

**MACON COUNTY BOARD
ENVIRONMENTAL, EDUCATION, HEALTH & WELFARE
COMMITTEE MEETING
Macon County Office Building
141 S. Main Street- Room #514
Decatur, IL 62523
March 23, 2023 5:30 P.M.**

Members Present

Linda Little, Chair
Jeff Entler
Vivian Goodman
Mary Scott

County Personnel Present

Lindsey Munsterman, Health Department
Tracy Sumpter, P & Z and Environmental
Tamara Wilcox, County Administrator
Mark Scranton, Macon County Health Board
Lakeeya Funches, Health Department

Member Absent

Jacob Horve

The meeting was called to order by Chair Little at the Macon County Office Building.

Approval of Minutes

Motion to approve the minutes from the prior meeting, 2/23/23 made by Mr. Entler, seconded by Ms. Scott and the motion carried 4-0.

Approval of Claim

Motion to approve the claims made by Ms. Scott, seconded by Ms. Goodman. Motion carried 4-0.

Planning & Zoning

Ms. Sumpter stated there are no zoning resolutions this month.

Reports:

Environmental Management-*Ms. Sumpter stated no report this month.*

Animal Control- *Mr. Atkins stated he brought a report with the inventory and status of the animals. He stated he was not here last month but the month before he spoke about the dog that was found on Sawyer Road, he had some crime-stopper tips and was able to make an arrest on that. He stated they are doing pretty good on getting the cases cleared up. He stated we should not have these cases but unfortunately we do and they are working to get people arrested who need to be. He stated there was a case going around on social media last night, not everything is black and white, there are shades of grey in life and this is one of them. He does not anticipate any arrest being made on this one. It is a situation they are monitoring.*

Veteran's Assistance – *No report*

Health Department –

Mr. Scranton stated he is the President of the Macon County Health Department Board and they unanimously passed a resolution last month for a retention bonus which they have been working on for about the past three months. He was made aware this was brought up at last month's County Board meeting and there were some concerns in regards to exactly what the cost would be. He stated Lindsey and Lakeeya are both here to answer more specific questions in regards to the financial aspects of it but he wanted to make the committee aware of the fact that they are facing the same challenges as every other department with retention and this is something that kind of came out of conversation post budget planning from last year with some new members on the board and talking about the need with staff about trying to find ways they could get creative to retain employees. This is the plan they came up with. He provided a copy to the members for their review. He stated they wanted to share as much information as possible. They have some grant money from this year. It is a very large upfront cost to get this going so the first year will be a lot more than future years. The one thing he wanted the board to be aware of was that they will not utilize much in the way of tax payer money going forward after this first year because thanks to the board's decision to move forward on investing the money they have sitting in the health fund, which has been sitting for about the last three or four years without any activity. It has just been parked in a checking account so to speak. Mr. Jackson, per the board's direction, took some of that money from the health fund and has transferred into a money market account that will give them probably somewhere around \$120,000 or \$150,000 annually as long as they do not pull any of that money out. They will take a portion of that money to help fund and support this along with some other programs they deem appropriate down the road whether it be equipment or additional personnel needs they might have. They wanted to come before the committee to share this information and revisit it. He felt if they gave more detail, it would help guide the committee and the County Board as well to approve the resolution. They would like to take care of their employees at the health department as soon as possible.

Ms. Scott asked if it was figured based on a percentage or how did you figure...

Mr. Scranton stated it is a flat rate but calculated on years of service with their anniversary date. That is why the first year more money is needed, they are basically getting everyone to the start line on the same page and then going forward as lengths of employment vary from year to year.

Ms. Scott asked if the 5 year, 10 year etc is a flat amount or a percentage...

Mr. Scranton stated it is a flat amount. It is not based on their salary.

Ms. Little stated that is what she had thought.

Mr. Scranton stated the committee did support this last month but he wants to be sure they are up to speed on more specific details in regards to what the actual dollars will be and also understand where the revenue will come from not only now but in the future as well. He felt they could utilize that money, it is money they are accumulating, and they need to be able to use it so why not put it to work for them. That is why they spoke to Mr. Jackson about investing it in

a manner that is very safe. They can take money out up to five times a month with that but their goal is to pretty much leave that money until a need arises. That will help the health department financially for many years to come.

Ms. Little stated she appreciated the better explanation and she will be sure to bring it up at finance. She does not see it being a problem at the next board meeting.

Mr. Entler stated if there is anything else they need, they may want to include the documents in the packet for next month. He stated if there is anything else anyone could think of that they need to do to communicate this so people understand it...

Ms. Little stated she believes this spells it out really well, she thinks the hesitancy at the last meeting had to do with the amounts for each year. She thinks this make a lot of sense.

Mr. Scranton stated he would like to add this conversation started towards the end of last year, was not only supported by the past administration, Brandi Binkley, Sheree, and Bethany, but also by the current administration. It has been a collaborative effort and everybody gave their input. It was a very unified plan to come up with.

Ms. Wilcox stated she believes this is a good idea and she thinks everyone is in a crisis with employment, but she thinks the problem is, with what she has been hearing, is that the other union members have gotten wind of this and now they want it also. Not all other departments can afford this. Clearly the Health Department can afford it and can prove it...

Ms. Little stated she agrees that will be the discussion, but the Health Department is their own taxing line and it is their own budget. She cannot see penalizing them because we cannot do the same thing.

Mr. Entler stated it is a little bit of a different group, some different job functions, make them distinguished a little different but he does understand what happened with the other groups hearing about it and he thinks that is where the vote comes to bare. He stated they will need to vote with their thoughts and conscious...

Ms. Little stated they did that a long time ago with what is now Workforce Investments, they were paying things out of grants that nobody else in the county could do so the board made them quit. She thought that was silly.

Ms. Wilcox stated it wasn't just this that brought that up, it was even the CAT negotiations that were on television getting like \$6,000...she thinks that may have started it.

Ms. Little stated she understands but the county does not have it and she is not going to penalize the health department. She stated the additional information was very helpful to her and she hopes it is helpful to the board members as well.

Regional Office of Education – No report

Mental Health – *No report*

Historical Museum – *No report*

U of I Extension – *No report*

New Business: *None*

Old Business – *None*

Public Comment - *None*

Closed Session – *None needed*

ADJOURNMENT -*The meeting was adjourned by Chair Little at 5:49 p.m.*

Minutes submitted by Tracy Sumpter, Macon County Board.