

**PROPOSED SUBSTITUTE TO FILE 24-5321 – Issued on 10/17/2024  
(Legislation and Intergovernmental Relations Committee 10/23/2024)**

**Presented by:** LYNDON TAYLOR, Chair, Cook County Health and Hospitals System Board of Directors

**PROPOSED MISCELLANEOUS ITEM OF BUSINESS**

**Department:** Cook County Health and Hospitals System Board of Directors

**Summary:** Appointment and Compensation for Erik Mikaitis, MD, MBA, FACP, CPE as Chief Executive Officer of the Cook County Health and Hospitals System.

The Cook County Board of Commissioners passed a comprehensive ordinance creating the Cook County Health and Hospitals System (CCHHS), Chapter 38, Sections 38-70, et seq., through which they established rules for the governance, management, mission, and goals of the Cook County Health and Hospitals System.

Chapter 38, Sec. 38-80(a) granted to the System Board the authority to appoint the Chief Executive Officer (CEO) of the CCHHS as set forth in Section 38-81(b) and to recommend the compensation of such CEO subject to review and approval by the County Board.

Chapter 38, Sec. 38-80(a) and 38-81(b) provide that the appointment of a Chief Executive Officer to the CCHHS, shall be subject to the advice and consent of the Cook County Board of Commissioners.

On August 23, 2024, the Board of Directors of the Cook County Health and Hospitals System approved the proposed appointment of Erik Mikaitis, MD, MBA, FACP, CPE to the position of Chief Executive Officer of the Cook County Health and Hospitals System with a compensation package as discussed in a closed meeting. Subsequently, on September 27, 2024, The Board of Directors amended the proposed compensation package.

Following approval by the Board of Directors of the Cook County Health and Hospitals System, the proposed appointment of Erik Mikaitis, MD, MBA, FACP, CPE for the position of Chief Executive Officer of the Cook County Health and Hospitals System is presented to the Board of Commissioners of Cook County for their approval, including the following compensation package: Annual Salary of \$713,000.00, subject to cost of living adjustments as approved by the Cook County Board of Commissioners; Annual performance bonus at the sole discretion of the Cook County Health and Hospitals System Board of Directors in an amount not to exceed 10% of annual base salary; standard Cook County benefits; 20 weeks severance pay for termination of employment not for cause; up to \$30,000 in moving expenses.