



COMMISSIONER - 11TH DISTRICT
COOK COUNTY BOARD OF COMMISSIONERS

October 25, 2019

Ms. Velisha Haddox
Bureau Chief
Cook County Human Resources
118 N. Clark
Chicago, IL 60602

Dear Ms. Haddox;

To assist the Board of Commissioners in consideration of Item #19-5916 (Executive Budget Recommendation FY20) which was referred to the Finance Committee please provide a written response to the following questions regarding the Cook County Human Resources FY20 budget recommendation.

1. Is the new attendance system (including finger recognition) working properly?
2. Is the County able to get information county-wide and by department about the number of days and number of employees for each category of absences (FMLA, sick days, workers' comp, short-term disability, long-term disability)? Several years ago, such information was included in the Performance Management report, but it no longer is. Why not? How does the County compare to other government entities?
3. If this information is available, how are departments and the County as a whole using the information to determine whether and how the number of absences should and can be reduced?
4. Should there be a County-wide policy on FMLA, at least for non-union employees? If not, why not?

These questions were brought forth by the League of Women's Voters and I believe a discussion of these issues will be helpful to Commissioners during this budget process.

Thank you for your prompt response to this inquiry.

Sincerely,

A handwritten signature in black ink that reads "John P. Daley".

John P. Daley
Chairman, Finance Committee

cc: Board of Commissioners