

AGENDA Special County Operations Committee

Thursday, October 12, 2023 @ 5:00 PM

Peoria County Courthouse, Room 403

- 1. Call to Order
- 2. Resolution
 - Collective Bargaining Agreement (CBA) between Peoria County and AFSCME-PCEA Local 3586 and FY2023 Budget Amendment
- 3. Public Comments
- 4. Miscellaneous
- 5. Adjournment

Vice Chairperson - Sharon K. Williams, District 1

Camille Coates, District 2 Betty Duncan, District 3 Brandy Bryant, District 4

Chairperson – James C. Dillon, District 5

Eden S. Blair, District 6 Phillip Salzer, District 7 Nathan Hoerr, District 8 Danny Phelan, District 9



Peoria County Board

Robert Reneau, District 10
Linda Daley, District 11
Daniel Kelch, District 12
Terry Ruhland, District 13
Brian Elsasser, District 14
Steven Rieker, District 15
Matthew Windish, District 16
Jennifer Groves Allison, District 17
Paul Rosenbohm, District 18

AGENDA BRIEFING COMMUNICATION

Committee:	County Operations Committee	Prepared By:	Shauna Musselman		
Meeting Date:	Special Meeting: October 12, 2023	Title:	County Administrator		
County Board Meeting:	October 12, 2023	Department:	County Administration		
County Board District:	All	Date Prepared:	October 5, 2023		
Agenda Category:	RESOLUTION				
Item Title:	Approval of the Collective Bargaining Agreement (CBA) between Peoria County and AFSCME-PCEA Local 3586 and a corresponding budget amendment for FY23.				

ISSUE:

Approval of the Collective Bargaining Agreement (CBA) between Peoria County and AFSCME-PCEA Local 3586 and appropriate the funds needed for FY23.

BACKGROUND:

The current PCEA agreement expired on December 31, 2022. Multiple bargaining sessions were held during the fall of 2022 and continued into 2023.

A tentative agreement has been reached between the parties for a five-year contract with wage increases of 3.0% in year one plus an additional 2.0% economic adjustment (both effective October 2, 2023), 3.0% in year two (Jan 1, 2024), 3.0% in year three (Jan 1, 2025), 3.0% in year four (Jan 1, 2026) and 3.0% in year five (Jan 1, 2027). There were also a series of language changes to the agreement as well as a \$1,000 signing bonus. The union ratified the agreement on September 27, 2023.

In addition, a budget amendment for FY23 is recommended to allocate funding for the FY23 wage increases effective October 2, 2023 and signing bonuses to be paid in FY23. The signing bonuses are budgeted to be paid for by General County in General Fund to follow past practices.

IMPACT ANALYSIS:

<u>FISCAL IMPACT</u>: The overall net impact to the budget is anticipated to be \$154,221 in FY23. Fund balance reserves is the funding source for the budget appropriations in each respective fund. The overall impact by fund and department for each year is summarized below.

FY23 Budget Impacts By Fund								
		Wage	Signing	Total Wage				
Fund#	Fund Name	Increases	Bonus	Adjustments				
1000	General Fund	38,489	108,000	146,489				
2140	Cnty Clrk: Recording Automation	627	-	627				
2200	Cir Clrk: Automation	2,860	-	2,860				
2201	Cir Clk: Document Storage	711	-	711				
2202	Cir Clk: Operation & Admin	520	-	520				
2310	Juvenile Detention Center	1,197	-	1,197				
2500	County Highway	811	-	811				
2501	County Bridge	493	-	493				
5130	Information Technology Fund	513	-	513				
	GRAND TOTAL	46,221	108,000	154,221				
	FY23 Budget Impacts By Department							
	<u> </u>	Wage	Signing	Total Wage				
Dept#	Department Name							
-		Wage	Signing	Total Wage				
115	Department Name	Wage Increases	Signing Bonus	Total Wage Adjustments				
115 120	Department Name Finance	Wage Increases 553	Signing Bonus 1,000	Total Wage Adjustments 1,553				
115 120 125	Department Name Finance Facilities & Grounds Operations	Wage Increases 553 4,271	Signing Bonus 1,000 6,300	Total Wage Adjustments 1,553 10,571				
115 120 125 130	Department Name Finance Facilities & Grounds Operations Supervisor of Assessments	Wage Increases 553 4,271 2,772	Signing Bonus 1,000 6,300 5,000	Total Wage Adjustments 1,553 10,571 7,772				
115 120 125 130 140	Department Name Finance Facilities & Grounds Operations Supervisor of Assessments Information Technology Service	Wage Increases 553 4,271 2,772 513	Signing Bonus 1,000 6,300 5,000 1,000	Total Wage Adjustments 1,553 10,571 7,772 1,513				
115 120 125 130 140 150	Department Name Finance Facilities & Grounds Operations Supervisor of Assessments Information Technology Service Clerk	Wage Increases 553 4,271 2,772 513 5,348	Signing Bonus 1,000 6,300 5,000 1,000 11,000	Total Wage Adjustments 1,553 10,571 7,772 1,513 16,348				
115 120 125 130 140 150 200	Department Name Finance Facilities & Grounds Operations Supervisor of Assessments Information Technology Service Clerk Treasurer	Wage Increases 553 4,271 2,772 513 5,348 608	Signing Bonus 1,000 6,300 5,000 1,000 11,000	Total Wage Adjustments 1,553 10,571 7,772 1,513 16,348 1,608				
115 120 125 130 140 150 200 210	Department Name Finance Facilities & Grounds Operations Supervisor of Assessments Information Technology Service Clerk Treasurer Circuit Clerk	Wage Increases 553 4,271 2,772 513 5,348 608 13,941	Signing Bonus 1,000 6,300 5,000 1,000 11,000 24,700	Total Wage Adjustments 1,553 10,571 7,772 1,513 16,348 1,608 38,641				
115 120 125 130 140 150 200 210	Department Name Finance Facilities & Grounds Operations Supervisor of Assessments Information Technology Service Clerk Treasurer Circuit Clerk Court Administration	Wage Increases 553 4,271 2,772 513 5,348 608 13,941 565	Signing Bonus 1,000 6,300 5,000 1,000 11,000 24,700 1,000	Total Wage Adjustments 1,553 10,571 7,772 1,513 16,348 1,608 38,641 1,565				
115 120 125 130 140 150 200 210 220 310	Department Name Finance Facilities & Grounds Operations Supervisor of Assessments Information Technology Service Clerk Treasurer Circuit Clerk Court Administration State's Attorney	Wage Increases 553 4,271 2,772 513 5,348 608 13,941 565 7,016	Signing Bonus 1,000 6,300 5,000 1,000 11,000 24,700 1,000 13,000	Total Wage Adjustments 1,553 10,571 7,772 1,513 16,348 1,608 38,641 1,565 20,016				
115 120 125 130 140 150 200 210 220 310 320	Department Name Finance Facilities & Grounds Operations Supervisor of Assessments Information Technology Service Clerk Treasurer Circuit Clerk Court Administration State's Attorney Juvenile Detention Center	Wage Increases 553 4,271 2,772 513 5,348 608 13,941 565 7,016 1,197	Signing Bonus 1,000 6,300 5,000 1,000 11,000 1,000 24,700 1,000 13,000 5,000	Total Wage Adjustments 1,553 10,571 7,772 1,513 16,348 1,608 38,641 1,565 20,016 6,197				
115 120 125 130 140 150 200 210 220 310 320 330	Department Name Finance Facilities & Grounds Operations Supervisor of Assessments Information Technology Service Clerk Treasurer Circuit Clerk Court Administration State's Attorney Juvenile Detention Center Coroner	Wage Increases 553 4,271 2,772 513 5,348 608 13,941 565 7,016 1,197 1,944	Signing Bonus 1,000 6,300 5,000 1,000 11,000 24,700 1,000 13,000 5,000 5,000	Total Wage Adjustments 1,553 10,571 7,772 1,513 16,348 1,608 38,641 1,565 20,016 6,197 6,944				

<u>OPERATIONAL IMPACT:</u> Approval of the collective bargaining agreement between Peoria County and AFSCMA-PCEA Local 3586 would offer an uninterrupted continuation of service.

46,221

108,000

154,221

GRAND TOTAL

<u>STRATEGIC PLAN:</u> This resolution aligns with the following goal from Peoria County's Adopted Strategic Plan:

• Develop and implement a workplace culture strategy that results in Peoria County government being a workplace employees choose to come to and stay to work.

<u>EQUITY IMPACT</u>: Each union employee represented by AFSME-PCEA Local 3586 and any employee that corresponds to this union agreement benefits from the approval of the Collective Bargaining Agreement.

ALTERNATIVES: None at this time.

RECOMMENDATIONS:

<u>STAFF RECOMMENDATION:</u> Approve the tentative agreement reached with AFSCME-PCEA Local 3586 and the corresponding budget amendment for FY23 as outlined in Exhibit A.

RECOMMENDATIONS BY OTHER BODIES:

• The union ratified the agreement on September 27, 2023.

PRIOR COUNTY BOARD ACTIONS:

• The County Board approved the Collective Bargaining Agreement (CBA) between Peoria County and AFSCME-PCEA Local 3586 which was effective January 1, 2020 through December 31, 2022.

ATTACHMENTS:

- Collective Bargaining Agreement (CBA) between Peoria County and AFSCME-PCEA Local 3586.
- Exhibit A

TO THE HONORABLE COUNTY BOARD			
)		
COUNTY OF PEORIA. ILLINOIS)		

Your County Operations Committee does hereby recommend passage of the following Resolution:

RE: Approval of the Collective Bargaining Agreement (CBA) between Peoria County and AFSCME-PCEA Local 3586

RESOLUTION

WHEREAS, representatives of Peoria County and AFSCME-PCEA Local 3586 have reached a tentative agreement on a labor agreement for five years, and

WHEREAS, a tentative agreement was reached that includes a 3.0% increase plus an additional 2.0% economic adjustment increase effective October 2, 2023, a 3.0% increase on January 1, 2024, a 3.0% increase on January 1, 2025, a 3.0% increase on January 1, 2026, and a 3.0% increase on January 1, 2027; and

WHEREAS, the tentative agreement also includes various language changes and a \$1,000 signing bonus; and,

WHEREAS, a budget amendment for FY23 is requested in the amount of \$154,221 to the organization and object codes shown in exhibit A; and,

WHEREAS, the FY23 funding source for the budget appropriations is fund balance reserves in the respective funds; and,

NOW THEREFORE BE IT RESOLVED, by the County Board of Peoria County, that the tentative agreement that includes a five-year agreement and new language be hereby approved and that the Peoria County Board Chairman or the County Administrator is hereby authorized and directed to execute the collective bargaining agreement on behalf of Peoria County to be effective upon ratification by both parties; and,

NOW THEREFORE BE IT FURTHER RESOLVED that the County Board authorizes the County Administrator to appropriate \$154,221 to the accounts outlined in Exhibit A.

RESPECTFULLY SUBMITTED,
COUNTY OPERATIONS COMMITTEE

Exhibit A

Fund	Fund Name	Dept	Department Name	Org Code Total	FY23
1000	General Fund	100	General County	10000110-613500	108,000
1000	General Fund	115	Finance	11500110-611100	553
1000	General Fund	120	Facilities & Grounds Operations	12000110-611100	2,005
1000	General Fund	120	Facilities & Grounds Operations	12010110-611100	1,668
1000	General Fund	120	Facilities & Grounds Operations	12020110-611100	598
1000	General Fund	125	Supervisor of Assessments	12500110-611100	2,772
1000	General Fund	140	Clerk	14000110-611100	883
1000	General Fund	140	Clerk	14010110-611100	1,745
1000	General Fund	140	Clerk	14020110-611100	1,799
1000	General Fund	140	Clerk	14020110-611200	294
1000	General Fund	150	Treasurer	15000110-611100	608
1000	General Fund	200	Circuit Clerk	20000210-611100	9,850
1000	General Fund	210	Court Administration	21002210-611100	565
1000	General Fund	220	State's Attorney	22010210-611100	4,992
1000	General Fund	220	State's Attorney	22030210-611100	1,482
1000	General Fund	220	State's Attorney	22040210-611100	542
1000	General Fund	320	Coroner	32000310-611100	1,578
1000	General Fund	320	Coroner	32000310-611200	366
1000	General Fund	330	Sheriff	33001310-611100	962
1000	General Fund	330	Sheriff	33002310-611100	481
1000	General Fund	330	Sheriff	33002310-611200	1,866
1000	General Fund	330	Sheriff	33006310-611100	822
1000	General Fund	330	Sheriff	33007310-611100	411
1000	General Fund	400	Planning and Zoning	40000410-611100	1,085
1000	General Fund	400	Planning and Zoning	40000410-611200	562
2140	Cnty Clrk: Recording Automation	140	Clerk	14010120-611100	627
2200	Cir Clrk: Automation	200	Circuit Clerk	20000220-611100	2,860
2201	Cir Clrk: Document Storage	200	Circuit Clerk	20000221-611100	711
2202	Cir Clrk: Operation & Admin	200	Circuit Clerk	20030222-611100	520
2310	Juvenile Detention Center	310	Juvenile Detention Center	31000320-611100	491
2310	Juvenile Detention Center	310	Juvenile Detention Center	31000320-611200	706
2500	, , ,	500	Highway	50010520-611100	804
	County Highway	500	Highway	50060520-611100	7
	County Bridge	500	Highway	50060521-611100	62
	County Bridge	500	Highway	50070521-611100	431
5130	Information Technology Service	130	Information Technology Service	13010150-611100	513
				GRANT TOTAL	154,221