



OFFICE OF THE CHAMPAIGN COUNTY EXECUTIVE

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Darlene A. Kloeppe, County Executive

MEMORANDUM

TO: Labor Committee Members
FROM: Darlene Kloeppe, County Executive
DATE: September 9, 2020
RE: November 3 Election Day off issues

Governor Pritzker recently signed a new law mandating that local governments close their offices on November 3, 2020, Election Day.

(10 ILCS 5/2B-10 new)

Sec. 2B-10. Election Day State holiday. Notwithstanding any other provision of State law to the contrary, November 3, 2020 shall be a State holiday known as 2020 General Election Day and shall be observed throughout the State. November 3, 2020 shall be deemed a legal school holiday for purposes of the School Code, State Universities Civil Service Act, and any other law designating a holiday. All government offices, with the exception of election authorities, shall be closed unless authorized to be used as a location for election day services or as a polling place.

As written, this new law applies only to the Nov 2020 election. The language of this law can be confusing on several other points, requiring further decisions by local officials.

Uniquely, this law requires all government offices to be closed, with the exception of election locations.

Brookens is an election location, while other county facilities are not. However, the building layout is such that the County Clerk's Office can be open while all others are closed, so logistically this should not pose difficulties for the county.

There are operational impacts of closure for offices whose employees get the day off. While productive time is lost, office closure will not affect those department budgets whose staff will not work that day, as a workday is budgeted equivalently for a day off. There is no reimbursement from the state associated with this day off

Depending on how the day off is defined, there are also financial implications for departments whose staff must work on that day, which are primarily bargaining unit staff in the Sheriff's Law Enforcement and Corrections divisions, Juvenile Detention Center, and possibly some Coroner and Animal Control staff.

This law designates Election Day as a State holiday. Local governments set their own holiday schedules. The County Board established 13 county holidays last December, not all of which

coincide with the state's list. Most holidays are the same, but state employees receive Lincoln's Birthday and Election Day, and county employees receive Spring Day and Christmas Eve.

The board has some options:

- Close offices and give an alternate day off for those who must work on Nov 3. (lost day of work for county employees - \$97,400)
- Exchange an already approved holiday for November 3 (budget neutral)
- Designate Nov 3 as an additional county holiday and pay those who work at holiday rates (budget impact of \$32,000)
- Require all staff to take one furlough day without pay to offset the cost of an additional paid day off (budget neutral)
- Other ideas ??

The County Clerk's Office specifically is excluded from the state's mandate, and these staff will be receiving regular time/overtime for a regular workday on Election Day. Should the county designate an additional county holiday, these staff likely would be entitled to holiday pay (budget impact of \$3000).

One additional consideration attention is whether the County Board might want to revise the holidays in future years.

I am hopeful that this analysis will give committee members useful information upon which to make decisions. Barb Mann from the State's Attorney's Office will be able to assist with legal questions.