

FY24 NEW POSITION REQUESTS

NEW POSITIONS RECENTLY ADDED	NEW POSITIONS REQUESTED	GRADE	WAGES	FRINGES	ANNUAL RECURRING COST	EQUIPMENT (ONE-TIME COST)	TOTAL	
<u>2022</u>	<u>2023</u>							
	1	Administrative Services						
	Finance Specialist	HR Generalist	FT I	\$12,535.00	\$0.00	\$12,535.00	N/A	\$12,535.00
		<i>The position only requires additional funding of \$12,535 because we are proposing the recently vacated Assistant be converted to the HR Generalist position. The funding request is to make up the salary difference.</i>						
		Grant Coordinator	FT TBD	\$66,810.00	\$20,359.00	\$87,169.00	N/A	\$87,169.00
		<i>This is the estimate of a full time employee. The FY24 Board proposal is to fund the position at half time, a cap of \$35,000.</i>						
		Circuit Court						
		Administrative Legal Secretary	FT F	\$35,471.00	\$17,025.00	\$52,496.00	N/A	\$52,496.00
	2	1	Public Defender					
Public Defender	Legal Secretary (see note)	Paralegal	FT G	\$40,000.00	\$17,401.00	\$57,401.00	N/A	\$57,401.00
		Social Worker (Mitigation Specialist)	FT G	\$45,000.00	\$17,927.00	\$62,927.00	N/A	\$62,927.00
		<i>Note: In FY23, the Board approved the addition of a Legal Secretary for the Public Defender's Office. For FY23, the position was funded by maintaining a vacancy in one of the Assistant Public Defender positions. The current proposed Public Defender budget reflects the cost of funding <u>both</u> positions, the Legal Secretary and the Assistant Public Defender, fully in FY24. Direction from the Board is needed if changes are desired.</i>						
	2	Sheriff						
Deputy Sheriff		Deputy Sheriff (4 positions)	FT	\$256,256.00	\$133,570.00	\$389,826.00	\$296,120.00	\$685,946.00
		Sergeant	FT	\$106,808.00	\$46,869.00	\$153,677.00	\$74,030.00	\$227,707.00
		State's Attorney's Office						
		Administrative Legal Secretary	FT F	\$42,900.00	\$17,707.00	\$60,607.00	N/A	\$60,607.00
		Victim Witness Advocate	FT G	\$48,000.00	\$18,934.00	\$66,934.00	N/A	\$66,934.00
		Civil Attorney	FT ATTY	\$75,000.00	\$22,164.00	\$97,164.00	N/A	\$97,164.00

**NEW POSITION REQUEST/JUSTIFICATION
CHAMPAIGN COUNTY BUDGET FY2024**

(use a separate form for each budget)

**UNFUNDED
(Funded
from ARPA
in FY23)**

Fund	<u>1080-00-0251a-01-016-000-000-0000-500103</u>	Department	<u>Administrative Services</u>
Submitted by	<u>Michelle Jett</u>		
Position Title	<u>HR Generalist</u>	Position Grade	<u>I</u>
Position Status	<u>Position Needs Created</u>	FT/PT/Temp	<u>Full-time</u>
Estimated Cost (annual)			
Wages		<u>12,535</u>	
FICA/SS (7.65%)		<u> </u>	
IMRF (2.71%)		<u> </u>	
IMRF SLEP (16.59%)		<u> </u>	
Workers Compensation (table on p 2)		<u> </u>	
Health Insurance (+ Admin Fee) FY24 est.			
Life Insurance			
EAP			
Unemployment Insurance			
Total		<u>12,535</u>	

Justification for the Position

The County needs additional HR support. The majority of the cost of this position will be absorbed by transitioning the Executive Assistant position to HR Generalist. The benefits are already calculated in the ADS budget because of the Executive Assistant position.

Department objectives addressed by addition of this Position

Addressing recruitment and retention of employees, providing better support to department heads regarding HR issues.

NEW POSITION REQUEST/JUSTIFICATION CHAMPAIGN COUNTY BUDGET FY2024

What alternatives or strategies have been considered (explain how the addition of this position is necessary or preferred over other strategies such as department reorganization or restructure)

Financial or collaborative resources available to support the Position (for example: new revenue streams, grant funding, reduction of spending in other lines, inter-departmental collaboration opportunities)

If funding is not available for the position in the current budget year, provide your input on deferring the request to the next budget year. How will your department perform the responsibilities and duties in the interim. Identify the risks of deferring, if any.

WORKERS COMP	<u>Rate</u>	<u>Code</u>	<u>Description</u>	<u>Rate</u>	<u>Code</u>	<u>Description</u>
	8.44	5403	Carpentry-Commercial	0.52	8601	Architect/Engineer
(CY premiums)	12.92	5437	Carpentry-Cabinet/Interior	0.44	8810.1	Clerical/Professional/Office
Billed monthly	9.06	5506	Highway Maintenance	0.44	8810.2	Election Workers
	1.73	5606	Contractor-Supervisor	0.44	8810.3	Board Members
Projected	20.69	5645	Carpentry-Resident. Const.	0.16	8820	Attorney Depts- All EE & Clerical
As of 1/1/23:	0.69	7610	Radio or TV Broadcasting	3.71	8831	Animal Control
per \$100/payroll	7.29	7720.1	Probation/Juv Detention	0.49	8832	Coroner Dept.
	7.29	7720.2	Deputies/Corr Offcrrs/Ct Sec	1.46	8868	Teachers/College/Professional
	7.29	7720.3	Civil Defense/EMA	1.46	8869	Child Day Care - Professionals
	1.39	8017	Store Retail	16.69	9015	Maintenance
	9.7	8293	Warehouse Shipping & Rec.	1.34	9082	Restaurant NOC
	4.54	8380	Auto Repair	5.83	9102	Parks
				2.27	9410	Highway Engineers

Worker's Comp Cost = (Salary/100)*Rate

**NEW POSITION REQUEST/JUSTIFICATION
CHAMPAIGN COUNTY BUDGET FY2024**

(use a separate form for each budget)

**FUNDED at
50% ONLY for
FY2024**

Fund	<u>1080-00-0251a-01-016-000-000-0000-500103</u>	Department	<u>Administrative Services</u>
Submitted by	<u>Michelle Jett</u>		
Position Title	<u>Grant Coordinator</u>	Position Grade	Unknown
Position Status	Position Needs Created	FT/PT/Temp	Full-time

Estimated Cost (annual)

Wages	<u>66,810</u>
FICA/SS (7.65%)	<u>5,110</u>
IMRF (2.71%)	<u>1,810</u>
IMRF SLEP (16.59%)	<u>0</u>
Workers Compensation (table on p 2)	<u>246</u>
Health Insurance (+ Admin Fee) FY24 est.	12,866
Life Insurance	31
EAP	20
Unemployment Insurance	276
Total	<u>87,169</u>

Justification for the Position

This is an estimate if the position is paid \$34/hour for 1965 hours. It has not been graded by the JEC yet.

Department objectives addressed by addition of this Position

NEW POSITION REQUEST/JUSTIFICATION CHAMPAIGN COUNTY BUDGET FY2024

What alternatives or strategies have been considered (explain how the addition of this position is necessary or preferred over other strategies such as department reorganization or restructure)

Financial or collaborative resources available to support the Position (for example: new revenue streams, grant funding, reduction of spending in other lines, inter-departmental collaboration opportunities)

If funding is not available for the position in the current budget year, provide your input on deferring the request to the next budget year. How will your department perform the responsibilities and duties in the interim. Identify the risks of deferring, if any.

WORKERS COMP	<u>Rate</u>	<u>Code</u>	<u>Description</u>	<u>Rate</u>	<u>Code</u>	<u>Description</u>
	8.44	5403	Carpentry-Commercial	0.52	8601	Architect/Engineer
(CY premiums)	12.92	5437	Carpentry-Cabinet/Interior	0.44	8810.1	Clerical/Professional/Office
Billed monthly	9.06	5506	Highway Maintenance	0.44	8810.2	Election Workers
	1.73	5606	Contractor-Supervisor	0.44	8810.3	Board Members
Projected	20.69	5645	Carpentry-Resident. Const.	0.16	8820	Attorney Depts- All EE & Clerical
As of 1/1/23:	0.69	7610	Radio or TV Broadcasting	3.71	8831	Animal Control
per \$100/payroll	7.29	7720.1	Probation/Juv Detention	0.49	8832	Coroner Dept.
	7.29	7720.2	Deputies/Corr Offcrrs/Ct Sec	1.46	8868	Teachers/College/Professional
	7.29	7720.3	Civil Defense/EMA	1.46	8869	Child Day Care - Professionals
	1.39	8017	Store Retail	16.69	9015	Maintenance
	9.7	8293	Warehouse Shipping & Rec.	1.34	9082	Restaurant NOC
	4.54	8380	Auto Repair	5.83	9102	Parks
				2.27	9410	Highway Engineers

Worker's Comp Cost = (Salary/100)*Rate

**NEW POSITION REQUEST/JUSTIFICATION
CHAMPAIGN COUNTY BUDGET FY2024**

UNFUNDED

(use a separate form for each budget)

Fund	<u>1080</u>	Department	<u>031 Circuit Court</u>
Submitted by	<u>Lori Hansen</u>		
Position Title	<u>Administrative Legal Secretary</u>	Position Grade	<u>F</u>
Position Status	<u>Position Exists</u>	FT/PT/Temp	<u>Full-time</u>

Estimated Cost (annual)

Wages	<u>35,471</u>
FICA/SS (7.65%)	<u>2,714</u>
IMRF (2.71%)	<u>962</u>
IMRF SLEP (16.59%)	<u>0</u>
Workers Compensation (table on p 2)	<u>156</u>
Health Insurance (+ Admin Fee) FY24 est.	12,866
Life Insurance	31
EAP	20
Unemployment Insurance	276
Total	<u>52,496</u>

Justification for the Position

Changes in laws (e.g., SAFE-T Act) and Illinois Supreme Court Rules (e.g., IL Sct R 45 Remote Appearances in Circuit Court Proceedings) create increased responsibilities at the trial court level. Prior to FY2010, when a 6% reduction in operational funding was requested, the Circuit Court employed both an executive secretary and an administrative legal secretary. In 2015, the jury coordinator and jury clerk positions were moved from Circuit Court staffing to Circuit Clerk staffing; in 2020, the Circuit Court resumed supervision of jury staff, which now includes only a jury coordinator.

Department objectives addressed by addition of this Position

Provision of mandated (constitutional, statutory, administrative) services
 Access to justice initiatives (self-help center, law library, alternative dispute resolution programs)
 Remote court appearances
 Provide additional support to court administrator, executive assistant, court clerks, judges, and jury coordinator
 Pursuit of grant funding opportunities

NEW POSITION REQUEST/JUSTIFICATION CHAMPAIGN COUNTY BUDGET FY2024

What alternatives or strategies have been considered (explain how the addition of this position is necessary or preferred over other strategies such as department reorganization or restructure)

Reorganization: duties previously handled by the administrative legal secretary were dispersed among court clerks, the executive assistant, jury coordinator, judges, and court administrator. The reinstatement of this position will allow existing staff to focus on their own responsibilities. The performance by management of bargaining unit work is in contravention of the letter and spirit of the Chief Judge's bargaining agreement with AFSCME.

Financial or collaborative resources available to support the Position (for example: new revenue streams, grant funding, reduction of spending in other lines, inter-departmental collaboration opportunities)

Law library funds may be allocated to offset some costs associated with the reinstatement of this position, as many duties will overlap with those previously performed by the law library clerk (a bargaining unit position).

Assumption of many clerical and administrative tasks by an administrative legal secretary will alleviate demands on current staff time - allowing for pursuit of grant opportunities, cross-training, filling staffing gaps due to absences.

If funding is not available for the position in the current budget year, provide your input on deferring the request to the next budget year. How will your department perform the responsibilities and duties in the interim. Identify the risks of deferring, if any.

Current staff will continue to perform the bare minimum of responsibilities required by constitutional provisions, supreme court rules, and statutory mandates, with little or no time or resources to pursue grant funds, legal help program expansion, outreach, and other non-mandated services.

WORKERS COMP	<u>Rate</u>	<u>Code</u>	<u>Description</u>	<u>Rate</u>	<u>Code</u>	<u>Description</u>
	8.44	5403	Carpentry-Commercial	0.52	8601	Architect/Engineer
(CY premiums)	12.92	5437	Carpentry-Cabinet/Interior	0.44	8810.1	Clerical/Professional/Office
Billed monthly	9.06	5506	Highway Maintenance	0.44	8810.2	Election Workers
	1.73	5606	Contractor-Supervisor	0.44	8810.3	Board Members
Projected	20.69	5645	Carpentry-Resident. Const.	0.16	8820	Attorney Depts- All EE & Clerical
As of 1/1/23:	0.69	7610	Radio or TV Broadcasting	3.71	8831	Animal Control
per \$100/payroll	7.29	7720.1	Probation/Juv Detention	0.49	8832	Coroner Dept.
	7.29	7720.2	Deputies/Corr Offcrs/Ct Sec	1.46	8868	Teachers/College/Professional
	7.29	7720.3	Civil Defense/EMA	1.46	8869	Child Day Care - Professionals
	1.39	8017	Store Retail	16.69	9015	Maintenance
	9.7	8293	Warehouse Shipping & Rec.	1.34	9082	Restaurant NOC
	4.54	8380	Auto Repair	5.83	9102	Parks
				2.27	9410	Highway Engineers

Worker's Comp Cost = (Salary/100)*Rate

**NEW POSITION REQUEST/JUSTIFICATION
CHAMPAIGN COUNTY BUDGET FY2024**

UNFUNDED

(use a separate form for each budget)

Fund	<u>08 - General</u>	Department	<u>036 Public Defender</u>
Submitted by	<u>Elisabeth Pollock</u>		
Position Title	<u>Paralegal</u>	Position Grade	G
Position Status	Position Needs Created	FT/PT/Temp	Full-time
Estimated Cost (annual)			
	Wages		<u>40,000</u>
	FICA/SS (7.65%)		<u>3,060</u>
	IMRF (2.71%)		<u>1,084</u>
	IMRF SLEP (16.59%)		<u>0</u>
	Workers Compensation (table on p 2)		<u>64</u>
	Health Insurance (+ Admin Fee) FY24 est.		12,866
	Life Insurance		31
	EAP		20
	Unemployment Insurance		276
	Total		<u>57,401</u>

Justification for the Position

Paralegals investigate cases, conduct research, organize documents, gather evidence, summarize reports, draft correspondence, get affidavits, file legal documents and communicate with people involved with the case. They have legal research capability and can assist in preparing pleadings for Court. This position is necessary to assist public defenders with case preparation. I will note that the State has a paralegal, while the PD's office does not.

Department objectives addressed by addition of this Position

Adequate and zealous representation of defendants is our mission. We will utilize a paralegal to further provide high levels of representation to our clients.

NEW POSITION REQUEST/JUSTIFICATION CHAMPAIGN COUNTY BUDGET FY2024

What alternatives or strategies have been considered (explain how the addition of this position is necessary or preferred over other strategies such as department reorganization or restructure)

There is no other strategy to provide these services.

Financial or collaborative resources available to support the Position (for example: new revenue streams, grant funding, reduction of spending in other lines, inter-departmental collaboration opportunities)

This will require an additional position in our FTE line and additional salary and benefits. We have no revenue source to support this.

If funding is not available for the position in the current budget year, provide your input on deferring the request to the next budget year. How will your department perform the responsibilities and duties in the interim. Identify the risks of deferring, if any.

My view is that this position is essential, as soon as possible. We have relied on interns from the U of I College of Law to help with legal research and writing, but they are law students and require a significant amount of training before they become even remotely useful.

WORKERS COMP	<u>Rate</u>	<u>Code</u>	<u>Description</u>	<u>Rate</u>	<u>Code</u>	<u>Description</u>
	8.44	5403	Carpentry-Commercial	0.52	8601	Architect/Engineer
(CY premiums)	12.92	5437	Carpentry-Cabinet/Interior	0.44	8810.1	Clerical/Professional/Office
Billed monthly	9.06	5506	Highway Maintenance	0.44	8810.2	Election Workers
	1.73	5606	Contractor-Supervisor	0.44	8810.3	Board Members
Projected	20.69	5645	Carpentry-Resident. Const.	0.16	8820	Attorney Depts- All EE & Clerical
As of 1/1/23:	0.69	7610	Radio or TV Broadcasting	3.71	8831	Animal Control
per \$100/payroll	7.29	7720.1	Probation/Juv Detention	0.49	8832	Coroner Dept.
	7.29	7720.2	Deputies/Corr Offcrs/Ct Sec	1.46	8868	Teachers/College/Professional
	7.29	7720.3	Civil Defense/EMA	1.46	8869	Child Day Care - Professionals
	1.39	8017	Store Retail	16.69	9015	Maintenance
	9.7	8293	Warehouse Shipping & Rec.	1.34	9082	Restaurant NOC
	4.54	8380	Auto Repair	5.83	9102	Parks
				2.27	9410	Highway Engineers

Worker's Comp Cost = (Salary/100)*Rate

**NEW POSITION REQUEST/JUSTIFICATION
CHAMPAIGN COUNTY BUDGET FY2024**

UNFUNDED

(use a separate form for each budget)

Fund	<u>080 - General</u>	Department	<u>036 Public Defender</u>
Submitted by	<u>Elisabeth Pollock</u>		
Position Title	<u>Mitigation Specialist</u>	Position Grade	G
Position Status	Position Needs Created	FT/PT/Temp	Full-time
Estimated Cost (annual)			
			<u>45,000</u>
Wages			<u>3,443</u>
FICA/SS (7.65%)			<u>1,220</u>
IMRF (2.71%)			<u>0</u>
IMRF SLEP (16.59%)			<u>72</u>
Workers Compensation (table on p 2)			12,866
Health Insurance (+ Admin Fee) FY24 est.			31
Life Insurance			20
EAP			276
Unemployment Insurance			
Total			<u>62,927</u>

Justification for the Position

A mitigation specialist conducts biopsychosocial interviews, identifies issues related to intellect, mental health, substance abuse, and trauma, refers clients to experts, obtains records, drafts persuasive alternative sentencing and treatment plans and identifies appropriate educational, substance abuse and mental health placements. Mitigation specialists are a key part of the defense team – they possess skills that are unique from attorneys in that they can assist in evaluating a client’s mental and physical health needs and provide necessary background information for the Court that ultimately affects a defendant’s sentence. All Federal Public Defender Offices have mitigation specialists on staff as does Cook County PD, McLean County, and others.

Department objectives addressed by addition of this Position

Adequate and zealous representation of defendants is our mission. We will utilize a mitigation specialist to further provide high levels of representation to our clients. Many of our clients suffer from mental health issues and substance abuse issues which lawyers are not trained to handle; a social worker is. Lawyers have so many cases that they cannot dedicate the time needed to obtain and get signed medical release forms from clients, follow-up on gathering those records, or spend time attempting to identify appropriate rehabilitative placements. We also need help getting to know our client's issues and struggles, but lack the time to do so. A mitigation specialist will be able to treat the client holistically, not just legally.

NEW POSITION REQUEST/JUSTIFICATION CHAMPAIGN COUNTY BUDGET FY2024

What alternatives or strategies have been considered (explain how the addition of this position is necessary or preferred over other strategies such as department reorganization or restructure)

There is no other strategy to provide these services. Attorneys do their best to try and handle these issues but have been unsuccessful across the board.

Financial or collaborative resources available to support the Position (for example: new revenue streams, grant funding, reduction of spending in other lines, inter-departmental collaboration opportunities)

This will require an additional position in our FTE line and additional salary and benefits. We have no revenue source to support this.

If funding is not available for the position in the current budget year, provide your input on deferring the request to the next budget year. How will your department perform the responsibilities and duties in the interim. Identify the risks of deferring, if any.

My view is that this position is essential, as soon as possible. We have relied on interns from the U of I School of Social Work to help with record gathering, but they are undergraduate students and require a significant amount of training before they become even remotely useful. A full time social worker is an absolute necessity.

WORKERS COMP	<u>Rate</u>	<u>Code</u>	<u>Description</u>	<u>Rate</u>	<u>Code</u>	<u>Description</u>
	8.44	5403	Carpentry-Commercial	0.52	8601	Architect/Engineer
(CY premiums)	12.92	5437	Carpentry-Cabinet/Interior	0.44	8810.1	Clerical/Professional/Office
Billed monthly	9.06	5506	Highway Maintenance	0.44	8810.2	Election Workers
	1.73	5606	Contractor-Supervisor	0.44	8810.3	Board Members
Projected	20.69	5645	Carpentry-Resident. Const.	0.16	8820	Attorney Depts- All EE & Clerical
As of 1/1/23:	0.69	7610	Radio or TV Broadcasting	3.71	8831	Animal Control
per \$100/payroll	7.29	7720.1	Probation/Juv Detention	0.49	8832	Coroner Dept.
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	7.29	7720.3	Civil Defense/EMA	1.46	8869	Child Day Care - Professionals
	1.39	8017	Store Retail	16.69	9015	Maintenance
	9.7	8293	Warehouse Shipping & Rec.	1.34	9082	Restaurant NOC
	4.54	8380	Auto Repair	5.83	9102	Parks
				2.27	9410	Highway Engineers

Worker's Comp Cost = (Salary/100)*Rate

**NEW POSITION REQUEST/JUSTIFICATION
CHAMPAIGN COUNTY BUDGET FY2024**

UNFUNDED

(use a separate form for each budget)

Fund	<u>1080-00-0252a-02-040-000-000-0000-500203</u>	Department	<u>040 Sheriff</u>
Submitted by	<u>Sheriff Heuerman</u>		
Position Title	<u>Deputy Sheriff</u>	Position Grade	
Position Status	Position Exists	FT/PT/Temp	Full-time
Estimated Cost (annual)			
	Wages		<u>256,256</u>
	FICA/SS (7.65%)		<u>19,604</u>
	IMRF (2.71%)		<u>0</u>
	IMRF SLEP (16.59%)		<u>42,513</u>
	Workers Compensation (table on p 2)		<u>18,681</u>
	Health Insurance (+ Admin Fee) FY24 est.		51,464
	Life Insurance		124
	EAP		80
	Unemployment Insurance		<u>1,104</u>
	Total		<u><u>389,826</u></u>

Justification for the Position

This request is for four (4) additional deputy sheriff positions. These positions would help make our operations more efficient and effective. It would also allow participation in more specialty functions such as the joint agency Street Crimes Task Force and our Investigations Division, allowing for more specialized police service. In turn, patrol deputies would have more time for community engagement. Unfortunately with military leave, vacations, and workers comp cases, our shifts normally run at minimum staffing. This would help with this and allow us to better serve the county.

Department objectives addressed by addition of this Position

Provide effective and efficient police service to the County.
 Work collaboratively with other organizations to benefit Champaign County and its residents.
 Engage in community police initiatives.

NEW POSITION REQUEST/JUSTIFICATION CHAMPAIGN COUNTY BUDGET FY2024

What alternatives or strategies have been considered (explain how the addition of this position is necessary or preferred over other strategies such as department reorganization or restructure)

There is no room for restructuring the patrol division. When we are short handed, as is the case now, we automatically pull from our Investigations and Street Crimes deputies. This, in turn, weakens the collaboration among local agencies and has the potential to have less-effective methods of investigations and operations. We are already seeing an extended response time for non-emergent calls for service. If calls for service increase however personnel do not, we will have to start limiting what non-emergent and community functions in which we respond and participate.

Financial or collaborative resources available to support the Position (for example: new revenue streams, grant funding, reduction of spending in other lines, inter-departmental collaboration opportunities)

The Village of Savoy would like to add a fourth deputy. Several other local villages have inquired about contracting services with CCSO. Federal task forces in our area would like us to provide them a deputy. DCFS has wanted a full time deputy to collaborate with them in the County. Each of these has the potential to reimburse partial or full salary/benefits. All of this is contingent on contracts which have not been discussed in detail due to lack of adequate staffing to consider, but are likely collaborations if we have adequate staffing.

If funding is not available for the position in the current budget year, provide your input on deferring the request to the next budget year. How will your department perform the responsibilities and duties in the interim. Identify the risks of deferring, if any.

Yes - these positions can be deferred to future years. In that case, we would not be able to take on additional responsibilities related to the patrol division. The obligations of patrol remain the same, just less efficient without the additional deputies. Villages are having difficulty sustaining their own police departments. Having additional deputy positions available and getting reimbursed from these villages would provide a positive alternative to still being required to respond to calls in these jurisdictions, with the same number of deputies, and without reimbursement.

WORKERS COMP	<u>Rate</u>	<u>Code</u>	<u>Description</u>	<u>Rate</u>	<u>Code</u>	<u>Description</u>
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(CY premiums)	12.92	5437	Carpentry-Cabinet/Interior	0.44	8810.1	Clerical/Professional/Office
Billed monthly	9.06	5506	Highway Maintenance	0.44	8810.2	Election Workers
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	9.7	8293	Warehouse Shipping & Rec.	1.34	9082	Restaurant NOC
	4.54	8380	Auto Repair	5.83	9102	Parks
				2.27	9410	Highway Engineers

Worker's Comp Cost = (Salary/100)*Rate

**NEW BUDGET REQUEST (non-personnel)/JUSTIFICATION
CHAMPAIGN COUNTY BUDGET FY2024**

UNFUNDED

(use a separate form for each budget)

Fund 1080-00-0252a-02-040-000-000-0000-501017 Department 040 Sheriff

Submitted by Sheriff Heuerman

Operating Budget Request or ARPA Budget Request Operating Budget

Describe your request, including the rationale for the request.

This is an equipment request to accompany the four deputy sheriff positions requested for FY24.

What alternatives or strategies have been considered?

No alternatives exist. All of this equipment would be necessary.

If funding is not available in the current budget year, provide your input on deferring the request to the next budget year. What impact would deferring have on your operations? Identify the risks of deferring, if any.

This request only needs approved if the deputy positions are approved for FY24.

Cost	Required equipment, uniforms & PTI	296120
Total		296120
Recurring Cost – If there are ongoing annual costs enter the estimated total		24000

**NEW POSITION REQUEST/JUSTIFICATION
CHAMPAIGN COUNTY BUDGET FY2024**

UNFUNDED

(use a separate form for each budget)

Fund	<u>1080-00-0252a-02-040-000-000-0000-500203</u>	Department	<u>040 Sheriff</u>
Submitted by	<u>Sheriff Heuerman</u>		
Position Title	<u>Sergeant</u>	Position Grade	
Position Status	Position Exists	FT/PT/Temp	Full-time
Estimated Cost (annual)			
	Wages	<u>106,808</u>	
	FICA/SS (7.65%)	<u>8,171</u>	
	IMRF (2.71%)		
	IMRF SLEP (16.59%)	<u>17,719</u>	
	Workers Compensation (table on p 2)	<u>7,786</u>	
	Health Insurance (+ Admin Fee) FY24 est.	12,866	
	Life Insurance	31	
	EAP	20	
	Unemployment Insurance	276	
	Total	<u>153,677</u>	

Justification for the Position

I am asking for 1 additional Sergeant position for the Law Enforcement Division. Our training requirements and internal investigation requirements have increased with police reform legislation. Keeping track of these things requires additional oversight beyond what we are currently capable of. Additionally, Drug Court requires a deputy, and the county would like to create a Mental Health Court, which also requires a deputy. This position would be able to participate in both of those functions and fulfill that obligation. Lastly, the Detective Sergeant position was moved to patrol when we went to 12-hour shifts. This position would be able to help supplement the work of Investigators in the Investigations Division.

Department objectives addressed by addition of this Position

- Remain compliant in mandated training by keeping accurate and up-to-date records.
- Diligently investigate complaints related to employees.
- Collaborate with judicial system to increase alternatives to incarceration.
- More efficiently & effectively investigate criminal offenses.
- Pursue the highest standards in the law enforcement profession (e.g., accreditation).

NEW POSITION REQUEST/JUSTIFICATION CHAMPAIGN COUNTY BUDGET FY2024

What alternatives or strategies have been considered (explain how the addition of this position is necessary or preferred over other strategies such as department reorganization or restructure)

We have always operated with minimum staffing levels in administration, however we progressively have more under our responsibilities. This increased workload is currently being absorbed by other administrators, which takes time away from them for providing appropriate oversight of their respective areas and reduces the opportunity for new ideas to keep us moving forward. This position will help provide proper oversight, overall, to the Sheriff's Office so we ensure we are compliant with the law while also moving forward with best practices.

Financial or collaborative resources available to support the Position (for example: new revenue streams, grant funding, reduction of spending in other lines, inter-departmental collaboration opportunities)

This position, in part, is a collaboration with the judicial system for drug court and mental health court. It is possible grants could help reimburse the county for part of the Sergeant's salary. This position would also help make drug court and mental health successful, which in turn should lead to fewer incarcerated individuals that could be better served with community resources.

If funding is not available for the position in the current budget year, provide your input on deferring the request to the next budget year. How will your department perform the responsibilities and duties in the interim. Identify the risks of deferring, if any.

If funding is not available in FY24, of course we would defer to FY25. However, legislation adding additional obligations to law enforcement agencies continues to increase and we cannot effectively manage it with current staffing. The opportunity for errors is too great. Additionally, I had a difficult time finding a deputy to cover drug court temporarily and we haven't even started a mental health court. Without this position I'm not sure I'd be able to find personnel to adequately fulfill their needs.

WORKERS COMP	<u>Rate</u>	<u>Code</u>	<u>Description</u>	<u>Rate</u>	<u>Code</u>	<u>Description</u>
	8.44	5403	Carpentry-Commercial	0.52	8601	Architect/Engineer
(CY premiums)	12.92	5437	Carpentry-Cabinet/Interior	0.44	8810.1	Clerical/Professional/Office
Billed monthly	9.06	5506	Highway Maintenance	0.44	8810.2	Election Workers
	1.73	5606	Contractor-Supervisor	0.44	8810.3	Board Members
Projected	20.69	5645	Carpentry-Resident. Const.	0.16	8820	Attorney Depts- All EE & Clerical
As of 1/1/23:	0.69	7610	Radio or TV Broadcasting	3.71	8831	Animal Control
per \$100/payroll	7.29	7720.1	Probation/Juv Detention	0.49	8832	Coroner Dept.
	7.29	7720.2	Deputies/Corr Offcrs/Ct Sec	1.46	8868	Teachers/College/Professional
	7.29	7720.3	Civil Defense/EMA	1.46	8869	Child Day Care - Professionals
	1.39	8017	Store Retail	16.69	9015	Maintenance
	9.7	8293	Warehouse Shipping & Rec.	1.34	9082	Restaurant NOC
	4.54	8380	Auto Repair	5.83	9102	Parks
				2.27	9410	Highway Engineers

Worker's Comp Cost = (Salary/100)*Rate

**NEW BUDGET REQUEST (non-personnel)/JUSTIFICATION
CHAMPAIGN COUNTY BUDGET FY2024**

(use a separate form for each budget)

UNFUNDED

Fund 1080-00-0252a-02-040-000-000-0000-501017 Department 040 Sheriff

Submitted by Sheriff Heuerman

Operating Budget Request or ARPA Budget Request Operating Budget

Describe your request, including the rationale for the request.

This is an equipment request to accompany the Sergeant position requested for FY24.

What alternatives or strategies have been considered?

No alternatives exist. All of this equipment would be necessary.

If funding is not available in the current budget year, provide your input on deferring the request to the next budget year. What impact would deferring have on your operations? Identify the risks of deferring, if any.

This request only needs approved if the Sergeant position is approved for FY24.

Cost		
	<u>Required equipment, uniforms & PTI</u>	<u>74030</u>
	<hr/>	<hr/>
Total		<u>74030</u>
Recurring Cost – If there are ongoing annual costs enter the estimated total		<u>6000</u>

**NEW POSITION REQUEST/JUSTIFICATION
CHAMPAIGN COUNTY BUDGET FY2024**

UNFUNDED

(use a separate form for each budget)

Fund	<u>1080-041</u>	Department	<u>041 State's Attorney's Office</u>
Submitted by	<u>Julia Rietz</u>		
Position Title	<u>Admin Legal Secretary</u>	Position Grade	<u>F</u>
Position Status	<u>Position Exists</u>	FT/PT/Temp	<u>Full-time</u>

Estimated Cost (annual)

Wages	<u>42,900</u>
FICA/SS (7.65%)	<u>3,282</u>
IMRF (2.71%)	<u>1,163</u>
IMRF SLEP (16.59%)	<u>0</u>
Workers Compensation (table on p 2)	<u>69</u>
Health Insurance (+ Admin Fee) FY24 est.	12,866
Life Insurance	31
EAP	20
Unemployment Insurance	276
Total	<u>60,607</u>

Justification for the Position

See attached sheet.

Department objectives addressed by addition of this Position

See attached sheet.

NEW POSITION REQUEST/JUSTIFICATION CHAMPAIGN COUNTY BUDGET FY2024

What alternatives or strategies have been considered (explain how the addition of this position is necessary or preferred over other strategies such as department reorganization or restructure)

See attached sheet.

Financial or collaborative resources available to support the Position (for example: new revenue streams, grant funding, reduction of spending in other lines, inter-departmental collaboration opportunities)

See previous detailed explanations. However, in addition, our office operates three grant-funded legal secretary positions in the Child Support Department. These positions signify our ongoing efforts to secure alternative funding and maximize resources, even though they are not directly applicable to the current request.

If funding is not available for the position in the current budget year, provide your input on deferring the request to the next budget year. How will your department perform the responsibilities and duties in the interim. Identify the risks of deferring, if any.

While we strongly believe in the immediate necessity of adding an additional Administrative Legal Secretary position, we understand the budget constraints faced by the county board. If funding is not available for the position in the current budget year, we will be prepared to defer the request to the next budget year. In the interim, we will continue to utilize the strategies we have been implementing to mitigate the increased workload.

WORKERS COMP	<u>Rate</u>	<u>Code</u>	<u>Description</u>	<u>Rate</u>	<u>Code</u>	<u>Description</u>
	8.44	5403	Carpentry-Commercial	0.52	8601	Architect/Engineer
(CY premiums)	12.92	5437	Carpentry-Cabinet/Interior	0.44	8810.1	Clerical/Professional/Office
Billed monthly	9.06	5506	Highway Maintenance	0.44	8810.2	Election Workers
	1.73	5606	Contractor-Supervisor	0.44	8810.3	Board Members
Projected	20.69	5645	Carpentry-Resident. Const.	0.16	8820	Attorney Depts- All EE & Clerical
As of 1/1/23:	0.69	7610	Radio or TV Broadcasting	3.71	8831	Animal Control
per \$100/payroll	7.29	7720.1	Probation/Juv Detention	0.49	8832	Coroner Dept.
	7.29	7720.2	Deputies/Corr Offcrs/Ct Sec	1.46	8868	Teachers/College/Professional
	7.29	7720.3	Civil Defense/EMA	1.46	8869	Child Day Care - Professionals
	1.39	8017	Store Retail	16.69	9015	Maintenance
	9.7	8293	Warehouse Shipping & Rec.	1.34	9082	Restaurant NOC
	4.54	8380	Auto Repair	5.83	9102	Parks
				2.27	9410	Highway Engineers

Worker's Comp Cost = (Salary/100)*Rate

Justification for the Position

The SAO has always attempted to work within the limits imposed upon us when it comes to county budgets. We understand the difficult financial circumstances our county has faced and have always asked our staff to do more with less. We have been told year after year not to ask for additional staffing. We have nine full-time Administrative Legal Secretaries, each of whom is responsible for providing support to fifteen attorneys, including copying, filing, subpoenaing and organizing witnesses, opening and closing case files, assisting with jury trials, obtaining evidence and records, and maintaining calendars. In addition to direct secretarial responsibilities, the Administrative Legal Secretaries rotate through reception desk time, maintain our digital report management system and our digital evidence management system, obtain criminal and traffic histories, act as notaries, and communicate with the public and law enforcement. The workload on our support staff has increased over the years, although the number of support staff positions has remained the same.

The SAFE-T Act has created additional statutory requirements on the SAO which have led to our decision to request an additional support staff FTE. Two new requirements particularly affect our support staff. First, the SAFE-T Act now requires law enforcement agencies to utilize Body Worn Cameras for all officers. Champaign County law enforcement has been ahead of the game with when it comes to BWC usage. All our departments deploy BWC's and have done so for years prior to the SAFE-T Act requirements. However, while law enforcement agencies have added staff to manage their digital evidence, the SAO, which receives, maintains, and distributes digital evidence from 12 police departments, has not added staff to address the needs created by this avalanche of data. Simply put, we have come to a point where we cannot continue to make do and put the responsibility of increased work on the shoulders of our support staff without asking the board for an additional position. There is simply too much work and not enough people to do it.

The SAFE-T Act, and more specifically the Pretrial Fairness Act provisions regarding pretrial detention and release, have created additional responsibilities on the SAO with regard to filing detention petitions and providing police reports on an accelerated time frame. Prior to the PFA, there was no requirement that a petition be filed seeking detention or bond. There was no requirement that the prosecutor provide the defendant with all reports relied upon for the detention request prior to the detention hearing. These new requirements do not simply shift previous duties to an earlier time frame. In fact, they create additional support staff responsibilities. Without additional support staff, the drafting, filing, copying, and providing requirements either will fall on already overburdened support staff or will be done by attorneys, taking them away from time available to review, prep and conduct detention hearings and other attorney responsibilities.

County-wide, law enforcement agencies are turning to digital report management systems to create, store and distribute police reports. While there are efficiencies to these systems and they cut down on the amount of paper we must manage, these systems create additional work for the SAO when it comes to searching, receiving and managing these digital reports. Simply put, we are asking more of our support staff without providing them with additional resources, a recipe for staff burnout and turnover.

Department objectives addressed by addition of this Position

1. Efficient Case Management: The increase in violent crime cases, many involving multiple defendants, has resulted in a significant surge in caseload and evidence for our felony

secretaries and attorneys. An additional Administrative Legal Secretary in our felony department will greatly enhance our capacity to manage this increased workload and aid in the successful implementation and operation of our new systems for agency reports and evidence management.

2. **Specialized Support for Felony Department:** The complexity and volume of felony cases are increasing significantly. A dedicated Administrative Legal Secretary in this area is essential to ensure that these cases receive the necessary attention and support, aligning with our department's objective of providing adequate resources for different types of legal proceedings.
3. **System Implementation:** The new systems we're implementing for agency reports and evidence management add another dimension to our work. Ensuring their successful implementation and usage is a key departmental objective. An additional secretary will play an essential role in this process, promoting efficient workflows in the long term.
4. **Balancing Workload Across Departments:** The addition of a secretary in the felony department will contribute to a better balance of resources across all departments. This aligns with our objective of ensuring optimal functioning across all areas – from traffic and misdemeanor to felony to abuse and neglect.
5. **Maintaining High Quality of Service:** By having a dedicated secretary for each critical department, we can continue to deliver the high quality of legal support services that our community expects and deserves. This new position is particularly vital considering the increasing complexity and volume of felony cases.

What alternatives or strategies have been considered (explain how the addition of this position is necessary or preferred over other strategies such as department reorganization or restructure)

We have made do for years with the number of support staff positions provided to the SAO in the budget process. We have redistributed responsibilities, given staff opportunities for comp time or overtime, used public service workers through Court Services, used interns from the University of Illinois, and relied on attorneys performing support staff functions in addition to their professional responsibilities. We have gotten to the point where there are no other alternatives other than asking for additional staffing that frankly is long overdue.

**NEW POSITION REQUEST/JUSTIFICATION
CHAMPAIGN COUNTY BUDGET FY2024**

UNFUNDED

(use a separate form for each budget)

Fund	<u>1080-041</u>	Department	<u>041 State's Attorney's Office</u>
Submitted by	<u>Julia Rietz</u>		
Position Title	<u>Victim Witness Advocate</u>	Position Grade	G
Position Status	Position Exists	FT/PT/Temp	Full-time

Estimated Cost (annual)

Wages	<u>48,000</u>
FICA/SS (7.65%)	<u>3,672</u>
IMRF (2.71%)	<u>1,301</u>
IMRF SLEP (16.59%)	<u>0</u>
Workers Compensation (table on p 2)	<u>768</u>
Health Insurance (+ Admin Fee) FY24 est.	12,866
Life Insurance	31
EAP	20
Unemployment Insurance	276
Total	<u>66,934</u>

Justification for the Position

See attached sheet

Department objectives addressed by addition of this Position

Advocacy includes offering information and recommending resources to victims, whether by referring victims of domestic battery to local shelters or counseling services, or by clarifying court procedures and hearings, arranging transportation for witnesses, obtaining medical records, preparing victim impact statements. SAO goes beyond the requirements of the Illinois Victims' Bill of Rights in providing ongoing communication, information, and support to crime victims, in collecting restitution for crime victims, and in providing support to victims and their families during and after their involvement in the criminal justice system.

NEW POSITION REQUEST/JUSTIFICATION CHAMPAIGN COUNTY BUDGET FY2024

What alternatives or strategies have been considered (explain how the addition of this position is necessary or preferred over other strategies such as department reorganization or restructure)

The Victim Witness Advocates can flex their schedules, so that while attending court hearings is a priority for them, they can attend to other advocacy duties while working from home or in the off-hours. The Advocates currently rotate on-call duties so that an Advocate is available at our office for walk-ins and phone calls from victims and our office is responsive to their needs. There are just more needs for Advocates than the Advocates have time available.

Financial or collaborative resources available to support the Position (for example: new revenue streams, grant funding, reduction of spending in other lines, inter-departmental collaboration opportunities)

We currently have a Violent Crime Victims Assistance Grant from the Attorney General's Office and the SAO was successful in getting a \$4,000.00 increase in FY24 (\$33,000 to \$37,000.)

If funding is not available for the position in the current budget year, provide your input on deferring the request to the next budget year. How will your department perform the responsibilities and duties in the interim. Identify the risks of deferring, if any.

The SAO will continue to have an Advocate on-call and allow the Advocates to flex their schedules. Some Advocates will have to continue to split their time between trials and the duties of their job. Some victims will have to attend Court without an advocate, victims will have a longer wait for contact (appointment, phone call, email, letter) by a victim advocate. Long-term the risks of deferring will be high turnover and burnout in our Victim Witness Advocates.

WORKERS COMP	<u>Rate</u>	<u>Code</u>	<u>Description</u>	<u>Rate</u>	<u>Code</u>	<u>Description</u>
	8.44	5403	Carpentry-Commercial	0.52	8601	Architect/Engineer
(CY premiums)	12.92	5437	Carpentry-Cabinet/Interior	0.44	8810.1	Clerical/Professional/Office
Billed monthly	9.06	5506	Highway Maintenance	0.44	8810.2	Election Workers
	1.73	5606	Contractor-Supervisor	0.44	8810.3	Board Members
Projected	20.69	5645	Carpentry-Resident. Const.	0.16	8820	Attorney Depts- All EE & Clerical
As of 1/1/23:	0.69	7610	Radio or TV Broadcasting	3.71	8831	Animal Control
per \$100/payroll	7.29	7720.1	Probation/Juv Detention	0.49	8832	Coroner Dept.
	7.29	7720.2	Deputies/Corr Offcrs/Ct Sec	1.46	8868	Teachers/College/Professional
	7.29	7720.3	Civil Defense/EMA	1.46	8869	Child Day Care - Professionals
	1.39	8017	Store Retail	16.69	9015	Maintenance
	9.7	8293	Warehouse Shipping & Rec.	1.34	9082	Restaurant NOC
	4.54	8380	Auto Repair	5.83	9102	Parks
				2.27	9410	Highway Engineers

Worker's Comp Cost = (Salary/100)*Rate

Historically, the SAO had 4 full time Victim Witness Advocates who provide support and assistance to crime victims both as required by statute and in excess of statutory requirements. In 2021, one of the 4 advocates was out of the office on approved leave due to health issues, leaving the other 3 advocates to do the work previously done by 4 FTEs. Ultimately, the individual on leave separated from the SAO. We had the opportunity to fill that FTE slot with a newly retired Champaign Police Detective in an investigator position. In addition to other investigative duties, SAO investigators assist with victim services as far as locating victims and witnesses, serving subpoenas, and assisting with transportation. Rather than seeking a new position we chose to fill the open slot with a new investigator. While that has been a positive hire for the SAO, it has left our remaining Victim Witness Advocates with additional responsibilities for case coverage.

Victim Witness advocates support crime victims and our ASA's by being available for crime victims to answer questions and provide resources. They meet with victims, attend court hearings, provide conducting meetings and attending hearings with victims and witnesses, and assist with Victim Impact Statements, health records, and restitution requests. They make referrals for community resources, and assist crime victims with immigration assistance. They are available both for the individual victims and for the families who have lost loved ones to gun violence, unfortunately an increasing population. In the current situation, with more cases than available advocates, advocates spend hours in court in trials, are less available to the respond to the needs of victims in the office, and have less time to attend to other advocacy work.

Crime victims have enumerated rights under Illinois law and the Illinois Constitution. The Champaign County SAO goes beyond the requirements of the Illinois Victims' Bill of Rights in providing ongoing communication, information, and support to crime victims, in collecting restitution for crime victims, and in providing support to victims and their families during and after their involvement in the criminal justice system.

Among those rights are the right to notice of certain hearings and processes during the course of the case. The Pretrial Fairness Act becomes effective on September 18, 2023. With regard to crime victims, the Act creates an additional statutory requirement for notification, as follows:

725 ILCS 5/110-6.1(m) Interest of victims.

(1) Crime victims shall be given notice by the State's Attorney's office of this hearing as required in paragraph (1) of subsection (b) of Section 4.5 of the Rights of Crime Victims and Witnesses Act and shall be informed of their opportunity at this hearing to obtain a protective order.

Given the time frames required by the PFA, victims will need to be notified by phone. A letter will not reach the victim prior to the detention hearing. This notification requirement will not be as simple as calling and giving a victim information about the date and location of a court hearing. The additional statutory requirement will result in additional work for our already short-staffed Advocates.

**NEW POSITION REQUEST/JUSTIFICATION
CHAMPAIGN COUNTY BUDGET FY2024**

UNFUNDED

(use a separate form for each budget)

Fund	<u>080-041</u>	Department	<u>041 State's Attorney's Office</u>
Submitted by	<u>Julia R. Rietz</u>		
Position Title	<u>Assistant State's Attorney (Civil)</u>	Position Grade	<u>Atty</u>
Position Status	<u>Position Exists</u>	FT/PT/Temp	<u>Full-time</u>

Estimated Cost (annual)

Wages	<u>75,000</u>
FICA/SS (7.65%)	<u>5,738</u>
IMRF (2.71%)	<u>2,033</u>
IMRF SLEP (16.59%)	<u>0</u>
Workers Compensation (table on p 2)	<u>1,200</u>
Health Insurance (+ Admin Fee) FY24 est.	12,866
Life Insurance	31
EAP	20
Unemployment Insurance	276
Total	<u>97,164</u>

Justification for the Position

The SAO Civil Division needs to add a fourth full-time Assistant State’s Attorney (Civil) to our division to meet demand. At present there are not enough attorney hours in a work week to keep up with the non-stop torrent of requests for legal advice and constantly increasing legal needs of the County (keeping in mind that we provide legal services to all County Departments). The rapid pace of legislative action both local and statewide constantly presents novel legal questions and new projects requiring in-depth research and review on an ever-accelerating timetable. We need more help, to be able to help you.

Department objectives addressed by addition of this Position

Addition of this position would advance our objective to provide competent legal advice and perform quality legal work on a timely basis to all County clients who need assistance. More total attorney hours in a week would significantly improve our capacity to keep up with time-sensitive demands, pursue more time-consuming resident-quality-of-life actions (e.g. ordinance compliance issues, community mental health petitions), pursue long-term projects, provide trainings to the County, and would allow for greater specialization by division attorneys in existing areas of interest and competency.

NEW POSITION REQUEST/JUSTIFICATION CHAMPAIGN COUNTY BUDGET FY2024

What alternatives or strategies have been considered (explain how the addition of this position is necessary or preferred over other strategies such as department reorganization or restructure)

Adding a civil attorney position is necessary and far preferable to doing nothing, because doing nothing would force us to aggressively triage requests for legal assistance and spend less time on projects in a vain attempt to do everything, or continue to defer less-urgent (but nevertheless important) tasks to meet immediate short-term needs. Department reorganization is not an option because the SAO criminal division is overworked and stretched thin already, and must maintain their ASA staffing to swiftly and justly resolve pending criminal cases (a critical step neces

Financial or collaborative resources available to support the Position (for example: new revenue streams, grant funding, reduction of spending in other lines, inter-departmental collaboration opportunities)

The SAO Civil Division is the ultimate collaborative resource, connecting every County Department, official, and employee to one another, with a unified goal of a healthy, just, and efficient County. Adding a single staff member to our division provides additional resources to every County Department and official all at once. Also, additional in-house expertise among our economically salaried staff attorneys could decrease County reliance on more expensive charge-by-the-hour outside counsel. Also, timely legal advice accepted before a crisis occurs can avoid or reduc

If funding is not available for the position in the current budget year, provide your input on deferring the request to the next budget year. How will your department perform the responsibilities and duties in the interim. Identify the risks of deferring, if any.

The County's needs for legal services grow daily, and unfunded mandates on local governments have become the norm. Every new or amended law requires analysis and faithful application to County procedures, agreements, and operations. Every new contract must be vetted and negotiated. Compliance and accountability standards grow ever stricter, and we owe a duty to all residents of Champaign County to govern correctly. Deferring this request would increase the risk that, despite our best efforts, we may miss something, or be unable to provide adequate a

WORKERS COMP	<u>Rate</u>	<u>Code</u>	<u>Description</u>	<u>Rate</u>	<u>Code</u>	<u>Description</u>
	8.44	5403	Carpentry-Commercial	0.52	8601	Architect/Engineer
(CY premiums)	12.92	5437	Carpentry-Cabinet/Interior	0.44	8810.1	Clerical/Professional/Office
Billed monthly	9.06	5506	Highway Maintenance	0.44	8810.2	Election Workers
	1.73	5606	Contractor-Supervisor	0.44	8810.3	Board Members
Projected	20.69	5645	Carpentry-Resident. Const.	0.16	8820	Attorney Depts- All EE & Clerical
As of 1/1/23:	0.69	7610	Radio or TV Broadcasting	3.71	8831	Animal Control
per \$100/payroll	7.29	7720.1	Probation/Juv Detention	0.49	8832	Coroner Dept.
	7.29	7720.2	Deputies/Corr Offcrs/Ct Sec	1.46	8868	Teachers/College/Professional
	7.29	7720.3	Civil Defense/EMA	1.46	8869	Child Day Care - Professionals
	1.39	8017	Store Retail	16.69	9015	Maintenance
	9.7	8293	Warehouse Shipping & Rec.	1.34	9082	Restaurant NOC
	4.54	8380	Auto Repair	5.83	9102	Parks
				2.27	9410	Highway Engineers

Worker's Comp Cost = (Salary/100)*Rate