

**MACON COUNTY BOARD OPERATIONS & PERSONNEL
COMMITTEE MEETING**

May 24, 2021

5:30 P.M.

MEMBERS PRESENT

Debra Kraft, Chair
Kristen Larner
Pat Dawson
Laura Zimmerman
Bill Oliver

COUNTY PERSONNEL PRESENT

Carol Reed, Auditor
Mary Eaton, Recorder
Josh Tanner, County Clerk
Rocki Wilkerson, Workforce
John Jackson, Treasurer
Jessie Smalley, HR
Kevin Greenfield, County Board Chair
Jeannie Durham, County Board Office

MEMBERS ABSENT

Dave Drobisch
Grant Noland

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

MINUTES

Motion to approve minutes of prior meeting (4/19/2021) made by Dr. Zimmerman, seconded by Ms. Larner, and the motion carried 5-0.

APPROVAL OF PAYROLL AND CLAIMS

Motion to approve payroll as presented made by Ms. Dawson, seconded by Dr. Zimmerman and the motion carried 5-0.

Motion to approve claims as presented made by Dr. Zimmerman, seconded by Ms. Larner and the motion carried 5-0.

REPORTS

Auditor's Office –

Macon County Board Resolution Approving Blue Cross Blue Shield Health Insurance Proposal from AJ Gallagher & Co

Ms. Reed explained that this year, there was a very active insurance committee that met three times in quick succession and it is felt that the group came up with a good plan. Regarding the benefits, everyone should be happy that the overall medical benefits did not change for people. The medical plan deductible will increase from \$1,500 to \$5,000, but the employee will still just see the same \$1,500 deductible because the County is going to self-insure for the rest of it through a vehicle called a Health Reimbursement Arrangement (HRA). The County will pay the portion of the deductible between \$1,500 and \$5,000. That enabled us to get the rates to go down just a tad bit. People should be pretty relieved that the rates will pretty much stay the same as well as their co-pays. Ms. Reed explained that it is felt that this is a pretty good alternative due to the fact that there was going to be a 5%, 6% or 7% increase depending on what iteration of the plan we were on. The HRA will be the only change. The dental & visions and everything else stays the same.

Mr. Malachowski explained, via the use of a handout he distributed, that the current plan shows a \$1,500 deductible with 80/20 coverage after the deductible. He explained the portion the County will be responsible for due to the HRA, saying that while that number is unknown, modeling has been done and it has been determined that the net result will be about \$100,000 increase to the county versus what started out to be a \$900,000 increase. The net result of this is a net savings of about \$800,000. A third party administrator will receive claims electronically from Blue Cross Blue Shield. It will be a seamless transition for the employee. Those claims will go to the third party administrator who will pass on the voracity of the claim and then they will send notice to the County to provide its payment. The beauty of an HRA is the fact that if the individual does not have a claim, the County does not have any responsibility for any portion of that. The employees actually receive a slight reduction in their out of pocket expenses and see no change in doctor's office copays, prescription copays, or their deductible. Companies have used HRAs for a long time. Most of the major employers here in town use some version of an HRA and it was finally time to move Macon County into this type of coverage arrangement.

Chair Kraft asked for an explanation of the difference between and HRA and an HSA. Mr. Malachowski explained that an HRA means that the County is only responsible for paying a claim if a claim occurs. An HSA means the County has to pay money into the HAS regardless of whether a claim occurs or not. No claim / no payment / no accumulation with the HRA.

Ms. Kraft asked how many employees actually met their deductible last year. Mr. Malachowski said that out of the 750 employees, 150ish met some portion of their deductible. So, the number that is being modeled, based on the claims, is that there could be \$190,000 of responsibility. If no claims, the cost is a negative \$98,000. If there are \$198,000 in claims, that is where we are saying that you might have an increase of \$100,000. It will be somewhere in between. Ms. Dawson asked what the County was paying prior to this. Mr. Malachowski explained that the monthly premiums paid this year were about \$5.7 million. The anticipation is that with the claims that are thought will occur, it will be at \$5.8 million this next year. If there are no claims, you will be at \$5.6 million. Ms. Dawson asked what the odds are that there will be no claims. Mr. Malachowski said very little. That is why claims in excess of what have been the amount of the deductible for the last 3 years have been modeled. More has been built into the assumption than what has been incurred in the deductible section in each of the last 3 years. Ms. Dawson asked why there was going to be such an upcharge if the HRA had not been added. Mr. Malachowski explained that the County has been running at 125% loss ratio meaning for the last two years, Blue Cross Blue Shield has paid in claims \$1.25 for every \$1 that was paid in premiums. He referenced a graph showing a flat green line showing the premiums while a red line representing the claims paid over the last several years. He said that the claims have really caught up with the County over the past two years and Blue Cross Blue Shield originally came in with about a 21% increase. That would have necessitated the County moving to \$6.5 plus million. The insurance committee this year had incredible buy in from all the bargaining units. The most vocal participants were the deputies and jail security. They were the ones that worked hard to champion this idea. Ms. Dawson explained that she is coming from a different perspective than what they are. She said she is coming as a County Board member as opposed to one of the recipients. That's a little different perspective.

She asked where the money would come from that the County is going to be responsible for. Ms. Reed said it will have to come from the general fund. Either something will have to be cut from another area or have increased revenue, but this is pretty much holding it to what it is right now. All in all she said she did not think it would go up that much.

Dr. Zimmerman asked if the employee would have to pay out of pocket and then be reimbursed. Mr. Malachowski explained that what the employee sees is the first \$1,500 deductible. Because Blue Cross processes claims as quickly as they do, usually the turn around in a claim electronically submitted to Blue Cross is 7 days. That means that they will not be responsible for that deductible until after County funds have been paid. One of the models looked at did involve that, but this was just easier.

Ms. Dawson asked if the amount of the claims mattered. Mr. Malachowski explained that it is any accumulation of claims for any one person under \$5,000. Once the \$5,000 is hit, then the risk is completely transferred to Blue Cross Blue Shield. The County's responsibility is from dollar 1,501 to dollar 5,000. At that point, the County is responsible for 80% of that and the employee is responsible for 20% of that just like they are now. The difference is where the payment comes from Blue Cross Blue Shield or the County. If it was left as the Blue Cross Blue Shield responsibility as it currently is, we would be looking at an increase of \$470,000 to the County.

Ms. Larner asked how that affects the max out of pocket expense. Mr. Malachowski explained that when you add up the employee shares, you come up with \$4,700 with the new HRA plan versus \$5,000 with the Blue Cross Blue Shield current plan. The employee that has a large amount of claims will actually see \$300 less out of their pocket because the County is taking some of that risk. Ms. Larner asked if the County would make up that \$300 difference or if it is covered under that plan. Mr. Malachowski said it is covered under the plan. The trade off to the County is that they will have \$100,000 less in premiums that they will pay to Blue Cross. So, when the modeling is done, it is thought that the county will give \$190,000 back so the net cost to the County is the approximate \$100,000 increase instead of a \$470,000 increase. The employee has no change in their deductible, their doctor office copays, their medicine copays. A lot of different options were looked at and the committee felt that raising the deductible and copays was not a good option for the County or the County employees when compared to this. The committee was very sensitive to looking at having employees, especially the lower paid ones, having to pay any more out of pocket.

Motion to approve forwarding the resolution on to the Finance Committee with recommendation to approve was made by Dr. Zimmerman, seconded by Ms. Larner and the motion carried 5-0.

County Clerk –

Mr. Tanner had no report, but offered to answer any questions.

Dr. Zimmerman asked about the County emails for the County Board members. Mr. Tanner reported that they had reached out to the provider who issued the licenses and they should be ready in the next week or two. The first email will probably include some basic instructions

which will likely be handed out at the County Board meeting as well. Something that is usually presented by Mr. Baggett regarding FOIA will also be attached. These emails are County emails so they are subject to FOIA.

County Board – Chairman Greenfield had no report

Recorder –

Ms. Eaton had no report, but offered to answer questions in regard to the monthly report she had distributed.

Chair Kraft asked the members to take a look at the map Ms. Eaton had brought to the meeting showing the residential house sales within the County since December, 2019 through May, 2021. She thanked Jacob from the Supervisor of Assessments office for drawing up the map. Mt. Zion is growing. Blue Mound / Macon is growing. There have been quite a few sales in the inner city.

Workforce Investments –

Ms. Wilkerson reported that currently they are reviewing four Youth Contracts. In the three years Ms. Wilkerson has been with Workforce, there has only been one each year. So the fact that they got 4 is exciting. It is just that they are interested in trying to help our youth. That is good. They are currently being reviewed and then this week they are calling each provider in so that they can explain their grant. That gives the committee the chance to ask some specific questions so it can be detailed and scored. She said they are excited about the projects for the youth and moving forward with that.

There are 15 new referrals for the Opioid Grant program this month. She said they are working on two new occupational training programs. One is for industrial skills and the other is an introduction into hospitality to help them get some work within the restaurant occupational area. Free employment workshops are also being provided at the Elements Building as well as in Transitions. Transitions is where they are housed once they get out of detox and Elements is where they have classrooms. Both of those will be covered.

The Boys and Girls Club and Clinton Youth are all starting work experiences for the youth this week trying to get kids all over the town and get them in different occupations so they can start to explore careers.

Last week Workforce representatives went to MacArthur & Eisenhower where they had practice graduations and then were followed up by career fairs that were set up outside. Workforce had two tables at each high school. Both came back with pages of high school kids that signed up for information about how to get a job and where the jobs are. There is an informational meeting tomorrow for both sets that signed up. Good news that they were actually interested in learning about how to get a job.

Workforce recently teamed up with Economic Development, United Way and Richland Community College to do a series of events trying to educate people about looking now for a job. If you are unemployed, don't wait until you get your last check. Start checking out the labor market. Look at the training programs. Find out what jobs are available and how Workforce can assist you in getting the skills so you can get the job. Don't wait until the last minute where it would be more panic driven. Avoiding that is being attempted.

A Workforce Career Pathways Grant is being applied for. That is a trades grant and they are working closely with the trades on that. They should find out by the end of May.

A grant was also submitted to the Community Foundation. The most exciting component to that is a child care training segment that has been added. In order to get a lot of the women back to work in the fall, they are going to need childcare. We desperately need that training. The goal is that they can get certified to work within a child care industry.

Chair Kraft asked if Ms. Wilkerson still had the concern she spoke of last month in regard to so many jobs being available and nobody willing to take them. Ms. Wilkerson said she still has that concern. Ms. Kraft said she has spoken with some of the folks at the nursing homes. Ms. Wilkerson said that is why she is so excited about the high school kids applying. There are so many jobs going unfilled right now, especially in manufacturing and health care. Health Care calls every day. Ms. Larner commented that restaurants are shutting left and right. Ms. Wilkerson said that is why she had added the hospitality element. Ms. Kraft agreed that the restaurants are really struggling, saying she knew of a couple that have quit indoor seating because they don't have the staff. It is a problem. Ms. Wilkerson said that if the unemployment goes past September 4th and it is extended, it is unsure what will happen at that point.

Citizen's Remarks - *no citizens were present.*

Old Business -

New Business -

Discussion on Redistricting

Chair Kraft announced that she & Dr. Zimmerman had met with Mr. Tanner and there is not a whole lot they can do. Ms. Larner asked if there had been any update on the law. Chair Kraft said no, but they had come up with some ideas that they could do.

Dr. Zimmerman said, using some numbers from Mr. Tanner from the 2019 ACS, she had done some work. Keeping the idea of 7 districts and just kind of playing around the edges, based on the population loss, she had come up with basically, and measuring well with what Ms. Eaton had come up with on the map of the sales as well, is that District 5, 6 & 7 have lost less than the other districts. Every district has lost, but those three have lost the least. Just playing around the edges of these districts, taking a precinct or two, switching one here or there to kind of make District 5 a little smaller, District 3 a little bigger, District 4 a little bigger. Just taking a precinct or so away

from Districts 5, 6 & 7. District 2 could probably use a little, but since it is right in the middle, there is not really anywhere to grab from without taking from a district that also needs to grow a little bit. She said she felt, based on her math, that District 2 would be ok the way it is. She said they need to be careful about the Voting Rights Act and she would recheck the math on that. But, she thought it should be fine if they are just tinkering around the edges a little bit.

So, what they talked about, trying to make it contiguous as much as possible and cut out as much gerrymandering as possible, was Hickory Point 9 to 4. The precincts can be whatever we want, but they are an easy way for us to think about it. Then, looking at District 3 & 7. Long Creek 3 is kind of gerrymandered into District 3. Not trying to draw anybody out of their district, that was checked. If Long Creek 3 is given back to District 7 and then take Long Creek 7,8 & 4, it will make it more squared off than it currently is as well as takes a little from District 7 and gives it to District 3 which is what they wanted to do. In terms of 5 & 1, this is where the precincts would have to be changed, but if we look at Decatur 9, 13 & 16 and cut down a little on 13 to connect to 16 and then give 16 and that pieces of 13 to 1. That takes just a hair from 5; takes a hair from 6, just a hair from 7 and kind of keeps basically what we've got now. That is what the thoughts are, but the math needs to be rechecked a little more. She asked Mr. Tanner to elaborate on the consolidated precincts.

Mr. Tanner explained that a precinct can be up to 800 voters. Any precinct that had less than 400 voters and was adjacent to another precinct that had less than 400 voters were put together. They are already voting in the same place. So, it does not change anyone's polling place. It does not change any of the County Board districts. It doesn't really change anything.

Ms. Dawson asked about 2. Mr. Tanner explained that it used to be 2 & 6 and now it is just 2. He said that Decatur 2, 6 & 9 vote at Central Christian. 2 & 6 had about 320 or 330 voters apiece. It just makes less precinct kits that have to be purchased for the elections, less ballot styles. There is some savings, but not a significant amount. It cuts down on some confusion at the polling place. If you come into a polling place that has 3 to 4 precincts, you have to first find out what precinct you are in and then which table to go to. It's one less table they have to decide on. It's just something that is done through the years. Mr. Bean did it. Anytime you get around to the decennial census and you look at the last Presidential election and there were precincts that had fewer than 400 voters and they were adjacent and also in the same County Board District, then they got merged. In the past, the County Board districts typically changed, but the difficulty without having numbers is it is difficult.

Mr. Tanner said he had given them copies of the resolution which states that these are the precincts going forward. That is another thing that has to be done statutorily. Chair Kraft said they would have to do that next month.

Ms. Dawson said that people don't always realize that precincts have been consolidate. Mr. Tanner said everyone would get a new Voter ID card once the State & the Feds are done. That is also part of the purge, the cleaning process. All those voter ID cards will be mailed out. If they

come back in the mail, a follow up mailing that says something is not right because you are not getting your mail and asking them to contact the Clerk's Office to clear up the problem. If the second mailing comes back, they are cancelled. Same day registration also solves a lot of that problem, but typically if they don't get two mailings, they don't live there anymore. It only comes back from the postman. So, the postman is refusing to deliver it. He makes that call. We are a very transient society now and move around a lot. Same day registration solves a lot of that.

Mr. Jackson asked if it would be this committee that would hear the discussion to reduce the County Board size. Chair Kraft explained that none of the other counties were doing that. Dr. Zimmerman said that yes, it would be this committee. Mr. Tanner explained that the first couple of WHEREAS statements on the resolution he had prepared outline the County Board's duties. So, you have to determine whether you want to choose a chairman by districts or at large. Chair Kraft asked how, without numbers, you can make changes. Dr. Zimmerman explained that by reducing the districts from 3 down to 2 and ending up with 14 rather than 21 board members, there would not be an uneven number on the Board or committees. Mr. Jackson asked historically, what was it based on; what prefaced that change. Mr. Tanner said that originally, they were set at a maximum amount and then they were allowed to change it to a lower amount. The threshold is 5 (maybe). Most people would go to a commission county at that point. Every 10 years the County Board gets the option to set it at whatever they want. This is the time. Whether you want to go by at large or by districts, and once you go by districts, the number of districts and the number of representatives per district. Then those districts have to be proportionately equal according to the decennial census which is the problem you now have. You don't have the decennial census to make sure the districts are still proportionately the same population. Precincts are a different story. Precincts are sized based on the number of voters. So that is different. We know the number of voters. What you don't know is the number of residents so that you can determine the district size.

Ms. Larner asked for clarification on the deadline for voting on this. Mr. Tanner said the absolute latest time it can be done is the July regularly scheduled board meeting. Chairman Greenfield asked if, due to the circumstances of not having the census numbers, would it be better to just leave it like it is. Mr. Tanner said that either way, they would not be able to comply. That might be a Mr. Baggett question. The resolution has several things that need to be considered when you are designing the districts. Population is one of them. The Voting Rights Act is another one of them. The Voting Rights Act is designed to encourage majority minority districts. Macon County does not have the problem that other counties have where they do not have a very diverse county board. Macon County's board is relatively diverse. So, if you had numbers, you would be tasked with making sure that diversity still exists. The current configuration of the board is creating the desired result. If you change it, without numbers, Mr. Tanner said he did not know if you could create the desired result. Mr. Tanner said he was just the mapper 10 years ago and all he did was create the maps and the population counts. Mr. Bean and Mr. Dunn gave him the precincts and he had the numbers to make sure the numbers matched. What you don't see with precincts is that the Census blocks are even smaller little pieces than the precincts are. That is how Mr. Bean had created the precincts. He would use the census blocks to make sure the precincts followed those

census block boundaries so that the population could be calculated. There were only very few instances where a census block was split. That was mainly because the census block made no sense such as crossing over a major roadway or something, so it was split. Other than that, the districts populations were as mathematically close as they could be. Unfortunately, even though we have the census blocks, their shapes, we don't have any numbers to put in them at this point. You are at a distinct, probably once in a lifetime disadvantage. Mr. Tanner said he could not say what is best to do. Macon County is somewhat unique in Central Illinois by the diversity of the Board, both by gender and ethnicity.

Mr. Tanner asked that if the board decides to split precincts, to please let him know because he will have to recalculate to make sure that the precinct voter population does not exceed the 800 threshold. That can be calculated because we know where all the voters live.

The way that voters is typically interpreted is the number of voters in the last Presidential election, not the number of registered voters.

There is also a new wrinkle COVID brought us, which is – the reason the threshold for the precincts exists is so that they don't get so full that you have to wait four hours to vote. It is possible that 800 people voted in a precinct in November, but they probably did not vote on Election Day in that precinct. Probably half of them did. The other half either voted early or by mail. So, what we have with the precinct combinations that Mr. Tanner said he had done, it is likely that more could have been combined. Because if your interpretation of the Statute is less than 800 voters that voted in precinct on Election Day, lots of them could be combined. But with this Presidential Election being an anomaly, he had only combined precincts that had a total of less than 800, erring on the side of caution. There are still some precincts that have less than 400 voters, but they are not contiguous with another precinct that has less than 400 voters.

Chairman Greenfield asked about affects to board districts. Mr. Tanner said no, that it does not affect polling place or County Board districts. He said he had not wanted to even move the polling place. So everyone will still vote at the same place.

Mr. Tanner repeated that if they want to split precincts to just let him know so he can rerun the numbers and make sure that matches.

Mr. Tanner advised that an absolute minimum number of changes be made because if the deadline is not met, it goes to an Apportionment Commission and you probably don't want that. But, if it goes down the road and it does have to go to an Apportionment Commission, you should at least have established the number of districts and number of members you want. You can do that without establishing where the districts are. That would at least prevent the Commission from changing the number of members. Dr. Zimmerman asked, if it does go to a Commission, what the deadline for that would be. Mr. Tanner said it does not get past September. As a refresher, the General Assembly does not have to use the decennial census. The constitution just says they have to do it after the decennial census. It does not prescribe the numbers they have to use. That is

why they were able to move on and send out the new district maps that came out over the weekend. The Statute is cited in the resolution that says you are prescribed; the definition of population in State Statute is defined as the numbers from the decennial census. That is the difference in why they were able to move on and you cannot. You can if you want because you are required to do it, but the piece you are required to use is not provided. One way or the other, you will not be able to fully comply.

Mr. Oliver asked a question about the number of voters in a precinct. Mr. Tanner said that typically they refer back to the Presidential Election because it is the highwater mark for the number of voters. You could combine lots of precincts if you went by the number of voters that voted in the April Election because almost nobody voted in April. So, the Presidential Election is usually used because that generates the most number of voters. You are always looking at not creating long lines in precincts. That is why the threshold is there. The Legislature does allow us to have polling places with multiple precincts. That 800 number is really antiquated. It comes from a day when things were done with pen and paper. Things are much faster now. We can get more people through. But, they did allow us to co-locate precincts in one polling place. Mr. Oliver commented that the inner city numbers have changed so much due to houses being torn down, etc. Mr. Tanner agreed saying that that is why the numbers he had given to Chair Kraft & Dr. Zimmerman show population loss in Decatur Township, but he cautioned that that is the ACS survey. It is not the decennial census and it has a very small sampling rate. So, while it is probably accurate, it is not the same thing as the decennial census. He said he is not saying don't use it, he is just saying to be cautious and know what you are using when using it. The decennial census is a head count of every single person in the county. The ACS is a survey performed to gather other information at the same time. It is also used to estimate the loss. Home sales is another thing that counties are using. The problem with the home sale is that if one home sells and they move across the street, they didn't leave the county, they just sold the house. Home sales are not indicative of population loss or gain. This is just residential retail activity. Be cautious with that as well. Many people move within the county to a bigger home or downsize as their kids leave.

Mr. Oliver asked another question about precinct boundary changes. Mr. Tanner said that precincts are based on voters. We know that number. We know the number of people that voted. We can change precincts as far as combining them. He said he would not change the precinct boundaries because he did not want to hamstring the board with what they were trying to do with County Board districts. If you are going to change precinct boundaries, it has to be done hand in hand with County Board. He said he had changed as little as possible while still making it as effective as it can be without tying the Board's hands.

Dr. Zimmerman said she thinks there are two options; leave as is or do some of these tinkering things they've been talking about. It needs to be voted on at the next committee meeting. So, if the committee wants, she & Chair Kraft can continue working on it doing a couple of other math things. Then they can either put that forward or just go with the one with no changes. She said they would get it out to everybody as soon as they can. Chair Kraft agreed that they can the math

and the precinct numbers, but that's about all they can. She said they really can't make any changes in her opinion.

Chairman Greenfield commented that this is the political football for this year. Chair Kraft agreed. Mr. Greenfield continued, that with all due respect for Dr. Zimmerman, he thought it would only be fair that the Republican Chairman would have the opportunity to look at the map as well. Dr. Zimmerman said she had no intention to hide it. Chair Kraft said Dr. Zimmerman is not proposing anything. Ms. Dawson said the two (Kraft & Zimmerman) were just working on this as board and committee members. Mr. Greenfield repeated that he did not know what Dr. Zimmerman was proposing, but if he could have it and look at it. Dr. Zimmerman agreed saying they were not trying to hide anything and it would have to pass the full board anyway. Mr. Greenfield said that in the past, the different parties have taken it and tweaked it. Dr. Zimmerman said it was just going to be a precinct here and there. Mr. Greenfield said that is why he thought they should just leave it as it is. Ms. Larner asked what the benefit to tweaking would be. Dr. Zimmerman said that her thinking was that since they have some numbers and a good idea of where less loss is happening, they are just trying to do their best to make it even again. That's really it. She offered to show her math. Chair Kraft said it has nothing to do with redistricting. If Long Creek 3 could be moved into District 7, that will give them a few more voters. That's all. It's nothing. Ms. Larner asked if none of the proposed changes affect anything, what's the point. Dr. Zimmerman said it's just to make it a little more even. Ms. Kraft said they were just doing what the committee had asked them to do. Dr. Zimmerman said it would be her best effort, using the numbers we have, to make the districts as equal as possible. Ms. Dawson said the intent has been missed. Dr. Zimmerman said she could keep working on it, but at the end of the day they can just leave it where it is.

Ms. Dawson asked about how the agenda is driven. She said she gets a notice asking for agenda items, but she was wondering who drives the agenda. Ms. Larner said this is something that needs to be discussed. Chair Kraft said that the officeholders send resolutions for the agenda. It is sent out to the committee members requesting. Ms. Durham explained that there is an agenda template. She sends out the agenda item request to the departments that report to that committee along with the chair and vice chair of the committee. As resolutions come in from the department heads they are added. The committee members have opportunity to pull anything they don't want on it at the meeting. Ms. Dawson said she doesn't get it for any other committee. Chairman Greenfield said to include all the members on all of the committee agenda item request emails.

CLOSED SESSION *None needed*

NEXT MEETING: Monday, June 21, 2021

ADJOURNMENT The meeting was adjourned at 6:25 p.m.

Minutes submitted by Jeannie Durham, County Board Office