



Stronger Together

SERVICE EMPLOYEES  
INTERNATIONAL UNION  
LOCAL 73  
[www.seiu73.org](http://www.seiu73.org)

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Vice President

DALE HILLIER  
Vice President

PHIL MARTINI  
Vice President

TAALIB-DIN ZIYAD  
Vice President

CHRIS BONDI  
Recording Secretary

CHICAGO  
300 South Ashland Ave  
Suite 400  
Chicago, IL 60607-2746  
312.787.5868  
Fax: 312.337-7768

SPRINGFIELD  
600 South Fourth Street  
Springfield, IL 62703  
217.522-1182  
Fax: 217.522-9183

CHAMPAIGN/URBANA  
1606 Willow View Road  
Urbana, IL 61802-7446  
217.328-7509  
Fax: 217.328-2040

GARY, INDIANA  
1301 Texas Street  
Gary, IN 46402  
219.884-4901  
Fax: 219.884-1821

October 2015

## Public Testimony on the 2016 Cook County Budget

SEIU Local 73 members currently perform essential, cost-effective services for the residents of Cook County that been proposed to be eliminated in the Proposed Fiscal Year 2016 Budget.

While the state is being held hostage, we ask the Cook County Board of Commissioners to defend the rights of residents and taxpayers and to protect essential services that the Governor would like to sacrifice to implement his anti-worker, anti-middle class and anti-services driven corporate agenda.

We have identified critical services performed by SEIU Local 73 members in the Sheriff's office and in Offices under the President that you must save despite the attacks on working families and the County services provided by union workers.

In the **Sheriff's Office**, we've been told that graffiti removal and youth crime prevention services programs, and personnel who support senior citizen emergency preparedness are scheduled to be laid off due to budget cuts.

Graffiti Removal Technicians engage in critical crime prevention services.

- **Efficient:** Since management and back office functions will be / have been consolidated into SWOP, graffiti technicians operate in a cost-effective and efficient manner without additional administrative overhead.
- **Effective:** Backed by state of the art imaging technology provided through Purdue University Lafayette and the Department of Homeland Security, Graffiti Removal Technicians document gang graffiti activity, upload it into a Homeland Security gang image database
- **Evidenced-based:** Removing gang graffiti not only removes property tax lowering eyesores, but as gangs in the region compete for territory and power, removing signs that gangs use to mark their turf has been shown to prevent violent gang-related criminal activity.
- **Cost Effective-** the current budget for the County removing graffiti in 120 plus Suburban cities, town and villages is \$300,000. Other Counties and Cities spend far more. For example the City of Chicago spends six million dollars annually and Los Angeles County spends over one million dollars annually on graffiti abatement.

Cook County Youth Services Workers engage in evidenced based crime prevention programs.

- **Coordination:** Youth Service Workers refer youth to social services agencies to address their concerns and issues before they develop into criminal behaviors.
- **Education:** Staff design and deliver workshops on violence prevention, substance use, child sexual abuse prevention, internet safety education, bullying, cultural diversity and awareness, healthy and unhealthy relationship training, and the consequences to engaging in criminal activity.

- **Diversion:** Through engaging youth in evidenced based cost effective service learning projects, skilled youth service workers save Cook County money by diverting youth away from a life of crime and costly entry into the criminal justice system.

Administrative Assistants threatened by layoff support emergency preparedness for at-risk elderly Cook County residents.

- **Coordinate** Emergency Preparedness activities
- **Provide** access to cell phones to seniors to call 911 in case of medical or other emergencies
- **Support** seniors navigating the legal who falling victim to criminal abuse, neglect and fraud in long term care facilities

In the **Cook County Highway Department**, new hires, including three new administrative analyst positions, should be reversed prior to any layoff of skilled and dedicated long term employees.

- Staff **maintain quality control and compliance** with safety standards for infrastructure projects
- County employees **steward public funds** by monitoring construction projects to make sure they stay on budget keep to deadlines
- These (4) four employees are important because they **enter vital data** in to the system for Cook County Department of Transportation and Highways record keeping.
- Management has argued that these employees lack the skills needed to keep performing their jobs, yet that have **failed to provide the job training** necessary for the department to meet operational needs and for the employees' professional growth.

The **Cook County Department of Environmental Control**, should reconsider layoffs in the critically important positions that monitor compliance with clean air and water standards in Cook County.

- **Monitoring:** Environmental Protection Agency disbursed over \$600,000 in FY15 grants to the Department of Environmental Control to monitor air quality in Cook County and compliance with the Clean Air Act for this work.
- **Compliance:** Enforcing ordinances and laws related to clean air and water saves lives, and defends the health and safety of cook county residents.
- **Revenue Generation:** Through issuing permits, citations and fines, Environmental control staff generate revenue to fund their continued essential operations.

We are concerned that this budget eliminates lower paid positions, but we are finding that the work still has to be performed. For example, the county is proposing to eliminate **Information Elevator Starters** who make an average of \$40,000 a year. We believe this work will be replaced by Deputy Sheriffs, who are paid an average annual salary of \$66,000 dollars.

While 71 high priced attorneys were hired in the 2015 budget year, Cook County is proposing to eliminate clerical staff positions that perform administrative duties in a cost-effective manner. Work should be performed at the top of employees' skill sets to maximize efficiency and productivity.

We look forward to working with Cook County Commissioners to safeguard essential services and steward taxpayer funds.

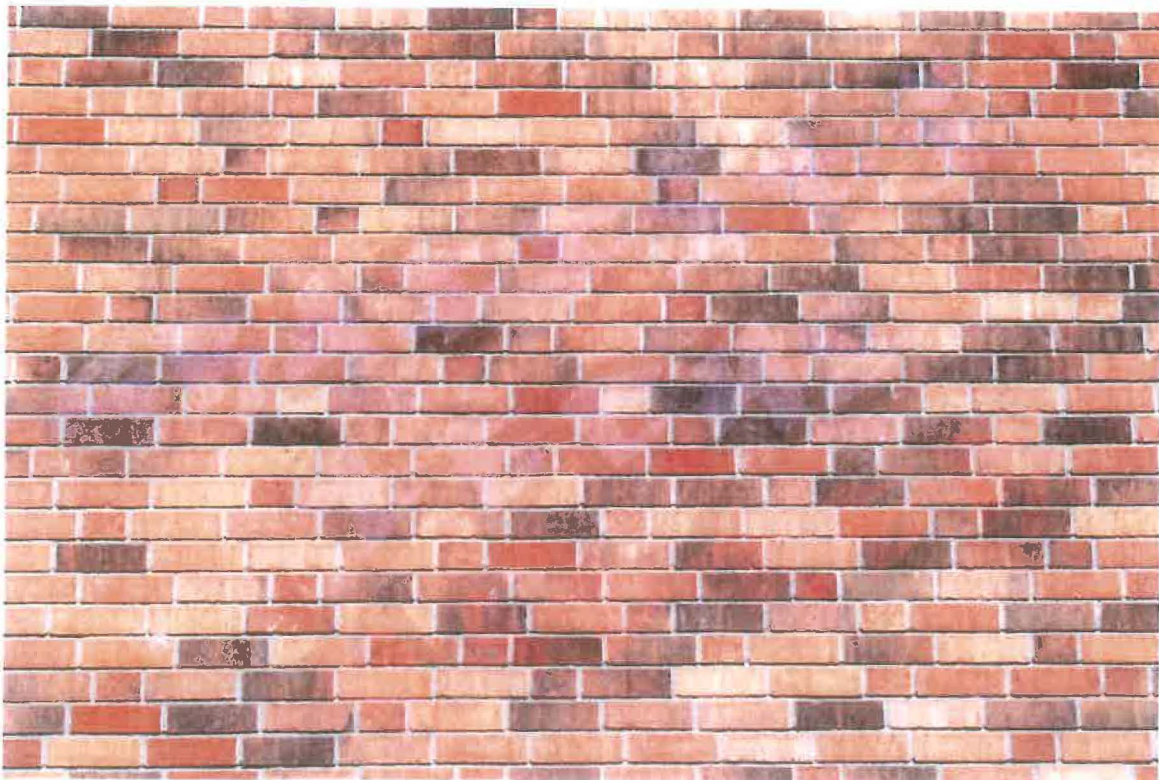




*Service Employees International Union*

*Local 73*

*Proposal to maintain Graffiti Technician service  
through the Cook County Sheriff's Office*



# SEIU Local 73

## Cook County Budget Amendment Recommendations

The union is requesting that the following County SEIU positions be included in the 2016-17 budget

### Cook County Sheriff's Office

***Cook County Graffiti Technicians: the Sheriff is laying off the (5) five techs***

#### **Positions Graffiti Techs**

The Graffiti Removal Unit was established in 1999 to combat the ongoing graffiti problem through the county. Since then, they have handled tens of thousands of graffiti issues. Just last year, they removed more than 8,000 instances of graffiti throughout the 900 + square miles of the City of Chicago and suburbs of Cook County, including many issues in dangerous and gang-infested areas. Collectively the techs have over 60 years of experience removing graffiti.

**Cook County Sheriff Youth Services:** laying-off 1 employee. However, the union believe that she is not the person to be laid-off. There is a non- Union Administrative Assistant employee in the department that is performing Youth Service Workers jobs duties. She is being paid \$6,000 more than Youth Service Worker being laid off. We believe she is the one that should be laid off.

#### **Position: Youth Service Korless Bernard 6 + years**

Provide and create prevention programs and services to youth families, youth-related organizations, community groups, law enforcement personnel, teachers and other professional.

Provide referrals to appropriate social service agencies throughout Cook County for specific youth related problems. Design and deliver workshops for youth and adults which focus on violence prevention; alcohol/tobacco/and other drugs, child sexual abuse prevention, internet safety education, bullying training, cultural diversity awareness, crime consequences training, and healthy and unhealthy relationship training.

Personally coordinated over 4 camps where children in unincorporated areas of Cook County (Robbins, Posen, Chicago Heights, and Ford Heights) were selected to attend elite events around the Chicago-land area as well as perform service learning projects. Researched relevant youth issues for effective delivery of services, including well know evidence based prevention programs.

**Cook County Senior Services: the Sheriff is lay-off 1 Admin Assistant**

#### **Position: Admin Assistants Arthur Moreno 13 years of services**

Trains Elderly Service Officer, Long Term Care Ombudsman, Court Advocate. Staff the Bridgeview Courthouse for senior citizen walk-ins and daily office business. Serves as our department's Emergency Preparedness Coordinator. Prepares and delivers the department's timesheets to Personnel and Supervisor. Enters all 911 cell phone applications into database – nearly 15,000 to date. Inventories, packages and ships all donated cell phones – over 25,000 to date. Manages 911 cell phone inventory for distributions. Prepares 911 cell phones and paperwork for distributions. Serves as our department's contact for the Lemont, Tinley Park and Matteson Triad/Salt groups. Co-authored Lemont Township SALT By-Laws. Home delivers cell phones to seniors in southwest suburbs – over 250 to date. Picks up cell phones at 9 collection sites in southwest suburbs. Maintains senior citizen/community organization database - nearly 4,000 sites to date. Assembles handouts for Senior Academy classes and Senior Fairs. Attends court proceedings with elderly victims at the Bridgeview Courthouse. Assists Chief Norton with all requests for elderly service/assistance at the Bridgeview Courthouse. Sheriff's Office representative at Continuity of Care and Senior Service Provider Network meetings. Sheriff's Office representative at senior fairs and events as needed. Always willing to volunteer to work evenings and weekends. Past work experience in Senior Citizen Services, hired and assigned to this unit over 12 years ago, because of his expertise, knowledge and passion for helping senior citizens. Serves as Spanish translator (all handouts and in-person contacts)



## **Offices under the President**

**Highway:** laying off 4 employees; 3 Admin Assistant 1 Clerk V

SEIU position is that there are (3) three newly August 2015 hired Admin Analyst that should laid-off prior to these employees.

### **Position Clerk V: Alicia Mincey 12 years of services**

As an employee of the Payroll Division, she record the time and absences for the Maintenance District 2 and Construction employees which is a total of 77 employees. With accuracy, she ensure that all employees in both Bureaus accrue the correct amount of time (i.e., vacation, sick, personal, holiday, etc.) and if an issue arises, adjustments are made. She answers incoming calls about any and all payroll issues. She is responsible for entering data into the departments' customized Payroll Data Entry System (E1) to edit and upload payroll data. Calculating differential payments and various types of overtime pay. Entering direct deposit and tax exemptions in conjunction with Comptroller's Office. Processing employee travel vouchers and archiving the records. Closing out the departments' bi-weekly payroll when necessary in the absence of Admin IV, Debria Williams as well as handling payroll issues in her absence. Mastered in JD Edwards/E1 System. She is proficient in MS Word, MS Access, MS PowerPoint, and MS Excel. She has also completed Level 1 and Level 2 Excel training provided by the Highway Department.

### **Positions: Admin Assistant III Marvaneen Waller 21 years of services**

Her daily duties as a Timekeeper for the Department of Transportation and Highways Construction Division 61 Downtown Office and Division 62 District Office. The Field Offices consisting of Districts 1, 4 and 5, also Material Testing Office Division 63, located at District 4, and the Permits Division 650 located at District 1 and District 5 that consist of 80 employees. She collect via inter office mail and us mail, timesheets from all divisions. She process each timesheet daily, scan and forward to the Payroll Division. Report all time to the Payroll Division at the end of each pay period, and confirm with all divisions. Report to all employees their accrued time. Record all approved leaves for time off on our computer shared calendar. Distribute all mail three to four times daily. Coordinate the Monthly Disposition Report for any changes of the field crew employees, locations and correct phone numbers for all divisions. Post job opening as directed and any other important information as needed.

### **Position: Admin Assistant II Emma Stigger 26 years of service**

Under the direction of Geographic Information Systems (GIS) manager, she is responsible for using various computer software programs to maintain Plat databases of current Cook County maps. These plats (maps of land) are received from various entities including the Cook County Recorder of Deeds. She is responsible for using a computerized library system to organize and archive such plats based on descriptions of annexation, disconnection, vacation, dedication, sub-division, re-sub-division or Right of Way according to Cook County Ordinance. She is the point of contact for receiving County maps. She is responsible for scanning these maps so that I can convert them into computer format for archiving. She use hyperlinks to these scanned map and information so that they can be quickly viewed by highway engineers and of Cook County Department of Transportation and other municipalities or entities. She record identifying information of these maps into a computer database. She continue to maintain a mapping database of archived maps and other information pre-dating year 2000. As a Quality Control administrative assistant, she examine and review pictures on transmitted maps to ensure there are no shadows on maps, and that roads are not blocked by overlapping buildings. Inadequate pictures and other irregularities are discussed with the GIS technician so that revisions/corrections can be made. She scan, computer organize and archive Transportation and Highway TACO files and other Cook County Department of Transportation agreement documents. She use comprehensive knowledge of various software to efficiently type correspondence for department managers, organize network databases and library systems, and prepare complex and detailed documents.

**Environment Control:** Laying-off 3 employees; 2 Admin and 1 Manager of Evaluations

The union is concerned that these employees were pulled from under the County's USEPA 909 Air Pollutions Grant. This department had this grant for the lasted 14 years. What has happened to the grant and why are these employees being laid-off from as a result of that?

**Position Manager of Field Evaluations**

**Laneesha Givens 17 years of service**

As the manager she is the;

Management of technical, public safety and public outreach programs covering the suburban Cook County business area. Operational management of a team of (15) technical, financial and field inspectional staff covering asbestos, demolition and commercial air pollution compliance division. Administration of the asbestos and demolition division of the Department and facilitated the collection of over \$2.5 million in annual revenue for 2,000-4,000 annual site inspections. Review of asbestos containing material (ACM) abatement/demolition applications and approved acceptable plans of compliance with federal, state and local asbestos regulations. Developed the structure and regulatory language for the Asbestos Contractor Registration Ordinance for the Department. Collaborated the language and ordinance development of the Demolition and Recycling ordinance now renamed Demolition Debris and Diversion ordinance (3D) for the Department

- Created realistic targets for the diversion effort
- Designed the training outline and objectives for new and current contractors
- Provided input for a new certification activities for new field of workers that would pull reusable components for slated structures for demolition
- Spearheaded conversations and outline of a tracking portal now coined "Green Halo" system

Synchronization of inspectional priorities based on NESHAP and AHERA related project activities. Liaison with the Illinois Environmental Protection on ACM procedures to ensure clear communication with all stakeholders. Lead team member with the United States Environmental Protection Agency (USEPA) and the Illinois Environmental Protection Agency (IEPA) on inspectional, compliance and public outreach initiatives. Responsible for the over \$1.5 million in revenue and P/L adjustments via the issuance of an average of 9,000 operational permits and hundreds of compliance citations within suburban Cook County. Coordination of public outreach activities in the marketing and promotion of regulatory programs. Initiated process improvements that recover on average \$100,000 in lost revenue. Lead SME in the scoping and development of a software migration project from an AS400 MS-DOS system to a web-based ERP platform. Facilitation of thousands of administrative hearing cases and coordination of case management activities. Knowledgeable of public policy development and project initiation for county-wide program effecting 131 municipalities.

**Position Clerk V**

**Maryia Jackson 14 year of service her primary job functions include:**

Primary support staff for all departments and divisions within initiatives and projects. Converting manual data reports into electronic reports. Uploading field data into the inventory tracking data system tracking and posting revenues generated from open burn permits rectifying unbalanced accounts through research mass mailing exports and postage application customer information specialist and direct point of contact of customer inquiries tracking undeliverable correspondence. Receives and reviews all incoming applications and public request/inquires for accuracy department backup receptionist.

**Position: Stenographer IV**

**Alberta Dent 12 years with the Department of Environmental Control**

Daily responsibilities include, Answering 30-40 calls regarding Asbestos/Demolition applicants for obtaining permits, Rerouting 20-30 calls for Commercial/Industrial billing questions to perspective individuals.

Maintains Access database of applicants for Asbestos/Demolition and Asbestos Contractors registration. Excellent communicator and strong administrator, interacting with individuals of all professional levels. Responsible for answering calls and face to face interaction addressing issues with public on a daily basis. Screening calls as requested, routing them to their proper recipient, taking and relaying messages as needed. Oversees the distribution of incoming and outgoing mail, performs a variety of clerical tasks. Files inspectors documents from field work, makes photocopies and sends and receives faxes. Handles 15-20 walk-in applicants for Asbestos/Demolition ensuring applications are completed and verification of application status.

## **Cost of SEIU Local 73 Requested Amendments**

All figures are approximates (given the recent raises)

**Sheriff's Office**

*Graffiti Techs \$300,000*

*Youth Service \$ 52,000*

*Senior Services \$54,000*

**Office under the President**

*Environment Control \$169,257*

*Highway \$224,805*

*Elevator Operators \$ \$200,388*



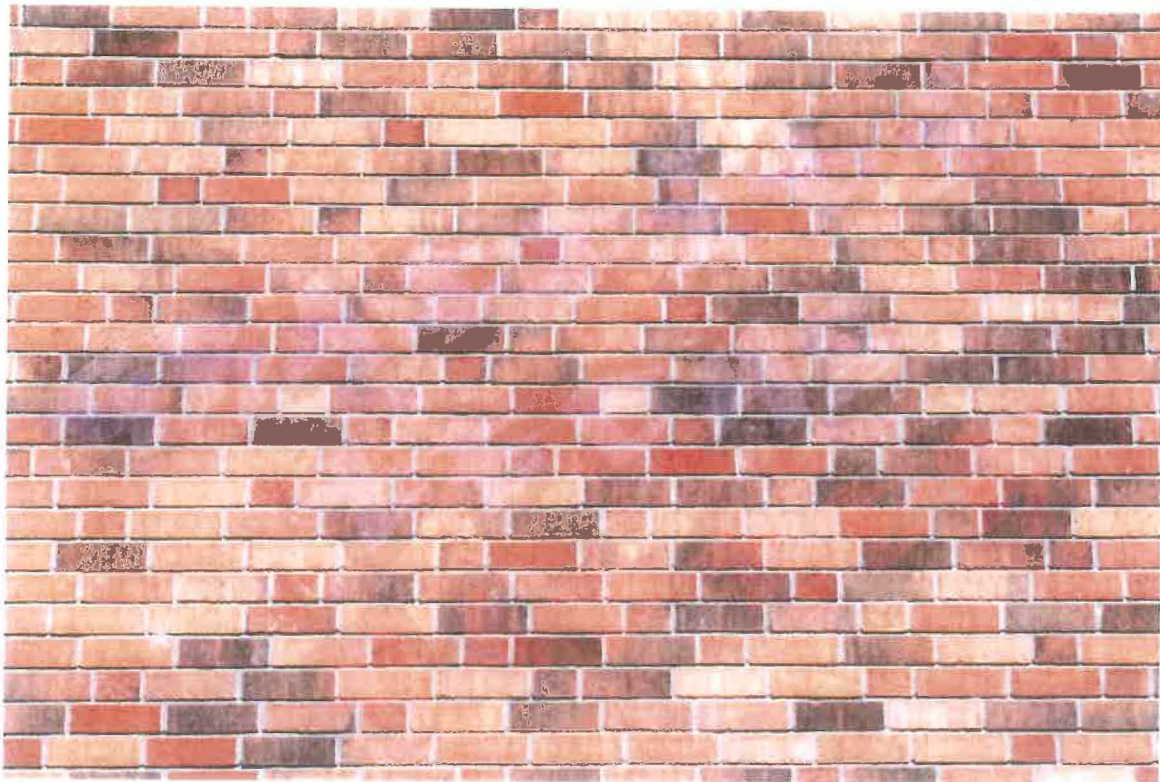


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VICE PRESIDENT

NANCY BEHYMER  
RECORDING SECRETARY

CHICAGO  
300 S. ASHLAND AVENUE  
SUITE 400  
CHICAGO, IL 60607-2746  
312.787.5868  
FAX: 312.337-7768

SPRINGFIELD  
600 SOUTH FOURTH STREET  
SPRINGFIELD, IL  
62703-1641  
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FAX: 217.522-9183

CHAMPAIGN/URBANA  
1606 WILLOW VIEW ROAD  
URBANA, IL 61802-7446  
217.328-7509  
FAX: 217.328-2040

Dear Commissioners,

The Cook County Sheriff's Office has proposed to eliminate the County's Graffiti Removal Unit. This would result in five (5) good, well-trained, and experienced workers losing their jobs, as well as an increase in graffiti in our communities, and a possible increase in crime because of it.

SEIU Local 73, who represents the County's Graffiti Technicians, is opposed to the elimination of the department, and stands ready to work with the County on a reasonable solution.

The Graffiti Removal Unit was established in 1999 to combat the ongoing graffiti problem through the county. Since then, they have handled tens of thousands of graffiti issues. Just last year, they removed more than 8,000 instances of graffiti throughout the 900 + square miles of the City of Chicago and suburbs of Cook County, including many issues in dangerous and gang-infested areas.

Without their hard work and expertise, the county would be littered with graffiti on our homes, schools, businesses, and roadways. The group often receive thank you letters and letters of appreciations for the work they do from the Mayors, residents and presidents of Suburban towns across Cook County.

#### Similar Comparisons

Major cities including Los Angeles, Houston, and Las Vegas currently spend millions of dollars annually on graffiti removal. We cannot allow the cost of this service be pushed to on to our communities and unnecessarily spend thousands of dollars on a service which are is already being provided for than less than \$300,000 annually for the entire county of more than five million residents.

#### Working with Homeland Security

Their work has been invaluable to cutting down on crime and gang-related graffiti throughout the county. Last year along, the Graffiti Removal Unit was selected to participate in a Gang Graffiti Automatic Recognition and Interpretation (GARI) through the Department of Homeland Security. This Program has given Graffiti Technicians new technology to identify, interpret, and index gang-related graffiti to give the Sherriff's Office a better way track gang action and movement and stop crime before it starts.

**SEIU Local 73 is requesting an amendment to the budget on this matter.** We will be addressing this matter at the upcoming budget hearings and looking to meet with you about our request. If you have any questions, please feel free to contact Dale Jackson or Betty Boles at 312.787.5868.

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### **Municipalities That Utilize the Graffiti Removal Unit**

Alsip	Arlington Heights	Barrington	Bartlett	Bedford Park
Bellwood	Berkeley	Berwyn	Blue Island	Bridgeview
Broadview	Brookfield	Buffalo Grove	Burbank	Burnham
Burr Ridge	Calumet City	Calumet Park	Chicago	Chicago Heights
Chicago Ridge	Cicero	Country Club Hills	Countryside	Crestwood
Des Plaines	Dixmoor	Dolton	East Hazel Crest	Elgin
Elk Grove Village	Elmwood Park	Elmwood Park	Evanston	Evergreen Park
Flossmoor	Ford Heights	Forest Park	Forest View	Franklin Park
Glencoe	Glenview	Glenwood	Hanover Park	Harvey
Harwood Heights	Hazel Crest	Hickory Hills	Hillside	Hinsdale
Hodgkins	Hoffman Estates	Hometown	Homewood	Indian Head Park
Justice	La Grange	La Grange Park	Lansing	Lemont
Lincolnwood	Lynwood	Lyons	Markham	Matteson
Maywood	McCook	Melrose Park	Merrionette Park	Midlothian
Morton Grove	Mount Prospect	Niles	Norridge	North Riverside
Northbrook	Northlake	Oak Forest	Oak Lawn	Oak Park
Olympia Fields	Orland Hills	Orland Park	Palatine	Palos Heights
Palos Hills	Palos Park	Park Forest	Park Ridge	Phoenix
Posen	Prospect Heights	Richton Park	River Forest	River Grove
Riverdale	Riverside	Robbins	Rolling Meadows	Roselle
Rosemont	Sauk Village	Schaumburg	Schiller Park	Skokie
South Chicago Heights	South Holland	Steger	Stickney	Stone Park
Streamwood	Summit	Thornton	University Park	Westchester
Western Springs	Wheeling	Willow Springs	Wilmette	Winnetka
Worth				

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### **Amended Budget Request**

Job Code	Title	Grade	FTE	Salaries
4725	Graffiti Removal Technicians	15	5	\$299,786

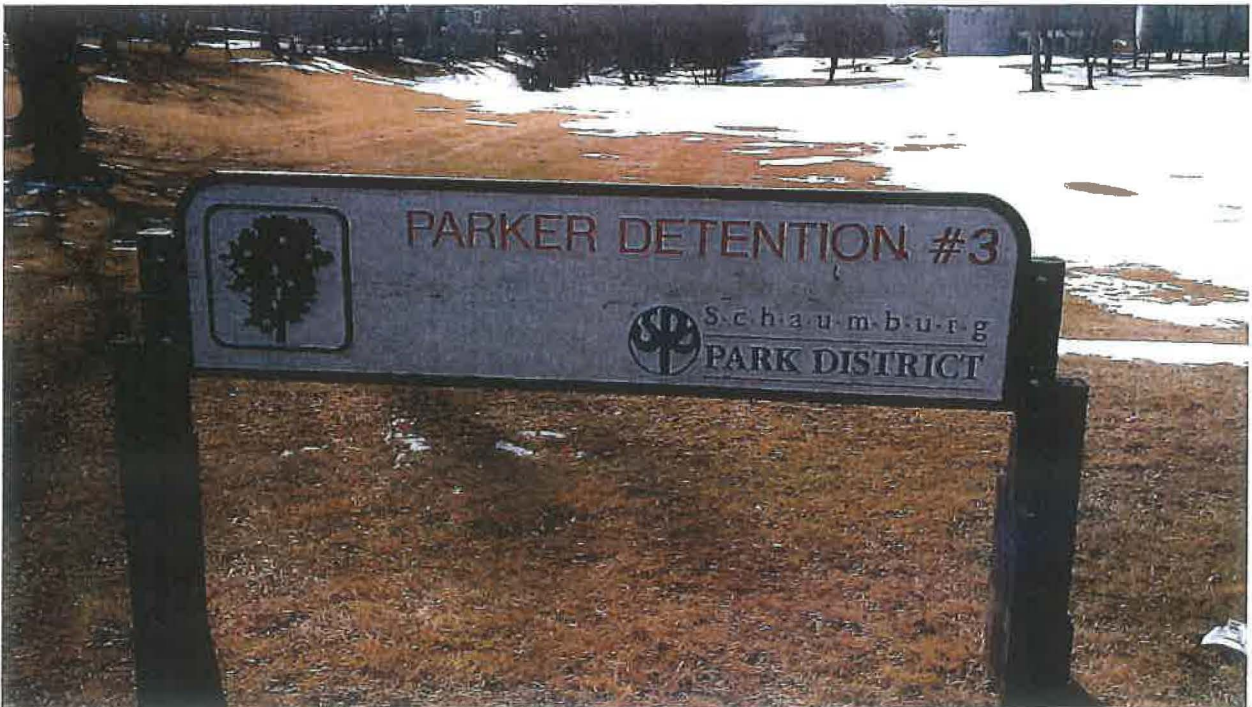


## Before and After

Before Graffiti Technician Work



After Graffiti Technician Work





Before Graffiti Technician Work



After Graffiti Technician Work

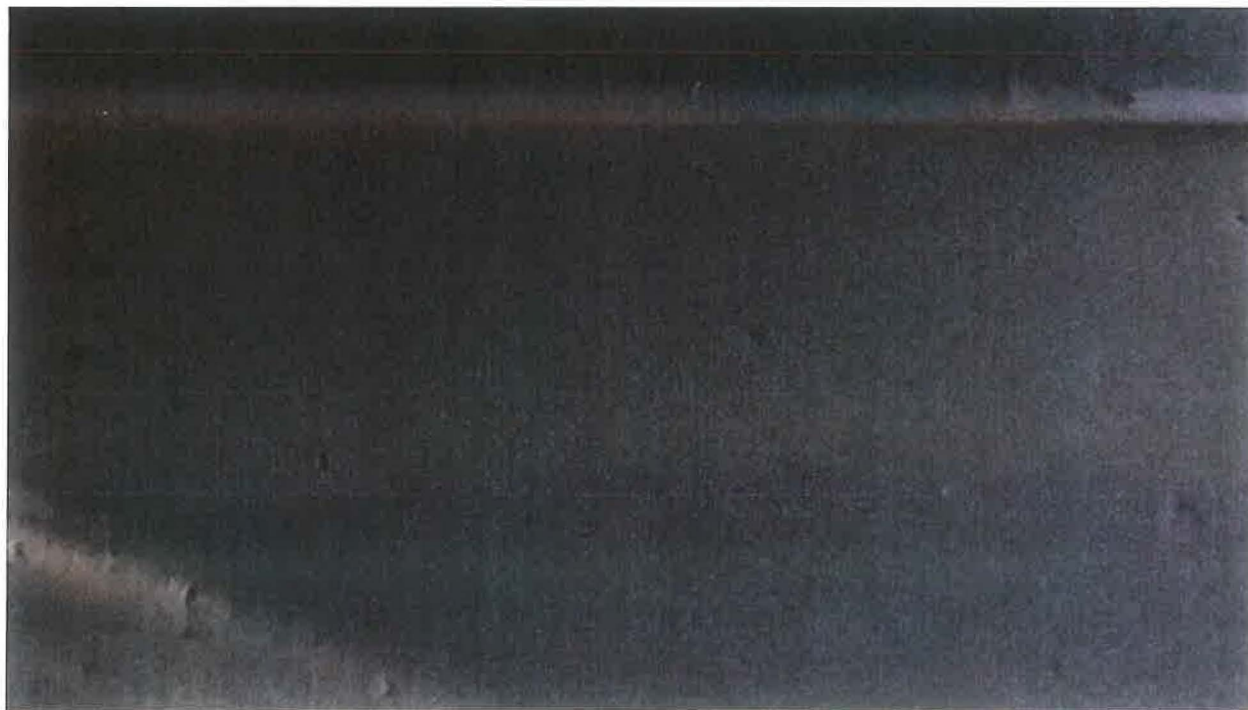




Before Graffiti Technician Work



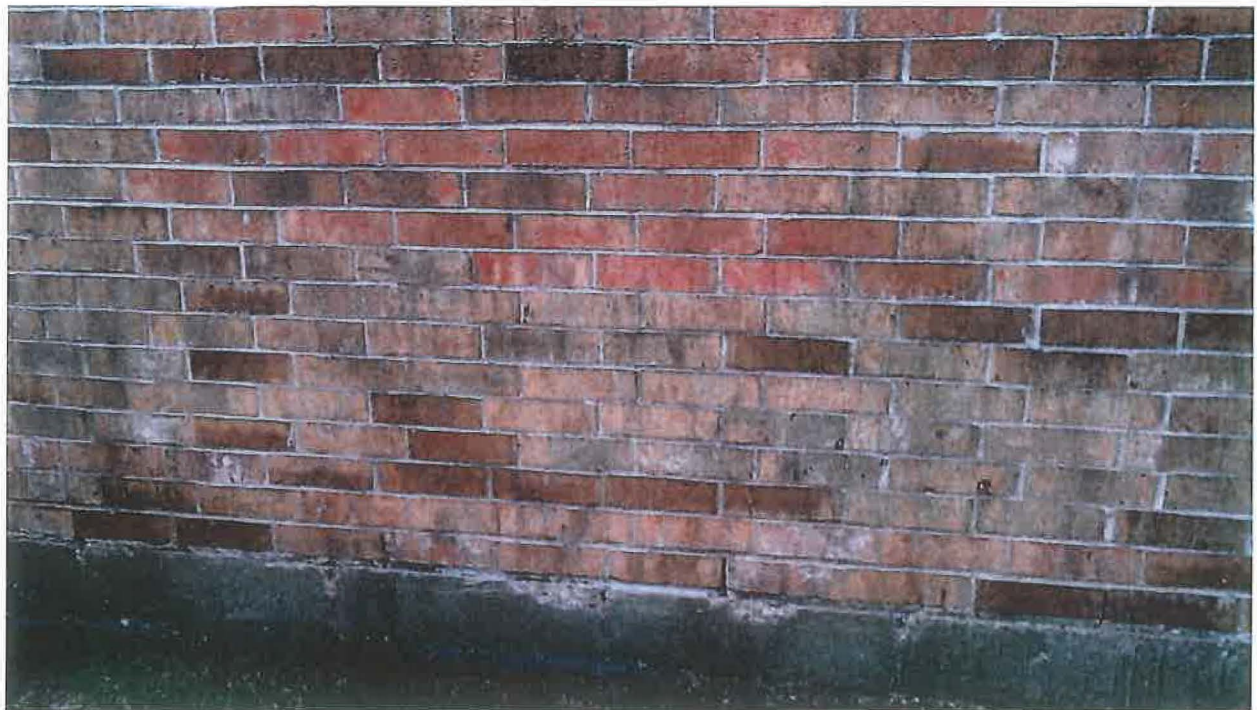
After Graffiti Technician Work



Before Graffiti Technician Work



After Graffiti Technician Work





Before Graffiti Technician Work



After Graffiti Technician Work

