



**CHAMPAIGN COUNTY BOARD
LABOR COMMITTEE**
County of Champaign, Urbana, Illinois
Thursday, April 11th – 4:30 p.m.

Jennifer Putman Meeting Room
Brookens Administrative Center
1776 E. Washington St., Urbana

Committee Members:

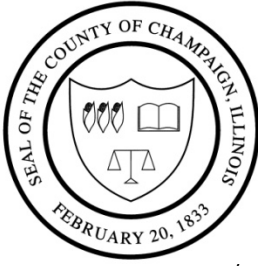
Emily Rodriguez – Chair
Aaron Esry
John Farney – Vice Chair
Stephanie Fortado
Donald Owen

Agenda Items

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- | | |
|--|-------|
| I. <u>Call to Order</u> | |
| II. <u>Roll Call</u> | |
| III. <u>Approval of Agenda</u> | |
| IV. <u>Approval of Minutes</u> | |
| A. February 2, 2023 | 1-2 |
| V. <u>Public Participation</u> | |
| VI. <u>New Business</u> | |
| A. Response to concerns about Champaign County Auditor's Office | 3-17 |
| B. Review of draft response to Champaign County Auditor's Office | 18-19 |
| VII. <u>Other Business</u> | |
| A. Approval of closed session minutes | |
| 1. February 2, 2023 (<i>to be distributed</i>) | |
| VIII. <u>Adjournment</u> | |

All meetings are at Brookens Administrative Center – 1776 E Washington Street in Urbana – unless otherwise noted. To enter Brookens after 4:30 p.m., enter at the north (rear) entrance located off Lierman Avenue. Champaign County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities. Please contact Administrative Services, 217-384-3776, as soon as possible but no later than 48 hours before the scheduled meeting.



CHAMPAIGN COUNTY BOARD
LABOR COMMITTEE
County of Champaign, Urbana, Illinois
Thursday, February 2, 2023 – 4:30 p.m.

Shields-Carter Meeting Room
Brookens Administrative Center
1776 E. Washington St., Urbana

8

9 **MINUTES – Subject to Approval**

10 **MEMBERS PRESENT:** Aaron Esry, Stan Harper (Vice Chair), Kyle Patterson, Emily
11 Rodriguez (Chair),

12

13 **MEMBERS ABSENT:** Stephanie Fortado,

14

15 **OTHERS PRESENT:** Tami Ogden (Director of Finance), Dustin Heuerman (Sheriff),
16 Shannon Barrett (Chief Deputy Sheriff), Karee Voges (Jail
17 Superintendent), Peter Ladwein (Assistant State’s Attorney) and
18 Megan Robison (Recording Secretary)

19

20 **Agenda Items**

21

22 **I. Call to Order**

23

24 Chair Rodriguez called the meeting to order at 4:30 p.m.

25

26 **II. Roll Call**

27

28 A verbal roll call was taken, and a quorum was declared present.

29

30 **III. Approval of Agenda**

31

32 **MOTION** by Mr. Esry to approve the agenda; seconded by Mr. Patterson. Upon vote, the
33 **MOTION CARRIED** unanimously.

34

35 **IV. Approval of Minutes**

36 A. November 21, 2022

37

38 **MOTION** by Mr. Esry to approve the minutes of November 21, 2022; seconded by Mr.
39 Patterson. Upon vote, the **MOTION CARRIED** unanimously.

40

41 **V. Public Participation**

42

43 Micah McMahon, Correctional Officer, came to speak about the staffing crisis in his unit.
44 He explained all of the different roles that a correctional officer must fill but they are
45 paid lower wages than others with those titles (example: nurse) and they are paid lower
46 than officers in other counties. They have had a large amount of turnover, losing that
47 experience affects safety within the jail. He also remembers when he first applied for
48 this position, the County was considered a “premier employer” but that is no longer the
49 case.

50 Craig Wakefield, FOP Union Steward, gave details of the current wage increase offer
51 from the County. He explained that this may seem like a generous amount on the
52 surface but these figures are lower than surrounding counties who also have lower
53 inmate populations. He gave details of what the correctional officers deal with on a daily
54 basis and that their request is just to be fairly compensated. The current offer just isn't
55 adequate when all things are considered.

56

57 **VI. Closed Session Pursuant to 5 ILCS 120/2(c)2 to Consider Collective Negotiating Matters**
58 **Between the County and its Employees or their Representatives**

59

60 **MOTION** by Mr. Harper to enter into closed session pursuant to 5 ILCS 120/2(c) 2 to
61 consider collective negotiating matters between Champaign County and its employees
62 or their representatives. He further moved that the following individuals remain
63 present; Tami Ogden, Dustin Heurman, Shannon Barrett, Captain Voges, Peter Ladwein
64 and Megan Robison and seconded by Mr. Esry. Upon roll call vote, the **MOTION**
65 **CARRIED** unanimously.

66

67 The committee entered into closed session at 4:42 p.m.

68

69 The committee resumed open session at 5:25 p.m.

70

71 **VII. Other Business**

72 A. Approval of closed session minutes

73 1. November 21, 2022

74

75 **MOTION** by Mr. Patterson to approve the closed session minutes of November 21,
76 2022; seconded by Mr. Harper. Upon vote, the **MOTION CARRIED** unanimously.

77

78 **VIII. Adjournment**




79

80 Chair Rodriguez adjourned the meeting at 5:26 p.m.

81

82

Busey Bank Log In History

 GEORGE DANOS LAST LOGIN: 12/05/2019 02:54 PM	gdanos USER ID	User USER TYPE	View User Summary 	 PERMISSIONS UNLOCKED
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Prospect Bank Log In History

- Danos does not have a log in.

First Bank

- Danos does not have a log in.

Munis Log In Information

1/1/24-3/27/24

General: Munis(R) Version 2019.1 (2019.1.22.3093)
 Client: Champaign County, IL
 User ID: [REDACTED] Location: Urbana, IL US
 Account no: [REDACTED] Started on: Friday, 03/29/2024, 12:02:36

MAIN SYSTEM WORKSTATION SERVER DATABASE FOUR J'S APPLICATIONS **ACTIVITY** RUN TRACE XCF UPDATE VERSIONS INTEGRATED PRODUCTS CONTACT US

Gather activity information based on these options
 User ID: [REDACTED] Start date: 01/01/2024 End date: 03/29/2024 Get Information

ERROR LOG AUDIT LOG RECENT MENU ACTIVITY **PROGRAM ACTIVITY**

Date-In	Time-In	Date-Out	Time-Out	User ID	Program	PID Database	FGLSERVER
03/22/2024	14:59:31.052	03/22/2024	15:09:12.127	[REDACTED]	VendorCentral	[REDACTED]	
03/22/2024	14:51:45.542	03/22/2024	14:52:54.815	[REDACTED]	VendorCentral	[REDACTED]	
03/18/2024	17:21:19.700	03/18/2024	17:32:17.080	[REDACTED]	journalanalysis year	[REDACTED]	
03/18/2024	17:13:08.063	03/18/2024	17:18:15.547	[REDACTED]	AccountCentral	[REDACTED]	
03/15/2024	14:36:49.525	03/18/2024	17:32:17.776	[REDACTED]	AccountCentral	[REDACTED]	
03/15/2024	14:36:40.400	03/22/2024	14:54:42.980	[REDACTED]	AccountCentral	[REDACTED]	
03/14/2024	15:46:12.769	03/14/2024	16:29:59.172	[REDACTED]	VendorCentral	[REDACTED]	
03/14/2024	11:47:15.889	03/22/2024	14:56:09.062	[REDACTED]	VendorCentral	[REDACTED]	
02/29/2024	17:11:00.351			[REDACTED]	VendorCentral	[REDACTED]	
02/29/2024	16:52:55.705			[REDACTED]	VendorCentral	[REDACTED]	
02/29/2024	15:49:25.268	02/29/2024	15:51:27.895	[REDACTED]	AccountCentral	[REDACTED]	
01/19/2024	15:35:36.878			[REDACTED]	VendorCentral	[REDACTED]	
01/19/2024	11:40:10.414	01/19/2024	15:35:26.698	[REDACTED]	AccountCentral	[REDACTED]	
01/19/2024	05:15:16.273			[REDACTED]	AccountCentral	[REDACTED]	
01/18/2024	18:17:09.592	01/18/2024	18:17:12.666	[REDACTED]	AccountCentral	[REDACTED]	
01/18/2024	17:15:28.668			[REDACTED]	AccountCentral	[REDACTED]	
01/02/2024	16:09:53.413			[REDACTED]	VendorCentral	[REDACTED]	
01/02/2024	16:07:59.904	01/02/2024	16:09:00.767	[REDACTED]	VendorCentral	[REDACTED]	

SYSTEM ACTIVITY LOGGING CURRENTLY SET TO: N

Enter a specific user ID or leave blank for all users.

1/20/23-12/21/23

Gather activity information based on these options
 User ID: [REDACTED] Start date: 01/01/2023 End date: 04/02/2024 Get Information

ERROR LOG AUDIT LOG RECENT MENU ACTIVITY **PROGRAM ACTIVITY**

12/21/2023	11:18:49.758			[REDACTED]	AccountCentral	[REDACTED]	
12/21/2023	11:18:49.587			[REDACTED]	VendorCentral	[REDACTED]	
12/20/2023	23:18:42.432			[REDACTED]	AccountCentral	[REDACTED]	
12/20/2023	23:18:42.214			[REDACTED]	VendorCentral	[REDACTED]	
12/20/2023	17:27:35.483			[REDACTED]	AccountCentral	[REDACTED]	
12/20/2023	16:49:20.584	12/20/2023	16:49:33.707	[REDACTED]	AccountCentral	[REDACTED]	
12/20/2023	16:49:19.966	12/20/2023	16:49:34.262	[REDACTED]	AccountCentral	[REDACTED]	
12/20/2023	14:45:45.276	12/20/2023	16:55:52.910	[REDACTED]	AccountCentral	[REDACTED]	
12/20/2023	11:18:36.526	12/20/2023	16:57:31.525	[REDACTED]	VendorCentral	[REDACTED]	
12/20/2023	11:18:34.155			[REDACTED]	AccountCentral	[REDACTED]	
12/20/2023	11:18:25.280			[REDACTED]	AccountCentral	[REDACTED]	
12/19/2023	12:32:43.278			[REDACTED]	AccountCentral	[REDACTED]	
12/14/2023	11:42:27.668			[REDACTED]	invoicecentral Vendo	[REDACTED]	
12/14/2023	11:41:34.754			[REDACTED]	VendorCentral	[REDACTED]	
11/20/2023	14:36:30.846			[REDACTED]	AccountCentral	[REDACTED]	
10/17/2023	12:36:06.876			[REDACTED]	AccountCentral	[REDACTED]	
08/07/2023	16:46:38.448			[REDACTED]	CentralBudgetEntry	[REDACTED]	
08/07/2023	16:13:45.320	08/07/2023	16:14:40.219	[REDACTED]	AccountCentral	[REDACTED]	
05/08/2023	16:55:22.534			[REDACTED]	AccountCentral	[REDACTED]	
05/08/2023	16:54:44.558	05/08/2023	16:55:11.364	[REDACTED]	AccountCentral	[REDACTED]	
03/28/2023	13:28:59.977	03/28/2023	13:29:08.694	[REDACTED]	invoicecentral Vendo	[REDACTED]	
03/28/2023	13:10:55.734			[REDACTED]	VendorCentral	[REDACTED]	
01/27/2023	04:21:07.934			[REDACTED]	AccountingEntries	[REDACTED]	
01/26/2023	17:16:42.902			[REDACTED]	AccountCentral	[REDACTED]	
01/26/2023	17:16:09.060			[REDACTED]	AccountingEntries	[REDACTED]	
01/26/2023	17:02:08.827	01/26/2023	17:09:49.761	[REDACTED]	CentralBudgetEntry	[REDACTED]	
01/26/2023	17:01:07.077	01/26/2023	17:09:52.303	[REDACTED]	AccountCentral	[REDACTED]	
01/20/2023	16:52:48.564			[REDACTED]	AccountCentral	[REDACTED]	
01/20/2023	16:51:40.970			[REDACTED]	VendorCentral	[REDACTED]	

Enter the starting date for the activity.

From: [Michelle Jett](#)
To: [George P. Danos](#)
Cc: [REDACTED]
Subject: Employee Termination
Date: Friday, August 4, 2023 4:26:00 PM

George,

[REDACTED]

The best practice at this point is to thoroughly document your attempts to correct her poor work performance, including counseling sessions and progressive discipline with written documentation that includes very clear and precise direction about what needs to improve, what the timeline for improvement is, what the consequences for failure to improve will be (discipline, up to and including termination), and what the periodic follow-ups will be to measure progress. This would be a Performance Improvement Plan, which can and should be implemented right away.

How to handle this situation is your decision but what I've outlined above is the best practice for termination.

Let me know if you have any questions.

Michelle

Michelle Jett
Director of Administration
Office of the Champaign County Executive
O 217/384-3776 x2105
C 217/766-9677

Employee [REDACTED] came to my office at approximately 11:35 a.m. on 2/9/23 and expressed concern over an image [REDACTED] observed on the computer of [REDACTED] boss, County Auditor George Danos, while [REDACTED] was in his office. [REDACTED] described the image as two men, one partially unclothed, passionately getting ready to embrace.

I told [REDACTED] that I would pass the information on to the Director of Administration and/or County Executive who would likely consult with the State's Attorney's Office. I informed [REDACTED] that if [REDACTED] wanted to proceed with reporting the incident that [REDACTED] would have to be willing to speak directly to the Director of Administration and/or County Executive and/or State's Attorney's Office.

[REDACTED] indicated that [REDACTED] did wish to continue with reporting the incident and that [REDACTED] felt as though a search of Mr. Danos' computer would probably lead to other instances of inappropriate use of County resources that would circumvent him from suspecting [REDACTED] as the reporter.

I reported the information to Director of Administration Michelle Jett who asked me to document my conversation with [REDACTED]

Tami Ogden
2/9/23 12:01 pm

Forensics Report

Overview / Case Summary

On February 10, 2023, State's Attorney Office and the Office of the County Executive requested County IT perform a forensics search of Auditor Danos' computer, based on a claim of pornographic images being present on, or accessed by, the system on or around February 9, 2023.

Objectives

This report is a summary of County IT's findings, based on its analysis of the media searched/investigated as part of discovery. This report is not intended to detail each and every aspect of County IT's work in this engagement.

Evidence Analyzed

Within a matter of days of the request, County IT utilized industry best practice techniques and procedures to create bit-for-bit verified forensic copies of the hard drive within Danos' Lenovo desktop computer. The digital forensic copying process captured the entire contents of the hard drive, including the active user-accessible files, the deleted files, and the unallocated space, which may contain deleted content.

Additionally, County IT performed an export of all cloud-based data under Danos' account, stored within Microsoft 365.

Investigation Steps

County IT conducted its investigation by searching and analyzing the hard drive and cloud-based data to identify documents, data, fragments, and artifacts that reasonably appeared to be related to this work.

The documents, data, fragments, and artifacts found by County IT that reasonably appeared to be related this work were shown to and discussed with the Office of the County Executive.

Utilized methodology included: (1) conducting keyword and other searches of the digital forensic copies of the hard drive and cloud-based data to identify responsive documents or fragments of documents and (2) manually reviewing the documents containing keyword hits, certain unsearchable file types, such as image files with no text, and other documents to determine whether they were relevant to this investigation.

Findings

No findings by County IT were able to confirm anything of a pornographic nature being accessed on or around February 9th. However, compelling documents were found on Danos' hard drive, which included numerous files which could be construed as pornographic, as well as some images which featured fully naked men.



OFFICE OF THE CHAMPAIGN COUNTY EXECUTIVE

1776 East Washington Street, Urbana, Illinois 61802-4581

Steve Summers, County Executive

On February 9th, 2023, an employee from the Auditor's Office reported seeing an inappropriate photograph on the desktop of their supervisor, Auditor Geroge Danos.

On February 10th, 2023 the Chief Information Officer was asked to review the contents of Auditor Danos computer to determine the extent of the issue. Those findings are documented in a separate report.

On April 6th, 2023, County Executive Steve Summers, and Chief of the Civil Division for the State's Attorney's Office Matt Banach met with Auditor Danos. It was communicated to him what was found during the investigation, that those materials violated the County Information Technology Resources Policy and Procedures (Ordinance 652), the materials needed to be removed from his work computer, and whistleblower protections were reviewed. Auditor Danos was receptive and agreeable. He stated the materials would be removed that day and he agreed with the importance of the whistleblower protections.

The matter is currently considered resolved.

Report submitted April 6th, 2023, by Michelle Jett, Director of Administration.

1/31/2024

Auditor Danos came in shortly after 8 am today, January 31, 2024, to meet with a contractor [REDACTED]. This meeting lasted a good hour, and it is believed to be personal business.

He left about 3:30 (per [REDACTED] estimate). Our RFP for audit services had a scheduled opening today at 2 pm. It may be my mistake for not putting a reminder on the calendar, but I did verbally remind him earlier this week. He holds no responsibility for office duties.

The reading of the respondents to the RFP was scheduled for 1:30 pm on Friday, January 26, 2024, and the opening of the respondent bids was scheduled for 2:00 pm on Friday, January 31, 2024. Auditor Danos decided to take off time beginning Thursday, January 25, 2024, to Monday, January 29, 2024. I emailed him on the 26th and he recommended someone from Admin. See emails with Auditor Danos, myself as well as myself and Michelle Jett. These two events (forgetting 1/26 by taking time off and 1/31 by leaving without attention to the RFP as indicated on the time schedule) show his disconnect from the County and his office.

Auditor Danos did add the time off beginning Thursday, January 25 to our Auditor Time Off calendar. This is a first. We usually do not know when he will or will not be in the office until the day has passed and he either shows up or remains absent.

On Tuesday, December 26, 2023, at 11:23 am, Auditor Danos sent a text to the group, "Roll Call! Who is in the office today, tomorrow, Thursday, Friday?" It is my assumption that he had tried to call the office and did not get an answer. I read the text too fast so my response was, "We all will be working our regular hours due to year end close in place." Auditor Danos, "On site? Is everyone well?" I reread his original text and reminded him that the office is closed for holiday today. With everyone back in the office on Wednesday, December 27th (except Auditor Danos), we were uncertain if or when he would next be in office. With no further word, he returned on Friday, December 29th. A verbal conversation between Auditor Danos and myself, Auditor Danos indicated he thought something he said or wrote (I can't find it now) indicated he "did not know his holiday schedule" from which we were to deduce he may or may not be in. This shows he is so disconnected from the County that he does not know what day the office is closed for holiday.

In the next few days, Auditor Danos called me in to his office to have a look at Executive Summers December travel reimbursement form. Auditor Danos was trying to determine if any of the trips were political in nature and thus not reimbursable. Nothing stood out to me. Megan R. from admin had emailed to ask when he might be signing said form to which he emailed his reply that he had been out of town visiting family and just returned. Not sure exactly what day this was but there should be the email to verify. Auditor Danos later, at a board meeting in January, explained that he was not able to travel over the holidays and be with his family due to vandalism related to County business.

2/1/24

On Thursday, December 21, 2023, I texted our work group that I brought chicken noodle soup for everyone. Auditor Danos replied that, "And the irony is that *I* will have to feel better before coming in to sample it. I might come in this afternoon. Have a great day." I asked if he caught what was going around to which he replied, "no, not that." This was the day of the December board meeting.

A PLAWA meeting was held on Thursday, December 14, 2023, led by Michelle Jett and Matthew Banach. I had an appointment at 4 pm out of the office and had to leave at 3:30 to make it there. I attended the meeting from start time of 3 pm to 3:30. Auditor Danos did not go to the meeting at the same time as I but at one time, I turned around and he was sitting in the back by [REDACTED]. A bit later, a text exchange between myself and someone else in the back told me that he only stayed a matter of minutes. The following day, in a verbal conversation, he indicated he could not stay as

he could not stand Michelle Jett. Seriously, this is business, and he did not have to make eye contact. One of the two-part PLAWA needs of our office remain unmet. I, myself, responded to the first part with that being directing our office to have a set procedure to document time off. Though Auditor Danos was included on all correspondence (original email sent by me on November 22, 2023, at 10:03 am), by Thursday, January 25, 2024, in another email string, he admitted he would "need a refresher" (see email string 11/25/24 @ 11:36 am). The second part of the PLAWA act is to write a "statement of operational needs" which will include documenting minimum office staff requirements. I verbally spoke to Auditor Danos on December 18, 2023, to remind him to ask Matt Banach for the sample provided at the meeting since I had to leave early, and Auditor Danos did not commit himself to learning about the new PLAWA requirements. Matt replied promptly but Auditor Danos has made no mention of moving forward with the statement. Again, this shows he does not concern himself with his office.

A quick glance at Auditor Danos' Facebook page showed the date of a dinner event – fund raising campaign – that was held Saturday, July 15, 2023. Following this event, he wrote thank you notes in his county office. I had a question at one point to which he replied he had to get this done first since the mail cut-off was 2:30. I do believe he used personal postage stamps from my recollection, but he did plan to place the cards in the County out-going mail. This, the use of the County out-going mail may not be significant because we all drop personal items in it occasionally but the use of his county office and daytime office ours to hand-write and address the cards is significant.

The first Tuesday of every month we have been able to count on Auditor Danos being in the office around noon. This is because this day is Papa's John's special pizza pricing day. On Tuesday, January 2, 2024, I joined Auditor Danos and his spouse and fellow County employee in our break room for lunch (I brought my own – just took the time to sit and eat with them). During this time, conversation turned to pets, specifically cats and kittens. Auditor Danos talked about kittens nursing and how his one still nurses his nipples (using hand gestures to indicate a nursing motion toward his chest).

A previous report was made regarding an incident on February 9, 2023, [REDACTED] an offensive picture on Auditor Danos' County work computer during work hours. Though not pornographic, it was offensive and did not belong on County property during County business hours especially. Auditor Danos specifically said, "there is nothing wrong with that." His reply is his opinion on what is and is not appropriate.

Since his position has come under attack (December 2023), Auditor Danos has been present in the office during business hours more than historically. There were times he would say his office hours were 10 am to 6 pm but we would never know from day to day if today was an office hours day or not. I do recall noting that after Orion Smith took a position with RPC (February 2023) that Auditor Danos was here even less than before. [REDACTED]

Since being present more, he is more hindrance than help in the day-to-day office management. He is asking various staff to look up things that he has his own access for but does not know how to access. We, being everyone in the Auditor's Office, have at different times, all shown him how to use Munis for looking up information. He has also asked basic accounting questions that indicate he does not maintain connection to our office's day-to-day function.

During September 2023, crunch time for ACFR preparation to be submitted timely, I had to beg him to be present to help [REDACTED] write some of the documentary (MD&A). One night, I got him to remain in the office till 9 or 10 pm to assist but it was hell to get any time out of him and to keep him focused without going to politics. During office hours when we worked together on this, he would come into my office in sock feet, remove his outer shirt (down to a male tank undershirt), and sit in front of a fan.

February 11, 2024

In November 2023, Auditor Danos attended IACO in Bloomington. As in everything, he procrastinated on registering and was not able to book a room in the reserved block at the Marriott. After requesting to be placed on a cancellation list, he received word that he was "in". Come time to go to Bloomington, he had his husband drive him to the hotel and made plans for his husband to pick him up when the conference ended. They have one car this is drivable as they have been going to fix another car in need of a "part" for several years now. When the second car topic comes up, it is always going to be fixed soon and is a matter of ordering the "part". As with all things in Auditor Danos purview, why actually do something?

In the weeks after IACO, Auditor Danos wanted to submit for his reimbursement. He cannot remember how to do this even though he travels for County business at least two or three times a year. So, as with everything that requires completion, he requires hand holding. When asked about receipts, the hotel was not charged to his card. Apparently, the hotel was cancelled by another attendee without refund and therefore, no charge for Auditor Danos. With our office knowing the one car situation, and it not being the burden of the taxpayer, I informed him that he was only entitled to one round trip. In the attempt to maximize his reimbursement, he wanted to put in for \$39 (\$13 times three days for parking). I told him the policy was that anything under \$20 did not require a receipt and that he could write something up to indicate the hotel charge for parking. He said he can't put anything in writing since it is an election year. He was adamant about maximizing his reimbursement versus actual expenses incurred. Being to the point of exhaustion with the conversation with Auditor Danos, I gave up and let him proceed.

Friday, December 1, 2023, I texted Auditor Danos in the evening (around 10 pm). I said, "So I'm struggling as I turn in for the night, is \$39 worth asking your staff to pay you undocumented just because you are entitled to it? You didn't incur it. We are honest and consistent auditors. The team would question any pay out (not just reimbursement) without a document or memo of lost receipt. Is \$39 worth it to you?" Auditor Danos replied with, "Call me."

[REDACTED]
Auditor Danos: NO

Auditor Danos: That's my birthday

■ Oh, Sunday or Monday then.

Auditor Danos: I prefer and all-hands meeting Monday.

■: What? You don't want to talk to me on your birthday?

Auditor Danos: On "ethics and authority"

Auditor Danos: The question is whether dragging on my reimbursement is worth the power play.

Auditor Danos: AND whether you really misunderstood the correctness of my decision.

■ Okay

Arriving at work Monday morning December 4, 2023, which was a full day of training with Munis for the office, [REDACTED] came in on his usual work from home day. He shared that Auditor Danos had texted him about 10 pm Sunday night to come in for a staff meeting. Auditor Danos disconnect includes not knowing when his staff has training. Upon learning that Auditor Danos indeed meant to follow through, I left the training for a bit to share the events with Executive Summers and Deputy Jett. Executive Summers said he would talk to Auditor Danos. The meeting did occur between Executive Summers and Auditor Danos. I arranged for our team to take a half hour away from the Munis training to meet as Auditor Danos requested. Auditor Danos turned the topic of the meeting to other items and the \$39 was not mentioned. At the end, he continued the meeting between the two of us where he continued to explain his point of view on the reimbursement, that Executive Summers and SAO Matt Banach agreed with him and that we would update the policy so that he could claim the \$39. It had to be pointed out that his travel had already occurred, and that the policy would not be retroactive. Aside from expressing his desire that all staff who travel provide multiple costs routs for travel

and claim the lesser of these (more work for everyone than if they request actual incurred costs), Auditor Danos has made no further mention of actually doing any work on policy updates.

The County Purchasing policy as well as the Travel and Business Expense policy were updated in the fall of 2022 and passed the Board in December 2022 with an effective date of January 1, 2023. Though I spoke with Audit Danos many times during this period, and he even hand wrote reminders on his wall calendar to remind him to meet with department heads to relay the new policies, he never followed through. He never read the policies, even though I have asked him many times to do so. He has no concept of his role to communicate what his office does for the County.

Auditor Danos takes no initiative in the work of the office, but he takes all the credit. He will say, "let that come from me," and [REDACTED] will draft the email and send it to him so that he can reword and send.

The online job description (April 2004) shares the primary duties and responsibilities of the elected position (Auditor). Of the items listed, Auditor Danos does maintain the human resource confidential files for the department employees. The office does the rest. A non-working elected is a disservice to the taxpayer.

Auditor Danos brags on his multiple master's degrees and his CPA and regularly shares his frustration of his (low) salary. If the elected took responsibility for the office and contributed to the office (instead of reading books online, watching election activities, chatting with friends and family all when in office – all tabs open on his work computer – he only opens Munis or work files if someone is there to help him) then this position would indeed be underpaid. He takes responsibility for literally nothing unless or until it makes him look good.

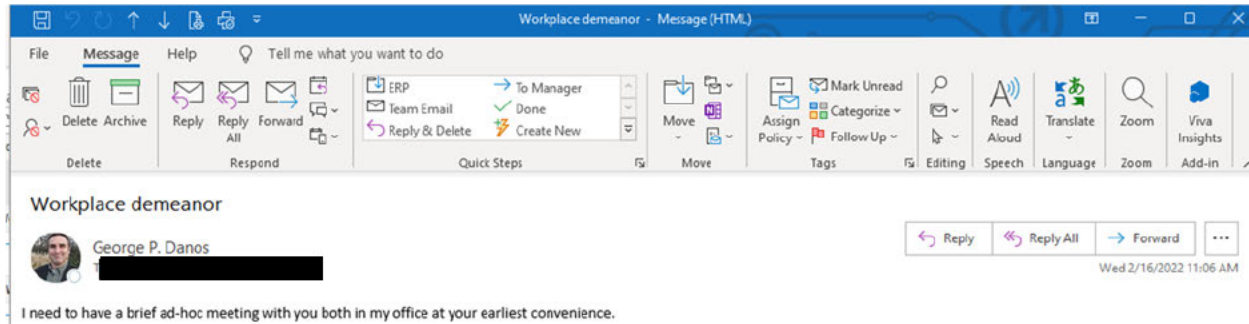
Once a month a joint department meeting is held with our office, Treasurer, Admin, and RPC. This has been a regular recurring meeting invite for 9 am on the last Tuesday of the month for over a year (maybe over two years). RPC was added in February 2023 after [REDACTED] transferred from our office to RPC. The format is to cover discussion items to dismiss the other departments first then continue with just the Auditor office staff for our monthly department meeting. Auditor Danos has seldom attended and when he does productivity declines as he interrupts with off topic thoughts and questions to repeat what was said while he was looking around the room not paying attention, as well as comes and goes multiple times during the meeting when he is in the office.

For example, on Tuesday, January 30, 2024, Auditor Danos arrived late, interrupted to ask what was being discussed. As usual, I let him know I would catch him up later to keep things moving along. Auditor Danos left the room and returned a bit later. When we were down to just our department, [REDACTED] was explaining/sharing something and happened to use a wrong word (as we all do), so things did not make sense. After asked to repeat what she was saying she was interrupted by Auditor Danos. The working relationship between Auditor Danos and [REDACTED] is a strained one due to all the unethical things he does (has asked her to do and subjected her to witness) so his interruption was not well received, and she asked that he let her finish without interrupting. This angered Auditor Danos who yelled at [REDACTED] something along the lines of, "What the fuck does it matter, I demand the floor." Those may not have been his exact words ([REDACTED] I don't always get it right) but he yelled, used the "F" word, "demand" and "floor". A moment later, when [REDACTED] was able to resume talking, Auditor Danos left the room, so he did not hear the conclusion. Whenever hands-on work is the topic, it is out of his arena and he cannot focus or sit still, he has no concept of our daily work.

2021 – Not sure of when but during the frequent Tyler sessions (where there were sessions 2-3 times a week) Auditor Danos came in one day and seemed disappointed that all staff members except for me were in a Tyler session. Auditor Danos then tried to schedule a meeting with staff selecting a day that Tyler training was scheduled, when it was pointed out he chose another day that had Tyler training scheduled, after that chose a holiday, before finally getting a free day. I would have thought that Auditor Danos would have the training schedule even if he was not participating in these training sessions.

2/16/2022

Received email from Auditor Danos



Went into meeting and was asked by Auditor Danos what I thought the email subject meant. I responded that since he sent it why didn't he just tell me.

A discussion begins and then Auditor Danos asks if I have a problem with him. I start to explain yes that I have a problem with the people in the office busting our butts to get stuff done with no support from him. That [redacted] staying until the middle of the night to complete things.... Was then interrupted by Auditor Danos asking if I was speaking for [redacted]. I stated that no I was speaking on my observations and again tried to answer and was yet again interrupted (as I was commenting on that Auditor Danos does not seem to know our systems and was interrupted by Auditor Danos to say he did so know how just slowly). As I could not get a complete thought out without being interrupted I informed Auditor Danos that I was declining to continue without a union representative present. I tried to leave at which point Auditor Danos then started arguing – telling me that 2 had 3 master's degrees, he has done all the hiring in the office and that I was hired based on recommendation from his husband (whom I worked with briefly 17 years ago) and that he can hire and fire as he sees fit.

The event that caused this email and meeting to happen was that I found our shredder, which has wheels, had a broken plastic socket and had the shredder dismantled overnight since I needed some super glue which we did not have. When I came in the next day I found it put back together and asked about it. Auditor Danos said he needed to shred something and that he wasn't sure if it was broken or not. I commented why would you use something if you thought it might be broken without asking (or something to that effect as I am add this thought well after the fact). After repairing it I put a note on it that it was drying and to please not move and I found at some point it had been moved (but at least not put upright).

I tried to find out how to set up a meeting with a union representative and who should be responsible for doing so but had trouble finding the information.

2/22/22 – follow up

[redacted] requested that Auditor Danos please listen until done. Apologize for getting angry at meeting but noting that starting with a guessing game did not set up a productive tone. Upon reflection – yes, I can see that sometimes attitude can be problematic and have come to realize that I apparently have triggers I did not realize from previous employment. During this Auditor Danos interrupted and asked questions that I felt were digging for gossip from previous employment that had no bearing on the discussion at hand.

One item at issue was Auditor Danos not being in office and not letting anyone know when or if he would be here as he has asked that when the media or board members call, I tell them he is not available. I told him that it would be nice that when people ask when he might be available, I could give an answer. His response to that was to ask who was asking that. After I responded that is usually a frequent follow up question Auditor Danos stated that his schedule will be 10-6 and will inform the office if not coming in.

To this day this does not happen often. We will frequently not know his schedule or if he will be in.

9/20/2023 – sent Auditor Danos an email that once the ACFR was complete I would be submitting a document destruction application if he wanted to go through the 3 filing cabinet drawers of old documents in his office. This is not the first time we have tried to get this on a destruction certificate if needed. If asked about/verbally reminded, he will confirm that yes, he is getting to it. Still not touched as of 2/9/24.

October 5, 2023 – I sent an email RE: Requisition and Contracts (I have also verbally asked about and have brought it up in the monthly meetings when he is in attendance) to either email the department heads or bring it up at a department head meeting. The issues: Requisitions – there are requisitions that are being entered (to be turned into a PO) that have already been signed (against policy). Contracts that if a contract has been entered into it needs to be forwarded to our office to be entered into Munis and the corresponding invoices attached. On this date I was provided with one that dated back to 2018. To my knowledge this has not been done. Getting contracts to be entered into Munis has been an ongoing issue. I believe that even prior to Munis our office should have had all contracts to be able to audit invoices for accuracy. (We have paper contracts to support that idea but even then, it seems that only certain ones made it our office). This has also been mentioned at various times during our monthly meetings.

November 22, 2023- [REDACTED] sent out information on the new PLAWA going into effect in 2024. The email stated a core operational needs statement would be issued. On January 16, 2024, I requested to leave early on January 19, 2024. Auditor Danos approved it and when I went to add it to the calendar, I noted that along with 2 people who were out on vacation Auditor Danos had approved time off for another person. I asked if that was going to be ok since we did not have the operational needs statement yet and would potentially leave 1 person in the office (not including Auditor Danos since we don't know when he will be in). We had a brief discussion about the number of people to be in the office at any given time with 3 of the 5 staff members present that at least 2 people should be in the office but still have not seen anything in writing.

November 2023 IACO conference reimbursement – was going to claim parking (\$39) instead of 2 trips to/from Bloomington since he was dropped off and picked up. I initially had entered it and it was questioned by [REDACTED] (as there was no receipt) and then removed by Auditor Danos after some back and forth. I initially entered the invoice in Munis as is because getting a correctly filled out form can be a chore and by the time that item came forth, I was just worn down by needing to ask for each piece of support that is needed and for multiple corrections to get things entered in the correct areas and to get the correct per diem rate entered.

After getting questioned about the lack of receipt, Auditor Danos texted [REDACTED] [REDACTED] to come in on Monday (his work from home day) for a meeting. The same day we had full day training with Tyler. The meeting seemed very thrown together and not thought out and what was discussed didn't seem to warrant the urgency to have it on that exact day and disrupt our Tyler training. It feels that the meeting was to be about his reimbursement and there was a last-minute change.

1/17/24 – emailed Auditor Danos following up on discussions from last year about staff having Adobe Pro instead of reader. At one time all staff had it, but when we had staff leave, we did not have it for the new members (not sure if this is a can't be transferred kind of thing or not). I asked that since it is a new year maybe we could get licenses for those who do not have it. As of 2/9/24 he has not reached out to staff to see who does/does not have Adobe Pro.

1/22/24-County offices closed. Received text from Jill Stewart, Chief Deputy Auditor who was on vacation. Nothing from Auditor Danos. (we have a text group to let others know if running late/sick).

1/23/24-County offices opening late. Texts from other office employees asking if starting at 8 am or 10 am. Did not see until I was already in office. At 8:30 I responded to the text that I checked Facebook not the County website so I didn't see the late start. At 9:30 Auditor Danos responded "If you're there, you're there. Departments with customer windows won't serve the public directly until 10." Then a second text "Jett sent that out at 6:22pm. It didn't strike me as something you wouldn't see. Sorry about that. Take credit for comp time earned this morning." Since my working hours are 8:00 am to 4:30 pm I don't know how he feels that I would have seen it. I have not been told that I need to check my email outside of work hours, so I don't.

1/30/24 Monthly TO/Admin/AO meeting – after the other depts leave the A/O office continues meeting and Auditor Danos is frequently absent from these meetings and/or arrives late and will ask to be caught up. During the A/O only portion of this meeting we were discussing contracts not following policy and while trying to explain one that I thought might not follow policy may actually be ok I inadvertently used a term incorrectly and Auditor Danos interrupted to ask a question, I tried to continue and he stopped me again, I asked if I could finish and I was told to f-ing get over how others talk and that he was sick and tired of me monopolizing the conversations. It is possible if I could have completed my thought it may have cleared up the confusion. Once I got back on track and started answering Auditor Danos got up and left the room.

I have indicated on multiple occasions that interrupting others when speaking is disruptive.


Swearing does not bother me – being swore at in a group setting is inappropriate for the workplace.

Things that have happened that I do not have dates for:

Shortly after I started working for the County, Auditor Danos asked if I would be interested in updating his campaign materials. He suggested that instead of working after hours at home I could clock out from working for the County, work on his materials (in the office) and he would pay me for my time. Even though I was not completely familiar with the policies at the time, it seemed wrong and declined citing I was not interested.

Auditor Danos brought in some color printers from home and wanted to see if we could get them working to use here as he did not need them. Once it was determined we could not get them to work Auditor Danos spoke of putting them with the pile of other computer equipment in the IT hallway. I questioned if that was appropriate. Auditor Danos would repeatedly mention dropping them off in the IT hallway and each time I would mention that it did not seem appropriate. On the final occasion I was in Chief Deputy Smith's office discussing something to be done and Auditor Danos came in and started talking about something (I don't recall what at this point) and again brought up the printers and disposing of them. At this point I asked him to stop saying that in front of me. I think Auditor Danos may have thought I was joking and continued until I finally got upset and told him to quit telling me he was going to do that and I walked out of Chief Deputy Auditor Smith's office. I later talked to Auditor Danos about it and told that him that by him telling me he was going to do that would put me in a position to report him for using County resources for personal use or be complicit in his actions and I didn't appreciate being put in that position. Auditor Danos eventually took them out of the office for disposal (after asking me where they could be taken) and I deposited them in his office since we redid the storage areas and no longer had room for them in our storage areas.

We have a monthly meeting with Admin and Treasurer's office – if Auditor Danos attends it is usually late, will ask questions about items already discussed before he came in (basically wanting us to go back over what he missed), and will be in and out during the meeting and then expect us to go over what was missed when he does come back.


2/12/2024

From: [REDACTED]
To: [Steve Summers](#); [Michelle Jett](#)
Subject: Meeting Monday 12/4 @ 1 pm
Date: Monday, December 4, 2023 8:33:12 AM

Good morning Steve and Michelle,

Auditor Danos has called an all-hands meeting for our office today at 1 pm. May I request both of your presence and possible Travis as Budget Director? I did not include Travis on this email.

Thank you.

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

12/4 – County Executive Steve Summers (SS) and Director of Administration (MJ) received the email below from [REDACTED] of the Auditor’s Office.

Meeting Monday 12/4 @ 1 pm

[REDACTED]
To Steve Summers; Michelle Jett

Reply Reply All Forward

Mon 12/4/2023 8:33 A

Start your reply all with: I am available. Yes, I can be there. Yes, I can attend. Feedback

Good morning Steve and Michelle,

Auditor Danos has called an all-hands meeting for our office today at 1 pm. May I request both of your presence and possible Travis as Budget Director? I did not include Travis on this email.

[REDACTED]

[REDACTED]

MJ promptly reached out to [REDACTED] on Teams to inquire about the context of the email. In the Teams conversation [REDACTED] expressed [REDACTED] concerns [REDACTED] would be fired that day because [REDACTED] had not processed a reimbursement request by County Auditor George Danos (GD) for \$39 for parking from his recent conference trip to Bloomington. Further conversation with [REDACTED] revealed the GD was requesting reimbursement for an expense he did not incur. He felt it was reasonable because his partner had driven him to and from Bloomington, but County reimbursement policy only allows for one to and back trip to be reimbursed.

SS spoke with GD mid-morning on the 4th, the outcome of the conversation was that GD would confirm with Matt Banach, Chief of the Civil division at the State’s Attorney’s Office on the appropriateness of the reimbursement request. MB confirmed with GD the County policy did not allow for it. GD agreed to withdraw the request and the focus of the afternoon all staff meeting was transitioned to general review of procedures. A follow up with [REDACTED] confirmed the meeting was as agreed.

During the process of addressing this issue, [REDACTED] showed texts messages between [REDACTED] and GD the Friday before when GD did not receive his reimbursement check. He was demanding [REDACTED] to have a conversation with him and stating he had considerable issue with [REDACTED] questioning his authority. [REDACTED] expressed to MJ on Monday the 4th all of the auditing staff were very uncomfortable with the reimbursement request from GD as there was no supporting documentation for the expense incurred and he was questioning staff about why they hadn’t approved it yet.

RESOLUTION NO. 2024-XX

CENSURING CHAMPAIGN COUNTY AUDITOR GEORGE P. DANOS FOR VIOLATION OF COUNTY TRAVEL POLICY; EMPLOYEE INTIMIDATION; PROHIBITED POLITICAL ACTIVITY; ABSENTEEISM; VIOLATION OF DISCRIMINATION, HARASSMENT AND SEXUAL MISCONDUCT POLICY; AND VIOLATION OF COUNTY INFORMATION TECHNOLOGY POLICY.

WHEREAS, the Champaign County Labor Committee recommends to the County Board of Champaign County to authorize a formal censure of Champaign County Auditor, George P. Danos; and

WHEREAS, Champaign County has some of the finest employees in the State of Illinois; and

WHEREAS, the Champaign County Board strives to provide a safe working environment for all employees; and

WHEREAS, the Champaign County Board is committed to the highest standards of conduct by, and among, County officials in the performance of their public duties; and

WHEREAS, individual and collective adherence to high ethical standards by public officials is central to the maintenance of public trust and confidence in government; and

WHEREAS, sexual harassment is strictly prohibited by Champaign County; and

WHEREAS, trust between the Champaign County Board, its employees; and its elected officials is vital to a healthy, functioning government; and

WHEREAS, Champaign County Auditor, George P. Danos, purposely and knowingly submitted request for reimbursement for expenses that he did not incur in the commission of his duties as County Auditor; and

WHEREAS, Champaign County Auditor, George P. Danos, pressured employees of the County Auditor's Office to issue reimbursement for expenses that he did not incur in the commission of his duties as County Auditor, causing undue stress and job security anxiety for these employees; and

WHEREAS, Champaign County Auditor, George P. Danos, has been documented using intimidating actions and language toward county employees in the commission of his duties as County Auditor; and

WHEREAS, Champaign County Auditor, George P. Danos, has been documented utilizing his county office for the commission of prohibited political activities; and

WHEREAS, Champaign County Auditor, George P. Danos, has been chronically absent, with documented log-ins into Champaign County Munis Software on 20 of 461 days between January 1, 2023 and April 8, 2024; and

WHEREAS, Champaign County Auditor, George P. Danos, has failed to serve the citizens of Champaign County in his stated duties as “independent watchdog for taxpayers” due to his chronic absenteeism; and

WHEREAS, Champaign County Auditor, George P. Danos, engaged in documented inappropriate conversation of sexual nature in the presence of county employees; and

WHEREAS, Champaign County Auditor, George P. Danos, has been documented to have dressed inappropriately in the presence of county employees; and

WHEREAS, Champaign County Auditor, George P. Danos, has been documented to have accessed images of sexual nature on county owned computers in the presence of county employees; and

WHEREAS, the actions of Champaign County Auditor, George P. Danos, have opened Champaign County government to additional, costly, litigation and libality; and

WHEREAS, the Champaign County Board seeks to be good stewards of taxpayer dollars; and

WHEREAS, the Champaign County Board seeks to make Champaign County government a safe working environment, free of harassment and misconduct for all employees.

NOW THEREFORE, BE IT RESOLVED, that the Champaign County Board does hereby formally censure Champaign County Auditor, George P. Danos, for conduct unbecoming a county official and putting Champaign County in future financial peril.

PASSED THIS 18th DAY OF APRIL, 2024.

ATTEST:

Champaign County Clerk

Champaign County Executive