

COUNTY BOARD ADDENDUM

County of Champaign, Urbana, Illinois Thursday, October 24, 2019 – 6:30 p.m.

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

Agenda It	<u>ems</u>	Page #
XIII.	Standing Committees:	
	A. County Facilities	
	1. 2019 Reifsteck Reid Jail Consolidation Plan (discussion only)	
XV.	New Business	
	 C. Adoption of Resolution No. 2019-314 approving purchases not following the purchasing policy 	1-2
	D. Biennial EEO-4 Survey and Result (information only)	3-20

RESOLUTION NO. 2019-314

PURCHASES NOT FOLLOWING PURCHASING POLICY

October 2019

WHEREAS, Purchases by Champaign County offices and departments sometimes occur that are not in compliance with the Champaign County Purchasing Policy; and

WHEREAS, The Champaign County Auditor must present those purchases to the Champaign County Board for approval of payment;

NOW, THEREFORE, BE IT RESOLVED By the Champaign County Board that the purchases not following purchasing policy as presented by the Champaign County Auditor on October 24, 2019 are hereby approved for payment.

PRESENTED, ADOPTED, APPROVED by the County Board this 24th day of October A.D.

Giraldo Rosales, Chair
Champaign County Board

Recorded
& Attest:

Aaron Ammons, County Clerk
and ex-officio Clerk of the
Champaign County Board

Approved:

Darlene A. Kloeppel, County Executive
Date:
Date:
Date:

Date: _____

FOR COUNTY BOARD APPROVAL 10/18/19

VR/PO DATE

VR#/PO#

APPROPRIATION #

DEPARTMENT

AMOUNT

VENDOR

DESCRIPTION

PURCHASES NOT FOLLOWING THE PURCHASING POLICY AND EMERGENCY PURCHASES

EMERGENCY PURCHASE

None

NO PURCHASE ORDER ISSUED

None

CREDIT CARD PAYMENT PAID WITH TAX

CREDIT CARD PAID WITH NO RECEIPT

1436.50

Amazon

9/25/2019 Equip Under \$5,000 (tax \$84.50)

VR 630-132

630-030-522.44

Circuit Clerk

According to Illinois Attorney General and Champaign County State's Attorney, the Purchasing Policy does not apply to the office of elected officials

^{**} Paid-For information only



OFFICE OF THE CHAMPAIGN COUNTY EXECUTIVE

1776 East Washington Street, Urbana, Illinois 61802-4581

Darlene A. Kloeppel, County Executive

TO: Honorable Members of the Champaign County Board

FROM: Isak Griffiths, Deputy Director of Administration

DATE: October 21, 2019

RE: Biennial EEO-4 Survey and Result

Every two years, Champaign County is required to report race and gender workforce information to the EEOC (Equal Employment Opportunity Commission). As mandated by federal requirements, each functional area with more than 100 employees is given a separate report; a single summary report is submitted that combines all functions with fewer than 100 employees.

For the 2019 survey, Champaign County submitted the following reports:

- 1. Financial Administration
- 2. Public Welfare
- 3. Corrections
- 4. Summary of Other Functions (Including Streets & Highways, Police Protection, Health and Mental Health, Community Development, Animal Control, Recorder and Zoning functions, GIS, and Emergency Management)

The attached reports contain staffing information from June 30, 2019, along with comparative information from previous submission years. Because the sale of the nursing home significantly impacted the County's staffing statistics, the overall county data is compared using to two different sets of data: (1) the actual staffing as of June 30, which highlights the impact on demographics due to the sale of the nursing home, and (2) the hiring statistics for the year ending June 30, 2019 which, although is not a direct apples-to-apples comparison, provides anecdotal demonstration that the County's overall hiring trends reported in 2018 continue.

For the non-nursing home EEO functional areas, only the June 30, 2019 comparisons are presented because the loss of the nursing home did not have a significant impact.

A few noteworthy points:

- Per EEOC instructions, the data excludes elected officials.
- The percentage of black females employed full-time by the county change from 17.67% to 10.91%; this is largely due to the loss of the demographics represented by nursing home employees.

(217) 384-3776 <u>WWW.CO.CHAMPAIGN.IL.US</u> (217) 384-3896 FAX

- As of June 30, the percent of black employees was slightly above the Champaign County average; the percent of white employees was higher than the county population average, and the percent of other ethnicities as a whole was lower but increasing. (Note: not all black employees are African American.)
- Excluding the nursing home, the trend for the EEO functional areas each show that the percentage of non-white employees continues to increase slowly over time.
- Without the nursing home, the County now employs a smaller percent of the population (.35% to .29%).
- The county does not have a representative employee base of Asian or indigenous American populations. In general, the county is employing a higher percent than in previous years, but this category continues to be low.
- Even without the nursing home, the County employs significantly more women than men (62.9%).
- 56.7% of County employees earn below the 2017 Median household income.
- The largest numbers of lower wage earners are women in administrative support, para professional, and technical positions. The higher wage earners are largely concentrated in professional and protection services roles. The largest block of earners is women in the middle:

	under 33k	33k to 54k	55k +	
Female	132	171	82	
Male	15	93	119	

- The census baseline continues to be the 2010 census data to avoid skewing the trend line comparisons. According to factfinder.census.gov, Champaign County is currently estimated to be closer to 72.7% white and 13.1% black or African American. At 80.56% and 14.38%, the county employees a higher percentage of both than the county population average.
- The source of the population numbers used in previous EEO reports to the County Board could not be located, nor could the numbers be replicated. Therefore, the population counts for Champaign County since 2010 have been updated to reflect the population numbers in https://factfinder.census.gov. These numbers have been confirmed with GIS.

As of June 30, 2019 the workforce of Champaign County Government was made up of the following representative race and gender groups.

Financial Administration	186	FTE	FTE (Full Time Employees)
Public Welfare	168	FTE	
Nursing Home	0	FTE	
Corrections	137	FTE	
All Other	121	FTE	
TOTAL	612		

Financial Administration (Function 1 of EEO-4 Survey)

Reported by Ra	ace and Gender
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	110	ported by reade an	ia Octiaci		
White/Male	52	28.42%	Repo	orted by F	Race:
Black/Male	5	2.73%	White	151	81.18%
Hispanic/Male	1	0.55%	Black	26	13.98%
Asian/Male	0	0.00%	Other	9	4.84%
American Indian/Male	0	0.00%	TOTALS	186	100.00%
White/Female	99	54.10%	Repo	rted by Ge	ender:
Black/Female	21	11.48%	Male	59	31.72%
Hispanic/Female	4	2.19%	Female	127	68.28%
Asian/Female	1	0.55%	TOTALS	186	100.00%
American Indian/Female	0	0.00%			
TOTALS	183	100.00%	2+ races:	1 male, 2	female

Public Welfare (Function 3 of EEO-4 Survey)

Reported by Race and Gender

White/Male	11	6.67%	Repo	orted by Ra	ace:
Black/Male	5	3.03%	White	118	70.24%
Hispanic/Male	0	0.00%	Black	40	23.81%
Asian/Male	0	0.00%	Other	10	5.95%
American Indian/Male	0	0.00%	TOTALS	168	100.00%
White/Female	107	64.85%	Repo	rted by Gei	nder:
Black/Female	35	21.21%	Male	16	9.52%
Hispanic/Female	5	3.03%	Female	152	90.48%
Asian/Female	1	0.61%	TOTALS	168	100.00%
American Indian/Female	1	0.61%			
TOTALS	165	100.00%	2+ races:	3 female	

Nursing Home (Function 7 of EEO-4 Survey)

Reported by Race and Gender

White/Male	0	Reporte	d by Race:
Black/Male	0	White	0
Hispanic/Male	0	Black	0
Asian/Male	0	Other	0
American Indian/Male	0	TOTALS	0
White/Female	0	Reported	l by Gender:
Black/Female	0	Male	0
Hispanic/Female	0	Female	0
Asian/Female	0	TOTALS	0
American Indian/Female	0		
TOTALS	0	2+ races:	

Corrections (Function 11 of EEO-4 Survey)

Reported by R.	ce and Gender	
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White/Male	61	44.85%	Repo	rted by Ra	ace:
Black/Male	8	5.88%	White	116	84.67%
Hispanic/Male	2	1.47%	Black	17	12.41%
Asian/Male	1	0.74%	Other	4	2.92%
American Indian/Male	0	0.00%	TOTALS	137	100.00%
White/Female	55	40.44%	Repor	ted by Ge	nder:
Black/Female	9	6.62%	Male	72	52.55%
Hispanic/Female	0	0.00%	Female	65	47.45%
Asian/Female	0	0.00%	TOTALS	137	100.00%
American Indian/Female	0	0.00%			
TOTALS	136	100.00%	2+ races:	1 female	

All Other Functional Areas of County Business (Function 16 of EEO-4 Survey)

Reported by Race and Gender

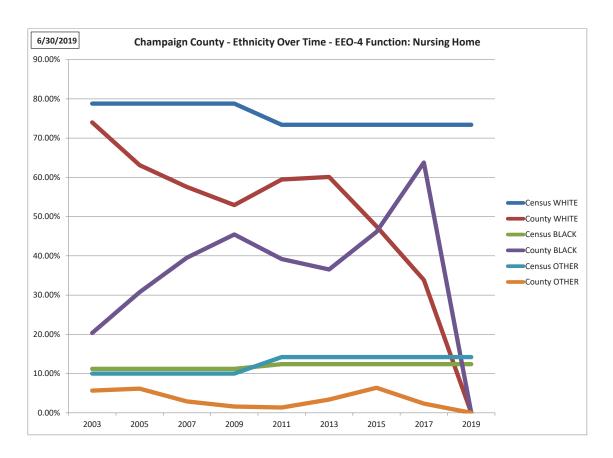
White/Male	72	59.50%	Repo	rted by F	Race:
Black/Male	4	3.31%	White	108	89.26%
Hispanic/Male	0	0.00%	Black	5	4.13%
Asian/Male	4	3.31%	Other	8	6.61%
American Indian/Male	0	0.00%	TOTALS	121	100.00%
White/Female	36	29.75%	Report	ed by G	ender:
Black/Female	1	0.83%	Male	80	66.12%
Hispanic/Female	1	0.83%	Female	41	33.88%
Asian/Female	3	2.48%	TOTALS	121	100.00%
American Indian/Female	0	0.00%			
TOTALS	121	100.00%	2+ races: n	/a	

2019 COMBINED TOTALS BY RACE AND GENDER

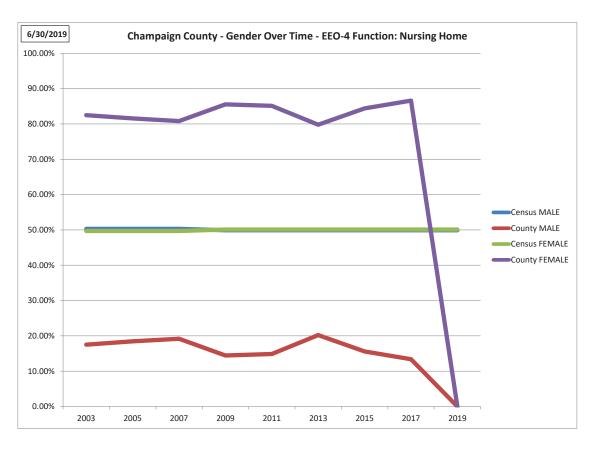
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White/Male	196	32.40%	Repo	rted by F	Race:
Black/Male	22	3.64%	White	493	80.56%
Hispanic/Male	3	0.50%	Black	88	14.38%
Asian/Male	5	0.83%	Other	31	5.07%
American Indian/Male	0	0.00%	TOTALS	612	100.00%
White/Female	297	49.09%	Report	ed by G	ender:
Black/Female	66	10.91%	Male	227	37.09%
Hispanic/Female	10	1.65%	Female	385	62.91%
Asian/Female	5	0.83%	TOTALS	612	100.00%
American Indian/Female	1	0.17%			
TOTALS	605	100.00%	2+ races: 1	male, 6	female

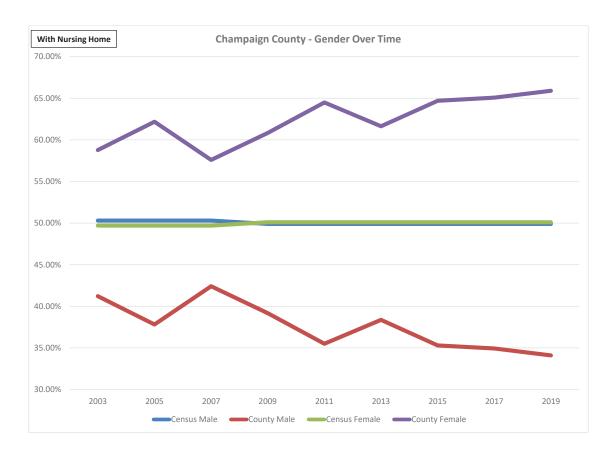
CENSUS BUREAU STATISTICS FOR CHAMPAIGN COUNTY

	WHITE	BLACK	OTHER	TOTALS	
2000 Census	78.80%	11.20%	10.00%	100.00%	
2010 Census	73.40%	12.40%	14.20%	100.00%	
	MALE	FEMALE	TOTALS		
2000 Census	50.30%	49.70%	100.00%		
2010 Census	49.90%	50.10%	100.00%		

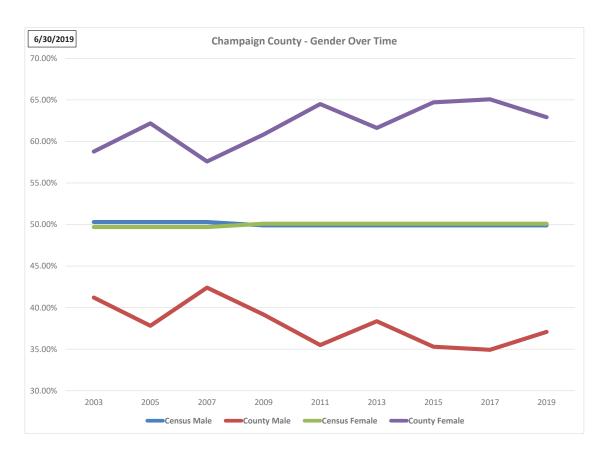


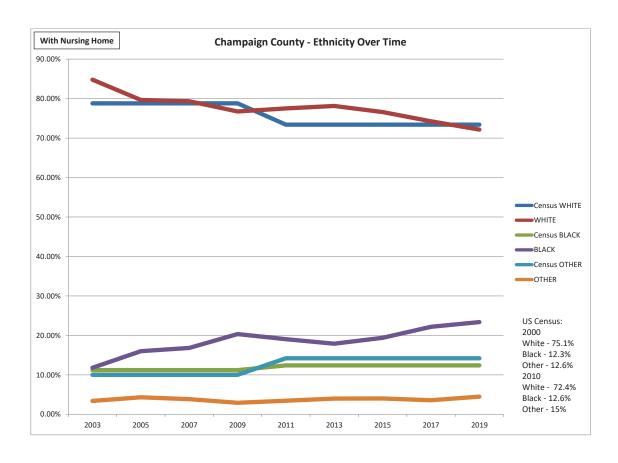
County employees working in the nursing home, reflected in ethnicity (above) and gender (below); 2019 shows the loss of nursing home employees



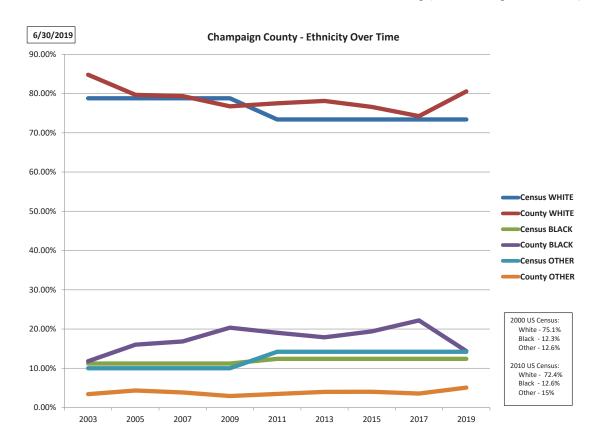


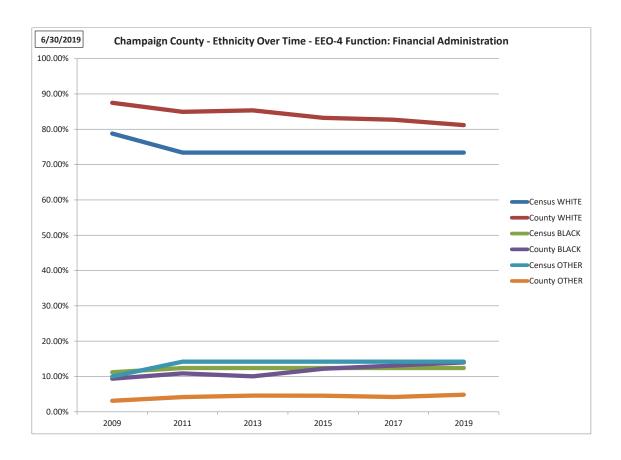
Change in county-wide gender demographics in terms of hiring over the past year (above) and June 30 staffing (w/out nursing home, below)



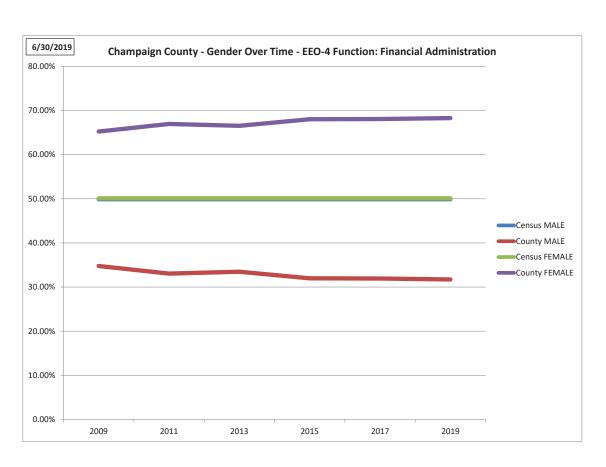


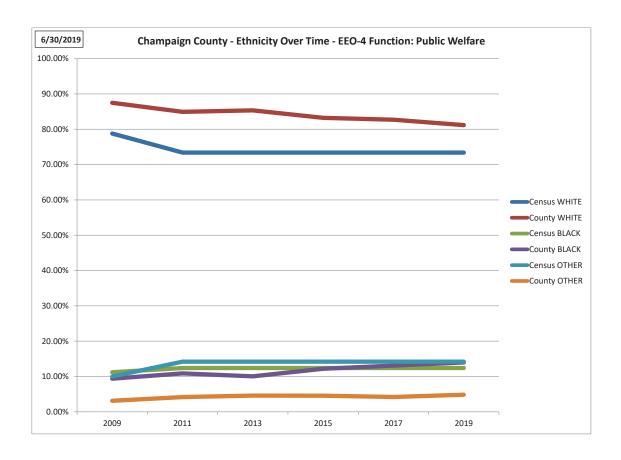
Change in county-wide ethnicity demographics in terms of hiring over the past year (above) and June 30 staffing (w/out nursing home, below)



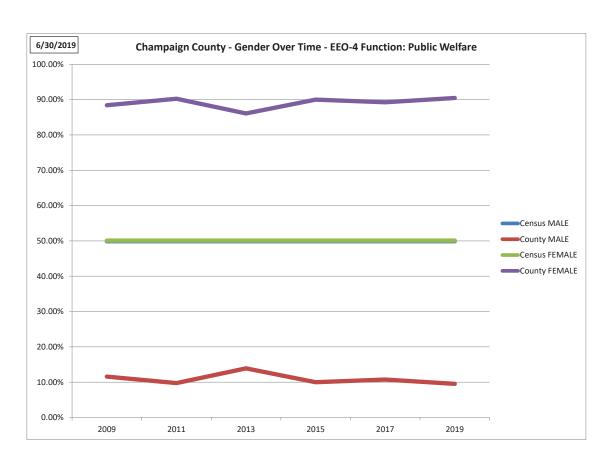


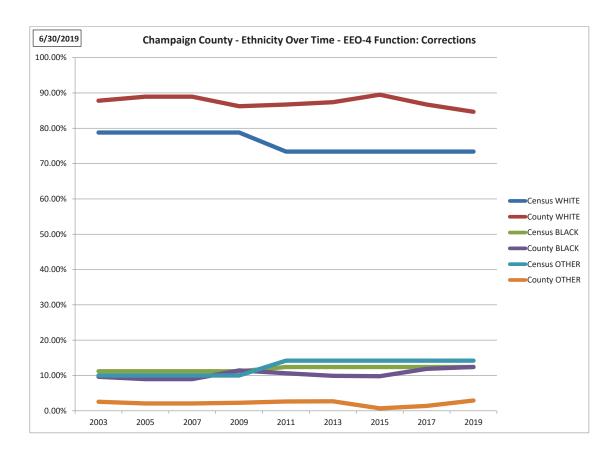
EEO Function: Financial Administration, June 30, 2019 Demographic trends of ethnicity (above) and gender (below)



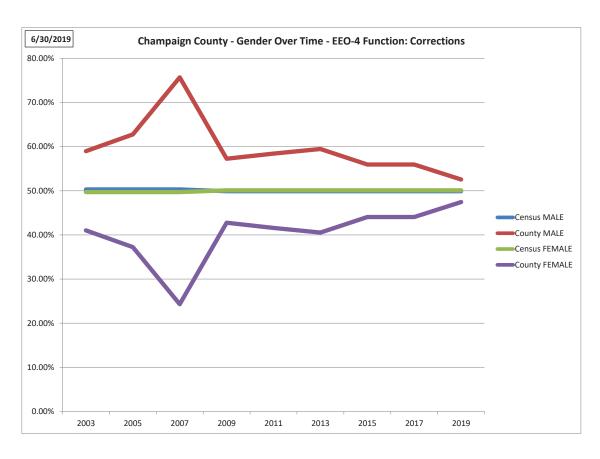


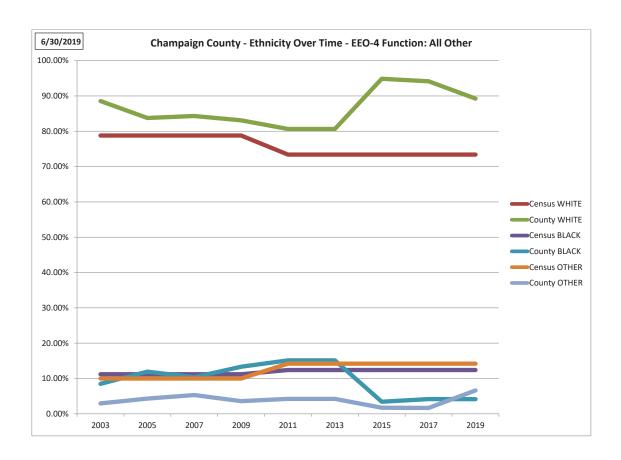
EEO Function: Public Welfare, June 30, 2019 Demographic trends of ethnicity (above) and gender (below)



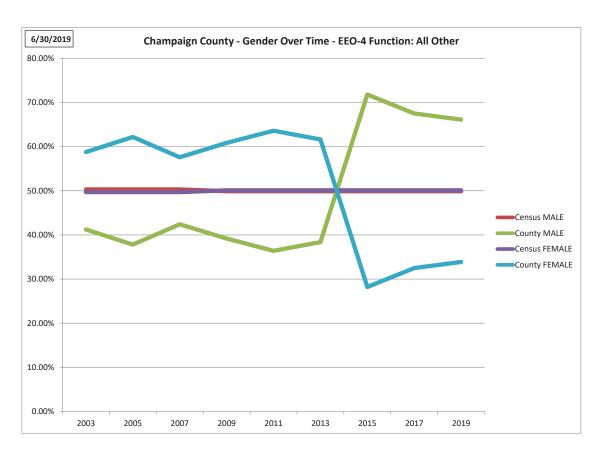


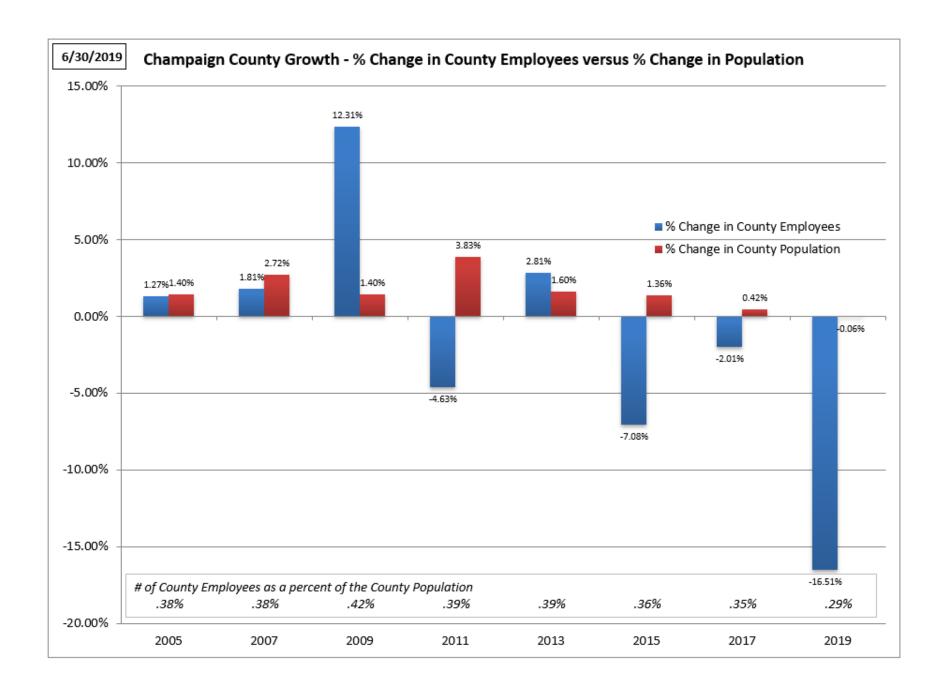
EEO Function: Corrections, June 30, 2019
Demographic trends of ethnicity (above) and gender (below)

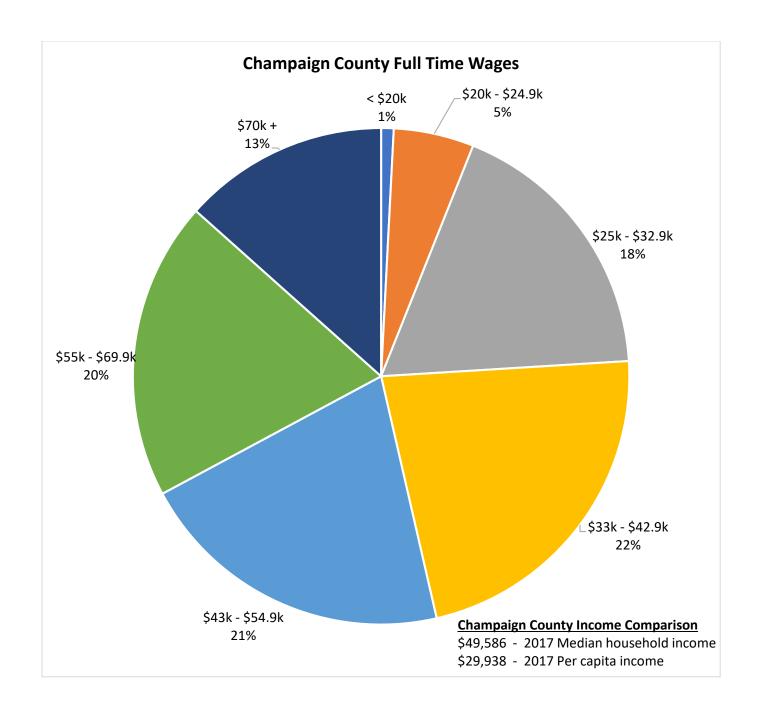




EEO Function: All Other Areas, June 30, 2019 Demographic trends of ethnicity (above) and gender (below)



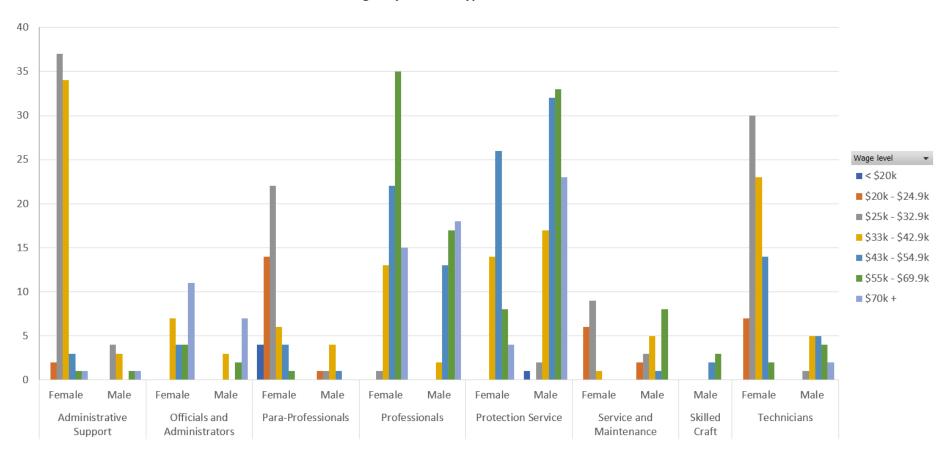








Wages by Position Type & Gender



$\underline{https://factfinder.census.gov/faces/nav/jsf/pages/community_facts.xhtml?src=bkmk}$

Champaign County, Illinois

Description	Measure	Source
Population		
Census 2010 Total Population	201,081	2010 Demographic Profile
2018 Population Estimate (as of July 1, 2018)	209,983	2018 Population Estimates
2017 ACS 5-Year Population Estimate	207,946	2013-2017 American Community Survey 5-Year Estimates
Median Age	29.7	2013-2017 American Community Survey 5-Year Estimates
Number of Companies	14,046	2012 Survey of Business Owners
Educational Attainment: Percent high school graduate or higher	95.1%	2013-2017 American Community Survey 5-Year Estimates
Count of Governments	N/A	2012 Census of Governments
Total housing units	90,783	2013-2017 American Community Survey 5-Year Estimates
Median Household Income	49,586	2013-2017 American Community Survey 5-Year Estimates
Foreign Born Population	24,705	2013-2017 American Community Survey 5-Year Estimates
Individuals below poverty level	21.4%	2013-2017 American Community Survey 5-Year Estimates
Race and Hispanic Origin		
White alone	151,258	2013-2017 American Community Survey 5-Year Estimates
Black or African American alone	27,210	2013-2017 American Community Survey 5-Year Estimates
American Indian and Alaska Native alone	323	2013-2017 American Community Survey 5-Year Estimates
Asian alone	21,481	2013-2017 American Community Survey 5-Year Estimates
Native Hawaiian and Other Pacific Islander alone	128	2013-2017 American Community Survey 5-Year Estimates
Some Other Race alone	1,822	2013-2017 American Community Survey 5-Year Estimates
Two or More Races	5,724	2013-2017 American Community Survey 5-Year Estimates
Hispanic or Latino (of any race)	11,950	2013-2017 American Community Survey 5-Year Estimates
White alone, Not Hispanic or Latino	142,105	2013-2017 American Community Survey 5-Year Estimates
Veterans	9,402	2013-2017 American Community Survey 5-Year Estimates

$\underline{https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=CF}$

Geography	Population Estimate (as of July 1)								
	2010	2011	2012	2013	2014	2015	2016	2017	2018
Champaign County	201 541	203 174	204 626	206 433	207 959	209 234	209 961	210 104	209 983

Note: 2019 population estimates are not yet available; confirmed this with GIS team. Using 2018 data for 2019.

 $\underline{https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=CF}$

Subject	Estimate	Margin of Error	Percent	Champaign County, Illinois) Percent Margin of Error
SEX AND AGE				
Total population	207,946	****	207,946	(X)
Male	103,843	+/-63	49.9%	+/-0.1
Female	104,103	+/-63	50.1%	+/-0.1
Sex ratio (males per 100 females)	99.8	+/-0.1	(X)	(X)
Under 5 years	11,584	+/-20	5.6%	+/-0.1
5 to 9 years	10,812	+/-537	5.2%	+/-0.3
10 to 14 years	10,444	+/-536	5.0%	+/-0.3
15 to 19 years	20,739	+/-164	10.0%	+/-0.1
20 to 24 years	34,407	+/-174	16.5%	+/-0.1
25 to 34 years	30,740	+/-86	14.8%	+/-0.1
35 to 44 years	22,392	+/-103	10.8%	+/-0.1
45 to 54 years	20,786	+/-115	10.0%	+/-0.1
55 to 59 years	11,026	+/-512	5.3%	+/-0.2
60 to 64 years	10,990	+/-499	5.3%	+/-0.2
65 to 74 years	13,449	+/-153	6.5%	+/-0.1
75 to 84 years	7,231	+/-335	3.5%	+/-0.2
85 years and over	3,346	+/-317	1.6%	+/-0.2
Median age (years)	29.7	+/-0.2	(X)	(X)
Under 18 years	39,497	****	19.0%	****
16 years and over	173,003	+/-249	83.2%	+/-0.1
18 years and over	168,449	****	81.0%	*****
21 years and over	145,594	+/-686	70.0%	+/-0.3
62 years and over	30,141	+/-481	14.5%	+/-0.2
65 years and over	24,026	+/-129	11.6%	+/-0.1
10	160.440	****	1.00.440	(37)
18 years and over	168,449	****	168,449	(X) *****
Male Female	83,782	****	49.7%	****
Sex ratio (males per 100 females)	84,667 99.0	****	50.3% (X)	(X)
(5	24.026	. / 120	24.026	(V)
65 years and over Male	24,026 10,499	+/-129	24,026 43.7%	(X) +/-0.2
Female	13,527	+/-98	56.3%	+/-0.2
Sex ratio (males per 100 females)	77.6	+/-0.6	(X)	(X)
			` '	
RACE Total population	207,946	****	207,946	(X)
One race	202,222	+/-774	97.2%	+/-0.4
Two or more races	5,724	+/-774	2.8%	+/-0.4
One race	202,222	+/-774	97.2%	+/-0.4
White	151,258	+/-505	72.7%	+/-0.2
Black or African American	27,210	+/-519	13.1%	+/-0.2
American Indian and Alaska Native	323	+/-112	0.2%	+/-0.1
Cherokee tribal grouping	77	+/-60	0.0%	+/-0.1
Chippewa tribal grouping	0	+/-26	0.0%	+/-0.1
Navajo tribal grouping	22	+/-35	0.0%	+/-0.1
Sioux tribal grouping	3	+/-15	0.0%	+/-0.1
Asian	21,481	+/-420	10.3%	+/-0.2
Asian Indian	4,370	+/-630	2.1%	+/-0.3
Chinese	9,650	+/-675	4.6%	+/-0.3
Filipino	1,369	+/-417	0.7%	+/-0.2
Japanese	321	+/-112	0.2%	+/-0.1
Korean	3,367	+/-503	1.6%	+/-0.2
Vietnamese	835	+/-321	0.4%	+/-0.2
Other Asian	1,569	+/-339	0.8%	+/-0.2
Native Hawaiian and Other Pacific Islander	128	+/-129	0.1%	+/-0.1
Native Hawaiian	0	+/-26	0.0%	+/-0.1

Subject	Estimate	Margin of Error	Percent	Champaign County, Illinois) Percent Margin of Error
Guamanian or Chamorro	121	+/-129	0.1%	+/-0.1
Samoan	7	+/-11	0.0%	+/-0.1
Other Pacific Islander	0	+/-26	0.0%	+/-0.1
Some other race	1,822	+/-464	0.9%	+/-0.2
Two or more races	5,724	+/-774	2.8%	+/-0.4
White and Black or African American	2,041	+/-515	1.0%	+/-0.2
White and American Indian and Alaska Native	526	+/-109	0.3%	+/-0.1
White and Asian	1,797	+/-392	0.9%	+/-0.2
Black or African American and American Indian and Alaska Native	135	+/-108	0.1%	+/-0.1
Race alone or in combination with one or more other races				
Total population	207,946	****	207,946	(X)
White	156,334	+/-827	75.2%	+/-0.4
Black or African American	29,763	+/-302	14.3%	+/-0.1
American Indian and Alaska Native	1,220	+/-192	0.6%	+/-0.1
Asian	23,844	+/-183	11.5%	+/-0.1
Native Hawaiian and Other Pacific Islander	438	+/-276	0.2%	+/-0.1
Some other race	2,363	+/-481	1.1%	+/-0.2
HISPANIC OR LATINO AND RACE				
Total population	207,946	****	207,946	(X)
Hispanic or Latino (of any race)	11,950	****	5.7%	****
Mexican	7,474	+/-650	3.6%	+/-0.3
Puerto Rican	1,403	+/-493	0.7%	+/-0.2
Cuban	349	+/-233	0.2%	+/-0.1
Other Hispanic or Latino	2,724	+/-496	1.3%	+/-0.2
Not Hispanic or Latino	195,996	****	94.3%	****
White alone	142,105	+/-124	68.3%	+/-0.1
Black or African American alone	26,935	+/-491	13.0%	+/-0.2
American Indian and Alaska Native alone	282	+/-102	0.1%	+/-0.1
Asian alone	21,412	+/-413	10.3%	+/-0.2
Native Hawaiian and Other Pacific Islander alone	116	+/-126	0.1%	+/-0.1
Some other race alone	250	+/-126	0.1%	+/-0.1
Two or more races	4,896	+/-674	2.4%	+/-0.3
Two races including Some other race	79	+/-70	0.0%	+/-0.1
Two races excluding Some other race, and Three or more races	4,817	+/-664	2.3%	+/-0.3
Total housing units	90,783	+/-337	(X)	(X)
CITIZEN, VOTING AGE POPULATION	150.566	/ 1 001	150 565	A T.
Citizen, 18 and over population	152,566	+/-1,001	152,566	(X)
Male	74,934	+/-621	49.1%	+/-0.2
Female	77,632	+/-523	50.9%	+/-0.2

https://factfinder.census.gov/faces/nav/jsf/pages/community_facts.xhtml

Champaign County, Illinois

Median Household Income

49,586

Source: 2013-2017 American Community Survey 5-Year Estimates

https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=CF

Subject						Chan	npaign Cour	ty, Illinois
-	H	ouseholds			Marri	ied-couple	Nonfamily	
					families		households	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Total	81,418	+/-837	42,681	+/-719	32,222	+/-666	38,737	+/-937
Less than \$10,000	13.8%	+/-0.7	5.0%	+/-0.7	1.6%	+/-0.5	24.0%	+/-1.4
\$10,000 to \$14,999	4.7%	+/-0.4	2.0%	+/-0.5	0.8%	+/-0.3	8.1%	+/-0.9
\$15,000 to \$24,999	10.0%	+/-0.8	6.7%	+/-0.8	2.7%	+/-0.6	14.3%	+/-1.3
\$25,000 to \$34,999	9.4%	+/-0.7	6.5%	+/-0.7	4.6%	+/-0.7	12.7%	+/-1.3
\$35,000 to \$49,999	12.3%	+/-0.7	10.7%	+/-1.0	10.1%	+/-1.1	13.7%	+/-1.3
\$50,000 to \$74,999	17.0%	+/-0.9	19.2%	+/-1.3	19.3%	+/-1.5	14.3%	+/-1.5
\$75,000 to \$99,999	10.8%	+/-0.7	14.8%	+/-1.1	16.7%	+/-1.3	6.1%	+/-0.8
\$100,000 to \$149,999	12.7%	+/-0.6	19.7%	+/-1.3	24.4%	+/-1.6	4.7%	+/-0.7
\$150,000 to \$199,999	4.4%	+/-0.4	7.3%	+/-0.8	9.5%	+/-1.0	1.0%	+/-0.3
\$200,000 or more	4.9%	+/-0.4	8.1%	+/-0.8	10.3%	+/-1.0	1.2%	+/-0.4
Median income (dollars)	49,586	+/-1,516	74,796	+/-1,922	91,185	+/-2,530	27,346	+/-1,446
Mean income (dollars)	69,902	+/-1,786	96,295	+/-3,204	113,003	+/-4,298	39,400	+/-1,825
PERCENT ALLOCATED								
Household income in the past 12 months	29.4%	(X)	(X)	(X)	(X)	(X)	(X)	(X)
Family income in the past 12 months	(X)	(X)	28.4%	(X)	(X)	(X)	(X)	(X)
Nonfamily income in the past 12 months	(X)	(X)	(X)	(X)	(X)	(X)	29.8%	

Source: U.S. Census Bureau, 2013-2017 American Community Survey 5-Year Estimates

https://www.deptofnumbers.com/income/illinois/champaign-county/

Real Per Capita Income for Champaign County Illinois

	2017	1 Year Change	3 Year Change
US	\$32,397	+1.88%	+8.20%
Illinois	\$34,196	+1.91%	+8.47%
Champaign County	\$29,938	+0.47%	+9.90%