point of Service (POS) plan with the following co-payments being effective as of January 1, 2020:

	Co-Pays Primary Care	Co-Pays Specialist
Effective January 1, 2020	\$20.00	\$25.00
Effective January 1, 2021	\$20.00	\$25.00

<u>Effective January 1, 2022</u>	<u>\$20.00</u>	<u>\$25.00</u>
<u>Effective January 1, 2023</u>	<u>\$20.00</u>	<u>\$25.00</u>
<u>Effective January 1, 2024</u>	<u>\$20.00</u>	<u>\$25.00</u>

Section 13.4 **Coordination of Benefits.** In the event that the spouse of an employee is eligible to participate in a group health insurance plan sponsored by the spouse's employer, for which that employer pays a minimum of -80% of the insurance premium, that plan, even if the spouse fails to enroll, will be considered primary. The Employer(s) will pay benefits at the secondary payer level that will not exceed the amount of benefits due had the spouse enrolled in his/her employer-sponsored health insurance plan. In addition, in the event that a dependent of an employee covered by the County's health and dental insurance plan, is also covered under another health and dental insurance plan, the County will pay no more than the County's plan percentage for any balance submitted for secondary coverage.

Section 13.5 **Alternative Health Plans.** In accordance with the provisions of federal law and the regulations there under, if applicable, the Employer shall make available the option of membership in qualified health maintenance organizations and/or other alternative health plans to employees and their eligible dependents who reside in the service area of qualified HMO's and/or alternative health plans. This option shall terminate effective December 31, 2019.

If an employee elects to participate in an alternative health plan under this Section, the Employer(s) agree to pay the following percentage of the cost, and the employee who elects coverage under the plan shall pay the following percentage of the cost of the individual or dependent coverage, as the case may be. There shall be no annual limit on the contribution amount.

	Employer Contribution Percentage	Employee Contribution Percentage
Effective January 1, 2017	85%	15%
Effective January 1, 2018	85%	15%
Effective January 1, 2019	85%	15%

The cost of providing individual and dependent health and dental insurance coverage under the alternative health plan shall be determined by December 15 of each year. The employee's share of the cost shall be divided into twenty-six (26) equal payments and shall be deducted from the employee's paycheck.

Effective January 1, 2018: The annual deductible for medical services other than prescription drugs for each employee who has elected to participate in an alternative health plan under this Section is as follows:

	Deductible covered employee and for each covered dependent	Maximum aggregated deductible per family
Effective January 1, 2018	\$250	\$500
Effective January 1, 2019	\$500	\$1,000

The annual maximum out-of-pocket expenditure over and above the co-payments for medical services other than prescription drugs per employee or dependent shall be as follows:

	Maximum out-of-pocket expenditures per employee or dependent	Maximum out-of-pocket expenditures per family
Effective January 1, 2017	\$1,700	\$3,400
Effective January 1, 2018	\$1,650	\$3,300
Effective January 1, 2019	\$1,650	\$3,300

	Co-Pays Primary Care	Co-Pays Specialist
Effective January 1, 2017	\$25.00	\$30.00
Effective January 1, 2018	\$20.00	\$25.00
Effective January 1, 2019	\$20.00	\$25.00

Section 13.6 Group Term Life Insurance. During the term of this Agreement, the Employer shall provide each eligible employee with a paid twenty thousand dollar (\$20,000) group term life insurance policy. The Employer(s) shall continue to provide the employees the opportunity to purchase additional life insurance coverage at the employee's expense.

Section 13.7 Pension Contributions. In accordance with applicable state law, all eligible employees shall be covered by the Illinois Municipal Retirement Fund (IMRF) and the County shall make appropriate FICA (Social Security) and IMRF pension contributions to this fund.

Section 13.8 SLEP Retirement Fund.

No later than July 1 of each year of this agreement, the employer and the UNION will meet and discuss the application of the Sheriffs Law Enforcement Pension (SLEP) to the employees in the position classification of correctional officer.

Section 13.9 Indemnification and Legal Representation.

- A. Employer Responsibility: The Employer agrees to pay for any damages or monies which may be adjudged, assessed or levied against an employee covered by this Agreement, and provide legal representation to an employee

at any civil cause of action brought against the employee, as a result of action or inaction of the employee arising out of and in the performance of the employee's proper duties for the Employer, except that this provision shall not apply where the employee unreasonably violates a direct order or procedure or acts willfully or wantonly in disregard of his proper duties and/or obligations.

- B. Cooperation: Employees shall be required to cooperate with the Employer during the course of any investigation, administration, or litigation of any claim arising under this Article.
- C. Applicability: The Employer will provide the protection set forth in Section A so long as the employee is acting within the scope of his employment and where the employee cooperates as defined in Section B, with the defense of the action(s) or claim(s).

Section 13.10 Dental Benefits. Dental benefits shall be as follows:

~~Effective 1/1/17~~

~~Deductible for single coverage: \$25.00~~
~~Deductible for family coverage: \$75.00~~
~~Maximum benefits per calendar year: \$1,200~~

Effective 1/1/~~21~~¹⁸

Deductible for single coverage: \$50.00
Deductible for family coverage: \$150.00
Maximum benefits per calendar year: \$2,000

Effective 1/1/~~22~~¹⁹

Deductible for single coverage: \$50.00
Deductible for family coverage: \$150.00
Maximum benefits per calendar year: \$2,000

Effective 1/1/~~23~~²⁰

Deductible for single coverage: \$50.00
Deductible for family coverage: \$150.00
Maximum benefits per calendar year: \$2,000

Effective 1/1/~~24~~²¹

Deductible for single coverage: \$50.00
Deductible for family coverage: \$150.00
Maximum benefits per calendar year: \$2,000

Section 13.11 **Terms of Policies to Govern.** The extent of insurance coverage provided to employees or their dependents under this collective bargaining agreement shall be subject to and governed by the terms and conditions set forth in any applicable insurance policies or agreements or those which may be established from time to time by the County's Health and Dental Plan Administrator. Any or all questions or disputes concerning insurance claim(s) shall not be subject to the grievance and arbitration procedure set forth in this Agreement.

Section 13.12 **Sick Leave of Absence/IMRF Disability.** In the event an employee is on unpaid sick leave or on IMRF Disability, the Employer(s) shall continue to make contributions toward the cost of Health and Dental Insurance coverage for a period of ninety (90) days. The Employee shall pay the amount that is normally deducted per pay period from his/her payroll check. At the end of the ninety (90) day period, the employee may continue his/her insurance coverage by paying the full cost for single (and dependent coverage where applicable) coverage to the Human Resources Director or his/her designee by the tenth (10th) day of each month. If payment is not made, the insurance shall be cancelled by the Employer(s).

Section 13.13 **Occupational Injury/Illness.** In the event that an employee is receiving Temporary Total Disability (TTD) payments pursuant to the "Illinois Worker's Compensation Act", the employee shall be required to contribute his/her portion of the cost of Health and Dental Insurance that was in effect at the time the work related injury or illness occurred for a period of twelve months. Thereafter, the employee shall be responsible to pay the full cost of Health and Dental Insurance. If such employee chooses to change his/her coverage from single to dependent or from the self-funded insurance plan to the HMO or other alternative plan, the employee shall direct his/her payment of any increase in the cost of coverage to the Human Resources Director or his designee by the tenth (10th) of each month. Failure to pay the increased cost will result in cancellation of the change in coverage.

Section 13.14 **Pharmacy.** **Effective January 1, 2021~~17~~**, the cost of prescription drugs will be a co-pay of \$17 for generic medications or the best daily price, whichever is less, a co-pay of \$21~~3~~ plus 20% of the cost of preferred brand name medications, and a co-pay of \$23 ~~plus 30% of and the difference between~~ the cost of the ~~generic equivalent medication and the preferred brand name medication when the physician indicates that the generic equivalent and/or the preferred brand name may be dispensed but the employee and/or dependent prefers the~~ non-preferred brand name medication. **Effective January 1, 2024~~18~~**, the cost of prescription drugs will be a co-pay of \$17 for generic medications or the best daily price, whichever is less, a co-pay of \$23~~1~~ plus 20% of the cost of preferred brand name medications, and a co-pay of \$25~~3~~ plus 30% of the cost of non-preferred brand name medications. Mail-order prescriptions will be available in ninety (90) day increments. The co-pay for mail-order prescriptions will be two times the cost of the co-pay for each category of medications as outlined above. **Effective January 1, 2021~~17~~**, the maximum out-of-pocket expenditures, per calendar year, over and above the co-pays for prescription drugs per employee or dependent will be Two Thousand Two Hundred Fifty Dollars (\$2,00~~25~~0) with a maximum of Four Thousand Five Hundred Dollars (\$4,0500) per family. **Effective January 1, 2024~~18~~**, the maximum

out-of-pocket expenditures, per calendar year, over and above the co-pays for prescription drugs per employee or dependent will be ~~Two Thousand~~ **Two Hundred Fifty Five Hundred** Dollars (\$~~2,250~~**0**) with a maximum of ~~Four Thousand Dollars (\$4,000)~~ **for employee plus one, and with a maximum of** Four Thousand Five Hundred Dollars (\$4,500) per family.

	Generic Co-Pay	Formulary Co-Pay	Non-Formulary Co-Pay
Effective January 1, 2017	\$17	\$23 + 20%	\$23 + 20%
Effective January 1, 2018	\$17	\$21 + 20%	\$23 + 30%
Effective January 1, 2019	\$17	\$21 + 20%	\$23 + 30%
Effective January 1, 2020	\$17	\$21 + 20%	\$23 + 30%
Effective January 1, 2021	\$17	\$21 + 20%	\$23 + 30%
<u>Effective January 1, 2022</u>	<u>\$17</u>	<u>\$21 + 20%</u>	<u>\$23 + 30%</u>
<u>Effective January 1, 2023</u>	<u>\$17</u>	<u>\$21 + 20%</u>	<u>\$23 + 30%</u>
<u>Effective January 1, 2024</u>	<u>\$17</u>	<u>\$23 + 20%</u>	<u>\$25 + 30%</u>

Section 13.15 High Deductible Health Plan. The Employer may, in addition to current health plans, offer a High Deductible Health Plan.

Section 13.16 Vision Care. The employer shall make available a voluntary vision program, 100% funded by the employee, subject to minimum participation levels required by the carrier.

Section 13.17 Employee Wellness Program. The Employer may offer an Employee Wellness Program, in accordance with applicable laws and regulations. Employees who elect to participate in the Employee Wellness Program in ~~2022+8~~ and complete the three (3) requirements for participation in the Wellness Program will receive a yearly rebate totaling \$250 for single coverage and \$600 for family coverage, which will be broken down into equal reductions in the premium amount deducted from the employee's paycheck each pay period in ~~2022+8~~. Employees who elect to participate in the Employee Wellness Program in ~~2022+8~~, complete the three (3) requirements, and complete nine (9) additional wellness activities as designated by the Employer will receive an additional yearly rebate beginning on April 1, ~~2022+8~~, totaling \$100 if the Employee completes the requirements and \$250 if the Employee and covered spouse complete the requirements. The same incentives for participation in the Employee Wellness Program will be offered in- ~~2023 and 2024~~~~2019, 2020 and 2021~~.

The Employer shall hold quarterly meetings to update the union and employees on the County's insurance plans and Wellness Program. The Union President may designate up to three (3) bargaining unit members to attend the meetings. The meetings shall last no more than one (1) hour and the bargaining unit members shall be compensated at their regular hourly rate for time spent at the meetings.