



CHAMPAIGN COUNTY BOARD
COMMITTEE OF THE WHOLE – Finance/Policy/Justice Agenda
County of Champaign, Urbana, Illinois
Tuesday, March 8, 2011 – 6:00 p.m.

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

Page Number

- I. **Call To Order**
- II. **Roll Call**
- III. **Approval of Minutes**
A. Committee of the Whole Minutes – February 15, 2011 *1-16
- IV. **Approval of Agenda/Addenda**
- V. **Public Participation**
- VI. **Communications**
- VII. **Justice & Social Services:**
A. **Department Reporting Presentations:**
1. Court Services
2. Public Defender

B. **Monthly Reports - Reports are available on each department's webpage at:**
<http://www.co.champaign.il.us/COUNTYBD/deptrpts.htm>
1. Animal Control – January 2011
2. Head Start – February 2011
3. Probation & Court Services – January 2011
4. Public Defender – November 2010

C. **Other Business**

D. **Chair's Report**
- VIII. **Environment & Land Use (Please Bring March 1, 2011 Committee of the Whole Agenda Packet for ELUC Items)**
A. **Direction to Zoning Administrator Regarding Proposed Zoning Ordinance Text Amendments**
1. Request to Amend the Champaign County Zoning Ordinance to Implement Land Resource Management Plan Policies 4.1.5, 4.1.7, and 4.1.9

2. Request to Amend the Champaign County Zoning Ordinance to Implement Land Resource Management Plan Policies 4.1.6 and 4.3.1-4.3.4

3a. Request to Amend the Champaign County Zoning Ordinance to Implement Land Resource Management Plan Objective 4.4 by adding a Special Use Permit for the RRO

- 3b. Request to Amend the Champaign County Zoning Ordinance to Implement Land Resource Management Plan Objective 4.4 by Adding Standard Conditions for the Special Use Permit for the RRO

B. Other Business

1. Request for Letter of Support for Senate Bill 2195

IX. Policy, Personnel, & Appointments:

A. Appointments/Reappointments (* indicates Chair's nominee where there is more than one applicant for an appointment)

1. Forest Preserve District Board
 - Christopher White's Resignation *17
 - Appointment of Robin Hall to fill White's term from 3/18/2011 to 6/30/2014 *18-20
2. Rural Transit Advisory Group
 - Appointment of Elaine Fowler Palencia – Term from 3/18/2011 to 11/30/2012 *21-22
3. Wrisk Drainage District
 - Appointment of Dennis Riggs – Term from 3/18/2011 to 8/31/2013 *23

B. County Administrator

1. Vacant Positions Listing (*Provided for Information Only*) *24
2. Recommendation for Award of Contract for Vending Services Pursuant to RFP 2011-003 *25-31
3. Recommendation for Award of Contract for Employee Health Insurance & Related Benefits Broker/Consultant Services pursuant to RFQ 2011-004
4. Job Content Evaluation Committee Recommendation for Classification of Deputy Director of EMA *32-36

C. Sheriff

1. Request for Letter of Opposition to House Bill 1293 – Sheriff's Mortgage Foreclosure Sale Revenue *37

D. County Clerk

1. Monthly Fees Report – February 2011 *38

E. Other Business

F. Chair's Report

1. Recommended Rules Change for Alignment of Committee of the Whole Meetings *39-40

G. Designation of Items to be Placed on County Board Consent Agenda

X. Finance:

A. Budget Amendments & Transfers

1. Budget Amendment #11-00016 *41
Fund/Dept: 105 Capital Asset Replacement Fund – 042 Coroner
Increased Appropriations: \$6,500
Increased Revenue: \$0
Reason: To appropriate funds already reserved for Coroner’s capital needs, to fully fund the actual cost of replacement of a vehicle in FY2011.

B. State’s Attorney

1. Request Approval of Application for and, if Awarded, Acceptance of Violent Crime Victims Assistance Grant *42-73

C. Treasurer

1. Monthly Report (*To Be Distributed*)

D. Auditor

1. Purchases Not Following Purchasing Policy (*Provided For Information Only – To Be Distributed*)
2. Monthly Report – February 2011 *74-81

E. County Administrator

1. General Corporate Fund FY2011 Revenue/Expenditure Projection Report
2. General Corporate Fund Budget Change Report
3. Harris & Harris Monthly Report
4. Recommendation for Approval of Creation and Classification for New Position – Deputy Director for EMA *32-36
5. Resolution Establishing FY2011 Salary Increase for Non-Bargaining Employees *82-83

F. Other Business

G. Chair’s Report

H. Designation of Items to be Placed on County Board Consent Agenda

XI. Closed Session Minutes

- A. Approval of Closed Session Minutes – February 15, 2011
- B. Semi-Annual Review of Closed Session Minutes *84-95

XII. Adjourn

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CHAMPAIGN COUNTY BOARD COMMITTEE OF THE WHOLE MINUTES

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Finance/Policy, Personnel, & Appointments/Justice & Social Services
Tuesday, February 15, 2011
Lyle Shields Meeting Room, Brookens Administrative Center
1776 E. Washington St., Urbana, Illinois

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MEMBERS PRESENT: Christopher Alix, Carol Ammons, Jan Anderson, Ron Bensyl, Astrid Berkson, Thomas Betz, Stephanie Holderfield, Stan James, John Jay, Brad Jones, Greg Knott, Alan Kurtz, Ralph Langenheim, Brendan McGinty, Diane Michaels, Alan Nudo, Steve O'Connor, Patti Petrie, James Quisenberry, Michael Richards, Giraldo Rosales, Larry Sapp, C. Pius Weibel

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MEMBERS ABSENT: Lloyd Carter, Lorraine Cowart, Steve Moser, Jonathan Schroeder

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OTHERS PRESENT: Andrew Buffenbarger (MPA Nursing Home Administrator) Kat Bork (Administrative Assistant), Deb Busey (County Administrator), Sasha Green (County Clerk's Office), Deloris Henry Mental Health Board Vice-President), Bill Keller (EMA Director), Mary Ellen O'Shaughnessey (Nursing Home Board of Directors Chair), Tracy Parsons (Access Initiative Project Director), Julian Rietz (State's Attorney), Mike Scavatto (Management Performance Associates President), Deborah Townsend (Mental Health Board President), Peter Tracy (Mental Health Board Executive Director), Dan Welch (Treasurer)

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CALL TO ORDER

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Weibel called the meeting to order at 6:05 p.m.

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ROLL CALL

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Bork called the roll. Alix, Ammons, Anderson, Bensyl, Berkson, Betz, Holderfield, James, Jay, Jones, Knott, Kurtz, Langenheim, McGinty, Michaels, Nudo, Petrie, Quisenberry, Richards, Rosales, Sapp, and Weibel were present at the time of roll call, establishing the presence of a quorum.

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APPROVAL OF MINUTES

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MOTION by Rosales to approve the Committee of the Whole minutes of January 18, 2011; seconded by James. **Motion carried with unanimous support.**

48 **APPROVAL OF AGENDA/ADDENDA**

49
50 **MOTION** by Langenheim to approve the agenda and addendum; seconded by Ammons.
51 **Motion carried with unanimous support.**

52
53 **PUBLIC PARTICIPATION**

54
55 There was no public participation.

56
57 **COMMUNICATIONS**

58
59 Holderfield announced the IHSA Wrestling Tournament begins at Assembly Hall this
60 Friday.

61
62 O'Connor entered the meeting at 6:07 p.m.

63
64 Petrie asked to make some changes to the January 18, 2011 Committee of the Whole
65 minutes because she made a request to County Auditor Tony Fabri about adding a column to the
66 purchases not following Purchasing Policy list he supplies under Finance.

67
68 **MOTION** by Rosales to reconsider minutes; seconded by Berkson. **Motion carried.**

69
70 Bork noted Fabri spoke about the list of purchases under public participation, not under the
71 regular agenda item at the meeting on January 18th. Bork was absent from the meeting and the
72 minutes were prepared from the meeting's audio recording, which did not include questions from
73 Petrie because it began during Fabri comments. Petrie asked for a change to line 378 because she
74 thought it was Michaels, not Ammons, who asked Busey a particular question about the Land of
75 Lincoln Legal Assistance Foundation Agreement. Bork agreed to review the audio recording of the
76 meeting to ensure the correct Board member is credited in the minutes with asking Busey that
77 question.

78
79 Busey announced that videos about Champaign County have been posted on the County's
80 website. The contract to produce these videos with CGI Communications was approved about a
81 year ago by the County Board. The videos were created at no cost to the County. She invited
82 Board members to view the videos by clicking on the link "Champaign County Video Tour Book."

83
84 Nudo stated the census data is now available for the Redistricting Commission to begin its
85 work. Weibel remarked Champaign County now has a population of over 200,000.

86
87 **NURSING HOME BOARD OF DIRECTORS**

88 **Fiscal Year 2010 Annual Report**

89
90 Mike Scavatto presented the FY2010 Nursing Home Annual Report. The Nursing Home
91 was profitable this year, in comparison to a \$1.8 million net loss the previous year. He expected the
92 profit figure to be about \$200,000 after adjustments are made. The Nursing Home has come a long
93 way, but is still short of cash. This shortage is partially due to the intergovernmental agreement

94 with the State of Illinois and the federal government has not been resolved. Scavatto expressed that
95 the County was powerless in this transaction, but he hoped it would be settled. To illustrate the
96 effect, he said the Nursing Home only receives \$75 as a daily rate when it is entitled to \$100. This
97 difference is the reason the Nursing Home is short on cash.

98
99 Scavatto projected the average daily census in FY2011 at 195 with an 80% occupancy rate.
100 Medicaid continues to dominate the payer mix. He believes the Medicare admissions and length of
101 stay can be improved to have a positive revenue impact. The private pay revenue is healthy for this
102 facility. The dementia unit is running close to maximum capacity and there is a high demand for
103 this service in the community. If the Nursing Home had sufficient funds to spare, he would
104 probably add another dementia unit.

105
106 In looking at the operating budget, the Champaign County Nursing Home is running a
107 sizable operation of \$14 million. The business will grow more slowly than in the past because there
108 are challenges with government reimbursements. Scavatto did not project any increase in the
109 Medicaid or Medicare reimbursement. The major issues in 2011 will include the process of
110 restructuring the intergovernmental transfer agreement with the federal and state governments.
111 There have been amendments to the state Medicaid plan submitted to Washington. The lobbyist
112 Scavatto communicates with indicates that progress is slowly being made. This intergovernmental
113 agreement is a huge priority and its resolution could mean a significant boost in cash flow for
114 county nursing homes suffering under the payment freeze on reimbursements. The Nursing Home
115 is facing a possible increase in the bed tax (the Nursing Home currently pays \$1.50 per day for any
116 licensed bed). Legislation has recently passed to increase the bed tax by over \$6 per day, but there
117 is no indication if the federal government will approve it. The bed tax is used to fund a different
118 Medicaid reimbursement system, which would work to the Nursing Home's advantage. The State
119 of Illinois's Deficit Reduction Act of 2005 implementation could be problematic for Medicaid
120 providers because of the penalty structure. Scavatto said the Nursing Home was facing a potential
121 regulatory imposition that will restrict Medicaid reimbursements even further. Medicare has
122 introduced a new coding system and this is functional at the Nursing Home. The Nursing Home
123 still needs tax anticipation warrants.

124
125 Scavatto projected a 2% increase on most non-labor expenses. The agency labor expense
126 fluxuates each month according to the allocation of regular employees benefit expenses, such as a
127 month when employee take a lot of paid time off. The labor benefit costs have increased from 29%
128 to 34% of salaries. The productivity gains are great news with significant gains on the issue of
129 unscheduled absences. As a budget recap, Scavatto projected FY2011 total revenue of \$14,321,000
130 and total expenses of \$14,961,000. He stated the Nursing Home is standing on its own and could
131 like to have more cash pay off the outstanding obligations.

132
133 O'Shaughnessey spoke about how being on the Nursing Home Board of Directors has been
134 one of the best experiences of her life. The Board of Directors started meeting in May 2008 and
135 there are diverse areas of expertise (healthcare, human resources, nursing home management, and
136 financial management) amongst the Directors. There were four key issues when the Board of
137 Directors was formed: financial (this has taken a turn for the better, but remains very challenging
138 because nursing home finances and regulations are complicated), some staff who were unhappy
139 with the working environment (there is a talented, loyal staff and the number of grievances has

140 dropped with performances problems being addressed in a constructive manner and more training
141 being supplied), a census that needed improvement (they would like to get the census over 200),
142 and the IDPH complaint cycle (this has really turn around). O'Shaughnessey spoke about how
143 Scavatto works closely with the Board of Directors to keep them apprised between meetings about
144 running the Nursing Home. He does not shy away from the hard questions. O'Shaughnessey
145 remarked that a county cannot run a nursing home in this day and age with the small staff the
146 Champaign County Nursing Home had before entering into a management agreement with
147 Management Performance Associates. O'Shaughnessey thanked the County Board for the
148 opportunity to serve on the Nursing Home Board of Directors.
149

150 Petrie asked Scavatto to provide more detail about the intergovernmental transfer agreement
151 with the state and federal governments. Scavatto said the intergovernmental transfer came about in
152 2007 as a brainchild of the state Medicaid agency (then Illinois Public Aid). The idea was that
153 county nursing homes qualified for some additional federal money because they are government
154 entities. The federal government had to agree to this proposal. Intergovernmental transfers are
155 common in government. This meant a significant increase in Medicaid reimbursement designed to
156 recognize the additional costs county homes faced over non-governmental entities, such as IMRF
157 exposure and overhead not recognized in the normal Medicaid standard rate. In October 2009, this
158 program ended and Scavatto was not clear on the legal reasons for the restructuring. The structure
159 of reimbursement was something all county homes had grown accustomed to since 2007 but,
160 according to the federal Medicare and Medicaid agency, the rate structure needed to change. The
161 Nursing Home is still waiting to hear what the rate will be under the new system and it finally looks
162 like things are moving. If the rate is the same or close to the previous rate, then the Nursing Home
163 should be okay. Petrie asked what entity was responsible for making this intergovernmental
164 transfer move forward. Scavatto answered it was both the federal Centers for Medicare and
165 Medicaid and the state healthcare and family services division.
166

167 McGinty said it would be impossible to overstate how grateful the County Board should be
168 for this turnaround by the Nursing Home staff, Buffenbarger, and MPA. He recalled previous
169 troubles with the Nursing Home and the time the County Board spent discussing those issues. He
170 asked what else could be done to lower the non-labor expense rate. Scavatto replied the immediate
171 issue was to improve productivity at the Nursing Home, which was in the low to mid 70%
172 compared to private homes with productivity rates in the low 90%. He was not sure a lot more can
173 be done. McGinty asked about agency staff usage and productivity. Scavatto said there are long-
174 term employees who are a credit to the Nursing Home, but they accrue a lot of paid time off in the
175 current benefits structure. This requires the Nursing Home to rely on agency staff to cover
176 employees' paid time off. McGinty asked if the nursing shortage had changed. Scavatto answered
177 that the Nursing Home could do better in recruiting RNs. Scavatto stressed that MPA wants the
178 County to be proud of its Nursing Home.
179

180 Michaels questioned if the Nursing Home had a line item or a projected timeline to repay the
181 outstanding loan from the General Corporate Fund since the Nursing Home is operating at a profit.
182 She also asked how far backed up the bills are for the home. Scavatto said the Nursing Home made a
183 payment on the \$4 million bonds debt service schedule. The idea is the Nursing Home will
184 continue to pay for this debt services. The payables are down to 60 days. When MPA started its

185 contract with the County, the payables were routinely running 150 to 180 days behind, so this
186 represents an improvement.

187
188 Berkson inquired what caused the increase in management costs and the staff's pay rate over
189 the last three years. Scavatto said Buffenbarger would have to answer questions about the staff's
190 pay rates. He stated the MPA fees have remained the same with a CPI increase.

191
192 Holderfield inquired if the Nursing Home had a plan in place to recruit nurses to expand the
193 dementia unit. Scavatto acknowledged the continued need for dementia services, but nothing could
194 be done at this time to expand the unit. The Nursing Home has existing beds that are not occupied
195 or staffed in its 243-bed facility. The unit could be expanded with renovations to the empty space
196 and use existing staff. The Nursing Home is not ready to move forward on any expansion yet.

197
198 Jay asked if the Nursing Home had cleared up its regulatory compliance problems. Scavatto
199 noted a nursing home is never done with IDPH regulations, but the situation is mostly cleared up
200 now. A lot of emphasis has been placed on training at the Nursing Home and Buffenbarger is very
201 capable regarding IDPH regulations.

202
203 Nudo remarked the Nursing Home Board of Directors was proud of the personality testing
204 implemented for new employees to improve the hiring process and asked them to comment on the
205 results. O'Shaughnessey explained the process has just started and they have not had enough time
206 to measure its impact. The tool is designed to identify candidates who are the best fit for working in
207 a nursing home and with the elderly. She thinks it is worth trying and this tool is used at
208 Cunningham Children's Home. Ammons asked for management to send her information on what
209 specific personality testing tool is being used and how subjective it is. Scavatto agreed to send her
210 some information.

211
212 Petrie asked management to provide data on Nursing Home staffing and agency usage to the
213 County Board. Scavatto requested specifics on the information she wanted. Petrie wanted to know
214 the staffing turnover and all the different levels of staffing at the Nursing Home. O'Shaughnessey
215 noted employees leave for different reasons, so it is useful to know the reasons for leaving. She
216 confirmed no employee names will be supplied to protect their privacy.

217
218 **MOTION** by Betz to receive and place on file the Nursing Home FY2010 Annual Report;
219 seconded by Rosales. **Motion carried with unanimous support.**

220
221 **JUSTICE & SOCIAL SERVICES**
222 **Presentation and Report by Access Initiative**

223
224 Richards announced this was the first in series of regular agency reports to keep the County
225 Board up to date.

226
227 Peter Tracy, the Mental Health Board & Developmental Disabilities Board Executive
228 Director, introduced Deb Townsend, Deloris Henry, Tracy Parson, and Access Initiative staff
229 present at the meeting. He was pleased to have the opportunity to reconnect with the County Board.
230 The Access Initiative Project is funded by a federal grant that comes through the State of Illinois to

231 the Champaign County Mental Health Board. Tracy Parsons, the Access Initiative Project Director,
232 introduced representatives of agency partners including the CU Area Project and Mahomet Area
233 Youth Club. The State's Attorney, Julia Rietz, was also present and an important part of the project.
234 Parsons commended the outstanding project staff. Mental Health is critical to serving youth
235 because one in five have mental health problems.

236
237 Michaels exited the meeting at 6:54 p.m.

238
239 Parsons explained the systems the Access Initiative Project is looking into include the child
240 welfare, education, juvenile justice, substance abuse, and mental health systems. He listed statistics
241 about the disproportionate number African American youth engaged in those systems, calling it a
242 crisis. The project's charge is to build a system of care as a new way to address these issues. They
243 have a model to follow and are operating from place that this community is ready for a change. The
244 project guiding principles for system of care work include getting the involvement of families,
245 looking at wrap around management services to support the social and emotional needs of youths
246 and their families, and an array of services for youths and families.

247
248 Michaels returned to the meeting at 6:57 p.m.

249
250 Parsons said the project staff has been incrementally getting started with giving
251 presentations and traveling. The funding the project receives is for building a system of care. The
252 first year was spent on building the infrastructure with relationships and building the team. The
253 Access Initiative is a \$9 million, six-year project to build a sustainable infrastructure and begin
254 services. Its purpose is not just to fund programs and other community agencies are working to
255 understand this concept. There are requirements about who can be served with this money and
256 youth must receive a special diagnosis to be eligible. Parsons said the staff wants to build a system
257 where the youth they cannot serve can be served by another agency and stressed authentic
258 collaboration that serves a particular purpose. They will target youth age ten to eighteen years with
259 social problems. The work should start with early intervention, respite, treatment, and maintenance
260 plans. The project will start small with a first sampling of youth from Champaign and Urbana
261 schools and another sampling from the Juvenile Detention Center. On the money side, the project
262 received \$1 million in the first year and \$1.5 million in the second year. The match required by the
263 project agreement is supplied by the Mental Health Board. As they go through process, the project
264 is required to increase its match with money or in-kind services. The project funds are for
265 administrative costs, evaluation, the state's share, and treatment. The Mental Health Board money
266 is used for the Parenting with Love & Limits program. Parsons stated it has been challenging to
267 function thru different budget cycles of the federal, state, and county governments. He felt the
268 project staff are doing a good job of navigating these cycles and offered to take questions.

269
270 Knott inquired what kind of measures will be used to evaluate the project's outcomes.
271 Parsons said the project has federally mandated outcomes and is looking to reduce the number of
272 youth in the systems on the local level. Tracy added the project is required to take part in local and
273 national evaluations and \$200,000 of the first year's money was spent on the evaluation piece. The
274 project has a contract with the University of Illinois to do the evaluation.

275

276 Quisenberry asked how many youth are in the first sampling. Parsons answered that the
277 sampling will be looking at 50 youth and their families in the first sample. The project will have
278 differing levels of engagement for each youth and family. The project wanted to directly impact
279 150 families in the first year.
280

281 Ammons asked Parsons to send her the federal requirements on how this grant money can be
282 used and how much of the Access Initiative resources are used to look at system problems. Many
283 of the programs utilized under the Access Initiative were serving the community before this project
284 was created and funded. Parsons said they will get a chance to evaluate the current service array to
285 learn what service already exist in the community, what ones are effectively working, and where are
286 changed needed. Parsons was excited about learning what services exist to serve this population
287 and how many agencies duplicate services or where there are gaps. The Access Initiative staff is
288 doing a full assessment of the services and programs available in the community. Ammons
289 questioned what percentage of the grant funding will be spent on services in the tentative project
290 budget. To her, the budget seemed top heavy with most money expended on salaries, travel,
291 administrative costs. Parsons stated about 30% of the federal money will be used for services and
292 treatment another 20% will be used for infrastructure building. The administrative staff has
293 required positions set by SAMSHA. He thought the project has a lean operation with 25% of the
294 funding going to administrative costs.
295

296 Rosales inquired if the meetings the Access Initiative Project is holding throughout the
297 community are open to the public. Parsons said the meetings were open to the public because they
298 were about collaboration building and partnerships. Parsons hoped to have the project's website
299 operational within a month. A meeting schedule and minutes from pasted meetings will be posted
300 on the project's website. He stressed that the Access Initiative staff are documenting every step
301 they take and their communications. Rosales asked when the pilot programs that are being created
302 would be put in place. Parsons said they had ongoing services with the partner agencies that are
303 taking place. The project staff is moving towards alignment of the new services and plans to start
304 working with youth within the next 30 days. He said the County Board should see a very engaged
305 initiative by July. Rosales asked how the Access Initiative Project would monitor or audit the
306 success of the services, especially has the project has been operating for more than one year.
307 Parsons said he had only been the Project Director since May 2010 and the full staff has been on
308 board since June 2010. The project's success will be proven down the road when a family says the
309 system of care helped their child.
310

311 Petrie asked exactly what all the grant money will do to promote intervention when the all
312 existing community agencies have been offering services to youth without making a dent in the
313 statistics.
314

315 Weibel exited the meeting at 7:19 p.m.
316

317 Petrie also asked what type of evaluations would be used. Parsons replied that most of the
318 systems operated independently with some work across systems. The idea of building a system of
319 care is to put all these systems together. They talk about evidence based practice and the
320 measureable and tested success. A system of care has to be evaluated and measured. The high
321 negative numbers in past statistics are because the entities have worked too often is isolation.

322 Parsons said many systems need to talk about openness to change and being honest about what they
323 are not doing well versus what they are doing well. He thinks a system of care promotes that
324 concept.

325
326 Ammons asked if the performance measures being used by the evaluators were federal or
327 local measures. Parsons said he thought they would be a combination of both. They have an
328 evaluation committee that is looking at all the performance measures. Tracy clarified that the local
329 evaluation design was approved by the federal government and the federal performance measures is
330 prescribed.

331
332 Jones exited the meeting at 7:21 p.m. Weibel returned to the meeting at 7:23 p.m. James
333 exited the meeting at 7:23 p.m.

334
335 The Board and Parsons continued to discuss the Access Initiative Project.

336
337 Jones returned to the meeting at 7:25 p.m.

338
339 Nudo asked if the Access Initiative was subject to the Illinois Open Meetings Act and asked
340 if the intention was to have a link to the Mental Health Board website to post the meetings and
341 minutes to be in compliance. Parsons responded that he had been told they were subject to the
342 Open Meetings Act. Tracy said they are using a Google Access website and virtually every
343 document is posted on Google so people have access to them. They are trying to create a more user
344 friendly website. Nudo suggested having a link from the Mental Health Board website. Tracy
345 agreed that was a good idea.

346
347 James returned to the meeting at 7:28 p.m.

348
349 Holderfield asked for the names of other organizations that Parsons referenced meeting with
350 about the existing system in place. Parsons said the Mental Health Board has about twenty funded
351 agencies and he considers the staff as having met with those agencies. Parsons said staff is
352 intending to meet with all of the organizations that provide services in the areas of juvenile justice,
353 education, child welfare, and mental health. Holderfield asked for specific names of community
354 groups that have already met with Access Initiative staff. Parsons answered they have met with
355 Lutheran Social Services, Mental Health Community Elements, CU Area Project, the Boys & Girls
356 Club, and the Canaan Church. Holderfield inquired if the Access Initiative Project would have a
357 point person in each of those community organizations to suggest kids and families in need of help.
358 She wondered how this will come together to work as a system.

359
360 Langenheim exited the meeting at 7:31 p.m.

361
362 Parsons answered that many organizations have identified key people who are involved in
363 all levels. The key system organizations have representatives with who Access Initiative staff has
364 touched base.

365
366 Rosales requested the URL for the Access Initiative's Google Access website. A staff
367 person seated in the audience said the website was accessible by invitation only. Anyone wanting

368 access would have to send staff an email. Nudo stated that was is not in compliance with the Open
369 Meetings Act. Tracy said they were in the process of putting up a website and his policy is that not
370 everything they do is subject to the Open Meetings Act. He did not think they were violating the
371 Open Meetings Act. Rosales spoke about the Access Initiative advertisement that was in Sunday's
372 newspaper and how it needs to be accessible so the public can engage. There are a lot of questions
373 in the community as to how \$9 million is being spent and how families in need can be referred for
374 services.

375
376 Knott exited the meeting and Langenheim returned to the meeting at 7:33 p.m.

377
378 Petrie urged the Access Initiative staff to check out how much information needs to be
379 available in the public domain because it is a federally funded project.

380
381 **MOTION** by Betz to receive and place on file the Access Initiative Project Presentation;
382 seconded by Ammons. **Motion carried with unanimous support.**

383
384 **Monthly Reports**

385
386 **MOTION** by James to receive and place on file the Animal Control December 2010,
387 Emergency Management Agency January 2011, Head Start January 2011, Probation & Court
388 Services December 2010, and Public Defender October 2010 monthly reports; seconded by
389 Holderfield.

390
391 Knott returned and Kurtz exited the meeting at 7:36 p.m.

392
393 **Motion carried with unanimous support.**

394
395 **Other Business**

396
397 Rosales asked how Board members could request agenda items under the Justice & Social
398 Services section. Richards recommended Board members email Busey and him by the Monday of
399 the week before the meeting with any agenda items. .

400
401 **Chair's Report**

402
403 Richards said the CACJ's legislative committee working with Representative Jakobssen's
404 office.

405
406 Kurtz returned to the meeting at 7:40 p.m.

407
408 **POLICY, PERSONNEL, & APPOINTMENTS**

409 **Appointments/Reappointments**

410 **Lincoln Legacy Committee**

411
412 **MOTION** by Weibel to appoint Kay Grabow to the Champaign County Lincoln Legacy
413 Committee for a term from March 1, 2011 to February 28, 2014; seconded by Betz.

414 Petrie asked about the committee's purpose. Weibel and Ammons explained the committee
415 works on historical issues related to Abraham Lincoln in Champaign County.

416
417 **Motion carried with unanimous support.**

418
419 Champaign County Board Special Committee – Strategic Planning Committee

420
421 **MOTION** by Weibel to reestablish the Strategic Planning Committee and appoint Thomas
422 Betz, Carol Ammons, Brendan McGinty, and Alan Nudo to serve on said committee with McGinty
423 as Chair; seconded by Alix.

424
425 Weibel described that the committee's membership has been expanded since the last County
426 Board term. It will look at a variety of subjects and long-term planning, including a review of
427 revenue sources, succession planning for different departments, and trying to incorporate green
428 initiatives. Weibel asked Board members to forward any strategic planning ideas to McGinty or
429 him.

430
431 **Motion carried with unanimous support.**

432
433 Assistant Deputy Chair – Policy

434
435 **MOTION** by Weibel to appoint James Quisenberry as the Assistant Deputy Chair – Policy
436 to replace Christopher Alix; seconded by Betz.

437
438 Weibel asked Alix to confirm that he wished to step down as the Assistant Deputy Chair –
439 and for Quisenberry to confirm his willingness to be appointed to the position.

440
441 **Motion carried with unanimous support.**

442
443 Labor Committee

444
445 **MOTION** by Weibel to appoint Christopher Alix to replace himself on the Labor
446 Committee; seconded by McGinty. **Motion carried with unanimous support.**

447
448 Champaign County Board Special Committee – VAC Committee

449
450 **MOTION** by Weibel to establish the Strategic Planning Committee and appoint Ralph
451 Langenheim, Lloyd Carter, Giraldo Rosales, Stan James, and Stephanie Holderfield to serve on said
452 committee with Langenheim as Chair; seconded by Betz.

453
454 Weibel said the VAC (Veterans Assistance Commission) Committee was formed to work
455 with county veterans and the Veterans Assistance Commission. The commission has the legal right
456 to ask for funding from the County Board, but the County Board sets the rules. There needs to be
457 some agreement about how the two will operate in step before any funding could be established.
458 The County has to provide office space for the commission, but everything hinges on first setting
459 the rules. Ammons asked if the committee would be getting a proposed budget from the Veterans

460 Assistance Commission. Weibel said the committee will make recommendations to the County
461 Board.

462

463 **Motion carried with unanimous support.**

464

465 **County Administrator**
466 **Vacant Positions Listing**

467

468 The vacant positions listing was provided for information only.

469

470 **Recommendation for Award of Contract pursuant to RFP 2011-002 – Fiber Optic/Structured**
471 **Cabling for 202 Art Bartell Construction Project**

472

473 Busey recommended awarding a contract to Champaign Telephone Company in the amount
474 of \$43, 684.17 pursuant to RFP #2011-002 for the 202 Art Bartell construction project.

475

476 **MOTION** by McGinty to award the contract to Champaign Telephone Company in the
477 amount of \$43, 684.17 pursuant to RFP #2011-002 for the Fiber Optic/Structured Cabling for 202
478 Art Bartell Construction Project; seconded by Jay.

479

480 Alix stated he needed to abstain from the vote because this vendor is a client of the firm in
481 which he owns a controlling interest.

482

483 **Motion carried with Alix abstaining.**

484

485 **Request Approval of Process of Evaluation for Responses to RFQ 2011-004**

486

487 Busey requested the Board's endorsement of the evaluation of the responses to RFQ #2011-
488 044 for employee health insurance and related benefits broker consultant services. Nine responses
489 were received and the recommendation for the evaluation committee was to include one
490 representative from each employee group. The evaluation committee includes one AFSCME
491 representative, one FOP representative, one non-bargaining employee, two County Board member
492 to be named by Chair Weibel, Busey, and Debbie Chow.

493

494 Petrie asked for a estimate of cost because Berkson questioned why this services could not
495 be done in-house at the last meeting. Busey stated there was no cost to the County because brokers
496 are typically paid by the health insurance providers who end up being contracted. This is true
497 throughout the industry for health insurance services. This has not been done in-house for fifteen
498 years and the County does not have the expertise in-house to perform this service.

499

500 **MOTION** by Alix to approve the Process of Evaluation for Responses to RFQ 2011-004
501 and to establish the seven-member Health Insurance Broker Selection Committee; seconded by
502 James.

503

504 Weibel nominated Berkson and Sapp as the committee's County Board members. They
505 both accepted the nominations.

506 In response to a procedural question from Ammons, Busey explained this committee is
507 designated by the Committee of the Whole as an evaluation process. She hopes the committee will
508 begin working tomorrow morning and bring a recommendation back to the March 8th meeting.
509

510 Alix and James accepted the County Board appointees as a friendly amendment.
511

512 **Motion carried with unanimous support.**
513

514 Committee Action Items Not Required to be Forwarded to County Board for Approval
515

516 Busey stated this items was supplied for information only per a request at the last meeting. It
517 documents the items approved and completed at committee pursuant to the policies of the County
518 Board. Any time a report is received and placed on file by a committee, it is not forwarded to the
519 County Board. Any work direction to administrative staff does not go to the Board for approval.
520 Ammons wanted to bring possible changes about the Committee of the Whole structure in the
521 future. Petrie thanked Busey for providing information because she made this request.
522

523 Emergency Management Agency

524 Request to Submit Proposed New Position to Job Content Evaluation Committee
525

526 **MOTION** by Betz to submitted the proposed new position of Deputy Director of EMA to
527 the Job Content Evaluation Committee for review and recommendation of appropriate classification
528 and description; seconded by Kurtz. **Motion carried with unanimous support.**
529

530 County Clerk

531 Recommendation to Remove "Early Application" Discount for County Liquor License Fee
532

533 **MOTION** by Kurtz to approve the amendments to remove the early application discount
534 from the Champaign County Liquor Ordinance; seconded by Richards. **Motion carried with**
535 **unanimous support.**
536

537 Other Business
538

539 Knott congratulated the County Clerk on the birth of his new child.
540

541 Chair's Report
542

543 There was no Chair's report.
544

545 Designation of Items to be Placed on County Board Consent Agenda
546

547 Agenda items 9.A.1-5 and D.1 were designated for the consent agenda.
548
549
550
551

552 **FINANCE**

553 **Budget Amendments & Transfers**

554 **Budget Amendment #11-00014**

555
556 **MOTION** by Jones to recommend to the County Board approval of Budget Amendment
557 #11-00014 from Fund 108 Developmental Disability Fund – Department 050 Developmental
558 Disability Board for increased appropriations of \$3,000 for the Professional Services line with no
559 increased revenue; seconded by Kurtz. **Motion carried with unanimous support.**

560
561 **Budget Transfer #11-00003**

562
563 **MOTION** by Kurtz to recommend to the County Board approval of Budget Transfer #11-
564 00003 from Fund 090 Mental Health – Department 053 Mental Health Board for transfers of \$5,383
565 to the Regular Full-Time Employees line from the Professional Services line, \$412 to the Social
566 Security-Employer line from the Professional Services line, \$560 to the IMRF-Employer Cost line
567 from the Professional Services line, and \$22 to the Workers' Compensation Insurance line from the
568 Professional Services line; seconded by Anderson. **Motion carried with unanimous support.**

569
570 **Budget Amendment #11-00015**

571
572 **MOTION** by Jones to recommend to the County Board approval of Budget Amendment
573 #11-00015 from Fund 476 Self-Funded Insurance – Department 118 Property/Liability Insurance
574 for increased appropriations of \$17,217 for the Property Loss/Damage Claims line with increased
575 revenue of \$17,217 from the Insurance Claims Reimbursement line; seconded by Kurtz. **Motion**
576 **carried with unanimous support.**

577
578 **Children's Advocacy Center**

579 **Request Approval of Renewal of the Violent Crime Victims Assistance Grant from the Illinois**
580 **Attorney General, Request Approval of Application for Funding from the Champaign County**
581 **Mental Health Board, and Request Approval of Application for Continued Funding from the Illinois**
582 **Criminal Justice Information Authority – Agreement #210216**

583
584 **MOTION** by Jay to approve the renewal of the Violent Crime Victims Assistance Grant
585 from the Illinois Attorney General, the application for funding from the Champaign County Mental
586 Health Board, and the application for continued funding from the Illinois Criminal Justice
587 Information Authority – Agreement #210216; seconded by

588
589 Petrie asked why the grants were not submitted to the Board before the application
590 deadlines. Busey explained the County's grant process allows any department to apply for a grant
591 before it is approved by the Board to meet an application deadline. A grant cannot be accepted
592 without County Board approval.

593
594 **Motion carried with unanimous support.**

595
596
597

598 **Hiring Freeze Waiver**
599 **Physical Plant Request to Fill Custodian Position**

600
601 **MOTION** by Ammons to approve a waiver of the hiring freeze t to allow Physical Plant to
602 fill a Custodian position effective February 16, 2011; seconded by Richards. **Motion carried with**
603 **unanimous support.**

604
605 **Treasurer**
606 **Monthly Report – January 2011**

607
608 Welch reported the GCF cash flow looking good and he hoped to reach March before the
609 fund has to borrow from other funds. This is thanks to Busey and the work of all the departments.
610 The County received \$230,000 in income tax from the state that was four months late.

611
612 Petrie had some questions about the Auditor’s Report and the Auditor was not present.
613 Welch declined to speak for the Auditor.

614
615 **MOTION** by Ammons to receive and place on file the Treasurer’s January 2011 report;
616 seconded by Jones. **Motion carried with unanimous support.**

617
618 **Auditor**
619 **Purchases Not Following Purchasing Policy**

620
621 No list of purchases not following the Purchasing Policy was provided.

622
623 **Monthly Report – January 2011**

624
625 **MOTION** by Betz to receive and place on file the Auditor’s January 2011 monthly report;
626 seconded by Kurtz. **Motion carried with unanimous support.**

627
628 **County Administrator**
629 **General Corporate Fund FY2010 Revenue/Expenditure Final Report**

630
631 Busey reported that it was very early in the fiscal year, so there is not much of projection.
632 The revenue side shows the most recent income tax payment. The County is receiving income tax
633 payments every month now, although they are four months late.

634
635 Michaels and Betz exited the meeting at 8:03 p.m.

636
637 Busey said General Government revenues are coming in on track.

638
639 Weibel exited the meeting at 8:04 p.m.

640
641 Busey remarked that Rents and Royalties appears to be \$400,000 positive because of the
642 ILEAS rent payment. This was not budgeted rent payment because it is from amendment to the
643 ILEAS lease. The County Board identified that this rent payment should simply remain in the GCF

644 fund balance to help rebuild the fund balance. The expenditure side simply projects the GCF will
645 spend what is budgeted.

646
647 Weibel returned at 8:05 p.m.

648
649 Alix asked if the Rents and Royalties line was exclusively for the ILEAS lease. Busey
650 answered that it includes other rents and royalties. Petrie asked what SLEP was. Busey said SLEP
651 is the retirement for the Sheriff's staff who are deputized, both Corrections and Law Enforcement.

652
653 General Corporate Fund Budget Change Report

654
655 Busey noted this report documents the adopted changes to the budget since December 1st.

656
657 Harris & Harris Monthly Collections Report

658
659 The report was provided.

660
661 **MOTION** by Jones to receive and place on file the County Administrator's reports and the
662 Harris & Harris report; seconded by Rosales. **Motion carried with unanimous support.**

663
664 Memorandum of Understanding with AFSCME Regarding Administrative Secretary Position in the
665 Auditor's Office

666
667 **MOTION** by Rosales to approve the Memorandum of Understanding with AFSCME
668 regarding the Administrative Secretary position in the Auditor's Office; seconded by Ammons.
669 **Motion carried.**

670
671 Resolution for the Abatement and Reduction of Taxes Heretofore Levied for the Payment of Bonds

672
673 **MOTION** by Jones to approve the Resolution for the Abatement and Reduction of Taxes
674 Heretofore Levied for the Payment of Bonds; seconded by James.

675
676 Petrie asked what the resolution is for. Busey explained that every bond listed in the
677 resolution are general obligation bonds, alternate revenue source. All general obligation bonds are
678 backed by a property tax. When the County Board adopted these bonds, it stated they would be
679 paid with an alternate revenue source. The Courthouse bonds are paid from the Quarter Cent for
680 Public Safety Sales Tax. The ERI bonds are paid from the One Cent Sales Tax. The Nursing Home
681 General Obligation Bonds are pledged with the Quarter Cent Sales Tax, though they are now being
682 paid by a transfer from the Nursing Home to GCF. As a result, the County Board has to tell the
683 County Clerk to abate the property tax required by the bond ordinances. This is done every
684 February.

685
686 **Motion carried with unanimous support.**

687
688 James and Knott exited the meeting at 8:10 p.m.

689

690 Closed Session Pursuant to 5 ILCS 120/2(c)2 for Deliberations Concerning Salary Schedules for
691 One or More Classes of Employees

692 **MOTION** by Quisenberry to enter into a closed session pursuant to 5 ILCS 120/2(c)2 for
693 deliberations concerning salary schedules for one or more classes of employees. He further moves
694 the following individuals remain present: County Administrator, County's legal counsel, the
695 Recording Secretary, and any elected officials or department heads. The motion was seconded by
696 Alix. **Motion carried with a roll call of 17 to 2.** Alix, Ammons, Anderson, Bensyl, Berkson,
697 Holderfield, Jay, Jones, Kurtz, McGinty, Nudo, Petrie, Quisenberry, Richards, Rosales, Sapp, and
698 Weibel voted in favor of the motion. Langenheim and O'Connor voted against the motion. The
699 Board entered into closed session at 8:10 p.m. and resumed open session at 8:24 p.m.

701

702 **Other Business**

703

704 There was no other business.

705

706 **Chair's Report**

707

708 There was no Chair's report.

709

710 **Designation of Items to be Placed on County Board Consent Agenda**

711

712 Agenda items 10.A1-3, B.1-3, and F.5 were designated for the consent agenda.

713

714 **APPROVAL OF CLOSED SESSION MINUTES**

715

716 **MOTION** by O'Connor to approve the Committee of the Whole minutes of October 12,
717 2010 and January 18, 2011; seconded by Jay. **Motion carried with unanimous support.**

718

719 **ADJOURN**

720

721 The meeting was adjourned the meeting at 8:26 p.m.

722

723 Respectfully submitted,

724

725 Kat Bork

726 Administrative Assistant

727

728 *Secy's note: The minutes reflect the order of the agenda and may not necessarily reflect the order of business conducted at the meeting.*

**Closed Meeting Minutes Review – Committee of the Whole
Finance/Policy, Personnel, & Appointments/Justice & Social Services
Also includes the Labor Committee
March 2011**

Is it necessary to protect the public interest or privacy of an individual?

Date of Minutes	Yes, Keep Confidential	No, Place in Open Files
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Finance Committee

June 28, 1990 <i>Performance Appraisal Subcommittee</i>		
December 12, 1990		
May 8, 1991		
December 18, 1991 <i>Performance Appraisal Subcommittee</i>		
November 16, 1992		
November 19, 1992 <i>Performance Appraisal Subcommittee</i>		
April 11, 1994 <i>Performance Appraisal Subcommittee</i>		
May 10, 1995		
May 18, 1995 <i>Performance Appraisal Subcommittee</i>		
December 13, 1995		
March 12, 1997		
May 22, 1997 <i>Performance Appraisal Subcommittee</i>		
June 11, 1997 – 7:04 p.m.		
June 11, 1997 – 7:44 p.m.		
July 13, 1999		
October 12, 1999 <i>Performance Appraisal Subcommittee</i>		
March 14, 2000		
May 9, 2000 – 7:54 p.m.		
May 9, 2000 – 8:12 p.m.		

June 13, 2000		
October 17, 2000		
December 12, 2000		
April 17, 2001		
November 13, 2001		
April 9, 2002		
February 19, 2003		
April 23, 2003		
May 21, 2003		
October 8, 2003 – 7:51 p.m.		
October 8, 2003 – 8:09 p.m.		
October 15, 2003		
October 28, 2003		
January 21, 2004		
February 18, 2004		
April 21, 2004 – 7:55 p.m.		
April 21, 2004 – 8:12 p.m.		
May 19, 2004		
August 27, 2004 <i>Performance Appraisal Subcommittee</i>		
September 14, 2004 <i>Performance Appraisal Subcommittee</i>		
September 22, 2004		
October 20, 2004		
June 9, 2005 – 7:46 p.m.		
June 9, 2005 – 7:59 p.m.		

August 24, 2005 <i>Performance Appraisal Subcommittee</i>		
August 26, 2005 <i>Performance Appraisal Subcommittee</i>		
August 31, 2005 11:34 a.m. <i>Performance Appraisal Subcommittee</i>		
August 31, 2005 12:02 p.m. <i>Performance Appraisal Subcommittee</i>		
October 6, 2005		
October 26, 2005		
January 23, 2006 <i>Performance Appraisal Subcommittee</i>		
February 3, 2006 <i>Performance Appraisal Subcommittee</i>		
February 6, 2006 <i>Performance Appraisal Subcommittee</i>		
May 4, 2006 – 7:51 p.m.		
May 4, 2006 – 8:29 p.m.		
June 8, 2006		
August 24, 2006 <i>Performance Appraisal Subcommittee</i>		
September 1, 2006 <i>Performance Appraisal Subcommittee</i>		
September 14, 2006 <i>Performance Appraisal Subcommittee-Supervisor of Assessments</i>		
September 14, 2006 <i>Performance Appraisal Subcommittee-County Administrator of Finance & HR Management</i>		
September 14, 2006		
October 5, 2006		
May 10, 2007		
August 16, 2007 <i>Performance Appraisal Subcommittee</i>		
September 12, 2007 <i>Performance Appraisal Subcommittee</i>		
December 6, 2007 – 7:22 p.m.		
December 6, 2007 – 7:44 p.m.		

February 7, 2008 – 7:57 p.m.		
February 7, 2008 – 8:16 p.m.		
May 8, 2008		
August 26, 2008 <i>Performance Appraisal Subcommittee-County Administrator of Finance & HR Management</i>		
August 26, 2008 <i>Performance Appraisal Subcommittee-Supervisor of Assessments</i>		
September 12, 2008 <i>Performance Appraisal Subcommittee-County Administrator of Finance & HR Management</i>		
September 12, 2008 <i>Performance Appraisal Subcommittee-Supervisor of Assessments</i>		
October 9, 2008		
August 6, 2009		
September 10, 2009		

Policy, Personnel, & Appointments Committee

June 4, 1990 <i>Performance Appraisal Subcommittee</i>		
February 8, 1991 <i>Performance Appraisal Subcommittee</i>		
March 7, 1991 <i>Performance Appraisal Subcommittee</i>		
February 20, 1992 <i>Performance Appraisal Subcommittee</i>		
February 24, 1992 <i>Performance Appraisal Subcommittee</i>		
February 26, 1992 <i>Performance Appraisal Subcommittee</i>		
March 10, 1992 <i>Performance Appraisal Subcommittee</i>		
April 14, 1992 <i>Performance Appraisal Subcommittee</i>		
May 12, 1992 <i>Performance Appraisal Subcommittee</i>		
December 9, 1992		
May 4, 1993		

<i>Search Subcommittee</i>		
May 14, 1993 <i>Search Subcommittee</i>		
May 21, 1993 <i>Search Subcommittee</i>		
June 24, 1993 <i>Search Subcommittee</i>		
January 7, 1994 <i>Performance Appraisal Subcommittee</i>		
February 17, 1995 <i>Performance Appraisal Subcommittee</i>		
August 7, 1996 <i>Performance Appraisal Subcommittee</i>		
June 10, 1997		
July 14, 1998		
March 22, 1999		
November 8, 1999 <i>Performance Appraisal Subcommittee</i>		
January 13, 2000		
February 16, 2000 <i>Performance Appraisal Subcommittee</i>		
June 12, 2000		
August 21, 2000		
May 9, 2002		
September 16, 2003		
March 30, 2004		
April 27, 2004		
May 18, 2004		
September 21, 2004		
June 8, 2005 – 8:28 p.m.		
June 8, 2005 – 8:40 p.m.		
October 5, 2005		

April 5, 2006		
August 24, 2006		
September 6, 2006		
June 6, 2007		
August 8, 2007		
January 9, 2008		
February 6, 2008		
March 4, 2009		
April 8, 2009		

Justice & Social Services

January 2, 1990 <i>Performance Appraisal Subcommittee</i>		
January 5, 1990 <i>Performance Appraisal Subcommittee</i>		
February 9, 1990 <i>Performance Appraisal Subcommittee</i>		
September 17, 1990		
December 5, 1990		
January 29, 1991 <i>Performance Appraisal Subcommittee</i>		
January 30, 1991 <i>Performance Appraisal Subcommittee</i>		
February 20, 1991 <i>Performance Appraisal Subcommittee</i>		
May 1, 1991		
October 30, 1991 <i>Performance Appraisal Subcommittee</i>		
November 20, 1991 <i>Performance Appraisal Subcommittee</i>		
November 25, 1991 <i>Deputy Sheriff Merit Commission</i>		
December 3, 1991 <i>Performance Appraisal Subcommittee</i>		
October 1, 1992 <i>Performance Appraisal Subcommittee</i>		

October 9, 1992 <i>Performance Appraisal Subcommittee</i>		
October 29, 1992 <i>Performance Appraisal Subcommittee</i>		
November 17, 1992		
November 17, 1993 <i>Search Subcommittee for CCNH Administrator</i>		
December 13, 1993 <i>Search Subcommittee for CCNH Administrator</i>		
January 28, 1994 <i>Performance Appraisal Subcommittee</i>		
August 19, 1994 <i>Search Subcommittee for ESDA Coord.</i>		
September 6, 1994 <i>Search Subcommittee for ESDA Coord.</i>		
September 8, 1994 <i>Performance Appraisal Subcommittee</i>		
September 16, 1994 <i>Performance Appraisal Subcommittee</i>		
May 3, 1995 <i>Performance Appraisal Subcommittee</i>		
July 27, 1995 <i>Performance Appraisal Subcommittee</i>		
February 7, 1996		
February 29, 1996 – 10:11 a.m. <i>Performance Appraisal Subcommittee</i>		
February 29, 1996 – 3:01 p.m. <i>Performance Appraisal Subcommittee</i>		
December 19, 1996 <i>Performance Appraisal Subcommittee</i>		
April 7, 1997 <i>Performance Appraisal Subcommittee</i>		
May 21, 1997 <i>Performance Appraisal Subcommittee</i>		
April 28, 1999/May 3, 1999 <i>Performance Appraisal Subcommittee</i>		

June 9, 1999		
July 7, 1999 – #1		
July 7, 1999 – #2		
July 5, 2000 <i>Performance Appraisal Subcommittee</i>		
July 12, 2000 <i>Performance Appraisal Subcommittee</i>		
July 21, 2000		

<i>Performance Appraisal Subcommittee</i>		
September 14, 2000		
April 17, 2001		
October 3, 2001		
November 7, 2001		
June 5, 2002		
July 9, 2003		
August 25, 2004 <i>Performance Appraisal Subcommittee</i>		
August 26, 2004 <i>Performance Appraisal Subcommittee</i>		
September 23, 2004 <i>Performance Appraisal Subcommittee</i>		
September 28, 2004 <i>Performance Appraisal Subcommittee</i>		
October 6, 2004 – #1		
October 6, 2004 – #2		
November 3, 2004		
February 7, 2005		
May 5, 2005 <i>Nursing Home Administrator Search Subcommittee</i>		
May 13, 2005 <i>Nursing Home Administrator Search Subcommittee</i>		

May 26, 2005 <i>Nursing Home Administrator Search Subcommittee</i>		
June 6, 2005 <i>Nursing Home Administrator Search Subcommittee</i>		
June 8, 2005 <i>Nursing Home Administrator Search Subcommittee</i>		
August 24, 2005 <i>Performance Appraisal Subcommittee</i>		
August 31, 2005 <i>Performance Appraisal Subcommittee</i>		

October 3, 2005		
August 24, 2006 <i>Performance Appraisal Subcommittee-Nursing Home Administrator</i>		
August 24, 2006 <i>Performance Appraisal Subcommittee EMA Director</i>		
September 14, 2006 <i>Performance Appraisal Subcommittee-Nursing Home Administrator</i>		
September 14, 2006 <i>Performance Appraisal Subcommittee-EMA Director</i>		
October 2, 2006		
August 17, 2007 <i>Performance Appraisal Subcommittee-Nursing Home Administrator</i>		
August 17, 2007 <i>Performance Appraisal Subcommittee-EMA Director</i>		
September 17, 2007 <i>Performance Appraisal Subcommittee-Nursing Home Administrator</i>		
September 17, 2007 <i>Performance Appraisal Subcommittee-EMA Director</i>		
October 1, 2007		
August 26, 2008 <i>Performance Appraisal Subcommittee</i>		
September 12, 2008 <i>Performance Appraisal Subcommittee</i>		
October 6, 2008		

Labor Committee

October 29, 1993		
November 12, 1993		
November 22, 1993		
January 5, 1994		
February 8, 2001		
February 20, 2001		
February 26, 2001		
April 12, 2001		

May 3, 2001		
May 16, 2001		
August 23, 2001		
August 30, 2001		
September 17, 2001		
December 6, 2001		
December 13, 2001		
January 9, 2002		
January 17, 2002		
August 13, 2002		
September 6, 2002		
January 15, 2003		
February 5, 2003		
March 3, 2003		
March 13, 2003		

April 3, 2003		
April 14, 2003		
April 16, 2003		
August 4, 2003 – 4:05 p.m.		
August 4, 2003 – 4:24 p.m.		
August 25, 2003		
September 29, 2003		
October 5, 2003		
December 10, 2003		

December 15, 2003		
March 2, 2004		
April 23, 2004		
August 17, 2004		
January 12, 2005		
February 10, 2005		
March 17, 2005		
June 9, 2005		
January 24, 2006		
April 3, 2006		
June 21, 2006		
July 5, 2006		
July 12, 2006		
August 2, 2006		

September 5, 2006		
November 9, 2006		
January 30, 2007		
February 21, 2007		
February 6, 2008		
April 9, 2008		
October 1, 2008		
February 10, 2009		
August 17, 2009		
September 24, 2009		

May 7, 2010		
May 19, 2010		
*September 19, 2010		
*October 27, 2010		

Committee of the Whole

April 13, 2010		
May 11, 2010		
June 15, 2010 – 8:35 p.m.		
June 15, 2010 – 8:55 p.m.		
*September 14, 2010		
*October 12, 2010		
* January 18, 2011		

***Minutes not previously approved in semi-annual review.**