



McLean County
FINANCE COMMITTEE AGENDA
Room 400, Government Center
Wednesday, March 4, 2009
4:00 p.m.

1. Roll Call
2. Approval of Minutes: February 4, 2009
3. Departmental Matters
 - A. John M. Zeunik, County Administrator
 - 1) Items to be Presented for Action:
 - a) Request Approval of an Ordinance of the McLean County Board Amending Chapter 10 Of the McLean County Code 1-25
 - b) EXECUTIVE SESSION: Personnel Issue and Collective Bargaining
 - 2) Items to be Presented for Information:
 - a) General Report
 - b) Other
 - B. Jackie Dozier, County Auditor
 - 1) Items to be Presented for Action:
 - a) Request Approval of an Emergency Appropriation Ordinance Amending the McLean County Fiscal Year 2008 Combined Annual Appropriation and Budget Ordinance, McLean County General Fund 0001, McLean County Information Technologies Department 043 and McLean County Recorder Department 0006, McLean County Auditor's Office 26-27
 - b) Request Approval of an Emergency Appropriation Ordinance Amending the McLean County Fiscal Year 2009 Combined Annual Appropriation and Budget Ordinance, McLean County General Fund 0001, McLean County Information Technologies Department 0043 and McLean County Recorder Department 0006, McLean County Auditor's Office 28-29
 - 2) Items to be Presented for Information:
 - a) General Report
 - b) Other

- C. Peggy Ann Milton, County Clerk
 - 1) Items to be Presented for Action:
 - a) Request Approval of Supplemental Election Judge List 30-34
 - 2) Items to be Presented for Information:
 - a) Monthly Activity Report, January 31, 2009 35
 - b) General Report
 - c) Other

- D. Don Lee, Director, Nursing Home
 - 1) Items to be Presented for Information:
 - a) Monthly Reports 36-38
 - b) General Report
 - c) Other

- E. Lee Newcom, County Recorder
 - 1) Items to be Presented for Information:
 - a) General Report 39-41
 - b) Other

- F. Robert Kahman, Supervisor of Assessments
 - 1) Items to be Presented for Information:
 - a) 10-Year History, McLean County Township Multipliers 42-43
 - b) General Report
 - c) Other

- G. Becky McNeil, County Treasurer
 - 1) Items to be Presented for Information:
 - a) Accept and place on file County Treasurer's Monthly Financial Reports as of February 28, 2009
 - b) General Report
 - c) Other

- 4. Recommend Payment of Bills and Transfers, if any, to County Board
- 5. Other Business and Communication
- 6. Adjournment



OFFICE OF THE ADMINISTRATOR
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TO: Honorable Chairman and Members, Finance Committee

FROM: Bill Wasson, Director of Administrative Services *WRW*

DATE: 02/24/2009

RE: Chapter 10 of the McLean County Code Amendments

From time to time, the County Administrator's Office reviews and updates the personnel code based upon changes to Federal and State employment and labor law. A review of the County's Personnel Code (CHAPTER 10) and relevant Federal and State employment and labor law was recently completed. Based upon this review, the following sections were identified as being inconsistent or unclear with respect to the cited State or Federal Law.

County Personnel Code Section

10.10 Statement of Policy

Clarification of Code Terminology

10.10 STATEMENT OF POLICY: The McLean County Board recognizes that a personnel system, which recruits and retains competent, dependable County personnel, is indispensable to an efficient County government. To achieve this goal, the Board has established within the County Board Office the position of County Administrator. The County Administrator shall serve all County offices by participating in or performing the following activities:

- Classifying positions in County service;
- Developing systems to compensate employees equitably for their service;
- Assisting in the recruitment of persons for County service;
- Providing for employee welfare;
- Providing for employee training and development;
- Providing for resolution of employee grievances;
- Monitoring for compliance with State and Federal Employment and Labor Laws and
- Monitoring the McLean County Equal Employment Opportunity Resolution.

County Personnel Code Section

Section 10.10-1 General Definitions added

Clarification of Code Terminology

10.10-1 GENERAL DEFINITIONS: When used in this Chapter, unless the context requires otherwise, the term:

- (A) Age. "Age" means the chronological age of a person who is at least 40 years old,
- (B) Disability. "Disability" means a determinable physical or mental characteristic of a person, including, but not limited to, a determinable physical characteristic which necessitates the

person's use of a guide, hearing or support dog, the history of such characteristic, or the perception of such characteristic by the person complained against, which may result from disease, injury, congenital condition of birth or functional disorder and which characteristic:
(1) For these purposes is unrelated to the person's ability to perform the duties of a particular job or position and a person's illegal use of drugs or alcohol is not a disability;
(C) Marital Status. "Marital status" means the legal status of being married, single, separated, divorced or widowed.
(D) National Origin. "National origin" means the place in which a person or one of his or her ancestors was born.
(E) Religion. "Religion" includes all aspects of religious observance and practice, as well as belief.
(F) Sex. "Sex" means the status of being male or female.
(G) Sexual orientation. "Sexual orientation" means actual or perceived heterosexuality, homosexuality, bisexuality, or gender-related identity, whether or not traditionally associated with the person's designated sex at birth. "Sexual orientation" does not include a physical or sexual attraction to a minor by an adult. This Definition shall be construed in a manner consistent with the construction placed on 775 ILCS 5/1-101.
(H) Military Status. "Military status" means a person's status on active duty in or status as a veteran of the armed forces of the United States, status as a current member or veteran of any reserve component of the armed forces of the United States, including the United States Army Reserve, United States Marine Corps Reserve, United States Navy Reserve, United States Air Force Reserve, and United States Coast Guard Reserve, or status as a current member or veteran of the Illinois Army National Guard or Illinois Air National Guard.
(I) Unfavorable Military Discharge. "Unfavorable military discharge" includes discharges from the Armed Forces of the United States, their Reserve components or any National Guard or Naval Militia which are classified as RE-3 or the equivalent thereof, but does not include those characterized as RE-4 or "Dishonorable".
(J) Gross Misconduct. "Gross Misconduct" means a single incident of a very serious nature, including but not limited to: insubordination, including refusal or intentional failure to follow any reasonable request given an employee's supervisor or by an appropriate member of management.

Source: Illinois Human Rights Act (775 ILCS 5/1-103. General Definitions)

County Personnel Code Section	Conflicting Statute/Rule
10.11 Equal Employment Opportunity	775 ILCS 5 Illinois Human Rights Act

Chapter 10.11 of the McLean County Code is hereby amended as follows:

10.11 EQUAL EMPLOYMENT OPPORTUNITY: As a matter of policy, McLean County requires employment, training and promotions, and all personnel actions to be based on individual merit and individual capabilities without regard to race, religion, color, national origin, sex, age, sexual orientation, ancestry, military status, or unfavorable discharge from military service . This policy requires full cooperation of all McLean County employees. We choose to follow this policy on the basis of fairness to all individuals rather than on the basis of our legal requirement. McLean County also complies with all applicable federal, state and local laws regarding non-discriminatory practices. Responsibility for correlation and implementation of the plan and related activities throughout the County has been assigned to the County Administrator.

Source: Illinois Human Rights Act (775 ILCS 5/1-102. Declaration of Policy)

**County Personnel Code Section
10.12-1 Specific Scope of Coverage**

Clarification of Responsibilities

10.12-1 SPECIFIC SCOPE OF COVERAGE: All County employment positions not expressly exempted from coverage by these policies and procedures shall be subject to these provisions. ~~Including bargaining unit members except where superseded by collective bargaining agreements.~~

All individual Elected Officers shall comply with applicable provisions of State and Federal Employment and Labor Laws.

All advisory boards, commissions and committees appointed by the McLean County Board, ~~All~~ consultants, advisers, and counsel rendering temporary professional service, and independent contractors, are expressly exempted from coverage, except to the extent that State and Federal Employment and Labor Laws extend to said individuals.

Sheriffs Department personnel are expressly exempted from coverage by these policies and procedures to the extent that rules of the Merit Board supersede these rules, and bargaining unit members are expressly exempted from coverage by these policies and procedures to the extent that the terms of their respective collective bargaining unit agreements supersede these rules, are expressly exempted from coverage.

**County Personnel Code Section
10.12-1 Exclusion Procedure**

Clarification of Responsibilities

10.12-2 EXCLUSION PROCEDURE: Upon passage of these policies and procedures by the McLean County Board, Elected Officers of McLean County are strongly encouraged to submit to the County Administrator's Office, a tabulation of the specific areas of conflict and cite the statutory authority which prohibits cooperation with said policies and procedures. Such tabulation will be submitted as a portion of the annual fiscal year budget process become an appendix to this document.

County Personnel Code Section

Conflicting Statute/Rule

10.43-1 Annual Training and Active Duty Leave

**5 ILCS 325 Military Leave of Absence Act
50 ILCS 140 Local Government Employees
Benefits Continuation Act.**

Chapter 10.43-1 of the McLean County Code is hereby amended as follows:

10.43-1 ANNUAL TRAINING AND ACTIVE DUTY LEAVE: ~~An employee who is a member of a reserve component of the armed services or the Illinois National Guard shall be granted annual training leave and leave for active duty. The County shall pay the difference between the government allowance and the employee's base salary for basic training and up to sixty (60) days of special or advanced training per year, and for the duration of any active duty resulting from a Presidential order. Military training leave shall be granted without the loss of general leave time.~~

10.43-2 COMPENSATION: ~~An employee on Military Leave status who applies for County compensation to make up the difference between military base pay received and their regular straight time County wage or salary, shall submit copies of all military pay stubs or leave and earnings statements for any pay period for which compensation is requested within sixty (60) days of release from active duty. If an employee chooses not to remit said military pay stubs or leave and earnings statements, no portion of County wages will be paid to the employee. If twenty percent (20%) or more of County employees are mobilized for active duty, compensation shall be limited to two (2) workweeks per year.~~

(A) Any full-time employee other than an independent contractor, who is a member of any reserve component of the United States Armed Forces or of any reserve component of the Illinois State Militia, shall be granted leave from his or her public employment for any period

actively spent in military service, including:

(1) basic training;

(2) special or advanced training, whether or not within the State, and whether or not voluntary; and

(3) annual training.

During these leaves, the employee's seniority and other benefits shall continue to accrue.

(B) During leaves for annual training, the employee shall continue to receive his or her regular compensation as a public employee. During leaves for basic training and up to 60 days of special or advanced training, if the employee's compensation for military activities is less than his or her compensation as a public employee, he or she shall receive his or her regular compensation as a public employee minus the amount of his or her base pay for military activities.

I. Any employee who is a member of any reserve component of the United States Armed Services, including the Illinois National Guard, and who is mobilized to active military duty as a result of an order of the President of the United States, shall for each pay period continue to receive the same regular compensation that he receives or was receiving as an employee of the unit of local government by which he is employed at the time he is or was so mobilized to active military duty, plus any health insurance and other benefits he is or was receiving or accruing at that time, minus the amount of his base pay for military service, for the duration of his active military service.

In the event any provision of a collective bargaining agreement covering an employee so ordered to active duty is more generous than the provisions contained in this Section, that collective bargaining agreement shall be controlling. In the event that 20 percent or more of the employees of the County are mobilized to active military duty, as a result of an order of the President of the United States, this provision shall not apply.

(D) In the event any provision of State and Federal law then in force is more generous than the provisions contained in this Section, such provision shall be controlling.

Source: *Military Leave of Absence Act(5 ILCS 325/1) & Local Government Employees Benefits Continuation Act(50 ILCS 140/2)*

**County Personnel Code Section
10.47-3 Family Medical Leave**

**Conflicting Statute/Rule
29 CFR Part 825 Family Medical Leave Act**

Chapter 10.47-3 of the McLean County Code is hereby amended as follows:

10.47-3 FAMILY AND MEDICAL LEAVE: McLean County will provide all eligible employees and officials with up to 12 weeks of family and/or medical leave during any 12 month period, whether paid or unpaid, as required by the federal Family and Medical Leave Act of 1993. However, all employees shall exhaust all paid leave available, prior to going on unpaid leave.

A) Employees eligible – To be eligible for Family and Medical Leave leave, an employee must:

- 1) Qualify for I.M.R.F. coverage (1,000 hours per year standard) ~~AND either:~~
- 2) Successfully complete the initial evaluation period with the County, ~~or~~
- 3) Complete one (1) year of employment with the County, ~~whichever occurs first.~~

B) Usage – The following situations are allowable under the Family and Medical Leave Policy:

- 1) Care of an employee’s child, including birth or placement for adoption or foster care.
- 2) Care of a child, spouse, or parent with a serious health condition.
- 3) A serious health condition which makes the employee unable to perform the employee’s job.
- 4) A qualifying exigency arising out of the fact that an employee’s spouse, son or daughter, or parent is on active duty or call to active duty status in support of a contingency operation as a member of the National Guard or Reserves.
- 5) Because an employee is the spouse; son or daughter; parent; next of kin(as defined under FMLA) of a covered service member with a serious injury or illness.

C) Length of Leave – An employee may take 12 work weeks of unpaid leave per each 12 month period of employment, inclusive of any paid leave for the same purpose. In the case of a birth or adoption, the leave option expires one year after the event. This leave is based on a rolling 12 months period for the individual employee, not on a calendar basis.

An employee may take up to 12 weeks of leave for certain qualifying exigencies arising out of a covered military member’s active duty status, or notification of an impending call or order to active duty status, in support of a contingency operation, and

An employee may take up to 26 weeks of leave in a single 12-month period to care for a covered service member recovering from a serious injury or illness incurred in the line of duty on active duty. Eligible employees are entitled to a combined total of up to 26 weeks of all types of FMLA leave during the single 12-month period.

D) Intermittent leave up to 12 weeks, per 12 months period may be taken if medically necessary. However, a request for intermittent leave requires consent by McLean County. This shall be approved by the Department Head, only if the Department Head determines that such action would have no detrimental effect on the operations of the department. All other such requests shall be denied.

E) Health Coverage – During the term of leave, McLean County will continue to pay its share of an employee’s health coverage. If the employee fails to return to work, unless such failure is due to continuation of a medical condition or circumstances beyond the employee’s control, the employee must repay McLean County the full cost of health coverage paid during the leave period.

Source: Family Medical Leave Act (29 CFR Part 825.126-127)

County Personnel Code Section
10.80 General Rules of Conduct

Conflicting Statute/Rule
775 ILCS 5 Illinois Human Rights Act

Chapter 10.80-5 of the McLean County Code is hereby amended as follows:

10.80-5 ILLEGAL HARASSMENT: It is the policy of McLean County Government to provide to all officials and employees a work environment free of harassment based upon gender, sexual orientation, ethnicity, race, religious affiliation, age, physical and mental disability, and marital status, as well as sexual harassment. It is the right of all employees to work in an environment free from harassment and the responsibility of all employees to refrain from harassment. McLean County prohibits sexual harassment and harassment based upon gender, sexual orientation, ethnicity, race, religious affiliation, age, and physical and mental disability of and by its employees. Harassment is inappropriate, offensive, and, in specific cases, may be illegal and will not be tolerated by McLean County.

10.80-6 COMPLAINT PROCEDURE:

Employees of any County Department or Office who wish to register a complaint of sexual harassment (or any form of harassment based on their race, national origin, gender, age, marital status, religion, sexual orientation, or disability) may do so through the County Administrator's Office or their supervisor or any appropriate member of management.

All allegations of harassment will be investigated thoroughly. The facts will determine the response of the County to each allegation. Substantiated acts of harassment will be met with appropriate disciplinary action by the County up to and including termination. All information regarding any specific incident will be kept confidential within the necessary boundaries of the fact-finding process. No reprisal or retaliation against the employee reporting the allegation of harassment will be tolerated.

**County Personnel Code Section
10.80 General Rules of Conduct**

**Clarification of Statute/Rule
820 ILCS 55 Privacy in the Workplace Act**

A) Unacceptable Behavior – Any action that reflects discredit upon the County or is a direct hindrance to the effective performance of the departmental function shall be considered good cause for disciplinary action. Common sense is the underlying basis of this work principle. Examples of unacceptable behavior include:

- Repeated tardiness;
- Leaving duty prior to the end of the assigned shift;
- Failure to complete duties as assigned;
- Failure to request leave in the authorized manner;
- Abuse of leave;
- Discourtesy or disrespect to a member of the public, a coworker or a County official;
- ~~Discussing the lawful private lives of other County employees within the workplace;~~
- Disadvantaging any individual, with respect to compensation, terms, conditions or privileges of employment because an employee uses lawful products during nonworking hours.
- Any safety violation;
- Intoxication while on duty from alcohol or other substances;
- Carrying a firearm other than by authorized personnel;
- Failure to follow a specific order by a supervisor;
- Willful damage to or destruction of County property and/or public records;
- Theft of County property and/or public records;
- Acts, threats, or perceptions of violence toward any persons while on duty;
- Any form of unlawful harassment, particularly sexual harassment;
- Willful misrepresentation or concealment of any fact requested during hiring process;
- Gross misconduct other than items listed above;
- Upon conviction of a felony involving moral turpitude;
- Violation of the County Smoking Policy;
- Violation of the County Drug And Alcohol Free Workplace Policy;
- Violation of County E-Mail or Internet Policy.

Source: *Right to Privacy in the Workplace Act(820 ILCS 55/5)*

**HUMAN RIGHTS
(775 ILCS 5/) Illinois Human Rights Act.**

(775 ILCS 5/Art. 1 heading)

ARTICLE 1.

GENERAL PROVISIONS

(Source: P.A. 93-1078, eff. 1-1-06.)

(775 ILCS 5/1-101) (from Ch. 68, par. 1-101)

Sec. 1-101. Short Title. This Act shall be known and may be cited as the Illinois Human Rights Act.

(Source: P.A. 81-1216.)

(775 ILCS 5/1-101.1)

Sec. 1-101.1. Construction. Nothing in this Act shall be construed as requiring any employer, employment agency, or labor organization to give preferential treatment or special rights based on sexual orientation or to implement affirmative action policies or programs based on sexual orientation.

(Source: P.A. 93-1078, eff. 1-1-06.)

(775 ILCS 5/1-102) (from Ch. 68, par. 1-102)

Sec. 1-102. Declaration of Policy. It is the public policy of this State:

(A) Freedom from Unlawful Discrimination. To secure for all individuals within Illinois the freedom from discrimination against any individual because of his or her race, color, religion, sex, national origin, ancestry, age, marital status, physical or mental disability, military status, sexual orientation, or unfavorable discharge from military service in connection with employment, real estate transactions, access to financial credit, and the availability of public accommodations.

(B) Freedom from Sexual Harassment-Employment and Higher Education. To prevent sexual harassment in employment and sexual harassment in higher education.

(C) Freedom from Discrimination Based on Citizenship Status-Employment. To prevent discrimination based on citizenship status in employment.

(D) Freedom from Discrimination Based on Familial Status-Real Estate Transactions. To prevent discrimination based on familial status in real estate transactions.

(E) Public Health, Welfare and Safety. To promote the public health, welfare and safety by protecting the interest of all people in Illinois in maintaining personal dignity, in

realizing their full productive capacities, and in furthering their interests, rights and privileges as citizens of this State.

(F) Implementation of Constitutional Guarantees. To secure and guarantee the rights established by Sections 17, 18 and 19 of Article I of the Illinois Constitution of 1970.

(G) Equal Opportunity, Affirmative Action. To establish Equal Opportunity and Affirmative Action as the policies of this State in all of its decisions, programs and activities, and to assure that all State departments, boards, commissions and instrumentalities rigorously take affirmative action to provide equality of opportunity and eliminate the effects of past discrimination in the internal affairs of State government and in their relations with the public.

(H) Unfounded Charges. To protect citizens of this State against unfounded charges of unlawful discrimination, sexual harassment in employment and sexual harassment in higher education, and discrimination based on citizenship status in employment.

(Source: P.A. 95-668, eff. 10-10-07.)

(775 ILCS 5/1-103) (from Ch. 68, par. 1-103)

Sec. 1-103. General Definitions. When used in this Act, unless the context requires otherwise, the term:

(A) Age. "Age" means the chronological age of a person who is at least 40 years old, except with regard to any practice described in Section 2-102, insofar as that practice concerns training or apprenticeship programs. In the case of training or apprenticeship programs, for the purposes of Section 2-102, "age" means the chronological age of a person who is 18 but not yet 40 years old.

(B) Aggrieved Party. "Aggrieved party" means a person who is alleged or proved to have been injured by a civil rights violation or believes he or she will be injured by a civil rights violation under Article 3 that is about to occur.

(C) Charge. "Charge" means an allegation filed with the Department by an aggrieved party or initiated by the Department under its authority.

(D) Civil Rights Violation. "Civil rights violation" includes and shall be limited to only those specific acts set forth in Sections 2-102, 2-103, 2-105, 3-102, 3-103, 3-104, 3-104.1, 3-105, 4-102, 4-103, 5-102, 5A-102, 6-101, and 6-102 of this Act.

(E) Commission. "Commission" means the Human Rights Commission created by this Act.

(F) Complaint. "Complaint" means the formal pleading filed by the Department with the Commission following an investigation and finding of substantial evidence of a civil rights violation.

(G) Complainant. "Complainant" means a person including the Department who files a charge of civil rights violation with the Department or the Commission.

(H) Department. "Department" means the Department of Human

Rights created by this Act.

(I) Disability. "Disability" means a determinable physical or mental characteristic of a person, including, but not limited to, a determinable physical characteristic which necessitates the person's use of a guide, hearing or support dog, the history of such characteristic, or the perception of such characteristic by the person complained against, which may result from disease, injury, congenital condition of birth or functional disorder and which characteristic:

(1) For purposes of Article 2 is unrelated to the person's ability to perform the duties of a particular job or position and, pursuant to Section 2-104 of this Act, a person's illegal use of drugs or alcohol is not a disability;

(2) For purposes of Article 3, is unrelated to the person's ability to acquire, rent or maintain a housing accommodation;

(3) For purposes of Article 4, is unrelated to a person's ability to repay;

(4) For purposes of Article 5, is unrelated to a person's ability to utilize and benefit from a place of public accommodation.

(J) Marital Status. "Marital status" means the legal status of being married, single, separated, divorced or widowed.

(J-1) Military Status. "Military status" means a person's status on active duty in or status as a veteran of the armed forces of the United States, status as a current member or veteran of any reserve component of the armed forces of the United States, including the United States Army Reserve, United States Marine Corps Reserve, United States Navy Reserve, United States Air Force Reserve, and United States Coast Guard Reserve, or status as a current member or veteran of the Illinois Army National Guard or Illinois Air National Guard.

(K) National Origin. "National origin" means the place in which a person or one of his or her ancestors was born.

(L) Person. "Person" includes one or more individuals, partnerships, associations or organizations, labor organizations, labor unions, joint apprenticeship committees, or union labor associations, corporations, the State of Illinois and its instrumentalities, political subdivisions, units of local government, legal representatives, trustees in bankruptcy or receivers.

(M) Public Contract. "Public contract" includes every contract to which the State, any of its political subdivisions or any municipal corporation is a party.

(N) Religion. "Religion" includes all aspects of religious observance and practice, as well as belief, except that with respect to employers, for the purposes of Article 2, "religion" has the meaning ascribed to it in paragraph (F) of Section 2-101.

(O) Sex. "Sex" means the status of being male or female.

(O-1) Sexual orientation. "Sexual orientation" means actual or perceived heterosexuality, homosexuality, bisexuality, or gender-related identity, whether or not traditionally associated with the person's designated sex at

birth. "Sexual orientation" does not include a physical or sexual attraction to a minor by an adult.

(P) Unfavorable Military Discharge. "Unfavorable military discharge" includes discharges from the Armed Forces of the United States, their Reserve components or any National Guard or Naval Militia which are classified as RE-3 or the equivalent thereof, but does not include those characterized as RE-4 or "Dishonorable".

(Q) Unlawful Discrimination. "Unlawful discrimination" means discrimination against a person because of his or her race, color, religion, national origin, ancestry, age, sex, marital status, disability, military status, sexual orientation, or unfavorable discharge from military service as those terms are defined in this Section.

(Source: P.A. 94-803, eff. 5-26-06; 95-392, eff. 8-23-07; 95-668, eff. 10-10-07; 95-876, eff. 8-21-08.)

GENERAL PROVISIONS
(5 ILCS 325/) Military Leave of Absence Act.

(5 ILCS 325/0.01) (from Ch. 129, par. 500)

Sec. 0.01. Short title. This Act may be cited as the Military Leave of Absence Act.

(Source: P.A. 86-1324.)

(5 ILCS 325/1) (from Ch. 129, par. 501)

Sec. 1. Leave of absence.

(a) Any full-time employee of the State of Illinois, a unit of local government, or a school district, other than an independent contractor, who is a member of any reserve component of the United States Armed Forces or of any reserve component of the Illinois State Militia, shall be granted leave from his or her public employment for any period actively spent in military service, including:

(1) basic training;

(2) special or advanced training, whether or not within the State, and whether or not voluntary; and

(3) annual training.

During these leaves, the employee's seniority and other benefits shall continue to accrue.

During leaves for annual training, the employee shall continue to receive his or her regular compensation as a public employee. During leaves for basic training and up to 60 days of special or advanced training, if the employee's compensation for military activities is less than his or her compensation as a public employee, he or she shall receive his or her regular compensation as a public employee minus the amount of his or her base pay for military activities.

(b) Any full-time employee of the State of Illinois, other than an independent contractor, who is a member of the Illinois National Guard or a reserve component of the United States Armed Forces or the Illinois State Militia and who is mobilized to active duty shall continue during the period of active duty to receive his or her benefits and regular compensation as a State employee, minus an amount equal to his or her military active duty base pay. The Department of Central Management Services and the State Comptroller shall coordinate in the development of procedures for the implementation of this Section.

(Source: P.A. 95-331, eff. 8-21-07.)

(5 ILCS 325/1.01)

Sec. 1.01. Violation. A violation of this Act constitutes a civil rights violation under the Illinois Human Rights Act.

(Source: P.A. 95-392, eff. 8-23-07.)

(5 ILCS 325/1.1)

Sec. 1.1. Home rule. A home rule unit may not regulate its employees in a manner that is inconsistent with this Act. This Section is a limitation under subsection (i) of Section 6 of Article VII of the Illinois Constitution on the concurrent exercise by home rule units of powers and functions exercised by the State.

(Source: P.A. 95-331, eff. 8-21-07.)

LOCAL GOVERNMENT
(50 ILCS 140/) Local Government Employees Benefits Continuation Act.

(50 ILCS 140/1) (from Ch. 85, par. 7651)

Sec. 1. Short title. This Act shall be known as the Local Government Employees Benefits Continuation Act.

(Source: P.A. 87-631.)

(50 ILCS 140/2) (from Ch. 85, par. 7652)

Sec. 2. Protected benefits. Any employee of a unit of local government who is a member of any reserve component of the United States Armed Services, including the Illinois National Guard, and who is mobilized to active military duty on or after August 1, 1990 as a result of an order of the President of the United States, shall for each pay period beginning on or after August 1, 1990 continue to receive the same regular compensation that he receives or was receiving as an employee of the unit of local government by which he is employed at the time he is or was so mobilized to active military duty, plus any health insurance and other benefits he is or was receiving or accruing at that time, minus the amount of his base pay for military service, for the duration of his active military service.

In the event any provision of a collective bargaining agreement or any policy of the employing unit of local government covering an employee so ordered to active duty is more generous than the provisions contained in this Section, that collective bargaining agreement or unit of local government policy shall be controlling.

In the event that 20 percent or more of the employees of a unit of local government are mobilized to active military duty on or after August 1, 1990, as a result of an order of the President of the United States, the provisions of this Act shall not apply to individuals employed by such units of local government.

(Source: P.A. 87-631.)

(50 ILCS 140/3) (from Ch. 85, par. 7653)

Sec. 3. Home rule. A home rule unit may not limit or restrict the right of any employee referred to in Section 2 to continue receiving and accruing regular compensation, health insurance and other benefits at at least the level required by this Act. This Section is a limitation under subsection (i) of Section 6 of Article VII of the Illinois Constitution on the concurrent exercise by home rule units of powers and functions exercised by the State.

(Source: P.A. 95-184, eff. 8-16-07.)

**29 C.F.R. PART 825—THE FAMILY AND MEDICAL LEAVE ACT
OF 1993**

29 CFR 825.126 - Leave because of a qualifying exigency.

(i) Employees are eligible to take FMLA leave because of a qualifying exigency when the covered military member is on active duty or call to active duty status in support of a contingency operation pursuant to one of the provisions of law identified in paragraph (b) (2) of this section as either a member of the reserve components (Army National Guard of the United States, Army Reserve, Navy Reserve, Marine Corps Reserve, Air National Guard of the United States, Air Force Reserve and Coast Guard Reserve), or a retired member of the Regular Armed Forces or Reserve.

29 CFR 825.127 - Leave to care for a covered servicemember with a serious injury or illness.

(b) In order to care for a covered servicemember, an eligible employee must be the spouse, son, daughter, or parent, or next of kin of a covered servicemember.

(1) A "son or daughter of a covered servicemember" means the covered servicemember's biological, adopted, or foster child, stepchild, legal ward, or a child for whom the covered servicemember stood in loco parentis, and who is of any age.

(2) A "parent of a covered servicemember" means a covered servicemember's biological, adoptive, step or foster father or mother, or any other individual who stood in loco parentis to the covered servicemember. This term does not include parents "in law."

(3) The "next of kin of a covered servicemember" is the nearest blood relative, other than the covered servicemember's spouse, parent, son, or daughter, in the following order of priority: blood relatives who have been granted legal custody of the servicemember by court decree or statutory provisions, brothers and sisters, grandparents, aunts and uncles, and first cousins, unless the covered servicemember has specifically designated in writing another blood relative as his or her nearest blood relative for purposes of military caregiver leave under the FMLA. When no such designation is made, and there are multiple family members with the same level of relationship to the covered servicemember, all such family members shall be considered the covered servicemember's next of kin and may take FMLA leave to provide care to the covered servicemember, either consecutively or simultaneously. When such designation has been made, the designated individual shall be deemed to be the covered servicemember's only next of kin. For example, if a covered servicemember has three siblings and has not designated a blood relative to provide care, all three siblings would be considered the covered servicemember's next of kin. Alternatively, where a covered servicemember has a sibling(s) and designates a cousin as his or her next of kin for FMLA purposes, then only the designated cousin is eligible as the covered servicemember's next of kin. An employer is permitted to require an employee to provide confirmation of covered family relationship to the covered servicemember pursuant to Sec. 825.122(j).

(c) An eligible employee is entitled to 26 workweeks of leave to care for a covered servicemember with a serious injury or illness during a "single 12-month period."

[73 FR 68084, Nov. 17, 2008]

EMPLOYMENT
(820 ILCS 55/) Right to Privacy in the Workplace Act.

(820 ILCS 55/1) (from Ch. 48, par. 2851)

Sec. 1. Short title. This Act may be cited as the Right to Privacy in the Workplace Act.

(Source: P.A. 87-807.)

(820 ILCS 55/5) (from Ch. 48, par. 2855)

Sec. 5. Discrimination for use of lawful products prohibited.

(a) Except as otherwise specifically provided by law and except as provided in subsections (b) and (c) of this Section, it shall be unlawful for an employer to refuse to hire or to discharge any individual, or otherwise disadvantage any individual, with respect to compensation, terms, conditions or privileges of employment because the individual uses lawful products off the premises of the employer during nonworking hours.

(b) This Section does not apply to any employer that is a non-profit organization that, as one of its primary purposes or objectives, discourages the use of one or more lawful products by the general public. This Section does not apply to the use of those lawful products which impairs an employee's ability to perform the employee's assigned duties.

(c) It is not a violation of this Section for an employer to offer, impose or have in effect a health, disability or life insurance policy that makes distinctions between employees for the type of coverage or the price of coverage based upon the employees' use of lawful products provided that:

- (1) differential premium rates charged employees reflect a differential cost to the employer; and
- (2) employers provide employees with a statement delineating the differential rates used by insurance carriers.

(Source: P.A. 87-807.)

(820 ILCS 55/10) (from Ch. 48, par. 2860)

Sec. 10. Prohibited inquiries. It shall be unlawful for any employer to inquire, in a written application or in any other manner, of any prospective employee or of the prospective employee's previous employers, whether that prospective employee has ever filed a claim for benefits under the Workers' Compensation Act or Workers' Occupational Diseases Act or received benefits under these Acts.

(Source: P.A. 87-807.)

(820 ILCS 55/12)

Sec. 12. Restrictions on use of Employment Eligibility Verification Systems.

(a) Employers are prohibited from enrolling in any Employment Eligibility Verification System, including the Basic Pilot program, as authorized by 8 U.S.C. 1324a, Notes, Pilot Programs for Employment Eligibility Confirmation (enacted by PL 104-208, div. C, title IV, subtitle A), until the Social Security Administration (SSA) and Department of

Homeland Security (DHS) databases are able to make a determination on 99% of the tentative nonconfirmation notices issued to employers within 3 days, unless otherwise required by federal law.

(b) Subject to subsection (a) of this Section, an employer who enrolls in the Basic Pilot program is prohibited from the Employment Eligibility Verification Systems, to confirm the employment authorization of new hires unless the employer attests, under penalty of perjury, on a form prescribed by the Department of Labor:

(1) that the employer has received the Basic Pilot training materials from DHS, and that personnel who will administer the program have completed the Basic Pilot Computer Based Tutorial (CBT); and

(2) that the employer has posted the notice from DHS indicating that the employer is enrolled in the Basic Pilot program, the anti-discrimination notice issued by the Office of Special Counsel for Immigration-Related Unfair Employment Practices (OSC), Civil Rights Division, U.S. Department of Justice, and the anti-discrimination notice issued by the Illinois Department of Human Rights (IDHR).

(c) Responsibilities of employer using Employment Eligibility Verification Systems.

(1) The employer shall display the notices supplied by DHS, OSC, and IDHR in a prominent place that is clearly visible to prospective employees.

(2) The employer shall require that all employer representatives performing employment verification queries complete the CBT. The employer shall attest, under penalty of perjury, on a form prescribed by the Department of Labor, that the employer representatives completed the CBT.

(3) The employer shall become familiar with and comply with the Basic Pilot Manual.

(4) The employer shall notify all prospective employees at the time of application that such employment verification system may be used for immigration enforcement purposes.

(5) The employer shall provide all employees who receive a tentative nonconfirmation with a referral letter and contact information for what agency the employee must contact to resolve the discrepancy.

(6) The employer shall comply with the Illinois Human Rights Act and any applicable federal anti-discrimination laws.

(7) The employer shall use the information it receives from SSA or DHS only to confirm the employment eligibility of newly-hired employees after completion of the Form I-9. The employer shall safeguard this information, and means of access to it (such as passwords and other privacy protections), to ensure that it is not used for any other purpose and as necessary to protect its confidentiality, including ensuring that it is not disseminated to any person other than employees of the employer who need it to perform the employer's responsibilities.

(d) Preemption. No unit of local government, including a

home rule unit, may require any employer to use an Employment Eligibility Verification System, including under the following circumstances:

- (1) as a condition of receiving a government contract;
- (2) as a condition of receiving a business license; or
- (3) as penalty for violating licensing or other

similar laws.

This subsection (d) is a denial and limitation of home rule powers and functions under subsection (h) of Section 6 of Article VII of the Illinois Constitution.

(Source: P.A. 95-138, eff. 1-1-08.)

(820 ILCS 55/15) (from Ch. 48, par. 2865)
Sec. 15. Administration and enforcement.

(a) The Director of Labor or his authorized representative shall administer and enforce the provisions of this Act. The Director of Labor may issue rules and regulations necessary to administer and enforce the provisions of this Act.

(b) If an employee or applicant for employment alleges that he or she has been denied his or her rights under this Act, he or she may file a complaint with the Department of Labor. The Department shall investigate the complaint and shall have authority to request the issuance of a search warrant or subpoena to inspect the files of the employer or prospective employer, if necessary. The Department shall attempt to resolve the complaint by conference, conciliation, or persuasion. If the complaint is not so resolved and the Department finds the employer or prospective employer has violated the Act, the Department may commence an action in the circuit court to enforce the provisions of this Act including an action to compel compliance. The circuit court for the county in which the complainant resides or in which the complainant is employed shall have jurisdiction in such actions.

(c) If an employer or prospective employer violates this Act, an employee or applicant for employment may commence an action in the circuit court to enforce the provisions of this Act, including actions to compel compliance, where efforts to resolve the employee's or applicant for employment's complaint concerning the violation by conference, conciliation or persuasion under subsection (b) have failed and the Department has not commenced an action in circuit court to redress the violation. The circuit court for the county in which the complainant resides or in which the complainant is employed shall have jurisdiction in such actions.

(d) Failure to comply with an order of the court may be punished as contempt. In addition, the court shall award an employee or applicant for employment prevailing in an action under this Act the following damages:

- (1) Actual damages plus costs.
- (2) For a willful and knowing violation of this Act, \$200 plus costs, reasonable attorney's fees, and actual damages.

(e) Any employer or prospective employer or his agent who violates the provisions of this Act is guilty of a petty offense.

(f) Any employer or prospective employer, or the officer or agent of any employer or prospective employer, who discharges or in any other manner discriminates against any

employee or applicant for employment because that employee or applicant for employment has made a complaint to his employer, or to the Director or his authorized representative, or because that employee or applicant for employment has caused to be instituted or is about to cause to be instituted any proceeding under or related to this Act, or because that employee or applicant for employment has testified or is about to testify in an investigation or proceeding under this Act, is guilty of a petty offense.

(Source: P.A. 87-807.)

(820 ILCS 55/20) (from Ch. 48, par. 2870)

Sec. 20. Dismissal of complaint. The Director or any court of competent jurisdiction shall summarily dismiss any complaint alleging a violation of this Act which states as the sole cause of the complaint that the employer offered a health, disability, or life insurance policy that makes a distinction between employees for the type of coverage or the price of coverage based upon the employees' use of lawful products.

(Source: P.A. 87-807.)

An ORDINANCE of the McLEAN COUNTY BOARD
AMENDING CHAPTER 10 OF THE McLEAN COUNTY CODE

WHEREAS, the McLean County Board has adopted, and from time to time amended, Chapter 10 of the McLean County Code, commonly known as the Personnel Code; and,

WHEREAS, pursuant to a recent review of the Personnel Code and receipt of the findings and recommendations of a recent personnel investigation, the McLean County Board finds it necessary and prudent to make certain changes in the Personnel Code; and,

WHEREAS, said changes will make the Personnel Code consistent with Federal and State Law; and,

WHEREAS, said changes will clarify the duties and responsibilities of County-wide Elected Officials pursuant to the Personnel Code; now, therefore, and,

BE IT ORDAINED by the McLean County Board, now meeting in regular session, as follows:

Chapter 10.10 of the McLean County Code is hereby amended as follows:

10.10 STATEMENT OF POLICY: The McLean County Board recognizes that a personnel system, which recruits and retains competent, dependable County personnel, is indispensable to an efficient County government. To achieve this goal, the Board has established within the County Board Office the position of County Administrator. The County Administrator shall serve all County offices by participating in or performing the following activities:

Classifying positions in County service;

Developing systems to compensate employees equitably for their service;

Assisting in the recruitment of persons for County service;

Providing for employee welfare;

Providing for employee training and development;

Providing for resolution of employee grievances;

Monitoring for compliance with State and Federal Employment and Labor Laws and

Monitoring the McLean County Equal Employment Opportunity Resolution.

10.10-1 GENERAL DEFINITIONS: When used in this Chapter, unless the context requires otherwise, the term:

(A) Age. "Age" means the chronological age of a person who is at least 40 years old.

(B) Disability. "Disability" means a determinable physical or mental characteristic of a person, including, but not limited to, a determinable physical characteristic which necessitates the person's use of a guide, hearing or support dog, the history

of such characteristic, or the perception of such characteristic by the person complained against, which may result from disease, injury, congenital condition of birth or functional disorder and which characteristic:

(1) For these purposes is unrelated to the person's ability to perform the duties of a particular job or position and a person's illegal use of drugs or alcohol is not a disability;

(C) Marital Status. "Marital status" means the legal status of being married, single, separated, divorced or widowed.

(D) National Origin. "National origin" means the place in which a person or one of his or her ancestors was born.

(E) Religion. "Religion" includes all aspects of religious observance and practice, as well as belief.

(F) Sex. "Sex" means the status of being male or female.

(G) Sexual orientation. "Sexual orientation" means actual or perceived heterosexuality, homosexuality, bisexuality, or gender-related identity, whether or not traditionally associated with the person's designated sex at birth. "Sexual orientation" does not include a physical or sexual attraction to a minor by an adult. . This Definition shall be construed in a manner consistent with the construction placed on 775 ILCS 5/1-101.

(H) Military Status. "Military status" means a person's status on active duty in or status as a veteran of the armed forces of the United States, status as a current member or veteran of any reserve component of the armed forces of the United States, including the United States Army Reserve, United States Marine Corps Reserve, United States Navy Reserve, United States Air Force Reserve, and United States Coast Guard Reserve, or status as a current member or veteran of the Illinois Army National Guard or Illinois Air National Guard.

(I) Unfavorable Military Discharge. "Unfavorable military discharge" includes discharges from the Armed Forces of the United States, their Reserve components or any National Guard or Naval Militia which are classified as RE-3 or the equivalent thereof, but does not include those characterized as RE-4 or "Dishonorable".

(J) Gross Misconduct. "Gross Misconduct" means a single incident of a very serious nature, including but not limited to: insubordination, including refusal or intentional failure to follow any reasonable request given an employee's supervisor or by an appropriate member of management.

Chapter 10.11 of the McLean County Code is hereby amended as follows:

10.11 EQUAL EMPLOYMENT OPPORTUNITY: As a matter of policy, McLean County requires employment, training and promotions, and all personnel actions to be based on individual merit and individual capabilities without regard to race, religion, color, national origin, sex, age, sexual orientation, ancestry, military status, or unfavorable discharge from military service . This policy requires full cooperation of all McLean County employees. We choose to follow this policy on the basis of fairness to all individuals rather than on the basis of our legal requirement. McLean County also complies with all applicable federal, state and local laws regarding non-discriminatory practices.

Responsibility for correlation and implementation of the plan and related activities throughout the County has been assigned to the County Administrator.

Chapter 10.12-1 of the McLean County Code is hereby amended as follows:

10.12 SCOPE OF COVERAGE AND GENERAL PROVISIONS: The McLean County Board recognizes the appointing authority vested, by various Statutes, in the Elected Officers of the County. Nothing in these policies should be construed as avoidance of that authority; however, the appointment should be made from a field of candidates developed under the guidelines of these policies and procedures.

10.12-1 SPECIFIC SCOPE OF COVERAGE: All County employment positions not expressly exempted from coverage by these policies and procedures shall be subject to these provisions. ~~including bargaining unit members except where superseded by collective bargaining agreements.~~

All individual Elected Officers shall comply with applicable provisions of State and Federal Employment and Labor Laws.

All advisory boards, commissions and committees appointed by the McLean County Board, ~~All~~ consultants, advisers, and counsel rendering temporary professional service, and independent contractors, are expressly exempted from coverage, except to the extent that State and Federal Employment and Labor Laws extend to said individuals.

Sheriffs Department personnel are expressly exempted from coverage by these policies and procedures to the extent that rules of the Merit Board supersede these rules, and bargaining unit members are expressly exempted from coverage by these policies and procedures to the extent that the terms of their respective collective bargaining unit agreements supersede these rules, are expressly exempted from coverage.

10.12-2 EXCLUSION PROCEDURE: Upon passage of these policies and procedures by the McLean County Board, Elected Officers of McLean County are strongly encouraged to submit to the County Administrator's Office, a tabulation of the specific areas of conflict and cite the statutory authority which prohibits cooperation with said policies and procedures. Such tabulation will be submitted as a portion of the annual fiscal year budget process become an appendix to this document.

Chapter 10.43-1 of the McLean County Code is hereby amended as follows:

10.43-1 ANNUAL TRAINING AND ACTIVE DUTY LEAVE: ~~An employee who is a member of a reserve component of the armed services or the Illinois National Guard shall be granted annual training leave and leave for active duty. The County shall pay the difference between the government allowance and the employee's base salary for basic training and up to sixty (60) days of special or advanced training per year, and for the duration of any active duty resulting from a Presidential order. Military training leave shall be granted without the loss of general leave time.~~

10.43-2 COMPENSATION: An employee on Military Leave status who applies for County compensation to make up the difference between military base pay received and their regular straight-time County wage or salary, shall submit copies of all military pay stubs or leave and earnings statements for any pay period for which compensation is requested within sixty (60) days of release from active duty. If an employee chooses not to remit said military pay stubs or leave and earnings statements, no portion of County wages will be paid to the employee. If twenty percent (20%) or more of County employees are mobilized for active duty, compensation shall be limited to two (2) workweeks per year.

(A) Any full-time employee other than an independent contractor, who is a member of any reserve component of the United States Armed Forces or of any reserve component of the Illinois State Militia, shall be granted leave from his or her public employment for any period actively spent in military service, including:

- (1) basic training;
- (2) special or advanced training, whether or not within the State, and whether or not voluntary; and
- (3) annual training.

During these leaves, the employee's seniority and other benefits shall continue to accrue.

(B) During leaves for annual training, the employee shall continue to receive his or her regular compensation as a public employee. During leaves for basic training and up to 60 days of special or advanced training, if the employee's compensation for military activities is less than his or her compensation as a public employee, he or she shall receive his or her regular compensation as a public employee minus the amount of his or her base pay for military activities.

(C). Any employee who is a member of any reserve component of the United States Armed Services, including the Illinois National Guard, and who is mobilized to active military duty as a result of an order of the President of the United States, shall for each pay period continue to receive the same regular compensation that he receives or was receiving as an employee of the unit of local government by which he is employed at the time he is or was so mobilized to active military duty, plus any health insurance and other benefits he is or was receiving or accruing at that time, minus the amount of his base pay for military service, for the duration of his active military service.

In the event any provision of a collective bargaining agreement covering an employee so ordered to active duty is more generous than the provisions contained in this Section, that collective bargaining agreement shall be controlling. In the event that 20 percent or more of the employees of the County are mobilized to active military duty, as a result of an order of the President of the United States, this provision shall not apply.

(D) In the event any provision of State and Federal law then in force is more generous than the provisions contained in this Section, such provision shall be controlling.

Chapter 10.47-3 of the McLean County Code is hereby amended as follows:

10.47-3 FAMILY AND MEDICAL LEAVE: McLean County will provide all eligible employees and officials with up to 12 weeks of family and/or medical leave during any 12 month period, whether paid or unpaid, as required by the federal Family and Medical Leave Act of 1993. However, all employees shall exhaust all paid leave available, prior to going on unpaid leave.

A) Employees eligible - To be eligible for Family and Medical Leave leave, an employee must:

- 1) Qualify for I.M.R.F. coverage (1,000 hours per year standard) ~~AND either:~~
- 2) Successfully complete the initial evaluation period with the County, ~~or~~
- 3) Complete one (1) year of employment with the County, ~~whichever occurs first.~~

B) Usage - The following situations are allowable under the Family and Medical Leave Policy:

- 1) Care of an employee's child, including birth or placement for adoption or foster care.
- 2) Care of a child, spouse, or parent with a serious health condition.
- 3) A serious health condition which makes the employee unable to perform the employee's job.
- 4) A qualifying exigency arising out of the fact that an employee's spouse, son or daughter, or parent is on active duty or call to active duty status in support of a contingency operation as a member of the National Guard or Reserves.
- 5) Because an employee is the spouse; son or daughter; parent; next of kin (as defined under FMLA) of a covered service member with a serious injury or illness.

C) Length of Leave - An employee may take 12 work weeks of unpaid leave per each 12 month period of employment, inclusive of any paid leave for the same purpose. In the case of a birth or adoption, the leave option expires one year after the event. This leave is based on a rolling 12 months period for the individual employee, not on a calendar basis.

An employee may take up to 12 weeks of leave for certain qualifying exigencies arising out of a covered military member's active duty status, or notification of an impending call or order to active duty status, in support of a contingency operation, and

An employee may take up to 26 weeks of leave in a single 12-month period to care for a covered service member recovering from a serious injury or illness incurred in the line of duty on active duty. Eligible employees are entitled to a combined total of up to 26 weeks of all types of FMLA leave during the single 12-month period.

- D) Intermittent leave up to 12 weeks, per 12 months period may be taken if medically necessary. However, a request for intermittent leave requires consent by McLean County. This shall be approved by the Department Head, only if the Department Head determines that such action would have no detrimental effect on the operations of the department. All other such requests shall be denied.
- E) Health Coverage - During the term of leave, McLean County will continue to pay its share of an employee's health coverage. If the employee fails to return to work, unless such failure is due to continuation of a medical condition or circumstances beyond the employee's control, the employee must repay McLean County the full cost of health coverage paid during the leave period.

Chapter 10.80-5 of the McLean County Code is hereby amended as follows:

10.80-5 ILLEGAL HARASSMENT: It is the policy of McLean County Government to provide to all officials and employees a work environment free of harassment based upon gender, sexual orientation, ethnicity, race, religious affiliation, age, physical and mental disability, and marital status, as well as sexual harassment. It is the right of all employees to work in an environment free from harassment and the responsibility of all employees to refrain from harassment. McLean County prohibits sexual harassment and harassment based upon gender, sexual orientation, ethnicity, race, religious affiliation, age, and physical and mental disability of and by its employees. Harassment is inappropriate, offensive, and, in specific cases, may be illegal and will not be tolerated by McLean County.

10.80-6 COMPLAINT PROCEDURE:

Employees of any County Department or Office who wish to register a complaint of sexual harassment (or any form of harassment based on their race, national origin, gender, age, marital status, religion, sexual orientation, or disability) may do so through the County Administrator's Office or their supervisor or any appropriate member of management.

All allegations of harassment will be investigated thoroughly. The facts will determine the response of the County to each allegation. Substantiated acts of harassment will be met with appropriate disciplinary action by the County up to and including termination. All information regarding any specific incident will be kept confidential within the necessary boundaries of the fact-finding process. No reprisal or retaliation against the employee reporting the allegation of harassment will be tolerated.

Chapter 10.80 of the McLean County Code is hereby amended as follows:

10.80 GENERAL RULES OF CONDUCT: It is the purpose of this policy to attempt to provide a framework for the proper conduct of County employees while on the job. It is further intended that discipline, where justified, be meted out in an equitable manner. Finally, it is intended that within very broad and general guidelines, Department Heads and authorized supervisors are responsible for the implementation of this policy within their specific jurisdictional work areas.

- A) Work supervisors or Department Heads should be certain that new employees are aware of existing work rules. This should be done during the employee's initial orientation and should be repeated at the end of the evaluation period.
- B) Employees will be provided with an "Employee Handbook" which will discuss examples of inappropriate working behavior. In addition, Department Heads or supervisors will discuss departmental rules with new employees and periodically with all employees as the need arises.
- C) Employees are expected to follow the regulations set forth in the personnel rules and directions of their supervisor. When an employee fails to follow these rules or disobeys the supervisor, that employee becomes subject to disciplinary action. Causes for reprimand, written or verbal, demotion, suspension, or dismissal include, but are not limited to the following reasons:
- D) Unacceptable Behavior - Any action that reflects discredit upon the County or is a direct hindrance to the effective performance of the departmental function shall be considered good cause for disciplinary action. Common sense is the underlying basis of this work principle. Examples of unacceptable behavior include:

- Repeated tardiness;
- Leaving duty prior to the end of the assigned shift;
- Failure to complete duties as assigned;
- Failure to request leave in the authorized manner;
- Abuse of leave;
- Discourtesy or disrespect to a member of the public, a coworker or a County official;
- Discussing the lawful private lives of other County employees within the workplace;
- Disadvantaging any individual, with respect to compensation, terms, conditions or privileges of employment because an employee uses lawful products during nonworking hours.
- Any safety violation;
- Intoxication while on duty from alcohol or other substances;
- Carrying a firearm other than by authorized personnel;
- Failure to follow a specific order by a supervisor;
- Willful damage to or destruction of County property and/or public records;
- Theft of County property and/or public records;
- Acts, threats, or perceptions of violence toward any persons while on duty;
- Any form of unlawful harassment, particularly sexual harassment;

Willful misrepresentation or concealment of any fact requested during hiring process;
Gross misconduct other than items listed above;
Upon conviction of a felony involving moral turpitude;
Violation of the County Smoking Policy;
Violation of the County Drug And Alcohol Free Workplace Policy;
Violation of County E-Mail or Internet Policy.

- E) While this listing is not comprehensive, it is sufficient to demonstrate the types of behavior that may indicate an improper attitude toward the job. Depending on level of contact with the public and job functions, each department may see it necessary to develop and enforce its own dress code and appearance policies, within reason.

ADOPTED by the McLean County Board this 17th day of March, 2009.

ATTEST:

APPROVED:

Peggy Ann Milton, Clerk of the County Board,
McLean County, Illinois

Matt Sorensen, Chairman
McLean County Board

e:john/cobd/ord_amend personnelcode_feb09

An EMERGENCY APPROPRIATION Ordinance
Amending the McLean County Fiscal Year 2008
Combined Annual Appropriation and Budget Ordinance

WHEREAS, the McLean County Board, on November 20, 2007, adopted the Combined Annual Appropriation and Budget Ordinance, which sets forth the revenues and expenditures deemed necessary to meet and defray all legal liabilities and expenditures to be incurred by and against the County of McLean for the 2008 Fiscal Year beginning January 1, 2008 and ending December 31, 2008; and.

WHEREAS, the Combined Annual Appropriation and Budget Ordinance includes the operating budget for the McLean County General Fund 0001 and,

WHEREAS, the Finance Committee at its regular meeting on March 3, 2009, approved and recommended to the County Board an Emergency Appropriation Ordinance; now, therefore,

BE IT ORDAINED by the McLean County Board as follows:

1. That the County Auditor is directed to add to the appropriation budget of the County General Fund 0001 the following appropriation:

	<u>ADOPTED</u>	<u>ADD</u>	<u>AMENDED</u>
County Information Services			
Unapprop Fund Balance 0001-0043-0047 0400-0000	\$0	\$8,322	\$8,322
Purchase / Computer Equip. 0001-0043-0047 0833-0002	\$220,386	\$8,322	\$228,708
County Recorder			
Unapprop Fund Balance 0001-0006-0008 0400-0000	\$0	\$1,676	\$1,676
Purchase / Computer Equip. 0001-0006-0008 0832-0001	\$24,538	\$1,676	\$26,214

2. That the County Clerk shall provide a Certified Copy of this Ordinance to the County Administrator, County Auditor, and County Treasurer.

ADOPTED by the McLean County Board the 17th day of March 2009.

ATTEST:

APPROVED:

Peggy Ann Milton, Clerk of the County Board
McLean County, Illinois

Matt Sorensen, Chairman
McLean County Board

An EMERGENCY APPROPRIATION Ordinance
Amending the McLean County Fiscal Year 2009
Combined Annual Appropriation and Budget Ordinance

WHEREAS, the McLean County Board, on November 18, 2008, adopted the Combined Annual Appropriation and Budget Ordinance, which sets forth the revenues and expenditures deemed necessary to meet and defray all legal liabilities and expenditures to be incurred by and against the County of McLean for the 2009 Fiscal Year beginning January 1, 2009 and ending December 31, 2009; and.

WHEREAS, the Combined Annual Appropriation and Budget Ordinance includes the operating budget for the McLean County General Fund 0001 and,

WHEREAS, the Finance Committee at its regular meeting on March 3, 2009, approved and recommended to the County Board an Emergency Appropriation Ordinance; now, therefore,

BE IT ORDAINED by the McLean County Board as follows:

1. That the County Auditor is directed to add to the appropriation budget of the County General Fund 0001 the following appropriation:

	<u>ADOPTED</u>	<u>SUBTRACT</u>	<u>AMENDED</u>
County Information Services			
Unapprop Fund Balance 0001-0043-0047 0400-0000	\$0	(\$8,322)	(\$8,322)
Purchase / Computer Equip. 0001-0043-0047 0833-0002	\$112,455	(\$8,322)	\$104,133
County Recorder			
Unapprop Fund Balance 0001-0006-0008 0400-0000	\$0	(\$1,676)	(\$1,676)
Purchase / Computer Equip. 0001-0006-0008 0832-0001	\$6,016	(\$1,676)	\$4,340

2. That the County Clerk shall provide a Certified Copy of this Ordinance to the County Administrator, County Auditor, and County Treasurer.

ADOPTED by the McLean County Board the 17th day of March 2009.

ATTEST:

APPROVED:

Peggy Ann Milton, Clerk of the County Board
McLean County, Illinois

Matt Sorensen, Chairman
McLean County Board

MCLEAN COUNTY, ILLINOIS
Supplemental Election Judge List

NAME	PARTY	PHONE	TYPE	HOME PRECINCT
ALTHOUSE, AMY N 3507 N. 3100 East Rd. LeRoy, IL 61752	R	H: 309-962-2169	CEJ	West
BALLANTINI, DOROTHY 301 S. East St. #B4 Danvers, IL 61732	D	H: 309-504-0353	EJ	Danvers 2
BALLE, DONALD A 110 N. Grove St. Normal, IL 61761	R	H: 309-862-1315	EJ	Normal 10
BENJEY, BRIAN 1305 W. Seminary Ave Bloomington, IL 61701	R	N/A	EJB	COB
BOYER, BRADLEY M 1501 N. Hershey Rd. Bloomington, IL 61704	*	H: 309-368-2512	EJB	COB
BRAGG, NANCY 16005 Dorado Rd. Bloomington, IL 61704	D	N/A	EJ	Bloomington 2
BROWN, LISA 201 S. Cherry Lexington, IL 61753	R	H: 309-365-8110	HSEJ	Lexington 2
CHATMON, GENA F 1502 Northbrook Dr., Apt 8 Normal, IL 61761	D	N/A	CEJ	Normal 29
COOK, MICHELLE 1101 Kern Normal, IL 61761	D	H: 309-826-1715	EJ	Normal 1
COOKE, CATHERINE 38 Kenfield Circle Bloomington, IL 61704	D	H: 309-530-9082	HSEJ	COB
DOBBINS, CAMILLE 3129 Butterfly Dr. Normal, IL 61761	D	H: 309-830-4302	HSEJ	Normal 18
EPSTEIN, SUZANNE 1101 Kern St. Normal, IL 61761	D	H: 309-826-1710	EJ	Normal 1
ESLINGER, HEATHER 18785 N. Arrowhead Lane Danvers, IL 61732	D	H: 309-963-6353	HSEJ	Danvers 1

**MCLEAN COUNTY, ILLINOIS
Supplemental Election Judge List**

NAME	PARTY	PHONE	TYPE	HOME PRECINCT
FLEETWOOD, MARION E 204 N. Coolidge St. Normal, IL 61761	R	N/A	EJ	Normal 10
FLEETWOOD, PHILLIP 204 N. Coolidge St. Normal, IL 61761	R	N/A	EJ	Normal 10
GASTON, DAVID 203 S. Robinson St. #2 Bloomington, IL 61701	D	H: 309-242-0827	EJ	COB
HA, ANNIE 2816 Chesapeake Lane Bloomington, IL 61704	D	H: 309-663-2494	HSEJ	COB
HAFLEY, GEORGE 14809 Trailor Road # 2 Heyworth, IL 61745	D	H: 309-660-1619	EJ	Randolph 1
HAKES, LOIS A 803 W. College Ave. Normal, IL 61761	R	H: 309-452-5898	EJ	Normal 10
HARRISON, NICHELLE 910 Chelsea Dr. Bloomington, IL 61704	D	H: 309-287-9352	HSEJ	COB
HERMAN, D ANNETTE 506 E. Locust St., Apt 1 Bloomington, IL 61701	D	H: 309-242-7433	EJ	COB
HOWELL, BRETT A 105 Pheasant Lane LeRoy, IL 61752	R	H: 309-962-9445	HSEJ	Empire 2
LEGNER, CHRISTOPHER M 506 Grandview Dr. LeRoy, IL 61752	R	H: 309-962-2364 W: 309-846-4038	HSEJ	Empire 1
LOWN, AMANDA 206 E. North St. Lexington, IL 61753	R	H: 309-365-7035	HSEJ	Lexington 1
LYONS, AMANDA N 902 Hewett Hall ISU Normal, IL 61761	R	H: 309-436-4281	HSEJ	Normal 8
MAAS, BEN 1502 Northbrook Dr., Apt. 4 Normal, IL 61761	D	H: 507-696-0735	EJ	Normal 29

**MCLEAN COUNTY, ILLINOIS
Supplemental Election Judge List**

NAME	PARTY	PHONE	TYPE	HOME PRECINCT
MANSON, KATHERINE K 502 Jenny Lind Dr. Normal, IL 61761	D	H: 309-530-8900	HSEJ	Normal 20
MARLETT, SUSAN J 401 Heather Dr. Heyworth, IL 61745	R	H: 309-473-3499	EJ	Randolph 2
MARROCHELLO, VERONICA 2324 North Bridge Dr. Normal, IL 61761	R	H: 309-454-3843	EJ	Normal 27
MCFADDEN, LAURA A 118 Cheltenham Dr. Normal, IL 61761	D	H: 309-452-8697	EJ	Normal 12
MEISS, TAMARA 2850 Grey House Normal, IL 61761	R	H: 309-287-2848 W: 309-821-4561	EJ	Normal 18
MONCELLE, STEPHANIE 26470 E 2100 North Rd Lexington, IL 61753	R	H: 309-706-8357	HSEJ	Lexington 2
MILLER, RICHARD C 103 W. Green St. LeRoy, IL 61752	R	H: 309-962-8102	EJ	Empire 1
MOYER, DAVID JAMES 4972 Skyline Dr. Heyworth, IL 61745	D	H: 309-473-2465	CEJ	Randolph 3
NECESSARY, MOLLY M 16019 Raintree Rd Bloomington, IL 61704	R	H: 309-827-0554	EJ	Bloomington 2
NEWELL, DEBRA D 105 E. Sycamore St. Normal, IL 61761	R	H: 309-533-2181 W: 309-706-9521	EJ	Normal 14
NEWMAN, JACQUELYN 807 Spear Dr. Normal, IL 61761	D	H: 309-452-8124	EJ	Normal 7
OLIVER, PAMELA ANN 142 Eastview Dr. Normal, IL 61761	R	H: 309-452-5156	EJ	Normal 10
OWENS, ZACHARY 315 S. Fell Ave Normal, IL 61761	R	C: 913-219-6250	EJ	Normal 8

**MCLEAN COUNTY, ILLINOIS
Supplemental Election Judge List**

NAME	PARTY	PHONE	TYPE	HOME PRECINCT
PARKER, SUSAN 3211 Wisteria Lane Bloomington, IL 61704	R	H: 309-662-1951	EJ	COB
PENLAND, AMANDA 3607 Glenmore Bloomington, IL 61704	D	H: 309-663-6470	HSEJ	COB
REID, SUSAN 1107 N. Linden Normal, IL 61761	R	H: 309-452-7343 W: 309-622-5921	EJ	Normal 15
RICHARDSON, KRISTINA 2708 Brighton Lane Bloomington, IL 61704	R	H: 309-662-2534	HSEJ	COB
ROGERS, ALISHA 110 E. Chestnut St. Bloomington, IL 61701	*	H: 313-330-4950	EJB	COB
ROSS, GAYE 1803 Lawndale Way Bloomington, IL 61704	R	H: 309-585-2629	EJ	COB
SCRUGGS, ELVIRA 1120 W. college Ave., #4W Normal, IL 61761	D	H: 309-706-8396	EJ	Normal 11
SCHMIDT, GLEN R 716 Lara Rd Normal, IL 61761	R	H: 309-454-1891	EJ	Normal 4
SHIPPY, DONNA M 1616 Baumgart Dr. Normal, IL 61761	D	H: 309-452-2390	EJ	Normal 13
SLOAT-ANDERSON, CONNIE K PO Box 205 Downs, IL 61736	R	H: 309-826-3441	EJ	Downs
SMYTHE, RAYMOND S 18815 Valley Ct Bloomington, IL 61704	D	H: 309-378-3630 W: 309-735-8468	EJ	Old Town 01
STEWART, JENNIFER 1415 W. Elm St. Bloomington, IL 61701	D	H: 309-827-6265	HSEJ	COB
TURPIN, ANDREW J 1824 Saltonstall Dr. Normal, IL 61761	D	H: 309-451-8726	EJ	Normal 23

**MCLEAN COUNTY, ILLINOIS
Supplemental Election Judge List**

NAME	PARTY	PHONE	TYPE	HOME PRECINCT
VAN NOTE, KRISTA K 320 Ave F Bloomington, IL 61704	*	W: 309-530-7223	EJB	COB
YEAGER, SANDRA E 2202 Woodfield Rd. Bloomington, IL 61704	R	H: 309-663-2983 C: 309-530-0442	EJB	COB
* - Additional information has been requested from Election Judge.				

McLean County Clerk
 2009 Monthly Activity Report
 (For Period Ending January 31, 2009)

Example	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	2008 YTD	2009 YTD	2009 Percent of Budget	
	Number Processed	Dollar Amount Generated														
Assumed Names \$3.00	20	\$60.00											26	\$77.00	20	6.00%
Birth Record Requests \$13.00/\$7.00	605	\$6,973.00											867	\$7,126.00	605	7.42%
Death Record Requests \$11.00/\$5.00	30	\$276.00											53	\$354.00	30	5.52%
Liquor Licenses Amount Varies	0	\$0.00											0	\$0.00	0	0.00%
Marriage License Applications \$22.00	37	\$814.00											43	\$946.00	37	3.70%
Marriage Record Requests \$13.00/\$7.00	121	\$1,371.00											185	\$1,394.00	121	4.03%
Notary Public Commissions \$10.00/\$5.00	35	\$200.00											48	\$285.00	35	6.67%
Take Notices \$15.32	268	\$4,105.76											0	\$0.00	268	46.66%
Tax Redemption Fees \$70.00	86	\$6,020.00											73	\$5,110.00	86	10.03%
Taxes Redeemed		\$278,927.35											\$189,234.56	\$278,927.35		N/A
Voter Registrations/ Address Changes/ Cancellations	524												2,041		524	N/A

McLEAN COUNTY NURSING HOME
ACCRUED EXPENDITURE

Prt Date: February 25, 2009

	2009 BUDGET	2009 MONTHLY ALLOC	JAN, 2009 ACCRUED EXPENSE	YTD ALLOC	ADJUSTED YTD EXPENSE	REMAINING BUDGET	YTD VARIANCE AMOUNT	PER CENT OF BUDGET SPENT	PROJECTED EXPENSE 12/31/09
SALARIES	3,787,221	321,305	328,103	321,285	328,103	3,459,119	6,818	8.66%	3,863,145
IMRF	281,769	23,931	24,411	23,931	24,411	257,358	480	8.66%	287,418
MED/LIFE	490,580	15,847	41,666	41,666	41,666	448,914	0	8.49%	490,580
SOC/SEC	289,722	24,607	25,100	24,607	25,100	264,623	493	8.66%	295,531
VAC LIAB	30,000	2,548	2,548	2,548	2,548	27,452	0	8.49%	30,000
SELLBACK	0	0	0	0	0	0	0	0.00%	#DIV/0!
PERSONNEL	4,879,293	388,238	421,827	414,036	421,827	4,457,466	7,791	8.65%	4,966,673
COMMODITIES	818,708	69,534	66,286	69,534	66,286	752,422	(3,248)	8.10%	780,465
CONTRACTUAL	1,444,659	121,440	241,625	122,697	241,625	1,203,035	118,928	16.73%	2,844,935
CAPITAL	351,270	29,834	175	29,834	175	351,095	(29,659)	0.05%	2,063
GRAND TOTAL	7,493,930	609,046	729,913	636,101	729,913	6,764,017	93,812	9.74%	8,594,136

McLEAN COUNTY NURSING HOME
ACCRUED REVENUE

Prt Date: February 25, 2009

	2009 BUDGET	2009 MONTHLY ALLOC	JAN, 2009 ACCRUED REVENUE	YTD ALLOC	ADJUSTED YTD REVENUE	REMAINING BUDGET	YTD VARIANCE AMOUNT	PER CENT OF BUDGET	PROJECTED REVENUE 12/31/09
MEDICARE REVENUE	766,500	65,100	65,830	65,100	65,830	700,670	730	8.59%	775,091
IDPA REVENUE	3,153,600	267,840	532,332	267,840	532,332	2,621,268	264,492	16.88%	6,267,777
SCHOOLING REIMB	0	0	0	0	0	0	0	#DIV/0!	0
JDC LAUNDRY	8,439	717	0	717	0	8,439	(717)	0.00%	0
JDC FOOD	35,000	2,973	0	2,973	0	35,000	(2,973)	0.00%	0
MEALS	600	51	116	51	116	484	65	19.33%	1,366
PVT PAY REVENUE	2,151,675	182,745	106,767	182,745	106,767	2,044,908	(75,978)	4.96%	1,257,097
UNCLASS	12,000	1,019	38	1,019	38	11,962	(981)	0.32%	447
INTEREST EARNED	97,990	8,322	(37,560)	8,322	(37,560)	135,550	(45,883)	-38.33%	(442,243)
SALE OF ASSETS	0	0	0	0	0	0	0	#DIV/0!	0
TRANSFER IN	579,004	49,176	61,644	49,176	61,644	517,360	12,469	10.65%	725,811
TELEPHONE REIMB	0	0	720	0	720	(720)	720	#DIV/0!	8,477
TOTAL ACC REVENUE	6,804,808	577,943	729,886	577,943	729,886	6,074,922	151,944	10.73%	8,593,823
TOTAL ACC REVENUE	6,804,808	577,943	729,886	577,943	729,886	6,074,922	151,944	10.73%	8,593,823
LESS ACCRUED EXPENS	(7,493,930)	(609,046)	(729,913)	(636,101)	(729,913)	(6,764,017)	(93,812)	9.74%	(8,594,136)
ACC REV - (ACC EXP)	(689,122)	(31,103)	(27)	(58,158)	(27)	(689,096)	58,132		(313)
PLUS CAP EXP	0	29,834	175	29,834	175	351,095	(29,659)		2,063
ACC BALANCE	(689,122)	(1,269)	149	(28,324)	149	(338,001)	28,473		1,750

McLEAN COUNTY NURSING HOME

CENSUS Report - 2009

MONTH	AVG MEDICARE	AVG HUM/OSF	AVG PVT PAY	AVG IDPA	AVG IN HOUSE	AVG BED HOLD	AVG CENSUS	AVG VACANT
JANUARY	6.13	0.00	27.90	87.06	121.10	0.77	121.87	28.12903
FEBRUARY							0.00	150
MARCH							0.00	150
APRIL							0.00	150
MAY							0.00	150
JUNE							0.00	150
JULY							0.00	150
AUGUST							0.00	150
SEPTEMBER							0.00	150
OCTOBER							0.00	150
NOVEMBER							0.00	150
DECEMBER							0.00	150
YTD AVERAGE	6.13	0.00	27.90	87.06	121.10	0.77	10.16	139.8441
% OF CAPACITY	4.09%	0.00%	18.60%	58.04%	80.73%	0.52%	6.77%	0.932294



H. Lee Newcom
McLean County Recorder
115 E. Washington Street, Room M-104
Post Office Box 2400
Bloomington, IL 61702-2400
(309) 888-5170
(309) 888-5927 Fax

February 17, 2009

To: Honorable Members of the Finance Committee

From: Lee Newcom, McLean County Recorder

Please be advised for the month of December 2008 that revenue, state stamp inventory and receipts, and receivables reconcile with the general ledger.

A copy of January 2009's "Monthly Account Balances" is attached.



H. LEE NEWCOM
COUNTY RECORDER

115 East Washington Street, Room M-104 • PO Box 2400 • Bloomington, Illinois 61702-2400
Phone (309) 888-5170 • Fax (309) 888-5927
Email: recorder@mcleancountyil.gov • Website: www.mcleancountyil.gov/recorder

MONTHLY REPORT
OF
OFFICIAL RECEIPTS

TO THE COUNTY BOARD OF MCLEAN COUNTY

I, H. Lee Newcom, Recorder, in and for the County of McLean and the State of Illinois, respectfully present the following report of all fees received for the Recorder's office, for and during the period of **January 2, 2009** through **January 30, 2009**

RECEIPTS:

Due IDOR-Rental Housing Program	\$	20,556.00
Copy Fees	\$	940.35
Recording Fees	\$	38,142.00
County Revenue Stamps	\$	17,871.00
Microfilm Sales	\$	-
Data Sales	\$	80.00
Recorder Receivable	\$	743.00
Rental Housing Support Program	\$	2,284.00
Document Storage	\$	7,401.00
GIS Document Storage	\$	2,467.00
Document Storage Receivable	\$	548.00
State Revenue Stamps	\$	35,742.00
GIS Fund	\$	12,320.00
GIS Receivable	\$	280.00
Unclassified Revenue	\$	-
Total Receipts	\$	139,374.35

Deposited with County Treasurer \$ 139,374.35

Balance on hand:

Cash	\$	50.00
Accounts Receivable	\$	887.00
Total	\$	937.00

Respectfully submitted this 17th day of February 2009

H. Lee Newcom
McLean County Recorder

FILED
McLEAN COUNTY, ILLINOIS

FEB 17 2009

COUNTY CLERK

Year-to-date Totals through January, 2009

Month-to-date Totals

Account #	Account Description	Cash/Check/ Change	Charge	Charges Paid	Other Pay Method	Total	Cash/Check/ Change	Charge	Charges Paid	Other Pay Method	Total
01-0-0-201-070-034	Due Idor-Rental Hsg Prog	\$20,142.00	\$0.00	\$0.00	\$414.00	\$20,556.00	\$20,142.00	\$0.00	\$0.00	\$414.00	\$20,556.00
01-6-8-410-008-034	Copy Fees	\$940.35	\$0.00	\$0.00	\$0.00	\$940.35	\$940.35	\$0.00	\$0.00	\$0.00	\$940.35
01-6-8-410-029-035	Recording Fees	\$38,171.00	\$419.00	\$743.00	\$714.00	\$38,561.00	\$38,171.00	\$419.00	\$743.00	\$714.00	\$38,561.00
01-6-8-410-032-036	County Revenue Stamps	\$17,871.00	\$0.00	\$0.00	\$0.00	\$17,871.00	\$17,871.00	\$0.00	\$0.00	\$0.00	\$17,871.00
01-6-8-410-111-111	Payment On Account	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
01-6-8-410-128-100	Microfilm Sales	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
01-6-8-410-132-100	Data Sales	\$80.00	\$0.00	\$0.00	\$0.00	\$80.00	\$80.00	\$0.00	\$0.00	\$0.00	\$80.00
01-6-8-410-195-035	Rental Hsg Support Program	\$2,238.00	\$0.00	\$0.00	\$46.00	\$2,284.00	\$2,238.00	\$0.00	\$0.00	\$46.00	\$2,284.00
16-8-4-102-222-222	Balance Brought Forward	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
16-8-4-102-222-222	Balance Brought Forward/Credit	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
37-6-8-410-089-284	Document Storage	\$7,671.00	\$234.00	\$411.00	\$141.00	\$7,635.00	\$7,671.00	\$234.00	\$411.00	\$141.00	\$7,635.00
37-6-8-410-181-100	Gis Document Storage	\$2,557.00	\$78.00	\$137.00	\$47.00	\$2,545.00	\$2,557.00	\$78.00	\$137.00	\$47.00	\$2,545.00
51-0-0-126-001-903	State Revenue Stamps	\$35,742.00	\$0.00	\$0.00	\$0.00	\$35,742.00	\$35,742.00	\$0.00	\$0.00	\$0.00	\$35,742.00
67-6-8-410-181-100	Gis Fund	\$12,365.00	\$156.00	\$280.00	\$235.00	\$12,476.00	\$12,365.00	\$156.00	\$280.00	\$235.00	\$12,476.00
Final Total :		\$137,777.35	\$887.00	\$1,571.00	\$1,597.00	\$138,690.35	\$137,777.35	\$887.00	\$1,571.00	\$1,597.00	\$138,690.35

10 Year History of McLean County Township Multipliers

	2008	2007	2006	2005	2004	2003	2002	2001	2000	1999
Final State Multiplier	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000
Allin Twp.	1.0443	1.0442	1.0000	1.0341	1.0000	1.0346	1.0561	1.0629	1.0235	1.0209
Anchor Twp.	1.0000	1.0585	1.0000	1.0491	1.0322	1.0100	1.0323	1.0586	1.0514	1.0433
Arrowsmith Twp.	1.0369	1.0071	1.0000	1.0000	1.1189	1.1067	1.0000	1.0335	1.0674	1.0480
Bellflower Twp.	1.0377	1.0000	1.0000	1.0000	1.0000	1.0188	1.0943	1.0278	1.0000	1.0000
Bloomington Twp.	1.0413	1.0301	1.0346	1.0128	1.0000	1.0125	1.0215	1.0228	1.0247	1.0355
Blue Mound Twp.	1.0218	1.0000	1.0000	1.1040	1.0704	1.1327	1.0419	1.0208	1.0727	1.1492
Cheney's Grove Twp.	1.0181	1.0480	1.0581	1.0000	1.0417	1.0163	1.0585	1.0154	1.0000	1.0404
Chenoa Twp.	1.0328	1.0602	1.0000	1.0297	1.0000	1.0501	1.0177	1.0638	1.0084	1.0544
City of Bloomington Twp.	1.0255	1.0151	1.0210	1.0300	1.0406	1.0000	1.0412	1.0461	1.0305	1.0000
Cropsey Twp.	1.0000	1.0693	1.0800	1.1033	1.0000	1.0000	1.0000	1.0568	1.0514	1.0440
Dale Twp.	1.0402	1.0378	1.0691	1.0158	1.0514	1.0321	1.0283	1.0201	1.0221	1.0247
Danvers Twp.	1.0159	1.0407	1.0426	1.0044	1.0420	1.0390	1.0362	1.0385	1.0000	1.0504
Dawson Twp.	1.0177	1.0319	1.0000	1.0732	1.1189	1.1161	1.0000	1.0406	1.1040	1.0414
Downs Twp.	1.0273	1.0329	1.0080	1.0000	1.0498	1.0525	1.1121	1.0098	1.0185	1.0000
Dry Grove Twp.	1.0284	1.0000	1.0092	1.0000	1.0729	1.0190	1.0663	1.0165	1.0496	1.0000
Empire Twp.	1.0323	1.0465	1.0247	1.0210	1.0286	1.0229	1.0526	1.0258	1.0000	1.0197
Funks Grove Twp.	1.0409	1.0000	1.0370	1.0000	1.0000	1.0188	1.0906	1.0644	1.1017	1.0328
Gridley Twp.	1.0177	1.0158	1.0000	1.0590	1.0432	1.0133	1.0122	1.0488	1.0312	1.1126
Hudson Twp.	1.0000	1.0000	1.0599	1.0603	1.0248	1.0000	1.0702	1.0204	1.0410	1.0058
Lawndale Twp.	1.0000	1.0000	1.0000	1.0157	1.0450	1.0156	1.0000	1.0377	1.0423	1.0489
Lexington Twp.	1.0268	1.0118	1.0377	1.0315	1.0405	1.0512	1.0192	1.0979	1.0606	1.0432
Martin Twp.	1.0529	1.0848	1.0000	1.0000	1.0000	1.0085	1.0476	1.0609	1.0706	1.1415
Money Creek Twp.	1.0554	1.0000	1.0946	1.0815	1.0057	1.0297	1.0539	1.0178	1.0000	1.0432
Mt. Hope Twp.	1.0237	1.0000	1.0083	1.0277	1.0151	1.0399	1.0107	1.0625	1.1040	1.0446
Normal Twp.	1.0300	1.0090	1.0398	1.0422	1.0122	1.0000	1.0396	1.0403	1.0167	1.0081
Old Town Twp.	1.0195	1.0100	1.0271	1.0327	1.0432	1.0127	1.0490	1.0352	1.0217	1.0086
Randolph Twp.	1.0190	1.0174	1.0589	1.0073	1.0400	1.0228	1.0350	1.0111	1.0000	1.0000
Towanda Twp.	1.0000	1.0000	1.0495	1.0350	1.0361	1.0000	1.0582	1.0370	1.0123	1.0216
West Twp.	1.0000	1.0000	1.0380	1.1036	1.1160	1.0029	1.1385	1.1085	1.0000	0.9356
White Oak Twp.	1.0317	1.0642	1.0370	1.0731	1.0538	1.0074	1.0000	1.0000	1.0505	1.0000
Yates Twp.	1.0000	1.0574	1.0900	1.0319	1.0377	1.0723	1.0323	1.0858	1.0407	1.0472
median multiplier	1.0255	1.0158	1.0271	1.0300	1.0400	1.0188	1.0396	1.0377	1.0305	1.0355
CPI-Urban	1.0386	1.0280	1.0321	1.0340	1.0270	1.0230	1.0160	1.0280	1.0340	1.0220

Median multiplier compared to CPI for Urban areas

