



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

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

**New Items Agenda**

**Thursday, April 7, 2022, 10:00 AM**

**Seventh Set**

**22-2825**

**Sponsored by:** STANLEY MOORE, DONNA MILLER, DEBORAH SIMS, BRANDON JOHNSON, ALMA E. ANAYA, KEVIN B. MORRISON, BRIDGET DEGNEN, LARRY SUFFREDIN and SCOTT R. BRITTON, Cook County Board of Commissioners

**PROPOSED ORDINANCE**

**SALARY REVIEW AND RECOMMENDATION FOR COOK COUNTY ELECTED OFFICIALS WITH TERMS BEGINNING IN DECEMBER OF 2022 AND DECEMBER OF 2024**

**WHEREAS**, the County of Cook (“Cook County” or “County”) is a home rule unit pursuant to Article VII, Section 6 of the 1970 Illinois Constitution; and

**WHEREAS**, as a home rule unit, Cook County may exercise any power and perform any function pertaining to its government and affairs; and

**WHEREAS**, Article VII, Section 9(b) of the 1970 Illinois Constitution provides that an increase or decrease in the salary of an elected officer of any unit of local government shall not take effect during the term for which that officer is elected; and

**WHEREAS**, the Local Government Officer Compensation Act (50 ILCS 145/ 1, et seq.) provides that the salary of elected officers of units of local government, including home rule units, shall be fixed at least 180 days before the beginning of the terms of the office; and

**WHEREAS**, the County Sheriff, County Clerk, and County Treasurer will commence new terms of office on December 1, 2022, and the Board of Commissioners, Finance Chairman, President of the Board, Members of the Board of Review, and County Assessor will commence new terms of office on December 5, 2022; and

**WHEREAS**, the Clerk of the Circuit Court of Cook County will commence a new term of office on December 1, 2024; and

**WHEREAS**, the Cook County Board of Commissioners last approved salary increases for the various Cook County elected officials in 2000 via Resolution 00-R-013; and

**WHEREAS**, Resolution 00-R-013 provided for the Circuit Court Clerk’s salary to be fixed at \$105,000 commencing on December 1, 2000, and salaries were also fixed and increased commencing in December of 2002 for the Board of Commissioners at \$85,000 from \$61,000; Finance Chair at \$90,000; President at \$170,000 from \$115,000; Assessor at \$125,000 from \$75,000; Board of Review Members at \$100,000 from \$74,000; County Clerk and Treasurer at \$105,000 from \$86,100 and Sheriff at \$160,000 from \$139,633; and

**WHEREAS**, various other units of local government have increased elected official compensation since the Cook County Board approved salary increases in 2000 and some units of local government have accounted for annual increases throughout an elected officials term tied to increases in the consumer price index; and

**WHEREAS**, in accordance with Resolution 22-5258 approved by the Cook County Board of Commissioners on October 7, 2021, the Cook County Board of Commissioners requested the Cook County Bureau of Human Resources to conduct a compensation and market survey to determine if the current compensation provided is appropriate or if increases are warranted for the following elected offices with new terms beginning in December of 2022:

- 1) President of the Cook County Board
- 2) Finance Chairman of the Cook County Board
- 3) Each Elected Commissioner of the Cook County Board
- 4) Cook County Assessor
- 5) Cook County Clerk
- 6) Cook County Sheriff
- 7) Cook County Treasurer
- 8) Members of the Board of Review

And if the current compensation is appropriate or if an increase is warranted for the Circuit Court Clerk with a term beginning in December 2024; and

**WHEREAS**, in accordance with Resolution 22-5258 the Bureau of Human Resources has consulted with the Bureau of Finance to analyze the market over the last 20 years; and

**WHEREAS**, the Bureau of Finance has advised that the rate of inflation has increased by 45% over the last 20 years; and

**WHEREAS**, in accordance with Resolution 22-5258 the Bureau of Human Resources engaged the services of a consultant to analyze the peer group that reflects current county population, annual county budget, number of districts or similar within the county, and similar data that illustrates the size and complexity of peer county operations; to validate the compensation and market data collected; and

**WHEREAS**, the consultant calculated the 25<sup>th</sup>, 50<sup>th</sup> and 75<sup>th</sup> percentiles and the average, minimum and maximum of each compensation component for each office listed above; and

**WHEREAS**, the market data reviewed provides that the County elected official salaries reviewed pursuant to Resolution 22-5258 are below market rate for similarly elected offices; and

**WHEREAS**, the consultant provided a single report to the Bureau of Human Resources which was provided to the Cook County Board of Commissioners in March of 2022 providing compensation components, alternative salary changes, and individual official salary adjustments supported by the market data findings; and

**WHEREAS**, as a result of the compensation report, the Cook County Board of Commissioners recommends a \_\_\_\_ salary increase in year one of the new term of each office noted herein which is based upon the Chicagoland region Consumer Price Index (CPI) the last 12 months and a \_\_\_\_ increase or increase based upon the Chicagoland region CPI whichever is less for the remaining three years of the term for each office noted herein.

**NOW THEREFORE BE IT ORDAINED**, that the Cook County Board of Commissioners recognizes that the County Elected Official salaries are below market rate and authorizes a \_\_\_\_ increase in salary for the Cook County Sheriff, Cook County Clerk, and Cook County Treasurer effective December 1, 2022; a \_\_\_\_ increase in salary for the Board of Commissioners, Finance Chairman, President of the County Board, Members of the Board of Review, and County Assessor on December 5, 2022; and a \_\_\_\_ salary increase for the Clerk of the Circuit Court on December 1, 2024; and

**BE IT FURTHER ORDAINED**, that the Cook County Board of Commissioners recognizes that the \_\_\_\_ increase continues to place many of the County elected offices below the 50<sup>th</sup> mean percentile of salaries for similar offices and hereby authorizes a cost of living increase in the amount of \_\_\_\_ or CPI whichever is lower on December 1, 2023, December 1, 2024 and December 1, 2025 for the Cook County Sheriff, Cook County Clerk and Cook County Treasurer, Board of Commissioners, Finance Chairman, President of the County Board, Members of the Board of Review, and County Assessor; and a cost of living increase in the amount of \_\_\_\_ or CPI whichever is lower on December 1, 2025, 2026 and 2027 for the Clerk of the Circuit Court; and

**BET IT FURTHER ORDAINED**, that the Cook County Board of Commissioners recognizes and approves the salary increases for each County elected official commensurate with their new terms as follows:

<b>Elected Office</b>	<b>Current Salary</b>	<b>Salary FY 2023 Effective December 1, 2022</b>	<b>Salary FY 2024 Effective December 1, 2023</b>	<b>Salary FY 2025 Effective December 1, 2024</b>	<b>Salary FY 2025 Effective December 1, 2024</b>
Cook County Sheriff	\$160,000		Increase Salary by ____ or CPI whichever is less.	Increase Salary by ____ or CPI whichever is less.	Increase Salary by ____ or CPI whichever is less.
Cook County Clerk	\$105,000		Increase Salary by ____ or CPI whichever is less.	Increase Salary by ____ or CPI whichever is less.	Increase Salary by ____ or CPI whichever is less.
Cook County Treasurer	\$105,000		Increase Salary by ____ or CPI whichever is less.	Increase Salary by ____ or CPI whichever is less.	Increase Salary by ____ or CPI whichever is less.

<b>Elected Office</b>	<b>Current Salary</b>	<b>Salary FY 2023 Effective December 5, 2022</b>	<b>Salary FY 2024 Effective December 1, 2023</b>	<b>Salary FY 2025 Effective December 1, 2024</b>	<b>Salary FY 2026 Effective December 1, 2025</b>
Each Member of the County Board of Commissioners except the	\$85,000		Increase Salary by ____ or CPI whichever is less.	Increase Salary by ____ or CPI whichever is less.	Increase Salary by ____ or CPI whichever is less.

Finance Chair					
Cook County Board of Commissioner-Finance Chair	\$90,000		Increase Salary by ___ or CPI whichever is less.	Increase Salary by ___ or CPI whichever is less.	Increase Salary by ___ or CPI whichever is less.
Cook County Board President	\$170,000		Increase Salary by ___ or CPI whichever is less.	Increase Salary by ___ or CPI whichever is less.	Increase Salary by ___ or CPI whichever is less.
Each Member of the Cook County Board of Review	\$100,000		Increase Salary by ___ or CPI whichever is less.	Increase Salary by ___ or CPI whichever is less.	Increase Salary by ___ or CPI whichever is less.
Cook County Assessor	\$125,000		Increase Salary by ___ or CPI whichever is less.	Increase Salary by ___ or CPI whichever is less.	Increase Salary by ___ or CPI whichever is less.

<b>Elected Office</b>	<b>Current Salary</b>	<b>Salary FY 2025 Effective December 1, 2024</b>	<b>Salary FY 2026 Effective December 1, 2025</b>	<b>Salary FY 2027 Effective December 1, 2026</b>	<b>Salary FY 2028 Effective December 1, 2027</b>
Cook County Circuit Court Clerk	\$105,000		Increase Salary by ___ or CPI whichever is less.	Increase Salary by ___ or CPI whichever is less.	Increase Salary by ___ or CPI whichever is less.

**BE IT FURTHER ORDAINED**, that in addition to the salaries fixed by this Ordinance, that each elected officer may, in the elected official’s discretion, participate in any employee benefit at the rates authorized by law or by the Cook County Board; and

**BE IT FURTHER ORDAINED**, that the Board Secretary shall cause this Ordinance to be prominently available on the County's website along with full and complete descriptions of any other form of compensation, including any State authorized stipends which the General Assembly or the Cook County Board has made from time-to-time available to elected officers.

**Effective date:** This ordinance shall be in effect immediately upon adoption.