



COLLECTIVE BARGAINING AGREEMENT

Between

THE COUNTY OF WILL AND THE WILL COUNTY BOARD OF HEALTH

AND

AFSCME LOCAL 1028, AFL-CIO

December 1, 2016 – November 30, 2021

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PREAMBLE

This Agreement is entered into by and between the County of Will and Will County Board of Health, signatories hereto, hereinafter referred to as "the Employer", with and between the American Federation of State, County and Municipal Employees (AFSCME) Council 31, for and on behalf of its Local 1028, hereinafter referred to as "the Union", as agent/representative for the Bargaining Unit, hereinafter referred to as "the Employee(s)".

The purpose of the Agreement is to promote harmonious relations among the Employer, the Union, and the Employees; to establish an equitable and peaceful procedure for resolving grievances of the Employees; and to set forth certain terms of employment for Employees. The Union recognizes, however, that this Agreement shall in no way restrict the right of any governmental bodies or elected public officials to perform their duties and obligations, as required by law.

ARTICLE I
RECOGNITION

Section 1.1 - Recognition

The Employer recognizes the Union as the sole bargaining agent for Employees who are employees in the classifications indicated on Annex A, which is attached hereto and made a part hereof, in matters concerning wages, hours, working conditions, fringe benefits, and other employment problems.

Section 1.2 - New Classifications

When the Employer establishes a new classification, and that classification is a successor title to a classification covered by this Agreement with no substantial changes in duties, or the new classification contains a significant part of the work now done by any of the classifications in the Bargaining Unit, the new classification shall become a part of this Agreement.

Section 1.3 - Integrity of the Bargaining Unit

The Employer recognizes the integrity of the Bargaining Unit, and shall not take any action directed at eroding it. Subject to the provisions of this Agreement, the Employer shall continue to endeavor to assign Bargaining Unit work to Bargaining Unit Employees.

Section 1.4 - Union Exclusivity

The Employer shall not meet, discuss, confer, subsidize or negotiate with any other Employee organization or its representatives, on matters pertaining to hours, wages, and working conditions, nor shall the Employer negotiate with Employees over their hours, wages and working conditions, except as provided herein.

ARTICLE II
MANAGEMENT RIGHTS

Section 2.1 - Rights Residing in Management

Except as amended, changed or modified by this Agreement, the Employer retains the exclusive right to manage the operations, determine its policies, budget and operations, the manner of exercise of its statutory functions and the direction of its working forces, including, but not limited to the rights to hire, promote, demote, transfer, allocate and assign Employees; to discipline, suspend and discharge for just cause; to relieve Employees from duty, because of lack of work or other legitimate reasons; to determine the size and composition of the work force; to make and enforce reasonable rules of conduct and regulations; to determine the departments, divisions and sections and work to be performed therein; to determine the number of hours of work and shifts per workweek; to establish and change work schedules and assignments; to introduce new methods of operation; to eliminate, contract, and relocate or transfer work and maintain efficiency.

Section 2.2 - Statutory Obligations

Nothing in this Agreement shall be construed to modify, eliminate or detract from the statutory responsibilities and obligations of the Employer, except that the exercise of its rights in the furtherance of such statutory obligations shall not be in conflict with the provisions of this Agreement.

Section 2.3 - Work Rules

- a. Whenever the Employer determines it is necessary to formalize work rules, such rules shall be in writing.
- b. Copies of written work rules, including formal policies and procedures, shall be provided to affected Employees.

ARTICLE III
UNION RIGHTS

Section 3.1 - Union Activity During Working Hours

- a. Employees shall, after giving appropriate notice to their supervisor, be allowed reasonable time-off, with pay, during working hours to investigate and process grievances, attend Union negotiations, labor/management meetings, and committee meetings, if such committees have been established by this contract, or meetings called or agreed to by the Employer, if such Employees are entitled or required to attend such meetings, by virtue of being Union representatives, stewards, witnesses, or grievants.
- b. Employees may not be excused from employment, for the purpose of Union negotiations, if such absence would substantially hinder the efficient operation of their Department.

Section 3.2 - Union Business Access

- a. The Employer agrees that a Local representative or officer, or AFSCME Staff Representative shall have reasonable access to the premises of the Employer for the purpose of the administration of this Agreement, giving notice upon arrival to the appropriate Employer representative.
- b. Appointments and/or schedules for all necessary Union business meetings, involving three (3) or more people from the Bargaining Unit on County premises, shall be made in advance, with the appropriate Agency Heads or their designated representatives.
- c. Time and space are to be made available, at reasonable times, as needed, in a manner that does not interfere with providing service to the public.

Section 3.3 - Time-Off for Union Activities

- a. A maximum of five (5) Local Union Representatives shall be allowed time-off, without pay, for legitimate Union business, such as State or area-wide Union committee meetings, or conventions, provided such Representatives shall give reasonable notice to their Supervisors of such absence, and shall be allowed such time-off, if it does not substantially interfere with the operating needs of the Employer.
- b. Employees may use any accumulated holidays, personal days, vacation days, or compensatory time in lieu of taking such time without pay.
- c. No more than seventy-five (75) working days shall be granted, per contract year, for all Employees of the Bargaining Unit. An Employee who utilizes accumulated time in lieu of taking such time without pay shall not have such days counted toward the seventy-five (75) day maximum.

- d. One Union officer shall be allowed time off, without pay, to attend the monthly County Board meeting, if it does not substantially interfere with the operating needs of the Employer. The Employer shall provide the Union President with a copy of the approved minutes of each Board of Health Meeting.

Section 3.4 - Union Bulletin Boards

- a. The Employer shall provide bulletin boards or space in each department or geographical location.
- b. The number, size and location of each board shall be mutually agreed to by the parties in each location.
- c. The boards and/or space shall be for the sole and exclusive use of the Union.
- d. The items posted shall not be political, partisan or defamatory in nature.
- e. The Agency Head shall be provided with a copy of notices upon posting.

Section 3.5 - Designation Of Stewards

The Union shall provide the Employer with a written designation of Stewards for each Bargaining Unit and shall keep the written designation current. Union Stewards may represent Employees in any Agency or Bargaining Unit.

ARTICLE IV
UNION SECURITY

Section 4.1 - Union Presentation at Orientation

- a. By mutual arrangement regarding time and place with the Employer, the Union shall be allowed to orient, educate and update each employee for up to one hour for the purpose of informing employees of their rights and obligations under this collective bargaining agreement and without loss of pay for the employees involved. New hires shall be included in such orientation as soon as possible, but not later than one month from their initial date of employment.
- b. The Employer shall provide the Union with the names of new Employees, within five (5) working days, after the new Employees report for duty.

Section 4.2 - Union Withholding

- a. The Employer agrees to deduct from the pay of those who individually request it any or all of the following:
 - 1. Union membership dues, assessments, or fees;
 - 2. Union sponsored benefit programs;
 - 3. P.E.O.P.L.E. contributions (Public Employees Organized to Promote Legislative Equality)

Requests for any of the above shall be made on a form agreed to by the parties.

- b. Upon receipt of an appropriate written authorization from an employee, such deduction shall be withheld from each regular payroll paycheck and remitted to the Union at the address designated, in writing, to the Employer by the Union. The Union shall advise the Employer of any increase in dues or other approved deductions in writing at least fifteen (15) days prior to its effective date.
- c. The Union Treasurer shall certify, to the Employer, the amount of the monthly dues, required for membership in the Union.
- d. This Section is pursuant to 50 ILCS 125/0.01 *et. seq.*

Section 4.3 - Fair Share

- a. Employees covered by this Agreement, who are not members of the Union paying dues by voluntary payroll deduction, shall be required to pay, in lieu of dues, their proportionate fair share of the costs of the collective bargaining process, contract administration and the pursuance of matters affecting wages, hours and conditions of employment in accordance with the applicable Labor Relations Act.

The fair share payment, as certified by the Union, shall be deducted by the Employer from the earnings of the non-member employees. The aggregate deductions of the employees and a list of their names, addresses and social security numbers shall be remitted semi-monthly to the Union at the address designated in writing to the Employer by the Union. The Union shall advise the Employer of any increase in fair share fees in writing at least fifteen (15) days prior to its effective date. The amount constituting each non-member employee's share shall not exceed dues uniformly required to union members.

- b. Should any employee be unable to pay their contribution to the Union based upon bona fide religious tenets or teachings of a church or religious body of which such employee is a member, such amount equal to their fair share, shall be paid to a non-religious charitable organization mutually agreed upon by the employee affected and the Union. If the Union and the employee are unable to agree on the matter, such payments shall be made to a charitable organization from an approved list of charitable organizations. The employee will on a monthly basis furnish a written receipt to the Union that such payment has been made.
- c. The Union agrees to provide notices and appeal procedures to employees in accordance with applicable law.
- d. The Union shall indemnify, defend, and hold the Employer harmless against any claim, demand, suit or liability arising from any action taken by the Employer in complying with this Article.

ARTICLE V
HOURS OF WORK

Section 5.1 - Regular Hours

The regular hours of work each day shall be consecutive, except that they may be interrupted by a meal period.

Section 5.2 - Work Week

The workweek shall consist of five (5) consecutive, pre-scheduled, seven and one-half (7.5) hour days, except as provided in Section 5.6.

Section 5.3 - Work Day

Seven and one-half (7.5) hours of work within the twenty-four hour (24) period beginning at the scheduled time, shall constitute the workday, except as provided in Section 5.6.

Section 5.4 - Work Shift

Seven and one-half (7.5) consecutive hours of work shall constitute a work shift, except as provided in Section 5.6.

Section 5.5 - Work Schedule

- a. Employees whose work schedule vary more than one (1) hour from their current work day or who work in continuous operations shall have their work schedule posted at each job site at least thirty (30) days in advance.
- b. Except for emergency situations, work schedules shall not be changed, unless proven operational needs of the Employer so necessitate.
- c. Hereafter where changes in schedules affecting the employees are warranted by operational needs, the Employer shall notify the Union at least thirty (30) days in advance, and upon timely request, negotiate with it concerning such changes
- d. Disputes over such changes shall be submitted at Step one (1) of the Grievance Procedure.

Section 5.6 - Continuous Operations

- a. Employees, engaged in continuous operations, are defined as being any Employee or group of Employees, engaged in an operation for which there is regularly scheduled employment for twenty-four (24) hours a day, seven (7) days a week.
- b. The work week, for Employees, engaged in continuous operations, shall consist of five (5) seven and one-half (7.5) hour days, or, if the needs of the institution require the scheduling of longer work days, the schedule shall be in accordance with existing

customs and practices; however, no Employee shall be regularly scheduled for work more than seventy-five (75) hours in a two (2) week period.

Section 5.7 - Alternate Schedules

In lieu of the normal workweek as defined in Section 5.2, an Employee may request a flextime schedule. Subject to the operational needs of the Employer, it is the policy to grant such request except that where there are more requests than may be accommodated; an Employee who demonstrates a greater personal need shall have preference.

ARTICLE VI
DAILY WORK BREAKS

Section 6.1 - Rest Periods

- a. All Employees' work schedules shall provide for a fifteen (15) minute rest period, during each half of their shift or workday, which shall be scheduled at the middle of each half of the shift or workday.
- b. Employees who, for any reason, work beyond their regular quitting time, i.e., beyond their regular seven and one-half (7.5) hour shift or workday, shall:
 - 1. Receive a fifteen (15) minute rest period, before or within a reasonable time after they start to work the additional time; and
 - 2. Be granted the regular rest periods that occur, during this shift.
- c. Employees, who are unable to take their first rest period, shall be able to combine such time, with their meal period or second rest period, that same day.

Section 6.2 - Meal Period

- a. All Employees shall be granted a meal period during each shift or workday.
- b. The meal period shall be scheduled at or near the middle of each shift or workday, in accordance with present standards and procedures, but in no event shall the meal period be less than thirty (30) minutes. Employees shall have the right to leave the work site during such periods.

ARTICLE VII
SENIORITY

Section 7.1 - Seniority Defined

- a. Seniority is defined as the length of continuous service of an Employee for the Employer, within a given County Agency, since the Employee's most recent date of hire. In the event that two (2) or more employees have the same seniority date, the tie shall be broken first by the employee with the longest continuous service with the County in this AFSCME bargaining unit from most recent date of hire being the most senior. If the employees remain tied, a coin flip will determine the most senior.
- b. All Employees shall serve in a probationary status, for six (6) months from their current date of current appointment or hire.
- c. Each Agency shall provide the Union with a correct and accurate semi-annual Seniority List which includes each employee's bargaining unit seniority date, current grade, step, and wage, as of November 30th, but no later than the following January 1st, and as of May 31st, but not later than the following July 1st.
- d. Service time spent outside the bargaining unit in the employment of the agency will not be credited as continuous service time for bargaining unit seniority. Such time will only be used in determining benefits coverage earned under the Collective Bargaining Agreement.

Section 7.2 - Breaks in Continuous Service

- a. An Employee's continuous service record shall be broken by voluntary resignation, discharge or retirement.
- b. If an Employee returns to work for the Employer, within one (1) year and has not withdrawn from the Illinois Municipal Retirement Fund (IMRF), the break in continuous service shall be disregarded, except that no seniority shall have accumulated during the break in service.
- c. There shall be no deduction from continuous service, for any time lost, which does not constitute a break in continuous service.

Section 7.3 - Seniority Application

- a. In all applications of seniority, the "ability of the Employee" shall include the qualifications of an Employee to perform the required work.
- b. Where ability and qualifications to perform the required work are, among the Employees concerned, relatively equal, seniority, as defined in Section 7.1 above, shall govern.

Section 7.4 - Layoff

- a. In the event it becomes necessary to lay-off Employees, for any reason, they shall be laid-off in the inverse order of their seniority, in the Will County Health Department.
- b. No full-time Employee shall be laid-off, until any part-time, temporary, provisional or emergency Employee has first been laid-off.

Section 7.5 - Bumping

When Employees are laid-off, due to a reduction in force (RIF), they shall be permitted to exercise their seniority rights, to replace Employees with less seniority, provided that senior Employees have the ability and qualifications to fill the position in question.

Section 7.6 - Recall

- a. Employees shall be recalled from layoff, according to their seniority.
- b. Employees shall remain on lay off recall status for four (4) years.
- c. Notice of recall shall be given to the Employee, in writing, by certified mail, at the last known address of the Employee on file with the Agency. It shall be the responsibility of the Employee to maintain a current address with the Agency.
- d. Upon recall, a laid-off Employee shall have ten (10) working days from the date of receipt of the certified letter to accept recall. An unclaimed letter shall be considered as a refusal to return to work. If the Employee fails to return to work after notification, the Employee shall lose all recall rights.
- e. No new bargaining unit Employees shall be hired until all Employees, who have been on layoff status not more than four (4) years and who desire to return to work have been given a recall notice as provided herein.

Section 7.7 - Consolidation or Elimination of Jobs

- a. The Employer shall notify the Union thirty (30) days, prior to a layoff or the consolidation or elimination of jobs, as defined, in this Section. After such notification to the Union, the parties will meet within ten (10) working days for impact bargaining unless otherwise mutually agreed upon.
- b. Upon notification, the Employer and the Union shall meet and negotiate the impact on Employees affected.
- c. The ultimate decision, as to which positions and/or Employee classes are to be affected by any lay-off and when, is vested in the Employer.
- d. Employees, displaced by the elimination of jobs through lay off, job consolidation (combining the duties of two or more jobs), the installation of new equipment or

machinery, the curtailment or replacement of existing facilities, the development of new facilities, or for any other reason, shall be permitted to exercise their seniority rights, to transfer to any job in that agency, provided the Employee has the ability to perform the job.

ARTICLE VIII
ASSIGNMENT OF SHIFT AND DAYS OFF

Section 8.1 - General

Employees shall have permanent shift and job assignments, based on seniority.

ARTICLE IX
JOB VACANCIES

Section 9.1 - Definition of a Permanent Vacancy

For the purposes of this Article a permanent vacancy is created when:

- a. The Employer determines to increase the work force and to fill the new position(s).
- b. Any of the following personnel transactions take place and the Employer determines to replace the previous incumbent: terminations, transfers, promotions, demotions, and related transactions.

Section 9.2 - Posting

- a. Permanent vacancies shall be posted for bid, on a bulletin board in each work site of the posting Agency, for a period of ten (10) calendar days, as well as in other County Agencies. On the day of posting a vacancy for bid, the posting Agency shall provide the Union President or his/her designee with a copy of the posting.
- b. Employees interested in the vacancy must submit a County application to the Employer's designated agent within the ten (10) calendar day period. Employees who have not successfully completed their probationary period in their current position will not be allowed to apply for other positions within the Department.
- c. The bid notice shall state the position classification, the shift, the work location and assignment and the rate of pay for such job; however, the shift, work location or job assignment may be subject to change, as a result of the exercise of shift or job assignment preference, and the exercise of a shift or job assignment preference shall not necessitate reposting.
- d. Permanent vacancies shall be filled by the application of the provisions of this Article and Article VII, in the following order of priority:
 1. Job assignment and shift preference
 2. Recall or transfer on layoff
 3. Promotion and voluntary reduction
 4. Transfer

Section 9.3 - Job Assignment

- a. When a job assignment vacancy is posted and more than one (1) Employee, within the position classification, requests such assignment, the basis of Employee selection shall be in accordance with Section 7.3.

- b. When a new job assignment is created and more than one (1) Employee, within the position classification, requests such assignment, the most senior Employee shall be given first consideration therefore.
- c. When permanent changes in job assignments are made by the Employer, in any Agency, the Employees, within the position classification affected by the change, may exercise their seniority, as defined in Article VII, to remain at their current assignments.
- d. When a job assignment vacancy is filled by job assignment preference, any vacancy created, as a result of such selection, shall thereafter be filled from the original bid list, without further posting; however, Employees, exercising their rights under this subsection, may do so only once every ninety (90) days.
- e. If the posted vacancy does not result in any Employee changing job classification and is just a job assignment posting, the following shall apply:
 - 1. Once the posted job assignment vacancy is filled, from those Employees in the same job classification who requested such, there shall be no further posting to fill the vacated assignment, unless the filling of such would therefore result in an Employee changing job classifications;
 - 2. Notwithstanding the seniority provisions, the vacated assignment shall be filled by the Employer, from available Employees in the same job classification, except that a request for such assignment, by the most senior Employee in the same classification making such request, shall be honored by the Employer.
- f. If the posted vacancy shall eventually result in any Employee changing job classification (promotions, etc.), the following shall apply:
 - 1. If the posted vacancy is filled by a request from an Employee in the same job classification from another work assignment, there shall be no additional posting to fill the vacated assignment, unless otherwise agreed, on an Agency basis.
 - 2. Such vacated assignment shall be filled, pursuant to Section 9.3c above, from among those Employees, not in the posted classification, who bid on the original vacancy and who have the qualifications and ability to do the work.

Section 9.4 - Shift Preference

- a. Absent any emergency operating needs, as defined by the Employer, or unless waived by mutual written agreement between the Employer and the Employee, any permanent change in an Employee's normal shift assignment, shall be preceded by a seven (7) day advance written notice.

- b. When permanent changes in shift assignments are made, Employees, within a position classification in an Agency, shall be entitled to exercise seniority, as defined in this Article, to retain their current shift assignments.
- c. During each contract year, an Employee shall be permitted to exercise seniority, as defined in Article VII, to displace in the shift of his choice, the least senior Employee within such position classification and shift, so long as the Employee is able and qualified to perform the duties of the shift, and such choice is exercised within the Employee's normal area of assignment (unit in the Nursing Home, or geographical location within an Agency, etc.) except that an Employee shall be permitted to exercise his choice hereunder only once, during each contract year.
- d. "Shift Bumping" Request Procedure:
 - 1. Requests shall be made, in writing, to the immediate supervisor, at least fifteen (15) days, in advance of the time the Employee requests such shift change to take place.
 - 2. The Employee, being displaced by such request, shall be given notice of such displacement and the shift assigned as soon as possible, but no later than ten (10) working days, prior to such change.
 - 3. The change or exchange of shifts shall take place starting with the first day of the "bumped" Employee's workweek.
 - 4. Such change may cause the displacing Employee's requested date of change to be delayed, but by no more than seven (7) days after the effective date of change requested.
 - 5. A Displaced Employee may exercise his seniority to displace the least senior Employee on a shift of his preference and such Employees may give fifteen (15) days' notice, required by Section 9.4d(1) above, any time after he receives notice of the original displacement.
- e. The Employer shall notify the Union of all shift displacements, prior to the actual displacements taking place.

Section 9.5 - Promotions

- a. The term "promotion" means the advancement of an Employee to a higher paying grade.
- b. If two (2) or more Employees apply to fill a promotional vacancy, it shall be filled in accordance with seniority, as defined and applied in Article VII.
- c. The Employer shall judge the ability of Employees objectively and on the basis of merit factors.

- d. The promoted Employees shall serve a thirty (30) day probationary period.
- e. If, during the probationary period, Employees should prove not to have the ability to perform the required work, they shall be returned to their former job classification.
- f. No Employee shall be expected to have more ability or qualifications than are necessary to perform the required work.
- g. Any promoted Employees, during the thirty (30) day probation period, may request and be granted a return to their former classifications.
- h. During the probationary period, the promoted Employees' former positions shall be filled, as a temporary assignment.
- i. When an employee is promoted, the promoted employee shall receive an increase in pay at the time of promotion.

Section 9.6 - Transfers to Different Work Locations

- a. An Employee, desiring to transfer to the same position classification, in a different geographic work location, within the same Agency, i.e., a location that would generate a different address, shall file a request for transfer, which shall be effective for one (1) year, with the appropriate Agency head or designated agent.
- b. Employees may not transfer under this Section more than once every twelve (12) months.
- c. When a vacancy is not filled, by the exercise of appropriate measures, as outlined in this Article, it shall be filled on the basis of seniority, as defined in Article VII, from among those who made proper request for transfers.

Section 9.7 - Temporary Assignment

- a. The Employer may, within the provisions of this Article, temporarily assign an Employee to perform the duties of another position classification.
- b. The Employer shall attempt to make temporary assignments to Employees in the next lower classification, in the series in which the temporary assignment occurs, and shall equitably distribute such assignments on a rotating basis, giving due consideration to seniority and the operating needs of the Agency.
- c. To be eligible for temporary assignment pay, Employees must:
 - 1. Be directed to perform duties or the duty which distinguish the position classification and/or be held accountable for the responsibility of a different position classification; and

2. Perform duties and/or be held accountable for responsibilities not considered a normal part of their regular position classification.
- d. Employees, temporarily assigned to a position classification, in a pay grade equal to or lower than their permanent classification, shall be paid their proper, permanent position classification rate.
 - e. If Employees are temporarily assigned to a position classification, having a higher pay grade than their permanent position classification, they shall be paid such higher pay grade.
 - f. The time limits, for temporarily filling a position classification, shall be as listed in this Section and stated in terms of work days or calendar months, except that such time limits herein may be extended by mutual agreement of the parties:
 1. While the Employer posts and fills a job vacancy for a period of thirty (30) work days from the date of posting.
 2. While an absent regular incumbent is using Sick Leave, or other accumulated time-off, i.e., vacation, holidays, personal days, etc.
 3. While a regular incumbent is on disciplinary suspension or layoff, for a period not to exceed thirty (30) work days, within six (6) calendar months.
 4. While a regular incumbent is attending required training classes.
 5. While a regular incumbent is on any authorized leave of absence, for a period, not to exceed six (6) months.
 6. While there is temporary change in workload, or other reasonable work related circumstance, for a period not to exceed thirty (30) workdays, in any twelve (12) calendar months.
 - g. For temporary assignment, except those to relieve an Employee for a rest period(s) or a meal period, the Employer shall pay the Employee the higher rate for the full time of such assignment(s). For the purpose of calculation:
 1. Any temporary assignment, of less than one-half day, shall be considered one-half day; and
 2. Any temporary assignment, of more than one-half but less than a full day, shall be considered a full day.
 - h. The Employer shall not split duties or rotate or reassign other Employees to any specific temporary assignment, in order to circumvent the payment provisions of this Agreement.

- i. When Employees return from a temporary assignment, they shall be allowed reasonable time to catch up, check and integrate the work of their regular assignment.

Section 9.8 - Intra Agency Transfer

An employee who transfers or bumps into a classification within the Health Department, which has a grade that is identical to that of the employee's current classification, shall not have his/her step rate decreased.

ARTICLE X
HOLIDAYS

Section 10.1 - Holidays Recognized and Observed

- a. The following days shall be recognized and observed as paid holidays, for which Employees shall receive one (1) day's pay or a compensatory day off with pay:

| | |
|---------------------------------|--------------------------------|
| New Year's Day | Labor Day (Observed Monday) |
| Martin Luther King, Jr. Holiday | Columbus Day (Observed Monday) |
| Lincoln's Birthday | Veteran's Day |
| President's Day | Thanksgiving Day |
| Good Friday | Thanksgiving Friday |
| Memorial Day (Observed Monday) | Christmas Day |
| Independence Day | |

- b. Whenever any of the holidays listed above shall fall on Sunday, the succeeding Monday shall be observed as the holiday.
- c. Whenever any of the holidays, listed above, shall fall on a Saturday, the preceding Friday shall be observed, as the holiday.
- d. Employees in continuous operations shall select all their holidays and specific shifts to be worked on the basis of seniority at that particular work site. Employees shall not be required to work more than one (1) major holiday (Christmas, Thanksgiving and Independence Day) and three (3) minor holidays.

Section 10.2 - Compensatory Day

When a holiday falls on an Employee's scheduled day off, or an Employee works on a holiday, equivalent time off shall be granted, within a time mutually agreed to, at a time convenient to the Employee and consistent with the Employer's operational needs.

Section 10.3 - Calendar Holiday on Scheduled Day Off

- a. In addition to their regular hourly wages or normal time off, due an Employee as holiday pay, Employees shall be paid at the rate of double time for hours actually worked, provided the holiday worked is in excess of a thirty-seven and one-half (37.5) hour week.
- b. A holiday, for this provision, is defined to be any actual calendar holiday or any observed day of a calendar holiday.

ARTICLE XI
VACATIONS

Section 11.1 - Eligibility and Allowance

- a. Employees shall be granted an annual, paid vacation for the period specified below, based upon the following service requirements:

| <u>Service Requirements</u> | <u>Vacation Period</u> |
|--------------------------------------|---------------------------|
| Hire through four (4) years | Nine (9) hours/month |
| Five (5) through nine (9) years | Eleven (11) hours/month |
| Ten (10) through fourteen (14) years | Thirteen (13) hours/month |
| After fourteen (14) years | Sixteen (16) hours/ month |

- b. Employees shall not be eligible to use vacation time during their probationary period. Upon completion of their probationary period employees shall be awarded nine (9) hours of vacation time for each month worked.

Section 11.2 - Vacation Pay

- a. The rate of vacation pay shall be the Employee's regular base rate straight time pay, including shift differential.
- b. Employees shall receive their vacation pay, on the regularly scheduled pay periods.

Section 11.3 - Choice of Vacation Period

- a. Time-off and vacation periods shall be selected by Employees according to their seniority.
- b. The Employer shall follow the seniority basis, as far as practical.
- c. Employees shall not be required to request vacation more than forty-five (45) days in advance for vacation periods of one (1) week or more. Vacation requests shall be answered within five (5) days in writing.
- d. Employees shall be allowed to accumulate vacation time up to a maximum of two hundred twenty-five (225) hours.
- e. Vacation time may be taken in increments of no less than one-fourth (1/4) hour and at any time after it is earned.

Section 11.4 - Holidays During Vacation

- a. If a holiday occurs, during the calendar week, in which a vacation is taken by Employees, those Employees shall be allowed an additional vacation day, for every holiday which occurs during their scheduled vacation period.

Section 11.5 - Work During Vacation Period

- a. Employees shall not be required to work during their vacation periods.
- b. Any Employees who are requested to and do work during their vacation period shall be paid at a rate twice their regular rate.
- c. Employees who do work during their vacation period shall have the right to reschedule their vacation to any other future period in accordance with the Employee's scheduling rights, as described in Section 11.3 above.
- d. By mutual agreement of the Employee and the Employer, an Employee shall be compensated for all or any portion of their accumulated vacation time rather than taking the time off. Employees shall receive their compensation on the pay period following the agreement unless the parties agree otherwise. If this option is selected, subsections b and c do not apply.

Section 11.6 - Vacation Rights in Case of Retirement, Resignation or Separation

Upon retirement, resignation or separation Employees shall be paid in full for all accrued vacation time not to exceed two hundred twenty-five (225) hours.

ARTICLE XII
SICK LEAVE

Section 12.1 - Non-Work Related Sick Leave

- a. An Employee, contracting or incurring any non-service connected illness or injury, which renders such Employee unable to perform the duties of his employment, shall receive Sick Leave, with pay, for a period not to exceed the number of such Employee's accrued sick days; and further, an Employee shall be allowed to use accrued Sick Leave, for the purpose of caring for an ill or injured member of the immediate family. The immediate family of the Employee or spouse shall include spouse, mother, father, child, sister, brother, grandparents, grandchildren, step-parents, step-children, legal guardian, or other persons currently resident in the immediate household.
- b. Employees shall be first eligible to use Sick Leave, after they have completed three (3) months of employment, with the Employer.
- c. Employees shall be allowed nine (9) hours of Sick Leave, for each month of service.
- d. Employees shall start to earn Sick Leave, from their dates of hire, and they shall accumulate Sick Leave, as long as they are in the service of the Employer, to a maximum of 1,800 hours.
- e. No Sick Leave or unpaid leave shall exceed 1,800 hours unless it is extended in writing by agreement, but in no case, shall any such leave or unpaid leave exceed a total of one (1) year.
- f. An Employee, on Sick Leave, shall suffer no loss of seniority and shall continue to accumulate seniority.
- g. Records must be kept of accumulated Sick Leave and such records shall be made available to the Employee.
- h. Employees shall be compensated for one-half (0.5) of any accumulated Sick Leave, when they are permanently separated from employment, as a result of retirement or death:
 1. In the event of death, payment is to be made to the estate of Employee or his heirs.
 2. To retire, a person must have twenty (20) years service, or have attained age fifty-five (55), with at least eight (8) years service.
 3. The amount of payment, for all unused Sick Leave, is to be calculated at the Employee's rate of pay, in effect on the payday immediately preceding the date of the Employee's permanent separation.

- i. In the event of resignation:
 - 1. Employees shall be paid two (2) days, for each year of service, not to exceed their accumulated Sick Leave balances.
 - 2. Any payment, to Employees, is to be calculated at their rates of pay, in effect on the payday immediately preceding the date of their resignations.
- j. An employee who does not use any sick time during the full fiscal year shall receive one additional personal day during the following fiscal year.

Section 12.2 - Work-Related Disability

- a. In all cases, when Employees are forced to be absent from work, by reason of injury or illness, arising out of the scope of their employment and covered by Workers' Compensation benefits, they shall be paid the difference between the amount of weekly Workers' Compensation benefits to which such Employees would be entitled and the Employees' full weekly salaries, as of the day they last worked, for a period not to exceed sixty (60) weeks.
- b. In the event that the length of absence from work of the Employees do not qualify them for Workers' Compensation payments, during the first three (3) days of their absences, then, in such case, they shall receive their full salaries for this three (3) day period from the County, and such time lost shall not be charged to Sick Leave time.

ARTICLE XIII
LEAVE OF ABSENCE

Section 13.1 - Eligibility Requirements

- a. Employees shall be first eligible for leaves of absence, after they have successfully completed their probationary period of employment with the Employer, except that in the case of bereavement and jury duty leaves or in a case of extreme emergency the Employee shall be eligible for such leaves upon commencing employment. If an employee is granted a leave because of an extreme emergency, the employee's probationary period shall be extended for the same length of time as the leave granted.
- b. Notwithstanding any other provision herein to the contrary, the Employer has the exclusive right to determine whether and when any leaves of absence may be granted. The Employer shall not arbitrarily deny Employee's requests for Leave of Absence.

Section 13.2 - Application for Leave Without Pay

- a. Any request for a leave of absence shall be submitted, in writing, by Employees to their immediate supervisor.
- b. The request shall state the reason the leave of absence is being requested and the approximate length of time-off that the Employee desires.
- c. Employees may take an unpaid leave of absence from their employment, if they secure written permission from the Employer.
- d. Authorization for a leave of absence must be in writing and must contain the signature of the Employer's authorized representative.
- e. Permission for unpaid leave of absence shall not be unreasonably withheld, but in no case shall a leave be granted for employment elsewhere, except for work directly related to the operation of the Union.
- f. Any request for a leave of absence shall be answered promptly:
 1. A request for a short leave of absence (defined as a leave not exceeding a month) shall be answered within seven (7) days.
 2. A request for a leave of absence exceeding one (1) month shall be answered within ten (10) days.
- g. No unpaid leave shall exceed six (6) months, unless it is extended in writing by agreement, but in no case, shall any such extended leave exceed a total of one (1) year.

- h. An Employee on unpaid leave shall not accumulate any seniority.

Section 13.3 - Bereavement Leave

- a. An Employee may take Bereavement Leave, which shall not affect his seniority, for a necessary period of absence, up to four (4) days, which may be extended to a maximum of seven (7) days by the Employer, depending on the distance to travel, caused by a death, in the immediate family of the Employee or the Employee's spouse or civil union partner. In the event of the death of the spouse, civil union partner, or child of the Employee, an Employee may take Bereavement Leave, which shall not affect his seniority, for up to a maximum period of absence to (10) ten days (up to seven (7) days paid) regardless of travel distance. Bereavement leave under this section shall run concurrently with any bereavement leave the Employee may be entitled to under the Child Bereavement Leave Act. Such leave must be taken within 30 days of the death of the immediate family member.
- b. Requests for a Bereavement Leave shall be answered by the end of the shift on which the request is submitted.
- c. Employees shall be paid their regular base rate of pay, for each working day, while they are on Bereavement Leave.
- d. The immediate family *as used in paragraph (a) above* shall include spouse, civil union partner, mother, father, child, sister, brother, grandparents, grandchildren, step-parents, step-children, legal guardian, or other persons currently residing in the immediate household. Up to three and one-half (3.5) hours of Bereavement Leave shall be authorized for any other relative or for a friend who had died.

Section 13.4 - Maternity Leave

- a. Employees shall be granted leaves of absence, to cover periods of their pregnancy.
- b. The length of such leave shall not exceed six (6) months, but may be renewed pursuant to Section 13.1 above.
- c. Seniority and continuous service shall be retained by and accumulate for the Employee, during the first six (6) months of such leave.
- d. A pregnant Employee shall inform her immediate supervisor of her condition, not later than three (3) months prior to her expected date of delivery, and shall present to her immediate supervisor a written statement, signed by her physician, stating the expected date of delivery.
- e. A pregnant Employee may continue her regular duties, so long as her physician, upon request by the Employer, states in writing that she is able to perform her normal work assignments.

- f. An Employee, who has been absent because of maternity leave, may return to employment, as soon as her physician advises the Employer, in writing, that she is then able to perform her normal work assignments.
- g. Sick Leave may be used, to cover periods of disability occurring during or caused by pregnancy and condition thereof and accumulation of seniority during such periods shall be in accordance with Section 12.1h.
- h. For the first two (2) months of maternity leave, the cost sharing of health insurance premiums shall continue in the same amounts as if the employee was still an active employee. This provision shall be applicable once during the course of a pregnancy.
- i. In the event an employee, who is on maternity leave and who is also on concurrent unpaid FLMA, exhausts their FMLA while on maternity leave, the cost sharing of health insurance premiums shall continue in the same amounts as if the employee was still on active duty for an additional two (2) month period, not to exceed the maternity leave period. This provision shall be applicable once during the course of a pregnancy.

Section 13.5 - Failure to Return from Leave

Failure to return from a leave of absence, within five (5) days after the expiration date thereof, may be cause for discharge, unless within five (5) days of the expiration the Employee presents evidence that it was impossible for the Employee to return to work on the day after the expiration date of the Employee's leave of absence.

Section 13.6 - Employee Rights After Leave

When an Employee returns from any leave of absence permitted by this Agreement, the Employer shall return the Employee to the same position in the same position classification in which the Employee was incumbent prior to the commencement of such leave, seniority permitting. If the Employee does not have the seniority, the layoff provisions of this Agreement shall apply.

Section 13.7 - Personal Leave Days

- a. An Employee may take three (3) days of personal leave each year.
- b. Each Employee shall be eligible for three (3) days of Personal Leave, to be used for the Employee's personal business, during that fiscal year.
- c. Personal Leave may be used for any purpose.
- d. Except in cases of emergency, Employees, planning to use a Personal Leave day, shall submit their request at least one (1) working day, in advance of intended use.
- e. When requested within the guidelines of advance notice, the requested personal business day shall be granted.

- f. The Employee shall suffer no loss of pay for such leave.
- g. Personal Leave shall not accrue from year to year, except that Personal Leave, which is unused, at the end of a fiscal year, shall be added to Sick Leave, so long as such addition does not exceed the maximum accumulated authorized.
- h. Part time employees who work regularly scheduled hours shall receive personal leave days as follows:
 - Fifteen (15) to nineteen (19) hrs/wk - one (1) day
 - Twenty (20) to thirty-six (36) hrs/wk - two (2) days

Section 13.8 - Jury Duty Leave

- a. Any Employee, called for jury duty or subpoenaed by a legislative, judicial, or administrative tribunal, shall be allowed time away from work with pay, except in matters of non-work related personal litigation.
- b. Upon receiving the sum paid for jury service or witness fees, the Employee shall submit the warrant, or its equivalent, to the Employer, unless an Employee elects to fulfill such call or subpoena with accrued time-off or personal leave, in which case, the Employee shall retain the full amount received for such service.
- c. Employees, called for reasons contained herein, shall have such days considered as days worked, for the purpose of scheduling, and shall be given commensurate days-off from work on their next scheduled work day(s), for any days which they would otherwise not have worked.

Section 13.9 - Modified Educational Leave

An employee, who has completed one (1) year of full-time employment, may be granted up to nine (9) hours per week with pay may be granted for courses directly related to the Employee's position in the department. The Employee must agree in writing to return to full-time employment with the department for not less than one (1) year exclusive of any other time owed to the department, or repayment is to be made.

Section 13.10 - Family and Medical Leave Act

- a. The Employer shall comply with the provisions of the Family and Medical Leave Act. Any paid leave used by an Employee shall not be deducted from the annual leave time provided by the Act. The annual FMLA leave period shall be a rolling year period.
- b. An Employee who has available paid leave and is on FMLA leave shall be required to use paid leave time concurrently with FMLA leave except for one half of their accrued vacation allotment. This excepted vacation time may be used upon the Employee's return to active employment. This Section is not to be interpreted so as

to permit an employee to carry over unused vacation at the conclusion of their applicable annual term.

Section 13.11 - Vision and Hearing Technicians Flexible Leave Time

Vision and Hearing Technicians, who do not regularly work during the summer, are permitted to have three (3) days of paid flexible leave time during their regular work year, if the Employee first works three (3) additional days during the summer. The summer workdays are to be scheduled with mutual agreement of the Employee and Employer. The use of the flexible leave time shall be scheduled with the mutual agreement of the Employee and the Employer and may be scheduled in increments of $\frac{1}{4}$ hour.

ARTICLE XIV
OVERTIME

Section 14.1 - Rate of Pay

Time and one-half of the Employee's regular hourly rate of pay, or compensatory time-off, as defined below, shall be paid for work under any of the following conditions, but compensation shall not be paid twice for the same hours.

Section 14.2 - Compensatory Time-Off

- a. If Compensatory Time-Off is used, as the method of paying Employees for overtime worked, the overtime rate of pay shall be one and one-half hours of compensatory time-off for each hour of overtime worked.
- b. If Compensatory Time-Off is used, it shall be by mutual agreement, but the taking of the time shall be at the discretion of the Employer.

Section 14.3 - Work at Employer's Option

- a. The Employer reserves the right to require any or all Employees to perform overtime work, if they are reasonably available to perform such work.
- b. Overtime hours shall be distributed, as equally as possible, to Employees working within the same classification, job title, or description of duties.
- c. Employees, in higher classifications, shall not be called out to perform work normally considered the duties of lower classifications, unless there are not enough lower classified employees to perform the work.
- d. All work, performed in excess of eight (8) hours in any work day, shall be considered overtime, provided the Employee works or is compensated, per this Agreement, at least forty (40) hours a week.
- e. All work, performed in excess of forty (40) hours in any work week, shall be considered overtime, provided the Employee works or is compensated for forty (40) hours of work per week, per this Agreement.
- f. All work, performed before or after any scheduled work shift, shall be considered overtime, provided the Employee works or is compensated, per this Agreement, for eight (8) hours of work a day and forty (40) hours of work per week.
- g. All work, performed on Saturday and Sunday, shall be considered overtime, except as noted below:
 1. The overtime rate specified above, for Saturday work and for Sunday work, shall not be paid to Employees, for whom these days fall regularly within the

first five (5) days of their workweek. These Employees shall be paid time and one-half for all work performed on the sixth day of their regular work week and time and one-half for all work performed on the seventh day in their regular work week.

2. Employees, whose regular work schedule is more than eight (8) hours in a work day and more or less than a five (5) day work week, in accordance with Section 5.6, shall receive time and one-half for all work performed on their regularly scheduled days-off, and for all work performed in excess of eighty (80) hours in a two (2) week period.

ARTICLE XV
WAGES AND BENEFITS

Section 15.1 - Employee Defined

- a. For the purpose of any non-wage economic benefit, including the Group Insurance Program, payable per this Agreement, including seniority accrual, an Employee shall be defined as a person, whose regular duty week is at least thirty-seven and a half (37.5) hours per week, including all daily work breaks and rest periods.
- b. Persons, working less than thirty-seven and a half (37.5) hours per week shall:
 - 1. Receive full benefits of the Group Insurance Program and contribute to the plan as follows:
 - (a) The appropriate employee contribution (single or family) as a percent of pay, plus
 - (b) A sum equal to [(37.5-scheduled hours)/37.5] x applicable county premium.
 - 2. Be entitled to the aforesaid benefits, except for the Group Insurance Program on a proportional, prorated basis, i.e.
$$\frac{37.5 \text{ hours}}{100\%} = \frac{\text{Lesser Hours}}{x\%}$$
 - 3. Have their related costs and benefits calculated every six months.
- c. Excluded, from any and all non-wage, economic benefits of this Agreement, are those seasonal or temporary Employees, provisionally hired for a specified period, part-year, whether full-time or part-time, i.e., summer work, special projects or work-load relief, etc. Vision and hearing technicians shall be entitled to all the aforesaid benefits excluding vacation benefits on a pro-rated basis.

Section 15.2 - Wage Schedule

Employees shall be compensated, in accordance with Annex B, which is attached hereto and made a part hereof, and in accordance with the budget adopted by the Will County Board, authorizing the payment of such compensation.

Section 15.3 - Longevity

Employees on the County payroll as of January 31, 2002 shall continue to participate in the Schedule A longevity plan unless they become eligible for the Schedule B Plan, in which case they shall participate in the Schedule B Plan. No employee may participate in both plans. Employees hired on or after February 1, 2002 are not eligible for the Schedule A Plan.

A. Schedule A Plan

- a. Longevity shall be computed from the date Employees began their initial, regular employment by the Employer, but shall be computed only on the time that the Employee was in actual service for the Employer, providing not more than five (5) years have elapsed, since the last regular employment with the Employer.
- b. Anyone returning after a lapse of employment, for a period of five (5) years, shall be treated as a new Employee.
- c. Employees shall be compensated, on the wage schedule, at the rate of \$3.00 per month, for each year of actual service worked after three (3) years of actual service, to a maximum of twenty (20) years of actual service.
- d. Changes and rate of longevity pay shall be made on December 1st and June 1st of each year.

B. Schedule B Plan

Employees who are in the top step of a position range in the wage schedule for one year, shall, at the beginning of the second year, receive a longevity payment of \$200 per month.

Effective December 1, 2013, who are in the top step of a position range in the wage schedule for one (1) year, shall, at the beginning of the second year, receive a longevity payment of \$200.00 per month.

Section 15.4 - Call Time

- a. Any Employees, called-back to work, outside of their regular shift, Monday through Friday, shall be paid for a minimum of three (3) hours.
- b. Any Employees, called-back to work, outside of their regular shifts on Saturday, Sunday or Holidays, shall be paid for a minimum of three (3) hours.

Section 15.5 - Uniform Allowance

- a. An annual uniform allowance of three hundred thirty dollars (\$330) for Nurses, LPN's, Interpreter Clerks, Certified Medical Assistants, Medical Technologist, Medical Lab Assistants and Dental Assistants who are required to wear a uniform shall be allowed as follows:
 - 1. Such allowance shall be paid on completion of six (6) months satisfactory service and in subsequent one (1) year intervals from then.
 - 2. The application of this provision, to related part-time Employees, shall be governed by Section 15.1 above.

- b. Environmental Health field staff shall have protective coveralls available for their use.

Section 15.6 - Group Insurance

- a. The Employer shall provide a Group Insurance Program, which shall include the following:
 - 1. Comprehensive medical coverage, either through a health maintenance organization (HMO), or an indemnity/PPO (preferred provider organization), or for active employees only, an IRS qualified high-deductible health plan (HDHP) with a Health Savings Account (HSA) including:
 - (a) Hospitalization and physician
 - (b) Eye/vision care
 - (c) Prescription drugs
 - (d) Dental coverage

For each employee participating in the HSA the County will contribute \$1,350.00 to the HSA for individual and \$2,700.00 to the HSA for family. The County's contribution will be dispersed quarterly in four equal amounts (\$337.50/individual or \$675/family) in the first pay period of each calendar year quarter.

Dental Service Maximum Allowable Limit: Will be increased by an additional \$175 for the term of the agreement for in and out of network. Dental Implants are covered under the schedule of benefits at maximum allowable.

- 2. Short term disability income (employee only):
 - (a) \$225.00 per week, not to exceed four (4) weeks; and which
 - (b) Shall not be effective until an eligible Employee has exhausted all accrued Sick Leave.
- 3. Term life coverage (employee only).
- b. The coverage and conditions provided by the Employer's Group Insurance Program shall be set forth in the County Health Plan, adopted January 1, 2018.
- c. Eligibility for the Employer's Group Insurance Program extends equally to both Employees and their legal dependents, except as noted above.
- d. To participate in the Employer's Group Insurance Plan, the Employee must:
 - 1. Make application, as directed or required by the Employer; and

2. Pay the share of the monthly premium rates established by the Insurer.
- e. Cost-sharing of the monthly premiums shall be:
1. Comprehensive medical and dental coverage:
 - 1.1 The Employee shall contribute to the cost of the Medical (PPO & HMO) and Dental plans by making a contribution each pay period based on a percentage of premium as follows:
 - (a) Employees will pay a percentage of premiums. The percentage of premium paid is determined by where the employee falls in the four (4) salary bands set forth in Exhibit A. The employees' premium contribution rates will be adjusted to ensure that the aggregate percentage contributions set forth below are reached.
 - (i) For plan year 2017, the premium amounts and percentages of premium paid by employees in each of the four (4) salary bands shall be based on an aggregate employee contribution of 10%.
 - (ii) For plan year 2018, the premium amounts and percentages of premium paid by employees in each of the four (4) salary bands shall be based on an aggregate employee contribution of 11%. Additionally, should the Employer experience an increase in its insurance premium over the prior plan year, it will increase the total premiums paid by Employees on aggregate by the same percentage increase it experiences. Should the Employer experience a decrease in its insurance premium from the prior plan year, it will reduce the amount of total premiums paid by Employees by the same percentage decrease it experiences.
 - (iii) For plan year 2019, the premium amounts and percentages of premium paid by employees in each of the four (4) salary bands shall be based on an aggregate employee contribution of 12%. Additionally, should the Employer experience an increase in its insurance premium over the prior plan year, it will increase the total premiums paid by Employees on aggregate by the same percentage increase it experiences. Should the Employer experience a decrease in its insurance premium from the prior plan year, it will reduce the amount of total premiums paid by Employees by the same percentage decrease it experiences.

- (iv) For plan year 2020, the premium amounts and percentages of premium paid by employees in each of the four (4) salary bands shall be based on an aggregate employee contribution of 13%. Additionally, should the Employer experience an increase in its insurance premium over the prior plan year, it will increase the total premiums paid by Employees on aggregate by the same percentage increase it experiences. Should the Employer experience a decrease in its insurance premium from the prior plan year, it will reduce the amount of total premiums paid by Employees by the same percentage decrease it experiences.
- (v) For plan year 2021, the premium amounts and percentages of premium paid by employees in each of the four (4) salary bands shall be based on an aggregate employee contribution of 15%. Additionally, should the Employer experience an increase in its insurance premium over the prior plan year, it will increase the total premiums paid by Employees on aggregate by the same percentage increase it experiences. Should the Employer experience a decrease in its insurance premium from the prior plan year, it will reduce the amount of total premiums paid by Employees by the same percentage decrease it experiences.

1.2 The Employee shall contribute to the cost of the HSA Medical Plan by making a contribution each pay period based on a percentage of premium as follows:

- (a) Employees will pay a percentage of premiums. The percentage of premium paid is determined by where the employee falls in the four (4) salary bands set forth in Exhibit A. The employees' premium contribution rates will be adjusted to ensure that the aggregate percentage contributions set forth below are reached.
 - (i) For plan years 2018 through 2021, the premium amounts and percentages of premium paid by employees in each of the four (4) salary bands shall be based on an aggregate employee contribution of 9.2%. Additionally, should the Employer experience an increase in its insurance premium over the prior plan year, it will increase the total premiums paid by Employees on aggregate by the same percentage increase it experiences. Should the Employer experience a decrease in its insurance premium from the prior plan year, it will reduce the amount of total premiums paid by Employees by the same percentage decrease it experiences.

2. Salary Bands:

2.1 The four (4) Salary Bands shall be adjusted annually as follows:

(i) Effective January 1, 2018, the salary bands for premium contributions shall be as follows:

| | | | |
|----------------------------|-----------------------------|-----------------------------|-----------------------|
| 1. (Less Than \$31,000) | 2. (\$31,000 - \$51,499) | 3. (\$51,500 - \$77,000) | 4. (Over \$77,000) |
|----------------------------|-----------------------------|-----------------------------|-----------------------|

(ii) Effective January 1, 2019, the salary bands for premium contributions shall each increase by \$500.

(iii) Effective January 1, 2020, the salary bands for premium contributions shall each increase by \$500.

(iv) Effective January 1, 2021, the salary bands for premium contributions shall each increase by \$500.

3. Term Life Coverage:

(a) The Employer shall pay all related premiums for the Employee.

(b) This coverage is not available to dependents

4. Premium amounts shall be calculated annually, pursuant to COBRA based requirements.

f. The Employer and the Union shall establish an Insurance Committee to meet and discuss, as appropriate or required, matters related to this Section.

g. The plan design will be as set forth on attached Exhibit A.

h. The Employer shall establish an IRS approved pre-tax contribution plan to be used for the employee's portion of the premium for the group insurance plan.

i. An employee who is on approved short-term disability or an approved IMRF temporary disability shall be treated as an active employee for purposes of their insurance contributions, which shall be computed as of their most recent active duty salary rate.

j. The Employer's Wellness Program will continue as previously adopted as set forth in Exhibit B.

Section 15.7 - Individual Insurance

a. The Employer shall continue to make available:

1. Permanent (Whole) Life Insurance/Annuity programs; and

2. Cancer and Intensive Care Insurance programs.
- b. Eligibility, benefits, and extent of coverage provided shall be as determined by the Insurer.
- c. To participate in these programs, the Employee must:
 1. Make application, through the Employer, as directed or required by the Insurer; and
 2. Pay one hundred percent (100%) of all related premiums.

Section 15.8 - Mandated Insurance

In accordance with law, the following insurance coverage is also provided to Employees:

- a. Paid by the Employer:
 1. Tort Immunity
 2. Unemployment Compensation
 3. Worker's Compensation
- b. Paid jointly by the Employer and the Employee:
 1. Illinois Municipal Retirement Fund (IMRF) disability coverage.
 2. Social Security (FICA) disability coverage and retirement health and hospitalization coverage.

Section 15.9 - Payroll Deductions

The premium amount(s) for the Employee's share of insurance coverage(s) provided shall be made in equal deductions each payday.

Section 15.10 - Unpaid Leave Status Employees

- a. Employees on any unpaid leave of absence, approved by the Employer, may elect to continue their insurance coverage, including coverage of their legal dependents, by notifying the Employer and paying the total insurance premium due each month, in the manner directed by the Employer.
- b. The benefits and protections of such insurance shall be equal to those received by Employees who are in a paid status.

Section 15.11 - Retired Employees and Legal Dependents

- a. The Employer shall allow all retiring Employees and their legal dependents to continue to participate in the Employer's Group Medical Insurance Program, except for Short-Term Disability Income coverage, until such time as the Retiree is eligible for Social Security MEDICARE benefits.
- b. A Retiree is a former Employee, who is collecting an annuity from the Illinois Municipal Retirement Fund (IMRF).
- c. The benefits of the insurance coverage, provided to Retirees and their legal dependents, shall be the same as that provided to Employees and their legal dependents.
- d. For Retirees, who retire from the service of the Will County Health Department and who at the time of retirement have 8 years of continuous service with Will County, and are participants in the plan at the time of retirement, the cost-sharing of monthly premiums shall be as follows:
 - 1. The Employer shall pay all related premiums for the Retiree's coverage.
 - 2. The Retiree shall pay all related premiums for Dependent coverage, which shall be equal to the Family premium, minus the Single premium.
 - 3. Premium amounts shall be calculated annually, pursuant to COBRA based requirements.

Section 15.12 - Surviving Legal Dependents

- a. The surviving legal dependents of individuals, who were active or retired Employees, at the time of their death, shall be allowed to remain within the Employer's Group Medical Insurance program, at their own expense, and the related premiums shall be paid, in the manner prescribed by the Employer.
- b. In the case of surviving spouses, participation shall terminate:
 - 1. In the event of remarriage; or
 - 2. At such time as eligibility for Social Security MEDICARE benefits occurs.

Section 15.13 - Employee Development

- a. General: The intent of this program is to expand the competence, knowledge, skills and abilities of Employees, in order to enhance their effectiveness and efficiency and, thereby, improve their present duty performance, as well as promote their potential and preparedness of organizational advancement.

b. Basis of Participation:

1. Must be job-related.
2. Requested by the Employee, to be taken off-duty.
3. Restricted by established appropriation limitations, budgetary constraints, and operational considerations and requirements.
4. Must be approved, in advance, by the Employer.
5. Attendance must be verified.
6. Receipts are required for reimbursement, to the established maximum allowed.
7. Allowed for individual credit or non-credit courses and seminars, as well as degree completion programs.
8. Must not interfere with performance of the Employee's assigned duties.
9. Authorized solely at the discretion of the Employer.
10. Employees shall be reimbursed, upon completion of each individual class, course or seminar, as certified by a grade, certificate or written notification by program sponsor.

c. Allowed Expense Reimbursement:

1. Tuition
2. Fees
3. Equipment
4. Books

d. Percentage Reimbursement Basis:

| Amount | Grade/Eval. | = | GPA/QPI | Pass/Fail |
|--------|-------------|---|---------|-----------|
| 100% | A/94-100 | | 4 | N/A |
| 75% | B/87-93 | | 3 | N/A |
| 50% | C/80-86 | | 2 | Pass |
| 25% | D/73-79 | | 1 | N/A |
| 0% | Other | | 0 | N/A |

- e. Employees, who fail to maintain the standard Grade/Evaluation and Grade Point Average/Quality Point Index indicated below, shall be ineligible to request further participation in this program, until after they achieve such standard, entirely at their expense.

1. Undergraduate Programs:
 - (a) Grade/Evaluation: C/80-86
 - (b) GPA/QPI: 2
 2. Graduate Programs:
 - (a) Grade/Evaluation: B/87-93
 - (b) GPA/QPI: 3
- f. Employees, participating in degree-completion programs, shall:
1. Only be eligible for expense reimbursement for those courses, which the Employer deems to be job-related.
 2. Incur a service obligation, to the Employer, upon receipt of the related degree, based on the extent of involvement:
 - (a) Reimbursed degree credits; divided by total degree credits, equals the extent of obligation percentage.
 - (b) Extent of obligation percentage, multiplied by the following, equals the service obligation incurred:

| | |
|---------------------------------|-----------|
| 1. Undergraduate degrees: | |
| a. Associates | 18 months |
| b. Associates to Bachelor's | 18 months |
| c. Four (4) Year Bachelor's | 36 months |
| 2. Graduate (Master's) Degrees: | 24 months |
 3. Be unable to advance to another degree-completion program, until any existing service obligation has been fulfilled.
 4. Be released from any incurred obligation, in the event of termination or, if laid-off, the obligation shall be suspended, pending recall.
 5. Be able to obtain release from their incurred service obligation, by repaying the Employer an amount, equal to the total reimbursement received, multiplied by the unfulfilled service obligation percentage.

ARTICLE XVI
DISCIPLINE AND DISCHARGE

Section 16.1 - Definition

- a. The Employer agrees with the tenets of progressive and corrective discipline.
- b. Disciplinary action or measures shall include only the following:
 1. Oral reprimands;
 2. Written reprimands:
 - (a) Initial Warnings
 - (b) Final Warnings
 3. Suspension (notice to be given in writing); and
 4. Discharge (notice to be given in writing).
- c. Disciplinary action may be imposed upon an Employee only for just cause.
- d. Disciplinary action shall be of two (2) types, either formal or informal:
 1. Formal disciplinary action shall:
 - (a) Be in writing, with a copy provided to the Employee and placed in his official personnel file, as a matter of record, maintained by the Employer.
 - (b) Be subject to appeal and review, via established grievance procedures, as damaging to the Employee's employment history.
 - (c) Include only written reprimands, suspensions, and notices of discharge.
 2. Informal disciplinary action shall:
 - (a) Be oral in nature, with no record of any such individual action being placed in an Employee's official personnel file maintained by the Employer.
 - (b) Not be subject to appeal and review, via established grievance procedures, since the Employee shall have suffered no loss, for which he could be made whole.

- (c) Include items such as oral reprimands or warnings, and on-the-spot corrections or corrective counseling.
- e. If an accumulation of infractions, which have been the subject of informal disciplinary action, becomes the basis for formal disciplinary action, any incident, so cited by the Employer, shall be subject to Grievance Procedures, as defined in Article XVII.

Section 16.2 - Manner of Discipline

- a. If the Employer has reason to discipline an Employee, it shall normally be done in a manner that shall not embarrass the Employee, before other Employees or the public, and shall be done in a timely fashion. Discipline shall be imposed as soon as possible after the Employer is aware of the event or action giving rise to the discipline, and has a reasonable period of time to investigate the matter.
- b. If an Employee is disciplined, for violation of work rules, the absence of related, written, work rules, including formal policies or procedures, shall constitute a grievable defense, against such disciplinary action.

Section 16.3 - Suspension Pending Discharge

The Employer may suspend an Employee for up to thirty (30) calendar days, pending a decision as to whether or not charges for discharge shall be filed against an Employee. If the Employee is not discharged, or if the Employee receives discipline less severe than the unpaid suspension time served pending discharge, the Employee shall be reimbursed for any resulting difference, in base pay, between the loss of pay for the unpaid suspension period and the actual discipline imposed.

Section 16.4 - Pre-Disciplinary Meeting

- a. Prior to notifying the Employee of the contemplated measure of discipline to be imposed, the Employer shall meet with the Employee involved and his Union representative, and inform him of the reasons for such contemplated disciplinary action, including any names of witnesses and copies of pertinent documents.
- b. The Employee and Union representative shall be given the opportunity to rebut or clarify the reasons for such discipline.
- c. Pre-disciplinary meetings shall only be required, when formal disciplinary action is contemplated.

Section 16.5 - Notification and Measure of Disciplinary Action

- a. In the event disciplinary action is taken against an Employee, other than the issuance of an oral warning, the Employer shall promptly furnish the Employee and the Union, in writing, with a clear and concise statement of the reasons therefore.

- b. The measure of discipline and the statement of reasons may be modified, especially in cases involving suspension pending discharge, after the investigation of the total facts and circumstances.
- c. Once the measure of discipline is determined and imposed, the Employer shall not increase it for the particular act of misconduct which arose from the same facts and circumstances.
- d. The Employee shall be entitled to the presence of a grievance representative, at an investigatory interview, if he requests one and if he has reasonable grounds to believe that the interview may be used to support disciplinary action against him.

Section 16.6 - Removal of Discipline

Any record of disciplinary action shall be removed from an Employee's file and handed to the Employee, if:

- a. From the date of the last written reprimand, twelve (12) months have passed.

Section 16.7 - Polygraph

Employees shall not be required to take a polygraph examination, as a condition of retaining employment with the Employer, nor shall they be subject to disciplinary action, for refusal to take such.

ARTICLE XVII
SETTLEMENT OF GRIEVANCES

Section 17.1 - Grievance Definition

- a. A grievance shall be considered a dispute between the Employer and the Union and/or any Employee(s), regarding the application, meaning or interpretation of this Agreement, or arising out of conditions concerning wages, hours and all conditions of employment.
- b. Grievances may be processed by an Employee, or the Union on behalf of an Employee or on behalf of a group of Employees, or itself.
- c. Either party may have the Grievant present, at any Step of the grievance procedure.
- d. The resolution of a grievance, filed on behalf of a group of Employees, shall be made applicable to the appropriate Employees within that group.
- e. Informal disciplinary actions and probationary status decisions shall not be subject to these grievance procedures.
- f. For purposes of this Article, "working days" are defined as those days, when a person is scheduled to be and is present for duty.

Section 17.2 - Grievance Steps

Grievances shall be settled in accordance with the following procedures:

- a. **Step 1. Division Director**
 1. Any Employee, with or without the Union, shall submit the grievance, in writing, to the Employee's Division Director who is outside the bargaining unit, except that grievances relating to the Community Health Center shall initially be filed at Step 2.
 2. The written grievance shall contain a statement of the grievant's complaint, citing the specific Section claimed to be violated by the Supervisor and/or Employer, specifics of the violation, and the relief sought. The written grievance shall be signed and dated by the grievant(s).
 3. All grievances must be presented, not later than ten (10) working days, from the date the grievant(s) became aware of the occurrence, giving rise to the complaint.
 4. The immediate Division Director shall render a written response to the grievance within five (5) working days after the grievance is presented.

b. Step 2 - Executive Director

1. In the event the grievance is not resolved, at Step 1, it may be presented by the Union, in writing, to the Executive Director, within five (5) working days, from the receipt of the answer or the date such answer was due, whichever is earlier.
2. Within five (5) working days after the grievance is presented to Step 2, the Executive Director shall discuss the grievance with the Union.
3. The Executive Director shall render a written answer to the grievance within five (5) working days after such discussion is held, and shall provide a copy of the answer to the Union.

c. Step 3 - Board of Health

1. If the grievance is not resolved, at Step 2, the Union Grievance Committee may present the grievance to the Board of Health, within ten (10) working days from the Executive Director's response, or the date the response was due, whichever is earlier.
2. Within (10) working days of receipt of the written grievance, the parties shall meet and hold discussion, in an attempt to resolve the grievance, unless the parties mutually agree otherwise.
3. The Board of Health shall give the written response, to the Union, within ten (10) working days, following the meeting between the parties.

d. Step 4. Arbitration

1. If the grievance is not settled at Step 3, the Union Grievance Committee may submit the grievance to binding arbitration, by giving written notice to the Executive Director of intent to arbitrate, within fifteen (15) working days from receipt of the written response of the Board of Health, at Step 3. In no case shall arbitration be filed more than six (6) months after receipt of the written response at Step 3.
2. The Arbitrator shall be selected, in accordance with the rules and regulations of the Federal Mediation and Conciliation Service (FMCS), from a list provided by FMCS, for that purpose.
3. Arbitration shall be conducted, in accordance with the rules and regulations of FMCS.
4. The Arbitrator shall have no authority to add to, subtract from, or change any of the terms of the Agreement.

5. The costs of arbitration shall be shared equally by the Union and the Employer, and the Arbitrator shall have no authority to otherwise assess costs.
6. The decision of the Arbitrator shall be final and binding on the parties, and the Arbitrator shall be requested to respond, in writing, within thirty (30) days, after the conclusion of the hearing(s), as to the finding(s) and/or award(s).

Section 17.3 - Advanced Grievance Step Filing

Grievances concerning suspensions discharges and/ or safety and health complaints of any Employee shall be initiated at Step two (2) of the Grievance Procedure. Certain mutually agreed upon issues which by nature are not capable of being settled at a preliminary step of the grievance procedure may be filed at the appropriate advance step where the action giving rise to the grievance was initiated.

Section 17.4 - Timeliness

- a. When a grievance is not processed to the next Step, within the required period of time, the grievance shall be considered withdrawn.
- b. When an answer is not received to a grievance, within the required period of time, the grievance shall be considered automatically moved to the next Step.
- c. The time limits may be extended, by written agreement of the parties' authorized representatives.

Section 17.5 - Meetings

Negotiating or meeting in the grievance procedure, involving representatives of the Employer and representatives of the Union, shall be held during working hours, on the Employer's premises and without loss of pay.

Section 17.6 - Free Association

- a. Nothing contained in this Article shall limit the right of any Employees, as individuals, to discuss any matter with their Supervisors.
- b. If the Union representative becomes involved in this discussion, it should be brought to the attention of the Employer or their designated representative, during working hours, providing the results are consistent with the terms of the Agreement.

ARTICLE XVIII
STRIKES AND LOCKOUTS

Section 18.1 - Lockouts

No lockout of Employees shall be instituted by the Employer, during the term of this Agreement.

Section 18.2 - Strikes, Work Stoppages and Work Slow Downs

- a. The Union shall not call, authorize, ratify or engage in, nor shall any member of the Union take part in any strike, work stoppage, or work slow-down on the Employer's premises.
- b. The Union and the Employees further agree that they shall not picket, in any manner, which would tend to disrupt the operations of the Employer.

Section 18.3 - Sanctions for Breach

- a. The Employer shall have the right to discipline any Employee, who instigates, participates in or affords leadership to an unauthorized strike, work stoppage or work slow-down, in violation of this Agreement.
- b. Such disciplinary action may include discharge.

ARTICLE XIX
SAFETY AND HEALTH

Section 19.1 - General Duty

The Employer shall provide a safe and healthful workplace and correct all hazards. Should Employees complain that their work for the Employer requires them to be in an unsafe or unhealthy situation, in violation of applicable health or safety rules, the matter shall be adjusted immediately by the Employer or an authorized representative. Where a clear and present danger exists, the Union may grieve at any time at Step 3 of the Grievance Procedure.

Section 19.2 - Safety and Health Committee

Recognizing the need to provide a safe and healthful workplace, the parties agree to establish a joint Safety and Health Committee which shall meet regularly and promptly for the purposes of identifying and correcting unsafe or unhealthy working conditions. The Committee shall:

- a. Meet on dates established by the committee to carry out the intent of this section and to further promote the safety and health of the Employees at the work location.
- b. Make personal inspections, participate in government inspections, and investigate complaints concerning allegations of unsafe or unhealthy conditions.
- c. Promote educational programs which will motivate adoption of safe working habits.
- d. Review injury and inspection reports for unsafe and unhealthy patterns of a certain nature or work location on a monthly basis.

Where, following such meetings, agreement is reached as to the existence of the unsafe or unhealthy working condition, the Employer shall attempt to correct it within a reasonable time.

Section 19.3 - Tools and Equipment

The Employer agrees to furnish and maintain in safe working condition all tools and equipment, including department vehicles, required to carry out the duties of each position. Employees are responsible for reporting any unsafe conditions or practices and for properly using and caring for the tools and equipment furnished by the Employer.

Section 19.4 - Protective Clothing

Protective wearing apparel required by the nature of a job shall be provided by the Employer.

Section 19.5 - Inclement Weather Gear

In the event an Employee reports for work on his/her scheduled shift and is assigned maintenance duties exposing the Employee to adverse weather conditions, the Employer shall make available for the duration of the shift outerwear and, if necessary, overshoes.

Section 19.6 - Video Display Terminals/ Cathode Ray Equipment

The Employer and the Union will attempt to keep current with monitoring studies and reports on the effects, if any of visual display terminals and their setting on the health and safety of the operators. The parties also agree to summarize any relevant findings and disseminate them to users.

Section 19.7 - The Right to Know About Workplace Toxics

All Employees shall be provided information on all toxic substances in the workplace with which they work or are likely to come in contact. Toxic substances shall be defined as those substances recognized or suspected of creating a potential health hazard. Information provided to Employees shall include the generic and trade name of the (chemical) substance, the level of exposure considered hazardous, symptoms of hazardous exposure, long and short term effects of hazardous exposure, data on flammability clean-up procedures incase of spill, and emergency treatment. Employers shall not be required to provide the chemical or generic names of individual substances in chemical compounds which registered with the appropriate federal government agency as trade secret but shall be required to provide all other above noted information. Requests shall be made to the Employer in writing. When requested, such information shall be made available within three working days. Wherever requested information is not provided within the time limit, Employees may refuse to work with the substance in question until the information is provided.

Section 19.8 - The Right to Refuse Work

No Employee shall be required to perform work which he or she reasonably believes to be a hazard to his health, or safety or that of any other Employee, or for which he or she is inadequately trained. An Employee's refusal to perform hazardous work shall not warrant or justify any present or future disciplinary action. No Employee shall suffer a loss of pay or privileges as result of an action taken under this clause. In cases where the Employer disputes the existence of a hazard, the Employee shall have the right to continue to refuse the work in question until the dispute has been settled through a grievance submitted at Step 3 of the Grievance Procedure.

Section 19.9 - Communicable Diseases and Blood Borne Pathogens

- a. Any Employee acting in the Employee's official duties who is exposed to a person suffering with a communicable disease shall have the option to obtain, at the Employer's expense, any immunization, preventative or curative medication to counteract any chance of becoming afflicted with that communicable disease.
- b. The Employer shall comply with applicable law relating to blood borne pathogens.

Section 19.10 - Flu Vaccination

During the designated CDC flu season all Community Health Center employees are required to do one of the following:

- a. receive an annual flu vaccination, or

b. wear an Employer provided mask(s)

Mask provided by the Employer will be replaced by the Employer as needed.

ARTICLE XX
GENERAL PROVISIONS

Section 20.1 - Pledge Against Discrimination and Coercion

- a. The provisions of this Agreement shall be applied equally, to all Employees in the bargaining unit, without discrimination, as established by the laws and customs of the State of Illinois and the United States of America.
- b. The Union shall share equally with the Employer the responsibility for applying this Section of this Agreement.
- c. The Employer agrees not to interfere with the rights of Employees to become members of the Union, and there shall be no discrimination, interference, restraint, or coercion by the Employer or Employer representatives, against any Employee, because of Union membership or because of any Employee activity, in an official capacity, on behalf of the Union, or for any other cause.
- d. The parties acknowledge that sexual harassment is a form of unlawful discrimination, which is not to be condoned and is, therefore, a grievable matter, which may be initially filed with the Supervisor who, at that Step of the Grievance Procedure, has authority over the person(s), alleged to have engaged in such conduct.
- e. In accordance with the Illinois Public Employees' Labor Relations Act (IPELRA), as amended, the Employer understands and accepts the right of the Union to solicit membership, during non-work times and in non-work areas or places.

Section 20.2 - Employee Review

- a. Employees shall have the right, upon request, to review the contents of their personnel files and working files.
- b. Reasonable requests, by the Employee, to copy documents in the file, shall be honored.
- c. Requests to review personnel files shall be granted, no later than three (3) working days, following the day of request.
- d. With the written permission of the Employee, authorized Union representatives shall have the right to review and copy Employee files.

Section 20.3 - Intent

- a. It is the specific intent of this Agreement that it shall be binding on the parties, only to the extent provided by law.

- b. It is further agreed by the parties hereto that, to the extent permitted by law, they are the only parties bound by this Agreement, even though the term "Employer", as used in this Agreement, in some instances, means an elected or appointed public official.
- c. The parties further recognize that many of the Employees, covered by this Agreement, are actually employed by elected officials or appointed public officials, and that nothing in this Agreement shall limit the rights of said elected public officials, to carry out the duties of their offices.

Section 20.4 - Damage to Personal Property-Will County Health Department

- a. The Employee shall be reimbursed for the cost of personal property, destroyed or damaged through acts arising out of and in the course of direct patient care and through no proven negligence by the Employee. The Employer shall provide an area, which is generally not accessible to the public, for the storage of employees' outerwear.
- b. To receive reimbursement, the Employee shall report the incident, resulting in personal property damage, in writing, to their immediate supervisor at or before the end of the work shift, in which the incident occurred.

Section 20.5 - Shift Differential

All employees shall receive shift differential, added to their base rates of pay for all shifts starting at or after 11:00 A.M. and before 6:00 A.M. of \$0.60.

Section 20.6 - Required Physical Examinations

- a. The Employer shall bear the cost of job-required physical examinations, by either providing a physician or reimbursing the Employee for any expenses incurred.
- b. Upon presentation of proper receipts, the Employee shall receive reimbursement of the initial physical, upon successful completion of the Employee's probationary period.

Section 20.7 - Mileage Reimbursement

Employees, who are required to use their personal vehicles, in the course of their employment duties, shall be compensated per mile of use at the IRS rate. The change shall take place January 1 of each year.

Section 20.8 - Use of Employer Owned Vehicles

Employer owned vehicles shall be used by employees whenever circumstances require transportation of clients or supplies or for the transportation of any maintenance supplies or equipment. All employees who currently utilize Will County Health Department Vehicles shall

continue to utilize Will County Health Department vehicles according to present practices and procedures.

Section 20.9 - Labor Management Meeting

There shall be labor-management meetings for the areas of discussion set forth below. Such meetings shall be held once every month unless mutually agreed otherwise.

Items to be included in the agenda for the aforementioned Labor Management meetings are to be submitted at least two (2) days in advance of the scheduled dates of the meeting if at all possible. The purpose of each meeting shall be:

- a. Discuss the administration of the agreement.
- b. Disseminate general information of interest to the parties.
- c. Give representatives an opportunity to express their views, or to make suggestions on subjects of interest to employees of the bargaining unit.
- d. Unless otherwise specifically agreed by the parties, in writing, labor-management meetings shall not be used for the purpose of discussing grievances or for bargaining. Unless otherwise specifically agreed by the parties, in writing, the parties specifically agree that the results of any labor-management meeting are not to be considered as bargaining agreements.

Section 20.10 - Job Audit and Career Ladder Committee

- a. Each employee will be provided with a copy of his/her job description upon hire and whenever modified.
- b. Any employee who feels that his/her job is improperly classified may have his/her classification reviewed. If an employee would like his/her classification reviewed, he/she shall make such a request through the Union. The investigation of the request will include an on-site audit and interview. Unless mutually agreed, such investigation will not exceed thirty (30) days after the request has been received by the Employer. Any increase in pay resulting from a review will be retroactive to the date of request.

Section 20.11 - Printing of the Agreement

The Employer shall cause the Agreement to be duplicated and shall, during the term of the Agreement, make one copy available to each bargaining unit employee. The Employer shall also provide ten (10) copies of the Agreement to the Union.

Section 20.12 - Indemnification

The County shall hold Employees harmless from and pay for damages or money which may be adjudged, assessed or otherwise levied in a cause of action brought against any Employee, other than for punitive damages, for injury or loss sustained as a result of Employee activities occurring within the scope of their employment at the Will County Health Department; so long as the Employee is acting properly and within the scope of his/her employment. This indemnification provision shall not expand any Employee rights or obligations established by law. For indemnification to occur, the Employee must immediately notify the County of the filing of a cause of action following proper service by providing to the County State's Attorney a copy of the suit.

Section 20.13 - Welfare To Work

Prior to the Employer commencing participation in a federal or state sponsored welfare to work program, the Employer shall provide the Union with a forty-five (45) day notice of its participation in said program. The Employer shall provide the Union with the following information on the participants of said program: a) the work location; b) hours of work; c) nature of work; and, d) the anticipated duration of the assignment. The Employer and the Union shall comply with all state and federal laws and regulations regarding any welfare to work program in which the Employer participates.

Section 20.14 - Bilingual Pay

The Employer, in its sole discretion, may designate employees to officially use bilingual skills within the Health Department. The Employer, in its sole discretion, shall determine the selection and continued service of individuals to serve in such capacity. Employees so designated, so long as their job duties do not include bilingual skills, shall receive additional compensation of \$60 per month for each full month in which they act in such capacity. The duties and qualification of each designated employee shall be determined by the Employer. The employee may resign their designation status at any time.

ARTICLE XXI
AUTHORITY OF THE AGREEMENT

Section 21.1 - Guarantee of Terms

- a. This Agreement shall immediately be submitted for ratification, by the parties, with subsequent adoption and signatures to occur, in accordance with their practices.
- b. Ratification and adoption, by the County of Will and the Will County Board of Health, shall commit the Employers to enact no subsequent rules or regulations, including Executive Orders, having the force or effect of law, which would impair the binding effect or otherwise make unenforceable the terms of this Agreement.

Section 21.2 - Invalidations and Savings

If any provisions of this Agreement, or the application of any such provision, should be rendered or declared invalid, by any Court action, or by reason of any existing or subsequently enacted legislation, the remaining provisions of this Agreement shall remain in full force and effect, and the subject matter of such invalid provision shall be open to immediate negotiations.

Section 21.3 - Term and Effect

- a. This Agreement shall be effective upon its execution by the parties and shall remain in full force and effect, until the 30th day of November 2021.
- b. This Agreement shall be automatically renewed, from year to year thereafter, unless either party shall notify the other, in writing, at least ninety (90) days prior to the anniversary date, that it desires to modify this Agreement.
- c. Should either party so notify the other, negotiations shall begin, at least (60) days, prior to the anniversary date.
- d. This Agreement shall remain in full force and effect, during the period of negotiations and until notice of termination of this Agreement is provided by one party to the other, in the manner set forth below.
- e. In the event that either party desires to terminate this Agreement, written notice must be given to the other party, at least ten (10) days, prior to the desired termination date, which shall not occur before the anniversary date, set forth below.


Executed by the parties on the date(s) indicated below:

For the Union:



ANNE IRVING
REGIONAL DIRECTOR
AFSCME COUNCIL 31

Date: 12/9/19



DAVID DELROSE,
PRESIDENT, LOCAL 1028
AFSCME COUNCIL 31

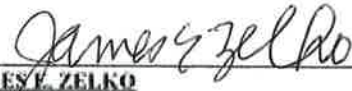
Date: _____

For the Employers:



LAWRENCE M. WALSH
WILL COUNTY EXECUTIVE on
Behalf of Himself and as
Presiding Official of the
Will County Board

Date: _____



JAMES J. ZELKO
PRESIDENT
WILL COUNTY BOARD OF HEALTH

Date: 12-18-2019

**ANNEX A
CLASSIFICATIONS**

- I. The Will County Health Department is an Agency.
- II. Bargaining Unit Classification by Pay Grade (Effective 12/01/16-11/30/2021)

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| GRADE | CLASSIFICATIONS |
|--------------|---|
| 16 | Child Care Nurse Consultant II Information Technology Specialist III Senior Clinician |
| 15 | Child Care Nurse Consultant I Correctional Mental Health Prof. II Data Analyst/Epidemiologist Geologist III Information Technology Specialist II Mental Health Counselor III Staff Nurse IV |
| 14 | Forensic Specialist II Care Coordinator Case Manager II Community Health Educator III Geologist II Information Technology Specialist I Mental Health Counselor II Nutritionist III Sanitarian III Staff Nurse III Social Worker II CD Investigator III Emergency Preparedness Specialist II |
| 13 | Building and Grounds Maintenance Engineer CD Investigator II Communications Specialist II Community Health Educator II Care Coordinator Case Manager I Forensic Specialist I Geologist I Lab Analyst III Medical Technologist II Mental Health Counselor I Nutritionist II Public Health Promotion Specialist Sanitarian II Social Worker I Staff Nurse II Emergency Preparedness Specialist I |
| 12 | CD Investigator I Communications Specialist I Community Health Educator I Laboratory Analyst II Licensed Practical Nurse Medical Technologist I Nutrition Specialist Public Health Case Manager Sanitarian I |
| | |

| GRADE | CLASSIFICATIONS |
|--------------|---|
| 11 | Accounts Payable Specialist II Entitlement Specialist Medical Laboratory Technician II Mental Health Intake Counselor Reimbursement Specialist II |
| 10 | Accounts Payable Specialist Additions Counselor II Breastfeeding Peer Counselor II Building and Grounds Maintenance Technician Certified Medical Assistant Dental Assistant II Laboratory Analyst I Medical Laboratory Technician I Outreach Specialist II Reimbursement Specialist Vital Records Technician |
| 9 | Addictions Counselor I Administrative Clerk II Breastfeeding Peer Counselor I Counselor Associate Dental Assistant I Dietary Technician Environment Health Inspector Environmental Health Assistant Medical Laboratory Assistant II Vision and Hearing Technician Medical Secretary Outreach Specialist I Front Desk Receptionist |
| 8 | Administrative Clerk I Assistant Public Health Educator II Building and Grounds Maintenance Assistant Environmental Sampler Medical Laboratory Assistant I Secretary Patient Registration Clerk |
| 7 | Assistant Public Health Educator I Driver Interpreter Clerk Switchboard Operator |
| | |

Change Administrative Clerk classification as follows and assign employees based on their responsibilities as set forth in Exhibit D:

| | |
|----------------------------|---------|
| Administrative Clerk I | Grade 8 |
| Administrative Clerk II | Grade 9 |
| Patient Registration Clerk | Grade 8 |
| Switch Board Operator | Grade 7 |
| Front Desk Receptionist | Grade 9 |

Eliminate the classification of Staff Nurse I on Grade 13. All employees currently classified as a Staff Nurse I will be reclassified as a Staff Nurse II. The job descriptions for both classifications will be combined.

Revise pay scales for Staff Nurses II and III and LPNs as follows:

| | |
|-----------------|-------------------------------------|
| Staff Nurse II | 13/6 (\$35,047) to 13/27 (\$58,864) |
| Staff Nurse III | 14/6 (\$38,940) to 14/27 (\$65,503) |
| LPN | start at 12/6 (\$31,543) |

Testing of Positions:

Up to twenty (20) employees per month shall be allowed to test for positions. Employees may re-test every six months. Employees must have the minimum qualifications as indicated by the job description.

**ANNEX B
WAGES AND PAY SCHEDULE**

Wages shall be in accordance with the wage schedules set forth herein.

Modify wages as follows:

- a. Effective September 1, 2017 1.0%
- b. Effective December 1, 2017 2.0%
- c. Effective December 1, 2018 2.0%
- d. Effective December 1, 2019 2.0%
- e. Effective December 1, 2020 3.0%
- f. Bargaining unit members actively employed at the time of ratification/adoption of this Agreement by both parties shall receive a one-time lump sum payment in the gross amount of \$500 as soon as administratively feasible, but no later than December 1, 2017.

All employees shall have a wage anniversary date of June 1 of each year. New Hires, hired after December 31 of any fiscal year shall not advance step until June 1 of the calendar year following their year of hire.

Modify the Step Movement as follows:

Eliminate bottom step every other year of contract beginning December 1, 2018

Individual Equity Adjustments:

Vision and Hearing – Upgrade to a Grade 9

- Estela Cuevas –Grade 9 -Step 17
- Jacqueline Buldak –Grade 9- Step 21

The memorandum of Understanding executed June, 2002, between the County of Will, and AFSCME Council 31, Local 1028, for the Will County Health Department stating “*The Parties agree that an Employee Assistance Plan consistent with the benefit levels of the AFSCME PSP shall be maintained by the Employer,*” remain in full force and effect.

Will County Health Department Wage Schedule

Fiscal Year 2016(June 1, 2016 - November 30, 2016) move one step

| | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
|----------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 16 Hourly | 51,528 26.424 | 52,816 27.085 | 54,136 27.762 | 55,490 28.456 | 56,877 29.167 | 58,299 29.896 | 59,757 30.644 | 61,251 31.410 | 62,781 32.195 | 64,351 33.000 | 65,960 33.825 | 67,609 34.671 | 69,299 35.537 | 71,032 36.426 | 72,808 37.337 | 74,627 38.270 | 76,493 39.227 | 78,406 40.208 | 80,366 41.213 | 82,375 42.244 | 84,435 43.300 |
| 15 Hourly | 46,377 23.783 | 47,537 24.377 | 48,725 24.987 | 49,943 25.611 | 51,192 26.252 | 52,472 26.908 | 53,783 27.581 | 55,128 28.270 | 56,506 28.977 | 57,919 29.702 | 59,368 30.445 | 60,851 31.205 | 62,373 31.986 | 63,932 32.785 | 65,530 33.605 | 67,169 34.445 | 68,847 35.306 | 70,569 36.189 | 72,333 37.093 | 74,142 38.021 | 75,995 38.971 |
| 14 Hourly | 41,740 21.405 | 42,783 21.940 | 43,853 22.488 | 44,949 23.050 | 46,073 23.627 | 47,224 24.217 | 48,405 24.823 | 49,615 25.443 | 50,855 26.079 | 52,127 26.731 | 53,430 27.400 | 54,766 28.085 | 56,135 28.787 | 57,539 29.507 | 58,977 30.244 | 60,452 31.000 | 61,963 31.775 | 63,512 32.570 | 65,099 33.384 | 66,728 34.219 | 68,396 35.074 |
| 13 Hourly | 37,567 19.265 | 38,506 19.746 | 39,469 20.240 | 40,455 20.746 | 41,466 21.264 | 42,503 21.796 | 43,566 22.341 | 44,655 22.900 | 45,772 23.472 | 46,916 24.059 | 48,088 24.660 | 49,291 25.277 | 50,523 25.909 | 51,787 26.557 | 53,082 27.221 | 54,409 27.902 | 55,768 28.598 | 57,162 29.313 | 58,592 30.047 | 60,057 30.798 | 61,558 31.568 |
| 12 Hourly | 33,810 17.338 | 34,656 17.772 | 35,522 18.216 | 36,410 18.671 | 37,321 19.138 | 38,254 19.617 | 39,210 20.107 | 40,190 20.610 | 41,194 21.125 | 42,224 21.653 | 43,281 22.195 | 44,362 22.749 | 45,472 23.318 | 46,607 23.901 | 47,773 24.498 | 48,968 25.111 | 50,191 25.738 | 51,446 26.382 | 52,732 27.042 | 54,051 27.718 | 55,402 28.411 |
| 11 Hourly | 30,429 15.604 | 31,190 15.994 | 31,970 16.394 | 32,769 16.804 | 33,589 17.225 | 34,428 17.655 | 35,289 18.096 | 36,171 18.549 | 37,075 19.012 | 38,002 19.488 | 38,952 19.975 | 39,926 20.474 | 40,924 20.986 | 41,947 21.511 | 42,995 22.048 | 44,070 22.600 | 45,172 23.165 | 46,302 23.744 | 47,460 24.338 | 48,645 24.946 | 49,862 25.570 |
| 10 Hourly | 29,846 15.305 | 30,591 15.687 | 31,356 16.080 | 32,140 16.482 | 32,943 16.893 | 33,767 17.316 | 34,611 17.749 | 35,476 18.192 | 36,364 18.648 | 37,273 19.114 | 38,205 19.592 | 39,159 20.081 | 40,138 20.583 | 41,142 21.098 | 42,171 21.626 | 43,225 22.166 | 44,306 22.721 | 45,414 23.289 | 46,549 23.871 | 47,713 24.468 | 48,906 25.080 |
| 9 Hourly | 25,132 12.888 | 25,760 13.210 | 26,404 13.540 | 27,064 13.878 | 27,741 14.226 | 28,434 14.581 | 29,145 14.946 | 29,873 15.319 | 30,621 15.703 | 31,386 16.095 | 32,171 16.497 | 32,975 16.910 | 33,799 17.332 | 34,645 17.766 | 35,511 18.210 | 36,399 18.666 | 37,308 19.132 | 38,241 19.610 | 39,197 20.101 | 40,177 20.603 | 41,182 21.118 |
| 8 Hourly | 23,876 12.244 | 24,473 12.550 | 25,085 12.864 | 25,712 13.185 | 26,354 13.514 | 27,014 13.853 | 27,688 14.198 | 28,381 14.554 | 29,091 14.918 | 29,818 15.291 | 30,563 15.673 | 31,328 16.065 | 32,111 16.467 | 32,913 16.878 | 33,736 17.300 | 34,579 17.732 | 35,444 18.176 | 36,330 18.630 | 37,238 19.096 | 38,169 19.573 | 39,123 20.063 |
| 7 Hourly | 22,620 11.600 | 23,184 11.889 | 23,764 12.186 | 24,359 12.491 | 24,967 12.803 | 25,592 13.124 | 26,232 13.452 | 26,887 13.788 | 27,559 14.132 | 28,248 14.486 | 28,955 14.848 | 29,679 15.220 | 30,420 15.600 | 31,180 15.989 | 31,959 16.389 | 32,758 16.798 | 33,578 17.219 | 34,417 17.649 | 35,278 18.091 | 36,159 18.543 | 37,064 19.007 |

Health Department Wage Schedule 2016-2021

Will County Health Department Wage Schedule

Fiscal Year 2017, 1% Increase as of September 1st, 2017 (no moves)

| | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
|----------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 16 Hourly | 52,043 26.69 | 53,344 27.36 | 54,677 28.04 | 56,045 28.74 | 57,446 29.46 | 58,882 30.19 | 60,355 30.95 | 61,864 31.72 | 63,409 32.52 | 64,995 33.33 | 66,620 34.16 | 68,285 35.02 | 69,992 35.89 | 71,742 36.79 | 73,536 37.71 | 75,373 38.65 | 77,258 39.62 | 79,190 40.61 | 81,170 41.63 | 83,199 42.67 | 85,279 43.73 |
| 15 Hourly | 46,841 24.02 | 48,012 24.62 | 49,212 25.24 | 50,442 25.87 | 51,704 26.51 | 52,997 27.18 | 54,321 27.86 | 55,679 28.55 | 57,071 29.27 | 58,498 30.00 | 59,962 30.75 | 61,460 31.52 | 62,997 32.31 | 64,571 33.11 | 66,185 33.94 | 67,841 34.79 | 69,535 35.66 | 71,275 36.55 | 73,056 37.46 | 74,883 38.40 | 76,755 39.36 |
| 14 Hourly | 42,157 21.62 | 43,211 22.16 | 44,292 22.71 | 45,398 23.28 | 46,534 23.86 | 47,696 24.46 | 48,889 25.07 | 50,111 25.70 | 51,364 26.34 | 52,648 27.00 | 53,964 27.67 | 55,314 28.37 | 56,696 29.07 | 58,114 29.80 | 59,567 30.55 | 61,057 31.31 | 62,583 32.09 | 64,147 32.90 | 65,750 33.72 | 67,395 34.56 | 69,080 35.42 |
| 13 Hourly | 37,943 19.46 | 38,891 19.94 | 39,864 20.44 | 40,860 20.95 | 41,881 21.48 | 42,928 22.01 | 44,002 22.56 | 45,102 23.13 | 46,230 23.71 | 47,385 24.30 | 48,569 24.91 | 49,784 25.53 | 51,028 26.17 | 52,305 26.82 | 53,613 27.49 | 54,953 28.18 | 56,326 28.88 | 57,734 29.61 | 59,178 30.35 | 60,658 31.11 | 62,174 31.88 |
| 12 Hourly | 34,148 17.51 | 35,003 17.95 | 35,877 18.40 | 36,774 18.86 | 37,694 19.33 | 38,637 19.81 | 39,602 20.31 | 40,592 20.82 | 41,606 21.34 | 42,646 21.87 | 43,714 22.42 | 44,806 22.98 | 45,927 23.55 | 47,073 24.14 | 48,251 24.74 | 49,458 25.36 | 50,693 26.00 | 51,960 26.65 | 53,259 27.31 | 54,592 28.00 | 55,956 28.70 |
| 11 Hourly | 30,733 15.76 | 31,502 16.15 | 32,290 16.56 | 33,097 16.97 | 33,925 17.40 | 34,772 17.83 | 35,642 18.28 | 36,533 18.73 | 37,446 19.20 | 38,382 19.68 | 39,342 20.17 | 40,325 20.68 | 41,333 21.20 | 42,366 21.73 | 43,425 22.27 | 44,511 22.83 | 45,624 23.40 | 46,765 23.98 | 47,935 24.58 | 49,131 25.20 | 50,361 25.83 |
| 10 Hourly | 30,144 15.46 | 30,897 15.84 | 31,670 16.24 | 32,461 16.65 | 33,272 17.06 | 34,105 17.49 | 34,957 17.93 | 35,831 18.37 | 36,728 18.83 | 37,646 19.31 | 38,587 19.79 | 39,551 20.28 | 40,539 20.79 | 41,553 21.31 | 42,593 21.84 | 43,657 22.39 | 44,749 22.95 | 45,868 23.52 | 47,014 24.11 | 48,190 24.71 | 49,395 25.33 |
| 9 Hourly | 25,383 13.02 | 26,018 13.34 | 26,668 13.68 | 27,335 14.02 | 28,018 14.37 | 28,718 14.73 | 29,436 15.10 | 30,172 15.47 | 30,927 15.86 | 31,700 16.26 | 32,493 16.66 | 33,305 17.08 | 34,137 17.51 | 34,991 17.94 | 35,866 18.39 | 36,763 18.85 | 37,681 19.32 | 38,623 19.81 | 39,589 20.30 | 40,579 20.81 | 41,594 21.33 |
| 8 Hourly | 24,115 12.37 | 24,718 12.68 | 25,336 12.99 | 25,969 13.32 | 26,618 13.65 | 27,284 13.99 | 27,965 14.34 | 28,665 14.70 | 29,382 15.07 | 30,116 15.44 | 30,869 15.83 | 31,641 16.23 | 32,432 16.63 | 33,242 17.05 | 34,073 17.47 | 34,925 17.91 | 35,798 18.36 | 36,693 18.82 | 37,610 19.29 | 38,551 19.77 | 39,514 20.26 |
| 7 Hourly | 22,846 11.72 | 23,416 12.01 | 24,002 12.31 | 24,603 12.62 | 25,217 12.93 | 25,848 13.26 | 26,494 13.59 | 27,156 13.93 | 27,835 14.27 | 28,530 14.63 | 29,245 15.00 | 29,976 15.37 | 30,724 15.76 | 31,492 16.15 | 32,279 16.55 | 33,086 16.97 | 33,914 17.39 | 34,761 17.83 | 35,631 18.27 | 36,521 18.73 | 37,435 19.20 |

Health Department Wage Schedule 2016-2021

Will County Health Department Wage Schedule

Fiscal Year 2018, 2% Increase as of December 1st, 2017 (no moves)

| | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
|------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 16 Hourly | 53,084 27.22 | 54,411 27.90 | 55,771 28.60 | 57,166 29.32 | 58,595 30.05 | 60,060 30.80 | 61,562 31.57 | 63,101 32.36 | 64,677 33.17 | 66,294 34.00 | 67,952 34.85 | 69,651 35.72 | 71,392 36.61 | 73,177 37.53 | 75,007 38.46 | 76,881 39.43 | 78,803 40.41 | 80,774 41.42 | 82,793 42.46 | 84,863 43.52 | 86,985 44.61 |
| 15 Hourly | 47,778 24.50 | 48,973 25.11 | 50,196 25.74 | 51,451 26.38 | 52,738 27.04 | 54,057 27.72 | 55,407 28.41 | 56,793 29.12 | 58,212 29.85 | 59,668 30.60 | 61,161 31.36 | 62,689 32.15 | 64,257 32.95 | 65,863 33.78 | 67,509 34.62 | 69,198 35.49 | 70,926 36.37 | 72,700 37.28 | 74,517 38.21 | 76,381 39.17 | 78,290 40.15 |
| 14 Hourly | 43,001 22.05 | 44,075 22.60 | 45,177 23.17 | 46,306 23.75 | 47,464 24.34 | 48,650 24.95 | 49,867 25.57 | 51,113 26.21 | 52,391 26.87 | 53,701 27.54 | 55,044 28.23 | 56,420 28.93 | 57,830 29.66 | 59,277 30.40 | 60,758 31.16 | 62,278 31.94 | 63,834 32.73 | 65,430 33.55 | 67,065 34.39 | 68,743 35.25 | 70,462 36.13 |
| 13 Hourly | 38,702 19.85 | 39,669 20.34 | 40,661 20.85 | 41,677 21.37 | 42,718 21.91 | 43,787 22.45 | 44,882 23.02 | 46,004 23.59 | 47,154 24.18 | 48,333 24.79 | 49,540 25.40 | 50,780 26.04 | 52,049 26.69 | 53,351 27.36 | 54,685 28.04 | 56,052 28.74 | 57,452 29.46 | 58,888 30.20 | 60,361 30.95 | 61,871 31.73 | 63,417 32.52 |
| 12 Hourly | 34,831 17.86 | 35,703 18.31 | 36,595 18.77 | 37,510 19.23 | 38,448 19.72 | 39,409 20.21 | 40,394 20.71 | 41,404 21.23 | 42,438 21.76 | 43,499 22.31 | 44,588 22.87 | 45,702 23.44 | 46,845 24.02 | 48,015 24.62 | 49,216 25.24 | 50,447 25.87 | 51,707 26.52 | 53,000 27.18 | 54,325 27.86 | 55,683 28.56 | 57,075 29.27 |
| 11 Hourly | 31,348 16.08 | 32,132 16.48 | 32,935 16.89 | 33,759 17.31 | 34,603 17.75 | 35,468 18.19 | 36,355 18.64 | 37,263 19.11 | 38,195 19.59 | 39,150 20.08 | 40,128 20.58 | 41,132 21.09 | 42,160 21.62 | 43,214 22.16 | 44,293 22.71 | 45,401 23.28 | 46,536 23.86 | 47,700 24.46 | 48,893 25.07 | 50,114 25.70 | 51,368 26.34 |
| 10 Hourly | 30,747 15.77 | 31,515 16.16 | 32,303 16.57 | 33,111 16.98 | 33,938 17.40 | 34,787 17.84 | 35,656 18.29 | 36,547 18.74 | 37,462 19.21 | 38,399 19.69 | 39,359 20.18 | 40,342 20.69 | 41,350 21.20 | 42,384 21.74 | 43,445 22.28 | 44,530 22.84 | 45,644 23.41 | 46,786 23.99 | 47,955 24.59 | 49,154 25.21 | 50,383 25.84 |
| 9 Hourly | 25,891 13.28 | 26,538 13.61 | 27,201 13.95 | 27,881 14.30 | 28,579 14.66 | 29,293 15.02 | 30,025 15.40 | 30,775 15.78 | 31,546 16.18 | 32,334 16.58 | 33,143 17.00 | 33,971 17.42 | 34,820 17.86 | 35,691 18.30 | 36,583 18.76 | 37,498 19.23 | 38,435 19.71 | 39,396 20.20 | 40,381 20.71 | 41,390 21.23 | 42,426 21.76 |
| 8 Hourly | 24,597 12.61 | 25,212 12.93 | 25,843 13.25 | 26,489 13.58 | 27,150 13.92 | 27,830 14.27 | 28,524 14.63 | 29,238 14.99 | 29,970 15.37 | 30,719 15.75 | 31,486 16.15 | 32,274 16.55 | 33,081 16.96 | 33,907 17.39 | 34,755 17.82 | 35,623 18.27 | 36,514 18.72 | 37,427 19.19 | 38,363 19.67 | 39,322 20.16 | 40,305 20.67 |
| 7 Hourly | 23,303 11.95 | 23,884 12.25 | 24,482 12.55 | 25,095 12.87 | 25,721 13.19 | 26,365 13.52 | 27,024 13.86 | 27,699 14.20 | 28,391 14.56 | 29,101 14.92 | 29,829 15.30 | 30,575 15.68 | 31,339 16.07 | 32,122 16.47 | 32,924 16.88 | 33,747 17.31 | 34,592 17.74 | 35,456 18.18 | 36,343 18.64 | 37,251 19.10 | 38,183 19.58 |

Will County Health Department Wage Schedule

Fiscal Year 2018, Increase as of June 1st, 2018 (one step increase)

| | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
|------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 16 Hourly | 53,084 27.22 | 54,411 27.90 | 55,771 28.60 | 57,166 29.32 | 58,595 30.05 | 60,060 30.80 | 61,562 31.57 | 63,101 32.36 | 64,677 33.17 | 66,294 34.00 | 67,952 34.85 | 69,651 35.72 | 71,392 36.61 | 73,177 37.53 | 75,007 38.46 | 76,881 39.43 | 78,803 40.41 | 80,774 41.42 | 82,793 42.46 | 84,863 43.52 | 86,985 44.61 |
| 15 Hourly | 47,778 24.50 | 48,973 25.11 | 50,196 25.74 | 51,451 26.38 | 52,738 27.04 | 54,057 27.72 | 55,407 28.41 | 56,793 29.12 | 58,212 29.85 | 59,668 30.60 | 61,161 31.36 | 62,689 32.15 | 64,257 32.95 | 65,863 33.78 | 67,509 34.62 | 69,198 35.49 | 70,926 36.37 | 72,700 37.28 | 74,517 38.21 | 76,381 39.17 | 78,290 40.15 |
| 14 Hourly | 43,001 22.05 | 44,075 22.60 | 45,177 23.17 | 46,306 23.75 | 47,464 24.34 | 48,650 24.95 | 49,867 25.57 | 51,113 26.21 | 52,391 26.87 | 53,701 27.54 | 55,044 28.23 | 56,420 28.93 | 57,830 29.66 | 59,277 30.40 | 60,758 31.16 | 62,278 31.94 | 63,834 32.73 | 65,430 33.55 | 67,065 34.39 | 68,743 35.25 | 70,462 36.13 |
| 13 Hourly | 38,702 19.85 | 39,669 20.34 | 40,661 20.85 | 41,677 21.37 | 42,718 21.91 | 43,787 22.45 | 44,882 23.02 | 46,004 23.59 | 47,154 24.18 | 48,333 24.79 | 49,540 25.40 | 50,780 26.04 | 52,049 26.69 | 53,351 27.36 | 54,685 28.04 | 56,052 28.74 | 57,452 29.46 | 58,888 30.20 | 60,361 30.95 | 61,871 31.73 | 63,417 32.52 |
| 12 Hourly | 34,831 17.86 | 35,703 18.31 | 36,595 18.77 | 37,510 19.23 | 38,448 19.72 | 39,409 20.21 | 40,394 20.71 | 41,404 21.23 | 42,438 21.76 | 43,499 22.31 | 44,588 22.87 | 45,702 23.44 | 46,845 24.02 | 48,015 24.62 | 49,216 25.24 | 50,447 25.87 | 51,707 26.52 | 53,000 27.18 | 54,325 27.86 | 55,683 28.56 | 57,075 29.27 |
| 11 Hourly | 31,348 16.08 | 32,132 16.48 | 32,935 16.89 | 33,759 17.31 | 34,603 17.75 | 35,468 18.19 | 36,355 18.64 | 37,263 19.11 | 38,195 19.59 | 39,150 20.08 | 40,128 20.58 | 41,132 21.09 | 42,160 21.62 | 43,214 22.16 | 44,293 22.71 | 45,401 23.28 | 46,536 23.86 | 47,700 24.46 | 48,893 25.07 | 50,114 25.70 | 51,368 26.34 |
| 10 Hourly | 30,747 15.77 | 31,515 16.16 | 32,303 16.57 | 33,111 16.98 | 33,938 17.40 | 34,787 17.84 | 35,656 18.29 | 36,547 18.74 | 37,462 19.21 | 38,399 19.69 | 39,359 20.18 | 40,342 20.69 | 41,350 21.20 | 42,384 21.74 | 43,445 22.28 | 44,530 22.84 | 45,644 23.41 | 46,786 23.99 | 47,955 24.59 | 49,154 25.21 | 50,383 25.84 |
| 9 Hourly | 25,891 13.28 | 26,538 13.61 | 27,201 13.95 | 27,881 14.30 | 28,579 14.66 | 29,293 15.02 | 30,025 15.40 | 30,775 15.78 | 31,546 16.18 | 32,334 16.58 | 33,143 17.00 | 33,971 17.42 | 34,820 17.86 | 35,691 18.30 | 36,583 18.76 | 37,498 19.23 | 38,435 19.71 | 39,396 20.20 | 40,381 20.71 | 41,390 21.23 | 42,426 21.76 |
| 8 Hourly | 24,597 12.61 | 25,212 12.93 | 25,843 13.25 | 26,489 13.58 | 27,150 13.92 | 27,830 14.27 | 28,524 14.63 | 29,238 14.99 | 29,970 15.37 | 30,719 15.75 | 31,486 16.15 | 32,274 16.55 | 33,081 16.96 | 33,907 17.39 | 34,755 17.82 | 35,623 18.27 | 36,514 18.72 | 37,427 19.19 | 38,363 19.67 | 39,322 20.16 | 40,305 20.67 |
| 7 Hourly | 23,303 11.95 | 23,884 12.25 | 24,482 12.55 | 25,095 12.87 | 25,721 13.19 | 26,365 13.52 | 27,024 13.86 | 27,699 14.20 | 28,391 14.56 | 29,101 14.92 | 29,829 15.30 | 30,575 15.68 | 31,339 16.07 | 32,122 16.47 | 32,924 16.88 | 33,747 17.31 | 34,592 17.74 | 35,456 18.18 | 36,343 18.64 | 37,251 19.10 | 38,183 19.58 |

Will County Health Department Wage Schedule

Fiscal Year 2019, 2% Increase as of December 1st, 2018 (no moves, remove step 7)

| | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
|--------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 16 Hourly | 55,499 28.46 | 56,886 29.17 | 58,309 29.90 | 59,767 30.65 | 61,261 31.41 | 62,793 32.20 | 64,363 33.01 | 65,971 33.83 | 67,620 34.68 | 69,311 35.54 | 71,044 36.43 | 72,820 37.34 | 74,641 38.28 | 76,507 39.23 | 78,418 40.21 | 80,379 41.22 | 82,389 42.25 | 84,449 43.31 | 86,560 44.39 | 88,725 45.50 |
| 15 Hourly | 49,952 25.62 | 51,200 26.26 | 52,480 26.91 | 53,793 27.59 | 55,138 28.28 | 56,515 28.98 | 57,929 29.71 | 59,377 30.45 | 60,862 31.21 | 62,384 31.99 | 63,942 32.79 | 65,542 33.61 | 67,180 34.45 | 68,859 35.31 | 70,581 36.19 | 72,345 37.10 | 74,154 38.03 | 76,008 38.98 | 77,909 39.95 | 79,856 40.95 |
| 14 Hourly | 44,957 23.05 | 46,081 23.63 | 47,233 24.22 | 48,414 24.83 | 49,623 25.45 | 50,864 26.08 | 52,136 26.74 | 53,439 27.40 | 54,775 28.09 | 56,144 28.79 | 57,548 29.51 | 58,987 30.25 | 60,462 31.01 | 61,973 31.78 | 63,523 32.57 | 65,111 33.39 | 66,739 34.22 | 68,406 35.08 | 70,118 35.96 | 71,871 36.86 |
| 13 Hourly | 40,462 20.75 | 41,474 21.27 | 42,510 21.80 | 43,573 22.34 | 44,662 22.90 | 45,779 23.48 | 46,924 24.06 | 48,097 24.66 | 49,300 25.28 | 50,531 25.91 | 51,795 26.56 | 53,090 27.23 | 54,418 27.91 | 55,779 28.60 | 57,173 29.32 | 58,601 30.05 | 60,066 30.80 | 61,569 31.57 | 63,108 32.36 | 64,685 33.17 |
| 12 Hourly | 36,417 18.67 | 37,327 19.14 | 38,260 19.62 | 39,217 20.11 | 40,197 20.61 | 41,202 21.13 | 42,232 21.66 | 43,287 22.20 | 44,369 22.75 | 45,480 23.32 | 46,616 23.90 | 47,782 24.50 | 48,975 25.12 | 50,200 25.74 | 51,456 26.39 | 52,741 27.05 | 54,060 27.72 | 55,411 28.42 | 56,797 29.13 | 58,217 29.85 |
| 11 Hourly | 32,775 16.81 | 33,594 17.23 | 34,434 17.66 | 35,295 18.10 | 36,177 18.55 | 37,082 19.02 | 38,009 19.49 | 38,959 19.98 | 39,933 20.48 | 40,931 20.99 | 41,954 21.51 | 43,003 22.05 | 44,078 22.60 | 45,179 23.17 | 46,309 23.75 | 47,467 24.34 | 48,654 24.95 | 49,871 25.57 | 51,116 26.21 | 52,395 26.87 |
| 10 Hourly | 32,145 16.48 | 32,949 16.90 | 33,773 17.32 | 34,617 17.75 | 35,482 18.20 | 36,369 18.65 | 37,278 19.12 | 38,211 19.60 | 39,167 20.09 | 40,146 20.59 | 41,148 21.10 | 42,177 21.63 | 43,232 22.17 | 44,313 22.72 | 45,421 23.29 | 46,557 23.88 | 47,721 24.47 | 48,914 25.08 | 50,137 25.71 | 51,391 26.35 |
| 9 Hourly | 27,069 13.88 | 27,745 14.23 | 28,439 14.58 | 29,150 14.95 | 29,879 15.32 | 30,626 15.71 | 31,391 16.10 | 32,177 16.50 | 32,981 16.91 | 33,805 17.34 | 34,650 17.77 | 35,516 18.21 | 36,405 18.67 | 37,315 19.14 | 38,248 19.61 | 39,203 20.10 | 40,184 20.61 | 41,188 21.12 | 42,218 21.65 | 43,274 22.19 |
| 8 Hourly | 25,716 13.19 | 26,359 13.52 | 27,018 13.85 | 27,693 14.20 | 28,386 14.56 | 29,095 14.92 | 29,823 15.29 | 30,569 15.68 | 31,333 16.07 | 32,116 16.47 | 32,920 16.88 | 33,742 17.30 | 34,585 17.74 | 35,450 18.18 | 36,336 18.63 | 37,245 19.10 | 38,176 19.58 | 39,130 20.07 | 40,108 20.57 | 41,111 21.08 |
| 7 Hourly | 24,362 12.49 | 24,971 12.81 | 25,597 13.13 | 26,235 13.45 | 26,892 13.79 | 27,565 14.14 | 28,253 14.49 | 28,959 14.85 | 29,683 15.22 | 30,426 15.60 | 31,187 15.99 | 31,965 16.39 | 32,764 16.80 | 33,583 17.22 | 34,422 17.65 | 35,284 18.09 | 36,166 18.55 | 37,070 19.01 | 37,996 19.49 | 38,947 19.97 |

Will County Health Department Wage Schedule

Fiscal Year 2019, Increase as of June 1st, 2019 (one step increase)

| | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
|---------------------|-----------------|-----------------|------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------------|-----------------|-----------------|-----------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| 16 Hourly | 55,499 28.46 | 56,886 29.17 | 58,309 29.90 | 59,767 30.65 | 61,261 31.41 | 62,793 32.20 | 64,363 33.01 | 65,971 33.83 | 67,620 34.68 | 69,311 35.54 | 71,044 36.43 | 72,820 37.34 | 74,641 38.28 | 76,507 39.23 | 78,418 40.21 | 80,379 41.22 | 82,389 42.25 | 84,449 43.31 | 86,560 44.39 | 88,725 45.50 |
| 15 Hourly | 49,952 25.62 | 51,200 26.26 | 52,480 26.91 | 53,793 27.59 | 55,138 28.28 | 56,515 28.98 | 57,929 29.71 | 59,377 30.45 | 60,862 31.21 | 62,384 31.99 | 63,942 32.79 | 65,542 33.61 | 67,180 34.45 | 68,859 35.31 | 70,581 36.19 | 72,345 37.10 | 74,154 38.03 | 76,008 38.98 | 77,909 39.95 | 79,856 40.95 |
| 14 Hourly | 44,957 23.05 | 46,081 23.63 | 47,233 24.22 | 48,414 24.83 | 49,623 25.45 | 50,864 26.08 | 52,136 26.74 | 53,439 27.40 | 54,775 28.09 | 56,144 28.79 | 57,548 29.51 | 58,987 30.25 | 60,462 31.01 | 61,973 31.78 | 63,523 32.57 | 65,111 33.39 | 66,739 34.22 | 68,406 35.08 | 70,118 35.96 | 71,871 36.86 |
| 13 Hourly | 40,462 20.75 | 41,474 21.27 | 42,510 21.80 | 43,573 22.34 | 44,662 22.90 | 45,779 23.48 | 46,924 24.06 | 48,097 24.66 | 49,300 25.28 | 50,531 25.91 | 51,795 26.56 | 53,090 27.23 | 54,418 27.91 | 55,779 28.60 | 57,173 29.32 | 58,601 30.05 | 60,066 30.80 | 61,569 31.57 | 63,108 32.36 | 64,685 33.17 |
| 12 Hourly | 36,417 18.67 | 37,327 19.14 | 38,260 19.62 | 39,217 20.11 | 40,197 20.61 | 41,202 21.13 | 42,232 21.66 | 43,287 22.20 | 44,369 22.75 | 45,480 23.32 | 46,616 23.90 | 47,782 24.50 | 48,975 25.12 | 50,200 25.74 | 51,456 26.39 | 52,741 27.05 | 54,060 27.72 | 55,411 28.42 | 56,797 29.13 | 58,217 29.85 |
| 11 Hourly | 32,775 16.81 | 33,594 17.23 | 34,434 17.66 | 35,295 18.10 | 36,177 18.55 | 37,082 19.02 | 38,009 19.49 | 38,959 19.98 | 39,933 20.48 | 40,931 20.99 | 41,954 21.51 | 43,003 22.05 | 44,078 22.60 | 45,179 23.17 | 46,309 23.75 | 47,467 24.34 | 48,654 24.95 | 49,871 25.57 | 51,116 26.21 | 52,395 26.87 |
| 10 Hourly | 32,145 16.48 | 32,949 16.90 | 33,773 17.32 | 34,617 17.75 | 35,482 18.20 | 36,369 18.65 | 37,278 19.12 | 38,211 19.60 | 39,167 20.09 | 40,146 20.59 | 41,148 21.10 | 42,177 21.63 | 43,232 22.17 | 44,313 22.72 | 45,421 23.29 | 46,557 23.88 | 47,721 24.47 | 48,914 25.08 | 50,137 25.71 | 51,391 26.35 |
| 9 Hourly | 27,069 13.88 | 27,745 14.23 | 28,439 14.58 | 29,150 14.95 | 29,879 15.32 | 30,626 15.71 | 31,391 16.10 | 32,177 16.50 | 32,981 16.91 | 33,805 17.34 | 34,650 17.77 | 35,516 18.21 | 36,405 18.67 | 37,315 19.14 | 38,248 19.61 | 39,203 20.10 | 40,184 20.61 | 41,188 21.12 | 42,218 21.65 | 43,274 22.19 |
| 8 Hourly | 25,716 13.19 | 26,359 13.52 | 27,018 13.85 | 27,693 14.20 | 28,386 14.56 | 29,095 14.92 | 29,823 15.29 | 30,569 15.68 | 31,333 16.07 | 32,116 16.47 | 32,920 16.88 | 33,742 17.30 | 34,585 17.74 | 35,450 18.18 | 36,336 18.63 | 37,245 19.10 | 38,176 19.58 | 39,130 20.07 | 40,108 20.57 | 41,111 21.08 |
| 7 Hourly | 24,362 12.49 | 24,971 12.81 | 25,597 13.13 | 26,235 13.45 | 26,892 13.79 | 27,565 14.14 | 28,253 14.49 | 28,959 14.85 | 29,683 15.22 | 30,426 15.60 | 31,187 15.99 | 31,965 16.39 | 32,764 16.80 | 33,583 17.22 | 34,422 17.65 | 35,284 18.09 | 36,166 18.55 | 37,070 19.01 | 37,996 19.49 | 38,947 19.97 |

Will County Health Department Wage Schedule

Fiscal Year 2020, 2% Increase as of December 1st, 2019 (no moves)

| | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
|----------------------|-----------------|------------------------|-----------------|------------------------|------------------------|------------------------|-----------------|-----------------|------------------------|-------------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| 16 Hourly | 56,609 29.03 | 58,024 29.76 | 59,475 30.50 | 60,962 31.26 | 62,486 32.04 | 64,049 32.84 | 65,650 33.67 | 67,290 34.51 | 68,973 35.37 | 70,697 36.25 | 72,465 37.16 | 74,276 38.09 | 76,134 39.04 | 78,037 40.02 | 79,987 41.02 | 81,987 42.04 | 84,037 43.10 | 86,138 44.17 | 88,291 45.28 | 90,499 46.41 |
| 15 Hourly | 50,951 26.13 | 52,224 26.78 | 53,530 27.45 | 54,869 28.14 | 56,241 28.84 | 57,646 29.56 | 59,087 30.30 | 60,564 31.06 | 62,079 31.84 | 63,632 32.63 | 65,221 33.45 | 66,853 34.28 | 68,524 35.14 | 70,236 36.02 | 71,993 36.92 | 73,792 37.84 | 75,637 38.79 | 77,528 39.76 | 79,467 40.75 | 81,453 41.77 |
| 14 Hourly | 45,856 23.52 | 47,003 24.10 | 48,177 24.71 | 49,382 25.32 | 50,616 25.96 | 51,881 26.61 | 53,178 27.27 | 54,507 27.95 | 55,871 28.65 | 57,267 29.37 | 58,699 30.10 | 60,167 30.85 | 61,671 31.63 | 63,213 32.42 | 64,794 33.23 | 66,413 34.06 | 68,073 34.91 | 69,774 35.78 | 71,520 36.68 | 73,308 37.59 |
| 13 Hourly | 41,272 21.16 | 42,304 21.69 | 43,360 22.24 | 44,444 22.79 | 45,556 23.36 | 46,695 23.95 | 47,862 24.54 | 49,059 25.16 | 50,286 25.79 | 51,542 26.43 | 52,831 27.09 | 54,152 27.77 | 55,506 28.46 | 56,894 29.18 | 58,317 29.91 | 59,773 30.65 | 61,267 31.42 | 62,800 32.20 | 64,370 33.01 | 65,979 33.84 |
| 12 Hourly | 37,145 19.05 | 38,073 19.52 | 39,025 20.01 | 40,001 20.51 | 41,001 21.03 | 42,026 21.55 | 43,076 22.09 | 44,153 22.64 | 45,257 23.21 | 46,389 23.79 | 47,548 24.38 | 48,738 24.99 | 49,954 25.62 | 51,204 26.26 | 52,485 26.91 | 53,796 27.59 | 55,141 28.28 | 56,519 28.98 | 57,933 29.71 | 59,381 30.45 |
| 11 Hourly | 33,430 17.14 | 34,266 17.57 | 35,122 18.01 | 36,001 18.46 | 36,901 18.92 | 37,823 19.40 | 38,769 19.88 | 39,738 20.38 | 40,731 20.89 | 41,750 21.41 | 42,793 21.94 | 43,863 22.49 | 44,960 23.06 | 46,083 23.63 | 47,235 24.22 | 48,416 24.83 | 49,627 25.45 | 50,869 26.09 | 52,139 26.74 | 53,443 27.41 |
| 10 Hourly | 32,788 16.81 | 33,608 17.23 | 34,448 17.67 | 35,309 18.11 | 36,192 18.56 | 37,097 19.02 | 38,024 19.50 | 38,976 19.99 | 39,950 20.49 | 40,949 21.00 | 41,971 21.52 | 43,021 22.06 | 44,097 22.61 | 45,200 23.18 | 46,329 23.76 | 47,488 24.35 | 48,676 24.96 | 49,892 25.59 | 51,140 26.23 | 52,418 26.88 |
| 9 Hourly | 27,610 14.16 | 28,300 14.51 | 29,008 14.87 | 29,733 15.25 | 30,476 15.63 | 31,238 16.02 | 32,018 16.42 | 32,820 16.83 | 33,640 17.25 | 34,482 17.68 | 35,343 18.12 | 36,226 18.58 | 37,133 19.04 | 38,061 19.52 | 39,013 20.01 | 39,987 20.51 | 40,987 21.02 | 42,012 21.54 | 43,063 22.08 | 44,140 22.63 |
| 8 Hourly | 26,231 13.45 | 26,887 13.79 | 27,559 14.13 | 28,247 14.48 | 28,954 14.85 | 29,677 15.22 | 30,419 15.60 | 31,180 15.99 | 31,960 16.39 | 32,758 16.80 | 33,578 17.22 | 34,417 17.65 | 35,277 18.09 | 36,159 18.54 | 37,062 19.01 | 37,990 19.48 | 38,939 19.97 | 39,912 20.47 | 40,910 20.98 | 41,933 21.50 |
| 7 Hourly | 24,849 12.74 | 25,471 13.06 | 26,108 13.39 | 26,760 13.72 | 27,430 14.07 | 28,116 14.42 | 28,818 14.78 | 29,538 15.15 | 30,277 15.53 | 31,035 15.91 | 31,811 16.31 | 32,605 16.72 | 33,419 17.14 | 34,254 17.57 | 35,111 18.00 | 35,990 18.46 | 36,889 18.92 | 37,812 19.39 | 38,756 19.87 | 39,726 20.37 |

Will County Health Department Wage Schedule

Fiscal Year 2020, Increase as of June 1, 2020 (one step increase)

| | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
|----------------------|-----------------|-----------------|------------------------|-----------------|-----------------|-----------------|-----------------|------------------------|-----------------|------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------------|------------------------|-----------------|-----------------|
| 16 Hourly | 56,609 29.03 | 58,024 29.76 | 59,475 30.50 | 60,962 31.26 | 62,486 32.04 | 64,049 32.84 | 65,650 33.67 | 67,290 34.51 | 68,973 35.37 | 70,697 36.25 | 72,465 37.16 | 74,276 38.09 | 76,134 39.04 | 78,037 40.02 | 79,987 41.02 | 81,987 42.04 | 84,037 43.10 | 86,138 44.17 | 88,291 45.28 | 90,499 46.41 |
| 15 Hourly | 50,951 26.13 | 52,224 26.78 | 53,530 27.45 | 54,869 28.14 | 56,241 28.84 | 57,646 29.56 | 59,087 30.30 | 60,564 31.06 | 62,079 31.84 | 63,632 32.63 | 65,221 33.45 | 66,853 34.28 | 68,524 35.14 | 70,236 36.02 | 71,993 36.92 | 73,792 37.84 | 75,637 38.79 | 77,528 39.76 | 79,467 40.75 | 81,453 41.77 |
| 14 Hourly | 45,856 23.52 | 47,003 24.10 | 48,177 24.71 | 49,382 25.32 | 50,616 25.96 | 51,881 26.61 | 53,178 27.27 | 54,507 27.95 | 55,871 28.65 | 57,267 29.37 | 58,699 30.10 | 60,167 30.85 | 61,671 31.63 | 63,213 32.42 | 64,794 33.23 | 66,413 34.06 | 68,073 34.91 | 69,774 35.78 | 71,520 36.68 | 73,308 37.59 |
| 13 Hourly | 41,272 21.16 | 42,304 21.69 | 43,360 22.24 | 44,444 22.79 | 45,556 23.36 | 46,695 23.95 | 47,862 24.54 | 49,059 25.16 | 50,286 25.79 | 51,542 26.43 | 52,831 27.09 | 54,152 27.77 | 55,506 28.46 | 56,894 29.18 | 58,317 29.91 | 59,773 30.65 | 61,267 31.42 | 62,800 32.20 | 64,370 33.01 | 65,979 33.84 |
| 12 Hourly | 37,145 19.05 | 38,073 19.52 | 39,025 20.01 | 40,001 20.51 | 41,001 21.03 | 42,026 21.55 | 43,076 22.09 | 44,153 22.64 | 45,257 23.21 | 46,389 23.79 | 47,548 24.38 | 48,738 24.99 | 49,954 25.62 | 51,204 26.26 | 52,485 26.91 | 53,796 27.59 | 55,141 28.28 | 56,519 28.98 | 57,933 29.71 | 59,381 30.45 |
| 11 Hourly | 33,430 17.14 | 34,266 17.57 | 35,122 18.01 | 36,001 18.46 | 36,901 18.92 | 37,823 19.40 | 38,769 19.88 | 39,738 20.38 | 40,731 20.89 | 41,750 21.41 | 42,793 21.94 | 43,863 22.49 | 44,960 23.06 | 46,083 23.63 | 47,235 24.22 | 48,416 24.83 | 49,627 25.45 | 50,869 26.09 | 52,139 26.74 | 53,443 27.41 |
| 10 Hourly | 32,788 16.81 | 33,608 17.23 | 34,448 17.67 | 35,309 18.11 | 36,192 18.56 | 37,097 19.02 | 38,024 19.50 | 38,976 19.99 | 39,950 20.49 | 40,949 21.00 | 41,971 21.52 | 43,021 22.06 | 44,097 22.61 | 45,200 23.18 | 46,329 23.76 | 47,488 24.35 | 48,676 24.96 | 49,892 25.59 | 51,140 26.23 | 52,418 26.88 |
| 9 Hourly | 27,610 14.16 | 28,300 14.51 | 29,008 14.87 | 29,733 15.25 | 30,476 15.63 | 31,238 16.02 | 32,018 16.42 | 32,820 16.83 | 33,640 17.25 | 34,482 17.68 | 35,343 18.12 | 36,226 18.58 | 37,133 19.04 | 38,061 19.52 | 39,013 20.01 | 39,987 20.51 | 40,987 21.02 | 42,012 21.54 | 43,063 22.08 | 44,140 22.63 |
| 8 Hourly | 26,231 13.45 | 26,887 13.79 | 27,559 14.13 | 28,247 14.48 | 28,954 14.85 | 29,677 15.22 | 30,419 15.60 | 31,180 15.99 | 31,960 16.39 | 32,758 16.80 | 33,578 17.22 | 34,417 17.65 | 35,277 18.09 | 36,159 18.54 | 37,062 19.01 | 37,990 19.48 | 38,939 19.97 | 39,912 20.47 | 40,910 20.98 | 41,933 21.50 |
| 7 Hourly | 24,849 12.74 | 25,471 13.06 | 26,108 13.39 | 26,760 13.72 | 27,430 14.07 | 28,116 14.42 | 28,818 14.78 | 29,538 15.15 | 30,277 15.53 | 31,035 15.91 | 31,811 16.31 | 32,605 16.72 | 33,419 17.14 | 34,254 17.57 | 35,111 18.00 | 35,990 18.46 | 36,889 18.92 | 37,812 19.39 | 38,756 19.87 | 39,726 20.37 |

Will County Health Department Wage Schedule

Fiscal Year 2021 3% Increase as of December 1st, 2020 (no moves, remove step 8)

| | 9 | io | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
|----------------------|-----------------|-----------------|------------------------|-----------------|-----------------|------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 16 Hourly | 59,765 30.65 | 61,260 31.41 | 62,791 32.20 | 64,361 33.00 | 65,970 33.83 | 67,620 34.68 | 69,309 35.54 | 71,042 36.43 | 72,818 37.34 | 74,639 38.28 | 76,504 39.23 | 78,418 40.21 | 80,378 41.22 | 82,386 42.25 | 84,446 43.31 | 86,558 44.39 | 88,722 45.50 | 90,940 46.64 | 93,214 47.80 |
| 15 Hourly | 53,791 27.59 | 55,136 28.27 | 56,515 28.98 | 57,928 29.71 | 59,375 30.45 | 60,860 31.21 | 62,381 31.99 | 63,941 32.79 | 65,541 33.61 | 67,178 34.45 | 68,858 35.31 | 70,579 36.19 | 72,343 37.10 | 74,153 38.03 | 76,005 38.98 | 77,906 39.95 | 79,854 40.95 | 81,851 41.97 | 83,897 43.02 |
| 14 Hourly | 48,413 24.83 | 49,623 25.45 | 50,863 26.08 | 52,134 26.73 | 53,438 27.40 | 54,774 28.09 | 56,143 28.79 | 57,547 29.51 | 58,985 30.25 | 60,460 31.01 | 61,972 31.78 | 63,522 32.57 | 65,109 33.39 | 66,737 34.22 | 68,406 35.08 | 70,116 35.96 | 71,868 36.86 | 73,666 37.78 | 75,507 38.72 |
| 13 Hourly | 43,573 22.34 | 44,661 22.90 | 45,777 23.47 | 46,922 24.06 | 48,096 24.66 | 49,298 25.28 | 50,531 25.91 | 51,794 26.56 | 53,088 27.22 | 54,416 27.91 | 55,776 28.60 | 57,172 29.32 | 58,601 30.05 | 60,066 30.80 | 61,566 31.57 | 63,105 32.36 | 64,684 33.17 | 66,301 34.00 | 67,958 34.85 |
| 12 Hourly | 39,215 20.11 | 40,196 20.61 | 41,201 21.13 | 42,231 21.66 | 43,287 22.20 | 44,369 22.75 | 45,477 23.32 | 46,614 23.90 | 47,781 24.50 | 48,975 25.11 | 50,200 25.74 | 51,453 26.39 | 52,740 27.05 | 54,059 27.72 | 55,410 28.41 | 56,795 29.13 | 58,215 29.85 | 59,671 30.60 | 61,162 31.37 |
| 11 Hourly | 35,294 18.10 | 36,176 18.55 | 37,081 19.02 | 38,008 19.49 | 38,958 19.98 | 39,932 20.48 | 40,930 20.99 | 41,953 21.51 | 43,002 22.05 | 44,077 22.60 | 45,179 23.17 | 46,308 23.75 | 47,465 24.34 | 48,652 24.95 | 49,869 25.57 | 51,116 26.21 | 52,395 26.87 | 53,703 27.54 | 55,046 28.23 |
| 10 Hourly | 34,616 17.75 | 35,482 18.20 | 36,368 18.65 | 37,278 19.12 | 38,210 19.59 | 39,165 20.08 | 40,145 20.59 | 41,148 21.10 | 42,177 21.63 | 43,231 22.17 | 44,311 22.72 | 45,420 23.29 | 46,556 23.87 | 47,719 24.47 | 48,913 25.08 | 50,136 25.71 | 51,389 26.35 | 52,674 27.01 | 53,991 27.69 |
| 9 Hourly | 29,149 14.95 | 29,878 15.32 | 30,625 15.71 | 31,390 16.10 | 32,175 16.50 | 32,979 16.91 | 33,805 17.34 | 34,649 17.77 | 35,516 18.21 | 36,404 18.67 | 37,313 19.13 | 38,247 19.61 | 39,203 20.10 | 40,184 20.61 | 41,187 21.12 | 42,217 21.65 | 43,272 22.19 | 44,354 22.75 | 45,464 23.31 |
| 8 Hourly | 27,693 14.20 | 28,385 14.56 | 29,094 14.92 | 29,823 15.29 | 30,567 15.67 | 31,332 16.07 | 32,116 16.47 | 32,918 16.88 | 33,741 17.30 | 34,585 17.74 | 35,450 18.18 | 36,335 18.63 | 37,244 19.10 | 38,174 19.58 | 39,129 20.07 | 40,107 20.57 | 41,110 21.08 | 42,138 21.61 | 43,191 22.15 |
| 7 Hourly | 26,235 13.45 | 26,892 13.79 | 27,563 14.13 | 28,253 14.49 | 28,959 14.85 | 29,683 15.22 | 30,424 15.60 | 31,185 15.99 | 31,966 16.39 | 32,765 16.80 | 33,583 17.22 | 34,422 17.65 | 35,282 18.09 | 36,164 18.54 | 37,069 19.01 | 37,995 19.48 | 38,946 19.97 | 39,919 20.47 | 40,918 20.98 |

Will County Health Department Wage Schedule

Fiscal Year 2021 Increase as of June 1st, 2021(one step increase)

| | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
|----------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 16 Hourly | 59,765 30.65 | 61,260 31.41 | 62,791 32.20 | 64,361 33.00 | 65,970 33.83 | 67,620 34.68 | 69,309 35.54 | 71,042 36.43 | 72,818 37.34 | 74,639 38.28 | 76,504 39.23 | 78,418 40.21 | 80,378 41.22 | 82,386 42.25 | 84,446 43.31 | 86,558 44.39 | 88,722 45.50 | 90,940 46.64 | 93,214 47.80 |
| 15 Hourly | 53,791 27.59 | 55,136 28.27 | 56,515 28.98 | 57,928 29.71 | 59,375 30.45 | 60,860 31.21 | 62,381 31.99 | 63,941 32.79 | 65,541 33.61 | 67,178 34.45 | 68,858 35.31 | 70,579 36.19 | 72,343 37.10 | 74,153 38.03 | 76,005 38.98 | 77,906 39.95 | 79,854 40.95 | 81,851 41.97 | 83,897 43.02 |
| 14 Hourly | 48,413 24.83 | 49,623 25.45 | 50,863 26.08 | 52,134 26.73 | 53,438 27.40 | 54,774 28.09 | 56,143 28.79 | 57,547 29.51 | 58,985 30.25 | 60,460 31.01 | 61,972 31.78 | 63,522 32.57 | 65,109 33.39 | 66,737 34.22 | 68,406 35.08 | 70,116 35.96 | 71,868 36.86 | 73,666 37.78 | 75,507 38.72 |
| 13 Hourly | 43,573 22.34 | 44,661 22.90 | 45,777 23.47 | 46,922 24.06 | 48,096 24.66 | 49,298 25.28 | 50,531 25.91 | 51,794 26.56 | 53,088 27.22 | 54,416 27.91 | 55,776 28.60 | 57,172 29.32 | 58,601 30.05 | 60,066 30.80 | 61,566 31.57 | 63,105 32.36 | 64,684 33.17 | 66,301 34.00 | 67,958 34.85 |
| 12 Hourly | 39,215 20.11 | 40,196 20.61 | 41,201 21.13 | 42,231 21.66 | 43,287 22.20 | 44,369 22.75 | 45,477 23.32 | 46,614 23.90 | 47,781 24.50 | 48,975 25.11 | 50,200 25.74 | 51,453 26.39 | 52,740 27.05 | 54,059 27.72 | 55,410 28.41 | 56,795 29.13 | 58,215 29.85 | 59,671 30.60 | 61,162 31.37 |
| 11 Hourly | 35,294 18.10 | 36,176 18.55 | 37,081 19.02 | 38,008 19.49 | 38,958 19.98 | 39,932 20.48 | 40,930 20.99 | 41,953 21.51 | 43,002 22.05 | 44,077 22.60 | 45,179 23.17 | 46,308 23.75 | 47,465 24.34 | 48,652 24.95 | 49,869 25.57 | 51,116 26.21 | 52,395 26.87 | 53,703 27.54 | 55,046 28.23 |
| 10 Hourly | 34,616 17.75 | 35,482 18.20 | 36,368 18.65 | 37,278 19.12 | 38,210 19.59 | 39,165 20.08 | 40,145 20.59 | 41,148 21.10 | 42,177 21.63 | 43,231 22.17 | 44,311 22.72 | 45,420 23.29 | 46,556 23.87 | 47,719 24.47 | 48,913 25.08 | 50,136 25.71 | 51,389 26.35 | 52,674 27.01 | 53,991 27.69 |
| 9 Hourly | 29,149 14.95 | 29,878 15.32 | 30,625 15.71 | 31,390 16.10 | 32,175 16.50 | 32,979 16.91 | 33,805 17.34 | 34,649 17.77 | 35,516 18.21 | 36,404 18.67 | 37,313 19.13 | 38,247 19.61 | 39,203 20.10 | 40,184 20.61 | 41,187 21.12 | 42,217 21.65 | 43,272 22.19 | 44,354 22.75 | 45,464 23.31 |
| 8 Hourly | 27,693 14.20 | 28,385 14.56 | 29,094 14.92 | 29,823 15.29 | 30,567 15.67 | 31,332 16.07 | 32,116 16.47 | 32,918 16.88 | 33,741 17.30 | 34,585 17.74 | 35,450 18.18 | 36,335 18.63 | 37,244 19.10 | 38,174 19.58 | 39,129 20.07 | 40,107 20.57 | 41,110 21.08 | 42,138 21.61 | 43,191 22.15 |
| 7 Hourly | 26,235 13.45 | 26,892 13.79 | 27,563 14.13 | 28,253 14.49 | 28,959 14.85 | 29,683 15.22 | 30,424 15.60 | 31,185 15.99 | 31,966 16.39 | 32,765 16.80 | 33,583 17.22 | 34,422 17.65 | 35,282 18.09 | 36,164 18.54 | 37,069 19.01 | 37,995 19.48 | 38,946 19.97 | 39,919 20.47 | 40,918 20.98 |

EXHIBIT A MEDICAL BENEFITS

AFSCME 1028

Medical Benefits: At-a-Glance Summary



**WILL COUNTY
ILLINOIS**

| | Blue Cross Blue Shield of Illinois | | | | Blue Advantage | |
|--|--|----------------|----------------------------|--|---|-------------|
| | HDHP-HSA Medical Plan | | PPO Plan | | HMO Plan | |
| | In-Network | Out-of-Network | In-Network | Out-of-Network | In-Network Only | |
| HSA Employer Contribution | | | | | | |
| Individual | \$1,350 | | Not available | | Not available | |
| Family | \$2,700 | | | | | |
| Annual Deductible | | | Salary < \$50,000 | Salary > \$50,000 | | |
| Individual | \$1,350 | | \$350 | \$500 | None | |
| Family | \$2,700 | | \$700 | \$1,000 | None | |
| Out-of-Pocket - Includes Deductibles, Copays, and Coinsurance | | | | | | |
| Maximum* | | | | | | |
| Individual | \$3,000 | \$5,625 | \$2,000 | \$5,625 | \$2,000 | |
| Family | \$6,000 | \$11,250 | \$4,000 | \$11,250 | \$4,000 | |
| Lifetime Maximum | Unlimited | | | | | |
| Co-Insurance** | 85% | 60% | 85% | 60% | 100% | |
| Physician Care Office Visits | | | | | | |
| PCP Copay / Coinsurance | 85% | 60% | 85% | 60% | \$20 copay | |
| Specialist Copay / Coinsurance | 85% | 60% | 85% | 60% | \$30 copay | |
| Preventive Care*** | 100% covered | Not covered | 100% covered | Not covered | 100% covered | |
| Hospital Services | | | | | | |
| In-patient Hospital# | 85% | 60% | 85% | \$400 per admission (limit 2 per year) then, 60% | \$125 copay per day for the first 2 days per Plan Year, then 100% | |
| Out-Patient Hospital | 85% | 60% | 85% | 60% | \$50 copay, then 100% | |
| Emergency Services | | | | | | |
| Hospital Emergency Room | \$150 copay, then | | \$150 copay, then | | \$150 copay, then | |
| | 85% | 60% | 85% | 60% | 100% | |
| Urgent Care | 85% | 60% | 85% | 60% | 100% | |
| Prescription Drugs | | | | | | |
| Retail (30-day supply) | Subject to deductible, then: | | In-Network | Out-of-Network | In-Network Only | |
| | Generic | 85% | 25% coinsurance plus copay | \$10 copay | 25% coinsurance plus copay | \$10 copay† |
| | Brand Formulary | 85% | | \$25 copay | | \$25 copay† |
| | Brand Non-Formulary | 85% | | \$45 copay | | \$45 copay† |
| Mail Order (90-day supply) | Generic | 85% | Not available | \$20 copay | Not available | \$20 copay |
| | Brand Formulary | 85% | | \$50 copay | | \$50 copay |
| | Brand Non-Formulary | 85% | | \$90 copay | | \$90 copay |
| | Coverage Tiers | | | | | |
| Employee Only | Bi-Weekly Per-Paycheck Pre-Tax Deductions | | | | | |
| Employee +Spouse | See your rate sheet for details | | | | | |
| Employee +Child(ren) | Rates do not include the additional \$125 monthly premium surcharge levied as a result of non-participation in the County's Employee Health & Wellness Program - Will Be Well. The wellness premium surcharges run from July 1st - June 30th | | | | | |
| Family | | | | | | |

* Includes annual deductible, coinsurance, and copays.

** Subject to deductible.

*** In-network routine preventive care (e.g., annual physical, immunizations, well women exam, mammograms) not subject to deductible.

† A 90-day retail supply can also be obtained with the same mail order copays under the HMO Plan.

\$700 MSA penalty for failure to pre-authorize hospital admission—HDHP-HSA and PPO Medical Plans.

When both spouses work for the County, the one with the longest continuous service covers the family.

BlueCare[®] DENTAL

PREFERRED CHOICE (PPO) DENTAL PLAN

COUNTY OF WILL



BlueCross BlueShield
of Illinois

The following is a listing of common services available through your BlueCare[®] Mutually Preferred Dental Network.
The member's share of the costs is determined whether care is received from a contracting or non-contracting provider.

HIGHLIGHT SHEET Effective 01/01/2018

| Benefits | Contracting Network Provider PPO* | Non-contracting Provider Non-PPO* |
|--|---|--|
| Benefit Period Maximum | \$1,675 for contracting providers and \$1,275 for non-contracting providers. Dollars feed both buckets. | |
| Deductible | \$50 per person per benefit period \$150 maximum per family (Deductible does not apply to preventive and orthodontic services.) | |
| Dependent Coverage | Spouse and dependents up to age 26 | |
| Preventive Services Dental Exams (2 exams per benefit period) Prophylaxis (2 cleanings per benefit period) Fluoride Treatment (to age 19) Dental X-rays Sealants (to age 19) Space Maintainers (to age 19) | 100% of Maximum Allowance | 100% of Usual & Customary |
| Emergency Services Emergency Exams Treatment for the relief of pain | 100% of Maximum Allowance | 100% of Usual & Customary |
| Primary Services Routine Fillings (amalgams and resins) Endodontics – root canals – apicoectomy – direct pulp caps – hemisection Periodontics – scaling and root planing – gingivectomy – periodontal maintenance – osseous surgery Oral Surgery – extractions, except as excluded under "Special Limitations" – alveoloplasty Recementing of Crowns and Bridges | 80% of Maximum Allowance | 80% of Usual & Customary |
| Major Services Inlays, Onlays and Crowns (other than temporary crowns) Full and Partial Dentures Bridges Implants Crown, Bridge and Denture Repairs Denture Adjustments, Rebasing and Relining | 50% of Maximum Allowance | 50% of Usual & Customary |
| Orthodontics Coverage for children under age 19 | 50% of Maximum Allowance to the Orthodontia Lifetime Maximum Benefit of \$1,200; \$50 Lifetime Deductible also applies. | 50% of Usual & Customary to the Orthodontia Lifetime Maximum Benefit of \$1,200; \$50 Lifetime Deductible also applies. |

Please note: This information only provides highlights of this program. After enrollment please refer to your dental benefit Certificate for additional benefit information.

***Schedule of Maximum Allowances**

Contracting PPO providers have agreed to accept the Schedule of Maximum Allowances as payment in full for covered services. **Non-contracting providers are reimbursed** based on the Usual & Customary fee. You will be liable for any difference between the dentist's charge and your covered benefits.

A Division of Health Care Service Corporation, a Mutual Legal Reserve Company, an Independent License of the Blue Cross and Blue Shield Association

EXHIBIT B

EMPLOYEE HEALTH & WELLNESS PROGRAM

Will Be Well

Employee Health & Wellness Program

AWARENESS, ACTION, IMPROVEMENT

The annual Wellness Campaign begins each April 1st and runs through the following March 15th.

While participation in the wellness program is voluntary, employees and eligible spouses covered under the County's comprehensive group health plan must complete certain requirements annually in order to avoid paying a \$125 per month premium surcharge.

The three (3) requirements are:

- 1) Complete biometric screening, measuring:
 - a. Glucose
 - b. LDL/HDL Cholesterol Ratio
 - c. Triglycerides
 - d. Blood Pressure
 - e. Body Mass Index (BMI)
- 2) Designate your primary care physician (PCP)
- 3) Complete a health risk questionnaire (HRQ)

The above requirements must be completed within a certain designated timeframe each year.

You can earn an annual \$200 incentive if you meet 3 of the 5 biometric targets or earn additional points through worksite wellness activities.

Worksite wellness activities are planned and scheduled throughout the year where you can earn extra wellness lottery points. A lottery drawing is held annually to reward those who choose to focus on healthy lifestyle choices by participating in these wellness activities. The more points you earn; the more chances to win!

Eligible employees and covered spouses who choose not to complete the 3 requirements will be subject to a \$125 monthly premium surcharge. The surcharge takes effect on July 1st and runs through the following June 30th.

The information collected under the wellness program is HIPAA protected and is NOT shared on a personally identifiable basis with the County. The results of your screening allow you to develop a personalized health maintenance and improvement program.

The County of Will complies with all applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability or sex.

www.managewell.com