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.
Most Burdensome Mandates Reported in Survey Of Counties

<table>
<thead>
<tr>
<th>Mandate Type</th>
<th>Average Burden Ranking (1-9; 1 is most burdensome)</th>
<th>Average Cost Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Insurance</td>
<td>3.7</td>
<td>$500,000-$1,000,000</td>
</tr>
<tr>
<td>Public Pensions</td>
<td>4.1</td>
<td>$250,000-$500,000</td>
</tr>
<tr>
<td>Prevailing Wage</td>
<td>4.2</td>
<td>$50,000-$100,000</td>
</tr>
<tr>
<td>Workers Compensation</td>
<td>4.4</td>
<td>N/A</td>
</tr>
<tr>
<td>Collective Bargaining &amp; Interest Arbitration</td>
<td>4.5</td>
<td>$250,000-$1,000,000</td>
</tr>
<tr>
<td>Personnel</td>
<td>5.6</td>
<td>$1,000-$10,000</td>
</tr>
<tr>
<td>Procurement Rules</td>
<td>5.7</td>
<td>N/A</td>
</tr>
<tr>
<td>Public Notification</td>
<td>5.8</td>
<td>$10,000-$50,000</td>
</tr>
<tr>
<td>Training</td>
<td>6.8</td>
<td>N/A</td>
</tr>
</tbody>
</table>
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.
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.
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.
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.
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.
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.
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)
For Further Information, Contact:

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