

County Board Meeting

Agenda Items - Distributed October 23, 2025

Agenda Items

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VII. Employee Recognition

- A. Adoption of Resolution No. 2025-267 Honoring County Employees for Years of Service
(*resolution corrected*)

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XIV. New Business

- C. Adoption of Resolution No. 2025-301 to Receive and Place on File the FY2026 Champaign County Budget (*updated attachments*)

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- D. Adoption of Ordinance No. 2025-13 Amending Ordinance No. 2025-6 Establishing Champaign County Personnel Policy (*added section 8-5*)

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RESOLUTION NO. 2025-267

RESOLUTION HONORING COUNTY EMPLOYEES FOR YEARS OF SERVICE

WHEREAS, It is the vision of the Champaign County Board to be a recognized leader in local government where every official and employee has a personal devotion to excellence in public service and embraces the highest standards of ethics and integrity, which enables Champaign County to provide the best customer services to its citizens; and

WHEREAS, One element of pursuing this vision is communicating to employees that their service to Champaign County is valued and appreciated; and

WHEREAS, Champaign County employees admirably serve the people of Champaign County with full commitment to the responsibilities of County offices, work in partnership with fellow employees and County officials, and have dedication to the best interests of all the people of Champaign County; and

WHEREAS, The Champaign County Board wishes to recognize the dedication and service of the employees who have reached 5, 20 & 25- year milestones in October 2025;

NOW, THEREFORE, BE IT RESOLVED That the County Board of Champaign County hereby recognizes each of the aforementioned Champaign County employees as an asset to the citizens of Champaign County and expresses gratitude and sincere appreciation for their years of service.

PRESENTED, ADOPTED, APPROVED, AND RECORDED this 23rd day of October, A.D., 2025.

<u>Name</u>	<u>Department</u>	<u>Years of Service</u>
M.C. Neal	Information Technology	5
Jarod Bearce	Sheriff	5
Kyle Sellek	Sheriff	5
Kelly Fifer	County Clerk	20
Nicole Roelfs	Probation & Court Services	25

Jennifer Locke, Chair
Champaign County Board

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

Approved: _____
Steve Summers, County Executive
Date: _____

RESOLUTION NO. 2025-301

RESOLUTION TO RECEIVE AND PLACE ON FILE
THE FY2026 CHAMPAIGN COUNTY BUDGET

WHEREAS, The Champaign County Board annually adopts a budget for the succeeding fiscal year; and

WHEREAS, Pursuant to 55 ILCS 5/2-5009, the County Executive shall prepare and submit to the Board for its approval the annual budget for the County; and

WHEREAS, Pursuant to 55 ILCS 5/6-1001, the budget shall be made conveniently available for public inspection for at least fifteen days prior to final action thereon; and

WHEREAS, The County Executive has presented the FY2026 Champaign County Budget to the County Board, to be received and placed on file at its October 23, 2025 meeting, prior to a final vote on said budget on November 20, 2025;

NOW, THEREFORE, BE IT AND IT IS HEREBY RESOLVED By the County Board of Champaign County, Illinois that the FY2026 Champaign County Budget is received and placed on file on this date, prior to final vote on said budget on November 20, 2025, and can be accessed by the public at: <http://www.co.champaign.il.us/CountyBoard/Budget.php>

PRESENTED, ADOPTED, APPROVED, AND RECORDED, This 23rd day of October 2025.

Jennifer Locke, Chair
Champaign County Board

Recorded
& Attest: _____
Aaron Ammons, County Clerk
And ex-officio Clerk of the
Champaign County Board
Date: _____

Approved: _____
Steve Summers, County Executive
Date: _____

Budget Summary

Summary of Revenue, Expenditure and Fund Balance

	2024 Fund Balance	2025 Revenues	2025 Expenditures	2025 Projected Fund Balance	2026 Revenues	2026 Expenditures	2026 Projected Fund Balance	% Change
General Corporate Fund								
1080 - General Corporate	15,476,445	50,227,280	53,301,410	12,402,315	52,983,445	52,983,445	12,402,315	0.0%
General Corporate Fund Total	15,476,445	50,227,280	53,301,410	12,402,315	52,983,445	52,983,445	12,402,315	0.0%
Special Revenue Fund								
2060 - Rpc - Police Training	555,773	997,520	997,520	555,773	1,055,409	1,092,165	519,017	-6.6%
2075 - Regional Planning Comm	2,927,232	28,437,609	28,468,656	2,896,185	37,005,018	37,005,018	2,896,185	0.0%
2076 - Tort Immunity Tax Fund	2,155,944	3,061,502	2,890,000	2,327,446	3,146,145	3,016,128	2,457,463	5.6%
2083 - County Highway	4,980,598	4,363,661	4,618,511	4,725,748	4,766,891	5,408,487	4,084,152	-13.6%
2084 - County Bridge	4,049,542	1,825,892	962,162	4,913,272	1,875,781	1,875,781	4,913,272	0.0%
2085 - County Motor Fuel Tax	12,866,566	3,841,753	8,625,457	8,082,862	4,292,945	6,772,843	5,602,964	-30.7%
2088 - Ill.Municipal Retirement	1,737,036	2,218,440	1,690,751	2,264,725	1,981,000	2,203,960	2,041,765	-9.8%
2089 - County Public Health Fund	682,782	2,203,216	2,213,354	672,644	2,223,636	2,227,901	668,379	-0.6%
2090 - Mental Health	3,839,877	7,145,891	7,111,206	3,874,562	7,410,462	7,410,462	3,874,562	0.0%
2091 - Animal Control	611,775	804,000	1,046,225	369,550	813,000	1,166,001	16,549	-95.5%
2092 - Law Library	237,907	83,000	77,683	243,224	83,000	84,866	241,358	-0.8%
2093 - Foreclosure Mediation Fnd	56,507	15,250	1,000	70,757	10,250	1,000	80,007	13.1%
2101 - I/Dd Special Initiatives	495,229	6,000	238,063	263,166	4,000	233,117	34,049	-87.1%
2103 - Hwy Fed Aid Matching Fund	864,410	167,505	0	1,031,915	171,932	0	1,203,847	16.7%
2104 - Early Childhood Fund	2,586,034	18,075,580	18,075,580	2,586,034	20,421,024	20,421,024	2,586,034	0.0%
2106 - Publ Safety Sales Tax Fnd	8,867,950	6,963,388	8,205,012	7,626,326	7,164,034	8,848,972	5,941,388	-22.1%
2107 - Geographic Inf Sys Fund (Gis)	284,382	305,000	353,181	236,201	355,000	363,650	227,551	-3.7%
2108 - Devlpmntl Disability Fund	3,960,707	5,519,384	5,493,726	3,986,365	5,689,961	5,689,961	3,986,365	0.0%
2109 - Indoor Climate Resources Agncy	-271,683	13,745,925	13,745,925	-271,683	16,746,076	16,746,076	-271,683	0.0%
2110 - Workforce Development Fnd	-235,554	4,775,142	4,775,142	-235,554	5,959,534	5,959,534	-235,554	0.0%
2120 - Hwy Idot Rebuild Grant	0	0	0	0	0	0	0	0.0%
2188 - Social Security Fund	1,374,610	2,292,250	2,279,217	1,387,643	2,481,600	2,410,885	1,458,358	5.1%
2474 - Rpc Usda Revolving Loans	781,709	10,035	38,000	753,744	1,000	40,000	714,744	-5.2%
2475 - Rpc Econ Developmnt Loans	5,975,087	66,500	88,000	5,953,587	450,000	2,148,000	4,255,587	-28.5%
2500 - County Grant Fund	-215	552,021	753,200	-201,394	548,755	326,950	20,411	-110.1%
2609 - Tax Indemnity Fund	536,804	46,000	20,000	562,804	58,000	30,000	590,804	5.0%
2610 - Working Cash Fund	379,805	8,000	12,000	375,805	4,000	12,000	367,805	-2.1%
2612 - Sheriff Drug Forfeitures	140,457	12,000	14,300	138,157	22,000	76,309	83,848	-39.3%
2613 - Court's Automation Fund	301,301	217,500	282,869	235,932	216,000	282,869	169,063	-28.3%
2614 - Recorder's Automation Fnd	881,482	181,000	403,892	658,590	181,000	344,844	494,746	-24.9%
2615 - Public Defender Automatr	12,914	3,500	0	16,414	3,500	0	19,914	21.3%
2617 - Child Support Serv Fund	70,317	6,723	5,000	72,040	6,250	5,000	73,290	1.7%

	2024 Fund Balance	2025 Revenues	2025 Expenditures	2025 Projected Fund Balance	2026 Revenues	2026 Expenditures	2026 Projected Fund Balance	% Change
2618 - Probation Services Fund	2,292,989	308,610	300,250	2,301,349	341,610	489,000	2,153,959	-6.4%
2619 - Tax Sale Automation Fund	37,838	9,200	4,500	42,538	10,300	5,500	47,338	11.3%
2621 - Sts Atty Drug Forfeitures	97,018	25,250	35,850	86,418	25,250	35,850	75,818	-12.3%
2627 - Property Tax Int Fee Fund	100,251	51,000	57,000	94,251	0	0	94,251	0.0%
2628 - Electn Assist/Accessibilty	-157,510	225,000	184,677	-117,187	250,000	247,149	-114,336	-2.4%
2629 - County Historical Fund	9,432	100	300	9,232	100	5,000	4,332	-53.1%
2630 - Cir Clk Operation & Admin	430,280	675,000	675,000	430,280	575,000	575,000	430,280	0.0%
2632 - Cir Clk Elctrc Citations	177,986	55,970	0	233,956	59,000	100,000	192,956	-17.5%
2633 - Sts Atty Records Automatn	12,559	4,150	4,000	12,709	4,150	0	16,859	32.7%
2634 - Public Defender Grant Fund	89,038	325,425	353,018	61,445	325,425	298,212	88,658	44.3%
2635 - Cannabis Regulation Fund	157,254	50,500	50,500	157,254	55,500	57,500	155,254	-1.3%
2638 - Coroner Statutory Fees	162,421	120,000	120,000	162,421	125,000	125,000	162,421	0.0%
2658 - Jail Commissary	774,995	115,000	115,000	774,995	113,000	457,500	430,495	-44.5%
2659 - County Jail Medical Costs	3,165	10,010	10,010	3,165	10,010	10,010	3,165	0.0%
2670 - County Clk Automation Fnd	52,033	37,900	41,465	48,468	37,900	41,465	44,903	-7.4%
2671 - Court Document Storage Fd	264,746	200,000	200,000	264,746	200,000	200,000	264,746	0.0%
2676 - Solid Waste Management	14,227	32,834	39,051	8,010	32,834	40,839	5	-99.9%
2679 - Child Advocacy Center	4,670	410,101	483,127	-68,356	407,530	480,022	-140,848	106.1%
2680 - Opioid Settlement Fund	1,163,096	351,500	726,668	787,928	229,420	500,000	517,348	-34.3%
2685 - Specialty Courts Fund	156,903	292,159	313,685	135,377	17,600	89,581	63,396	-53.2%
2840 - Arpa	20,977,919	25,000	10,265,988	10,736,931	20,000	10,756,931	0	-100.0%
5081 - Nursing Home	77,353	0	14,429	62,924	1,000	12,008	51,916	-17.5%
Special Revenue Fund Total		111,275,896	127,480,150	72,401,695	127,987,832	146,730,370	53,659,157	-58.1%
Capital Projects								
3105 - Capital Asset Replcmt Fnd	7,139,750	7,372,319	7,372,319	7,794,656	5,815,542	5,718,962	7,891,236	1.2%
3303 - Court Complex Constr Fund	18,652	150	0	18,802	150	18,650	302	-98.4%
Capital Projects Total		7,372,469	7,372,319	7,813,458	5,815,692	5,737,612	7,891,538	1.0%
Proprietary/Internal Service								
6476 - Self-Funded Insurance	6,481,025	2,874,266	2,837,356	6,517,935	2,855,000	2,845,865	6,527,070	0.1%
6620 - Health-Life Insurance	579,534	719,530	727,350	571,714	719,530	725,550	565,694	-1.1%
Proprietary/Internal Service Total		3,593,796	3,564,706	7,089,648	3,574,530	3,571,415	7,092,763	0.0%
Joint Venture								
8850 - Geog Inf Sys Joint Ventur	641,596	727,873	745,158	624,311	765,864	806,030	494,783	-20.7%
Joint Venture Total		727,873	745,158	624,311	765,864	806,030	494,783	-20.7%
9950 - Rpc Indirect	0	0	0	0	0	0	0	0.0%

Character Code Full Summary by Department

	2024 Actual	2025 Original	2025 Projected	2026 Budget
Animal Control				
Intergov Revenue	446,265	443,000	443,000	453,000
Fees, Fines, Charges	10,415	25,000	25,000	25,000
Licenses And Permits	287,266	335,000	335,000	335,000
Misc Revenue	30,139	1,000	1,000	0
Animal Control Total	774,084	804,000	804,000	813,000
Arpa				
Misc Revenue	149,411	25,000	25,000	20,000
Arpa Total	149,411	25,000	25,000	20,000
Cannabis Regulation Fund				
Intergov Revenue	55,805	48,000	48,000	53,000
Misc Revenue	4,874	2,500	2,500	2,500
Cannabis Regulation Fund Total	60,679	50,500	50,500	55,500
Capital Asset Replcmt Fnd				
Misc Revenue	653,065	30,000	30,000	0
Interfund Revenue	3,654,027	7,604,656	7,342,319	5,815,542
Capital Asset Replcmt Fnd Total	4,307,092	7,634,656	7,372,319	5,815,542
Child Advocacy Center				
Intergov Revenue	89,234	94,374	94,374	89,374
Grant Revenue	255,286	314,527	314,527	316,956
Misc Revenue	4,755	1,200	1,200	1,200
Child Advocacy Center Total	349,275	410,101	410,101	407,530
Child Support Serv Fund				
Fees, Fines, Charges	15,185	7,000	6,723	6,250
Misc Revenue	2,304	0	0	0
Child Support Serv Fund Total	17,489	7,000	6,723	6,250
Cir Clk Electrnc Citations				
Fees, Fines, Charges	65,022	50,970	55,970	59,000
Misc Revenue	12,249	2,000	0	0
Cir Clk Electrnc Citations Total	77,271	52,970	55,970	59,000
Cir Clk Operation & Admin				
Grant Revenue	16,494	0	0	0
Fees, Fines, Charges	774,458	575,000	675,000	575,000
Misc Revenue	24,878	0	0	0
Cir Clk Operation & Admin Total	815,830	575,000	675,000	575,000
Coroner Statutory Fees				
Fees, Fines, Charges	122,307	120,000	120,000	125,000
Coroner Statutory Fees Total	122,307	120,000	120,000	125,000

	2024 Actual	2025 Original	2025 Projected	2026 Budget
County Bridge				
Property Taxes	1,700,447	1,790,892	1,790,892	1,843,781
Misc Revenue	124,408	35,000	35,000	32,000
County Bridge Total	1,824,855	1,825,892	1,825,892	1,875,781
County Clk Automation Fnd				
Fees, Fines, Charges	19,544	25,000	25,000	25,000
Misc Revenue	1,642	12,900	12,900	12,900
County Clk Automation Fnd Total	21,186	37,900	37,900	37,900
County Clk Surcharge Fund				
Fees, Fines, Charges	1,003	0	0	0
County Clk Surcharge Fund Total	1,003	0	0	0
County Grant Fund				
Grant Revenue	220,163	0	552,021	548,755
County Grant Fund Total	220,163	0	552,021	548,755
County Highway				
Property Taxes	3,384,861	3,564,661	3,564,661	3,666,891
Intergov Revenue	(5,877)	0	0	0
Grant Revenue	0	250,000	0	250,000
Fees, Fines, Charges	620,119	555,000	555,000	600,000
Misc Revenue	203,692	60,000	60,000	60,000
Interfund Revenue	127,874	184,000	184,000	190,000
County Highway Total	4,330,670	4,613,661	4,363,661	4,766,891
County Historical Fund				
Misc Revenue	351	100	100	100
County Historical Fund Total	351	100	100	100
County Jail Medical Costs				
Fees, Fines, Charges	0	10,000	10,000	10,010
Misc Revenue	13	10	10	0
County Jail Medical Costs Total	13	10,010	10,010	10,010
County Motor Fuel Tax				
Intergov Revenue	4,822,176	3,589,753	3,589,753	4,092,445
Fees, Fines, Charges	0	2,000	2,000	500
Misc Revenue	440,723	250,000	250,000	200,000
County Motor Fuel Tax Total	5,262,899	3,841,753	3,841,753	4,292,945
County Public Health Fund				
Property Taxes	1,603,894	1,690,474	1,690,474	1,739,390
Intergov Revenue	59,926	50,000	50,000	50,000
Grant Revenue	275,204	319,577	319,577	262,785
Licenses And Permits	148,189	135,551	135,551	164,011
Misc Revenue	35,649	7,614	7,614	7,450
County Public Health Fund Total	2,122,862	2,203,216	2,203,216	2,223,636
Court Complex Constr Fund				
Misc Revenue	689	150	150	150
Court Complex Constr Fund Total	689	150	150	150

	2024 Actual	2025 Original	2025 Projected	2026 Budget
Court Document Storage Fd				
Fees, Fines, Charges	272,823	200,000	200,000	200,000
Misc Revenue	11,848	0	0	0
Court Document Storage Fd Total	284,671	200,000	200,000	200,000
Court's Automation Fund				
Fees, Fines, Charges	274,715	216,000	216,000	216,000
Misc Revenue	6,554	800	1,500	0
Court's Automation Fund Total	281,269	216,800	217,500	216,000
Devlpmntl Disability Fund				
Property Taxes	5,181,862	5,458,496	5,459,544	5,633,961
Misc Revenue	101,873	49,840	49,840	46,000
Interfund Revenue	5,907	10,000	10,000	10,000
Devlpmntl Disability Fund Total	5,289,643	5,518,336	5,519,384	5,689,961
Early Childhood Fund				
Intergov Revenue	367,845	404,700	404,700	404,700
Grant Revenue	13,933,507	18,384,300	17,463,060	19,789,854
Fees, Fines, Charges	95,195	120,370	125,370	136,870
Misc Revenue	171,927	431,600	82,450	89,600
Early Childhood Fund Total	14,568,474	19,340,970	18,075,580	20,421,024
Electn Assist/Accessiblty				
Intergov Revenue	165,626	200,000	200,000	250,000
Grant Revenue	46,739	25,000	25,000	0
Electn Assist/Accessiblty Total	212,365	225,000	225,000	250,000
Foreclosure Mediation Fnd				
Fees, Fines, Charges	12,500	13,000	15,000	10,000
Misc Revenue	1,751	250	250	250
Foreclosure Mediation Fnd Total	14,251	13,250	15,250	10,250
General Corporate				
Property Taxes	19,188,914	20,160,120	20,160,120	20,881,000
Intergov Revenue	22,702,208	23,920,158	23,773,415	24,213,851
Grant Revenue	1,308,006	760,716	640,152	642,143
Fees, Fines, Charges	3,125,253	2,911,333	2,703,668	2,644,588
Licenses And Permits	933,703	666,509	655,172	666,440
Misc Revenue	1,971,612	1,389,612	1,331,537	1,328,892
Interfund Revenue	1,035,450	865,216	963,216	2,606,531
General Corporate Total	50,265,146	50,673,664	50,227,280	52,983,445
Geog Inf Sys Joint Ventur				
Intergov Revenue	603,158	619,623	619,623	716,114
Fees, Fines, Charges	99,280	65,500	65,500	68,000
Misc Revenue	27,995	28,750	16,000	28,000
Interfund Revenue	60,500	58,500	58,500	60,500
Geog Inf Sys Joint Ventur Total	790,933	772,373	759,623	872,614

	2024 Actual	2025 Original	2025 Projected	2026 Budget
Geographic Inf Sys Fund (Gis)				
Fees, Fines, Charges	265,884	350,000	300,000	350,000
Misc Revenue	15,349	5,000	5,000	5,000
Geographic Inf Sys Fund (Gis) Total	281,233	355,000	305,000	355,000
Health-Life Insurance				
Fees, Fines, Charges	190	60,780	60,780	60,780
Misc Revenue	10,471	2,500	2,500	2,500
Interfund Revenue	0	656,250	656,250	656,250
Health-Life Insurance Total	10,661	719,530	719,530	719,530
Hwy Fed Aid Matching Fund				
Property Taxes	144,830	152,505	152,505	156,932
Misc Revenue	28,638	15,000	15,000	15,000
Hwy Fed Aid Matching Fund Total	173,468	167,505	167,505	171,932
I/Dd Special Initiatives				
Misc Revenue	21,406	6,000	6,000	4,000
I/Dd Special Initiatives Total	21,406	6,000	6,000	4,000
III.Municipal Retirement				
Property Taxes	2,016,948	2,079,440	2,079,440	1,852,000
Intergov Revenue	124,000	124,000	124,000	124,000
Misc Revenue	69,252	15,000	15,000	5,000
III.Municipal Retirement Total	2,210,200	2,218,440	2,218,440	1,981,000
Indoor Climate Resources Agency				
Grant Revenue	4,050,442	14,611,700	13,669,345	16,646,576
Fees, Fines, Charges	58,803	0	63,980	89,500
Misc Revenue	32	0	12,600	10,000
Indoor Climate Resources Agency Total	4,109,276	14,611,700	13,745,925	16,746,076
Jail Commissary				
Misc Revenue	117,381	131,000	115,000	113,000
Jail Commissary Total	117,381	131,000	115,000	113,000
Law Library				
Fees, Fines, Charges	106,620	80,000	80,000	80,000
Misc Revenue	7,740	3,000	3,000	3,000
Law Library Total	114,359	83,000	83,000	83,000
Mental Health				
Property Taxes	6,308,348	6,642,370	6,645,177	6,857,560
Intergov Revenue	386,077	446,102	420,444	479,902
Misc Revenue	117,972	80,270	80,270	73,000
Mental Health Total	6,812,397	7,168,742	7,145,891	7,410,462
Nursing Home				
Misc Revenue	3,030	0	0	1,000
Nursing Home Total	3,030	0	0	1,000

	2024 Actual	2025 Original	2025 Projected	2026 Budget
Opioid Settlement Fund				
Grant Revenue	0	500,000	350,000	228,920
Misc Revenue	0	300	1,500	500
Opioid Settlement Fund Total	0	500,300	351,500	229,420
Probation Services Fund				
Fees, Fines, Charges	266,960	257,000	301,360	301,360
Misc Revenue	83,172	40,250	7,250	40,250
Probation Services Fund Total	350,132	297,250	308,610	341,610
Property Tax Int Fee Fund				
Fees, Fines, Charges	202	49,000	49,000	0
Misc Revenue	119	2,000	2,000	0
Property Tax Int Fee Fund Total	321	51,000	51,000	0
Publ Safety Sales Tax Fnd				
Intergov Revenue	6,713,621	6,923,388	6,923,388	7,124,034
Misc Revenue	311,348	40,000	40,000	40,000
Publ Safety Sales Tax Fnd Total	7,024,969	6,963,388	6,963,388	7,164,034
Public Defender Automatn				
Fees, Fines, Charges	5,241	3,500	3,500	3,500
Public Defender Automatn Total	5,241	3,500	3,500	3,500
Public Defender Grant Fund				
Grant Revenue	198,046	325,425	325,425	325,425
Public Defender Grant Fund Total	198,046	325,425	325,425	325,425
Recorder's Automation Fnd				
Fees, Fines, Charges	283,554	180,000	180,000	180,000
Misc Revenue	27,670	1,000	1,000	1,000
Recorder's Automation Fnd Total	311,224	181,000	181,000	181,000
Regional Planning Comm				
Intergov Revenue	1,463,058	2,058,306	1,604,125	1,949,816
Grant Revenue	15,599,642	23,620,997	20,344,239	23,929,617
Fees, Fines, Charges	3,624,963	4,577,424	3,709,162	4,368,586
Misc Revenue	2,294,986	3,255,512	2,325,920	2,825,440
Interfund Revenue	181,500	4,843,581	454,163	3,931,559
Regional Planning Comm Total	23,164,148	38,355,820	28,437,609	37,005,019
Rpc - Police Training				
Intergov Revenue	191,993	249,000	249,000	98,904
Grant Revenue	318,069	463,020	593,520	735,555
Interfund Revenue	346,371	155,000	155,000	220,950
Rpc - Police Training Total	856,433	867,020	997,520	1,055,409
Rpc Econ Developmnt Loans				
Misc Revenue	179,006	56,500	66,500	200,000
Interfund Revenue	0	0	0	250,000
Rpc Econ Developmnt Loans Total	179,006	56,500	66,500	450,000

	2024 Actual	2025 Original	2025 Projected	2026 Budget
Rpc Indirect				
Grant Revenue	683,518	0	0	0
Rpc Indirect Total	683,518	0	0	0
Rpc Usda Revolving Loans				
Misc Revenue	10,324	10,035	10,035	10,000
Rpc Usda Revolving Loans Total	10,324	10,035	10,035	10,000
Self-Funded Insurance				
Fees, Fines, Charges	1,286,053	2,834,266	2,834,266	2,835,000
Misc Revenue	202,868	40,000	40,000	20,000
Self-Funded Insurance Total	1,488,921	2,874,266	2,874,266	2,855,000
Sheriff Drug Forfeitures				
Fees, Fines, Charges	17,840	10,000	10,000	20,000
Misc Revenue	4,980	2,000	2,000	2,000
Sheriff Drug Forfeitures Total	22,820	12,000	12,000	22,000
Social Security Fund				
Property Taxes	2,252,972	2,283,250	2,283,250	2,476,600
Misc Revenue	29,735	9,000	9,000	5,000
Social Security Fund Total	2,282,707	2,292,250	2,292,250	2,481,600
Solid Waste Management				
Intergov Revenue	26,132	26,514	26,514	26,514
Licenses And Permits	4,625	3,185	6,150	6,150
Misc Revenue	665	170	170	170
Solid Waste Management Total	31,421	29,869	32,834	32,834
Specialty Courts Fund				
Intergov Revenue	16,254	51,990	51,990	0
Grant Revenue	(131,165)	222,569	222,569	0
Fees, Fines, Charges	15,594	0	15,000	15,000
Misc Revenue	5,275	2,600	2,600	2,600
Specialty Courts Fund Total	(94,043)	277,159	292,159	17,600
Sts Atty Drug Forfeitures				
Fees, Fines, Charges	23,657	24,000	24,000	24,000
Misc Revenue	3,029	1,250	1,250	1,250
Sts Atty Drug Forfeitures Total	26,686	25,250	25,250	25,250
Sts Atty Records Automatr				
Fees, Fines, Charges	4,684	4,000	4,000	4,000
Misc Revenue	347	150	150	150
Sts Atty Records Automatr Total	5,031	4,150	4,150	4,150
Tax Indemnity Fund				
Fees, Fines, Charges	28,005	183,000	30,000	40,000
Misc Revenue	18,689	4,500	16,000	18,000
Tax Indemnity Fund Total	46,694	187,500	46,000	58,000

	2024 Actual	2025 Original	2025 Projected	2026 Budget
Tax Sale Automation Fund				
Fees, Fines, Charges	21,666	9,000	9,000	10,000
Misc Revenue	1,084	200	200	300
Tax Sale Automation Fund Total	22,750	9,200	9,200	10,300
Tort Immunity Tax Fund				
Property Taxes	2,896,691	3,051,502	3,051,502	3,136,145
Misc Revenue	66,757	10,000	10,000	10,000
Tort Immunity Tax Fund Total	2,963,448	3,061,502	3,061,502	3,146,145
Township Bridge				
Intergov Revenue	658,080	0	0	0
Misc Revenue	2,382	0	0	0
Township Bridge Total	660,463	0	0	0
Township Motor Fuel Tax				
Intergov Revenue	4,617,346	0	4,459,000	0
Misc Revenue	117,928	0	0	0
Township Motor Fuel Tax Total	4,735,274	0	4,459,000	0
Workforce Development Fnd				
Intergov Revenue	0	0	126,898	0
Grant Revenue	2,779,532	4,398,244	4,398,244	5,667,534
Fees, Fines, Charges	198,413	250,000	250,000	292,000
Workforce Development Fnd Total	2,977,946	4,648,244	4,775,142	5,959,534
Working Cash Fund				
Misc Revenue	(3,949)	8,000	8,000	4,000
Working Cash Fund Total	(3,949)	8,000	8,000	4,000
Grand Total	153,967,827	185,673,847	177,688,063	109,596,052

	2024 Actual	2025 Original	2025 Projected	2026 Budget
Animal Control				
Personnel	588,186	730,732	741,515	846,261
Commodities	101,464	89,450	87,465	122,190
Services	59,151	91,260	97,245	77,550
Capital	21,562	120,000	120,000	120,000
Animal Control Total	770,364	1,031,442	1,046,225	1,166,001
Arpa				
Personnel	6,652	0	155,000	0
Commodities	94,651	0	85,400	0
Services	3,826,319	2,106,720	6,504,602	5,615,825
Capital	2,601,865	4,136,058	3,407,558	5,141,106
Interfund Expense	112,112	113,428	113,428	0
Arpa Total	6,641,600	6,356,206	10,265,988	10,756,931
Cannabis Regulation Fund				
Commodities	2,099	0	0	0
Services	22,053	50,500	50,500	57,500
Capital	22,006	0	0	0
Cannabis Regulation Fund Total	46,159	50,500	50,500	57,500
Capital Asset Replcmt Fnd				
Commodities	33,500	590,625	590,625	187,780
Services	1,250,564	1,551,107	1,551,107	2,029,354
Capital	16,382,478	5,652,924	5,652,924	3,501,828
Capital Asset Replcmt Fnd Total	17,666,542	7,794,656	7,794,656	5,718,962
Child Advocacy Center				
Personnel	256,817	265,991	344,353	364,354
Commodities	15,122	8,493	9,493	12,476
Services	128,729	130,281	129,281	103,192
Child Advocacy Center Total	400,668	404,765	483,127	480,022
Child Support Serv Fund				
Interfund Expense	4,000	7,000	5,000	5,000
Child Support Serv Fund Total	4,000	7,000	5,000	5,000
Cir Clk Electrnc Citations				
Services	250,000	75,000	0	100,000
Cir Clk Electrnc Citations Total	250,000	75,000	0	100,000
Cir Clk Operation & Admin				
Interfund Expense	774,458	575,000	675,000	575,000
Cir Clk Operation & Admin Total	774,458	575,000	675,000	575,000
Coroner Statutory Fees				
Commodities	18,293	43,550	39,491	39,491
Services	16,817	28,450	20,509	20,509
Capital	68,440	48,000	60,000	65,000
Coroner Statutory Fees Total	103,550	120,000	120,000	125,000

	2024 Actual	2025 Original	2025 Projected	2026 Budget
County Bridge				
Services	99,830	300,000	162,162	350,000
Capital	257,971	1,540,000	800,000	1,525,781
County Bridge Total	357,801	1,840,000	962,162	1,875,781
County Clk Automation Fnd				
Commodities	2,298	13,500	13,500	13,500
Services	12,172	27,965	27,965	27,965
County Clk Automation Fnd Total	14,470	41,465	41,465	41,465
County Grant Fund				
Personnel	130,066	0	465,208	326,950
Commodities	29,042	0	146,490	0
Services	61,271	0	141,502	0
County Grant Fund Total	220,378	0	753,200	326,950
County Highway				
Personnel	1,853,645	2,445,343	2,275,161	2,604,987
Commodities	563,863	550,600	550,600	569,500
Services	369,952	444,500	488,750	574,000
Capital	535,647	920,000	1,170,000	1,520,000
Interfund Expense	128,000	134,000	134,000	140,000
County Highway Total	3,451,107	4,494,443	4,618,511	5,408,487
County Historical Fund				
Commodities	68	0	300	5,000
Services	158	5,000	0	0
County Historical Fund Total	226	5,000	300	5,000
County Jail Medical Costs				
Interfund Expense	0	10,010	10,010	10,010
County Jail Medical Costs Total	0	10,010	10,010	10,010
County Motor Fuel Tax				
Personnel	185,229	190,457	190,457	195,843
Commodities	241,316	400,000	400,000	600,000
Services	573,423	1,035,000	1,035,000	977,000
Capital	2,041,170	4,000,000	7,000,000	5,000,000
County Motor Fuel Tax Total	3,041,139	5,625,457	8,625,457	6,772,843
County Public Health Fund				
Services	2,104,451	2,213,354	2,213,354	2,227,901
County Public Health Fund Total	2,104,451	2,213,354	2,213,354	2,227,901
Court Complex Constr Fund				
Services	0	16,223	0	0
Capital	0	0	0	18,650
Court Complex Constr Fund Total	0	16,223	0	18,650
Court Document Storage Fd				
Interfund Expense	239,373	200,000	200,000	200,000
Court Document Storage Fd Total	239,373	200,000	200,000	200,000

	2024 Actual	2025 Original	2025 Projected	2026 Budget
Court's Automation Fund				
Commodities	0	10,000	4,535	10,000
Services	199,725	206,000	211,465	206,000
Capital	0	0	66,869	66,869
Interfund Expense	1,000	0	0	0
Court's Automation Fund Total	200,725	216,000	282,869	282,869
Devlpmntl Disability Fund				
Services	4,947,671	5,518,336	5,493,726	5,689,961
Devlpmntl Disability Fund Total	4,947,671	5,518,336	5,493,726	5,689,961
Early Childhood Fund				
Personnel	9,358,040	12,131,875	11,826,630	14,080,975
Commodities	1,154,392	1,644,670	1,228,575	1,128,020
Services	5,518,404	4,627,425	4,460,425	4,917,029
Capital	200,228	462,000	84,950	30,000
Interfund Expense	0	475,000	475,000	265,000
Early Childhood Fund Total	16,231,064	19,340,970	18,075,580	20,421,024
Electn Assist/Accessibilty				
Personnel	57,229	77,035	77,035	77,149
Commodities	18,969	37,642	35,792	0
Services	115,351	70,000	71,850	170,000
Electn Assist/Accessibilty Total	191,549	184,677	184,677	247,149
Foreclosure Mediation Fnd				
Services	240	1,100	1,000	1,000
Foreclosure Mediation Fnd Total	240	1,100	1,000	1,000
General Corporate				
Personnel	31,854,946	33,577,851	33,992,172	35,812,937
Commodities	2,091,697	2,645,692	2,648,540	2,507,193
Services	10,779,459	8,169,407	10,191,899	8,072,187
Capital	648,541	312,479	289,979	303,498
Interfund Expense	2,891,604	4,528,470	4,528,470	4,639,280
Debt	1,650,850	1,650,350	1,650,350	1,648,350
General Corporate Total	49,917,097	50,884,249	53,301,410	52,983,445
Geog Inf Sys Joint Ventur				
Personnel	509,674	572,594	556,066	594,421
Commodities	19,045	15,400	18,102	7,200
Services	94,583	110,409	110,442	315,909
Capital	15,928	7,500	1,048	28,000
Interfund Expense	60,500	59,500	59,500	60,500
Geog Inf Sys Joint Ventur Total	699,730	765,403	745,158	1,006,030
Geographic Inf Sys Fund (Gis)				
Services	342,265	353,181	353,181	363,650
Geographic Inf Sys Fund (Gis) Total	342,265	353,181	353,181	363,650

	2024 Actual	2025 Original	2025 Projected	2026 Budget
Health-Life Insurance				
Personnel	(190)	656,250	656,250	656,250
Commodities	0	600	600	600
Services	52,450	70,500	70,500	68,700
Health-Life Insurance Total	52,260	727,350	727,350	725,550
I/Dd Special Initiatives				
Commodities	0	5,063	5,063	5,063
Services	222,066	234,000	233,000	228,054
I/Dd Special Initiatives Total	222,066	239,063	238,063	233,117
III.Municipal Retirement				
Personnel	1,994,238	1,690,751	1,690,751	2,203,960
III.Municipal Retirement Total	1,994,238	1,690,751	1,690,751	2,203,960
Indoor Climate Resources Agency				
Personnel	1,730,928	3,840,500	3,052,917	2,807,306
Commodities	155,929	422,000	287,000	271,000
Services	2,459,330	4,500,200	9,756,008	7,767,770
Capital	0	5,849,000	650,000	5,900,000
Indoor Climate Resources Agency Total	4,346,186	14,611,700	13,745,925	16,746,076
Jail Commissary				
Commodities	6,308	28,105	28,105	56,105
Services	13,453	41,895	41,895	251,395
Capital	38,131	45,000	45,000	150,000
Jail Commissary Total	57,892	115,000	115,000	457,500
Law Library				
Personnel	3,569	20,665	20,665	29,181
Commodities	27,103	24,800	20,400	21,600
Services	25,213	35,712	36,618	34,085
Law Library Total	55,884	81,177	77,683	84,866
Mental Health				
Personnel	607,029	691,987	646,029	745,755
Commodities	18,887	23,835	22,550	23,550
Services	6,177,186	6,442,920	6,432,627	6,631,157
Interfund Expense	5,907	10,000	10,000	10,000
Mental Health Total	6,809,010	7,168,742	7,111,206	7,410,462
Nursing Home				
Services	39,484	0	14,429	12,008
Nursing Home Total	39,484	0	14,429	12,008
Opioid Settlement Fund				
Services	0	585,000	726,668	500,000
Opioid Settlement Fund Total	0	585,000	726,668	500,000

	2024 Actual	2025 Original	2025 Projected	2026 Budget
Probation Services Fund				
Commodities	40,176	79,500	47,700	69,500
Services	155,685	399,500	207,550	409,500
Capital	16,000	0	35,000	0
Interfund Expense	10,000	10,000	10,000	10,000
Probation Services Fund Total	221,860	489,000	300,250	489,000
Property Tax Int Fee Fund				
Interfund Expense	0	57,000	57,000	0
Property Tax Int Fee Fund Total	0	57,000	57,000	0
Publ Safety Sales Tax Fnd				
Personnel	118,224	120,000	120,000	124,470
Commodities	38,562	30,000	30,000	0
Services	1,705,784	3,550,000	2,563,670	2,726,458
Capital	0	0	0	27,500
Interfund Expense	802,423	2,389,208	2,389,208	2,900,260
Debt	3,054,134	3,102,134	3,102,134	3,070,284
Publ Safety Sales Tax Fnd Total	5,719,127	9,191,342	8,205,012	8,848,972
Public Defender Grant Fund				
Personnel	157,181	284,425	299,596	268,863
Commodities	21,885	0	0	2,200
Services	22,902	53,422	53,422	27,149
Public Defender Grant Fund Total	201,968	337,847	353,018	298,212
Recorder's Automation Fnd				
Personnel	19,183	31,337	31,709	32,661
Commodities	381	11,000	11,000	11,000
Services	101,500	358,343	358,343	298,343
Capital	0	2,840	2,840	2,840
Recorder's Automation Fnd Total	121,064	403,520	403,892	344,844
Regional Planning Comm				
Personnel	6,425,276	9,939,567	8,083,333	8,492,553
Commodities	137,164	312,617	272,535	282,232
Services	16,387,610	21,038,203	19,501,132	23,865,229
Capital	15,539	6,906,000	465,000	4,189,400
Interfund Expense	148,179	159,433	146,656	175,604
Regional Planning Comm Total	23,113,768	38,355,820	28,468,656	37,005,018
Rpc - Police Training				
Personnel	173,416	352,075	348,275	319,231
Commodities	45,615	14,435	14,435	14,301
Services	346,947	298,510	432,810	492,973
Interfund Expense	346,371	202,000	202,000	265,660
Rpc - Police Training Total	912,349	867,020	997,520	1,092,165

	2024 Actual	2025 Original	2025 Projected	2026 Budget
Rpc Econ Developmnt Loans				
Services	57,001	60,000	60,000	110,000
Capital	0	0	0	60,000
Interfund Expense	28,164	1,600,000	28,000	1,978,000
Rpc Econ Developmnt Loans Total	85,165	1,660,000	88,000	2,148,000
Rpc Indirect				
Services	683,518	0	0	0
Rpc Indirect Total	683,518	0	0	0
Rpc Usda Revolving Loans				
Services	31,838	34,500	34,500	35,000
Interfund Expense	2,991	6,000	3,500	5,000
Rpc Usda Revolving Loans Total	34,829	40,500	38,000	40,000
Self-Funded Insurance				
Personnel	760,384	1,048,000	1,069,306	1,077,865
Commodities	0	50	50	0
Services	(169,914)	1,768,000	1,768,000	1,768,000
Interfund Expense	18,216	0	0	0
Self-Funded Insurance Total	608,686	2,816,050	2,837,356	2,845,865
Sheriff Drug Forfeitures				
Commodities	3,892	8,500	8,500	8,500
Services	4,023	5,800	5,800	17,809
Capital	0	0	0	50,000
Sheriff Drug Forfeitures Total	7,914	14,300	14,300	76,309
Social Security Fund				
Personnel	2,026,690	2,279,217	2,279,217	2,410,885
Social Security Fund Total	2,026,690	2,279,217	2,279,217	2,410,885
Solid Waste Management				
Commodities	474	839	551	839
Services	36,904	39,000	38,500	40,000
Solid Waste Management Total	37,378	39,839	39,051	40,839
Specialty Courts Fund				
Personnel	(52,808)	72,339	71,958	77,276
Commodities	(5,507)	5,000	6,600	2,500
Services	(51,748)	228,119	235,127	9,805
Specialty Courts Fund Total	(110,063)	305,458	313,685	89,581
Sts Atty Drug Forfeitures				
Commodities	0	10,725	10,725	0
Services	4,871	25,125	25,125	35,850
Sts Atty Drug Forfeitures Total	4,871	35,850	35,850	35,850
Sts Atty Records Automatn				
Services	0	4,000	4,000	0
Sts Atty Records Automatn Total	0	4,000	4,000	0

	2024 Actual	2025 Original	2025 Projected	2026 Budget
Tax Indemnity Fund				
Services	0	198,000	20,000	30,000
Tax Indemnity Fund Total	0	198,000	20,000	30,000
Tax Sale Automation Fund				
Personnel	12,772	0	0	0
Commodities	0	2,000	2,000	2,000
Services	655	2,500	2,500	3,500
Tax Sale Automation Fund Total	13,427	4,500	4,500	5,500
Tort Immunity Tax Fund				
Personnel	1,117,707	1,390,000	1,390,000	1,516,128
Services	957,318	1,500,000	1,500,000	1,500,000
Tort Immunity Tax Fund Total	2,075,025	2,890,000	2,890,000	3,016,128
Township Bridge				
Services	74,452	0	0	0
Capital	145,476	0	0	0
Township Bridge Total	219,929	0	0	0
Township Motor Fuel Tax				
Commodities	3,837,480	0	4,409,000	0
Services	289,019	0	50,000	0
Township Motor Fuel Tax Total	4,126,499	0	4,459,000	0
Workforce Development Fnd				
Personnel	1,042,628	1,511,968	1,455,769	1,769,462
Commodities	38,472	198,860	204,110	208,360
Services	1,903,472	2,937,416	3,115,263	3,981,712
Workforce Development Fnd Total	2,984,573	4,648,244	4,775,142	5,959,534
Working Cash Fund				
Interfund Expense	0	12,000	12,000	12,000
Working Cash Fund Total	0	12,000	12,000	12,000



OFFICE OF THE CHAMPAIGN COUNTY EXECUTIVE

102 E. Main Street, Urbana, Illinois 61801-2744

Steve Summers, County Executive

MEMO

To: Beth Vanichtheeranont, Policy, Personnel, and Appointments Committee Chair

From: Michelle Jett, Director of Administration

Date: Friday, October 17th, 2025

RE: Policy Updates

The County Executive's Office is requesting the recent changes agreed to between the County Board and AFSCME also be applied to non-bargaining staff.

- Increasing the cap on sick time accrual to the IMRF maximum of 240 hours, from the current 135.
- Allocate a floating holiday to non-bargaining staff
- Increase the County contribution to dependent health insurance plans from \$70 to \$200 for spouse, \$250 for children, and \$300 for family.
- Adding additional qualifying family members to the list for bereavement time

ORDINANCE NO. 2025-13

AN ORDINANCE AMENDING ORDINANCE NO. 2025-6 ESTABLISHING
CHAMPAIGN COUNTY PERSONNEL POLICY

WHEREAS, the County Board of the County of Champaign, Illinois, is vested with the power to appropriate funds for salaries, provide fringe benefits, and provide conditions of employment of many County employees and has previously adopted Ordinance No. 2025-6 setting forth and establishing the Champaign County Personnel Policy; and

WHEREAS, the County Board of the County of Champaign, Illinois, has determined a need to amend Chapters 8-1, 8-3, 8-5 & 8-13 of the Champaign County Personnel Policy as documented in Attachment A & B to this Ordinance; and

NOW, THEREFORE BE IT AND IT IS HEREBY ORDAINED by the County Board of the County of Champaign, Illinois, that Ordinance No. 2025-6 is hereby amended to reflect the changes to Chapter 8-1, 8-3, 8-5 & 8-13 of the Champaign County Personnel Policy as documented in Attachment A & B to this Ordinance.

PRESENTED, ADOPTED, APPROVED and RECORDED this 23rd day of October, A.D. 2025.

Jennifer Locke, Chair
Champaign County Board

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

Approved: _____
Steve Summers, County Executive
Date: _____

CHAPTER 8 - BENEFITS

8-1 HOLIDAYS

- 8-1.1 Official Holidays – Except as otherwise provided by statute, the annual holiday schedule for Champaign County will be as follows:

New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
President's Day	Third Monday in February
Spring Holiday	Friday before Easter
Memorial Day	Last Monday in May
Juneteenth	June 19
Independence Day	July 4
Labor Day	First Monday in September
Columbus Day	Second Monday in October
Veteran's Day	November 11
Thanksgiving	Fourth Thursday of November and the Friday after
Christmas Eve Day	December 24
Christmas Day	December 25

When a holiday falls on a Saturday, the previous Friday shall be given as a holiday. When a holiday falls on a Sunday, the following Monday shall be given as a holiday.

- 8-1.2 Holiday Observance - Where an employee is scheduled and required to work on a holiday, equivalent time off will be granted within a reasonable period at a time convenient to the employee and consistent with the department's operating needs.
- 8-1.3 Holiday During Vacation - A holiday falling during an employee's regularly scheduled vacation period shall be counted as a holiday and not as a vacation day.
- 8-1.4 Each employee may choose a one-day floating holiday pursuant to the department's personal leave policy. Floating holidays do not roll over to the next calendar year.

- 8-1.5 Eligibility for Holiday Pay - To be eligible for a paid holiday, the employee shall work the last scheduled work day before the holiday and the first scheduled work day after the holiday, unless absence on either or both of these work days is for good cause and approved by the Department Head. Part-time employees are eligible for holiday pay on a pro-rated basis equitable to the number of hours of regular service.

8-3 SICK LEAVE

- 8-3.1 Employees with less than ten (10) years continuous employment shall be granted ten (10) working days sick leave annually, and employees with more than ten (10) years continuous employment shall be granted twelve (12) working days sick leave annually, with full pay at a proportionate rate per pay period, which may be accrued not to exceed two-hundred-forty (240) working days except that a part-time employee shall be granted sick leave proportionately. An employee with less than six (6) months service shall be entitled to two (2) days sick leave.
- 8-3.2 Sick leave is defined as the absence of an employee due to illness, disability, or injury of the employee; or illness, disability, or injury of an employee's spouse, mother, father, children, domestic partner, or sibling if the sibling resides in the employee's household.
- 8-3.3 Payment for unused sick leave shall not be made at termination.
- 8-3.4 Employees shall notify their supervisor of their illness as soon as practicable and the approximate length of absence required. The employee's supervisor, within his or her discretion, may require a certificate by the appropriate physician.
- 8-3.5 Sick leave is a privilege granted by the County for the benefit of all County employees. Any abuse by an employee could result in this privilege being denied that individual.

8-13 HEALTH AND TERM LIFE INSURANCE

- 8-13.1 An employee (including per diem employees) must work at least thirty (30) hours per week and have completed two (2) months of employment to be eligible for the County insurance benefit program. The County provides group health and life insurance coverage. The County Board shall offer such group health and life insurance programs as it determines.

8-13.2 The County Board shall determine annually the amount which it will contribute toward group health and life insurance coverage on behalf of each employee. Employee choice of group health insurance program shall not interfere with the employee's group life benefits. If the cost of a particular group health insurance program is more than the County contribution, the employee shall pay the additional amount through payroll deduction.

8-13.3 If an employee chooses to enroll in a health insurance plan which also covers dependents, the County will pay the amount of the single health insurance plan as designated to be paid by the Employer in 8-13.2 toward the dependent insurance costs, at minimum. The employee shall pay the remaining balance of the monthly premium through payroll deduction for the dependent health insurance benefits they have selected, except in the case where both spouses are employed by the County. Beginning October 23, 2025, the County will contribute two hundred (\$200.00) monthly over the current Employer contribution as defined in 18-13.2 toward the medical insurance premium cost of the Employee plus Spouse coverage; two hundred and fifty (\$250.00) toward the Employee plus Children coverage; and three hundred (\$300.00) for Family coverage if selected by the employee.

8-13.4 An employee in a full-time, temporary employment status with the County may be eligible for Health Insurance benefits upon employment as a regular full-time employee under the following condition: That the employee has had two months continuous unbroken employment with the County for a two-month period immediately prior to the employment by the County as a regular full-time employee.

8-13.5 If an employee retires from the County on an IMRF pension or qualifies for IMRF permanent disability, they may retain their health insurance coverage and reimburse the County for their premiums. Arrangements may be made through the County Executive's Office.

CHAPTER 8 - BENEFITS

8-5 BEREAVEMENT

8-5.1 Paid Bereavement Leave – Full-time and part-time employees shall be granted paid bereavement leave for the scheduled working hours on:

- a. Five (5) consecutive workdays following the death of a spouse, child (including adopted and step-children), parent (including step-parent if that individual acted as a parent of the employee when the employee was a legal minor), sibling, or domestic partner/civil union partner; or
- b. For the scheduled working hours on three (3) consecutive workdays following the death of a step-parent, step-brother, step-sister, brother-in-law, sister-in-law, grandparent, mother-in-law, father-in-law, son-in-law, daughter-in-law or grandchild.