

SPONSORS : Commissioner Suffredin, Commissioner Daley

APPROVED : _____
DENIED : _____
WITHDRAWN : _____
NO SECOND : _____
DEFERRED : _____
SUBSTITUTED : _____

SOURCE OF FUNDING : N/A
IMPACT OF AMENDMENT : \$0
EXPLANATION OF AMENDMENT : Changes to Sections 5, 8, 10 and 33 of the Budget Resolution
BUDGETARY UNIT : N/A

COMMENTS:

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 2022 Appropriation Bill. Amounts 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. Step advancement, cost of living increases and/or non-compounding allowances and other economic packages for union employees will be dictated per the terms of the applicable collective bargaining agreements. Step advancement for non-union employees will be dictated per the salary schedules and/or compensation plans in force and effect in Fiscal Year 2022, unless otherwise amended. Any and all changes in classification or salary adjustments shall be subject to the approval of the Chief of the Bureau of Human Resources of Cook County (the "Chief of the Bureau of Human Resources"). Cost of living increases, non-compounding one-time allowances, and other one-time payments in Fiscal Year 2022 as a result of negotiated and approved collective bargaining agreements, shall also apply to non-union employees. Any other non-compounding one-time allowances, bonus' or other one-time non-compounding payments for employees shall be subject to approval by the Chief of the Bureau of Human Resources, the Budget Director and the Board. Healthcare benefit plan design and cost changes as a result of negotiated and approved collective bargaining agreements shall also apply to the non-union employees through the same terms approved for union employees and as authorized by Resolution No. 21-4938. Any non-compounding allowances shall be considered a one-time payment and offered only as a non-pensionable incentive. Any employee who accepts the non-compounding allowance does so voluntarily and with the knowledge and on the express condition that the payment is not included in any pension calculations.

Section 8. That the Budget Director is hereby authorized to utilize or transfer amounts between the Salaries and Wages of Regular Employees (501010), Salaries and Wages of Extra Employees (501140), Planned Salary Adjustment (501166), Planned Overtime Compensation (501211), Planned Benefit Adjustment (501226), Per Diem Personnel (501296), and Salaries and Wages of Employees per Contract (501421) accounts where necessary to support salaries, increases and wages for employees carried on these accounts and consistent with pay plans, salary schedules or the classification authority authorized in Chapter 44, Article II, Section 44-44 of the Cook County Code. Transfers in the Corporate, Public Safety, Special Purpose and Health Enterprise Funds, out of the Personal Services account series (501000) to the Contractual Services (520000), Supplies and Materials (530000), Operations and Maintenance (540000), Rental and Leasing (550000), Capital Equipment and Improvements (560000), or Contingency and Special Purposes (580000) account series will be required to follow the provisions outlined in Section 9 of this Resolution.

Section 10. Agencies of the County are prohibited from taking any employment action such as posting employment opportunities, offering employment or promotional opportunities, transferring personnel, changing funding sources, or implementing demotions without obtaining written approval and confirmation from the Budget Director that funds are available for said employment action. The Budget Director shall confirm on a quarterly basis with a report to the Board regarding Agency compliance in furtherance of Section 10.

Before any individual is extended an offer of employment and added to the payroll system or employees are recommended for a reclassification, the relevant Agency of the County must obtain the prior approval of the Budget Director to validate those funds as "available." Should employees be put onto the payroll system without these requisite prior approvals, while they will be paid for time worked, the Budget Director has the authority to withhold funding from an available account to pay for the unauthorized hire. The Budget Director shall issue a report of approved position reclassifications to the County Board on a quarterly basis for the preceding quarter.

The Department of Budget and Management Service's validation of funds available for the purpose of position control shall include the combined Salaries and Wages of Regular Employees (501010), Salaries and Wages of Extra Employees (501140), Planned Salary Adjustment (501166), Planned Overtime Compensation (501211), Planned Benefit Adjustment (501226), Per Diem Personnel (501296), and Salaries and Wages of Employees per Contract (501421) accounts. In those instances where the Department of Budget and Management Services has determined that an Agency or Department's annualized payrolls will exceed the turnover requirement for the next funding period, for purposes of position control, funds will be deemed to be unavailable.

Section 33. For the purpose of enabling the County to have in its treasury sufficient funds to meet demands of Health Plan Services' claims and other health plan expenses ~~expenditures~~ and to provide adequate support for the County's bond ratings and protection against unanticipated revenue shortfalls at Health Plan Services, the Health Plan Services reserve account ~~reserves is hereby established. for Health Plan Services shall be established.~~ To ensure adequate initial funding in the Health Plan Services reserve account, it is requested that the Chief Financial Officer be authorized to transfer \$30,000,000 into the Health Plan Services reserve account from the FY2021 General Fund balance. Further, the Chief Financial Officer may from time to time transfer funds into the Health Plan Services Reserve, provided that each transfer of funds into the Health Plan Services Reserve is, in the opinion of the Chief Financial Officer, feasible and prudent, taking into account the then-current and projected state of the County's revenues, authorized expenditures and total Health Plan Services Reserves, provided further that the Chief Financial Officer shall notify the County Board, the Cook County Health Board, and the CCH Chief Financial Officer immediately upon such transfer. Health Plan Services Reserve funds may be invested in accordance with the investment policy of the Cook County Treasurer's Office and the Illinois Public Funds Act (30 ILCS 235). The Chief Financial Officer, with approval from the Cook County Health Board, may utilize funds from the Health Plan Services Reserve for payment of claims and other health plan expenses.