1 2 3	CHAMPAIGN COUNTY BOARD COMMITTEE OF THE WHOLE MINUTES		
4 5 6	Finance; Policy, Personnel, & Appointments; Justice & Social Services Tuesday, August 15, 2017 Lyle Shields Meeting Room		
7 8 9 10 11 12	MEMBERS PRESENT:	Jack Anderson, Brad Clemmons, Lorraine Cowart, Shana Crews, Aaron Esry, Stephanie Fortado, Jim Goss, Stan Harper, Josh Hartke, Robert King, Brooks Marsh, Jim McGuire, Max Mitchell, Kyle Patterson, Pattsi Petrie, Jon Rector, Giraldo Rosales, Stephen Summers, James Tinsley, C. Pius Weibel	
13	MEMBERS ABSENT:	Christopher Alix, Diane Michaels	
14 15 16 17 18	OTHERS PRESENT:	Paula Bates (Supervisor of Assessments), John Farney (Auditor), Gordy Hulten (County Clerk), Tami Ogden (Deputy County Administrator/Finance), Kay Rhodes (Administrative Assistant), Rick Snider (County Administrator), Dan Welch (Treasurer)	
19 20	CALL TO ORDER		
21 22	Weibel called the m	eeting to order at 6:30 p.m.	
23 24	ROLL CALL		
25 26 27 28 29	Harper, Hartke, Marsh, Mc	roll. Anderson, Clemmons, Cowart, Crews, Esry, Fortado, Goss, Guire, Mitchell, Petrie, Rosales, Summers, and Weibel were present clishing the presence of a quorum.	
30	Patterson, Rector, ar	nd Tinsley entered the meeting at 6:32 p.m.	
31 32	APPROVAL OF AGEND	A/ADDENDA	
33 34 35 36	MOTION by Rosa carried with unanimous st	ales to approve the Agenda/Addenda; seconded by Goss. Motion apport.	
37	APPROVAL OF MINUT	<u>ES</u>	
38 39 40 41	MOTION by Mitc Motion carried with unan	hell to approve the minutes of June 13, 2017; seconded by Esry. imous support.	
42	PUBLIC PARTICIPATION	<u>DN</u>	
43 44 45 46 47	Executive. James Kilgore	ris Murray spoke regarding the proposed salary for the County spoke in response to the Sherriff's presentation at the Facilities 17. Claudia Lenhoff spoke regarding the Champaign County Nursing	

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COMMUNICATIONS
There were no committee communications.
JUSTICE & SOCIAL SERVICES
Monthly Reports
All reports were received and placed on file.
Other Business
There was no other business.
Chair's Report
There was no Chair's report.
FINANCE
Treasurer
Monthly Report
Treasurer's June and July 2017 monthly reports were received and placed on file.
Cash Flow Projection Report Presentation
Welch stated that the nursing home's July payables were approximately \$262,000 and the projected payables for July were \$527,000. Welch considered July a transition month from MPA to SAK, Management.
Welch stated that the nursing home's cash balance as of August 15, 2017 was approximately \$359,000 and this is a payroll week. The payroll will be \$235,000. Anticipated payables for August are \$489,000 and so far, payables are at \$173,000. Anticipated revenue for August is \$898,000 and thus far, \$418,000 has been received. The cash balance minus the loan to the nursing home is \$59,000. He reiterated that his report is a snapshot of the nursing home's cash balance as of August 15, 2017.
Concerns were raised regarding 3-payrolls in September. Weibel indicated that a resolution for an additional loan would be brought to the County Board later this month.
Welch stated that the cash balance for the General Corporate Fund was at \$3,995,000 million. However, any unpaid items by the nursing home at the end of the year will come off the fund balance.
MOTION by Esry to recommend County Board approval of a resolution authorizing the cancellation of the appropriate Certificate of Purchase on a mobile home, permanent parcel 20-032-0246; seconded by Mitchell. Motion carried with unanimous support.

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95 <u>Auditor</u>96 Monthly Report

The Auditor's report of June and July 2017 monthly reports and the Quarterly Financial report was received and placed on file.

Nursing Home Accounts Payable Update

Farney reported that as of August 10, 2017, the nursing home owes a total of \$3,495,313.58 to its vendors. The nursing home owes the County the greatest amount:

General Corporate Fund	\$232,634.43
Highway Fund	\$ 386.90
Capital Asset Replacement Fund	\$ 15,510.00
IMRF Fund	\$292,476.81
Social Security Fund	\$282,072.72
Self-Funded Insurance Fund	\$200,447.77

 Farney reported that the nursing home is also obligated in the form of a loan for nursing home boiler replacement, for \$226,802. The FY2016 Debt Service reimbursement of \$262,114 and the FY2017 Debt Service interest payment of \$21,334.99 have not been made either.

Farney also discussed the County Board's authorization on June 21, 2017 for a loan to the nursing home if necessary. A loan of \$50,000 was made to the Nursing Home to cover payroll shortfall. On July 6, 2017, an additional loan of \$185,000 was made to the Nursing Home to cover payroll shortfall. He indicated that the nursing home continues to have \$15,000 available from the General Corporate Fund under previous County Board authorization. Farney explained that this brings the total obligation to Champaign County to \$1,768,779.62. This total is an increase of \$83,362.50 from July 10, 2017.

Nursing Home

SAK Management Presentation

Suzanne Koenig and the SAK Management team gave a presentation on their recent activities and progress at the nursing home. They have cleared every outstanding violation with the Illinois Department of Public Health as of last week with the help of the nursing home staff and the new nursing home administrator. Additional training has been implemented where it was lacking. They have met with local hospital discharge planners. A new marketing program will be implemented throughout the area very soon.

Koenig indicated that when SAK assumed responsibility for the nursing home there were 15 openings for CNAs and 13 have been hired. This action will have a direct effect on the inflated overtime numbers. Koenig also reminded the committee that negative discussions in the media regarding the nursing home have an impact on the residents and staff.

Koenig recognized that the nursing home's food service was an important issue, which needed immediate attention. She explained that they have reduced the food cost from \$9.98/per resident day to \$5.25/per resident day. The menus have not been changed and it is the same food.

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Koenig stated that they have also terminated several outside consulting contracts for items that can be managed in-house. Additionally, four non-care related administrative positions were eliminated. Koenig also noted that they are catching up on Medicare Part B billing going back to October 2016.

The nursing home cash flow reports for May and June 2017 were received and placed on file.

Budget Amendments/Transfers

MOTION by Rosales to recommend County Board approval of a resolution authorizing **Budget Transfer 17-00003** for Fund/Dept. 080 General Corporate/025 Supervisor of Assessments for \$22,000 for Apex Project to digitize 7,730 property record cards; seconded by King. **Motion carried with unanimous support.**

MOTION by Summers to recommend County Board approval of **Budget Amendment 17-00033** for Fund/Dept. 350 Highway Facility Bond Debt Service/010 County Board with increased appropriations of \$869 and no matching revenue to close out debt service fund due to retirement of bond issue 2007B in FY2016; seconded by Cowart. **Motion carried with unanimous support.**

MOTION by King to recommend County Board approval of **Budget Amendment 17-00034** for Fund/Dept. 619 Tax Sale Automation/026 Treasurer with increased appropriations of \$3,000 and no matching revenue for increase in salary for temporary position: seconded by Rector. **Motion carried with unanimous support.**

MOTION by Summers to recommend County Board approval of a resolution authorizing **Budget Amendment 17-00035** for Fund/Dept. 621 States Attorney Drug Forfeitures/041 State's Attorney with increased appropriations of \$12,500 and no matching revenue for research, computer equipment, and conferences; seconded by Weibel. **Motion carried with unanimous support.**

State's Attorney

MOTION by Hartke to recommend County Board approval of a resolution authorizing an ICJIA grant extension for the period of October 1, 2017-December 31, 2017; seconded by Cowart. **Motion carried with unanimous support.**

MOTION by Anderson to recommend County Board approval of a resolution authorizing a Violent Crime Victims Assistance Program Grant Agreement 18-0410; seconded by King. **Motion carried with unanimous support.**

County Administrator

Impact of State Reduction in Income Tax Distributions

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Snider referred to the memo in the packet, which provided the background information and the impact on local government regarding the state reduction in income tax distributions. Ogden reviewed the information for the committee.

In July 2017, the General Assembly increased the state income tax rate from 3.75% to 4.95%. Local governments will not receive a share of this additional revenue. Instead, the state legislature imposed a one-year, 10% reduction in Local Government Distributive Fund (LGDF) revenue in conjunction with accelerating the distribution of income tax payments by 60-days. Analyzing the impact of the cut and acceleration of payments is further complicated by the recent volatility in income tax disbursements. This analysis assumes the state will have sufficient cash flow allowing the Comptroller to facilitate the accelerated payments.

It is anticipated that Champaign County will receive two income tax distributions in both August and September 2017. May and June collections will be distributed at 100% and the remaining distributions through the end of the County's fiscal year will be at 90%. Due to the acceleration of payments, December collections, which have historically been distributed in March, will be posted to FY2017 allowing for an additional month of revenue to be recorded in the current fiscal year. When factoring in the revenue reduction, accelerated payments, income tax performance and application to the County's fiscal year, it is estimated that the county will receive \$141,000 more in income tax revenue than it has been projecting over the last several months. Although this may seem like a positive for the County, there are two points of consideration: 1) Estimated income tax revenues are \$88,000 less than budgeted; 2) The 10% reduction in FY2017 is an estimated loss of \$136,000 in County revenue.

The reduction in revenue will continue through June 2018. January-December 2018 collections are anticipated to be distributed in February 2018-January 2019. The 10% reduction applied to the first half of FY2018 will result in a projected revenue loss of 5.6%, or approximately \$180,000.

FY2017 General Corporate Fund Budget Projection & Budget Change Reports

Ogden explained that there was some improvement in the income tax revenue line due to the anticipated receipt of the additional payment in 2017. However, in 2018, the County will lose approximately \$180,000. The resulting combined loss to the County is \$316,000. The only budget change comes from the Sheriff's office due to a budget amendment for \$16,564 for University of Illinois event coverage.

The reports were received and placed on file.

The Committee of the Whole recessed at 8:36 p.m. and resumed session at 8:44 p.m.

Other Business

Salaries-Sheriff, County Clerk, & Treasurer

Snider explained that since 2004, the County has followed a compensation model that classifies the elected department heads (other than the Sheriff and the Board Chair) into two groups that establishes a rough parity internally among members of the same group, and

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externally between the two groups, based upon responsibility levels. The first group includes the Auditor, Coroner, and Recorder; the second group includes the County Clerk, Treasurer, and Circuit Clerk. Compensation for group 1 officials was to be set at 96% of the compensation for group 2 officials.

The current compensation plan has successfully aligned the internal relationships of each of the two groups; however, due to a calculation error in the resolution passed in February 2016, the Auditor, Coroner, and Recorder each received an additional 2% increase, which caused the gap between group 1 and group 2 to narrow. Illinois law prohibits mid-term adjustments to salaries so no changes can be made until the next board term when salaries for those positions are again considered.

Inflation and the cost of living should be considered when setting the salaries. In the period from 1986 to 2017, the compound annual growth rate (CAGR) of Champaign County elected official salaries (not including the board chair) is 3.72%. However, most of that growth occurred in the early portion of that period. Since 2010, the CAGR for elected official salaries has been far more modest at 1.51%, while the inflationary CAGR has been 1.63%. As a group, salaries have not kept up with inflation during recent years.

Snider recommended freezing the salaries of the Sheriff, Treasurer, and County Clerk for the next two years during this period of fiscal austerity. This will keep the Treasurer and County Clerk salaries aligned with the Circuit Clerk within group two. In addition, this ensures that all department heads (except the State's Attorney) will experience salary freezes of the same duration (three years). Implement 2% increases in years 3 and 4 of the terms. In December 2020, the 96% ratio will be restored between groups one and two except for the Circuit Clerk; in the future, the County Board will have the opportunity to adjust that office's salary to fully restore the intended ratio if desired.

MOTION by McGuire to recommend County Board approval of resolutions establishing the salaries of the County Clerk and County Treasurer at \$93,781 and the Sheriff at \$117,269 with 2% increases scheduled for December 1, 2020 and December 1, 2021 for the term beginning December 1, 2018 through November 30, 2022; seconded by Cowart.

MOTION to Amend by Hartke to recommend County Board approval of a resolution establishing the salaries of the County Clerk, Sheriff and Treasurer for terms beginning December 1, 2018 with no increases for FY2018, FY2019, FY2020, and FY2021; seconded by Patterson. Motion failed with a roll call vote of 10-10. Fortado, Hartke, King, Patterson, Rosales, Summers, Tinsley, Weibel, Cowart, and Crews voted in favor of the motion. Esry, Goss, Harper, Marsh, McGuire, Mitchell, Petrie, Rector, Anderson, and Clemmons voted against the motion.

Original Motion carried with a roll call vote of 11-9. Esry, Goss, Harper, Marsh, McGuire, Mitchell, Petrie, Rector, Anderson, Clemmons, and Crews voted in favor of the motion. Fortado, Hartke, King, Patterson, Rosales, Summers, Tinsley, Weibel, and Cowart voted against the motion.

County Executive Salary

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Snider explained that the county executive is a new office approved by voters in 2016 and represents a change in the form of government for Champaign County. It combines many of the current duties of the county administrator with selected powers previously held by the County Board Chair.

The ultimate structure of the county executive office is shaped by law as well as the County Board. The County Executive statute sets forth the powers and duties of a County Executive. However, the County Board has considerable influence on this form of government with respect to establishing board rules, board policies, and the county budget.

Statute provides that salary decisions for elected positions be set no less than 180 days prior to the commencement of term of office. The county executive salary needs to be set at this time so that prospective candidates may determine whether they wish to be candidates for this position and begin to circulate petitions starting September 2017. Additionally, one month of FY18 will Include implementation of this form of government, and so the salaries should be determined as part of our current FY18 budgeting process. Therefore, it is appropriate that the County Board take up the matter of salary now to provide sufficient notice of the Board's intent.

Snider explained that the Illinois statute (55 ILCS 5/2-5012) requires that the salary of the county executive shall be not less than 1-1/2 times the amount of the compensation to which a member of the board is entitled. The State's Attorney indicates that the statute does not provide clear guidance on how to calculate the compensation as Champaign County Board members receive per diems in lieu of a salary. The only board position currently receiving a salary is the county board chair, which is set at \$29,274 for FY2018.

If the county executive position is structured as a full-time position, then it may be useful to compare it with those of other elected positions within county government. In this scenario, the position should be evaluated as other county elected officials such as a treasurer or sheriff. The salary range of other full-time elected officials in Champaign County has a minimum of \$91,612 (e.g. Auditor, Coroner, and Recorder) and a maximum of \$117,269 (Sheriff).

There is insufficient data to establish a compensation level through market-comparable counties as is the normal practice. For example, in the only other Illinois County possessing a county executive position, the approximate annual compensation for the executive is over \$140,000. It must be noted that Will County is a much larger entity than Champaign County with more than triple our population so it is not a fully satisfactory market-comparable entity.

Weibel pointed out that further consideration should also be given to the fact that the current County Administrator has a contract that ends on December 31, 2018, which is after the beginning day of the new County Executive. The County Board is obligated, under the current administrator contract, to indicate its intent to let Mr. Snider's contract expire, or to initiate negotiation for the extension or renewal of the contract beyond December 31, 2018 prior to July 1, 2018. Currently, the County Board Chair also has a \$20,000 life insurance policy that the county pays for. The County Board should consider if they want to continue this practice, or not, with the County Executive, and whether or not the new County Board Chair position should have this benefit or not. This decision does not have to be made at this time.

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Snider presented two salary options for the committee's consideration:

Option 1- The county executive serves as a full-time elected official as do our other elected department heads. This position functions as an active administrator of all county staff except those persons falling under the jurisdiction of the individual elected departments. In this case, the compensation should be appropriate for the expectation that an officeholder would devote sufficient time and attention to the Job. Such a position would be compensated in the range of other elected positions, slated to be \$91,612 to \$117,269 when the county executive would take office in 2018.

Option 2 - The county executive serves in a manner similar to the current board chair position, with significant delegation of administrative duties to a management staff. In this case, the compensation should be aligned with a position that requires less than full-time effort or involvement of day-to-day affairs. In this case, the compensation should probably be similar to, or at least in the same range as that of the current County Board Chair (\$29,274).

MOTION by Anderson to recommend County Board approval of a resolution establishing the salary for the County Executive at \$117,269 with 2% increases scheduled for December 1, 2020 and December 1, 2021 for the term beginning December 1, 2018 through November 30, 2022; seconded by Goss.

Hartke requested a roll call.

Substitute Motion by Weibel to recommend County Board approval of a resolution establishing the salary for the County Executive at \$29,274 with no increases through November 30, 2022; seconded by Patterson.

Anderson was concerned that qualified candidates would not come forward for \$29,274. He pointed out that the proposed salary of \$117,269 is \$13,000 less than the current County Administrator earns. The County Board approves the budget and the County Executive will need to work within those budget constraints.

Hartke pointed out the position could employ a Chief of Staff as well as a legal advisor. If this is the case, then the operational costs for the administrative functions of the department could escalate.

Summers stated that offering a higher salary did not necessarily guarantee that the elected individual would have a better skill set. He preferred that a trained administrator remain to assist the elected County Executive.

Goss stated that the County needs a strong leader to move the County forward. If the salary is set at \$29,274 then this individual will not have the necessary expertise and will hire additional staff to navigate County issues. The voters will not select someone that they do not have confidence in to run county government.

Patterson stated that this is a difficult job and a professional should manage the County, not a politician. He stated that the County Administrator currently reports to the County Board

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Chair, whose salary is \$29,274. Similarly, the County Administrator would report to the County Executive with a salary of \$29,274.

Tinsley said a higher salary did not guarantee a qualified candidate. Mitchell had concerns about approving the higher salary given the current budget issues. Petrie was concerned that the discussion was focusing around the salary of the County Executive and not in the context of the best combination of administrative personnel to operate the County and ways to fund and clearly define these positions.

Anderson envisioned a full-time County Executive who would work within the confines of the department's budget, which is ultimately approved by the County Board.

Weibel requested a roll call. Marsh encouraged the committee to put forth the type of salary that would attract a leader for county government. Cowart would not support the higher salary because of the County's other budget issues.

Substitute Motion failed with a roll call vote of 8-12. Fortado, Hartke, King, Patterson, Summers, Tinsley, Weibel, and Cowart voted in favor of the motion. Esry, Goss, Harper, Marsh, McGuire, Mitchell, Petrie, Rector, Rosales, Anderson, Clemmons, and Crews voted against it.

Weibel requested a roll call on the original motion; seconded by Hartke.

MOTION by Tinsley to recommend County Board approval of a resolution establishing the salary of the County Executive at \$67,000 per year; seconded by King. Discussion followed.

Petrie made a friendly amendment to Tinlsey's motion establishing the salary of the County Executive at \$70,000 with 2% increases scheduled for December 1, 2020 and December 1, 2021 for the term beginning December 1, 2018 through November 30, 2022; seconded by Cowart. **Motion failed with a roll call vote of 9-11.** Fortado, Hartke, King, Patterson, Petrie, Summers, Tinsley, Weibel, and Cowart voted in favor of the motion. Esry, Goss, Harper, Marsh, McGuire, Mitchell, Rector, Rosales, Anderson, Clemmons, and Crews voted against it.

Petrie offered a friendly amendment to Anderson's original motion establishing the County Executive's salary at \$100,000 with no increases through November 30, 2022. Anderson declined the friendly amendment.

MOTION to Amend by Petrie to recommend County Board approval of a resolution establishing the County Executive's salary at \$100,000 with no increases through November 30, 2022; there was no second.

Original Motion carried with a roll call vote of 12-8. Esry, Goss, Harper, Marsh, McGuire, Mitchell, Petrie, Rector, Rosales, Anderson, Clemmons, and Crews voted in favor of the motion. Fortado, Hartke, King, Patterson, Summers, Tinsley, Weibel, and Cowart voted against it.

County Board Chair Salary

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414 **MOTION** by Weibel to recommend County Board approval of a resolution establishing the 415 salary of the County Board Chair at \$5,000 for a term beginning December 1, 2018; seconded by 416 Patterson.

417 418

McGuire requested a friendly amendment setting the County Board Chair's salary at \$12,000. Weibel accepted the friendly amendment. **Motion carried.**

419 420 421

Cowart, Goss, Hartke, and Patterson left the meeting at 10:10 p.m.

422

Chair's Report

423 424 425

There was no Chair's report.

426 427

Designation of Items for the Consent Agenda

428 429

Items A3; D1-4; E1-2; were designated for the Consent Agenda.

430 431

POLICY, PERSONNEL, & APPOINTMENTS

Appointments/Reappointments

432 433 434

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MOTION by Weibel to recommend County Board approval of a resolution appointing Alfred Karcher to the Craw Cemetery Association; seconded by Esry. **Motion carried with unanimous support.**

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MOTION by Weibel to recommend County Board approval of resolutions appointing the following applicants to their respective drainage district commissions: Beaver Lake - Steve Hammel; Blackford Slough - LaVern Zehr; Conrad-Fisher - Harlan Trotter; Fountain Head -Robert Barker; Kankakee – Patrick Feeney; Kerr & Compromise – Wayne Emkes; South Fork – Richard Rice; #10 Town of Ogden – John Ehmen; Okaw – Larry Dallas; Owl Creek – Leonard Delaney; Pesotum Slough Special – Forrest Brewer; Prairie Creek – Stanley Wolken; Raup – Lester Wolken; Salt Fork – Dennis Bergman; Sangamon & Drummer – John Leonard; Silver Creek – Cecil Hudson; St. Joseph #3 – Charles Daly; Somer #1 – Chris Conerty; St. Joseph #6 – Bruce Stikkers; Union DD of Stanton & Ogden Townships – Les Olson; Triple Fork – Lowell Pete Johnson; Union DD of Philo & Crittenden – Robert Grove; Union DD of St. Joseph & Ogden - Daniel Duitsman; Union DD of South Homer & Sidney - Linda Lee Drozt; Upper Embarrass River Basin – Andrew Edwards; Union DD #1 of Philo & Urbana – Roy Douglas; West Branch - Stanley Wolken; Willow Branch - Steven Maddock; Wrisk - Steven Herriott; #2 Town of Scott - Daniel Noel; Pesotum Consolidated - Chris Hausman; Longbranch Mutual - Norman Uken; Nelson-Moore-Fairfield – John Heiser; seconded by Anderson. Motion carried with unanimous support.

453 454 455

MOTION by Weibel to recommend County Board approval of a resolution appointing Dwaine Horsch to the Sangamon & Drummer Drainage District Commission for an unexpired term ending 8/31/2019; seconded by Esry. **Motion carried with unanimous support.**

456 457 458

Auditor

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460	MOTION by Anderson to approve the travel reimbursement requests for the State's
461	Attorney's office; seconded by McGuire. Motion carried.
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463	County Clerk
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465	The June 2017 report, Semi-Annual report and July 2017 report were received and placed on file.
466	
467	County Administrator
468	Monthly HR Report
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470	The June and July reports was received and placed on file.
471	
472	ADA Settlement Agreement Compliance Update
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474	Ogden updated the committee on the ADA compliance agreement progress. Through prior
475	negotiations, the Department of Justice allowed the county to defer maintenance at the Sheriff's
476	Office, Correctional Center and Adult Detention Center until March 2018. While work at the
477	Adult Detention Center is scheduled to be completed in FY2017, no work has been undertaken at
478	the Sheriff's Office and Correctional Center. The cost projections for remediating access issues at
479	these locations is estimated to be \$175,000.
480	
481	On June 27, Ogden spoke with Dana Jackson. senior investigator assigned to Champaign
482	County, regarding the County's interest in closing the downtown facilities as well as the fiscal
483	challenges that the County presently faces. Following discussion, Mr. Jackson stated that the
484	County's request for an extension of the March 2018 deadline would be granted upon receipt of a
485	plan and timeline for exiting the facilities, or a timeline for remedying the access issues. It is
486	recommended that a formal request for extension of the compliance deadline, and a plan approved
487	by the County Board, be provided to the department no later than the original compliance deadline
488	of March 20, 2018.
489	
490	Other Business
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492	MOTION by Weibel to recommend County Board approval of a resolution appointing
493	Robert King as the Deputy Chair of the Justice & Social Services Committee of the Whole;
494	seconded by Esry. Motion carried with unanimous support.
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496	Chair's Report
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498	Rosales indicated that there were no upcoming appointments in September 2017.
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500	Designation of Items to be Placed on the Consent Agenda
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502	Items A1-3; and E1were designated for the Consent Agenda.
503	

OTHER BUSINESS

504

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506	MOTION by Esry to approve the closed session minutes of June 13, 2017; seconded by
507	Anderson. Motion carried with unanimous support.
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509	<u>ADJOURNMENT</u>
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511	Chair Weibel adjourned the meeting at 10:21 p.m.
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513	Respectfully submitted,
514	
515	Kay Rhodes,
516	Administrative Assistant
517	Please note the minutes reflect the order of the agenda and may not necessarily reflect the order of business conducted at the meeting.