

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

APPROVED BY Finance Personnel 08/15/22:

Steve Fourez Y N A

Committee Chairperson

Wesley Bieritz Y N A

Craig Golden Y N A

Becky Stark Y N A

Bruce Stark Y N A

Crisis Walls Y N A

Steve Miller Y N A