



# Lake County Illinois

## Legislation Details (With Text)

**File #:** 18-0389      **Version:** 1      **Name:** Resolution authorizing the Collective Bargaining Agreement, (CBA) between the American Federation of State County and Municipal Employees (AFSCME) and Lake County Coroner's Office/Lake County Board.

**Type:** resolution      **Status:** Passed

**File created:** 3/27/2018      **In control:** Financial & Administrative Committee

**On agenda:**      **Final action:** 4/10/2018

**Title:** Resolution authorizing the Collective Bargaining Agreement, (CBA) between the American Federation of State County and Municipal Employees (AFSCME) and Lake County Coroner's Office/Lake County Board.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. MASTER\_Labor Agreement-County Coroners Office

Date	Ver.	Action By	Action	Result
4/10/2018	1	Lake County Board	adopted	Pass
4/4/2018	1	Financial & Administrative Committee	recommended for adoption to the consent agenda	Pass

Resolution authorizing the Collective Bargaining Agreement, (CBA) between the American Federation of State County and Municipal Employees (AFSCME) and Lake County Coroner's Office/Lake County Board.

- This CBA, which will be for a term of December 1, 2016 through November 30, 2019, represents 10 employees who hold the position of Administrative Clerk, Deputy Coroner, Sr Deputy Coroner, Autopsy Technician/Clerk and Forensic Toxicologist.
- Employees covered by this agreement will receive wage increases in the following manner: 2.25 percent across the board effective December 1, 2016 (same as received by non-union employees), 2.5 percent across the board effective December 1, 2017 (same as received by non-union employees) and a 2.5 percent increase effective December 1, 2018.
- The Administrative Clerk and Autopsy Technician/Clerk will be eligible to receive a two percent discretionary performance increases on the anniversary of their third, sixth, and ninth years of service, provided specific performance goals and standards have been met and the County Board approves a Proficiency Incentive Program for non-union employees.
- The Forensic Toxicologist will be eligible for an educational incentive currently granted to the Deputy Coroners.
- As a result of the provisions negotiated in this agreement, wages will increase by \$12,267 for fiscal year (FY) 2017, \$13,918 for FY 2018 and \$12,901 for FY 2019.

### RESOLUTION

**WHEREAS**, the Lake County Coroner's Office and Lake County Board have a Collective Bargaining Agreement, (CBA) with the American Federation of State County and Municipal Employees

(AFSCME) that expired on November 30, 2016; and

**WHEREAS**, the parties reached a tentative agreement for a successor CBA for the period of December 1, 2016 through November 30, 2019.

**WHEREAS**, the parties agreed that employees covered by this agreement will receive wage increases in the following manner: 2.25 percent across the board effective December 1, 2016 (same as received by non-union employees), 2.5 percent across the board effective December 1, 2017 (same as received by non-union employees) and a 2.5 percent increase effective December 1, 2018.

**WHEREAS**, the parties agreed that the Administrative Clerk and Autopsy Technician/Clerk positions will be eligible to receive a two percent discretionary performance increases on the anniversary of their third, sixth, and ninth years of service, provided specific performance goals and standards have been met and the County Board approves a Proficiency Incentive Program for non-union employees.

**WHEREAS**, the parties agreed that the Forensic Toxicologist will be eligible for an educational incentive currently granted to the Deputy Coroners.

**NOW, THEREFORE, BE IT RESOLVED**, that the CBA between the Lake County Coroner's Office and Lake County Board with AFSCME be approved; and

**BE IT FURTHER RESOLVED**, the employees covered by this CBA be eligible to receive wage increases as described, required to comply with work rules and receive all other protections contained therein.

**DATED** at Waukegan, Lake County, Illinois, on April 10, 2018.