

CHAMPAIGN COUNTY BOARD  
**COMMITTEE MINUTES**

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**FINANCE COMMITTEE**

**Thursday, November 8, 2007**

**Lyle Shields Meeting Room, Brookens Administrative Center  
1776 E. Washington St., Urbana**

7:00 p.m.

**MEMBERS PRESENT:** Doenitz, Gross, Jones, McGinty (Chair), O'Connor, Richards, Tapley, Weibel, Wysocki

**MEMBERS ABSENT:** None

**OTHERS PRESENT:** Jeff Blue (County Engineer), Kat Bork (Recording Secretary), Deb Busey (County Administrator of Finance & HR Management), David DeThorne (Senior Assistant State's Attorney), Tony Fabri (Auditor), Denny Inman (County Administrator of Facilities & Procurement), Lt. Allen Jones (Sheriff's Office), Susan McGrath (Senior Assistant State's Attorney), Duane Northrup (Coroner), Dan Welch (Treasurer)

**CALL TO ORDER**

McGinty called the meeting to order at 7:00 p.m.

**ROLL CALL**

The Recording Secretary called the roll. Doenitz, Gross, Jones, McGinty, O'Connor, Richards, Tapley, Weibel, and Wysocki were present at the time of roll call. McGinty declared a quorum and proceeded with the meeting.

**APPROVAL OF AGENDA/ADDENDUM**

**MOTION** by Doenitz to approve the agenda and addendum; seconded by Wysocki. **Motion carried.**

**APPROVAL OF MINUTES**

**MOTION** by Tapley to approve the Finance Committee regular session minutes of September 13, 2007 and October 4, 2007 and the Legislative Budget Hearings of August 27, 2007; seconded by Wysocki. **Motion carried.**

**PUBLIC PARTICIPATION**

There was no public participation.

**BUDGET AMENDMENTS/TRANSFERS**

Budget Amendment #07-00105

**MOTION** by Tapley to recommend to the County Board approval of Budget Amendment #07-00105 from Fund 080 General Corporate – Department 140 Correctional Center for increased appropriations of \$5,000

for the Furnishings, Office Equipment line with increased revenue of \$5,000 from the Just.-Justice Assistance Grant line; seconded by Jones.

Wysocki requested some details about this amendment. Lt. Jones answered that it is part of the Local Law Enforcement Block Grants. This upgrade is the last piece to allow for electronic reporting of fingerprints.

**Motion carried.**

Budget Amendment #07-00106

**MOTION** by Jones to recommend to the County Board approval of Budget Amendment #07-00106 from Fund 080 General Corporate – Department 042 Coroner for increased appropriations of \$1,463 for the Medical/Dental/Mental Health line with increased revenue of \$1,463 from the Court Fees and Charges line; seconded by Doenitz.

Wysocki asked for an explanation of this item. Northrup said the expense was incurred for the autopsy of a Danville Correctional Center inmate conducted by Champaign County. The inmate died at Carle Hospital and by state law the Coroner has to autopsy all in-custody deaths regardless of cause of death. The inmate died of natural causes. The State of Illinois is reimbursing the County for the autopsy.

**Motion carried.**

Budget Amendment #07-00107

**MOTION** by Wysocki to recommend to the County Board approval of Budget Amendment #07-00107 from Fund 619 Tax Sale Automation Fund – Department 026 County Treasurer for increased appropriations of \$4,000 for the Professional Services line with no increased revenue; seconded by Richards. **Motion carried.**

Budget Amendment #07-00108

**MOTION** by Wysocki to recommend to the County Board approval of Budget Amendment #07-00108 from Fund 080 General Corporate – Department 075 General County for increased appropriations of \$9,000 for the Non-County Building Repair-Maintenance line with increased revenue of \$8,000 from the Children's Advocacy Center Fund 679 line; seconded by Richards.

Tapley inquired where the revenue money was coming from. Busey said it is from the Children's Advocacy Center Fund. Wysocki wondered if this was the last bill or if more would be coming. Busey said this represents the last budget amendment. There is money in the budget to pay the remaining bills.

**Motion carried.**

Budget Amendment #07-00109

**MOTION** by Tapley to recommend to the County Board approval of Budget Amendment #07-00109 from Fund 080 General Corporate – Department 071 Public Properties for increased appropriations of \$47,998 for the Gas Service line and \$147,351 for the Electric Service line with no increased revenue; seconded by Wysocki.

Wysocki raised the question of whether this amendment will pay the November utilities bills, given that there are 3 weeks left in the fiscal year. Busey replied that the budget amendment covers at least 2 months of bills, namely October, November, and probably a portion of September. This amount is consistent with the

monthly report the Finance Committee has been receiving in regard to how much more the utilities would cost over what was budgeted for the year. Wysocki asked if the benefit of being in the Consortium could be calculated. Busey stated the benefit is difficult to measure because the utilities demand fluctuates depending on the time of year. Busey would need a full year of utilities costs before with the new, higher rates to do a fair comparison. The County joined the Consortium in June and the new Ameren rates went into effect the prior January.

**Motion carried.**

Budget Transfer #07-00018

**MOTION** by Weibel to recommend to the County Board approval of Budget Transfer #07-00018 from Fund 080 General Corporate – Department 071 Public Properties for a transfer of \$10,000 to the Court Facility Repair-Maintenance line from the Regular Full-Time Employees line and a transfer of 10,000 to the Brookens Building Repair-Maintenance line from the Regular Full-Time Employees line; seconded by O'Connor.

Gross asked about these expenses. Busey said the money is going into the Court Facility and Brookens Building repairs and maintenance.

**Motion carried.**

**ADDENDUM**

Budget Amendment #07-00110

**MOTION** by Wysocki to recommend to the County Board approval of Budget Amendment #07-00110 from Fund 080 General Corporate – Department 071 Public Properties for increased appropriations of \$13,345 for the Temporary Salaries & Wages line with increased revenue of \$13,345 from the Tenant Reimbursement Building Improvement line; seconded by Tapley. **Motion carried.**

Budget Amendment #07-00111

**MOTION** by Wysocki to recommend to the County Board approval of Budget Amendment #07-00111 from Fund 676 Solid Waste Management – Department 011 Solid Waste Management for increased appropriations of \$15,000 for the Contributions & Grants line with no increased revenue; seconded by Weibel. **Motion failed by a vote of 4 to 5 with a show of hands.**

**STATE'S ATTORNEY**

Agreement with the State's Attorney's Appellate Prosecutor's Office for FY2008

**MOTION** by Tapley to approve the Resolution to Designate the Office of the State's Attorney Appellate Prosecutor as Agent and the Resolution Authorizing a Litigation Assistance Agreement between the County of Champaign and the Office of the State's Attorney's Appellate Prosecutor; seconded by Gross. **Motion carried.**

**NURSING HOME**

Request Finance Committee Approval to Maintain Current Accounts Payable Status at Champaign County Nursing Home at End of Fiscal Year

**MOTION** by Tapley to approve the request to maintain current accounts payable status at Champaign County Nursing Home at the end of the fiscal year; seconded by Weibel.

Weibel asked what this action means. Busey explained the Finance Committee is authorizing the Nursing Home to continue maintaining its accounts payable at the current rate, which is about 60 days out. This action excuses the Nursing Home from bringing the accounts payable completely up to date in December 2007 with the new fiscal year. Typically, the County's policies require expenses be paid in the same calendar year. The committee approved a similar action last year.

**Motion carried.**

### **COUNTY ADMINISTRATOR**

#### **General Corporate Fund FY2007 Revenue/Expenditure Projection Report**

Busey distributed her reports to the committee. Busey reported the revenue is maintaining a pretty stable position with the projections she has presented throughout the year. Revenue is anticipated to come in at 101% of the current budget, which is higher than the original budget for revenue. About \$229,000 more revenue than the current budget is anticipated. The sales taxes are fairly flat. The General Government Fees & Fines revenue continues to be higher than projected, about \$200,000 ahead of budget.

Gross asked if the County is recording fines on an accrual or a collection basis. Busey said they are recorded when they are collected. Jones asked if the increased revenue could be attributed to the new collections position in the State's Attorney's Office. Busey believed there has been an increase in the fees and fines collected that were owed to the County through the State's Attorney's collections program. The State's Attorney will be providing a report with regard to the amount of impact that can be directly associated with the program. Jones asked if the \$200,000 in additional revenue was a result of back fees and fines being collected and would therefore be a one-time result. Busey did not think the amount was completely attributable to that because the continuous jury system has contributed to the increase.

On the expenditure report, Busey expected the Personnel line will come in at less than budgeted. Commodities are projected to come in at slightly less than what is budgeted. The Gas and Electric Services were over budget and covered by the budget amendment approved earlier in the meeting. Medical Professional Services might be slightly over budget too, but all other services should come in under budget. Busey explained the General Corporate Fund will likely under spend the capital budget, largely because of the estimated ILEAS project. The revenue for this project will be received this fiscal year even though it will not be spent until the next year. Busey cautioned that this is not true revenue staying in the General Corporate Fund balance at the end of the year.

Based on the actual budget, the General Corporate Fund looks to end FY2007 with a \$623,000 deficit. However, the budget should end with a \$155,000 revenue positive balance, based on projections. This puts the General Corporate Fund at a 10% fund balance.

#### **General Corporate Fund Budget Change Report**

This report shows budget changes. Busey said most of the recurring costs changes have had revenue to offset the changes. The one-time expenses have a lack of increased revenue matching the increased expenses.

#### **Nursing Home Report**

Busey stated the Nursing Home had a deficit month of \$214,000. The Nursing Home's balance appears to be revenue positive, but Busey reminded the committee that the accounts payable is 60 to 90 days out. McGinty asked if the \$200,000 deficit that Andrew Buffenbarger projected for the Nursing Home would hold true. Busey answered yes.

2008 Annual Budget and Appropriation Ordinance and 2008 Annual Tax Levy Ordinance

Busey distributed additional materials to update the committee on what they are exactly approving with the ordinance, including the budget changes that occurred since the Tentative Budget was received and placed on file. The most substantial portion of the change is in the General Corporate Fund and the most substantial General Corporate change has to do with the ILEAS project. RPC had some changes and the Highway budget now has debt obligation for the bonds issued in October to complete the new facility. Other changes occurred in the Public Health Fund, Head Start Fund, and Public Safety Sales Tax Fund concerning the bonds issued in October. A LIDAR project was approved earlier this year in the GIS Fund that was not done, so it has been added to the FY2008 budget because it is anticipated to be done early next year. There were some insurance premium changes also. The total FY2008 budgeted revenue went from \$108,125,916 to \$110,545,554 and the total expenditure went from \$115,437,630 to \$118,335,661. Busey offered to answer any questions about the specific changes that were documented.

Tapley asked if the Highway funds were in capital projects or special revenue. Busey said the capital projects include the Highway facility project. Most of the expense in FY2008 budgeted for capital projects are for the Highway facility project and the Courthouse exterior renovation/Clock & Bell Tower project. The actual Highway funds are special revenue.

Busey presented the overall consolidated budget and General Corporate Fund summary as they now stand.

**MOTION** by Wysocki to approve the 2008 Annual Budget and Appropriation Ordinance and the 2008 Annual Tax Levy Ordinance; seconded by Tapley.

Tapley commended Busey for all her work on the budget summary.

**Motion carried.**

**TREASURER**  
**Monthly Report**

Welch distributed his monthly report. He reported his office collected \$237 million in real estate taxes with a final collection percentage of 99.83% after the tax sale. The Treasurer's Office mailed 71,000 tax bills this year. Of those, 806 were unpaid and went to the tax sale. The tax sale included 140 mobile homes. Welch stated that Provena Covenant Hospital came in on the last day to pay about \$584,000 in taxes including \$17,000 in late charges. Issues with Provena are still ongoing. The last 2 pages of Welch's report show Carle Hospital's tax liability to the County. Carle's liability to the County is \$601,223, of which \$179,645 is the liability to the General Corporate Fund. There has been no determination or settlement regarding Carle's exempt status. Provena continues to appeal. McGrath explained that Provena has 2 appeals pending, the first at the Appellate Court level on the 2002 tax liability and the second with the Department of Revenue on the 2006 tax liability. Provena has attempted to negotiate with the County for Welch's office to refund their taxes based on some orders that were entered in the 2002 case, however, this case is still on appeal. The County is waiting to see what the Appellate Court decides on the 2002 liability and on the Department of Revenue's ruling on the 2006 liability.

Tapley asked how the bonds payments are made for the debt obligation issued to complete the new Nursing Home facility and perform the Court exterior renovation. Busey believed the County is able to adjust future levy calculations to account for tax money that may be refunded to the hospitals. The County has a voter approved referendum to collect the money. If it is not collected from one entity, the levy rate would be adjusted. There is about a 10% allowance for those kinds of things when the levy is calculated each year by the County

Clerk. Weibel asked if the number of properties at the tax sale was a typical amount. Welch answered there were 806 this year versus 714 the previous year. He believed the difference was the number of special assessments in drainage that went the tax sale. Champaign County has a good collection percentage compared to other counties. The 0.17% that was uncollected is likely due to bankruptcies and properties in dispute.

**MOTION** by Tapley to receive and place on file the Treasurer's October 2007 monthly report; seconded by Doenitz. **Motion carried.**

#### **AUDITOR**

##### **Purchases Not Following Purchasing Policy**

Provided for information only. Fabri reported there were 3 purchases over \$1,000 without a purchase order, 2 travel expenditures more than 60 days past, and 1 bill for pest control at the Nursing Home from FY2006 that was paid in FY2007.

Tapley asked when the \$1,000 threshold was last adjusted for inflation. Busey said it was at least 5 years ago. She would like to have it adjusted and hoped to have a revised Purchasing Policy before the County Board next year. An increase to the \$1,000 limit would definitely be recommended.

#### **Monthly Report**

**MOTION** by Jones to receive and place on file the Auditor's September 2007 monthly report; seconded by Tapley. **Motion carried.**

#### **ANTICIPATED RECOMMENDATION FROM POLICY, PERSONNEL, & APPOINTMENTS COMMITTEE**

##### **Contribution to Joining Other Municipalities in Protesting Rate Increase by Illinois American Water**

McGinty said this item failed in a tie vote at the Policy, Personnel, & Appointments Committee meeting. Weibel stated the committee members who voted against the County joining the rate intervention did so because they wanted to see if other entities, such as municipalities, would also be donating money to the intervention. Weibel is waiting to see if those entities do firmly sign on to the intervention. If they do so, he will bring the issue back to the Policy, Personnel, & Appointments Committee. Wysocki asked what the argument for not signing onto the intervention was. McGinty explained that Dennis Schmidt from the City of Champaign was present at the meeting. McGinty voted against the proposal because the City of Champaign had already entered into an agreement with a professional to intervene in the rate case with a specific price tag of \$66,000. The only municipalities in the affected areas that were on board were Champaign and Urbana. Champaign is involved in discussions with other municipalities and is hopeful these entities will contribute money. McGinty was skeptical as to whether this issue should be the County's business, but his mind could be changed by more forthcoming information and funding from others. Wysocki asked what other municipalities were asked to contribute. Weibel said Arcola, Tuscola, Sidney, St. Joseph, Fisher, two water districts, Tolono, and the other villages that are served by Illinois American Water. McGrath noted not all the villages in Champaign County are served by Illinois American Water.

#### **CHAIR'S REPORT**

There was no Chair's Report.

## **OTHER BUSINESS**

### **Consideration of Canceling the December Committee Meeting**

The committee discussed whether to hold a December meeting. McGinty suggested holding a meeting so the Finance Committee can go through the budget amendments and transfers and put some on the consent agenda. This would help prevent the full County Board meeting from being painfully long. Busey anticipated a number of budget amendments and transfers will be submitted for the December meeting because it represents the last chance to make changes to the FY2007 budget. The committee agreed to hold a December meeting. If there are no items for the agenda, the committee is open to canceling it.

### **Resolution to Authorize an Additional Contribution of \$15,000 to the Big.Small.All Project from Champaign County**

Busey said the item that failed earlier in the meeting was a budget amendment for the FY2007 budget. This agenda item concerns FY2008 and came back from the County Board in October. Doenitz thought the question of this matter had been asked and answered earlier. Busey said there are two ways to do this, she submitted the earlier budget amendment so the committee would not have to change the budget prior to the night at which they approve the budget, which is difficult. The cleanest way is for the committee to vote on whether or not they want to pay the contribution out of the FY2008 budget.

**MOTION** by Wysocki to approve the Resolution to Authorize an Additional Contribution of \$15,000 to the Big.Small.All Project from Champaign County; seconded by Richards.

O'Connor compared the issue to a terminal patient on life support. Tapley asked for clarification on voting down this resolution. Busey said the committee voted down making a contribution out of the FY2007 budget. This resolution was returned to the committee by the County Board and concerns making a contribution out of the FY2008 budget. McGinty order a roll call vote.

**Motion failed with a vote of 4 to 5.** McGinty, Richards, Weibel, and Wysocki voted in favor of the motion. Doenitz, Gross, Jones, O'Connor, and Tapley voted against the motion.

### **Financial Participation in the Construction Education Taskforce**

Inman distributed a request for FY2007/FY2008 grant funding from the Construction Education Task Force. Inman stated the Task Force is a collaborative group compiled of all parts of Champaign County population. This group is trying to address the issue of the construction trades industry within Champaign County, namely the dwindling workforce and the inclusion of minorities in trades. The Task Force has had 5-6 meetings and agreed on a mission statement to develop and support educational programs that engage students to develop career interest and skills related to the construction industry, building maintenance, and project management. It is estimated by the trades unions that 30% of the workforce will be gone in the next 10 years. Combining this statistic with the anticipated economic growth in Champaign County over the next 5 years leads to a path of an extremely dwindling workforce. The stress on the workforce may add to the problem because people may leave the trades early. It will also provide the opportunity for those outside of Champaign County to come to the County and work. Inman stated the County Board's philosophy of all the construction projects over the last 10 years has been to take care of our own first. We are losing that ability and it can be seen on the Highway Fleet Maintenance Facility and Inman expects to see the same thing on the Clock & Bell Tower project. Inman expressed the saving grace is that the University of Illinois has cut back on their construction projects, otherwise the County Board would be hiring firms it had never done business with before. The Task Force had the idea to submit a grant application to the Illinois Department of Commerce and Economic Opportunity in the Division of Employment Opportunities Grant program. The grant would be the initial funding source for the educational program. Parkland College would be the grant monitor and would host most

of the courses on its campus. The goal is to have the program up and running for Fall 2008. Inman described what Peoria did to pull students out of high schools into the trades programs to have a combination of classroom and hands-on works at construction sites. The trades do not have enough people in their apprenticeship programs. The DCEO grant can be applied and submitted to the State by a basis September or June. The State will accept the grant applications at other time, but it will not tell the applicants when the funds maybe allocated. The Task Force thinks it will use most of the major tenants of the Peoria project in its education program. Inman requested the County Board contribute \$25,000 towards the submission of the grant and another \$25,000 for the initial program start-up. The \$25,000 funding for the grant preparation would cover general administrative personnel and grant presentation costs because the Task Force anticipates they will have to go to Springfield to make a formal presentation. The start-up funding would cover classroom course materials, safety shoes, tool belts, and help offset the teachers' salaries. Inman is not aware of any other community initiative that addresses either the education shortcomings or the minority inclusion issues of the construction trades. Inman thinks the grant and the resulting educational program is the best opportunity for the County Board to have an immediate participation and impact on the future construction trades workforce. He requested the Finance Committee recommend to the County Board a contribution of \$25,000 towards the submission of the DCEO grant and upon approval of the grant another \$25,000 contribution towards the initial start-up costs of the education program.

Doenitz asked what the trades are doing to attract people to join their workforce. Inman said the trades are asking for our help. The trades are doing normal things like talking to high schools guidance counselors. They are being rebuffed because the counselors in local high schools are looking for those individuals who are going to college. Inman said the vocational student is a non-student in the current environment. Doenitz thought the root of the problem starts in the public high schools, a sentiment that Inman echoed. Doenitz asked if it is being addressed with the schools. Inman said yes, Ms. Wiegand from Centennial is on the Task Force and board members from Champaign high schools have attended meetings. They are bringing the message back to their schools and guidance counselors to start implementing the process to get these classes on board. Doenitz asked what happened to the building trades classes where students learned to build a house. Inman said the closest to this is in Rantoul High School, otherwise the program is gone. Doenitz asked why the \$50,000 was not being spent to regenerate the programs in the high schools. Inman said this program is supplanting the high schools because the student will be able to earn high school or college credits. Inman did not think the schools had space for the shop classes. Doenitz asked why the trade unions are not attracting young people. Inman said a part of the apprentice program is having the correct math skills, which the high schools are not providing, and drug usage is a significant issue. Another issue is the skills to create a resume and interview, which Inman says are not there for those students not going to college. An individual who wants to enter the trades has no preparation to apply for the trades programs. Doenitz thought the opportunities are out there, they are simply not being advertised very well. He felt the educational component should come from the high schools. Inman thought there was an initiative before the Illinois State School Board to back off on the stringent graduation requirements and get vocational skills back in schools. Doenitz stated the contractors and trades unions should be advocating for this and not looking to the County to pay for projects. Inman said the unions are looking to us to help to get the educational system to listen to them and respond. Parkland is trying to fill that need.

Weibel suggested that the No Child Left Behind Act has reduced these opportunities because the schools are struggling to meet those requirements. He asked where the classes would take place. Inman said the classes would be at Parkland. Gross asked how the students would be selected. Inman answered the students would go through a screening process like IDOT's process. Gross asked why applying for the grant would cost \$25,000. She wondered how much money the grant would provide. Inman replied the grant should provide \$100,000 a year for 2 years. He indicated the people at Parkland and the Task Force are contributing their time, but at some point they will need to use a grant writer who will have to be paid. Gross asked if the grant would be done by County staff. Inman said he and Busey are looking into getting some in-kind contribution from RPC.

Tapley asked who else is participating and making contributions. Inman answered that because this idea just came forward from the Task Force's September meeting, people are just now figuring out what they are able to do. So far, Champaign County is the only possible contributor. Tapley asked if more contributors are expected. Inman said absolutely, Naomi Jakobsson is willing to work with churches and grant organizations to gain their assistance. Inman hopes people will step forward at the December meeting to help out. The trades have not put any commitment down on paper. Tapley was not sure if this was the right solution, it makes more sense to start somewhere other than at the County.

Jones agreed that training needs to be provided, however, he strongly believes providing vocational training for members of this County is beyond the preview of the County tax dollars. Doenitz concurred with Jones and really felt the trades are the ones who should be putting pressure on the high schools to revitalize the vocational classes, not the County Board. Gross stated she does not like being asked to approve something before she sees it. She preferred to defer this issue until more detail on what the Board would get out of it can be shown.

**MOTION** by Weibel to defer; seconded by Tapley.

Wysocki asked the date of the next meeting of Task Force. Inman said they are trying to set up a meeting for December 15, 2007. Wysocki suggested Inman raise the question about other entities making contributions and push the trades on stating their commitment about working with schools, if the meeting is held. Knowing vocational courses are in the schools' budget planning for the next year would provide some good faith assurance. Wysocki stated she was not opposed to the County participating, but she did not think the County should be the only funding entity because she did not see how such a measure would be successful without other entities providing funding. She proposed asking the Cities of Urbana and Champaign for money. Inman agreed the December Task Force meeting is a good opportunity to ask those questions. Wysocki suggested Inman take the County Board Chair to the meeting.

**Weibel and Tapley agreed to a friendly amendment to defer the issue until January 2008.**

Doenitz asked why there are not more business agents for the local unions on the Task Force. Inman said it has been represented that the 2 unions present speak for all the unions. Doenitz thought the various trades would want to speak for themselves because they are very different.

**Motion carried as amended.**

#### **ADDENDUM**

#### **COUNTY HIGHWAY DEPARTMENT**

#### **Approval of Recommendation Regarding Staffing Budget for the County Highway Department**

**MOTION** by Tapley to approve the elimination of Highway Secretary position, effective January 1, 2008; seconded by Doenitz.

O'Connor asked if this was the right time to be considering this issue. He thought the issue should go to the Highway & Transportation Committee first. Busey said the County Board Rules requires the Finance Committee to make decisions regarding staffing budgets.

Weibel requested information on why the staffing was being changed. Blue stated the Highway Fund is struggling for money to operate. He explained the Highway Department Secretary is a position that no longer has the responsibilities to warrant having a position. This has been caused by many different things, such as the advent of computers and new telephone and voicemail systems. The role the Secretary traditional took on has gone by the wayside over the last number of years. The Highway Department can operate more economically

and efficiently by covering the few responsibilities the Secretary has left as a group rather than having one person whose responsibilities that do not nearly take up a day. The current cost of the Secretary position to the Highway Fund is about \$46,000 and the value is not there for this substantial cost.

Gross asked if this was a union position and what the ramifications were in regard to AFSCME. Blue answered it is a union position. DeThorne explained the contract essentially treats this change as a layoff. He read the section of the labor contract that applied to seniority rights. The person in the position has a fair amount of seniority and that person will only lose employment with the County if that person chooses not to take another job with the County. Jones asked if the person has the option to bump another person out of a position. DeThorne said as long as the person has the ability to perform the work of the employee that he/she is displacing. Jones inquired if there are open positions at the County so the bumped person could contain employment at the County. DeThorne said the bumped employee would have the same right and it works by seniority. Busey said the change would eliminate a position. There is only 1 vacant full-time position in the bargaining unit at this point in time. It is a Clerk position in the Sheriff's Office. The Sheriff is currently interviewing and may have that position filled within the next week or two. The change could potentially result in someone losing a job. Weibel asked if the person who is bumped out of his/her job has first dibs on any openings. Busey said a person placed on layoff has 12 months where they would be first in line of any open positions. Jones recalled that he had been told the County had to raise its salaries to find enough good people to fill the open positions. Busey said the vacant positions listing in the Policy, Personnel, & Appointments agenda packet every month. In the last 3 or 4 months there has been a substantial change and there are now very few vacant positions.

Gross asked how many AFSCME members will be left in the Highway Department. Blue said there would be 1 within his office, 2 Technicians, 11 Highway Maintenance Workers, and 1 Mechanic all of whom are AFSCME members. Gross asked if they were part of the same bargaining unit. Blue said the Highway Projects Accountant and the 2 Technicians are part of the same bargaining unit. The 11 Highway Maintenance Workers and the Mechanic have their own bargaining unit. The Secretary's position is in the General Bargaining Unit. Gross asked what Blue planned to do with the \$46,000 when the position was eliminated. Blue said he is asking that the Personnel budget be reduced by \$46,000 and there are a multitude of road and bridge projects this money can be used towards in the future. He is not asking for his budget to be cut by \$46,000. This money will go towards maintaining the roads.

**Motion carried** with several no votes.

#### **DESIGNATION OF ITEMS TO BE PLACED ON COUNTY BOARD CONSENT AGENDA**

McGinty designated agenda items VI A-G, VII A-B, and IX D-E for the consent agenda.

#### **ADJOURNMENT**

Meeting adjourned at 8:14 p.m.

Respectfully submitted,

Kat Bork  
Administrative Secretary

*Secy's note: The minutes reflect the order of the agenda and may not necessarily reflect the order of business conducted at the meeting.*