



# Board of Commissioners of Cook County

118 North Clark Street  
Chicago, IL

## Legislation Details (With Text)

<b>File #:</b>	18-3674	<b>Version:</b>	1	<b>Name:</b>	ALIGNING EMPLOYEE BENEFITS FOR MILITARY SERVICE WITH STATE AND FEDERAL LAW
<b>Type:</b>	Ordinance Amendment	<b>Status:</b>		<b>Status:</b>	Approved
<b>File created:</b>	5/7/2018	<b>In control:</b>		<b>In control:</b>	Legislation and Intergovernmental Relations Committee
<b>On agenda:</b>	7/25/2018	<b>Final action:</b>		<b>Final action:</b>	9/12/2018
<b>Title:</b>	PROPOSED ORDINANCE AMENDMENT				

### ALIGNING EMPLOYEE BENEFITS FOR MILITARY SERVICE WITH STATE AND FEDERAL LAW

BE IT ORDAINED, by the Cook County Board of Commissioners, that CHAPTER 44 HUMAN RESOURCES, ARTICLE III VACATION AND SICK LEAVE, SECTION NUMBER(S) 44-95, 44-97, 44-101, 44-102, AND ARTICLE IV PENSIONS, SECTION NUMBER 44-132 of the Cook County Code are hereby amended as Follows:

Sec. 44-95. - Military I Leave. All eligible employees under the jurisdiction of County Officers on an authorized military leave shall be afforded employment related protections and benefits, in accordance with State and Federal law, provided that any procedural requirements imposed by the applicable employing County officer have been met.

(a) Military Service Leave. Any eligible full-time or part-time County employee who has at least six months or more of continuous actual is called to perform uniformed services, whether in the reserves or on active duty, service and is a member of the Illinois National Guard or any of the Reserve Components of the Armed Forces of the United States shall be entitled to leave of absence with full pay for limited service in field training, cruises, and kindred recurring obligations employment related protections and benefits, in accordance with State and Federal law, provided that any procedural requirements imposed by the County have been met. Such leave will normally be limited to 15 days in each year. Subject to certain exceptions under the applicable laws, these benefits are generally limited to five (5) years of leave of absence.

(b) Family Military Leave. In accordance with the Illinois Family Military Leave Act, 820 ILCS 151/1, et seq., the County provides eligible employees with up to 30 days of unpaid family military leave during the time federal or state deployment orders are in effect, provided that such employee has exhausted all accrued vacation leave, personal leave, compensatory leave and any other leave granted to the employee, except sick and disability leave. The number of days of leave provided under the Illinois Family Military Leave Act will be reduced by the number of days of qualifying exigency leave provided under the Family Medical Leave Act

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Sec. 44-97. - Records of personal days, sick, vacation and military leave.

(a) For employees under the jurisdiction of the County Board, records of personal days, sick, vacation, and military leave shall be maintained by the Civil Service Commission.

(b) For employees not under the jurisdiction of the County Board, records of personal days, sick, vacation and military leave shall be maintained by the department head.

Records of personal days, sick, vacation, and any other approved leave including but not limited to bereavement leave, family and medical leave, military leave, and family military leave shall be maintained by each County office or department in the Cook County Time and Attendance System.

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Sec. 44-101. - Employees' annuity and benefit fund contribution for employees in armed forces.

The County Board shall annually provide in its annual appropriation bill sufficient funds to make contributions for such employees based on the same percentage of the salaries of such employees as at the time of entering such military or naval service or training service leave for the period of their compulsory or voluntary service to the State or Federal government, and that all such employees at the conclusion of such military service leave, be restored to their positions as required by State and Federal law.

Sec. 44-102. - Status of employees in armed forces. Reserved.

(a) All employees under the jurisdiction of the County officers, other than the County Board of Commissioners, who serve in the military or naval forces of the United States, either voluntarily or by reason of the Conscription Act, have their positions, seniority and status preserved the same as any other County employee.

(b) All County employees including Forest Preserve employees under the jurisdiction of County officers, other than the Board of Commissioners, who serve in the military or naval forces of the United States, either voluntarily or by reason of the Conscription Act, have their positions, seniority and status preserved the same as any other County employee.

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Sec. 44-132. - Contribution for employees in armed forces.

The Board shall annually provide in its annual appropriation bill sufficient funds to make contributions for such employees based on the same percentage of the salaries of such employees as at the time of entering such military service leave for the period of their compulsory or voluntary service to the State or Federal government, and that all such employees at the conclusion of such military service leave, be restored to their positions as required by State and Federal law.

Effective date: This ordinance shall be in effect immediately upon adoption

**Sponsors:** TONI PRECKWINKLE (President)

**Indexes:**

**Code sections:**

**Attachments:** 1. Schedule E FORM for 183674 Ordinance Amendment Chapter 44 Article III Sec 4495 44101 44102 and Article IV sec 44132

Date	Ver.	Action By	Action	Result
9/12/2018	1	Board of Commissioners	approve	Pass
9/12/2018	1	Legislation and Intergovernmental Relations Committee	recommend for approval	Pass
7/25/2018	1	Board of Commissioners	refer	Pass

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