



COOK COUNTY BOARD OF ETHICS

JENNIFER KING

INTERIM DIRECTOR

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TONI PRECKWINKLE

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Revised: August 24, 2023; Previously released: March 31, 2022

RE: Post-Employment Restrictions and Associated Waivers

Cook County officials, employees, and appointees:

In an effort to prevent former County personnel and officials from improperly profiting from their County connections, the Cook County Ethics Code has post-employment, or “revolving door” restrictions.

PERMANENT BANS:

- No representation of any person or entity other than Cook County in **any judicial or administrative proceeding** involving the County if you were **counsel of record** or **participated personally or substantially** in the proceeding;
- No assistance to or representation of any person or entity in **a business transaction** involving Cook County if you **participated personally or substantially** in the transaction;

ONE-YEAR BAN (for 364 days following termination of County employment):

- No acceptance of employment, compensation, consideration, or fees from any person or entity if you **participated personally or substantially** on behalf of the County in the decision to award a contract(s) with a value of over \$15,000 to that person or entity;
 - This restriction applies to accepting employment from the contractor and or subcontractor(s) engaged in the contract that the employee had personal and substantial participation in the decision to award
- No **lobbying** Cook County, its officials, or employees on behalf of any person or entity;
- No contract with the County for **services over \$15,000**

WAIVERS & EXEMPTIONS:

These rules may be waived by the Cook County Board of Ethics upon a showing by the former official or employee that such waiver would not result in a conflict of interest or disclosure of confidential information.

With respect to any potential contract with the County for services over \$15,000, a County Department or County Agency where you formerly worked may [certify](#) that your retention is necessary to provide continuity of operations and will provide significant efficiencies to the County.

For waivers, please complete the “Request for Exemption from Cook County Post-Employment Restrictions” [form](#) and submit it to the Cook County Board of Ethics as soon as practicable upon learning of a specific opportunity for employment that, absent a waiver, would violate the post-employment rules in Section 2-580 of the Cook County Ethics Ordinance. Failure to provide all requested information will result in denial of any requested waiver.

The Board may impose conditions upon the grant of waiver to safeguard against actual or potential conflicts of interest or disclosure of the County's confidential information. Officials or employees seeking waiver MAY NOT commence any employment or work opportunity prior to obtaining a waiver. The Board will maintain any request for waiver as confidential while the petitioner remains an official or employee of Cook County unless petitioner requests otherwise or the petitioner attempts to enter into employment that would violate Section 2-580.

The "Request for Exemption from Cook County Post-Employment Restrictions" form is available on the Cook County Board of Ethics website, on the "File Disclosures and Requests with the Board of Ethics" [webpage](#).

Sincerely,

A handwritten signature in black ink, appearing to read "Jennifer King".

Jennifer King

Interim Director