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MEMORANDUM

Date: August 29, 2022

To: Honorable Chairman John Daley, Cook County Board of Commissioners
Honorable Cook County Board of Commissioners

CC: Lanetta Haynes Turner, Chief of Staff

From: Lawrence Wilson, Interim Chief Financial Officer, Bureau of Finance

Subject: **Fiscal Impact Note on Item #22-3931 Elected Official Compensation Review Ordinance**

In accordance with Sec. 2-77 of the Cook County Code of Ordinances, this note is prepared to convey the fiscal impact of item **#22-3931 Elected Official Compensation Review Ordinance**

Ordinance #22-3931 requires that the Cook County Bureau of Human Resources (BHR) shall commission an independent Compensation and Market Survey on the compensation of elected officials. This Compensation and Market Survey shall be filed with the Finance Committee by December 31, 2024, and every four years thereafter.

The cost of the most recent Compensation and Market Survey was \$90,814. Additionally, 12-20 hours were spent by BHR reviewing the results, which is \$546.18-\$910.28 of staff time at the median BHR wage of \$45.51.

Additionally, the proposed ordinance instructs the Finance Committee to act on any recommendations by March 31, 2025 and every four years thereafter. If the findings of the Compensation and Market Survey recommend increases, those will come at an additional cost. The possible financial impacts cannot be calculated until the results of the survey are received. The additional level of effort required to perform the market survey is not expected to require any additional staffing.