

PROPOSED SUBSTITUTE ORDINANCE (NEW ITEM 6)

Sponsored by

**THE HONORABLE JOHN P. DALEY, FORREST CLAYPOOL, BRIDGET GAINER,
ELIZABETH "LIZ" DOODY GORMAN, GREGG GOSLIN, EDWIN REYES,
TIMOTHY O. SCHNEIDER, PETER N. SILVESTRI, ROBERT B. STEELE, AND
LARRY SUFFREDIN, COOK COUNTY COMMISSIONERS**

WHEREAS, Cook County government is one of the largest employers in the State of Illinois, with an estimated headcount of nearly 24,000 full time equivalent (FTE) employees on the payroll in Fiscal Year 2010; and

WHEREAS, personal service costs comprise over \$2 billion of Cook County's annual operating budget; and

WHEREAS, over 75% of Cook County's workforce is covered by various collective bargaining agreements, which provide for contractually obligated levels of compensation and often include annual increases to adjust for the cost of living, thus adding to the budgetary impact of each position; and

WHEREAS, FTE positions have declined by 9% since 2004, yet personnel-related expenses continue to rise due to scheduled salary adjustments and rising health care costs; and

WHEREAS, while facing increasing payroll costs in challenging economic times, it becomes necessary for the government of Cook County to limit the number of newly hired staff in an effort to contain costs.

NOW, THEREFORE, BE IT ORDAINED, by the Board of Commissioners of Cook County that any expenditure under personal service account budget lines beyond what is needed for costs related to current staff in their current positions at their current salary is hereby disallowed without Board approval, effective immediately through November 30, 2010, for all branches, departments, agencies, and elected offices of Cook County government, excluding only those positions under the jurisdiction of a judicial mandate, and the Cook County Health and Hospitals System; and

BE IT FURTHER ORDAINED, that such restriction shall apply to all expenditures related to any requested hiring, transfers, reclassification of positions, and salary adjustments that would increase the expenditure amounts of budget lines for costs related to current staff in their current positions at their current salary; and

BE IT FURTHER ORDAINED, that in the event of an emergency request to hire, transfer, reclassify or otherwise adjust a salary, the Elected Official, Bureau Chief or Department Head shall present on the agenda at the next regularly scheduled Board meeting, the rationale and justification for the emergency request for action, including but not limited to job title and compensation, for approval by the Cook County Board of Commissioners; and

BE IT FURTHER ORDAINED, that all positions not so excluded that are or shall become vacant during the effective period of this Ordinance, shall remain vacant until such time as the freeze is rescinded.

Effective date: This Ordinance shall be in effect upon adoption.