

## Legislation Text

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**File #:** 23-0290, **Version:** 1

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### Ratification of Collective Bargaining Agreement for Animal Care and Control - Nordstrom

The negotiating team from the Lake County Health Department and the Lake County Department of Human Resources have been negotiating with unionized staff of the Animal Care and Control program and their representatives in the Illinois Council of Police (Union) to set terms for a new agreement. The prior bargaining agreement expired November 30, 2021.

After several meetings and the exchange of proposals, the parties were unable to reach an agreement. As a result, we entered federal mediation and a meeting with the federal mediator was held on December 14, 2022. In that session, the parties reached a tentative agreement which the union has voted to approve, pending approvals by the Board of Health and County Board.

Below is a summary of the key issues updated through this agreement:

- Bargaining unit wage increases as follows:
  - 2021 - 2.5%
  - 2022 - 3.25%
  - 2023 and 2024 - Same as non-union employees
- Achieved a four-year agreement. Prior agreement was for three years.
- 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.
  - The hourly rate for two Part-time Kennel Tech positions increased to \$15.00/hr
- Changes to how the Discretionary Performance Incentive is awarded.
  - From (originally) - up to three 2% salary increases every two years, paired with annual performance evaluation scores of at least 3.6, 3.9, and 4.2
  - Changed to - 1.5% increase every three years, paired with an annual performance evaluation score of at least 4.2. There is no maximum number of increases the employee can receive.

We believe the agreement is favorable and recommend your approval of the terms. Concurrent with the process to receive your approval, the Lake County Department of Human Resources is moving this through an approval process with the County Board.

To ratify and approve the agreement with the Illinois Council of Police, representing Animal Care and Control staff, to be effective upon final signing and continuing through November 30, 2025, and to authorize the Executive Director or designee to execute any necessary documents.