



**BOARD OF COMMISSIONERS OF COOK COUNTY**  
**Cook County Building, Board Room, 118 North Clark Street, Chicago, Illinois**

**Third New Items Agenda**

**for the**

**Meeting of the Board of Commissioners**

**Wednesday, June 8, 2016, 11:00 AM**

**16-3701**

**Sponsored by:** RICHARD R. BOYKIN, County Commissioner

**PROPOSED ORDINANCE**

**PROCUREMENT PROCEDURE AND POLICY CREATING A COOK COUNTY YOUTH EMPLOYMENT AND TRAINING FUND**

**BE IT ORDAINED**, by the Cook County Board of Commissioners, that Chapter 34, Finance, Article IV, Procurement Code, Section 34-197 is hereby enacted as Follows:

**Sec. 34-197. Youth Employment and Training Fund Contribution**

(a) For any Contract for goods or services entered into by Cook County under the auspices of the Chief Procurement Officer, pursuant to approval by the Cook County Board of Commissioners, that contract having an estimated price of \$250,000.00 or more, at least one per cent (1%) of the value of said contract shall be reserved for placement in a Cook County Youth Employment and Training Fund.

(b) The Cook County Youth Employment and Training Fund shall be utilized exclusively to fund employment and workforce training opportunities for citizens of Cook County between the ages of 16 and 24, who reside in neighborhoods in Cook County with an unemployment rate that exceeds 18%.

(c) Employment and workforce training opportunities funded in the manner described in paragraph (b) of this section shall be created through partnerships with private sector and / or not-for-profit entities, pursuant to a competitive Request for Proposal (RFP) process overseen by the Chief Procurement Officer in consultation with and pursuant to approval by the Cook County Board of Commissioners.

(d) The Chief Procurement Officer, in consultation with and pursuant to approval by the Cook County Board of Commissioners, shall ensure that the employment and workforce training opportunities funded pursuant to the mechanism described herein shall be open to and inclusive of residents of the above-described areas that are formerly incarcerated.

(e) The Chief Procurement Officer shall report quarterly to the Cook County Board of Commissioners on the funding, creation and administration of the employment and workforce training opportunities described herein.

**Effective date:** This ordinance shall be in effect within 30 days of adoption.

**16-3730**

**Sponsored by:** LARRY SUFFREDIN, County Commissioner

**PROPOSED RESOLUTION**

**REQUESTING A HEARING OF THE LEGISLATION AND INTERGOVERNMENTAL RELATIONS COMMITTEE TO DISCUSS THE IMPACT OF THE FAMILY MEDICAL LEAVE ACT ON STAFFING**

**WHEREAS**, the Federal Family and Medical Leave Act of 1993 (“FMLA”) requires Cook County to provide its employees job-protected and unpaid leave for qualified medical and family reasons; and

**WHEREAS**, in a study by the Society for Human Resource Management entitled “FMLA and Its Impact on Organizations,” found that there has been a greater number of requests to take FMLA leave in recent years and that there is a financial cost for such leave; and

**WHEREAS**, an increase in the number of employees taking FMLA leave would have an impact on the minimum staffing levels needed to maintain core operations at critical County facilities including the Cook County Jail, the Juvenile Temporary Detention Center and the Cook County Health and Hospitals System, among others; and

**WHEREAS**, overtime spending is effected by employees taking FMLA leave; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Cook County Board of Commissioners does hereby request that a meeting of the Legislation and Intergovernmental Relations Committee be convened to discuss the impact of Cook County employees taking leave under the Family and Medical Leave Act on maintaining minimum staffing levels; and

**BE IT FURTHER RESOLVED**, that the Director of the Bureau of Human Resources appear before the Legislation and Intergovernmental Relations Committee and be prepared to update the Committee on the effect of the Family and Medical Leave Act on Cook County’s staffing.