



**Board of Commissioners of Cook County
Minutes of the Workforce, Housing & Community Development Committee**

12:50 PM

Tuesday, March 14, 2023

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

ATTENDANCE

Present: Gainer, Miller, Anaya, Gordon, Morita, Quezada and Trevor (7)

PUBLIC TESTIMONY

Chairman Gainer asked the Secretary to the Board to call upon the registered public speakers, in accordance with Cook County Code.

No public speakers

23-1861

COMMITTEE MINUTES

Approval of the minutes from the meeting of 02/18/2021

A motion was made by Commissioner Anaya, seconded by Commissioner Quezada, to approve 23-1861. The motion carried by the following vote:

Ayes: Gainer, Miller, Anaya, Gordon, Morita, Quezada and Trevor (7)

23-1462

Sponsored by: BRIDGET GAINER, JOHN P. DALEY, ALMA E. ANAYA, BRIDGET DEGNEN, MONICA GORDON, DONNA MILLER, JOSINA MORITA and MAGGIE TREVOR, Cook County Board Of Commissioners

PROPOSED RESOLUTION

PROPOSED AMENDMENT TO FILE 23-1462

(Workforce, Housing and Community Development Committee Meeting 3/14/2023)

Sponsored by: BRIDGET GAINER, Cook County Board of Commissioners

PROPOSED RESOLUTION

REQUESTING A HEARING TO DISCUSS JOB DESCRIPTION REQUIREMENTS FOR FEASIBILITY OF ELIMINATING COLLEGE REQUIREMENTS FOR COUNTY JOB POSITIONS AND IMPACTS ON COUNTY WORKFORCE

WHEREAS, Cook County government employs a vast, diverse workforce of more than 23,000 employees, and.

WHEREAS, mirroring national trends of challenges with hiring and retention following the COVID-19 pandemic, Cook County Government currently has many vacancies and has experienced challenges within the hiring process, and;

WHEREAS, last month, the Pennsylvania Governor Josh Shapiro issued an executive order eliminating college requirements for more than 65,000 state jobs, or 92% of commonwealth jobs, as well as an accompanying review of the remaining job positions requiring a degree, and;

WHEREAS, deemphasizing educational requirements will help create a workforce that reflects the rich diversity of Cook County. Research shows that Black and Latinx job applicants are less likely to have a college degree as their white counterparts with similar skills and experience, and;

WHEREAS, the Bureau of Human Resources for the Offices under the jurisdiction of the President analyze educational requirements and potential equivalency language for each job description prior to job posting; and implementing a similar policy at Cook County has potential to solve myriad challenges around employment, diversify the workforce, and create a more equitable future for workers.

WHEREAS, the Bureau of Human Resources for the Offices under the jurisdiction of the President and the Human Resource officers for the other various County agencies should describe their position on educational requirements for job descriptions and use of equivalency language where applicable and whether they have such a policy regarding eliminated college requirements from eligible jobs at Cook County.

THEREFORE BE IT RESOLVED, a meeting of the Cook County Workforce, Housing & Community Development Committee be convened on Wednesday, March 15 at [time] to discuss the feasibility of implementing a policy to eliminate college requirements from eligible jobs at Cook County, how many jobs such a policy would impact, and benefits to our workforce; and

THEREFORE BE IT FURTHER RESOLVED, that relevant Bureau Chiefs and Department Heads from the Bureau of Human Resources, as well as the Human Resource officers for each County agency shall the Bureaus and Departments comprise the largest parts of the County workforce, be available to

respond to questions, explain current processes, and address how such a policy could be addressed and whether such a policy is necessary in light of any current processes. ~~devise a plan to implement such a policy.~~

A motion was made by Commissioner Anaya, seconded by Commissioner Quezada, to accept as amended 23-1462. The motion carried by the following vote:

Ayes: Gainer, Miller, Anaya, Gordon, Morita, Quezada and Trevor (7)

A motion was made by Commissioner Anaya, seconded by Commissioner Quezada, to recommend for approval as amended 23-1462. The motion carried by the following vote:

Ayes: Gainer, Miller, Anaya, Gordon, Morita, Quezada and Trevor (7)

23-1460

Sponsored by: BRIDGET GAINER, FRANK J. AGUILAR, ALMA E. ANAYA, BRIDGET DEGNEN, MONICA GORDON, JOSINA MORITA, DONNA MILLER and MAGGIE TREVOR, Cook County Board Of Commissioners

PROPOSED RESOLUTION

REQUIRING A MONTHLY REPORT AND AGING ANALYSIS OF BUREAU OF HUMAN RESOURCES HIRING PIPELINE AND EXISTING JOB POSITIONS

WHEREAS, Cook County government employs a vast, diverse workforce of more than 23,000 employees, and;

WHEREAS, mirroring national trends of challenges with hiring and retention following the COVID-19 pandemic, Cook County Government currently has many vacancies and has experienced challenges within the hiring process, and;

WHEREAS, the Bureau of Human Resources (hereafter, BHR) cites that full timeline of the hiring process may take from 90 days to 150 days, therefore, many job positions remain vacant for long periods of time or are subjected to internal delays within the process, and;

WHEREAS, for the workforce to function properly and perform the services that are essential to the well-being of Cook County's 5.2 million residents, our hiring processes must operate efficiently and expeditiously, and;

WHEREAS, having a complete timeline of the number of days, from when a Department makes a request to hire, to when the employee begins their job at the County, are essential metrics to track and measure in regards to the continuity of the County workforce, and;

WHEREAS, in order to ensure the continuity of County operations and functions, as well as attract new talent to diversify our workforce, it is imperative for the Board of Commissioners to have transparent account and comprehensive understanding of the hiring process including where positions stand within the entire timeline including pre-hiring activities, such as job description approval, what positions are currently open, and positions that have remained unfilled beyond the average of 90 days, or longer.

THEREFORE BE IT RESOLVED, that BHR shall provide a monthly report to the Board of Commissioners that includes an aging analysis of current job positions. While BHR currently distributes “Bi-weekly Activity Reports for Pay Periods,” these reports do not include any type of aging analysis. The aging analysis shall minimally include the Title, Department and Salary Grade for each position, and the progression timeline of each position, categorized by number of days:

- I. 1-30 days
- II. 31-60 days
- III. 61-90 days
- IV. 91-120 days

Day 1 shall indicate the day in which a request to hire is made for a new position, BHR is notified of a vacancy of an existing position, or an amended job description is approved for an existing position.

THEREFORE BE IT FURTHER RESOLVED, the report and aging analysis shall be distributed to the Board of Commissioners at the first week of each month, reporting for the previous month.

THEREFORE IT BE FURTHER RESOLVED, that the Board of Commissioners is given a regular opportunity to discuss the aging analysis and ask questions about any particular issues or process delays that arise.

A motion was made by Commissioner Anaya, seconded by Commissioner Quezada, to accept as substituted 23-1460. The motion carried by the following vote:

Ayes: Gainer, Miller, Anaya, Gordon, Morita, Quezada and Trevor (7)

A motion was made by Commissioner Anaya, seconded by Commissioner Quezada, to recommend for approval as substituted 23-1460. The motion carried by the following vote:

Ayes: Gainer, Miller, Anaya, Gordon, Morita, Quezada and Trevor (7)

23-0876

Sponsored by: TONI PRECKWINKLE (President), ALMA E. ANAYA, DONNA MILLER and ANTHONY J. QUEZADA, Cook County Board Of Commissioners

PROPOSED RESOLUTION

PROPOSED RESOLUTION TO GROW THE TALENT SOLUTION ECOSYSTEM

WHEREAS, Cook County Bureau of Economic Development seeks to advance talent driven economic development; and

WHEREAS, the Cook County Policy Roadmap, includes a key objective under Vital Communities to “Grow economic clusters by launching and supporting industry-led partnerships”; and

WHEREAS, the Policy Roadmap recommends meeting the above objective through the use of strategies to “Identify, prioritize and support new and emerging sectors that lead to living wage jobs” and to “Create a center for industry partnerships to lead, coordinate and support key economic sectors’ competitiveness, productivity, resiliency and adaptation to rapidly changing technology”; and

WHEREAS, the Cook County Equity Task Force Report includes a recommendation under Vital Communities to “Align Cook County’s workforce investment intentionally and strategically to support high quality jobs that promote residents’ economic mobility and equity”; and

WHEREAS, to advance the above objectives and strategy from the Policy Roadmap as well as those related to workforce investments outlined by the Equity Task Force, the Bureau of Economic Development has partnered and collaborated with the Chicagoland Workforce Funders Alliance (CWFA), an initiative of the Chicago Community Trust, since 2020 to establish the Network for Employer Driven Talent Solutions and the Talent Solution Connector; and

WHEREAS, Cook County has a commitment to talent driven economic development which includes supporting industry-led partnerships to meet the talent needs of employers and to ensure that residents have opportunities for good jobs; and

WHEREAS, the COVID-19 pandemic has exacerbated the pre-existing challenges both employers and workers encounter, leaving businesses in desperate need of workers and many workers without meaningful and family-sustaining employment; and

WHEREAS, both employers and workers find the existing workforce ecosystem complex, segmented, varied across sectors, as well as generally difficult to understand and navigate; and

WHEREAS, only a small percentage of private sector employers use the public workforce system; and

WHEREAS, because of ongoing collaboration, the Cook County Bureau of Economic Development and the Chicagoland Workforce Funders Alliance propose an intentional and cooperative effort to prioritize, support and facilitate employers' and workers' ability to navigate, engage, and shape the workforce system to meet their needs through a program called, *Growing the Talent Solution Ecosystem*; and

WHEREAS, *Growing the Talent Solution Ecosystem* represents a three-year effort to support the further development of capacity, integration, coordination and promotion of the following services and resources:

1. **Network of Employer-led Workforce Solutions <<https://chiworkforcesolutions.org/>>** (“NEWS”), a hub for networking, capacity building and resources for sector partnerships and other employer-led initiatives collaboratives. Sector partnerships are now considered a best practice and encouraged by many federal funding agencies for economic and workforce development; and
2. **Talent Solution Connector <<https://talentsolutionsconnector.net/>>** (TSC) a service that assists employers find workforce services to address talent challenges while prioritizing equity and diversity; and
3. **Chicagoland Career Pathways <<https://www.careerpathways.net/>>** (CP.Net) is an online directory that identifies and outlines onramps to good jobs through existing Cook County based career pathway programs with a focus on low-barrier options for young adults planning their post-secondary path; adult career-seekers/changers coupled with access to guides, counselors, and mentors; and

WHEREAS, to ensure accountability and the implementation of shared objectives, Cook County wants to leverage the expertise of the CWFA and its resources to advance these programs and administer the Program; and

WHEREAS, the duties and responsibilities of the CWFA will be outlined in a Scope of Services of a grant agreement between BED and CWFA necessary to support and operate the Network of Employer Solutions pursuant to which the CWFA will:

- Provide technical assistance to NEWS members to increase their capacity to meet the talent needs of their sectors;
- Support the planning and launching of new sector partnerships as requested by employers.
- Provide operational support to existing partnerships as needed;
- Provide grant writing assistance to secure additional resources to support sector partnerships;
- Create a business plan and launch a pilot program that provides access to financing for the purchase of an automobile for workforce program participants/graduates;
- Expand the capacity and resources of NEWS and NEWS members;
- Additional duties agreed upon by Cook County and CWFA; and

WHEREAS, in order to enhance and maintain both the Talent Solution Connector and Chicagoland Career Pathways, the grant agreement with the CWFA will also require the CWFA to :

- Maintain these resources, websites, and related databases to ensure accuracy and completeness of all content;
- Conduct ongoing evaluation regarding use and satisfaction of sites;
- Improve effectiveness of the above sites through new features and partnerships;
- Coordinate and leverage stakeholders throughout the workforce ecosystem to bring value to the stakeholders and the Program;
- Expand outreach in Suburban Cook to gather additional information on career pathways and workforce resources available through local public schools, community colleges and community organizations;
- Conduct marketing efforts to expand the reach and usage of the sites;
- Additional duties agreed upon by Cook County and CWFA; and

WHEREAS, the CWFA will develop metrics and report quarterly to Cook County on programmatic and fiscal progress along with an annual report summarizing impact and success stories; and

WHEREAS, since 2021, the CWFA has invested significant resources to support and lay the foundation for the NEWS (including support for Early Childhood Workforce Partnership and the Healthcare/Public Health), development of the Talent Solution Connector, and CP.Net, 3.6 FTE for approximately \$390,000 (salary, fringe & administration), \$260,000 for consultants (facilitators, project managers, web platform design) and an additional \$20,000 per year on technology costs (licenses, hosting fees etc.) for a total of \$640,000 per year or a total of \$1,280,000; and

WHEREAS, the CWFA estimates that the cost of providing these services for Growing the Talent Solution Ecosystem from 2023 - 2025 will be \$715,000; and

WHEREAS, the Bureau of Economic Development has \$300,000 in its 2023 corporate budget to support the services outlined for 2023; and subject to approval of this resolution will seek approximately \$300,000 in 2024 and \$125,000 in its 2025 budget to complete this work; and

WHEREAS, providing employers with new and improved channels to meet their talent needs, coupled with developing a comprehensive system to share the plethora of existing career pathway opportunities to both employers and job seekers will assist all parties.

NOW, THEREFORE, BE IT RESOLVED, that the Cook County Board of Commissioners does hereby authorize the Bureau Chief of the Bureau of Economic Development to enter into a three-year agreement to provide a grant with the Chicagoland Workforce Funders Alliance to establish the program, *Grow the Talent Solution Ecosystem*, to provide employers with new and improved channels to meet their talent needs, coupled with easy access to a directory of existing career pathway opportunities to both employers and job seekers to assist all parties and advance Cook County's policy objectives as

outlined in the Policy Roadmap and the Equity Task Force Report.

BE IT FURTHER RESOLVED that the Cook County Board of Commissioners hereby authorizes the Bureau Chief of BED or its designee to modify the agreement and funding amount based upon need, performance, and utilization, subject to annual appropriation by the Board.

A motion was made by Commissioner Anaya, seconded by Vice Chairwoman Miller, to recommend for approval 23-0876. The motion carried by the following vote:

Ayes: Gainer, Miller, Anaya, Gordon, Morita, Quezada and Trevor (7)

23-0815

Presented by: SUSAN CAMPBELL, Director, Department of Planning and Development

PROPOSED HOME INVESTMENT PARTNERSHIPS PROGRAM

Department: Planning and Development

Other Part(ies): Bravo Properties LLC, Chicago, IL

Request: Respectfully requesting the Board consider approval of HOME Investment Partnerships Program fund for a loan in the amount of \$1,700,000 for an eighteen (18) month construction period, and a 30-year permanent term with 1% interest rate. The funds will be used to fund a portion of new construction of Spring Lake Senior Residences, a 58-unit Affordable Senior Rental Community in Lansing, IL.

Total Development Cost: \$16,323,572.00

Project Loan Amount: \$1,700,000.00

Fiscal Impact: \$1,700,000.00

Account(s): 11900-1013-54147-580170

Summary: Bravo Properties LLC has requested HOME Investment Partnerships Program funds in the amount of \$1,700,000.00 (30-year term and 1% interest rate) that will be used for new construction of 33 townhomes and rehabilitation of four existing townhomes. The 37-unit development is located at 3086-3198 Spring Lake Drive and 17662-17682 Lorenz Avenue, Lansing, IL, 60438.

The site is level and surrounds the privately owned Spring Lake. It is immediately adjacent to the 125-unit development St. Anthony of Lansing Supportive Living, which has been operational since 2013 and the 60-unit St. Anthony Memory Care currently under development.

The site includes four existing one-story model townhomes of a failed new home development; all of which are scheduled for full rehabilitation and have approximately 1,700 sq ft that are slated for full rehabilitation. Each townhome consists of 2 bedrooms, 2 bathrooms and a 2-car garage. The construction is wood frame with brick veneer.

There will be 33 newly constructed townhomes with a common design, approximately 893 sq ft, all of which are two bedrooms with one bathroom, one car garage and fully landscaped yards. Four units are designed for persons with mobility impairments. and four units are designed for persons with sensory impairments.

Bravo Properties LLC, an Illinois limited liability company (“Bravo”) Bravo was originally organized in 2001 and has successfully developed three affordable assisted living facilities. Bravo currently manages over 150,000 square feet of commercial real estate and owns 50 acres of land for future affordable housing development.

A motion was made by Vice Chairwoman Miller, seconded by Commissioner Anaya, to recommend for approval 23-0815. The motion carried by the following vote:

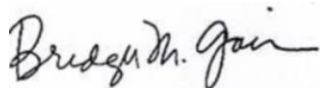
Ayes: Gainer, Miller, Anaya, Gordon, Morita, Quezada and Trevor (7)

ADJOURNMENT


A motion was made by Vice Chairwoman Miller, seconded by Commissioner Anaya, to adjourn the meeting. The motion carried by the following vote:

Ayes: Gainer, Miller, Anaya, Gordon, Morita, Quezada and Trevor (7)

Respectfully submitted,



Chairman



Secretary

A complete record of this meeting is available at <https://cook-county.legistar.com>.