

**SPONSORS:** Commissioner Butler, Commissioner Daley, Commissioner Garcia,  
Commissioner Steele

**APPROVED:** \_\_\_\_\_  
**DENIED:** \_\_\_\_\_  
**WITHDRAWN:** \_\_\_\_\_  
**NO SECOND:** \_\_\_\_\_  
**DEFERRED:** \_\_\_\_\_  
**SUBSTITUTED:** \_\_\_\_\_

**SOURCE OF FUNDING:** N/A

**IMPACT OF AMENDMENT:** \$0

**EXPLANATION OF AMENDMENT:**

Revise Section-5 of the budget Resolution to Eliminate the 2% COLA Effective 12/1/2015 and Provide a 2% COLA Effective 6/1/2016.

**BUDGETARY UNIT:** Volume I - Resolution; Volume III - Classification & Compensation Schedule

**COMMENTS:**

Amend Resolution and Classification & Compensation Schedule to ELIMINATE 2% COLA effective 12-1-15 and provide a 2% COLA EFFECTIVE 6-1-16.

Section 5 of the Resolution providing for the Annual Appropriation for the Fiscal Year 2016 and for the closing of accounts of the County of Cook, Illinois, under the Annual Appropriation Bill for the Fiscal Year 2015 shall be amended as follows:

**Section 5.** That the salaries or rates of compensation of all officers and employees of the County or Agencies when not otherwise provided by law, shall be governed and administered by the compensation plans in force and effective in the Fiscal Year 2016 Appropriation Bill. ~~As referenced in Resolution 15-4619, a 2% cost of living increase effective the first full pay period of the Fiscal Year 2016 has been included in the FY2016 appropriation for all applicable County and Agency non-union employees.~~ In order to achieve additional savings, the 2% cost of living increase for applicable non-union employees as referenced in Resolution 15-4619 will be reduced in the FY 2016 appropriation to a 2% cost of living increase to be provided to all applicable non-union employees effective the first full pay period following June 1, 2016. The mid fiscal year cost of living increase for applicable non-union employees will not be retroactive nor will it be applicable to persons in a Grade K12 position or to persons with an annual salary of \$200,000.00 or greater. The Budget and Management Services Director and the Chief of the Bureau of Human Resources shall be authorized to correct the annual salaries for such applicable non-union positions and modify the Class & Compensation Schedules in accordance with this Section 5. Anniversary step increases and/or longevity bonuses will not be provided to non-union employees of the County and Agencies in Fiscal Year 2016; Step advancement and/or cost of living increases for union employees will be dictated per the terms of the applicable collective bargaining agreements. Amounts actually paid may vary due to rounding based upon the payroll automated system rounding conventions, which is anticipated not to exceed plus or minus 20 cents per pay period. Any and all changes in classification shall be subject to the approval of the Chief of the Bureau of Human Resources.