

COUNTY BOARD AGENDA - STUDY SESSION

RE: Champaign County Strategic Planning

County of Champaign, Urbana, Illinois

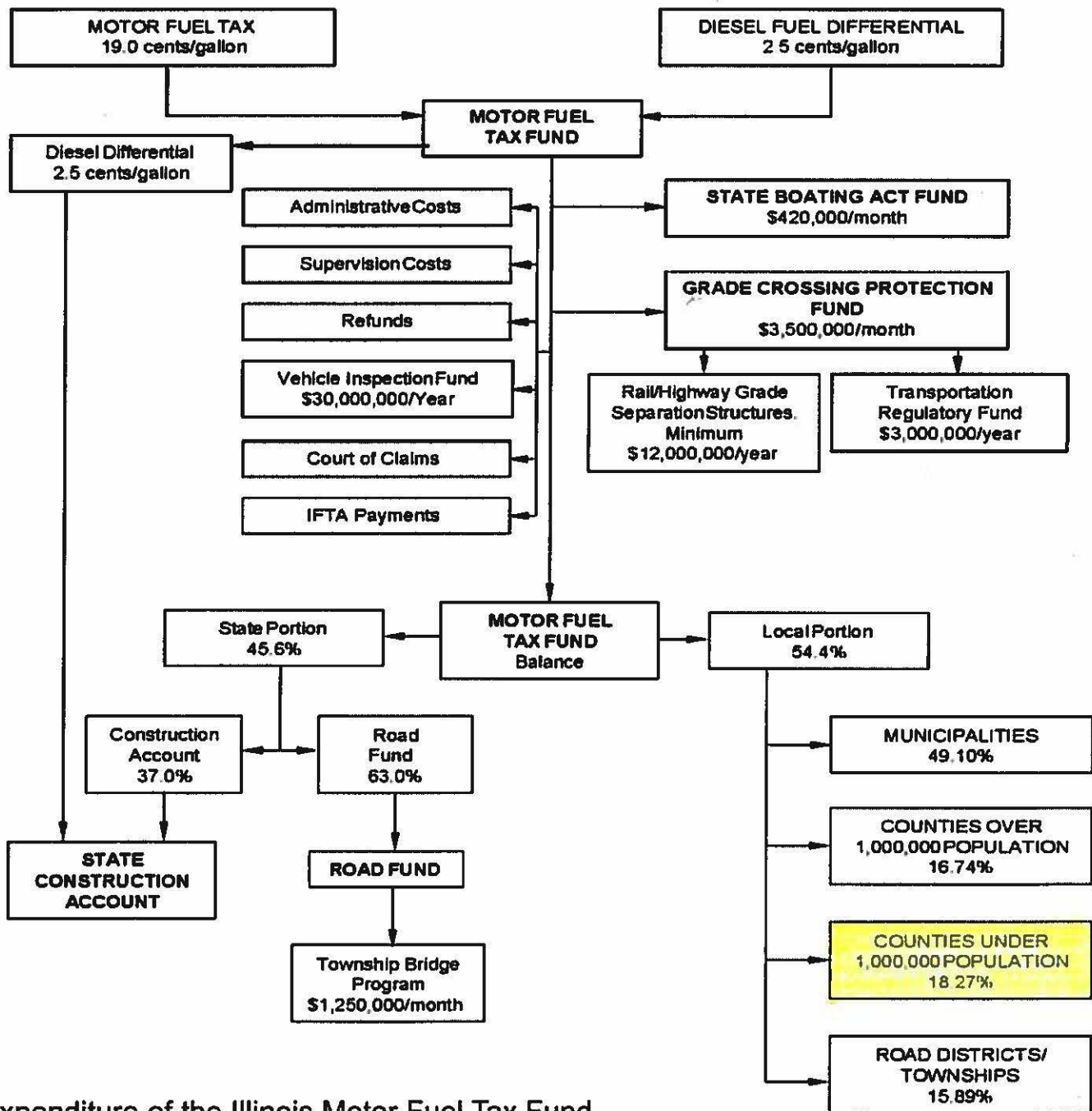
Tuesday, May 28, 2019 – *6:00 p.m. *Please Note Time

Lyle Shields Meeting Room, Brookens Administrative Center
1776 East Washington Street, Urbana, Illinois

- I. Call to Order**
- II. *Roll Call**
- III. Read Notice of Meeting**
- IV. Approval of Agenda**
- V. Public Participation**
- VI. County Revenue**
 - A. Discussion on Revenue Issues with Laurel Prussing, County Treasurer**
- VII. County Infrastructure**
 - A. Presentation by Illinois Economics Consulting on Cost/Benefit Analysis on Costs of Deferring Maintenance**
 - B. Discussion on Facilities Issues with Dana Brenner, Facilities Director**
 - C. Discussion on Information Technology Issues with Andy Rhodes, IT Director**
- VIII. County Workforce**
 - A. Presentation by Illinois Economics Consulting on Cost/Benefit Analysis of Staffing Practices**
 - B. Presentation by Kevin Sage, UA Local 149, on Project Labor Agreements**
 - C. Discussion of Workforce Recruitment and Retention Issues with Isak Griffiths, Deputy Director of Administration**
- IX. Adjournment**

All meetings are at Brookens Administrative Center – 1776 E Washington Street in Urbana – unless otherwise noted. To enter Brookens after 4:30 p.m., enter at the north (rear) entrance located off Lierman Avenue. Champaign County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities. Please contact Administrative Services, 217-384-3776, as soon as possible but no later than 48 hours before the scheduled meeting.

DISTRIBUTION OF THE ILLINOIS MOTOR FUEL TAX FUND



Expenditure of the Illinois Motor Fuel Tax Fund

The expenditure of MFT funds requires the approval and supervision of the Department of Transportation. The county board must adopt a resolution appropriating the MFT funds. The resolution shall state how the funds will be used. The resolution shall be submitted to the appropriate IDOT district office for approval. Engineering agreements require the Department of Transportation's approval. The Department of Transportation's approval of plans, specifications, and estimates of any construction project must be obtained prior to advertising for bids, as well as prior to awarding any contract. When MFT funds are used for maintenance, the Department of Transportation's approval of the maintenance estimate must be obtained prior to advertising the project for bids. All work requiring bids must be advertised in the Department of Transportation's weekly Contractors Bulletin.



Laurel Lunt Prussing

COUNTY TREASURER
CHAMPAIGN COUNTY, ILLINOIS

BROOKENS CENTER
1776 E. WASHINGTON ST.
URBANA, ILLINOIS 61802-4581

May 24, 2019

PHONE: (217) 384-3743
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To: Champaign County Board

Treasurer's Report on Major Revenues: January-May 2019

Our biggest revenue sources are state shared revenues including sales taxes and the income tax. Here is a chart showing the 2019 budget for these revenues and how each is doing for the first five months of 2019 compared with the same period last year.

<u>Type of Revenue</u>	<u>2019 Budget</u>	<u>Jan.-May Actual re: 2018</u>
Qtr. Cent Sales Tax	\$5.9 million	-1.0%
Public Safety Sales Tax	\$4.9 million	-0.3%
Income Tax	\$3.1 million	17%
One Cent Sales Tax	\$1.5 million	-1.0%
Use Tax	\$0.9 million	17%

Please note that your budget is currently set up to move January and February revenue to the previous year's December. I do not believe this is a useful budget practice. It distorts December revenue and makes you wait an extra two months to see year-end results.

I would recommend that you start counting budget revenue when the county actually receives it. The budget is a forward-looking document and your strongest management tool. Some practices appropriate for the outside audit report are counter-productive for budgeting.

Champaign County Facilities 10-Year Capital Plan

9.1.18

Updated and Approved by Facilities Committee 10.2.18

Assumptions

- 1 Funding for FY2018 is \$532,000
- 2 Two facilities not included in this 10-Year Capital Plan are as follows:
CCNH
Sheriff's Office/Downtown Jail
- 3 Interiors are not covered in Capital Plan - paint/carpet
- 4 Priorities for scheduling deferred maintenance are as follows:
1st priority - building envelope
2nd priority - building mechanicals
3rd priority - building mechanical controls (pneumatic to digital)
4th priority - business continuation/emergency preparedness
5th priority - parking lots, roads and sidewalks

<u>CAPITAL ASSET FUND</u>	<u>Proposed Amount</u>
<u>FY2019</u>	\$ 1,155,000.00
<u>FY2020</u>	\$ 2,195,000.00
<u>Fy2021</u>	\$ 2,185,000.00
<u>FY2022</u>	\$ 2,135,000.00
<u>FY2023</u>	\$ 2,110,000.00
<u>FY2024</u>	\$ 2,340,000.00
<u>FY2025</u>	\$ 2,270,000.00
<u>FY2026</u>	\$ 2,280,000.00
<u>FY2027</u>	\$ 2,200,000.00
<u>FY2028</u>	\$ 2,235,000.00
<u>FY2029</u>	\$ 2,100,000.00
<u>10-Year Total</u>	\$ 23,205,000.00

10-Year Capital Plan

<u>FY2019</u>		<u>Amount</u>
Art Bartell Road	Install Sidewalk per Plat Revision Agreement	\$ 300,000.00
Brookens	Replace POD 100 Roof	\$ 175,000.00
JDC	Install Backflow Preventer	\$ 5,000.00
JDC	Replace existing ballasted roof with White EPDM (existing roof 1996)	\$ 600,000.00
Satellite Jail	Replace overhead garage doors (2)	\$ 75,000.00
<u>TOTAL FY2019</u>		<u>\$ 1,155,000.00</u>

<u>FY2020</u>		<u>Amount</u>
Brookens	Replace Pod 300 roof	\$ 250,000.00
Brookens	Replace POD 100 13 AHU; install digital controls	\$ 325,000.00
METCAD	Replace 3 AHU in east basement; install digital controls	\$ 200,000.00
METCAD	Replace ballasted roof with white EPDM Rubber	\$ 300,000.00
METCAD	Repoint exterior masonry and replace all sealants	\$ 65,000.00
METCAD	Replace one AHU in west basement: install digital controls	\$ 80,000.00
Satellite Jail	Replace 4 condensing units with chillers; replace coils at 4 AHU's	\$ 325,000.00
Satellite Jail	Replace original boilers (2)	\$ 200,000.00
Satellite Jail	Replace 4-AHU's	\$ 450,000.00
<u>TOTAL FY2020</u>		<u>\$ 2,195,000.00</u>

<u>FY2021</u>		<u>Amount</u>
Animal Control	Add whole building AC	\$ 150,000.00
Brookens	Replace POD 400 roof	\$ 250,000.00
Courthouse	Replace existing boilers (2)	\$ 300,000.00
Garages	Install oil interceptors (5)	\$ 250,000.00
JDC	Replace water heaters (2)	\$ 35,000.00
JDC	Replace window sealant and paint exterior windows	\$ 85,000.00
JDC	Replace and upgrade existing exterior lights	\$ 15,000.00
Satellite Jail	Foundation Joint repair; includes drainage tile	\$ 250,000.00

Satellite Jail Replace existing ballasted roof with White EPDM (existing roof 1996) \$ 850,000.00

TOTAL FY2021 **\$ 2,185,000.00**

FY2022 **Amount**

Animal Control Install an emergency generator \$ 100,000.00

Animal Control Revise main electric panel distribution (remove crazy leg 270) \$ 225,000.00

ILEAS Tear down abandoned Nursing Home Buildings \$ 900,000.00

JDC Install 10' Perimeter chain link fence /w razor wire at perimeter of cell windr \$ 110,000.00

JDC Foundation joint repair; drainage tile \$ 200,000.00

Satellite Jail Replace voice/door/data security system with update system \$ 600,000.00

TOTAL FY2022 **\$ 2,135,000.00**

FY2023 **Amount**

Brookens Replace POD 400 2-Multi-Zone units and 2 smaller units \$ 300,000.00

Courthouse Additior Replace ballasted roof with white EPDM rubber \$ 1,500,000.00

Courthouse Additior Paint steel roof structure \$ 60,000.00

Satellite Jail Replace generator \$ 250,000.00

TOTAL FY2023 **\$ 2,110,000.00**

FY2024 **Amount**

Animal Control Roof replacement \$ 65,000.00

Courthouse Roof replacement \$ 700,000.00

Courthouse Additior Replace sealant at windows \$ 45,000.00

Courthouse Additior Update wood finishes, wall paint and carpet in 9 remaining courts \$ 630,000.00

ILEAS Replace three AHU's \$ 350,000.00

JDC Replace generator \$ 250,000.00

Satellite Jail Install digital thermostatic controls \$ 300,000.00

TOTAL 2024 **\$ 2,340,000.00**

<u>FY2025</u>		<u>Amount</u>
Brookens	Repoint exterior masonry and replace all sealants	\$ 650,000.00
Courthouse	Update all HVAC digital controls	\$ 900,000.00
Courthouse & Addit	Tuck point project for entire building	\$ 400,000.00
Garages	Replace metal roofs on five garages	\$ 320,000.00
<u>TOTAL FY2025</u>		<u>\$ 2,270,000.00</u>

<u>FY2026</u>		<u>Amount</u>
Animal Control/Corr	Replace parking lot	\$ 40,000.00
Animal Control/Corr	Replace existing metal siding with new siding. Check and replace insulation.	\$ 95,000.00
Brookens	Paint all metal panels	\$ 95,000.00
Courthouse & Addit	Select repointing of masonry and replace sealants	\$ 360,000.00
Courthouse	Replace window sealants	\$ 100,000.00
ILEAS	Repoint exterior masonry and replace all sealants	\$ 950,000.00
METCAD	Replace parking lot and drive; remove and replace damage curb areas	\$ 80,000.00
Physical Plant	Replace parking lot	\$ 25,000.00
Salt Dome	Replace damaged wood and metal coroners	\$ 25,000.00
Salt Dome	Replace existing asphalt around Salt Dome	\$ 210,000.00
Satellite Jail	Replace air returns and supply grills	\$ 100,000.00
Highway, JDC, Sat. J:	Remove old poly urethane concrete joint sealant and replace w/new	\$ 200,000.00
<u>TOTAL FY2026</u>		<u>\$ 2,280,000.00</u>

<u>FY2027</u>		<u>Amount</u>
Brookens	Replace asphalt parking lots (3)	\$ 680,000.00
Courthouse	Replace and relocate chillers	\$ 500,000.00
ILEAS	Replace four boilers	\$ 250,000.00
ILEAS	Replace parking lot	\$ 360,000.00
JDC	Replace seven Aeon (RTU) units	\$ 410,000.00
<u>TOTAL FY2027</u>		<u>\$ 2,200,000.00</u>

<u>FY2028</u>		<u>Amount</u>
Brookens	Replace POD 300 MZU Air Handlers	\$ 300,000.00
Courthouse	Parking lot replacement	\$ 285,000.00
ILEAS	Roof replacement	\$ 1,200,000.00
JDC	Replace parking lot and drive	\$ 100,000.00
JDC	Upgrade remaining BAS digital controls	\$ 100,000.00
METCAD	Replace generator	\$ 250,000.00
<u>TOTAL FY2028</u>		\$ 2,235,000.00

<u>FY2029</u>		<u>Amount</u>
Art Bartell Road	Add concrete curbing and gutters	\$ 750,000.00
Court. & Addit.	Replace existing T12/T8 fluorescents with new LED's	\$ 200,000.00
Highway	Roof replacement	\$ 800,000.00
ILEAS	Replace existing T12/T8 fluorescents with new LED's	\$ 100,000.00
JDC	Replace existing T12/T8 fluorescents with new LED's	\$ 100,000.00
METCAD	Replace existing T12/T8 fluorescents with new LED's	\$ 50,000.00
Satellite Jail	Replace existing T12/T8 fluorescents with new LED's	\$ 100,000.00
<u>TOTAL FY2029</u>		\$ 2,100,000.00

Champaign County Government

County Information Systems Inventory

<u>AS400 Platform</u>	<u>System</u>	<u>Purpose</u>	<u>Date Acquired</u>
AS400	<i>Accounting System</i>	<i>AP/AR/budgeting mgmt</i>	<i>1970s, incl ERP2020</i>
AS400	Animal Control	record keeping	1980s
AS400	Appointments System	board appt tracking	
AS400	JANO	justice case management	2003
AS400	Law Enforcement Records Mgmt.	record keeping	1980s
AS400	<i>New World Aegis</i>	<i>jail management</i>	<i>2003; incl in Tyler2019</i>
AS400	<i>Property Tax</i>	<i>assessment records</i>	<i>1980s; incl DEVNET2019</i>
AS400	<i>Purchasing</i>	<i>vouchers/PO</i>	<i>1970s; incl ERP2020</i>
AS400	Website	external communication	2016

<u>Op. Sys. Platforms</u>	<u>System</u>	<u>Purpose</u>	<u>Date Acquired</u>
Excel	CAFR	<i>financial reporting</i>	<i>Manual; incl ERP2020</i>
Linux/MySQL	Electronic Pollbook System	voting management	2006
MS Access	County Clerk Office Mgmt.	vital records/licensing	2000s
<i>On premise SQL</i>	<i>Kronos WFC</i>	<i>HR/timekeeping/payroll</i>	<i>2007; incl in Kronos2019</i>
SQL	Document Recording	real estate documents	1980s; regular upgrades
SQL	<i>Property Tax and CAMA (DEVNET)</i>	<i>assessment records</i>	<i>2019</i>
SQL	Voter Registration system	voter management	2000
Windows 7	Jury System	juror management	2003
Windows XP	<i>Election Mgmt. and Reporting</i>	<i>election management</i>	<i>2006</i>

Italicized items have critical component concerns; some are in progress with replacement/upgrade for 2019-2020 as noted

Continued on the next slide...

Champaign County Government

County Information Systems Inventory (cont.)

<u>Cloud Platform</u>	<u>System</u>	<u>Purpose</u>	<u>Date Acquired</u>
Cloud	Kronos WorkForce Dimensions	HR/timekeeping/payroll	2019
Cloud	Tyler Odyssey	jail management	2019

<u>Telephony</u>	<u>System</u>	<u>Purpose</u>	<u>Date Acquired</u>
<i>Toshiba PRI</i>	<i>Phone System</i>	<i>phone communication</i>	<i>1996</i>
Consolidated	Wireless Network	County CCRN	2016
Toshiba PRI	Voicemail	phone communication	1996

<u>Misc. Platforms</u>	<u>System</u>	<u>Purpose</u>	<u>Date Acquired</u>
<i>Various</i>	<i>Copier fleet (70 copiers)</i>	<i>copying/doc email</i>	<i>2015</i>
Various	Coroner Death Case Management	record keeping	1990s
Various	Planning and Zoning (permitting)	permit tracking	
<i>Various</i>	<i>Shields Room Audio/Visual</i>	<i>video records</i>	<i>2012, some 2018</i>
<i>Various</i>	<i>Video Evidence Management</i>	<i>video records</i>	<i>2014</i>
Various	Wired Network	County CCRN	1996 to present
Combo of Word, Excel, Visual Basic and AS400	Budget Prep	Budgeting	Manual; incl ERP2020

Italicized items have critical component concerns; some are in progress with replacement/upgrade for 2019-2020 as noted

Drafting a six-year IT plan is in progress.



United Counties Council of Illinois
217 East Monroe ~ Suite 101
Springfield, Illinois 62701

217.544.5585

W. Michael McCreery, Executive Director

Officers/Executive Committee Members

- **David Meyer, President**
- **David Zimmerman, Vice President**
- **Joseph Payette, Secretary**
- **P.E. Cross, Treasurer**
- **Matthew Prochaska**
- **Mark Kern**
- **Samuel Newton**

May 23, 2019

To: UCCI Membership

Re: Prevailing Wage Update

Amendments to the Illinois Prevailing Wage Act ("the Act") made by Public Act 100-1177 become effective on June 1, 2019. Some of the changes to the Act that membership should be aware of include the following:

1. As of June 2019, counties will no longer be responsible for investigating and ascertaining the prevailing wage, or for publishing, posting or keeping available for inspection such prevailing wage resolution. Instead, the Illinois Department of Labor will investigate and ascertain the prevailing wage rates for each county in Illinois and publish those rates on its official website no later than July 15 of each year. **This means annual prevailing wage ordinance is no longer necessary.**
2. The prevailing rate of wages shall not be less than the rate for work of a similar character on public works in the locality in which the work is performed under collective bargaining agreements or understandings between employers or employer associations and bona fide labor organizations relating to each craft or type of worker or mechanic needed to execute the contract or perform such work, and collective bargaining agreements or understandings successor thereto, provided that said employers or members of said employer associations employ at least 30% of the laborers, workers, or mechanics in the same trade or occupation in the locality where the work is being performed. Where no such collective bargaining agreements exist, the Department of Labor must determine the prevailing wage rate for the same or most similar work in the nearest and most similar neighboring locality in which such agreements exist.
3. If it is established, following a written objection and a hearing, that less than 30% of the laborers, workers, or mechanics in a particular trade or occupation in the locality where the work is to be performed receive a collectively bargained rate of wage, then the average wage paid to those laborers, workers or mechanics in the same trade or occupation in the locality for the 12-month period preceding the Department of Labor's annual determination shall be the prevailing rate of wage.

UCCI@unitedcounties.com

4. Objections shall be filed with the Department of Labor and the hearing shall be held by the Department of Labor within 45 days of the objection.
5. The Department of Labor is required to develop an electronic database capable of accepting certified payroll by April 1, 2020. After this time, counties should not have to maintain certified payrolls for their public works projects. Until then, contractors and subcontractors who participate in a public works project must file, by the 15th of the month, a certified payroll for the immediately preceding month with the public body in charge of the project.
6. The public body must keep certified payroll records for a period of five years or until the Department of Labor Activates the electronic database mentioned above, whichever is less. After the activation of the electronic database, the Department of Labor, rather than the public body in charge of a project, will keep the records and maintain the database.
7. The public body awarding any contract for or undertaking any public works must specify in the call for bids and any contract that prevailing rate of wages apply.

Additionally, membership should be aware of the following information that will continue to apply.

1. The Act does not require a contractor engaged in the construction of public works to adopt any particular business structure (e.g., corporation, partnership, limited liability company, sole proprietorship, etc.). However, if a contractor chooses to engage in the construction of public works in Illinois, he/she must prepare, maintain and submit certified payroll for all laborers, workers and mechanics who perform services on that public work-without regard to the worker's status as "employee", "shareholder", "partner", or "member" and ensure they are paid the prevailing wage.
2. The Act's requirement that "[n]ot less than the general prevailing rate of hourly wages for work of a similar character on public works in the locality in which the work is performed . . . shall be paid to all laborers, workers and mechanics employed by or on behalf of any public body engaged in the construction or demolition of public works"¹ does not apply to those persons directly employed by the public body.²

¹ 820 ILCS 130/3

² Bradley v. Casey, 415 Ill. 576, 582, (1953) (Holding that "such provisions of the act which heretofore might have been construed as requiring payment by public bodies of prevailing per diem wages in direct employment of workmen in construction of public works are invalid...").

ATTRACTING NON APPLICANTS BY AGE

Public Sector

Despite the small sample size of those not applying for jobs in the public sector, significant differences were found among age groups. While benefits and salary would attract non applicants to the public sector across age groups, those age 18-34 (primarily Millennials) are more likely to be attracted by opportunities to learn skills of interest, serve their communities, and work in attractive cities. The ability to work remotely and flexible work hours hold greater appeal for older job applicants.

What Would Attract Non-Applicants to Public Sector by Age
Figure 10

	TOTAL	Age 18-34 n=21	Age 35+ n=67
Benefits Package	50%	57%	48%
Competitive Salary	49%	48%	49%
Meaningful Work	41%	38%	42%
Learn Skills I'm Interested In	40%	48%	37%
Career Advancement	34%	38%	33%
Work Remotely	32%	14%	37%
Serve One's Community	32%	38%	30%
Flexible Hours	28%	14%	33%
Available Jobs in Profession	25%	19%	27%
Innovative Environment	20%	19%	21%
Fast / Simple Hiring Process	19%	19%	19%
Attractive City	14%	19%	12%
Political Ideology Represented	5%	5%	4%
Advance Political Career	5%	10%	3%
Other	3%	-	4%

|| Respondents select all that apply. || n=88

Private Sector

Like the public sector, across age groups competitive salary and benefits would attract non applicants to the private sector; however competitive salaries hold greater attraction for older respondents. The ability to work remotely holds greater attraction for older respondents, while younger ones place greater emphasis on potential advancement and working in attractive cities (See Figure 11).

What Would Attract Non-Applicants to Private Sector by Age
Figure 11

	TOTAL	Age 18-34 n=378	Age 35+ n=868
Competitive Salary	60%	56%	61%
Benefits Package	54%	54%	55%
Career Advancement	37%	41%	36%
Flexible Hours	36%	38%	36%
Learn Skills I'm Interested In	34%	36%	34%
Work Remotely	34%	28%	37%
Meaningful Work	34%	34%	34%
Available Jobs in Profession	31%	30%	31%
Serve One's Community	25%	26%	25%
Fast / Simple Hiring Process	22%	23%	22%
Innovative Environment	19%	19%	19%
Attractive City	14%	17%	12%
Political Ideology Represented	2%	3%	2%
Other	4%	4%	4%

|| Respondents select all that apply. || n=1246

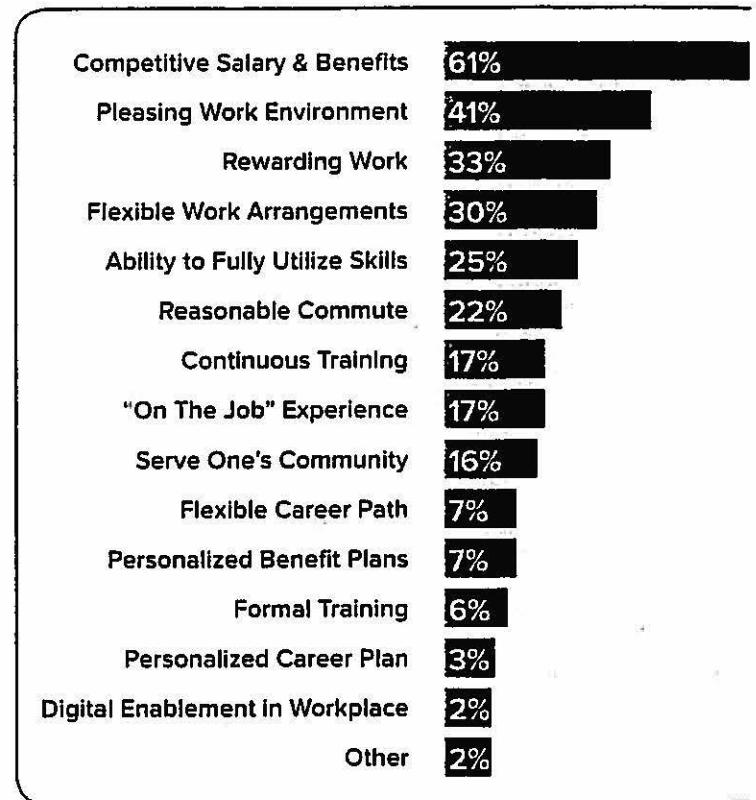


Competitive salary/benefit plans (61%), a pleasing work environment (41%), and challenging/rewarding work (33%) are the top 3 reasons for staying at a job across job categories (See Figure 30).

While most job seekers across categories have changed jobs 1 to 3 times in the past 5 years (64%), frequency of job changes declines with age (See Figure 31).

Respondents 18 to 34 are significantly more likely to have changed jobs two to five times in the past 5 years, while respondents 35 or older have changed once or not at all.

Top 3 Motivators to Stay at a Job
Figure 30

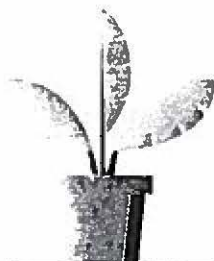


Respondents select up to 3 choices.
n=2959

Number of Times Changed Jobs In Past 5 Years by Age
Figure 31

	TOTAL	Age 18-34 n=882	Age 35+ n=2077
None	28%	16%	33%
Once	30%	17%	31%
Twice	21%	25%	20%
Three Times	13%	19%	10%
Four Times	4%	6%	3%
Five Times	2%	5%	1%
More Than Five Times	2%	3%	2%

n=2959



I think I may need some help...

PRIMARILY PERSONAL
An issue outside of work that is **not** currently impacting my job

May want to seriously consider addressing before it impacts more of your life or health

PRIMARILY PERSONAL
An issue outside of work that **is** impacting my job

May want to seriously consider discussing with your supervisor and/or escalating (Manager, Dept Head, HR, Union)

PRIMARILY WORK-RELATED
An on-the-job issue that is impacting my job

*Transparency does **not** absolve you of your work responsibilities*

Being proactive may help avoid failing in your duties

PRIMARILY WORK-RELATED
An on-the-job issue that is impacting my job **and** my personal life

Getting help after a performance issue may be too late to receive assistance through your employer

BCBS	County healthcare through Blue Cross Blue Shield
BCP	County FSAs through Benefit Planning Consultants
CCDDB	Champaign County Developmental Disabilities Board
CCMHB	Champaign County Mental Health Board
EAP	County's Employee Assistance Program through LifeWorks
FMLA	Family and Medical Leave Act
IPMG	County insurance through Insurance Program Managers Group
IMRF	Illinois Municipal Retirement Fund
ST/LT	Short-Term / Long-Term

Example considerations

Common Stressors with Family & Friends

- Marriage, union, and commitments
- Having children (birth, fostering, adoption)
- Rearing children (childcare, transportation, health, sickness, safety; teenagers)
- Separation and divorce
- Chronic sickness
- Elder care
- Accidents, abuse, violence, and other traumas
- Death and loss

Common Challenges with Personal Wellness

- Health, fitness, & weight management
- Managing finances
- Managing debt
- Life planning
- Retirement planning
- Legal issues
- Injury
- Substance Abuse
- Work

Example Options of Personal Self Care

- Time away from work and or life**
- Earned: personal, vacation, sick leave, holidays
 - Special: bereavement leave, military, leave of absence
 - Injury: worker's comp
 - Illness or ST/LT Disability (FMLA, IMRF)
 - Having children: FMLA

- Financial planning & protection**
- County benefits (life, health, vision, dental)
 - IMRF Retirement
 - Allstate Optional benefits (accident, cancer, disability)
 - Allstate Optional Term Life Insurance
 - BPC Flexible spending account for healthcare
 - BPC Flexible spending account for childcare
 - EAP financial planning education and support
 - EAP legal planning education and support
 - EAP coupons and cashback

- Overall wellness**
- Physical activity (BCBS & EAP wellness apps)
 - Nutrition (BCBS & EAP nutrition education)
 - Meditation & mindfulness
 - Faith-based activities
 - Counseling & Coaching (BCBS, EAP, AA, OA, NA, Alanon, local non profits)
 - Trauma support (County: EAP, IPMG, Dept Head HR)
 - Trauma support (Community: CCMHB/CCDDB funded agencies)
 - Trauma support (EAP, ACES, Courage Connection, Family Services, etc.)
 - Good friends, good families, and healthy boundaries
 - Inpatient healthcare & treatment (BCBS) for mental health or addiction
 - Outpatient healthcare & treatment (BCBS) for mental health or addiction



At a Glance -- LifeWorks EAP Services

Employee Assistance Program (Included)

- ✓ 24/7 Service Centre access
- ✓ Counselling & coaching services: In-person, video, virtual group, chat, direct message & telephonic
- ✓ Work-Life Support: Legal, financial, child care, elder care, special needs, education
- ✓ Employer Support Assessments
- ✓ Critical incident support

Well-being Content and News Feed (Included)

- ✓ Smart well-being resources (search + discovery)
- ✓ Personalized snackable well-being articles
- ✓ Benefits savings, Well-being posts
- ✓ Corporate posts

Community (Included)

- ✓ Sticky & Promoted Posts
- ✓ Directory and Leaderboard

Perks & Savings (Included)

- ✓ Digital Gift Card discounts
- ✓ Online Cashback
- ✓ In-store Offers & Online Coupons
- ✓ Exclusive Lifestyle Offers

Analytics and Aggregate Reporting (Included)

Customer Success Manager Support (Included)

Additional Services Under Consideration (But not part of the pilot project)

- Workplace support Programs (Substance Abuse Program, Depression Care, Trauma Assist).
- iCBT, Telemedicine, Fitness Training & Wellness Seminars

<p>Employee Assistance Program (EAP)</p> <p>Champaign County Pilot Project - 2019</p> <p>*** Eligibility -- all employees -- dependents under 26</p> <p>*** Cost to employees -- FREE</p> <p>*** Primary point of access -- Smart Phones</p> <p>*** Confidentiality assured -- County has no visibility to an employee's personal use of the EAP -- Only aggregate reporting is available</p> <p>https://www.lifeworks.com/us/why-lifeworks/#</p>
--

Champaign Diversity Advancement Program (CDAP)



How to: Business Certification: MBE/ WBE and others

Step 1:

These are the steps you need to take to register your business online:

Go to www.eprismsoft.com

From the menu option click: *Register*

Select *New Business*

Type in your business name and click on the: *Validate Business Name* Button

When you complete the above requested information, you will receive an email with an "Authentication Code". Double click on the Authentication Code.

Then copy and paste it on the www.eprismsoft.com input field for Authentication Code.

You will receive your Login Id and Password once your registration request is processed.

Step 2:

Business Registration should be **COMPLETED** before you can request certification.

Step 3:

While still logged-in, return to main menu "Manage Account", and click on "Request Certification". Follow the instructions and complete required information.



Office of Equity, Community and Human Rights
102 N. Neil St.
Champaign, IL 61820
217-403-8830
champaignil.gov

champaignil.gov
CGTV-Cable Channel 5

"Enhancing Economic Opportunity
for All Members of Our Community"



OFFICE OF EQUITY, COMMUNITY AND HUMAN RIGHTS

Rachel Joy
Community Relations Manager/
Compliance Officer

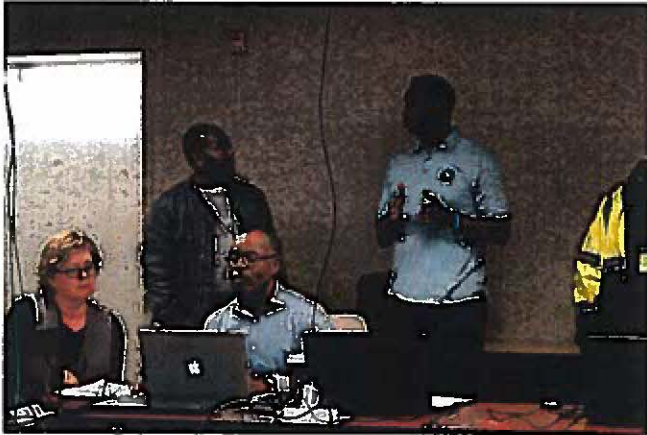
Ashley Stickels
Administrative Assistant

- Breaking up jobs into smaller components so local small businesses have capacity to do the work -
- mentor/protege match for

Job training + business development

City of Champaign Diversity Advancement Program (CDAP)

The City of Champaign Diversity Advancement Program (CDAP) encourages City departments, contractors, and other vendors doing business with the City to increase the amount of goods and services provided by local businesses owned by minorities, women, and other socially and economically disadvantaged groups. To learn more about the CDAP program please go to champaignil.gov/cdap



CDAP's Objectives

The objectives of the CDAP program are to strengthen the use of businesses owned by women, racial/ethnic minorities, and other identified socially disadvantaged groups as defined in City purchasing and contracting policies, and to build capacity for these businesses through mentoring and training, and to develop and sustain a diverse pool of qualified businesses used by the City of Champaign. CDAP program requirements apply to all City purchases and are part of the City's purchasing policies.

Certified CDAP Vendor List

The CDAP vendor list was created to increase the utilization of women-owned, minority-owned, local economically disadvantaged, and socially disadvantaged businesses. This list is monitored and maintained through the City's tracking and compliance software and is managed by the City's Office of Equity, Community, and Human Rights.

Apply to be a CDAP Certified Vendor

Businesses wishing to be included on the City's Certified CDAP Vendor List should follow the instructions for submitting an online application provided by the link below. Once submitted, the City's Compliance Officer will review, verify, and (if approved) certify the business as a CDAP-eligible vendor.

How Do I Find Out About Upcoming Bids?

- Bids are posted on the City's website at champaignil.gov/RFP
- You can sign up to receive emails about available bids and RFPs at champaignil.gov/email-subscription-lists
- Bids are advertised in The News-Gazette (Champaign's local newspaper)

The City of @champaign encourages the participation of minority and female owned businesses.

