

## 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 Items

## 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
D. Biennial EEO-4 Survey and Result (information only)

## 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 $24^{\text {th }}$ day of October A.D. 2019.

Giraldo Rosales, Chair
Champaign County Board

Recorded
$\&$ Attest:
Aaron Ammons, County Clerk and ex-officio Clerk of the
Champaign County Board
Date:

Approved:
Darlene A. Kloeppel, County Executive Date: $\qquad$
FOR COUNTY BOARD APPROVAL
***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: $\quad$ 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.
- 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 33 k | 33 k to 54 k | $55 \mathrm{k}+$ |
| :--- | :---: | :---: | :---: |
| 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 | $\mathbf{6 1 2}$ |  |


| Reported by Race and Gender |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| White/Male | 52 | 28.42\% | Rep | ed b |  |
| 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\% | Reported by Gender: |  |  |
| 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: | male, | male |

Public Welfare (Function 3 of EEO-4 Survey)

| White/Male | 11 | 6.67\% | Reported by Race: |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 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\% | Reported by Gender: |  |  |
| 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: | fema |  |

## Nursing Home (Function 7 of EEO-4 Survey) <br> Reported by Race and Gender

| White/Male | 0 |
| :--- | :--- |
| Black/Male | 0 |
| Hispanic/Male | 0 |
| Asian/Male | 0 |
| American Indian/Male | 0 |
| White/Female | 0 |
| Black/Female | 0 |
| Hispanic/Female | 0 |
| Asian/Female | 0 |
| American Indian/Female | 0 |
|  | TOTALS |


|  | Reported by Race: |
| :--- | :---: |
| White | 0 |
| Black | 0 |
| Other | 0 |
| TOTALS | 0 |
| Reported by Gender: |  |
| Male | 0 |
| Female | 0 |
| TOTALS | 0 |
|  |  |
| 2+ races: |  |

Corrections (Function 11 of EEO-4 Survey)
Reported by Race and Gender
White/Male

| 61 | 44.85\% | Reported by Race: |  |  |
| :---: | :---: | :---: | :---: | :---: |
| 8 | 5.88\% | White | 116 | 84.67\% |
| 2 | 1.47\% | Black | 17 | 12.41\% |
| 1 | 0.74\% | Other | 4 | 2.92\% |
| 0 | 0.00\% | TOTALS | 137 | 100.00\% |
| 55 | 40.44\% | Reported by Gender: |  |  |
| 9 | 6.62\% | Male | 72 | 52.55\% |
| 0 | 0.00\% | Female | 65 | 47.45\% |
| 0 | 0.00\% | TOTALS | 137 | 100.00\% |
| 0 | 0.00\% |  |  |  |
| 136 | 100.00\% | 2+ races: | emal |  |

All Other Functional Areas of County Business (Function 16 of EEO-4 Survey)
Reported by Race and Gender

| White/Male | 72 | 59.50\% | Reported by 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\% | Reported by Gender: |  |  |
| 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: |  |  |

2019 COMBINED TOTALS BY RACE AND GENDER

| White/Male | 196 | 32.40\% |  | Reported by 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\% |  | Reported by Gender: |  |  |
| 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, | male |
| 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)
6/30/2019 Champaign County-Gender Over Time


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

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 |

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 |  |  |  |
|  | 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.
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 |
| :---: | :---: | :---: | :---: | :---: |
| 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 |  |  |  |  |
| 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/isf/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/isf/pages/productview.xhtml?src=CF

| Subject | Champaign County, Illinois |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Households |  | Families |  | Married-couple families |  | Nonfamily 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 |
| $\begin{array}{r} \$ 100,000 \text { to } \\ \$ 149,999 \end{array}$ | 12.7\% | +/-0.6 | 19.7\% | +/-1.3 | 24.4\% | +/-1.6 | 4.7\% | +/-0.7 |
| $\begin{array}{r} \$ 150,000 \text { to } \\ \$ 199,999 \end{array}$ | 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 | $\$ 29,938$ | $+0.47 \%$ | $+9.90 \%$ |

