

RESOLUTION NO.2026-VAC-01

A RESOLUTION OF THE EXECUTIVE BOARD OF THE VETERAN'S ASSISTANCE COMMISSION OF CHAMPAIGN COUNTY FORMALLY REPLACING PRIOR ACTIONS, ADOPTING THE "JUST AND NECESSARY" COST ANALYSIS, AND RATIFYING SUPERINTENDENT PERSONNEL REALIGNMENT

WHEREAS, the Veterans Assistance Commission (VAC) of Champaign County is a distinct statutory body organized under the Illinois Military Veterans Act (330 ILCS 45/) to administer emergency aid and expert federal claims representation to local veterans; and

WHEREAS, Section 9 of the Military Veterans Assistance Act explicitly vests absolute authority to select, structure, determine duties, and set compensation for all VAC personnel exclusively within the Executive Board of the Veterans Assistance Commission; and

WHEREAS, the VAC Executive Board has authored and reviewed a comprehensive operational cost analysis, explicitly citing and demonstrating in **Part 2** the statutory "**just and necessary**" criteria required to safely, legally, and effectively operate the commission and

WHEREAS, the Executive Board previously considered an alternative personnel structure, but now finds it necessary to enact a more robust, legally defensive structure that explicitly ties market compensation to extended service hours and future supervisory duties;

NOW, THEREFORE, BE IT RESOLVED, by the Executive Board of the Veterans Assistance Commission of Champaign County, Illinois, as follows:

1. Recission and Replacement of Prior Resolution

This Resolution hereby **rescinds, repeals, and completely replaces** any prior personnel resolutions or draft proposals considered by this Board regarding the current compensation realignment. This document stands as the sole official position of the VAC Executive Board.

2. Authorization of Compensation and Realignment of Hours Restructuring

The Commission hereby authorizes a compensation realignment for Superintendent Cheryl Walker from \$54,968.64 to \$ 70,000, contingent upon the Superintendent's position being restructured from a 32-hour work week to a 37.5-hour work week, five-day service schedule.

3. Evidentiary Findings Supporting Realignment

The Commission finds that this salary increase is supported by:

- The expanded 37.5-hour work schedule and five -day coverage.
- The total absence of County health insurance benefits for this position.
- The vital need for stable, uninterrupted office operations.
- The absolute necessity to maintain state-mandated veteran service quality.

4. Regional Market and Supervisory Supervision Framework

The Commission further finds that the Vermillion County comparison supports a market review but does not, by itself, establish full equivalency because the Vermillion County Superintendent operates within a staffed model that includes supervision by an Assistant Superintendent and a Veteran Service Officer (VSO).

Therefore, if the Commission creates or restores a Veteran Service Officer, assistant, or other staff positions reporting to the Superintendent, the Commission further recognizes that the supervisory responsibilities provide a valid statutory basis for higher compensation.

Accordingly, the \$70,000 salary may be treated as a combined full-time, market, and supervisory-responsibility salary if the Superintendent position includes direct supervisory authority or documented responsibility for developing and managing future staff capacity. Without active supervision, the Commission will treat the \$70,000 baseline as strictly contingent on the expanded 37.5-hour, five-day service coverage rather than as a direct Vermillion County match. A \$70,000 salary under the current 32-hour model is explicitly not recommended; the hourly rate would surge to \$42.07 per hour while still lacking the supervisory duties and the staffed-office model shown in Vermillion County.

5. Justification of Supervisory Premium

If Superintendent Walker is assigned direct supervision of a VSO, assistant, or other staff member, the \$70,000 salary becomes fully defensible because it includes an approximately 8.75% premium over the 37.5-hour-equivalent market salary. This Board officially justifies that premium as a supervisory and expanded-responsibility premium.

6. Strict Staffing Preservation Mandate

The Commission does not intend for this compensation realignment to permanently eliminate future staff support. The Commission will continue to assess the need for a Veteran Service Officer assistant

position or other support position based on ongoing workload, veteran access, claims activity, office coverage, and available budget authority. Superintendent Walker shall receive this specific pay increase only in conjunction with the role expansion. The commission adopts this structure (\$70,000 salary + 37.5 hours a week + five-day schedule + continued VSO/Staff analysis) as it is the most legally and fiscally defensible.

7. Methodological Framework

The qualitative parameters, structural assessments of organizational capacity, and role expansion criteria utilized by the Commission in making these determinations are grounded in standard institutional evaluation frameworks (referencing the qualitative inquiry methodologies outlined in Creswell, J. W., & Poth, C. N. (2025). Qualitative inquiry and research design: Choosing between five approaches (5th ed.). SAGE Publications.

8. Immediate Submission and Demand for Execution

This Resolution, containing the formal "just and necessary findings" of Part 2 of the cost analysis, shall be immediately transmitted to the County Board Liaison Jeff Wilson, the Champaign County Board, and the Champaign County Human Resources Department as an official statutory request to update payroll and eliminate any administrative hiring freezes for future support staff.

PASSED, APPROVED, AND ADOPTED by the Executive Board of the Veterans Assistance Commission of Champaign County, Illinois, at a legally convened public meeting held tonight, July 9, 2026, at 6:00 P.M, in the Putnam Room of the Scott Bennett Administrative Center, 102 E. Main Street, Urbana, Illinois.

VOTES: AYES ---- NAYS---- PRESENT----

President, VAC Executive Board



Secretary, VAC Executive Board

