



**BOARD OF COMMISSIONERS OF COOK COUNTY
BOARD OF COMMISSIONERS**

**Cook County Building, Board Room,
118 North Clark Street, Chicago, Illinois**

New Items Agenda

Thursday, February 29, 2024, 10:00 AM

Issued on: 2-26-2024

[24-1564](#)

Presented by: VELISHA HADDOX, Chief, Bureau of Human Resources

PROPOSED APPOINTMENT

Appointee(s): Syril Thomas

Position: Comptroller

Department/Board/Commission: Bureau of Finance

Effective date: 2/29/24

Expiration date: In the case of a vacancy in the position of Comptroller, it is necessary to appoint an Acting or Interim Comptroller to perform the duties of the Comptroller and said Acting or Interim Comptroller shall have the full authority to otherwise execute the duties and responsibilities of the Comptroller until the appointed candidate for Comptroller can be confirmed by the Cook County Board of Commissioners

[24-1708](#)

Sponsored by: MONICA GORDON, Cook County Board of Commissioners

PROPOSED RESOLUTION

COOK COUNTY BOARD OF COMMISSIONERS SUPPORTING THE CROWN ACT

WHEREAS, the Crown Act, standing for "Creating a Respectful and Open World for Natural Hair," is a legislative initiative designed to prohibit race-based hair discrimination in schools and workplaces; and

WHEREAS, hair discrimination disproportionately affects individuals with natural or cultural hairstyles, particularly those of African descent, leading to unfair treatment, bias, and prejudice in various facets of life; and

WHEREAS, the Crown Act seeks to address systemic discrimination by affirming the right of individuals to wear natural hairstyles, including afros, braids, twists, locks, and other styles reflective of their cultural heritage and personal identity; and

WHEREAS, discrimination based on hair texture and style perpetuates harmful stereotypes and reinforces notions of beauty standards rooted in Eurocentric ideals, contributing to feelings of marginalization and exclusion among affected communities; and

WHEREAS, by enacting the Crown Act, legislators and policymakers can take proactive measures to

combat racial discrimination, promote diversity, and foster a more inclusive and respectful society for all individuals regardless of their hair texture or style.

NOW, THEREFORE, BE IT RESOLVED, that on behalf of the President, the Cook County Board of Commissioners and the 5.2 million residents of Cook County this legislative body hereby expresses its full support for the Crown Act and its objectives of eliminating race-based hair discrimination in schools and workplaces; and

BE IT FURTHER RESOLVED, that the members of the Cook County board of Commissioners urge federal, state, and local governments to enact comprehensive legislation modeled after the Crown Act, providing legal protections against hair discrimination and ensuring equal treatment and opportunities for all individuals; and

BE IT FURTHER RESOLVED, that we call upon educational institutions, employers, and other organizations to implement policies and practices that promote diversity, equity, and inclusion, including sensitivity training and awareness programs to address and prevent hair discrimination; and

BE IT FURTHER RESOLVED, that this legislative body encourages advocacy efforts to raise awareness about the prevalence and consequences of hair discrimination, mobilizing support for legislative action and systemic reforms to eradicate discrimination in all its forms; and

BE IT FURTHER RESOLVED, that in affirming its commitment to equality, diversity, and inclusion, this legislative body stands in solidarity with the Crown Act and its mission to create a more respectful and open world for individuals of all races, cultures, and backgrounds, free from discrimination based on hair texture or style; and

BE IT FURTHER RESOLVED, that a suitable copy of this Resolution be spread upon the official proceedings of this Honorable Body and acknowledging the harmful impact of hair discrimination on individuals' well-being, self-esteem, and professional opportunities, affirming the importance of fostering an environment where all individuals can express their cultural identity and heritage freely.

[24-1736](#)

Sponsored by: MONICA GORDON, Cook County Board of Commissioners

PROPOSED RESOLUTION

SUPPORTING CIVIL RIGHTS AND VOTING RIGHTS FOR PEOPLE COMING OUT OF SLAVERY IN MAURITANIA, WEST AFRICA

WHEREAS, Cook County human rights advocates, including members of the Chicago-based Abolition Institute, have over the past decade developed strong relationships with communities, human rights organizations, slavery survivors and anti-slavery leaders in the West African nation of Mauritania; and

WHEREAS, Mauritania was ranked by the Global Slavery Index in 2023 as the nation with the third largest percentage of its own people enslaved; and

WHEREAS, slavery in Mauritania is race and descent-based, similar in key respects to what African-American slaves experienced in the United States prior to Abolition; and

WHEREAS, numerous Cook County elected officials including State Representative Sonya Harper, State Representative La Shawn Ford, Cook County Commissioner Monica Gordon, 46th Ward Committeeperson Sean Tenner, Forest Park Mayor Rory Hoskins, Maywood Mayor Nathaniel Booker, Judge (Ret.) Anthony Simpkins travelled to Mauritania in 2023 to learn about modern slavery and provide assistance and support to slavery survivors and anti-slavery organizations; and

WHEREAS, it was broadly recognized by stakeholders that access to civil registration and identification, along with the corresponding ability to vote, is essential for marginalized Mauritians to overcome slavery and its legacy; and

WHEREAS, thousands of Chicagoans of all backgrounds were involved in efforts throughout history to secure full civil rights and voting rights for African-Americans and overcome our own country's legacy of slavery, racism and discrimination; and

WHEREAS, the quest for freedom and justice is universal and efforts in both countries are intertwined.

NOW THEREFORE, BE IT RESOLVED, that the President and members of the Cook County Board of Commissioners offers its strong and unwavering support for full civil rights, including access to civil registration and identification, for people coming out of slavery in Mauritania and commends the Abolition Institute for its work on this critical global human rights issue.

[24-1697](#)

Sponsored by: ANTHONY J. QUEZADA, TARA S. STAMPS, ALMA E. ANAYA, MONICA GORDON and JOSINA MORITA, Cook County Board of Commissioners

PROPOSED RESOLUTION

RESOLUTION IN SUPPORT OF ONE FAIR WAGE FOR WORKERS IN COOK COUNTY AND ACROSS ILLINOIS

WHEREAS, the subminimum wage impacts a Cook County workforce of almost 78,000 tipped workers, 60 percent of whom are women and 46 percent are people of color; and

WHEREAS, under the Cook County Minimum Wage Ordinance, the minimum hourly wage for adults over the age of 18 was raised to \$14 for non-tipped workers per hour and \$8.40 for tipped workers per hour on the 1st of January 2024; and

WHEREAS, the “two-tiered” subminimum wage system exposes tipped workers to disproportional levels

of poverty, financial uncertainty, exploitation of workers under the age of 18, sexual harassment; and

WHEREAS, according to the Bureau of Labor Statistics, an estimated 2 million people are working as restaurant servers in the United States, and roughly 70 percent of them are women; and

WHEREAS, almost 13 percent of tipped workers are in poverty, compared with approximately 6 percent of non-tipped employees, according to a 2014 joint report by the Economic Policy Institute and the Center on Wage and Employment Dynamics at the University of California, Berkeley; and

WHEREAS, income inequality due to tipped wages disproportionately impacts sole providers and their households, whom are often Black, brown, Indigenous, and women of color and single mothers; and

WHEREAS, in a study conducted by Michael Paarlberg and Teofilo Reyes, between the New York and Pennsylvania workforces along the state's border found that on aggregate, in the year following the tipped-minimum hike, those New York border counties saw workers take-home pay go up an average of 7.4 percent and employment go up 1.3 percent, compared with Pennsylvania border counties, which saw a pay increase of 2.2 percent and a decline in employment of 0.2 percent; and

WHEREAS, restaurant sales in states that have implemented One Fair Wage grew by 17 percent, according to 2017-2018 restaurant trade lobby estimates, compared to 15.6 percent in subminimum wage states; and

WHEREAS, according to restaurant trade lobby estimates, California, a state that has implemented One Fair Wage, had the highest restaurant sales in 2018 - topping over \$97 billion; and

WHEREAS, a Cornell University study titled "A National Study of Human Resource Practices, Turnover, and Customer Service in the Restaurant Industry" found in evaluating 1,100 restaurant employers, employers can cut employee turnover almost in half with higher wages and better benefits due to increased morale and worker productivity; and

WHEREAS, several local and state governments, including Alaska, California, Minnesota, Nevada, Oregon, Washington state, Washington, D.C., and Wisconsin, have passed legislation that mandates that tipped workers be paid at least the same minimum wage as non-tipped employees; and

WHEREAS, Chicago recently became the largest city in the United States to independently abolish the subminimum wage for tipped workers with the passage of the One Fair Wage ordinance on October 6, 2023; and

WHEREAS, Illinois State Representative Lisa Hernandez filed House Bill 5345, and Illinois State Senator Lakesia Collins filed Senate Bill 3776 to abolish the subminimum wage for all tipped workers in Illinois, including the subminimum wage for workers under the age of 18; and

WHEREAS, Cook County works to advance economic, racial, and social justice for all people; and

WHEREAS, Cook County believes all workers deserve a living wage.

NOW, THEREFORE, BE IT RESOLVED, that President Toni Preckwinkle and the Cook County Board of Commissioners celebrate the passage of the One Fair Wage ordinance in Chicago and call on the Illinois State Legislature and Governor Pritzker to pass One Fair Wage and abolish the subminimum wage for tipped workers and for workers under the age of 18 in Illinois; and

BE IT FURTHER RESOLVED, that a suitable copy of this resolution be provided to Illinois Governor J.B. Pritzker, Speaker of the Illinois House of Representatives Emanuel Chris Welch, and Illinois Senate President Don Harmon.

[24-0591](#)

Presented by: AVIK DAS, Executive Director, Justice Advisory Council

PROPOSED GRANT AWARD

Department: Cook County Justice Advisory Council

Grantee: Cook County Justice Advisory Council

Grantor: John D. and Catherine T. MacArthur Foundation

Request: Authorization to accept grant

Purpose: To support the Cook County's comprehensive systems reform efforts to reduce over-incarceration and racial and ethnic disparities as a Safety and Justice Challenge site

Grant Amount: \$625,000.00

Grant Period: 1/1/2024 - 12/31/2025

Fiscal Impact: FY2024 \$325,000.00, FY2025 \$300,000.00

Accounts:

Concurrences:

The Budget Department has received all requisite documents and determined the fiscal impact on Cook County, if any

Summary: The JAC is requesting authorization to accept the final grant award for the Safety & Justice Challenge (SJC) as funded by the John D. and Catherine T. MacArthur Foundation. This grant award is for the Cook County Safety and Justice Challenge Capstone Project: Sustaining Pretrial Reforms through

Community & System Partnership. The Capstone Project consists of an archiving project, PFA community engagement strategies, and technical assistance through a valued, non-governmental partner. These projects will build on the success of Safety & Justice Challenge strategies, strengthen interagency collaboration expanded through Pretrial Fairness Act (PFA) implementation, and bolster community engagement infrastructure.

The Archiving Project is a multi-media approach to documenting, measuring impact, and telling the story of Cook County's work to safely reduce the jail population through sustainable collaborations and innovative strategies. The Archiving Project will serve as a valuable tool for community and criminal justice agencies to understand the legacy of our efforts. The Community Engagement Strategies will be grounded in PFA and other court awareness campaigns that bring impacted community voice, advocates and providers into space with relevant criminal legal system representatives. Finally, technical assistance from a trusted, non-governmental, subject matter expert will assist and strengthen our ability to manage and build out the Cook County Pretrial Stakeholders governance structure and its workgroups, including the Capstone Project and PFA implementation.

Community Engagement strategies will also include paid opportunities for individuals directly impacted by the system to work closely with JAC community liaisons and Community Engagement Committee to support the SJC capstone work. Through the SCJ Capstone we will also increase opportunities for community dialogue using the Dialogue to Change model. The project will develop a standardized process for regular disparity analysis capitalizing on infrastructure such as the Criminal Justice Dashboard. We will work with our community engagement staff to create additional metrics that are meaningful to our community. Examples of quantitative data include the number of committees that include people with lived experience, number of dialogues held, and number of incarcerated individuals engaged in dialogue sessions. Data will be collected by the JAC staff and shared routinely with the community engagement committee.

[24-1678](#)

Presented by: ERIK MIKAITIS, M.D., Interim Chief Executive Officer, Cook County Health and Hospitals Systems

PROPOSED GRANT AWARD AMENDMENT

Department: Cook County Health

Grantee: Cook County Health

Grantor: Department of Health and Human Services/Health Resources and Services Administration

Request: Authorization to increase appropriation.

Purpose: ANE-Nurse Practitioner Residency Program

Supplemental Grant Amount: \$1,089,000.00

Grant Period: 7/1/2022 - 6/30/2024

Extension Period: N/A

Fiscal Impact: None

Accounts: N/A

Date of Previous Board Authorization for Grant: 11/17/2022

Previous Grant Amount: \$561,413.00

Concurrences:

The Budget Department has received all requisite documents and determined the fiscal impact on Cook County, if any

Summary: This request is to increase appropriation for Program #54128 by \$1,089,000.00 in FY2024 so that the program can spend all carryover unspent funds. The purpose of this program is to prepare new nurse practitioners (NPs) in primary care practice in community-based settings through clinical and academic focused 12-month Nurse Practitioner Residency (NPR) programs with a preference for those projects that benefit rural or underserved populations. For this program, NP specialties that have a primary care focus may include: Family, Adult Family, Adult-Gerontology, Pediatric, Women's Health Care, Nurse Midwife, Psychiatric-Mental Health, and Psychiatric-Mental Health Family.