

**PROPOSED SUBSTITUTE FO FILE 22-2825
(Finance Committee 5/11/2022)**

Sponsored by: STANLEY MOORE, BRANDON JOHNSON, ALMA E. ANAYA, KEVIN B. MORRISON, BRIDGET DEGNEN, BILL LOWRY, DEBORAH SIMS, LARRY SUFFREDIN, SCOTT R. BRITTON and DONNA MILLER, Cook County Board of Commissioners

PROPOSED ORDINANCE

ORDINANCE FOR SALARY INCREASES FOR COOK COUNTY ELECTED OFFICIALS WITH TERMS BEGINNING IN DECEMBER OF 2022 AND DECEMBER OF 2024

WHEREAS, the County of Cook (“Cook County” or “County”) is a home rule unit pursuant to Article VII, Section 6 of the 1970 Illinois Constitution; and

WHEREAS, as a home rule unit, Cook County may exercise any power and perform any function pertaining to its government and affairs; and

WHEREAS, Article VII, Section 9(b) of the 1970 Illinois Constitution provides that an increase or decrease in the salary of an elected officer of any unit of local government shall not take effect during the term for which that officer is elected; and

WHEREAS, the Local Government Officer Compensation Act (50 ILCS 145/ 1, et seq.) provides that the salary of elected officers of units of local government, including home rule units, shall be fixed at least 180 days before the beginning of the terms of the office; and

WHEREAS, on December 1, 2022 the County Sheriff, County Clerk, and County Treasurer will commence new terms of office, and on December 5, 2022 the Board of Commissioners, Finance Chairman, Board President, Members of the Board of Review, and County Assessor will commence new terms of office; and

WHEREAS, on December 1, 2024, the Clerk of the Circuit Court of Cook County will commence a new term of office; and

WHEREAS, in the year 2000, the Cook County Board of Commissioners approved the most recent salary increases for the Cook County elected officials via Ordinance 00-O-013; and

WHEREAS, in 2000, the Cook County elected officials received salary increases ranging between 14.6% and 66% for various positions; and

WHEREAS, Ordinance 00-O-013 provided for the Circuit Court Clerk’s salary to be fixed at \$105,000 commencing on December 1, 2000, and salaries were also fixed and increased commencing in December of 2002 for the Board of Commissioners at \$85,000 from \$61,000; Finance Chair at \$90,000; Board President at \$170,000 from \$115,000; Assessor at \$125,000 from \$75,000; Board of Review Members at \$100,000 from \$74,000; County Clerk and Treasurer at \$105,000 from \$86,100 and Sheriff at \$160,000 from \$139,633; and

WHEREAS, many other units of local government, other than Cook County, have increased elected official compensation since the Cook County Board approved salary increases in 2000 and some units of local government have accounted for annual increases tied to the Consumer Price Index (CPI); and

WHEREAS, in accordance with Resolution 21-5258 approved by the Cook County Board of Commissioners on October 7, 2021, the Cook County Board of Commissioners requested the Cook County Bureau of Human Resources conduct a compensation and market survey to determine if the current compensation is in line with similarly situated positions nationwide or if increases are warranted for the following elected offices with new terms beginning in December of 2022: 1) Board President 2) Finance Chairman of the Cook County Board 3) Each Elected Commissioner of the Cook County Board 4) Cook County Assessor 5) Cook County Clerk 6) Cook County Sheriff 7) Cook County Treasurer 8) Members of the Board of Review, and for the Circuit Court Clerk with a term beginning in December 2024; and

WHEREAS, in accordance with Resolution 21-5258 the Bureau of Human Resources consulted with the Bureau of Finance to analyze the labor market over the last 20 years; and

WHEREAS, the Bureau of Finance has advised that the rate of inflation has increased by 45% over the last 20 years; and

WHEREAS, in accordance with Resolution 21-5258 the Bureau of Human Resources engaged the services of a consultant to analyze and validate Cook County elected officials peer group that includes characteristics like current county population, annual county budget, number of districts or similar within the county, and similar data that illustrates the size and complexity of peer county operations; and

WHEREAS, the consultant calculated compensation of other County officials in the 25th, 50th and 75th wage percentiles and the average, minimum and maximum of each compensation component for each office listed above; and

WHEREAS, the market data analysis shows that the County elected official salaries reviewed pursuant to Resolution 21-5258 are below market rate for similarly situated elected offices; and

WHEREAS, the consultant provided a report to the Bureau of Human Resources which was received and filed by the Cook County Board of Commissioners in March of 2022 outlining compensation components, alternative salary changes, and individual official salary adjustments supported by the market data findings; and

WHEREAS, as a result of the compensation report, the Cook County Board of Commissioners recommends a 10% salary increase in year one of the new term of each office noted herein and thereafter an annual increase based upon the Chicagoland region CPI or 3% whichever is less; and

WHEREAS, the 10% salary increase reflects the national 7.5% CPI in the 2021 calendar year, plus a 2.5% increase based on the cost of living adjustments given to County employees in recent years; and

NOW THEREFORE BE IT ORDAINED, that the Cook County Board of Commissioners authorizes a 10% increase in salary for the Cook County Sheriff, Cook County Clerk, and Cook County Treasurer effective December 1, 2022; a 10% increase in salary for the Board of Commissioners, Finance Chairman, Board President, Members of the Board of Review, and County Assessor on December 5, 2022; and a 10% salary increase for the Clerk of the Circuit Court on December 1, 2024; and

BE IT FURTHER ORDAINED, that the Cook County Board of Commissioners recognizes that a 10% salary increase continues to place many of the County elected offices below the 50th mean percentile of salaries for similar offices and authorizes an annual cost of living increase in the amount of Chicagoland Region CPI or 3%, whichever is less beginning on December 1, 2023, for the County Sheriff, Cook County Clerk and Cook County Treasurer, Board of Commissioners, Finance Chairman, Board President, Members of the Board of Review, and County Assessor, and beginning on December 1, 2025 for the Clerk of the

Circuit Court. The annual increase shall continue until the Cook County Board of Commissioners votes to repeal or amend the annual increase; and

BE IT FURTHER ORDAINED, that the Cook County Board of Commissioners recognizes and approves the salary increases for each County elected official commensurate with their new terms as follows:

Elected Office	Current Salary	Salary FY 2023	Salary FY 2024	Salary FY 2025	Salary FY 2026
Cook County Sheriff	\$160,000	\$176,000	Increase Salary by 3% or CPI whichever is less.	Increase Salary by 3% or CPI whichever is less.	Increase Salary by 3% or CPI whichever is less.
Cook County Clerk	\$105,000	\$115,500	Increase Salary by 3% or CPI whichever is less.	Increase Salary by 3% or CPI whichever is less.	Increase Salary by 3% or CPI whichever is less.
Cook County Treasurer	\$105,000	\$115,500	Increase Salary by 3% or CPI whichever is less.	Increase Salary by 3% or CPI whichever is less.	Increase Salary by 3% or CPI whichever is less.
Each Member of the County Board of Commissioners except the Finance Chair	\$85,000	\$93,500	Increase Salary by 3% or CPI whichever is less.	Increase Salary by 3% or CPI whichever is less.	Increase Salary by 3% or CPI whichever is less.
Cook County Board of Commissioner-Finance Chair	\$90,000	\$99,000	Increase Salary by 3% or CPI whichever is less.	Increase Salary by 3% or CPI whichever is less.	Increase Salary by 3% or CPI whichever is less.
Cook County Board President	\$170,000	\$187,000	Increase Salary by 3% or CPI whichever is less.	Increase Salary by 3% or CPI whichever is less.	Increase Salary by 3% or CPI whichever is less.
Each Member of the Cook County Board of Review	\$100,000	\$110,000	Increase Salary by 3% or CPI whichever is less.	Increase Salary by 3% or CPI whichever is less.	Increase Salary by 3% or CPI whichever is less.
Cook County Assessor	\$125,000	\$137,500	Increase Salary by 3% or CPI whichever is less.	Increase Salary by 3% or CPI whichever is less.	Increase Salary by 3% or CPI whichever is less.

Elected Office	Current Salary	Salary FY 2025	Salary FY 2026	Salary FY 2027	Salary FY 2028
Cook County Circuit Court Clerk	\$105,000	\$115,500	Increase Salary by 3% or CPI whichever is less.	Increase Salary by 3% or CPI whichever is less.	Increase Salary by 3% or CPI whichever is less.

BE IT FURTHER ORDAINED, each elected official may participate in employee benefits at the rates authorized by law or by the Cook County Board; and

BE IT FURTHER ORDAINED, that the Board Secretary shall cause this Ordinance to be prominently available on the County's website along with full and complete descriptions of any other form of

compensation, including any State authorized stipends which the General Assembly or the Cook County Board has made from time-to-time available to elected officials.