

**Montgomery County Board**  
**Minutes**  
**For Tuesday, May 10<sup>th</sup>, 2016 – 8:30 AM**

---

The following are minutes of a regular meeting of the Montgomery County Board held at 8:30 AM on Tuesday, May 10th, 2016 in the County Board Room, 2<sup>nd</sup> floor of the Historic Courthouse, Hillsboro, Illinois.

**The meeting was called to order by County Board Chairman Roy Hertel at 8:30 AM.**

**Roll call was taken - 19 members present, 2 members absent.**

**Members Present:** Mary Bathurst, Connie Beck, Megan Beeler, Bill Bergen, Nikki Bishop, Ronald Deabenderfer, Joe Gasparich, Chuck Graden, Heather Hampton+Knodle, Roy Hertel, Tim Hopper, Jay Martin, Jim Moore, Mike Plunkett, Earlene Robinson, Glenn Savage, Bob Sneed, Mike Webb, Evan Young.

**Members Absent:** Gene Miles, Richard Wendel

**Pledge of Allegiance to the flag was led by Bob Sneed** in honor of the upcoming Memorial Day.

**Mileage and Per Diem Approval:** **Motion by Bathurst and second by Gasparich** to approve the mileage and per diem. **Hopper voted No. All others voted Yes, motion carried.**

**Approval of Minutes of Previous County Board Meeting:**

**Motion by Bishop and second by Young** to approve the Minutes of the Previous County Board Meeting held on Tuesday, April 12th, 2016. **All in favor, motion carried.**

**CONSENT AGENDA:**

1. **Animal Control Report** ---- Amanda Daniels – report was submitted.
2. **Circuit Clerk’s Report** ---- Holly Lemons was present for questions.
3. **County Clerk and Recorder’s Report** ---- Sandy Leitheiser was present for questions.
4. **Health Department Report** ---- Hugh Satterlee was present for questions.
5. **Highway Department Report** --- Kevin Smith was present for questions.
6. **Probation Office Report** ---- Banee Ulrici – report was submitted.
7. **Public Defender’s Report** ---- Erin Mattson – report was submitted.
8. **Recycling Report** ---- Ben Bishop – report was submitted.
9. **ROE Report** – Julie Wollerman – report was submitted.
10. **Sheriff’s Report** ---- Jim Vazzi - report was submitted.
11. **SOA Report** ---- Ray Durston was present for questions.
12. **T.B. Department Report** – Becky Durbin was present for questions.
13. **Treasurer’s Report** ---- Ron Jenkins was present for questions.
14. **V.A.C. Report** ---- Dave Strowmatt was present for questions and asked board members to support SB 2532 which would clarify rules pertaining to the makeup of the state’s Veteran Assistance Commissions and support the Montgomery County Commission structure now in place.

**APPROVAL OF 14 ITEMS ON THE CONSENT AGENDA:** **Motion by Bishop and second by Graden** to approve the 14 items on the Consent Agenda. **All in favor, motion carried.**

**LIAISON REPORTS:**

- **911 Board** – Webb – Nothing reported.
- **CEFS Board** - Robinson – Nothing reported.
- **CIEDA** – Nothing reported.
- **Health Dept.** – Martin – Nothing reported
- **IL Association of County Board Members** –Plunkett, Bergen – Plunkett reported that the IACCB has been discussing a few state bills that would affect the county, including a Property Tax Freeze bill, HB 4501 which would allow county boards to consolidate units of governments that have members appointed by the county board, and a bill that would require the county to bid the audit every five years.

- MCEDC – Hopper – Nothing reported.
- MCWC – Deabenderfer – Nothing reported.
- **Planning Commission** – Young – Nothing reported.
- **Senior Citizens Board** – Bishop – Nothing reported.
- UCCI – Miles was absent, no report given.
- **U of I** – Young – Nothing reported.
- VAC – Sneed – Nothing reported.
- WCDC – Wendel was absent, no report given.
- **Wellness Committee** – Bathurst – Nothing reported.

**COMMITTEE REPORTS:**

**COORDINATING COMMITTEE:** Given by Chairman Roy Hertel as follows: Chairman Hertel stated the he spoke with the TB nurse who resigned her position with the TB Department. Hertel said he met with Satterlee about dissolving the TB Department and he said that the TB and the Health Department Boards both met and agreed to dissolve the TB Department and operate under the Health Department. (For Resolutions, see Resolution Book 15, pages 185 through 188).

1. **Motion by Hampton+Knodle and second by Young to consider the following resolutions without a 30 day review. All in favor, motion carried.**
2. **Motion by Bathurst and second by Hampton+Knodle to accept the TB Board Resolution #2016-001 to Dissolve the TB board. All in favor, motion carried.**
3. **Motion by Graden and second by Young to accept the Health Department Board Resolution #2016-01 to Dissolve the TB Board and assume the duties of the TB Office. All in favor, motion carried.**
4. **Motion by Martin and second by Webb to approve the Resolution #08-2016 to dissolve the TB Board and Accept the Resolution of the Health Department Board. All in favor, motion carried.**
5. **Consolidation of Fillmore and South Fillmore Townships Update/Approval:** Chairman Hertel reported that Fillmore and South Fillmore Townships have asked the county to assist them as they consolidate the two townships. Hertel stated that Clerk Leitheiser, State’s Attorney Matoush and himself met with representatives last Friday and Matoush guided the process legally, which will require that a Public Notice be put in the newspaper three times publicizing a Public Hearing, which will be held at the July, 2016 County Board meeting. Hertel said that each township’s voters will vote whether to allow the consolidation at the November, 2016 General Election. Hertel introduced Township representatives Marilyn Harvey and Scot Usher, who stated that both of their township boards have recently voted unanimously to consolidate Fillmore and South Fillmore Townships. Usher informed members that their two townships have already consolidated their road districts into one district. **Motion by Moore and second by Hampton+Knodle to approve the publication of a Public Hearing to be held at the County Board meeting on July 12<sup>th</sup>, 2016 regarding consolidating Fillmore and South Fillmore Townships. All in favor, motion carried. (For copy of Public Hearing Notice, see Resolution Book 15, page 189).**
6. **Ordinance and Intergovernmental Agreement to Approve Transportation Services with CEFS Update/Approval:** Ordinance was passed out last month for board member review. CEFS Transportation Director Kim Adair was present for questions. **Motion by Hopper and second by Webb to approve the Ordinance to Approve Transportation Services with CEFS. All in favor, motion carried.**
7. **Motion by Young and second by Robinson to approve the Intergovernmental Agreement to provide Transportation Services with CEFS. All in favor, motion carried. (For copies of both Ordinance and Intergovernmental Agreement, see Resolution Book 15, pages 190-192).**
8. **Public Safety Sales Tax Update/Approval:** Chairman Hertel stated that Mr. Gasparich will make a presentation at the next meeting.

9. **Coal Severance Tax Resolution Update/Approval:** Chairman Hertel stated that there should be a mineral rights severance tax just like the coal severance tax being considered. He said that timber is taxed in Illinois.
10. **Law Suit – Montgomery County vs. State of Illinois Update/Approval:** Hertel said that the law suit has been dismissed at this time, but could be re-filed later if necessary.
11. **Juror Fees Update/Approval:** Chairman Hertel said that there is nothing more to update at this time.
12. **Recycling Funding Update/Approval:** Chairman Hertel stated that he attended a Litchfield City Council Meeting last week and talked about his idea of adding \$1 to all municipal and rural water bills to help fund the county recycling program.
13. **SB 2503 Update/Approval:** Hertel stated that this will be discussed next month.
14. **Other Business Update/Approval:** Not at this time.

**ROAD AND BRIDGE COMMITTEE REPORT:** Given by Vice Chairman Earlene Robinson as follows:

1. **2016 Culvert Letting Update/Approval:** Robinson said that one bid was received from Metal Culverts, Inc. **Motion by Robinson and second by Webb to approve the bid from Metal Culverts for a total of \$39,625.30 for group one and \$15,582.92 for group two. All in favor, motion carried.**
2. **CH-17, West of Farmersville Update/Approval:** Robinson reported that members Webb and Miles met with two Farmersville city workers and told them that the committee needs an engineer to sign off both on the pipe that is laid in the county right of way to show that the pipe and flows are adequate as well as any future changes. Robinson reported that the Village of Farmersville will be responsible for any damage to the pipes, to the Right of Way or for any other liability related to this work. She said that the State’s Attorney will be preparing an Intergovernmental Agreement outlining these terms for the Village of Farmersville to sign with the County.
3. **Simpson Bridge Update/Approval:** Engineer Smith stated that the Simpson Bridge is nearly complete and they plan to have a ribbon cutting sometime in the near future. He said that County Board members, construction company officials, union representatives and others who were responsible for the bridge will be invited to the ceremony. Smith also stated that the work has slowed down with the rainy days that we have been having.
4. **Underground Storage Tanks Update/Approval:** Robinson reported that the removal of the underground fuel tanks has been completed at the Highway Department and said that no contamination was found.
5. **Pine Street, Irving Update/Approval:** Robinson reported that there were no issues with closing the road last Friday to get the oil on the road in this area.
6. **Dakota Access Pipeline Update/Approval:** Robinson reported that this project will start very soon in the County and that Engineer Smith will photograph and visually inspect the county roads before and after the project, and said that he will contact area law enforcement so they may watch for trucks that may not be using the designated routes.
7. **Truck Permit Fees Update/Approval:** Robinson stated that the committee discussed overloaded vehicle permit fees and the possibility of increasing those fees.
8. **Update/Approval- Other Business:** Chairman Hertel stated that he will be sending letters to State Legislators asking them to pass appropriations to pay the MFT money owed to the county. He said that the current legislative session ends on May 31<sup>st</sup> and warned that since the State still does not have a budget in place, these funds may not be paid on time.

**BUILDING & GROUNDS COMMITTEE REPORT:** Given by Chairman Bob Sneed as follows:

1. **Maintenance Issues and Report Update/Approval:** Sneed reported that there were more issues with the coils in the HVAC system at the Courthouse Complex and that they will be replaced under warranty at no cost to the County.
2. **Annex Building and Historic Courthouse Chimney Project Update/Approval:** Sneed reported that the project at the Annex Building work is now complete and that he is very happy with the way the job turned out. He then stated that work has begun on the chimneys on the Historic Courthouse and they

found some major damage inside the south chimney that will require immediate attention. Sneed said that the committee reviewed the estimate from Evans-Mason for the emergency work in the amount of \$64,217. Sneed then asked McDonough-Whitlow engineer Ken McDonough to explain the issues with the chimney. McDonough reported that they got in the bucket and looked inside the chimney and found bricks were only one brick wide, that the lower area had not been replaced and the interior of the chimney is crumbling into the attic floor which is bowing out and cracking. He said that they have installed a plate on the outside and a steel beam on the inside of the chimney to secure it for now until it can be replaced. McDonough stated that their recommendation is to rebuild the chimney to the attic floor and do it as quickly as possible. **Motion by Sneed and second by Bishop to approve the emergency repairs to the south chimney on the Historic Courthouse by Evan Mason for an amount not to exceed \$64,217. Roll Call Vote: 17 voting Yes and 0 voting No, 4 absent. Voting Yes:** Bathurst, Beck, Bergen, Bishop, Deabenderfer, Gasparich, Graden, Hampton+Knodle, Hertel, Hopper, Martin, Moore, Plunkett, Robinson, Sneed, Webb, Young. (Members Beeler and Savage had left meeting before vote). **Motion carried.**

3. **IPMG Site Visit Update/Approval:** Sneed reported that he met with IPMG to conduct a building site assessment on May 17<sup>th</sup>, 2016.

**ECONOMIC DEVELOPMENT COMMITTEE REPORT:** Given by Chairman Heather Hampton+Knodle as follows:

1. **MCEDC Update/Approval:** Hampton+Knodle reported that the MCEDC is working with the U of I Extension Office to bring the Fab Lab to Montgomery County so that Entrepreneurs can use this equipment to design their own prototypes.
2. **Incentives Update/Approval:**
  - Revolving Loan Fund: Hampton+Knodle said that the committee reviewed the report submitted by Shalter and payments are on time.
  - Enterprise Zone – Hampton+Knodle stated that there are a few amending documents to be signed yet and that Shalter is working on the criteria for the new EZ application. Chairman Hertel reported that the EZ Administration Fee Application has been approved by DCEO and there is pending legislation to allow us to file early.
3. **Planning Update/Approval:**
  - Planning Commission – Hampton+Knodle stated that the Planning Commission met and approved two new officers. She stated that Toni McDonough of Hillsboro is now the Chairman and CJ Liddell of Hillsboro is the Vice-Chairman. Hampton+Knodle commended County Clerk Leitheiser who is the Planning Commission’s volunteer secretary.
4. **Infrastructure Update/Approval:**
  - Fiber RFP – Hampton+Knodle stated that they are still working on a broadband project with the MCEDC.
  - Eagle Zinc – Hampton+Knodle reported that they discussed the ultimate ownership of Eagle Zinc, which is located in an unincorporated area of Montgomery County. She said that USEPA has not filed a lien against the property, and she recently sent a note to USEPA to address the issue of filing a lien against the property due to the tax dollars that have been spent on the cleanup project with no response to date.
5. **Tourism Update/Approval**
  - Tourism – Hampton+Knodle stated that Tourism South has an advisory board and the County needs to appoint two appointees to their board. One person needs to be from the public sector and one from the private sector. **Motion by Hampton+Knodle and second by Martin to appoint the MCEDC Executive Director to the Tourism South Advisory Board. All in favor, motion carried.** The committee will need to make the second appointment in June.

**6. Workforce Update/Approval:**

- West Central Development – Hampton+Knodle stated that the committee approved to table this invoice until the June committee meeting and that she will be meeting with the State of Illinois workforce director on Friday.
- CEO Program – Hampton+Knodle stated that the recent CEO trade show was very well attended and thanked the board members who were there. She said that there will be a joint meeting with the CEO board and students to do another review before the class ends for this year, and that the orientation for next year's class will be held on June 2<sup>nd</sup>, 2016. She stated that the CEO annual meeting will be held on Monday, August 15<sup>th</sup>, 2016.

**7. Coal Severance Resolution Draft Update/Approval:** Hampton+Knodle stated that this was discussed earlier by Chairman Hertel.

**8. Other Business Update/Approval:** Hampton+Knodle stated that the City of Hillsboro Street Dept. wants to use our county GPS equipment for their infrastructure, and this request will be granted.

**E.M.A./AMBULANCE COMMITTEE REPORT: Given by Chairman Glenn Savage as follows:**

**EMA:** Savage stated that ambulance collections continue in a routing fashion.

- 1. Combs Lab Invoice Update/Approval:** Savage reported that the committee approved the \$618 payment for EMNET which is an emergency notification service that gives briefings via satellite.
- 2. Mitigation Planning Update/Approval:** Savage reported that there was a letter from consultant Greg Michaud thanking everyone who participated in the mitigation planning meetings over the past year in order to update the plan. He said that certificates of participation were given to everyone who helped in throughout this process.
- 3. Letter from Don Karban Update/Approval:** Savage reported that the committee members discussed Hillsboro resident Don Karban's letter of concern regarding the Deer Run Mine and the possibility of a levee breach at one of the two refuse disposal areas. He said that according to the State's Attorney's Office the Plan cannot be obtained through the Freedom of Information Act process and should not be given out because of security concerns.
- 4. Panic Alarm Testing Update/Approval:** Savage stated that testing is current.
- 5. Phone Bill Update/Approval:** Savage stated that IT manager Bill Purcell is working with the new phone service to get itemized billing for their state grant reimbursement.

**FINANCE COMMITTEE REPORT: Given by Chairman Megan Beeler and Mike Plunkett as follows:**

- 1. County FY 2015 Audit Report Update/Approval:** Plunkett stated that KEB gave the FY 2015 audit presentation last month and the County Board had one month to review it. Plunkett stated that KEB did a good job on the audit. **Motion by Plunkett and second by Martin to approve the FY 2015 Audit submitted by KEB. All in favor, motion carried.**
- 2. Forrestal Group – Gene Stuard, Power Plant Assessment Update/Approval:** Plunkett stated that Gene Stuard of Forrestal Group addressed the committee regarding the power plant assessment and stated that he was involved with the assessment of the power plant back in 2007. Plunkett reported that the committee asked Stuard to come back with a cost estimate for his services, and said that the last time the county paid for all the assessment work however this time the other taxing bodies will be asked to share the cost.
- 3. Reappointment of Ray Durston as Supervisor of Assessments for a four year term from July 8th 2016 to July 8<sup>th</sup>, 2020 Update/Approval:** Beeler read a letter given to Chairman Hertel for the re-appointment of Ray Durston as the Supervisor of Assessments for a four year term to begin on July 8<sup>th</sup>, 2016. **Motion by Plunkett and second by Graden to re-appoint Ray Durston as the Supervisor of Assessments for a four year term from July 8<sup>th</sup>, 2016 to July 8<sup>th</sup>, 2020. All in favor, motion carried. Webb abstained.**

4. **SB 696 Property Tax Freeze Legislation Update/Approval:** Chairman Hertel stated that he has talked to legislators and lobbyists regarding pending legislation to freeze property taxes and is not sure what will be decided. He said that counties are not supporting SB 696 in its current form because many have already printed their tax bills and if passed, this bill would cause them to have to re-print the bills or re-fund money to almost every taxpayer. Chairman Hertel stated that we are going to mail out our tax bills soon and he hopes that the senate bill freezing 2015 property taxes does not go anywhere.
5. **Monthly Coal Revenue Report and Revenue, Expense & Bank Balance Report Update/Approval:** Plunkett reported that the county received about \$5,900 in coal royalties for February and that there is now a balance of \$5.6 million in the coal revenue fund.
6. **FY 2017 Budget Hearings: July 18<sup>th</sup>, 19<sup>th</sup>, and 21<sup>st</sup> from 8:00 to Noon Update/Approval:** Plunkett reported that FY 2016 budget hearings will take place on July 18<sup>th</sup>, 19<sup>th</sup>, and 21<sup>st</sup> in the County Board room.
7. **FY 2017 Budget Discussions Update/Approval:** Plunkett reported that the committee discussed that we are going to try and reduce the FY 2017 budget by \$500,000. Plunkett stated that the committee decided to cut the FY 2017 funding by one half for MCEDC and FAYCO and reported that the MCEDC currently has a balance of about \$100,000 and should be OK and that hopefully the severance package that is being offered will also bite into the \$500,000 that will need to be cut.
8. **FY 2017 Non-Union Salary Update/Approval:** Plunkett stated that the committee discussed and is recommending a \$.25 per hour salary increase for non-union employees. Hampton+Knodle voiced concerns regarding the salary increases and asked how we can think about raising salaries when we are talking about cutting so much out of the budget. **Motion by Plunkett and second by Martin to give a \$.25 per hour increase for non-union employees for FY 2017. Roll Call Vote – 15 Voting Yes** Bathurst, Beck, Bergen, Bishop, Deabenderfer, Gasparich, Graden, Hertel, Hopper, Martin, Plunkett, Robinson, Savage, Sneed, Webb, **and 3 Voting No**, Hampton+Knodle, Young and Moore. **Motion carried.**
9. **Personal Property Replacement Tax (PPRT) Allocation Error Update/Approval:** Plunkett reported that state overpaid personal property replacement taxes to the county in the amount of \$30,592 and that our future payments of PPRT will most likely be reduced by that amount. Chairman Hertel stated that the Illinois Association of County Board Members will likely ask for an audit of those amounts before anything is paid back.
10. **Court Security Fee Update/Approval:** Plunkett stated that the committee is looking at a proposal by Bellwether LLC to prepare a cost study for the court security fees and possibly the County Clerk's Office. Plunkett reported that Beeler is checking into one more proposal before the committee decides whether to proceed.
11. **Other Business Update/Approval:** None at this time.

**H.W.E. COMMITTEE REPORT:** Given by Chairman Connie Beck as follows:

1. **Election Update/Approval:** Beck asked County Clerk Leitheiser to give a report on elections. Leitheiser stated they are preparing for the November 8, 2016 election and she provided a cost per vote report of \$6.45 per vote for the March 15, 2016 General Primary election.
2. **EPA Report Update/Approval:** Beck reported the reimbursement has been appropriated for the EPA grant which pays for most of EPA Inspector Gonet's salary.
3. **Recycling Program and Events Update/Approval:** Beck reported that Chairman Hertel, Recycling manager Ben Bishop and herself will meet with county Mayors on May 25<sup>th</sup> in regards to adding \$1 to each municipal and rural water bill in the county to help with the cost of recycling and the cost of equipment repairs and replacement. Beck stated that the equipment is getting old and the large box truck just had some repairs done because she doesn't want the employees in unsafe vehicles. Chairman Hertel reported that he attended the Litchfield City Council meeting last Thursday regarding funding the deficit for Recycling and they had some good questions.

4. **Animal Control Facility Program Update/Approval:** Beck reported that they are trying to watch the costs at Animal Control.
5. **Other Business Update/Approval:** None at this time.

**PERSONNEL COMMITTEE REPORT:** Given by Chairman Mary Bathurst:

1. **Intergovernmental Agreement with the Village of Panama and the Montgomery County Sheriff's Department Update/Approval:** Chairman Hertel asked Under Sheriff Rick Robbins to explain the Intergovernmental Agreement with the Village of Panama. Robbins stated that the Mayor of Panama contacted the Sheriff's Department regarding their law enforcement coverage because they do not have any at this time. Robbins said that the Sheriff's Department will patrol and be dispatched as needed for village law enforcement, but they will not enforce their village ordinances. Robbins stated that Assistant State's Attorney Wilson wrote the Intergovernmental Agreement with the Village of Panama for the Sheriff's Office for these services, and said that the Sheriff's Office will cover the entire village including their village territory in Bond County which means that tickets will have to be sent to the Bond County Courthouse for processing and Deputies may have to appear at the Bond County Courthouse. He said that the cost for this service will be \$6,500 per year and the Sheriff's department will also get one half of the fine money assessed. He said that the current contract will be for approximately six months so the amount paid will be \$3,250. Wilson stated that the county does not have jurisdiction on our own for tickets in Bond County and we will not be reimbursed for going to the Bond County Courthouse for Village of Panama violations but will receive some of the fine money. **Motion by Hampton+Knodle and second by Jay Martin to enter into an Intergovernmental Agreement with the Village of Panama for law enforcement services. Roll call vote was taken, all in favor, motion carried. (For copy of Intergovernmental Agreement, see Resolution Book 15, pages 193-194).**
2. **Employee Health Insurance Update/Approval:** Bathurst stated that at this time we are not making changes on what the employees will pay for Health Insurance coverage, but our insurance renewal is June 1<sup>st</sup> and the county fiscal year is on December 1<sup>st</sup> and we have been trying to get this changed over the years to coincide together. She said that she has worked with Blue Cross Blue Shield representative Shannon Hall to accept a proposal that would allow us make that change for December 1<sup>st</sup>, 2016. She said that the employees will be able to decide if they want to keep the same premium payout and get a higher deductible or have the same coverage with a higher premium. **Motion by Bathurst and second by Young to accept the BCBS renewal proposal for plans MPP9383C and MPET3K05 for 12 months at the current coverage with plan MPP9383C only being offered to the employees as of December 1<sup>st</sup>, 2016 for a total annual cost of \$1,253,424 less the employee contributions. Roll Call Vote: 19 Yes, 0 No votes and 2 absent. Voting Yes: Bathurst, Beck, Beeler, Bergen, Bishop, Deabenderfer, Gasparich, Graden, Hampton+Knodle, Hertel, Hopper, Martin, Moore, Plunkett, Robinson, Savage, Sneed, Webb, Young. Absent were Miles and Wendel. All in favor, motion carried.** Bathurst stated that we must let BCBS know by August 1<sup>st</sup>, if we want to start a new plan for December 1<sup>st</sup>, 2016. **(For copy of BCBS plan comparisons, see Resolution Book 15, page 195).**
3. **Early Severance Update/Approval:** Beeler reported that there was a joint committee meeting with Finance and Personnel committees to discuss offering an early severance package to qualifying employees. Beeler explained that two early severance packages had been offered in the past and this time the committee discussed and voted on a different package which resulted in a tie vote so they decided to bring the proposal to the full board for their consideration. **Motion by Beeler and second by Bathurst offer a county severance proposal to include:**
  - Employees of Montgomery County who are at least 55 years of age with a minimum of eight years of service.
  - Payment of one week's salary for every eighteen months of service.
  - Health insurance will be available to any participant with the county paying the current monthly subsidy amount toward individual employee coverage only and the participant will be responsible for any additional charges to include any dependents of the

participant. Additionally, a participant is only eligible for health insurance coverage up to that participant's current participation in the insurance program for the 365 days prior to the participant's acceptance of the early severance package. Finally, when a participant severs their participation in the county's insurance program can end at any time but it is required when the employee turns age 65. If applicable, said participant's dependent's coverage will also cease at that time.

- All participants will sever their employment by August 31<sup>st</sup> 2016.

Discussion: Graden asked about the employee health insurance coverage to age 65 and Chairman Hertel responded that the insurance would be offered to the employee only with the county supplemental payment, and any dependents on the health insurance plan would have to be paid for in full by the employee. Deabenderfer asked about the difference between the last packages and this one and Beeler responded that the last two packages offered one week pay for every year of service and employee and dependent health insurance coverage was included and this package offers one week pay for every eighteen months of service and insurance will only be offered to the employee and not the dependents. She said that another change was that the employee would have to sever employment by August 31<sup>st</sup> instead of November 30<sup>th</sup>. Hampton+Knodle asked about the potential savings to the county and Beeler replied that based on the employees we think would take the severance package out of the 32 employees that are eligible, the potential savings in the first year would be about \$187,123 which includes Social Security, IMRF, payouts and the re-hiring employees where needed. Beeler reported that if the package were offered at one week for every year of service, the potential savings would only be about \$96,000. Health Department Director Satterlee stated that this is a generous offer to employees and he sees it as a potential savings to the county. Satterlee explained that he has six employees potentially taking the severance and it would save the Health Department about \$1,000 per day if they took it. Plunkett stated that he voted against the one week for every eighteen months of service option in committee because he felt that it was unfair to offer a smaller package to employees now. Plunkett added that he also wants to save money and that by offering a smaller package, not as many employees may take it and he feels that it is worth the risk to offer the same package as last time. Beeler stated that she disagrees with Plunkett on this point, and stated that the last package had a payout of \$118,816 and this time it could be \$79,000 and we just don't have the money. Beeler also stated that Treasurer Jenkins transferred \$600,000 from coal money to the general fund in March of this year. Deabenderfer stated that a hiring freeze should be implemented if we are in a real financial crisis and that in a sense of fairness the same package that was offered last time should be offered again. Chairman Hertel stated that realistically some employees will have to be replaced because you can't run the offices without staff. Beeler stated that some of the positions won't be replaced and some union employees will need to be replaced with part time. Deabenderfer asked if we have any indication of what the employees want and Bathurst replied that when the board is considering personnel matters, we take it to the board to make the decision first. Gasparich stated if you need to make a financial impact, you cut insurance or offer a severance package to save money so that we don't have to lay off employees. Beeler stated that this severance package is a nice benefit and a very generous offer. Bergen stated that he is against the severance package and that the offer is too generous at one week for every 18 months of service. He added that he is against severance packages because you don't always save money and he would rather offer a lump sum package. Deabenderfer stated that he felt that anything this major in an employee's life should have been negotiated. Chairman Hertel stated that some board members wanted to offer one week for every two years of service, so this package is a compromise. Gasparich stated that a positive in his view is that we have some older employees who have raised their children who may take the severance so that younger employees with children will not be laid off. Young stated that he talked to an employee that is on the list who is not leaving, and he doesn't want to offer a severance package. Martin stated that a package should be offered and if the employee doesn't want it they don't have to take it. Sneed stated that he comes from private business and thinks this is a very generous package and the employees should take it if they can. **Roll Call Vote: 15 Yes, 4 No votes and 2 absent. Voting Yes:** Bathurst, Beeler, Bishop, Deabenderfer, Gasparich, Graden, Hampton+Knodle, Hertel, Hopper, Martin, Moore, Robinson, Savage, Sneed, Webb, **Voting No:** Beck, Bergen, Plunkett and Young. Absent were Miles and Wendel. **Motion carried.**

4. **Customer Service Training Update/Approval:** Bathurst stated that Customer Service Training will be scheduled with the U of I Extension Office soon.

**ANNOUNCEMENTS:** Hertel thanked the State's Attorney's Office for all their support with the many legal matters the County Board faces at this time.

**SCHEDULE CHANGES:**

1. Motion by Webb and second by Beck to appoint Robert Matli as Trustee to the Raymond Community Fire Protection District. Bishop abstained. All others in favor, motion carried.
2. Motion by Beck and second by Savage to appoint John L. Welsh as Trustee to the Farmersville/Waggoner Fire Protection District. Webb abstained. All others in favor, motion carried.
3. Motion by Beck and second by Plunkett to appoint Leonard Rovey as Trustee to the Farmersville/Waggoner Fire Protection District. Webb abstained. All others in favor, motion carried.

**PUBLIC COMMENTS:** Citizen Bill Schroeder stated that there is some legislation regarding feral cats and the costs to the county to catch, spay and neuter and release at the point of capture. He also asked about any funds that were left over from the TB Department after they dissolved, and Martin (County Board liaison to the Health Department) stated that the Health Department use remaining funds for future TB needs. Schroeder asked how much time the Sheriff's Department spends in Panama now, and member Hampton+Knodle stated time spent is intermittent now but it will increase in a small amount now, especially around their village events. Schroeder asked if anyone has followed up with the coal miners who lost their jobs at Deer Run Mine, and Hampton+Knodle stated that MCEDC representative Shalter has some statistics he can share at a future time.

**PAY BILLS:**

1. **Approval to Pay Any Invoices to Adams, PC or Books & Moore and to Point of Light Awards:** Motion by Bathurst and second by Bishop to pay any invoices for Adams, PC or Books & Moore and to Point of Light Awards. Voice Vote: In favor – 16, Against – 0, Absent – 3, Abstain -2 (Moore, Beck). Motion carried.
2. Motion by Gasparich and second by Plunkett to pay all other approved bills. All in favor, motion carried. For itemized listing of bills paid, refer to Accounts Payable Book for FY 2016.

**ADJOURN:** Until the Full Board Meeting on Tuesday, June 14th, 2016 at 8:30 a.m. in the County Board Room, Hillsboro, Illinois. Motion by Young and second by Bishop to adjourn the Full Board Meeting. All in favor, motion carried. Meeting adjourned at 11:10 a.m. Minutes respectfully submitted and recorded by Montgomery County Clerk and Recorder Sandy Leitheiser.