

CHAMPAIGN COUNTY BOARD  
**COMMITTEE MINUTES**

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**POLICY, PERSONNEL, & APPOINTMENTS COMMITTEE**

Wednesday, October 7, 2009

Brookens Administrative Center, Lyle Shields Meeting Room

1776 E. Washington St., Urbana

7:00 p.m.

**MEMBERS PRESENT:** Carol Ammons, Tom Betz (Chair), Matthew Gladney, Greg Knott, Brendan McGinty, Alan Nudo, C. Pius Weibel

**MEMBERS ABSENT:** Jonathan Schroeder

**OTHERS PRESENT:** Steve Beckett (County Board Member), Kat Bork (Administrative Secretary), Deb Busey (County Administrator), Debbie Chow (Insurance Specialist), Alan Kurtz (County Board Member), Amanda Tucker (HR Generalist), Barbara Wysocki (County Board Member)

**CALL TO ORDER**

Chair Betz called the meeting to order at 7:02 p.m.

**ROLL CALL**

Bork called the roll. Ammons, Betz, Gladney, Knott, McGinty, Nudo, and Weibel were present at the time of the roll call, establishing the presence of a quorum.

**APPROVAL OF AGENDA/ADDENDUM**

**MOTION** by Knott to approve the agenda; seconded by Ammons. **Motion carried with all ayes.**

**APPROVAL OF MINUTES**

**MOTION** by McGinty to approve the Policy, Personnel, & Appointments Committee minutes of August 5, 2009; seconded by Ammons. **Motion carried with all ayes.**

**PUBLIC PARTICIPATION**

Eric Thorsland spoke about changing the County Board's size. He suggested having eighteen single-member districts with a county-wide elected Chair, amounting to a 19-member County Board. Thorsland explained he lives in District 1 that encompasses 234 square miles with small towns. The three Republican County Board representatives in this district come from the Mahomet area. When he ran for a County Board seat in 2008, he discovered an amazing amount of independent and Democratic voters in District 1. If Thorsland has a concern, he has to make three

phone calls to speak with his representatives. A single member district would probably be smaller and would result in him only contact one person with concerns. He thought an 19-member County Board is a manageable size and this would probably be decided after the 2010 census. There would be some turmoil because some County Board members would lose their seats and he thought it would be an interesting process. Thorsland said having a county-wide elected Chair as a tie-breaker would make the job more important. He felt the job of Chair has been diminished, though it is an amazing amount of work, by selecting a Chair from the Board's membership.

### **APPOINTMENTS/REAPPOINTMENTS**

**MOTION** by Weibel for omnibus approval to appoint:

1. Beverly Hanks to the Lower Big Slough Drainage District for a term commencing October 21, 2009 and ending August 31, 2012,
2. Marc Stevens to the Somer #1 Drainage District for a term commencing October 21, 2009 and ending August 31, 2012, and
3. Doug Stierwalt to the Two Mile Slough Drainage District for a term commencing October 21, 2009 and ending August 31, 2012.

The motion was seconded by Knott. **Motion carried with all ayes.**

### **CHAMPAIGN COUNTY BOARD OF HEALTH**

#### **Approval of Revisions to Champaign County Health Ordinance**

**MOTION** by McGinty to approve the revisions to the Champaign County Health Ordinance; seconded by Weibel. **Motion carried with all ayes.**

### **ADMINISTRATOR'S REPORT**

#### **Vacant Positions Listing**

The vacant positions listing was provided for information only. Busey stated nearly all of the positions were budget at zero because the positions will not be filled in FY2010.

#### **Renewal of Liability & Worker's Compensation Insurance Policies**

Busey stated the total premium for FY2010 was \$73,366, which is about \$2,800 less than FY2009's premium.

**MOTION** by Knott to approve the renewal of the property, liability, and worker's compensation insurance policies for FY2010; seconded by Ammons.

Weibel asked if the premium was lower because the County will have fewer employees. Busey answered no, it was caused by variances in the premiums costs. Nudo asked how long the contract with Diamond Brothers would last. Chow stated the contract had an initial period of one year with the option of up to four renewable one-year terms.

**Motion carried with all ayes.**

Resolution Honoring Retiring County Employees

**MOTION** by McGinty to approve the Resolution Honoring Retiring County Employees; seconded by Gladney. **Motion carried with all ayes.**

EEO Report

The Equal Employment Opportunity Report was included in the agenda packet and Tucker offered to answer any questions from the committee. Ammons asked if the report determined how many vacancies the County filled in 2008. Tucker explained that information was not a part of the EEO Report, but she could find out and send Ammons an answer. Ammons asked for the percentage of black employees in the County outside of the Nursing Home. Tucker drew the committee's attention to Page 40, where the race and gender information was broken down into General County, Nursing Home, and Corrections. The Nursing Home percentage is 45.45%, Corrections has 11.45%, and General County has 13.32%. Ammons asked what kind of efforts Tucker has performed to increase diversity in areas outside of the Nursing Home. Tucker explained she has expanded the job posting list. These are individuals or groups who receive the Champaign County job opening notices. The job posting list includes to the Cities of Champaign and Urbana, a select group with the University of Illinois, Parkland College, Urbana League, Illinois Department of Employment Security, the Illinois Employment and Training Center, Parkland's Winnet Program, PACE, NAACP, and the Office of Equal Opportunity and Access.

**MOTION** by Nudo to receive and place on file the EEO Report Nudo; seconded by Gladney. **Motion carried with all ayes.**

COUNTY CLERK

**MOTION** by Ammons to receive and place on file the County Clerk fees report for August 2009; seconded by McGinty. **Motion carried with all ayes.**

LEGISLATIVE REPORT

Kurtz stated he met with Representative Naomi Jakobsson and Senator Mike Frerichs about legislation to increase the Coroner's Fund fees to help offset deficits created by work a Coroner does for other counties. The legislation should be proposed in the next session.

CHAIR'S REPORT

Announcement Regarding Martin Luther King Jr. Award Nominations

Betz announced that nominations were being accepted for the James R. Burgess, Sr. Humanitarian Award and Doris Hoskins Prestigious Community Service Award presented each year as part of the Martin Luther King, Jr. Celebration. He encouraged Board members and the public to nominate those who have given service for civil rights in the community. Weibel reminded the Board members about the October 19<sup>th</sup> deadline for nominations.

## **OTHER BUSINESS**

### **County Board Rules Proposed Changes to a Committee of the Whole Structure**

**MOTION** by McGinty to approve the proposed changes to the County Board Rules to a Committee of the Whole Structure; seconded by Nudo.

McGinty has long thought a 27-member County Board structure where members only attend 1/3 of the committee meetings makes it difficult to be completely informed on all issues the members vote on at Board meetings. The members learn a little information at their party caucuses, but both caucuses move through business shortly before the full Board meeting. McGinty thought a committee of the whole structure would result in much more efficient Board meetings by enabling detailed discussions during longer meetings that cover the committee work. He would rather see two meetings where the committee business is done leading up to one full Board meeting. This approach would ensure everyone is more informed at the last meeting of the month. For the foreseeable future, having the existing committee chairs continue to lead discussion in the pertinent areas makes sense for the transitional period. McGinty felt it was the most efficient way to do the County's business.

Gladney explained that he was intrigued by a committee of the whole structure when he was first elected to the County Board and inquired whether the committee structure was legally required. He learned there was no legal reason to maintain the standing committees structure as opposed to the committee of the whole structure. The appeal of the committee of the whole structure is that it would result in a better informed County Board. Not everyone is as informed as they could be with six standing committees. Gladney acknowledged it was a little daunting for 27 people to meet three times a month. He hoped all Board members would be prepared to maintain their attention during long meetings. He would like to see all of the important things discussed by committee respected and taken into account. For example, the Justice & Social Services Committee meeting lasted two hours with no action items. He did not know if members' attention or patience would tolerate a committee being combined with two others into a single meeting. Gladney thought having all members on the same page would bring a positive result and he hopes the Board members will bring their A-game to all three meetings.

Knott was intrigued by the committee of the whole proposal and wished the County Board could take a final vote at the first or second meetings of the month when the majority of discussion occurs. He realized the schedule was necessary to prepare the resolutions for the third meeting, but wondered if there was a way to approve some business without it being approved at the third meeting. Beckett responded that the consent agenda's purpose was to separate the weak from chaff. He agreed with Gladney there are some concerns about longer meetings, but he felt members would adjust and be better prepared for meetings. The length of meetings could be managed by members reading materials and contacting department heads to get their questions answered ahead of time in order to make salient points at the actual meeting. Beckett has seen committee members ask questions during meetings that require long answers from staff when the questions could have been addressed prior to the committee meetings. Beckett emphasized the importance of communicating to staff that the County Board is willing to make the sacrifice to be better prepared because the staff is being asked to do more work with less people. This structure is way for the County Board to

show its employees that they care as much about efficiency as is expected from the employees. The committee of the whole structure will allow the County Board to efficiently perform its business.

Nudo felt it made sense to have a second vote at the third meeting. The two intervening weeks between the meetings allow for additional discussion, which may change the final vote. Having said that, he did believe the structure would allow the third meeting's business to move quickly because the issues have already been discussed and decisions have been reached. Regarding the concerns about the length of meetings, the County Board Rules state no may speak twice unless all members wishing to have spoken once. Nudo felt the Chair and Parliamentarian have to cut off repetitive discussion and County Board members should be prepared to speak to the point by writing things down in advance. Members cannot continually raise their hands to rebut another person. He supported a third meeting, but the Chair and Parliamentarian need to control the length of discussion and could do it without cutting off debate.

McGinty supported both proposals to restructure the County Board meetings to have a more prepared Board. He has heard questions during meetings that were already answered by the materials in the agenda packets and felt more accountability should be placed on Board members to be prepared. He felt the consent agenda is key to making the third meeting work. He noted the members should all be able to make their point within five minutes and should be held to the time limit.

Gladney expressed concern about how the Chair would keep track of number and length of time a members had spoken in order to enforce the rules. While the committee of the whole structure would remain in effect until the end of the term, he wondered if the new County Board members starting in the 2010-2012 term will be able to make an informed vote at the organizational meeting on whether to continue the committee of the whole structure. He understood the veteran Board members would guide the new members, but perhaps the members who have been operating under the committee of the whole structure should decide whether it will continue to have an informed decision.

Beckett said he wished the committee would favorably report both structure options to the County Board in order for the full Board to make a decision on which option to use. McGinty was willing to consider it a friendly amendment to his original motion. Betz stated it was not a friendly amendment because the options were separate and contradictory. He said McGinty could make two motions. McGinty asked if he could amend his original motion to incorporate both options. Betz said he could not. Nudo noted the committee attempted to combine three elected offices into a single motion at the last meeting. Betz stated the problem was one option was for a committee of the whole structure and the other option was to have four standing committees. He said there should be two motions.

Kurtz suggested the meetings could start at 6:00 p.m. instead of 7:00 p.m. so the meeting would not end so late. He liked the idea of two weeknights and asked if the County Board members had been surveyed about possible days. Busey answered that, based on the survey of members; there are no two nights when all Board members have indicated they would be available for certain. Kurtz asked if the change in meeting nights would cause any problems with the staff and Busey indicted it would work just fine. Kurtz liked having all or most of Board members present at all meetings and acknowledged each member is already attending three meetings a month. He has

been to City of Champaign Council meetings and admired the efficiency achieved with their committee of the whole meetings. He was in favor of the County Board adopting this structure if all Board members would be there.

Ammons said she preferred the committee of the whole structure to the four committees option because she cannot attend all committee meetings. A committee of the whole structure would allow her to get all of the information available at committee meetings. She was particularly drawn to the proposed change to County Board Rule 16.B.3, which laid out how the business of three standing committees who be addressed in each of the first two meetings of the month. The approach dealing with the three standing committees in a meeting would allow members enough time to work on those three committees at one time. Ammons supported the committee of the whole option over the second option.

**MOTION** by McGinty for a substitute motion to move both agenda items concerning proposed changes to the County Board Rules to the full Board without recommendation; seconded by Knott.

Nudo was in favor of sending both options to the Board. If the County Board members determine they will not attend committee of the whole meeting, then there will be a second option to consider. The Board could consider adopting some changes from the committee of the whole option into the four committees option, such as having the committee chairs present the appropriate portion of the meeting. He was worried about the attendance factor and hoped the Board members were all willing to make the commitment. Nudo stated if the number of County Board members is ever reduced, then attendance would be less of a problem.

Betz commented that he thought the committee of the whole proposal would be approved unanimously by the committee and maybe unanimously approved by the full Board. He thought the second proposal will not have close to unanimous support and tying the proposals together would split things wide open.

Weibel liked considering Kurtz's idea about starting the meetings earlier and having all Board members present at committee of the whole meeting to hear information, such as the Treasurer's monthly report. He agreed with Betz that tying the proposals together would sink both. Weibel admitted he has not really followed the rules about how many times a Board member can speak because it is hard to do and some members might think that means they can only ask one question. When a Board member has the floor they can ask more than one question. He did not think he had the power as County Board Chair to limit discussion because that has to come from the body. The Parliamentarian could keep track of who has spoken and the members would have to learn to ask all their questions when they have the floor.

Busey stated the County Board has not updated its rules for the current term because no decision has been made about what the rules should be. Gladney's point about a newly seated Board not knowing how it wants to function is valid. Busey asked the committee to consider evaluating the meeting structure by late summer and have the Board adopt its rules by November 2010 for the County Board being seated in December 2010. This would enable the new Board members to receive rules guiding how the meetings will function.

Kurtz said he would vote for the committee of the whole structure, but not the second option, at the full Board meeting. He thought Betz was correct that the committee of the whole structure would be approved and it should be sent as a separate motion.

**McGinty withdrew his last motion and Knott concurred.**

Wysocki asked why committees are being discussed with a committee of the whole structure. All the business formerly handled by committees would be addressed by the full Board at the first two meetings in a month. Weibel said everything would be dumped on him otherwise and he would need a raise to become a full-time employee. Wysocki asked why there would be committee chairs if there was no provision for committees to meet. Beckett explained that during the transition the committee chairs would be able to help the County Board Chair because they know the history of what is going on in the committees. The committee chairs will help the Board Chair prepare the agenda. The committee of the whole could have a different face in November 2010 after the transitional period is complete. Busey stated the definition of a standing committee was left in the rules. This was to ensure that a committee could still conduct business if fourteen Board members do not show up. Wysocki thought that would go back to the concern about Board members' attendance at meeting. She noted the Board has experienced a lack of attendance at study sessions the topic is not one of passion or burning concern for some members. She understood the point of having committee chairs in a transitional period. McGinty believed it was a transitional device and the structure would make the Board members be more accountable. He hoped the Board Chair would issue instructions to encourage the psychological transition regarding how business should be handled.

Ammons could not see how the committee chairs would filter information. Betz stated the Board members would receive information in an agenda packet as they do now. Betz commented, in relation to what Wysocki said, that the County Board members are elected to an office and a roll call is taken at every meeting to document who attends. He felt if members make the decision to not show up at meetings they were elected to attend, then the voters can hold those Board members accountable. Betz felt there was an obligation to show up when someone holds a public office. Every Board member will occasionally miss a meeting, but members' routine absence from meetings will tell their constituents a great deal. He does not think anyone would be foolish enough to regularly miss the meetings knowing that voters can hold them accountable. Betz stated a committee of the whole gives all 27 members a chance to be invested in the process; whether those members choose to be invested is up to them. He thought the committee of the whole was worth trying.

Weibel asked if the County Board can enact changes to its rules while the Board is technically in recess. Busey stated the County Board can enact a rules change whenever they decide to do so, the recess has no effect. Betz ordered a roll call vote.

**Motion carried with a vote of 7 to 0.** Ammons, Betz, Gladney, Knott, McGinty, Nudo, and Weibel voted in favor of the motion.

County Board Rules Proposed Changes to Four Standing Committees

There was no further discussion over this proposal.

### Home Rule Determination Discussion

Betz asked if any committee members wanted public hearings about home rule. There was no comment from committee members.

### County Board Size – Recommendation From Tom Betz for Discussion

Betz stated his recommendation was to have an ongoing discussion concerning the County Board size. There have been many proposals about the size of the Board and the issue of single-member districts was on the ballot eight years ago. Betz described some of the proposals that have been suggested that he could recall. He put this item on the agenda because talking about County Board size as an abstract proposition gets it nowhere. In his opinion, a proposal needs to be put forth and he wanted to have at least two public hearings to invite people in the community. He noted there are professionals in the community who could speak on the subject of group dynamics and what size board would be optimal. He solicited input on proposals from the members.

McGinty asked if the County Board size would be a ballot question in 2012. Betz stated that the County Board has the authority to decide its own size, which would be applied in 2012. The County Board structures itself, so members can vote to reduce the County Board (or increase it up to 29 members) or submit an advisory referendum to the voters. McGinty preferred to have the County Board deal with the size issue itself for the sake of discussion. He and Knott brought forth a proposal three years ago and spoke to different groups about it. He noted that Thorsland's proposal in public participation was the first he had heard since the issue was raised. There are many different ways to size the County Board. McGinty felt County Board size came down to an important efficiency issue and 2012 is the perfect time to do this. He thought the public would vote to reduce the County Board size if given the option because everyone he has spoken with has commented on the unwieldy nature of a large County Board. McGinty thought single-member districts had a lot of appeal if they are done in the right way. He saw the benefit of a smaller Board to create more accountability.

Betz asked if members wanted to have public hearings to seek input from community groups, such as the University of Illinois School of Government Relations, League of Women Voters, and Farm Bureau. He felt the process was important to get people invested. Gladney asked if politicians from other counties would be as impartial as people from the University of Illinois Institute of Government and Public Affairs. Betz stated people from the institute have a background in group dynamics. He pointed out no one would recommend a perfect number of Board members, but ideas could be generated.

Gladney was interested in the percentage of Board members who create a diverse board, regardless of board size. He felt a smaller board could still represent a diverse county. A diverse representation can be achieved if the districts are drawn in the right way.

Betz wanted to have at least two public hearings in February. A straw poll showed all committee members were in favor of public hearings. Betz asked Busey to find two nights in February to hold the hearings. Nudo asked if February would allow enough time. Betz stated the County Board has until August 2010 to place propositions on the ballot. Betz was going to solicit County Board members to send their questions in advance in order to create a fact sheet about the

issues. He asked Knott and McGinty to rephrase their previous proposal for the February agenda packet. Nudo felt the issue of an elected Chair should be folded into the discussion.

In response to McGinty and Gladney, Betz said his reaction on this issue has been the opposite of everyone else's because he has received many emails and phone calls who were surprised the County Board was considering reducing its size. McGinty thought Gladney's point about percentage representation was extremely well-taken.

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

Weibel said Beckett has informed him that Marc Stevens was a client and asked that his appointment be placed on the regular agenda so Beckett could abstain from voting. Betz wanted the Resolution Honoring Retiring County Employees on the regular agenda. Betz designated agenda items 6A&C, 7A, and 8B for the consent agenda.

**ADJOURNMENT**

Meeting was adjourned at 8:16 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.*