COMBINED RESOLUTION AND BUDGET AMENDMENT

RE: Wages and Benefits for Vermilion County Employees - All Departments

WHEREAS, Vermilion County has engaged in a several month's long study of various departments and compensation for each employee of the County to assess the appropriateness and competitiveness of the County compensation for employees county-wide; and,

WHEREAS, the County desires to adjust the compensation of employees of the County to take into account their service to the County as well as current market conditions and comparable employment groups within County government state wide; and,

WHEREAS, by using a approach of analyzing wages on a dollar per hour basis the county has attempted to adjust the annual wage compensation of each employee group as appropriate and comparable with other like or comparable employment groups in government using varying increases from three (\$3/hr.) dollars and hour to five (\$5/hr.) or six (\$6/hr.) dollars and hour or such adjustment tool as was needed to accomplish such increase wages; and,

WHEREAS, The County has now also met with and negotiated such increases for County employees with their respective collective bargaining units; and,

WHEREAS, the each below listed collective bargaining agent or union has now ratified the respective agreement for each bargaining unit for the new contract term of December 1, 2022 through November 30, 2025; and

WHEREAS, for each employee there is also a premium payment in recognition for service during Covid-19 and resulting challenging economic times. Such premium payment shall be paid from ARPA funds under the direction of the Finance Committee through the Chair of the Board on separate checks from ordinary payroll. Said premium shall be Five Thousand Dollars, (\$5,000.00) payable at the first available payroll cycle after ratification by this Board for all employees in the listed groups, and for employees in the FOP Corrections unit with increases below \$5/hr. and the IBEW units with increases below \$5/hr., who, despite the planned increases, are still a little lower than other employees in other wage categories, a separate Eight Hundred dollar (\$800.00) premium payment for the same reasons similarly from ARPA funds at the Direction of the Finance Committee through the Chair of the Board on a separate check at the last payroll for the County fiscal year 2021-2022; and,

WHEREAS, the County has previously approved a wage increase and contract for the Detention Center and Laborer's union at the July County Board meeting and this action now concludes all union negotiations with each unit within the County; and,

WHEREAS, the County Board now desires to approve and ratify such agreements now listed below, and to also extend similar or same benefits to non-union employees in each department associated with the listed bargaining units.

NOW, THEREFORE, BE IT RESOLVED that the County Board of Vermilion County, Illinois ratifies and approves the labor contract with

- the General Teamster's Local Union No. 26 (\$3/hr. Increase) (3.5%, 3%, 3% annual increases)
- the Fraternal Order of Police Correctional Sergeant's unit (\$5/hr. Increase) (3.5%, 3%, 3% annual increases)
- The Fraternal Order of Police Correctional Officer's unit (\$3 and \$5/hr. Increase) (3.5%, 3%,3% annual increases)
- The Fraternal Order of Police Patrol /Deputies unit (\$6.67/hr. Increase) (3.5%, 3%, 3% annual increases)
- The International Brotherhood of Electrical Workers (IBEW) Local #21 Judicial Unit (\$3 and \$5/hr. Increase) (3.25%, 3.125%, 3.125% annual increases)
- The International Brotherhood of Electrical Workers (IBEW) Local #21 Nonjudicial unit (\$3/hr. Increase) (3.25%, 3.125%, 3.125% annual increases)
- The County also directs that the economic wage benefits be extended to non-union employees with in each department,

And further resolves that the premium ARPA payments be made by the Chair as directed as part of the negotiated agreements, and that such economic benefits and premium payments be extended to the non-union employees in the same fashion, with the Chair authorizing the premium payments and the various elected officials and department heads being authorized to adjust the pay rates in the same fashion as was extended to the bargaining unit associated with that office or department, as guided by the County Board Chair, Finance Director and HR Director.

NOW THEREFORE BE IT ALSO ORDAINED THAT the budget for the county and for each affected department of the county be accordingly amended as needed and that the County Board Chairman and Auditor be authorized and directed to make such transfers and amendments to the annual budget for 2021-2022 as required to fund the contracts and the changes in compensation for non-union employees.

PRESENTED, APPROVED and RESOLVED by the County Board of Vermilion County, Illinois at its August 16, 2022 A.D. meeting.

Dated this 16th day of August, 2022, A.D.

NOTE: ANY AMENDMENT OF THE BUDGET REQUIRES A TWO THIRDS AFFIRMATIVE VOTE OF ALL ELECTED BOARD MEMBERS
AYE 20 NAY (ABSENT 6 Vermilion County Board Chairman
ATTEST: (14) (10) Clerk of the County Board
Resolution Number 22-08 05

Combined Resolution and Budget Amendment

All Departments

APPROVED BY Finance Personnel 08/15/22:

Steve Fourez Committee Chairperson	₹ N A
Wesley Bieritz	YNA
Craig Golden	YN A
Becky Stark	YN A
Bruce Stark	YN A
Crisis Walls	YN A
Steve Miller	Y N A