

Unfunded Mandates Affecting Illinois County Governments (as Reported by Counties)*

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***CGS is assisting the Task Force only in data gathering/analysis so the following slides do not necessarily represent the views of the Task Force or the Lt. Governor's Office.**



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Most Burdensome Mandates Reported in Survey Of Counties

Mandate Type	Average Burden Ranking (1-9; 1 is most burdensome)	Average Cost Range
Health Insurance	3.7	\$500,000-\$1,000,000
Public Pensions	4.1	\$250,000-\$500,000
Prevailing Wage	4.2	\$50,000-\$100,000
Workers Compensation	4.4	N/A
Collective Bargaining & Interest Arbitration	4.5	\$250,000-\$1,000,000
Personnel	5.6	\$1,000-\$10,000
Procurement Rules	5.7	N/A
Public Notification	5.8	\$10,000-\$50,000
Training	6.8	N/A



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Health Insurance

- Remove mandate for continuation of benefits when employee was removed for just cause or illegal activity.
- State should host low-cost seminars and provide technical assistance for compliance with Affordable Care Act.
- State government should take a more active role in providing local government relief from federal regulations such as ACA.
 - Narrow definition of a full-time employee in the employer mandate for health insurance from 30 hours a week to 40.
 - Broaden the exemption for employer mandate from 50 employees to 100.



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Public Pensions

- Adopt a two-tiered pension system where all new hires are included in a more affordable (for taxpayers) pension plan.
- Establish mechanisms and arrangements for local governments to reduce the unfunded liability.
- Move toward a defined-contribution system.

Example states include Massachusetts and Pennsylvania.



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Prevailing Wage

- Allow local wage surveys to determine local wage levels.
- Allow hiring of non-union contractors for construction projects.
- Exempt non-hazardous projects below a specified cost threshold.
- Exempt small businesses (e.g., <5 employees).
- Adopt shared procurement computing services for monitoring compliance with Prevailing Wage Act, reducing administrative costs.



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Workers' Compensation

- Adhere to American Medical Association standards for injury permanency.
- Eliminate or reduce coverage for pre-existing injuries.
- Eliminate coverage for injuries not directly work-related, e.g. injuries in parking lots before/after work.
- Adopt settlement limitations as has been done in other states.
- Reform the Illinois Workers Compensation Commission, adopting time limits for the resolution of controverted claims.



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Collective Bargaining & Interest Arbitration

- Limit mandatory subjects of bargaining to wages and benefit time, and allow counties to exercise efficiencies such as changes of hours to meet demand.
- Arbitrators should not consider reduction in expenditures for core public services when determining a local government's ability to increase employee compensation.
- Require elections for employees to organize into unions. Currently, employees can organize if 50% plus one employee sign cards. Revised to 50% plus one employee vote for unionization.



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Public Records and Notifications

- Repeal mandate to retain records on paper and on microfiche when they can be kept electronically.
- Exempt counties from newspaper notification mandates if they notify the public via their web sites or direct mail.



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Elections

- Move toward mail-in voting only.
- Merge polling precincts and reduce staffing levels.
- Repeal election staffing level mandates, allowing counties to determine appropriate staffing.
- Provide funding for increased county responsibilities (e.g., same-day registration & expanded early voting)



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