



# Lake County Illinois

## Legislation Details (With Text)

<b>File #:</b>	23-0363	<b>Version:</b>	1	<b>Name:</b>	Resolution authorizing a Collective Bargaining Agreement (CBA) between the Lake County Board, Lake County Animal Care and Control Unit and their representatives in the Illinois Council of Police (Union).
<b>Type:</b>	resolution	<b>Status:</b>			Passed
<b>File created:</b>	2/24/2023	<b>In control:</b>			Financial & Administrative Committee
<b>On agenda:</b>		<b>Final action:</b>			3/14/2023
<b>Title:</b>	Resolution authorizing a Collective Bargaining Agreement (CBA) between the Illinois Council of Police Animal Care and Control Chapter, Lake County Board of Health and the Lake County Board.				
<b>Sponsors:</b>					
<b>Indexes:</b>					
<b>Code sections:</b>					
<b>Attachments:</b>	1. Lake County and ICOP (Animal Control) CBA (Clean Copy), 2. Lake County and ICOP (Animal Control) CBA (with amendments 12-19-22)				

Date	Ver.	Action By	Action	Result
3/14/2023	1	Lake County Board	adopted	Pass
3/9/2023	1	Financial & Administrative Committee	recommended for adoption to the regular agenda	Pass

Resolution authorizing a Collective Bargaining Agreement (CBA) between the Illinois Council of Police Animal Care and Control Chapter, Lake County Board of Health and the Lake County Board.

- This is a four-year agreement retroactive to December 1, 2021 through November 30, 2025 and covers approximately nine positions in the Animal Care and Control Unit.
- Wage settlement of
  - 2.5 percent on December 1, 2021
  - 3.25 percent on December 1, 2022
  - "Same As" on December 1, 2023
  - "Same As" on December 1, 2024
- All bargaining unit position pay ranges were increased (adjusted) to accurately reflect non-union pay ranges. With the exception of the kennel tech, all other bargaining unit employees' wages were within the newly adjusted pay ranges. Part-time kennel tech positions increased to \$15.00 per hour.
- Modifies to how the Discretionary Performance Incentive is awarded: 1.5 percent increase every three years, paired with an annual performance evaluation score of at least 4.2. There is no maximum number of increases an employee can receive.

## RESOLUTION

**WHEREAS**, the Illinois Council of Police Union has been recognized as the sole and

exclusive bargaining agent for employees in the Lake County Animal Care and Control Unit; and

**WHEREAS**, the parties have reached a tentative agreement on a successor contract; and

**WHEREAS**, the County Board holds the final approval to ratify the terms of the tentative agreement reached.

**NOW, THEREFORE, BE IT RESOLVED**, by this the County Board of Lake County, that the Chair of the Board is hereby authorized to sign the Collective Bargaining Agreement attached hereto and make a part of this Resolution; and

**BE IT FURTHER RESOLVED**, that this Agreement shall be effective from December 1, 2021 through November 30, 2025 consistent with the Illinois Public Labor Relations Act 5ILCS 315/21.

**DATED** at Waukegan, Illinois on March 14, 2023.