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Date: March 17, 2022

To: Honorable Cook County Board of Commissioners

From: Velisha L. Haddox 
Bureau Chief, Bureau of Human Resources

Ammar M. Rizki 
Chief Financial Officer, Bureau of Finance

Subject: Review and Recommendation Regarding Elected Official Compensation

Pursuant to Resolution #21-5258 (“Resolution”) passed by the Cook County Board of Commissioners (“the Board”) on October 7, 2021, the Board instructed the Cook County Bureau of Human Resources to conduct a compensation and market survey to determine if the current compensation provided to Cook County elected officials is appropriate or if increases are warranted at the beginning of the new terms. The new terms for Cook County elected officials begin in December of 2022 and December 2024.

Pursuant to the Resolution and in furtherance of the request, the Board required the Bureau of Human Resources to engage the services of an outside consultant to validate the compensation and market data collected and assist in determining recommendations of Cook County elected official compensation. The Resolution also required the Bureau of Human Resources to consult with the Bureau of Finance and an economist selected by the Chief Financial Officer to analyze the market over the last 20 years.

The Bureau of Human Resources consulted with Deloitte to validate the compensation and market data collected by the Bureau for Cook County elected officials. Deloitte found that the Cook County elected official salaries are below the peer group median. As such, Deloitte presented a variety of salary increase alternatives in its 2022 Elected Officials Compensation Study (attached).

In consultation with an independent economist, the Office of Chief Financial Officer determined that the Chicago region Consumer Price Index for all Urban Consumers (CPI-U) is the best measure of inflation, as published by the Federal Bureau of Labor Statistics. Using that measure, the CPI-U since 2000 through February 2022 was 50.6% and since 2002 through February 2022 was 45.2%.

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Based on the results of the 2022 Elected Officials Compensation Study and the inflation increases since the last time Cook County elected officials received an increase, which was 2000 and 2002, we believe that an increase in Cook County elected official compensation may be warranted. Given that these respective reports were provided recently, it is appropriate for the Board to independently vet and discuss in order to determine what if any amount of increase is appropriate. With respect to the structure of the increases approved by the Board, if any, the Board could consider implementing gradual increases over the next term of office, tied to the market data provided by Deloitte or the CPI -U projected increases that can be provided by the CFO.

Please feel free to contact us with any questions.

Attachment: 2022 Elected Officials Compensation Study

cc: Lanetta Haynes Turner, Chief of Staff
Laura Lechowicz Felicione, Special Legal Counsel