

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 20, CTW/CLC

AND

COUNTY OF COOK  
CERMAK HEALTH SERVICES  
(REPRESENTING ATTENDING PHYSICIANS)

Effective  
August 28, 2008 through November 30, 2008

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## **COLLECTIVE BARGAINING AGREEMENT**

This Collective Bargaining Agreement is made and entered into by and between Service Employees International Union, Local 20, CTW/CLC, hereinafter referred to as the "Union" and the County of Cook, hereinafter referred to as the "County".

### **ARTICLE I**

#### **RECOGNITION**

##### **Section 1. Representation**

The County recognizes the Union as the sole and exclusive representative for all full-time attending physicians employed by the County of Cook who normally spend a majority of their weekly work time providing direct patient care at Cermak Health Services and such regular part-time attending physicians who normally work at least 20 hours per week at Cermak Health Services.

##### **Section 2. Dues and Committee on Political Education ("COPE") Check-off**

With respect to any employee in the bargaining unit from whom the County receives individual written authorization, signed by the employee, in a form agreed upon by the Union and the County, the County shall deduct from the wages of the employee the dues and initiation fee required as a condition of membership and shall forward such amount to the Union within thirty (30) calendar days after close of the pay period for which the deductions are made. The amounts deducted shall be set by the Union, and the County may retain a service charge of five cents (\$.05) for making such deductions. The County shall provide a voluntary payroll deduction to the Union's COPE upon receipt of a written authorization from employees. Such deduction shall be remitted in a separate check on a monthly basis to the Union or COPE, as specified in writing by the Union.

##### **Section 3. Fair Share**

1. The County shall grant "Fair Share" to the Union in accordance with Sections 6(e)-(g) of the Illinois Labor Relations Act upon satisfactory demonstration to the County that the Union has more than 50% of the eligible employees in the bargaining unit signed up as dues paying members. Once this condition has been met, within thirty (30) days of the Union meeting said conditions or within thirty (30) days of their employment by the County all employees covered by this Agreement will either (1) become members of the Union and pay the Union regular Union dues and fees or (2) pay to the Union each month their fair share of the Union's costs of the collective bargaining process, contract administration and pursuing matters affecting employee wages, hours, and other conditions of employment.
2. Such fair share payment by non-members shall be deducted by the County from the earnings of the non-member employees and remitted to the Union, provided, however, that the Union shall certify to the County the amount constituting said fair share, not exceeding the dues uniformly required of members of the Union, and shall certify that

said amount constitutes the non-members' proportionate share of the Union's costs of the collective bargaining process, contract administration and pursuing matters affecting employee wages, hours and other conditions of employment.

3. Upon receipt of such certification, the County shall cooperate with the Union to ascertain the names and addresses of all employee non-members of the Union from which earnings the fair share payments shall be deducted and their work locations.
4. Upon the Union's receipt of notice of an objection by a non-member to the fair share amount, the Union shall deposit in an escrow account, separate from all other Union funds, 50% of all fees being collected from non-union employees. The Union shall furnish objectors and the County with verifications of the terms of the escrow arrangement and, upon request, the status of the fund as reported by the bank.

The escrow fund will be established and maintained by a reputable independent bank or trust company and the agreement therefore shall provide: that the escrow accounts be interest earning at the highest possible rate; that the escrowed funds be outside of the Union's control until the final disposition of the objection; and that the escrow fund will terminate and the fund therein be distributed by the terms of an ultimate award, determination, or judgment including any appeals or by the terms of a mutually agreeable settlement between the Union and an objector or group of objectors.

5. If an ultimate decision in any proceeding under state or federal law directs that the amount of the fair share should be different than the amount fixed by the Union, the Union shall promptly adopt said determination and notify the County to change deductions from the earnings of non-members to said prescribed amount.

#### **Section 4. Religion Exemption**

Employees who are members of a church or religious body having a bona fide religious tenet or teaching which prohibits the payment of a fair share contribution to a union shall be required to pay an amount equal to their fair share of union dues, as Described in Section 4, to a non-religious charitable organization mutually agreed upon by the Union and the affected employees as set forth in Section 6(g) of the Illinois Labor Relations Act.

#### **Section 5. Indemnification**

The Union shall indemnify and hold the County harmless against any and all claims, demands, suits, or other forms of liability that may arise out of or by reason of any action taken by the county for the purpose of complying with any provision of this Agreement. If an incorrect deduction is made, the Union shall refund any such amount directly to the involved employee.

## ARTICLE II

### DECLARATION OF RIGHTS

#### County Authority and Rights

The Union recognizes that the County has the full authority and responsibility for directing its operation and determining policy. The County reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by State and Federal statutes and Constitutions, and to adopt and apply all reasonable rules, regulations and policies as it may deem necessary to carry out its statutory and constitutional responsibilities. The County's rights shall be limited only by the specific and express terms of this Agreement. The County's rights include, but are not limited to:

- A. The exclusive right to determine its policies, standards of services and to operate and manage its affairs and to direct its work force in accordance with its responsibilities. The County has all the customary and usual rights, power and functions of management.
- B. The exclusive right to hire, transfer, and promote; and the exclusive right to discipline, suspend or discharge employees for just cause.
- C. The right to establish reasonable work rules, make work assignments, determine schedules of work, methods, processes and procedures by which work is to be performed, place, methods, means and number of personnel needed to carry out the County's responsibilities and duties; as well as the right to determine reasonable productivity, performance and evaluation standards.
- D. The right to change existing or introduce new methods, equipment or facilities and the right to contract for goods and services.
- E. The right to make, publish, enforce reasonable rules and regulations, and to revise same; and, the County has the right to reclassify existing positions based on assigned duties and responsibilities or make changes in assigned duties and responsibilities.
- F. The right to establish standards governing the standard of care to be rendered to patients.

## ARTICLE III

### HOURS OF WORK

#### Section 1. Normal Workweek

The normal workweek will consist of up to fifty (50) hours per week, but as professionals in the health care industry, Attending Physicians will work such hours as are necessary to fulfill

their patient care responsibilities, as well as being on-call as needed, by rotation within their department.

## **Section 2. Breaks**

The work day normally will include a thirty (30) minute meal period and necessary breaks which Attending Physicians may take at their discretion, consistent with their professional judgment and responsibility provided that there will not be a disruption in patient care.

## **Section 3. Flex-Time**

Flex time schedules may be granted by County, if there are legitimate and compelling personal reasons for the request and the flex time is consistent with the operational needs of the Hospital. Such requests for flex time shall not be unreasonably denied. Requests for flex time must be submitted by the employee at least two (2) weeks in advance. Flex time privileges may be cancelled or suspended by the County for legitimate operational reasons or due to misuse by the employee.

## **Section 4. Schedules**

Attending Physician schedules shall be posted for the upcoming month at least two weeks in advance of the beginning of the month, including the schedule for moonlighting, rounds, and holidays. Once posted, schedules shall not be changed unless two (2) weeks notice is provided to the affected physician, except when the change is necessitated by the immediate need to provide patient care or when Physicians voluntarily exchange days or agree to cover other hours in which case the agreement to the schedule change shall be placed in writing by the affected Physicians and a copy provided to the Medical Director or his/her designee.

# **ARTICLE IV**

## **GRIEVANCE PROCEDURE**

### **Section 1. Definition**

A grievance is a difference between the Union and the County regarding the interpretation or application of provisions of this Agreement, but does not include decisions or actions regarding credentialing, appointment, reappointment or other discipline or other decisions or actions issued or made pursuant to the processes set forth in the Medical Staff Bylaws. The Union will send copies of grievances appealed to or submitted at Steps Three or Four to the Hospital CMO/Designee.

### **Section 2. Grievance Procedure Steps**

The steps and times as provided in the County's Grievance Procedure are as follows:

Step	Submission Time Limit This Step (Calendar Days)	Submitted	Time Limit Meeting	Response
1	30 days from the date the Grievant knew or should have known of the event(s) giving rise to the grievance	Immediate Supervisor	5 days	5 days
2	5 days	Medical Director or Designee	5 days	10 days
3	10 days	Chief, Bureau of Human Resources/Hearing Officer	30 days (Status report to Union if exceeded)	30 days (Status report to Union if exceeded)
4	30 days	Impartial Third Party		30 days

When a grievance relates to all or a substantial number of employees, or the Union's own interests, the grievance may be initiated by the Union at Step 2.

All grievances and associated responses must be submitted to Administrative Staff Services for date and time stamp, and log in procedures. The grievance and subsequent responses shall be distributed to the appropriate parties by Administrative Staff Services.

### **Section 3. Time Limits**

Time limits may be extended by mutual agreement in writing between the employee and/or the Union and the County. Neither the Union nor the County shall waive the established time limits unless by written, mutual agreement.

### **Section 4. Stewards**

The Union will advise the County in writing of the names of the stewards and shall notify the County promptly of any changes. Stewards will be permitted to handle and process grievances during their work hours provided that patient care will not be adversely affected. One steward will be released pursuant to this Section to handle any particular grievance. If there is a desire to train stewards or a grievance is of an unusual nature, the Union may request the release of one additional steward, and the Union's request will not be unreasonably denied.

Up to two stewards shall be allowed to attend authorized meetings with Union representatives during normal hours without loss of pay, provided that at least 14 days' advance notice of such meetings is given and that patient care will not be adversely impacted. Such meetings shall be limited to a maximum of four per year per steward.

### **Section 5. Union Representatives**

Duly authorized representatives of the Union will be permitted at reasonable times to enter the facilities for purposes of handling grievances or addressing other contract administration issues with physicians or Hospital representatives. These representatives will be identified to the Hospital COO/Designee in a manner suitable to the County, and on each occasion will first secure the approval of the Hospital COO/Designee and CMO to enter the Hospital and conduct their business so as not to interfere with the operation of the facility. The Union will not abuse this privilege, and such right of entry shall at all times be subject to general Hospital rules that are applicable to non-employees.

### **Section 6. Impartial Arbitration**

If the Union is not satisfied with the Step 3 answer, within thirty (30) days after receipt of the Step 3 answer, it may submit in writing to the County notice that the Union is submitting the grievance to impartial arbitration. The Union and County will make arrangements with the arbitrator to hear and decide the grievance without unreasonable delay.

Expenses for the arbitrator's services and the expenses which are common to both parties to the arbitration shall be borne equally by the County and the Union. Each party to an arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

The arbitrator shall not amend, modify, nullify, ignore or add to the provisions of this Agreement. The issue or issues to be decided will be limited to those presented to the arbitrator in writing by the County and the Union. The arbitrator's decision must be based solely upon his interpretation of the meaning of this Agreement or application of the express relevant language of the Agreement. The decision of the arbitrator shall be final.

The arbitrator shall be selected on a rotating basis from the permanent panel agreed to by the parties regarding all of their mutual bargaining units. Either party shall have the authority to strike an arbitrator from the permanent panel at any time. The struck arbitrator will proceed on cases currently assigned, but will not receive any new case assignments. In the event that an arbitrator is struck from the panel, the parties shall meet as soon as possible to choose a mutually agreed upon replacement. Nothing herein shall prevent the parties, by mutual agreement, from selecting an arbitrator from outside the panel. Absent such mutual agreement, the arbitrator shall be selected from the panel in accordance with the above procedure.

### **Section 7. Right to Union Representation**

An employee shall be entitled to the presence of a Union representative at an investigatory interview if he/she requests one and if the employee has reasonable grounds to believe that the information obtained in the interview may be used to support disciplinary action against him/her.

## ARTICLE V

### SENIORITY

#### Section 1. Probationary Period

An Attending Physician's probationary period shall be six (6) months from his/her most recent date of hire at Cermak. The Hospital may extend this probationary period for up to an additional six (6) months by written notice to the Attending Physician and to the Union. The Hospital shall meet with the Attending Physician to provide the reason for the extension, and the Attending Physician shall have the right to have a Union steward or representative present for that meeting. During the probationary period, an Attending Physician shall have no seniority, may be discharged for any lawful reason, and shall have no recall rights or recourse to the grievance procedure regarding any layoff, discipline or discharge. Upon completion of the probationary period, an Attending Physician's seniority shall be computed as the most recent date of hire. Any Attending Physician who has completed his or her probationary period as provided for in this section, and who then is transferred out of the bargaining unit to another position within Cook County Bureau of Health shall not serve an additional probationary period if he or she later transfers back into the unit.

#### Section 2. Definition of Seniority

Seniority is an employee's length of most recent continuous employment as an Attending Physician at the Bureau of Health since his/her last hiring date, with pro-rata adjustments based on hours worked for part-time employees.

#### Section 3. Return to Former Job

An employee who has been promoted, transferred or recalled to another job within the represented unit or in accordance with the provisions of this Article, may be returned by County to the former job within a reasonable period, but not to exceed thirty (30) calendar days, without loss of seniority, if the employee does not demonstrate the ability to satisfactorily perform the job to which he/she was promoted, transferred, or recalled. An employee who has accepted another position within the Cook County Bureau of Health, whether or not within the bargaining unit, in accordance with the provisions of this Article, may ask to return to the former job within thirty (30) calendar days after commencing work in the new position without loss of seniority.

#### Section 4. Return to Represented Unit

An employee who has been promoted or transferred out of the bargaining unit to another position within the Cook County Bureau of Health, and who is later transferred back to the unit, shall upon return to the unit be granted the seniority he/she would have had the employee continued to work in the bargaining unit.

#### Section 5. Discipline

Attending Physicians may only be disciplined for just cause and are entitled to Union representation in any disciplinary proceeding. A pre-disciplinary meeting for suspensions and

discharges shall be held and the County shall make reasonable effort to accommodate the Union when scheduling such meetings. The County shall notify the Union and the employees of its intent to conduct a pre-disciplinary meeting, the reason for the meeting and the nature of the charge(s). During the pre-disciplinary meeting, the employee and/or the Union representative shall be given an opportunity to respond to the applicable charge(s). If the employee and/or the Union representative do not appear at the meeting, the County may proceed with the discipline, which shall be subject to the grievance procedure. Any verbal or written discipline less severe than a suspension shall not be used as the basis for the next step in progressive discipline if more than a year passes without the employee receiving additional discipline.

### **Section 6. Seniority List**

Immediately after the effective date of this Agreement, and every six months thereafter, the County will furnish the Union a list showing the name, department, address, salary, classification, and last hiring date of each employee. The County will furnish the Union with reports of new hires and terminations within thirty (30) days of the event.

### **Section 7. Termination of Seniority**

An employee's seniority and employment relationship with the County shall terminate upon occurrence of any of the following:

- A. Resignation or retirement;
- B. Discharge for just cause;
- C. Loss of clinical privileges at the Hospital or loss of appointment or reappointment to the Hospital Medical Staff pursuant to the procedures set forth in the Medical Staff Bylaws (not subject to the grievance and arbitration procedure);
- D. Absence for three consecutive work days without the employee notifying either his/her immediate supervisor or the Medical Director, unless the employee has an explanation that is satisfactory to the County which shall not act arbitrarily in applying this paragraph;
- E. Failure to report to work upon the termination of a leave of absence or vacation unless the employee has an explanation that is satisfactory to the County which shall not act arbitrarily in applying this paragraph;
- F. Absence from work because of layoff for twelve (12) months or for disability or approved leave of absence for twelve (12) months in the case of all non probationary employees;
- G. Failure to notify the County within nine (9) calendar days of the employee's intent to report to work upon recall from layoff, or failure to report for work within fourteen (14) calendar days after notice to report for work is sent by certified mail to the employee's last address on file with County;

- H. Engaging in gainful employment while on an authorized leave of absence, unless written permission to engage in such employment was granted in advance by the County.

## ARTICLE VI

### HOLIDAYS

#### Section 1. Regular Holidays

All full-time Attending Physicians shall receive eight (8) hours pay at their regular hourly rate for the holidays listed below. These holidays are not to be counted as part of an employee's vacation time. (Part-time Physicians regularly working at least twenty (20) hours per week shall receive holiday pay on a pro rata basis.)

New Year's Day	Columbus Day
Martin Luther King's Birthday	Labor Day
Lincoln's Birthday	Veteran's Day
Memorial Day	Thanksgiving Day
Independence Day (Fourth of July)	Christmas Day
President's Day	

#### Section 2. Working On Holidays

Attending Physicians who work on any of the holidays identified in Section 1 of Article VI shall receive a day off (with eight (8) hours of pay at their regular hourly rate) before the end of the fiscal year in which the Attending Physician worked the holiday.

#### Section 3. Floating Holiday

In addition to the paid holidays in Section 1, Attending Physicians also shall accrue one (1) floating holiday on December 1 of each year. The Attending Physician may request to use the floating holiday at any time and requests shall not be unreasonably denied. Any floating holiday that an Attending Physician has not used during the fiscal year shall be lost and not carried over. An Attending Physician required to work on a previously scheduled floating holiday shall receive another day off as described in Section 2.

## ARTICLE VII

### VACATIONS

#### Section 1. Eligibility

Vacation credit shall be earned for each month during which the employee is in an active pay status for eighty (80) hours. The amount of annual paid vacation is based upon the following schedule:

<u>Service</u>	<u>Vacation</u>	<u>Maximum Accrual</u>
1 Year	15 Days/120 hours	30 Days/240 hours
5 Years	20 Days/160 hours	40 Days/320 hours
10 Years	25 Days/200 hours	50 Days/400 hours

Attending Physicians may use only such vacation leave as has been earned and accrued.

**Section 2. Maximum Accrual**

Attending Physicians may accumulate up to the maximum accrual amounts set forth in Section 1 based upon the attending physician's years of service.

**Section 3. Vacation Preference and Scheduling**

In order to ensure the orderly operation of the Hospital and in the interests of patient care, the County reserves the right to limit the number of Attending Physicians within a department or team who will be permitted to be on vacation at any one time. The County, through the Department Chair in consultation with the Medical Director, further reserves the right to limit the number of consecutive vacation days, if it determines that patient care will be adversely affected by the Attending Physician's continued absence despite any alternative coverage which has been arranged. The County will consider the Attending Physician's personal circumstances when considering vacation requests. Physicians are to request routine vacation or conference time off at least 60 days in advance.

If more Attending Physicians wish to be off at one time than may be allowed, the Attending Physicians within the department or team first will be given an opportunity to resolve the issue. If they cannot do so, the Department Chair shall consult with the Attending Physicians within the department or team to attempt to obtain a resolution. If they cannot resolve the matter, the Department Chair shall decide the issue based upon seniority and the fair distribution of prime vacation times among the Attending Physicians. Emergency vacation requests will be granted if the County determines that patient care will not be adversely affected.

The County agrees that its determinations under the above two paragraphs will not be arbitrary or capricious.

**Section 4. Accrued Benefits at Separation**

Upon termination of employment, the Attending Physician shall be paid for all accrued but unused vacation days through the last day worked and for any compensating day that the employee has not taken for having worked a holiday that occurred before the termination of the employee's employment.

## ARTICLE VIII

### REDUCTION IN WORKFORCE, LAYOFF, AND RECALL

Should the County find it necessary to decrease the number of Attending Physicians working within a specialty, the County shall give written notice to the Union at least three (3) weeks prior to the effective date of the layoff of the employees. During that interim period, the County will be willing to meet with the Union to discuss any alternatives to the layoff of any employee(s) but shall have no duty to bargain regarding its decision to lay off attending physicians nor the impact of that decision on the bargaining unit or members of the bargaining unit. In determining the identity of Attending Physicians who shall be laid off or recalled, the County shall consider the physicians' education, training, experience, knowledge, skill, ability, qualifications, credentials, productivity, and seniority. When all of these factors are equal the least senior Attending Physician shall be laid off. Non-probationary employees who are laid off shall be subject to recall for twelve months. No vacancy should be filled by an external hire if there is an Attending Physician with recall rights who is qualified to fill that position. Attending Physicians may refuse recall to a specialty other than that from which they were laid off.

## ARTICLE IX

### PROMOTION

Vacant positions shall be posted on bulletin boards in the administrative or clinical areas of the department or divisions, for a period of fourteen (14) days. In determining who should fill a vacancy, including that of Senior Attending Physician should one exist, the County shall consider the attending physician's education, training, experience, knowledge, skill, ability, qualifications, credentials, productivity, and seniority. The County agrees to interview all qualified applicants from the bargaining unit and to provide a written response to an applicant within 30 days after the application process closes.

## ARTICLE X

### COMPENSATION

#### Section 1. Pay Increase

Attending Physicians shall be placed on their current grade and step on the attached Schedule VI Medical Practitioner Compensation Pay Plan for Union members. Any unpaid retroactive increases shall be paid to each Attending Physician from the date of certification and who is on the active payroll at the time the contract is approved by the board.

#### Section 2. New Classification

If the County establishes new classifications, it will notify the Union and offer the Union an opportunity to discuss the new classification and pay rate. After the County has provided this opportunity, it may assign a pay rate. If the Union believes that the rate is unreasonable, it may grieve the reasonableness of the rate.

### **Section 3. Promotion, Reclassification and Demotion**

**Promotions** – Attending Physicians promoted to a higher labor grade will proceed to the lowest step of the new grade that provides them with a pay rate increase.

**Reclassifications** – An Attending Physician whose position is reclassified to a higher labor grade shall be placed on the step that is closest to, but at least as high as, the Attending Physician's current pay rate. An Attending Physician whose position is reclassified to a lower labor grade shall not receive a pay rate cut, but will be placed in the step that is closest to the Attending Physician's pay rate prior to the reclassification. If the Attending Physician's pay rate is above the top step of the new labor grade, the Attending Physician shall not receive pay increases until the top step of the new labor grade exceeds that pay rate.

**Demotions** – An Attending Physician who is demoted to a lower labor grade shall be placed in the same step in the lower grade.

In Promotions, Reclassifications and Demotions, the anniversary date for future step movement shall be the effective date of the Promotion, Reclassification or Demotion.

### **Section 4. Entry Rate**

A newly hired Attending Physician shall be paid at least at the minimum of the Grade K4 rate.

### **Section 5. Part-Time Employees**

Part-time employees who are regularly employed for twenty (20) or more hours per week shall be entitled to vacations, sick pay, holidays, hospitalization insurance, life insurance, jury pay, and bereavement pay on a pro rata basis.

The extent to which part-time employees are entitled to disability and pension benefits is governed by the provisions of the Cook County Employees Pension Plan.

## **ARTICLE XI**

### **WELFARE BENEFITS**

#### **Section 1. Hospitalization Insurance, Attending Physician Contributions**

- A. The County agrees to maintain certain health benefits as summarized in Appendix A.
- B. Attending Physicians who enroll in the County's HMO health benefits plan shall contribute through payroll deduction as follows for their hospitalization insurance:

Attending Physician only	0.5% of salary
Attending Physician + children	0.75% of salary
Attending Physician + spouse	1.0% of salary
Family	1.25% of salary

- C. Attending Physicians who enroll in the County's PPO health benefits plan shall contribute through payroll deduction, as follows for their hospitalization insurance:

Attending Physician only	1.5% of salary
Attending Physician + children	1.75% of salary
Attending Physician + spouse	2.0% of salary
Family	2.25% of salary

- D. The HMO and PPO plan designs will be revised, respectively, as follows:

Prescription drug co-pays for the HMO and PPO plans will be \$7.00 for generic, \$15.00 for formulary, \$25.00 for non-formulary, and the mail order co-pay for a 90-day supply shall be double the amounts listed above.

**HMO**

Office Visit Co-Pay	\$10
ER Co-Pay	\$40
In-Patient Hospital Stay	\$100
Out-Patient Hospital Procedures	\$100

**PPO**

Individual Deductible	\$125/\$250
Family Deductible	\$250/\$500
Individual Out-of-Pocket Maximum	\$1,500/\$3,000
Family Out-of-Pocket Maximum	\$3,000/\$6,000
ER Co-Pay	\$40
Office Visit Co-Pay	\$25/Deductible and Co-Insurance

**Section 2. Sick Pay**

Attending Physicians shall accumulate sick pay credits at the rate of 3.69 hours per pay period in which the Attending Physician is in pay status for at least 40 hours. Sick leave may be accumulated to a maximum of one hundred fifty (150) days. Up to the accumulated sick leave credits, an Attending Physician prevented from working because of the Attending Physician's illness or injury (other than occupational illness or injury) or because of an illness in the

Attending Physician's immediate family as defined in Article X, Section 2, shall be entitled to receive sick pay at his or her regular salary for each day of absence. All Attending Physicians employed on a part-time basis of at least forty (40) hours per pay period shall be granted sick leave with pay proportionate to the time worked per pay period.

### **Section 3. Disability Benefits**

Attending Physicians incurring any occupational illness or injury will be covered by Worker's Compensation insurance benefits. Duty disability and ordinary disability benefits also will be paid to Attending Physicians who are participants in the County Employee Pension Plan in accordance with that Plan. Duty Disability benefits are paid to the Attending Physician by the Retirement Board when the Attending Physician is disabled while performing his/her work duties. Benefits amount to seventy-five percent (75%) of the Attending Physician's salary at the time of injury, and begin the day after the date his/her salary stops; such benefits to be reduced by any Worker's Compensation paid the County. Ordinary disability occurs when an Attending Physician becomes disabled due to any cause, other than injury on the job. An eligible Attending Physician who has applied for such disability compensation will be entitled to receive, on the thirty-first (31st) day following disability, fifty percent (50%) of salary, less an amount equal to the sum deducted for all annuity purposes. If an Attending Physician receives accrued salary beyond the 31st day, disability payment will not begin until the 1st day the Attending Physician is in no pay status after the 30 days have expired. The first thirty (30) consecutive days of ordinary disability are compensated for only by the use of any accumulated sick pay and/or vacation pay credits unless the Attending Physician and the County otherwise agree. The Attending Physician will not be required to use sick time and/or vacation time for any day of duty disability. All provisions of this section are subject to change to the extent required by State law.

### **Section 4. Life Insurance**

All Attending Physicians shall be provided with life insurance in an amount equal to the Attending Physician's annual salary (rounded to the next \$1,000), at no cost to the Attending Physician, with the option to purchase additional insurance up to maximum of the Attending Physician's annual salary. No life insurance shall be offered through the County's HMO plans.

### **Section 5. Pension Plan**

The County Employees and Officers Annuity and Benefit Fund will be continued in effect for the duration of this Agreement and all Attending Physicians of the County are required to become members of that Fund. The Fund will continue to provide Attending Physicians with annual statements of their interest therein.

### **Section 6. Dental Plan**

All Attending Physicians shall be eligible to participate, at no cost to them, in the dental plan as set forth in Appendix B. No dental coverage shall be offered through the County's HMO plans.

**Section 7. Vision Plan**

All Attending Physicians shall be eligible to participate, at no cost to them, in the vision plan as set forth in Appendix C. No vision coverage shall be offered through the County's HMO plans.

**Section 8. Hospitalization/New Hires**

All new Attending Physicians covered by this Agreement shall be required to enroll in the County HMO plan of their choosing, such enrollment to be effective from the date of hire through the expiration of the first full health plan year following such date of hire.

**Section 9. Flexible Benefits Plan**

All Attending Physicians shall be eligible to participate, at no cost to them, in a flexible benefits plan to be established by the County. Such plan shall include segregated IRS accounts for child care and medical expenses.

**Section 10. Insurance Claims**

A dispute between an Attending Physician (or his/her covered dependent) and the processor of claims regarding the appropriateness of a claim or coverage shall not be subject to the grievance procedure provided for in this Agreement. Attending Physicians shall continue to be afforded an opportunity to present appeals of such insurance disputes in person, provided it is not an Attending Physician who is on duty if the proceeding occurs outside of Cermak.

**ARTICLE XII**

**LEAVES OF ABSENCE**

**Section 1. Personal Leave**

An Attending Physician may be granted a leave of absence without pay by the Department Chair, with the written approval of the Hospital's Chief Operating Officer. Such leave shall be intended to take care of emergency situations and shall be limited to one (1) month for every full year or continuous employment by the County and/or any of the Cook County Health Facilities, not to exceed one (1) year, except for military service. An employee granted a leave to absence shall be eligible, when such leave expires, to receive the salary and the same or comparable position at the time the leave was granted.

**Section 2. Duty to Inform**

Attending Physicians must inform their Department of their intention to go to leave in accordance with the notice provisions contained herein. Before their departure, they must provide the Department with a current address and telephone number and maintain current contact information while on leave. In addition, the Department may require Attending Physicians to report in on a reasonable periodic basis. Attending Physicians who wish to extend a leave must apply to their Department at least two (2) weeks before they are scheduled to return,

unless medical circumstances preclude such notice. Attending Physicians on a leave of at least thirty (30) days must contact their Department at least two (2) weeks before returning from leave and complete all processing, including medical examinations, before they can return.

### **Section 3. Family and Medical Leave**

An Attending Physician is entitled to a leave of absence under Family and Medical Leave if s/he has been employed at least twelve (12) months by the County and has worked at least 1,250 hours during the previous twelve (12) month period. Under Family and Medical Leave, eligible Attending Physicians are entitled to take up to a total of twelve (12) weeks of leave in a rolling twelve (12) month time period for:

- A. The birth of a child;
- B. Placement of a child with the Attending Physician for adoption or foster care;
- C. The care of an Attending Physician's spouse, son, daughter, or parent, who has a serious health condition; and
- D. A serious health condition that makes an Attending Physician unable to perform the functions of his/her position.

While an Attending Physician is on Family and Medical Leave, the County shall continue to pay its share of the employee's health insurance premium, and the employee is responsible for paying his/her applicable contribution. All terms in this section are used in accordance with the County's Family and Medical Leave Act ("FMLA") policy. Attending Physicians must first use accrued sick leave as part of their Family and Medical Leave unless the leave is due to the birth or adoption of a child. To the extent that the employee is using vacation or sick leave, the Family and Medical Leave is paid; otherwise, it is not.

### **Section 4. Maternity/Paternity Leave**

Attending Physicians shall be granted unpaid maternity or paternity leaves of absence to cover periods of pregnancy and post-partum child care. Attending Physicians need not exhaust all accrued vacation or six time before going on maternity/paternity leave, but may apply such accrued time to the leave. The length of such leave, in general, shall not exceed six (6) months, but may be renewed by the Department Chair. Upon returning from such leave, the reinstatement rights of the employee will be identical to those of an employee returning from an ordinary disability leave. Leave granted under this section counts toward an employee's twelve (12) weeks of Family Medical Leave.

### **Section 5. Disability Leave**

An Attending Physician who is receiving County disability benefits shall be granted a leave of absence without pay for the duration of the period for which disability benefits are received. During the first year while on such a leave, an employee will not be replaced. If at any time while the employee is eligible for the disability leave, the employee becomes able to

perform their job, they will be granted the same or comparable position, at the same salary, to the extent that one is available for which they are qualified.

### **Section 6. Military Leave**

Employees who enter the armed services of the United States, either voluntarily or by reason of conscription, shall be granted a leave of absence without pay and shall be entitled to be restored to the position they held prior to going on leave with the same anniversary and seniority dates. The employee must present a copy of military orders when requesting a leave, and must file a written request for reinstatement to a former position within sixty (60) days after termination of military service, along with a copy of military discharge papers.

An employee, who has at least six (6) months or more of continuous actual service and is a member of the Illinois National Guard or any of the Reserve Components of the Armed Forces of the United States, shall be entitled to a leave of absence with full pay for limited service in field training, cruises, and kindred recurring obligations. Such leave will normally be limited to eleven (11) working days in each year.

### **Section 7. Seniority on Leave**

An employee on an approved unpaid leave of absence shall retain seniority accrued prior to the leave, but shall not accrue seniority, pension, vacation or other benefit service credit during such period (except as may be otherwise provided in the County's pension plan). Nor shall such period count toward an employee's entitlement to automatic progression in wage scale based on length of service. Employees who return from leave shall have their pay rates adjusted by any general increases that occurred while they were on leave.

### **Section 8. Retention of Benefits**

An employee on any unpaid leave of absence other than FMLA will be required to pay the cost of the insurance benefits in order to keep these benefits in full force and effect during the period of leave. Arrangements for payments of such costs must be made with the Hospital's Payroll Office prior to departure on the leave. If the Physician fails to make such arrangements, the County may cancel insurance benefits, which will be reinstated upon the employee's return to work, subject to such waiting period and other rules and regulations as may be applicable to the insurance plan.

## **ARTICLE XIII**

### **ADDITIONAL BENEFITS**

#### **Section 1. Bereavement Pay**

In the event of death in the immediate family, an Attending Physician will be granted up to three (3) paid, excused days off. For purposes of this section, an employee's immediate family includes parents, spouse, children (including stepchildren and foster children), siblings and domestic partners. The three (3) days of bereavement leave shall not include the employee's unpaid scheduled days off. Any additional time needed for bereavement for these relationships,

or for bereavement regarding spouse's parents, grandparents, grandchildren, or other members of the Attending Physician's household may be taken as emergency vacation.

### **Section 2. Jury Make-Up Pay**

Attending Physicians shall be granted leave with pay for any jury duty, including required reporting for jury when summoned, whether or not the employee is used as a juror. The Attending Physician shall turn over to the County any compensation which is received for responding to the jury summons or serving on the jury.

### **Section 3. Election Day**

If the work schedule of an Attending Physician who is a registered voter would prevent him/her from voting, he or she will be granted up to two hours off so that he or she may vote.

## **ARTICLE XIV**

### **COUNTY AND UNION RELATIONS**

#### **Section 1. Labor Management Meetings**

For the purpose of conferring on matters of mutual interest, the Union and the County agree to meet at least once each quarter, but more frequently if mutually agreed. Within five (5) days of either party making a request to meet, the parties shall schedule a mutually convenient time and location for the Labor Management Meeting. At least five (5) days prior to the scheduled meeting, the Union and the County shall each notify the other of the items that it wishes to have placed on the agenda. The Union and the County shall each designate not more than three (3) representatives to a labor-management committee for this purpose, although the representatives designated by either party may be alternated or rotated if desired.

#### **Section 2. Union Representatives**

Duly authorized representatives of the Union will be permitted at reasonable times to enter the facilities for purposes of handling grievances or addressing other contract administration issues with physicians or Hospital representatives. These union representatives will be identified to the Hospital's Director/Designee in a manner suitable to the County, and on each occasion will first secure the approval of the Hospital's Director/Designee to enter the Hospital and conduct their business so as not to interfere with the operation of the facility. The Union will not abuse this privilege, and such right of entry shall at all times be subject to general Hospital rules that are applicable to non-employees.

#### **Section 3. Member Orientation**

Within fourteen (14) days of the date on which the New Attending Physician begins employment, the County shall notify the Steward designated by the Union of the name and department of the newly-hired Physician so that the Steward may meet with the newly-hired Physician at the discretion of the Steward and Physician consistent with their judgment and responsibility so as not to disrupt care to patients.

#### **Section 4. Union Office**

The Hospital shall continue to provide the Union with an office within the facility which may be utilized by the Attending Physicians as well as other bargaining units at Provident, and Ambulatory and Community Health Network (ACHN) which are represented by the Union.

#### **Section 5. Meeting Space**

Upon at least ten (10) days advance notice, the Hospital will provide the Union with space for a membership meeting each quarter. The Hospital will make every reasonable effort to accommodate requests for more frequent membership meetings, provided there is available space.

The Hospital will provide the Union with space for a Stewards' Meeting each month upon at least five (5) days notice, and will make every reasonable attempt to provide the space with less notice.

Nothing in this section requires the Hospital to provide release time for Attending Physicians to attend membership or Stewards meetings.

#### **Section 6. Bulletin Boards**

The County will make two (2) bulletin boards available for use by the Union at the Hospital. Upon approval by Hospital Administration, which shall not be unreasonably delayed or withheld, the Union shall be permitted to post notices on these bulletin boards regarding Union meetings and Union business. There shall be no other postings by the Union or its members of materials other than as herein provided. No Attending Physicians shall make any distributions so as to interfere with the performance of his/her duties.

#### **Section 7. Budget Preparation**

Each Department Chair shall provide notice to Attending Physicians in his/her Department of any deadline for budget submissions and shall consider timely input from Attending Physicians in the Department in preparing his/her budget recommendations for each fiscal year. Attending Physicians may submit written input, and the Department Chair will meet with Attending Physicians upon request provided that the request is made sufficiently in advance of the date that the recommendations are due. The Department Chair will provide all Attending Physicians in the department with a copy of the budget recommendation upon request.

#### **Section 8. Officers and Executive Board**

One Attending Physician, if elected to a position as a Union officer or elected to a position on the Executive Board or Executive Council of the Local, up to once a month shall be permitted to attend meetings of the Executive Board and/or Council without loss of pay, provided that patient care will not be adversely affected. These meetings shall not occur more than once a month or last more than one day, and the Union shall provide fourteen (14) days notice of the meeting.

## ARTICLE XV

### MISCELLANEOUS

#### Section 1. No Discrimination

No employee shall be discriminated against by the County or the Union on the basis of race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, military discharge status, political affiliation and/or belief, or activity or non-activity on behalf of the Union.

#### Section 2. Attending Physician Obligation and Professional Authority

Attending Physicians shall comply with assignments made by the County, but after doing so may utilize the grievance procedure if the Attending Physician has a dispute regarding the assignment; however the Attending Physician shall not be required to comply with an assignment if it would create an imminent threat of death or serious bodily injury to the employee or the patient.

#### Section 3. Safety

The County will continue to make reasonable provisions for the safety of its employees during their hours of employment. An Attending Physician from the represented unit, as designated by the Union, shall serve on and be expected to attend the Environment of Care Committee. The parties understand that in certain instances an additional Attending Physician designated by the Union may need to attend committee meetings. On these occasions, the Union will give prior notification.

#### Section 4. Partial Invalidity

If any provision of this Agreement is or becomes invalid or unenforceable by reason of any Federal or State law or local ordinance now existing or hereinafter enacted, such invalidity or unenforceability shall not affect the remainder of the provisions hereof.

#### Section 5. Evaluations

Attending Physicians shall be provided with a copy of any evaluation pertaining to them that is prepared as part of the credentialing/-re-credentialing process under the Medical Staff Bylaws. At the Attending Physician's request, the Department Chair shall meet with the Attending Physician to discuss the evaluation. The Attending Physician may have a Union representative or another Attending Physician present during the meeting, if the Department Chair consents. If the County implements any evaluation process other than that which currently exists, the County will notify the Union and, at the Union's request, shall meet with the Union to discuss the process prior to implementation.

## **Section 6. Personnel File**

Upon written request to the Director of Human Resources or designee, an employee may inspect his/her personnel file at a time mutually acceptable to the Hospital and the employee. Discipline, counseling, complaints, evaluations, memoranda or correspondence regarding performance or other work-related issues that are maintained in a peer review, department chair, medical director, or credentials file also shall be made available to the employee, upon request, at a mutually agreeable time. None of these documents shall be maintained in a file other than those listed above.

## **Section 7. Physician's Statement**

An employee who has been off duty for five (5) consecutive days or more for any health reason will be required to provide a physician's statement as proof of illness, and may be required to undergo examination by the County's physician before returning to work.

For health-related absences of less than five (5) consecutive days, a physician's statement or proof of illness will not be required except when the County has a reasonable basis to suspect that the individual did not have a valid health reason for the absence. If indicated by the nature of a health-related absence, examination by the County's physician may be required to make sure that the employee is physically fit for return to work.

## **Section 8. Credit Union**

The County will deduct from the wages of employees duly authorized deductions for the Union's Credit Union, and shall forward such amounts to the Credit Union. To the extent practicable, the County also will permit use of its premises by the Credit Union.

## **Section 9. Distribution of Work Load**

The County agrees that, while patient acuity, patient care and operational needs are paramount in making work assignment, work loads should be distributed equitably among the physicians in the same specialty or department when practical.

## **ARTICLE XVI**

### **PATIENT CARE**

#### **Section 1. Establishment of Patient Care Committee**

The Union shall establish a Patient Care Committee for purposes of evaluating staffing needs, positions and assignments, training and education and generally the improvement of care provided to patients of the Hospital. The Patient Care Committee shall consist of eight (8) members, seven of which shall be Attending Physicians selected by the Union and one (1) member shall be a Union representative or officer, who shall serve in an ex officio capacity.

The Union may, at its discretion, allow the participation of a representative selected by management, if so requested by management, either as a voting or ex officio member. Within

sixty (60) days of the appointment of the members of the Patient Care Committee, they shall convene to adopt a statement of purpose, duties and procedures consistent with this Article.

**Section 2. Recommendations of the Committee**

The Patient Care Committee may make recommendations to the Hospital for improvement of patient care, which recommendations shall be submitted in writing to the Chair of the relevant departments, the Medical Executive Committee, the Medical Director and Chief Operating Officer of the Hospital.

Within ninety (90) days of the Committee's submission of recommendations, the Chair of the relevant department, the Medical Executive Committee, the Medical Director and/or the Chief Operating Officer shall either implement the recommendations, offer to meet and confer with the Committee concerning the recommendations or provide the Patient Care Committee with an explanation as to why the recommendations are not implemented. The parties agree that non-acceptances and non-implementation of Committee recommendations by the Hospital shall not be grievable.

**ARTICLE XVII**

**CONTINUING MEDICAL EDUCATION (CME) LEAVE**

Attending physicians shall receive up to ten (10) days of paid CME leave to take pre-approved professional medical education conferences or programs provided that they are job related and attendance does not impair patient care.

**ARTICLE XVIII**

**EDUCATION AND SEMINARS**

The County agrees to allocate funds for education purposes in each year of this Agreement to be made available to all Local 20 bargaining unit employees. The amount allocated shall be an aggregate total of twenty thousand dollars (\$20,000) for all Local 20 bargaining units. Attending physician bargaining unit employee requests for such funds shall be for reimbursement for the costs of courses that qualify for Category 1 credit under the State of Illinois Division of Professional Regulation criteria as identified in the Fact Sheet attached as Exhibit A and as updated from time to time in the future. Employees who wish to apply for such reimbursement shall submit their request through the Union to the Cook County Director of Human Resources. An employee may request funds up to an amount no greater than four hundred dollars (\$400) in a fiscal year. Approval for reimbursement shall be offered on an equitable basis.

## ARTICLE XIX

### DURATION

#### Section 1. Term

This Agreement shall become effective in the first full pay period following Union ratification and approval by the Cook County Board of Commissioners, and shall remain in effect through November 30, 2008. It shall automatically renew itself from year to year thereafter unless either party shall give written notice to the other party not less than ninety (90) days prior to the expiration date, or any anniversary thereof, that it desires to modify or terminate this Agreement.

If such written notice is given by either party, this Agreement shall continue to remain in effect after the expiration date, until a new Agreement has been reached or either party shall give the other party five (5) consecutive days written notice of cancellation thereafter.

#### Section 2. Notice

Any notice under this Agreement shall be given by registered or certified mail; if by the Union, then one such notice shall be addressed to the President, Board of Cook County Commissioners, Room 500, with a copy to the County's Chief, Bureau of Human Resources, Room 840, and both addressed to 118 North Clark Street, Chicago, Illinois; or if by the County, such notice shall be addressed to the Union's President at 309 West Washington Street, Suite 250, Chicago, Illinois. Either party may, by like written notice, change the address to which notice to it shall be given.

Signed and entered into this 1<sup>st</sup> day of October.  
COUNTY OF COOK:

By: Todd H. Stroger  
TODD H. STROGER, President  
Cook County Board of Commissioners

Attest:  
David Orr  
DAVID D. ORR  
Cook County Clerk

UNION: Service Employees International Union, Local 20, CTW/CLC

By: Byron Hobbs db  
Byron Hobbs, President

Christ Beard

Quinn Ni Jogg

APPROVED BY BOARD OF  
COOK COUNTY COMMISSIONERS

OCT 01 2008

**APPENDIX A**  
**Local 20 – Cermak Health Services Physicians**

<b><u>JOB CODE</u></b>	<b><u>GRADE</u></b>	<b><u>TITLE</u></b>
1634	K4	Attending Physician IV
1650		Attending Physician Senior IV
1635	K5	Attending Physician V
1651		Attending Physician Senior V
1636	K6	Attending Physician VI
1652		Attending Physician Senior VI
1637	K7	Attending Physician VII
1653		Attending Physician Senior VII

**SCHEDULE VI**  
**BUREAU OF HUMAN RESOURCES**  
**MEDICAL PRACTITIONER COMPENSATION PLAN**

<u>GRADE</u>		<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>5TH STEP</u>
K0	Hourly	27.482	28.822	30.156	31.628	33.110
	Bi-Weekly	2,198.56	2,305.76	2,412.48	2,530.24	2,648.80
	Annual	57,162	59,949	62,724	65,786	68,868
K1	Hourly	32.240	33.825	35.423	37.136	38.856
	Bi-Weekly	2,579.20	2,706.00	2,833.84	2,970.88	3,108.48
	Annual	67,059	70,356	73,679	77,242	80,820
K2	Hourly	38.255	40.157	41.990	44.035	46.107
	Bi-Weekly	3,060.40	3,212.56	3,359.20	3,522.80	3,688.56
	Annual	79,570	83,526	87,339	91,592	95,902
K3	Hourly	47.572	49.909	52.198	54.701	57.254
	Bi-Weekly	3,805.76	3,992.72	4,175.84	4,376.08	4,580.32
	Annual	98,949	103,810	108,571	113,778	119,088
K4	Hourly	52.718	55.270	57.812	60.627	63.420
	Bi-Weekly	4,217.44	4,421.60	4,624.96	4,850.16	5,073.60
	Annual	109,653	114,961	120,248	126,104	131,913
K5	Hourly	57.812	60.627	63.420	66.501	69.594
	Bi-Weekly	4,624.96	4,850.16	5,073.60	5,320.08	5,567.52
	Annual	120,248	126,104	131,913	138,322	144,755
K6	Hourly	62.917	65.985	69.051	72.405	75.789
	Bi-Weekly	5,033.36	5,278.80	5,524.08	5,792.40	6,063.12
	Annual	130,867	137,248	143,626	150,602	157,641
K7	Hourly	68.026	71.352	74.645	78.293	81.953
	Bi-Weekly	5,442.08	5,708.16	5,971.60	6,263.44	6,556.24
	Annual	141,494	148,412	155,261	162,849	170,462
K8	Hourly	70.994	74.459	77.953	81.760	85.557
	Bi-Weekly	5,679.52	5,956.72	6,236.24	6,540.80	6,844.56
	Annual	147,667	154,874	162,142	170,060	177,958
K9	Hourly	78.227	82.052	85.880	90.088	94.313
	Bi-Weekly	6,258.16	6,564.16	6,870.40	7,207.04	7,545.04
	Annual	162,712	170,668	178,630	187,383	196,171
K10	Hourly	83.346	87.412	91.487	95.986	100.498
	Bi-Weekly	6,667.68	6,992.96	7,318.96	7,678.88	8,039.84
	Annual	173,359	181,816	190,292	199,650	209,035
K11	Hourly	90.987	95.462	99.906	104.838	109.754
	Bi-Weekly	7,278.96	7,636.96	7,992.48	8,387.04	8,780.32
	Annual	189,252	198,560	207,804	218,063	228,288

**SCHEDULE VI**  
**BUREAU OF HUMAN RESOURCES**  
**MEDICAL PRACTITIONER COMPENSATION PLAN**

<u>GRADE</u>		<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>5TH STEP</u>
K0	Hourly	27.757	29.110	30.458	31.944	33.441
	Bi-Weekly	2,220.56	2,328.80	2,436.64	2,555.52	2,675.28
	Annual	57,734	60,548	63,352	66,443	69,557
K1	Hourly	32.562	34.163	35.777	37.507	39.245
	Bi-Weekly	2,604.96	2,733.04	2,862.16	3,000.56	3,139.60
	Annual	67,728	71,059	74,416	78,014	81,629
K2	Hourly	38.638	40.559	42.410	44.475	46.568
	Bi-Weekly	3,091.04	3,244.72	3,392.80	3,558.00	3,725.44
	Annual	80,367	84,362	88,212	92,508	96,861
K3	Hourly	48.048	50.408	52.720	55.248	57.827
	Bi-Weekly	3,843.84	4,032.64	4,217.60	4,419.84	4,626.16
	Annual	99,939	104,848	109,657	114,915	120,280
K4	Hourly	53.245	55.823	58.390	61.233	64.054
	Bi-Weekly	4,259.60	4,465.84	4,671.20	4,898.64	5,124.32
	Annual	110,749	116,111	121,451	127,364	133,232
K5	Hourly	58.390	61.233	64.054	67.166	70.290
	Bi-Weekly	4,671.20	4,898.64	5,124.32	5,373.28	5,623.20
	Annual	121,451	127,364	133,232	139,705	146,203
K6	Hourly	63.546	66.645	69.742	73.129	76.547
	Bi-Weekly	5,083.68	5,331.60	5,579.36	5,850.32	6,123.76
	Annual	132,175	138,621	145,063	152,108	159,217
K7	Hourly	68.706	72.066	75.391	79.076	82.773
	Bi-Weekly	5,496.48	5,765.28	6,031.28	6,326.08	6,621.84
	Annual	142,908	149,897	156,813	164,478	172,167
K8	Hourly	71.704	75.204	78.733	82.578	86.413
	Bi-Weekly	5,736.32	6,016.32	6,298.64	6,606.24	6,913.04
	Annual	149,144	156,424	163,764	171,762	179,739
K9	Hourly	79.009	82.873	86.739	90.989	95.256
	Bi-Weekly	6,320.72	6,629.84	6,939.12	7,279.12	7,620.48
	Annual	164,338	172,375	180,417	189,257	198,132
K10	Hourly	84.179	88.286	92.402	96.946	101.503
	Bi-Weekly	6,734.32	7,062.88	7,392.16	7,755.68	8,120.24
	Annual	175,092	183,634	192,196	201,647	211,126
K11	Hourly	91.897	96.417	100.905	105.886	110.852
	Bi-Weekly	7,351.76	7,713.36	8,072.40	8,470.88	8,868.16
	Annual	191,145	200,547	209,882	220,242	230,572

**SCHEDULE VI**  
**BUREAU OF HUMAN RESOURCES**  
**MEDICAL PRACTITIONER COMPENSATION PLAN**

<u>GRADE</u>		<u>1ST</u> <u>STEP</u>	<u>2ND</u> <u>STEP</u>	<u>3RD</u> <u>STEP</u>	<u>4TH</u> <u>STEP</u>	<u>5TH</u> <u>STEP</u>
K0	Hourly	28.312	29.692	31.067	32.583	34.110
	Bi-Weekly	2,264.96	2,375.36	2,485.36	2,606.64	2,728.80
	Annual	58,888	61,759	64,619	67,772	70,948
K1	Hourly	33.213	34.846	36.493	38.257	40.030
	Bi-Weekly	2,657.04	2,787.68	2,919.44	3,060.56	3,202.40
	Annual	69,083	72,479	75,905	79,574	83,262
K2	Hourly	39.411	41.370	43.258	45.365	47.499
	Bi-Weekly	3,152.88	3,309.60	3,460.64	3,629.20	3,799.92
	Annual	81,974	86,049	89,976	94,359	98,797
K3	Hourly	49.009	51.416	53.774	56.353	58.984
	Bi-Weekly	3,920.72	4,113.28	4,301.92	4,508.24	4,718.72
	Annual	101,938	106,945	111,849	117,214	122,686
K4	Hourly	54.310	56.939	59.558	62.458	65.335
	Bi-Weekly	4,344.80	4,555.12	4,764.64	4,996.64	5,226.80
	Annual	112,964	118,433	123,880	129,912	135,896
K5	Hourly	59.558	62.458	65.335	68.509	71.696
	Bi-Weekly	4,764.64	4,996.64	5,226.80	5,480.72	5,735.68
	Annual	123,880	129,912	135,896	142,498	149,127
K6	Hourly	64.817	67.978	71.137	74.592	78.078
	Bi-Weekly	5,185.36	5,438.24	5,690.96	5,967.36	6,246.24
	Annual	134,819	141,394	147,964	155,151	162,402
K7	Hourly	70.080	73.507	76.899	80.658	84.428
	Bi-Weekly	5,606.40	5,880.56	6,151.92	6,452.64	6,754.24
	Annual	145,766	152,894	159,949	167,768	175,610
K8	Hourly	73.138	76.708	80.308	84.230	88.141
	Bi-Weekly	5,851.04	6,136.64	6,424.64	6,738.40	7,051.28
	Annual	152,127	159,552	167,040	175,198	183,333
K9	Hourly	80.589	84.530	88.474	92.809	97.161
	Bi-Weekly	6,447.12	6,762.40	7,077.92	7,424.72	7,772.88
	Annual	167,625	175,822	184,025	193,042	202,094
K10	Hourly	85.863	90.052	94.250	98.885	103.533
	Bi-Weekly	6,869.04	7,204.16	7,540.00	7,910.80	8,282.64
	Annual	178,595	187,308	196,040	205,680	215,348
K11	Hourly	93.735	98.345	102.923	108.004	113.069
	Bi-Weekly	7,498.80	7,867.60	8,233.84	8,640.32	9,045.52
	Annual	194,968	204,557	214,079	224,648	235,183

**SCHEDULE VI**  
**BUREAU OF HUMAN RESOURCES**  
**MEDICAL PRACTITIONER COMPENSATION PLAN**

<u>GRADE</u>		<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>4TH STEP</u>	<u>5TH STEP</u>
K0	Hourly	28.737	30.137	31.533	33.072	34.622
	Bi-Weekly	2,298.96	2,410.96	2,522.64	2,645.76	2,769.76
	Annual	59,772	62,684	65,588	68,789	72,013
K1	Hourly	33.711	35.369	37.040	38.831	40.630
	Bi-Weekly	2,696.88	2,829.52	2,963.20	3,106.48	3,250.40
	Annual	70,118	73,567	77,043	80,768	84,510
K2	Hourly	40.002	41.991	43.907	46.045	48.211
	Bi-Weekly	3,200.16	3,359.28	3,512.56	3,683.60	3,856.88
	Annual	83,204	87,341	91,326	95,773	100,278
K3	Hourly	49.744	52.187	54.581	57.198	59.869
	Bi-Weekly	3,979.52	4,174.96	4,366.48	4,575.84	4,789.52
	Annual	103,467	108,548	113,528	118,971	124,527
K4	Hourly	55.125	57.793	60.451	63.395	66.315
	Bi-Weekly	4,410.00	4,623.44	4,836.08	5,071.60	5,305.20
	Annual	114,660	120,209	125,738	131,861	137,935
K5	Hourly	60.451	63.395	66.315	69.537	72.771
	Bi-Weekly	4,836.08	5,071.60	5,305.20	5,562.96	5,821.68
	Annual	125,738	131,861	137,935	144,636	151,363
K6	Hourly	65.789	68.998	72.204	75.711	79.249
	Bi-Weekly	5,263.12	5,519.84	5,776.32	6,056.88	6,339.92
	Annual	136,841	143,515	150,184	157,478	164,837
K7	Hourly	71.131	74.610	78.052	81.868	85.694
	Bi-Weekly	5,690.48	5,968.80	6,244.16	6,549.44	6,855.52
	Annual	147,952	155,188	162,348	170,285	178,243
K8	Hourly	74.235	77.859	81.513	85.493	89.463
	Bi-Weekly	5,938.80	6,228.72	6,521.04	6,839.44	7,157.04
	Annual	154,408	161,946	169,547	177,825	186,083
K9	Hourly	81.798	85.798	89.801	94.201	98.618
	Bi-Weekly	6,543.84	6,863.84	7,184.08	7,536.08	7,889.44
	Annual	170,139	178,459	186,786	195,938	205,125
K10	Hourly	87.151	91.403	95.664	100.368	105.086
	Bi-Weekly	6,972.08	7,312.24	7,653.12	8,029.44	8,406.88
	Annual	181,274	190,118	198,981	208,765	218,578
K11	Hourly	95.141	99.820	104.467	109.624	114.765
	Bi-Weekly	7,611.28	7,985.60	8,357.36	8,769.92	9,181.20
	Annual	197,893	207,625	217,291	228,017	238,711

**SCHEDULE VI**  
**BUREAU OF HUMAN RESOURCES**  
**MEDICAL PRACTITIONER COMPENSATION PLAN**

<u>GRADE</u>		<u>1ST</u> <u>STEP</u>	<u>2ND</u> <u>STEP</u>	<u>3RD</u> <u>STEP</u>	<u>4TH</u> <u>STEP</u>	<u>5TH</u> <u>STEP</u>
K0	Hourly	29.455	30.890	32.321	33.899	35.488
	Bi-Weekly	2,356.40	2,471.20	2,585.68	2,711.92	2,839.04
	Annual	61,266	64,251	67,227	70,509	73,815
K1	Hourly	34.554	36.253	37.966	39.802	41.646
	Bi-Weekly	2,764.32	2,900.24	3,037.28	3,184.16	3,331.68
	Annual	71,872	75,406	78,969	82,788	86,623
K2	Hourly	41.002	43.041	45.005	47.196	49.416
	Bi-Weekly	3,280.16	3,443.28	3,600.40	3,775.68	3,953.28
	Annual	85,284	89,525	93,610	98,167	102,785
K3	Hourly	50.988	53.492	55.946	58.628	61.366
	Bi-Weekly	4,079.04	4,279.36	4,475.68	4,690.24	4,909.28
	Annual	106,055	111,263	116,367	121,946	127,641
K4	Hourly	56.503	59.238	61.962	64.980	67.973
	Bi-Weekly	4,520.24	4,739.04	4,956.96	5,198.40	5,437.84
	Annual	117,526	123,215	128,880	135,158	141,383
K5	Hourly	61.962	64.980	67.973	71.275	74.590
	Bi-Weekly	4,956.96	5,198.40	5,437.84	5,702.00	5,967.20
	Annual	128,880	135,158	141,383	148,252	155,147
K6	Hourly	67.434	70.723	74.009	77.604	81.230
	Bi-Weekly	5,394.72	5,657.84	5,920.72	6,208.32	6,498.40
	Annual	140,262	147,103	153,938	161,416	168,958
K7	Hourly	72.909	76.475	80.003	83.915	87.836
	Bi-Weekly	5,832.72	6,118.00	6,400.24	6,713.20	7,026.88
	Annual	151,650	159,068	166,406	174,543	182,698
K8	Hourly	76.091	79.805	83.551	87.630	91.700
	Bi-Weekly	6,087.28	6,384.40	6,684.08	7,010.40	7,336.00
	Annual	158,269	165,994	173,786	182,270	190,736
K9	Hourly	83.843	87.943	92.046	96.556	101.083
	Bi-Weekly	6,707.44	7,035.44	7,363.68	7,724.48	8,086.64
	Annual	174,393	182,921	191,455	200,836	210,252
K10	Hourly	89.330	93.688	98.056	102.877	107.713
	Bi-Weekly	7,146.40	7,495.04	7,844.48	8,230.16	8,617.04
	Annual	185,806	194,871	203,956	213,984	224,043
K11	Hourly	97.520	102.316	107.079	112.365	117.634
	Bi-Weekly	7,801.60	8,185.28	8,566.32	8,989.20	9,410.72
	Annual	202,841	212,817	222,724	233,719	244,678

**SCHEDULE VI**  
**BUREAU OF HUMAN RESOURCES**  
**MEDICAL PRACTITIONER COMPENSATION PLAN**

<u>GRADE</u>		<u>1ST</u> <u>STEP</u>	<u>2ND</u> <u>STEP</u>	<u>3RD</u> <u>STEP</u>	<u>4TH</u> <u>STEP</u>	<u>5TH</u> <u>STEP</u>
K0	Hourly	30.044	31.508	32.967	34.577	36.198
	Bi-Weekly	2,403.52	2,520.64	2,637.36	2,766.16	2,895.84
	Annual	62,491	65,536	68,571	71,920	75,291
K1	Hourly	35.245	36.978	38.725	40.598	42.479
	Bi-Weekly	2,819.60	2,958.24	3,098.00	3,247.84	3,398.32
	Annual	73,309	76,914	80,548	84,443	88,356
K2	Hourly	41.822	43.902	45.905	48.140	50.404
	Bi-Weekly	3,345.76	3,512.16	3,672.40	3,851.20	4,032.32
	Annual	86,989	91,316	95,482	100,131	104,840
K3	Hourly	52.008	54.562	57.065	59.801	62.593
	Bi-Weekly	4,160.64	4,364.96	4,565.20	4,784.08	5,007.44
	Annual	108,176	113,488	118,695	124,386	130,193
K4	Hourly	57.633	60.423	63.201	66.280	69.332
	Bi-Weekly	4,610.64	4,833.84	5,056.08	5,302.40	5,546.56
	Annual	119,876	125,679	131,458	137,862	144,210
K5	Hourly	63.201	66.280	69.332	72.701	76.082
	Bi-Weekly	5,056.08	5,302.40	5,546.56	5,816.08	6,086.56
	Annual	131,458	137,862	144,210	151,218	158,250
K6	Hourly	68.783	72.137	75.489	79.156	82.855
	Bi-Weekly	5,502.64	5,770.96	6,039.12	6,332.48	6,628.40
	Annual	143,068	150,044	157,017	164,644	172,338
K7	Hourly	74.367	78.005	81.603	85.593	89.593
	Bi-Weekly	5,949.36	6,240.40	6,528.24	6,847.44	7,167.44
	Annual	154,683	162,250	169,734	178,033	186,353
K8	Hourly	77.613	81.401	85.222	89.383	93.534
	Bi-Weekly	6,209.04	6,512.08	6,817.76	7,150.64	7,482.72
	Annual	161,435	169,314	177,261	185,916	194,550
K9	Hourly	85.520	89.702	93.887	98.487	103.105
	Bi-Weekly	6,841.60	7,176.16	7,510.96	7,878.96	8,248.40
	Annual	177,881	186,580	195,284	204,852	214,458
K10	Hourly	91.117	95.562	100.017	104.935	109.867
	Bi-Weekly	7,289.36	7,644.96	8,001.36	8,394.80	8,789.36
	Annual	189,523	198,768	208,035	218,264	228,523
K11	Hourly	99.470	104.362	109.221	114.612	119.987
	Bi-Weekly	7,957.60	8,348.96	8,737.68	9,168.96	9,598.96
	Annual	206,897	217,072	227,179	238,392	249,572

Effective June 1, 2008

**SCHEDULE VI**  
**BUREAU OF HUMAN RESOURCES**  
**MEDICAL PRACTITIONER COMPENSATION PLAN**

<u>GRADE</u>		<u>1ST</u> <u>STEP</u>	<u>2ND</u> <u>STEP</u>	<u>3RD</u> <u>STEP</u>	<u>4TH</u> <u>STEP</u>	<u>5TH</u> <u>STEP</u>
K0	Hourly	30.870	32.374	33.874	35.528	37.193
	Bi-Weekly	2,469.60	2,589.92	2,709.92	2,842.24	2,975.44
	Annual	64,209	67,337	70,457	73,898	77,361
K1	Hourly	36.214	37.995	39.790	41.714	43.647
	Bi-Weekly	2,897.12	3,039.60	3,183.20	3,337.12	3,491.76
	Annual	75,325	79,029	82,763	86,765	90,785
K2	Hourly	42.972	45.109	47.167	49.464	51.790
	Bi-Weekly	3,437.76	3,608.72	3,773.36	3,957.12	4,143.20
	Annual	89,381	93,826	98,107	102,885	107,723
K3	Hourly	53.438	56.062	58.634	61.446	64.314
	Bi-Weekly	4,275.04	4,484.96	4,690.72	4,915.68	5,145.12
	Annual	111,151	116,608	121,958	127,807	133,773
K4	Hourly	59.218	62.085	64.939	68.103	71.239
	Bi-Weekly	4,737.44	4,966.80	5,195.12	5,448.24	5,699.12
	Annual	123,173	129,136	135,073	141,654	148,177
K5	Hourly	64.939	68.103	71.239	74.700	78.174
	Bi-Weekly	5,195.12	5,448.24	5,699.12	5,976.00	6,253.92
	Annual	135,073	141,654	148,177	155,376	162,601
K6	Hourly	70.675	74.121	77.565	81.333	85.134
	Bi-Weekly	5,654.00	5,929.68	6,205.20	6,506.64	6,810.72
	Annual	147,004	154,171	161,335	169,172	177,078
K7	Hourly	76.412	80.150	83.847	87.947	92.057
	Bi-Weekly	6,112.96	6,412.00	6,707.76	7,035.76	7,364.56
	Annual	158,936	166,712	174,401	182,929	191,478
K8	Hourly	79.747	83.640	87.566	91.841	96.106
	Bi-Weekly	6,379.76	6,691.20	7,005.28	7,347.28	7,688.48
	Annual	165,873	173,971	182,137	191,029	199,900
K9	Hourly	87.872	92.169	96.469	101.195	105.940
	Bi-Weekly	7,029.76	7,373.52	7,717.52	8,095.60	8,475.20
	Annual	182,773	191,711	200,655	210,485	220,355
K10	Hourly	93.623	98.190	102.767	107.821	112.888
	Bi-Weekly	7,489.84	7,855.20	8,221.36	8,625.68	9,031.04
	Annual	194,735	204,235	213,755	224,267	234,807
K11	Hourly	102.205	107.232	112.225	117.764	123.287
	Bi-Weekly	8,176.40	8,578.56	8,978.00	9,421.12	9,862.96
	Annual	212,586	223,042	233,428	244,949	256,436

**COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C**

**PLAN DESIGN CHANGES EFFECTIVE 12/1/07  
PAYROLL CONTRIBUTION CHANGES EFFECTIVE 6/1/08**

<b>BENEFIT OVERVIEW</b>	<b>HMO</b>		<b>PPO</b>	
	<b>Current Benefits (through 11/30/07)</b>	<b>Benefit Level Effective 12/1/07</b>	<b>Current Benefits (through 11/30/07) In Network / Out of Network</b>	<b>Benefit Level Effective 12/1/07 In Network / Out of Network</b>
Individual Deductible *	None		\$0 / \$200	\$125 / \$250
Family Deductible *	None		\$0 / \$400	\$250 / \$500
Ind. Out of Pocket Max *	None		\$1,000 ** / \$3,000 **	\$1,500 ** / \$3,000 **
Fam. Out of Pocket Max*	None		\$2,000 ** / \$6,000 **	\$3,000 ** / \$6,000 **
Lifetime Maximum	Unlimited		Unlimited / \$1,000,000	Unlimited / \$1,000,000
* Annual Basis			** Excludes co-payments, annual deductibles, and charges in excess of Schedule of Maximum Allowances- SMA)	** Excludes co-payments, annual deductibles, and charges in excess of Schedule of Maximum Allowances- SMA)

<b>PLAN LIMITS AND MAXIMUMS:</b>	<b>HMO Current Benefits (through 11/30/07)</b>	<b>HMO Benefit Level Effective 12/1/07</b>	<b>Current Benefits (through 11/30/07) In Network / Out of Network</b>	<b>Benefit Level Effective 12/1/07 In Network / Out of Network</b>
Co-Insurance	None		90% / 60% ***	*** Subject to Schedule of Maximum Allowances (SMA), i.e., the amount doctors and other health care providers in the network have agreed to accept for their services. These amounts are generally lower than what providers outside the network charge. If you go out of network, you will pay any balance above the SMA in addition to the deductible and co-insurance.

**OUTPATIENT SERVICES (MEDICAL & SURGICAL)**

BENEFIT OVERVIEW	HMO		PPO	
	Current Benefits through 11/30/07	Benefit Level Effective 12/1/07	Current Benefits (through 11/30/07) In Network / Out of Network	Benefit Level Effective 12/1/07 In Network / Out of Network
Doctor Office Visits	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *
Routine Physical Exams and Preventive Screenings	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *
Well-Child Care	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *
X-Ray/Diagnostic tests (performed in lab or hospital)	100%	100%	90% / 60% *	90% / 60% *
Maternity Prenatal/Postnatal Care	\$3 co-payment / member for initial visit	\$10 co-payment / member for initial visit	90% after \$20 co-pay (initial visit) / 60% *	90% after \$25 co-pay (initial visit) / 60% *
OutPatient Surgery (facility charges)	100%	100% after \$100 co-pay	90% / 60% *	90% / 60% *
OutPatient Surgery (doctor services)	100%	100%	90% / 60% *	90% / 60% *
Other OutPatient Services (including chemotherapy, radiation, renal dialysis)	100%	100%	90% / 60% *	90% / 60% *
Allergy Testing / Injections / Immunizations	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *
Infertility Treatment, as defined by plans	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *

**OUTPATIENT SERVICES (MEDICAL & SURGICAL cont'd)**

<b>BENEFIT OVERVIEW</b>	<b>HMO</b>		<b>PPO</b>	
	<b>Current Benefits through 11/30/07</b>	<b>Benefit Level Effective 12/1/07</b>	<b>Current Benefits (through 11/30/07) In Network / Out of Network</b>	<b>Benefit Level Effective 12/1/07 In Network / Out of Network</b>
Physical, Speech and Occupational Therapy (60 visits Combined Annual Maximum)	100%	100%	90% / 60*	90% / 60*
Ambulance Services	100%	100%	80% / 80% *	80% / 80% *
Emergency Room Visits (life threatening illness or injury; waived if admitted as inpatient)	100%	100% after \$40 co-pay	100%	100% after \$40 co-pay
Medically Necessary Dental Services (repair from accidental injury to sound natural teeth)	100%	100%	90% / 60% *	90% / 60% *
Home Health Care	100%	100%	90% / 60% *	90% / 60% *
Skilled Nursing Care (excl. custodial care)	100%	100%	90% / 60% *	90% / 60% *
Prosthetic Devices	100%	100%	90% / 60% *	90% / 60% *

**INPATIENT SERVICES (MEDICAL & SURGICAL)**

<b>BENEFIT OVERVIEW</b>	<b>HMO</b>		<b>PPO</b>	
	<b>Current Benefits through 11/30/07</b>	<b>Benefit Level Effective 12/1/07</b>	<b>Current Benefits (through 11/30/07) In Network / Out of Network</b>	<b>Benefit Level Effective 12/1/07 In Network / Out of Network</b>
Hospital (Semi-Private Room), including Maternity inpatient obstetrical care	100%	100% after \$100 co-pay per admission	90% / 60% *	90% / 60% *
Physician/Surgeon/Anesthesiologist Services	100%	100%	90% / 60% *	90% / 60% *
X-Ray / Diagnostic Services	100%	100%	90% / 60% *	90% / 60% *
Facility Charges	100%	100%	90% / 60% *	90% / 60% *

BENEFIT OVERVIEW	HMO		PPO	
	Current Benefits Through 11/30/07	Benefit Level Effective 12/1/07	Current Benefits (through 11/30/07) In Network / Out of Network	Benefit Level Effective 12/1/07 In Network / Out of Network
Mental Health/Chemical Dependency/ Substance Abuse Combined Maximum Benefit for In/Out Mental Health and Chemical Dependency Abuse Limits	Unlimited	Unlimited	Individual Annual Maximum: \$ 5,000 Outpatient and \$25,000 Combined In and Outpatient per individual, per calendar year, and a \$100,000 lifetime maximum (benefit maximum do not apply to mental health benefits)	
Outpatient Services (unlimited)	\$3 co-pay per visit	\$10 co-pay per visit	70% / 50% * Subject to overall plan limits stated above	
Inpatient Mental Health/Substance Abuse (30 days/year max)	100%	100%	90% / 60% * Subject to overall plan limits stated above	
Supplemental Outpatient Mental Health/Substance Abuse: 2/lifetime; 4 hrs/night; 4 night/wk; 4 consecutive weeks	\$3 co-pay per visit	\$10 co-pay per visit	70% / 50% * Subject to overall plan limits stated above	

**PRESCRIPTION DRUGS (WHEN FILLED AT A PARTICIPATING PHARMACY)  
ADMINISTERED BY PHARMACY BENEFIT MANAGER, NOT HEALTH PLAN(S)**

<b>BENEFIT OVERVIEW</b>	<b>HMO</b>		<b>PPO</b>	
	<b>Current Benefits Through 11/30/07</b>	<b>Benefit Level Effective 12/1/07</b>	<b>Current Benefits Through 11/30/07</b>	<b>Benefit Level Effective 12/1/07</b>
Generic (30 day supply at Retail)	\$5	\$7	\$5	\$7
Brand (30 day supply at Retail)	\$10	N/A	\$10	N/A
Formulary (30 day supply at Retail)	N/A	\$15 *	N/A	\$15 *
Non-Formulary (30 day supply at Retail)	N/A	\$25 *	N/A	\$25 *
Mail Order Co-Pays (90 day supply)	1 x Retail Co-pay	2 x Retail Co-pay	\$0	2 x Retail Co-pay

\* If you purchase a formulary or non-formulary drug when a generic equivalent is available, you will pay the generic co-pay plus the difference in cost between the generic and the formulary/non-formulary drug.

**Employee Contributions  
Effective June 1, 2008**

Percentage of Salary (Pre-Tax)	HMO		PPO	
	Contribution Through 5/31/08	Contribution Effective 6/1/08	Contribution Through 5/31/08	Contribution Effective 6/1/08
Employee Only	.5 %	.5 %	1.5 %	1.5 %
Employee plus Child(ren)	N/A	.75 %	N/A	1.75 %
Employee plus Spouse	.5 %	1.0 %	1.5 %	2.0 %
Employee plus Family	.5 %	1.25 %	1.5 %	2.25 %
Cap	\$8 PER PAY PERIOD	None	None	None

## VISION BASIC BENEFITS - APPENDIX C

Eligible employees and their covered dependents may receive a routine eye examination and lenses once every calendar year, frames once every 24 months. Once the basic benefits are exhausted, additional glasses and contacts are available to participants at discounted prices through participating provider locations.

**Eye Examination:** \$0

Benefit includes a routine complete examination, refraction and prescription. Also, if indicated, your doctor may recommend additional procedures (such as dilation) at an additional cost to the member.

**Eyeglass Lenses:** \$0

Benefit includes standard uncoated plastic lenses regardless of size or power. Lens options are available for additional costs. Solid tints are covered in full.

**Frames \*\*:** \$0

Members may choose a frame up to a regular retail value of \$100. Frames above \$100 regular retail price, member pays the amount over \$100 less 10%.

**Contact Lenses \*\*:** \$0

Benefit includes any pair of contact lenses up to a regular retail of \$100. Contacts above \$100 regular retail are available at an additional cost.

\*\*\* The applicable allowance amount may be used only once per benefit period on either eyeglasses or contacts.

### LENS OPTIONS CO-PAYMENTS

Standard Progressive (No-Line Bifocal)	\$50
Polycarbonate	\$30
Scratch Resistant Coating	\$12
Ultraviolet Coating	\$12
Solid or Gradient Tint	\$ 8
Glass (Only for non-minors)	\$15
Photochromatic	\$30
Anti-Reflective Coating	\$35

## DENTAL HMO BENEFITS - APPENDIX C

All new employees hired after December 1, 1999, must be in the Dental HMO for one year before changing to the Dental PPO. Employees are allowed to change plans during the annual open enrollment after one year of HMO enrollment.

Dental care is provided to eligible members and their dependent through participating designated dentist. The premium for the dental care is paid in full by Cook County.

### SCHEDULE OF BENEFITS:

PREVENTIVE CARE:	Includes dental exams, x-rays and two cleanings per year are covered at 100%. Fluoride treatments for children under age 19 are also covered at 100%.
BASIC BENEFITS:	Require a co-payment by the member for each specific service. These co-payments equal a discount of approximately 75%.
MAJOR SERVICES:	Require a co-payment by the member for each specific service. These co-payments equal a discount of approximately 60%.
ORTHODONTICS:	Available to children under the age of 19 with co-payments equal to a discount of approximately 25%.
DEDUCTIBLE:	None

BENEFIT PERIOD MAXIMUM: Unlimited

## DENTAL PPO BENEFITS – APPENDIX C

	In-Network	Out-Of-Network *
Benefit Period Maximum	\$1,500 per person; per year	
Deductible	\$25/Individual; \$100 Family (4 individual maximum, does not apply to preventive and orthodontic services)	\$50/Individual; \$200 Family (4 individual maximum, does not apply to preventive and orthodontic services)
Preventive (No Deductible)	100% of Maximum Allowance	80% of Maximum Allowance *
Primary Services (x-rays, space maintainers)	80 % of Maximum Allowance	60% of Maximum Allowance *
Restorative Services: Routine Fillings Crowns Inlays and Onlays	80 % of Maximum Allowance 50 % of Maximum Allowance 50 % of Maximum Allowance	60% of Maximum Allowance * 50% of Maximum Allowance * 50% of Maximum Allowance *
Emergency Services (Palliative Emergency Treatment)	80 % of Maximum Allowance	80 % of Maximum Allowance *
Endodontics	80 % of Maximum Allowance	60 % of Maximum Allowance *
Periodontics	80 % of Maximum Allowance	60 % of Maximum Allowance *
Oral Surgery Routine Extractions Removal of Impacted Teeth (soft tissue and partial bony)	80 % of Maximum Allowance 80 % of Maximum Allowance	60 % of Maximum Allowance * 60 % of Maximum Allowance *
Prosthetics	50 % of Maximum Allowance	50 % of Maximum Allowance *
Orthodontics	50 % up to lifetime maximum	50 % up to lifetime maximum*
Lifetime Maximum	\$1250	\$1250

\*. Schedule of Maximum Allowance: PPO providers have agreed to accept the Schedule of Maximum Allowances as payment in full for covered services. Out-of-network providers do not accept the Schedule of Maximum Allowances in full. Members are liable for any difference between out-of-network dentist's charges and dental provider benefit payment, in addition to the deductible and co-insurance.