



Executive Committee

David Zimmerman - Chairman
Jury Commission Room – McKenzie Building
Wednesday, February 21, 2024
immediately following Risk Management

I. Roll Call

II. Approve minutes of the January 24, 2024 meeting

III. Public Comment

IV. New Business

E-24-31 A. Recommend to approve Tazewell County Title VI Program

E-24-33 B. Recommend to approve appointment to County Board for District 2

V. Appointments and Reappointments

VI. Unfinished Business

A. Discussion: Buildings Update

VII. Reports / Communications

VIII. Recess

Members: Chairman David Zimmerman, Vice Chairman Michael Harris,
Bill Atkins, Nick Graff, Jay Hall, Kim Joesting, Greg Longfellow,
Greg Menold, Dave Mingus, Nancy Proehl,
Tammy Rich-Stimson, Max Schneider

Minutes pending committee approval



Executive Committee Meeting

Jury Commission Room – McKenzie Building
Wednesday, January 24, 2024 – 4:04 p.m.

Committee Members Present: Chairman Zimmerman, Vice-Chair Mike Harris, Bill Atkins, Nick Graff, Jay Hall, Kim Joesting, Greg Longfellow, Greg Menold, Tammy Rich-Stimson, Max Schneider

Committee Members Absent: Dave Mingus, Nancy Proehl

Others Attending: Mike Deluhery, County Administrator

MOTION **MOTION BY MEMBER SCHNEIDER, SECOND BY MEMBER RICH-STIMSON** to approve the minutes of the November 8, 2023 meeting and the December 21, 2023 in-place meeting

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION
E-24-07 **MOTION BY MEMBER HALL, SECOND BY MEMBER HARRIS** to recommend to approve County Delinquent Tax Sale resolution

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION
E-24-08 **MOTION BY MEMBER MENOLD, SECOND BY MEMBER SCHNEIDER** to recommend to approve the updated Tri-County Multi-Jurisdictional Natural Hazards Mitigation Plan

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION
E-24-09 **MOTION BY MEMBER HARRIS, SECOND BY MEMBER JOESTING** to recommend Construction Change Order for CDBG RLF Closeout Grant 18-248591 from Bishop Bros.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-10

MOTION BY MEMBER HALL, SECOND BY MEMBER SCHNEIDER to recommend to approve per diems for Member Russ Crawford

Chairman David Zimmerman explained that our policy states that anything after 60 days has to be taken to executive for approval.

Member Atkins stated that he would propose giving a hard deadline of 60 days with no exceptions.

On roll call vote, **MOTION CARRIED**

Vice-Chair Harris, and Members Joesting, Menold, and Rich-Stimson voted nay.

MOTION

E-24-12

MOTION BY MEMBER GRAFF, SECOND BY MEMBER RICH-STIMSON to recommend to approve emergency declaration for cyber insurance and insurance premiums

Administrator Mike Deluhery stated that the premium that we previously paid was based on 50-75 employees and this is what our premium would have been based on the correct number of employees.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-13

MOTION BY MEMBER ATKINS, SECOND BY MEMBER HARRIS to recommend to approve payment for contractual services for the Community Development Block Grant Revolving Loan Closeout – Buildings, Grant #18-248591 per contractual agreement with Bishop Bros.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-14

MOTION BY MEMBER ATKINS, SECOND BY MEMBER SCHNEIDER to recommend to approve agreement with Greater Peoria Economic Development Council

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-18

MOTION BY MEMBER ATKINS, SECOND BY MEMBER HARRIS to recommend to approve Intergovernmental Agreement with the Village of Morton to share updated digital orthophotography

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-19

MOTION BY MEMBER SCHNEIDER, SECOND BY MEMBER RICH-STIMSON to recommend to approve the sixteenth invoice from Kenyon & Associates for Community Development Block Grant Revolving Loan Closeout – Buildings, Grant #18-248591

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-20

MOTION BY MEMBER ATKINS, SECOND BY MEMBER HALL to recommend to approve Catmint Solar, LLC's Decommissioning Plan

On voice vote, **MOTION CARRIED**

Vice-Chair Harris voted nay.

MOTION

E-24-21

MOTION BY MEMBER SCHNEIDER, SECOND BY MEMBER ATKINS to recommend to approve 1st quarter 2024 payment to Greater Peoria Economic Development Council

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-22

MOTION BY MEMBER MENOLD, SECOND BY MEMBER HARRIS to recommend to approve payment for contractual services for the Community Development Block Grant Revolving Loan Closeout – Accessibility Improvements, Grant #18-248592 per contractual agreement with Knapp Concrete Contractors, Inc.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-25

MOTION BY MEMBER ATKINS, SECOND BY MEMBER HALL to recommend to approve invoice from Greater Peoria Economic Development Council for CDBG RLF Closeout – Sidewalks

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-26

MOTION BY MEMBER ATKINS, SECOND BY MEMBER MENOLD to recommend to approve invoice from Greater Peoria Economic Development Council for CDBG RLF Closeout – Buildings

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-27

MOTION BY MEMBER SCHNEIDER, SECOND BY MEMBER ATKINS to recommend to approve support of Village of Tremont TIF extension

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-28

MOTION BY MEMBER JOESTING, SECOND BY MEMBER MENOLD to recommend to approve acceptance of resignation of District 2 County Board member

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-30

MOTION BY MEMBER ATKINS, SECOND BY MEMBER GRAFF to recommend to approve emergency declaration for statement of work from CFC Response, Inc., for cyber incident

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-01

MOTION BY MEMBER GRAFF, SECOND BY MEMBER HALL to recommend appointment of Nicole Jones as Supervisor of Assessments District No. 1

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-02

MOTION BY MEMBER GRAFF, SECOND BY MEMBER HALL
to recommend reappointment of Steve Leitch to the Emergency Telephone Systems Board

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-03

MOTION BY MEMBER GRAFF, SECOND BY MEMBER HALL
to recommend reappointment of Michael Kemp to the Emergency Telephone Systems Board

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-04

MOTION BY MEMBER GRAFF, SECOND BY MEMBER HALL
to recommend reappointment of John Dossey to the Emergency Telephone Systems Board

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-05

MOTION BY MEMBER GRAFF, SECOND BY MEMBER HALL
to recommend reappointment of Kim Joesting to the Veterans Assistance Commission

Member Kim Joesting abstained.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-06

MOTION BY MEMBER GRAFF, SECOND BY MEMBER HALL
to recommend reappointment of Frank Sciortino to the Pekin Main Street

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-11

MOTION BY MEMBER GRAFF, SECOND BY MEMBER HALL
to recommend appointment of Jay Hall to the Tazewell County Board of Health

Member Jay Hall abstained.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-15

MOTION BY MEMBER GRAFF, SECOND BY MEMBER HALL
to recommend reappointment of Dr. Craig Koch to the Tremont
Rescue Squad Board

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-16

MOTION BY MEMBER GRAFF, SECOND BY MEMBER HALL
to recommend appointment of Jeff Leber to the Tremont Rescue
Squad Board

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-17

MOTION BY MEMBER GRAFF, SECOND BY MEMBER HALL
to recommend reappointment of Rich Kriegsman to the Heart of
Illinois Regional Port District

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-23

MOTION BY MEMBER GRAFF, SECOND BY MEMBER HALL
to recommend reappointment of Russ Crawford to the Tri-
County Regional Planning Commission Board

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-24

MOTION BY MEMBER GRAFF, SECOND BY MEMBER HALL
to recommend reappointment of Greg Menold to the Tri-County
Regional Planning Commission Board

Member Menold abstained.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

E-24-29

MOTION BY MEMBER GRAFF, SECOND BY MEMBER HALL
to recommend appointment of Abbigail Hobbs to Emergency
Telephone Systems Board

On voice vote, **MOTION CARRIED UNANIMOUSLY**

DISCUSSION: BUILDINGS UPDATE

County Administrator Mike Deluhery provided a status of the new Justice Center. Chairman Zimmerman provided a status of the City of Pekin lots.

Chairman Zimmerman recessed the meeting at 4:24 p.m.

(transcribed by S. Gullette)

COMMITTEE REPORT

Mr. Chairman and Members of the Tazewell County Board:

Your Executive Committee has considered the following RESOLUTION and recommends that it be adopted by the Board:

RESOLUTION

WHEREAS, the Executive Committee recommends to the County Board to approve the attached updated version of the Tazewell County Title VI Program; and

WHEREAS, Title VI of the Civil Rights Act of 1964, as amended, requires that “no person in the United States shall, on the grounds of race, color, or nation origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance; and

WHEREAS, Tazewell County contracts with TCRC dba We Care, Inc., to provide transportation services for the residents of Tazewell County; and

WHEREAS, TCRC dba We Care, Inc., is funded through Federal Funds; and

WHEREAS, the FTA requires recipients and sub-recipients of federal public transportation funds to submit, every three years, a Title VI update as a condition of receipt of FTA financial assistance; and

WHEREAS, it is the intent of Tazewell County to adopt the 2023 to 2026 Title VI Program with subsequent submission to the FTA.

THEREFORE BE IT RESOLVED THAT:

1. That the Tazewell County Board hereby authorizes and adopts the Title VI Program.
2. That the Tazewell County Board Chairman, or his designee, is hereby authorized to administer to provide such information as may be required to submit the Title VI Program for the FTA.

BE IT FURTHER RESOLVED that the County Clerk notifies the County Board Office, the Finance Department, Human Resources Department, Tazewell County PCOM, WeCare, Inc., and the Auditor of this action.

PASSED THIS 28th OF FEBRUARY, 2024.

ATTEST:

Tazewell County Clerk

Tazewell County Board Chairman

TITLE VI PROGRAM

for

Tazewell County, Illinois



Approved: February 28, 2024

Expires: February 28, 2027

Tazewell County Title VI Program

Contents

1. Purpose and Introduction.....	2
2. Notifying Beneficiaries of Their Rights under Title VI.....	4
3. Title VI Complaint Procedure	5
4. Combined Complaint Form for ADA and Title VI	6
5. Record of Title VI Investigations Complaints and Lawsuits.....	9
6. Tazewell County’s Public Participation Plan	10
7. Four Factor Analysis and LEP Data	12
8. Language Assistance Plan	17
9. Minority Representation on Planning and Advisory Bodies	21
10. Fixed Route Transit Providers Service Standards and Policies	22
11. Providing Assistance to and Monitoring Subrecipients	23
12. Title VI Equity Analysis for Facility Acquisition.....	24
13. Evidence of Board Adoption	25

1. Purpose and Introduction

Tazewell County is committed to ensuring that no person is excluded from participation in, or denied the benefits of, or subjected to discrimination in the receipt of any of Tazewell County services on the basis of race, color or national origin. The contents of this program have been prepared in accordance with Section 601 of Title VI of the Civil Rights Act of 1964 and Executive Order 13116.

Tazewell County is committed to a workplace complaint to Title VI of the Civil Rights Act of 1964.

Under the Civil Rights Act of 1964, and as a recipient of federal funding under the programs of the Federal Transit Administration (FTA) and the US Department of Transportation, Tazewell County has an obligation to ensure that:

- A program is in place for correcting any discrimination, whether intentional or unintentional.
- The benefits of services that are provided within the County are shared equitably throughout the county.
- No one is precluded from participating in Tazewell County’s service planning and development process.

- The level and quality of services are sufficient to provide equal access to all riders in its service area.
- Decisions regarding service changes or facility locations are made without regard to race, color, or national origin.

Definitions:

Tazewell County recognizes that the definitions in chapter 53 of title 49, United States Code, and in 49 CFR part 21 apply to FTA Circular 4702.1 B. Tazewell County uses the following definitions:

Discrimination: refers to any action or inaction, whether intentional or unintentional, in any program or activity of a Federal aid recipient, subrecipient, or contractor that results in disparate treatment, disparate impact, or perpetuating the effects of prior discrimination based on race, color, or national origin.

Limited English Proficiency (LEP): Person refers to persons for whom English is not their primary language and who have a limited ability to read, write, speak, or understand English. It includes people who reported to the U.S. Census that they speak English less than very well, not well, or not at all.

Low-Income Person: means a person whose median household income is at or below the U.S. Department of Health and Human Services poverty guidelines.

Minority Person include the following:

1. American Indian and Alaska Native, which refers to people having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.
2. Asian, which refers to people having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
3. Black or African American, which refers to people having origins in any of the Black racial groups of Africa.
4. Hispanic or Latino, which includes persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
5. Native Hawaiian or Other Pacific Islander, which refers to people having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

2. Notifying Beneficiaries of Their Rights under Title VI

To make Tazewell County residents aware of Tazewell County's commitment to Title VI compliance, and of their right to file a complaint, Tazewell County has presented the following language on its website

The following is the Tazewell County Title VI Notice:

Title VI Notice to the Public

- Tazewell County operates without regard to race, color, and national origin in accordance with Title VI of the Civil Rights Act. Any person who believes he or she has been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with Tazewell County.
- For more information on Tazewell County's Title VI Program, obligations, or for procedures to file a complaint, please contact:

**Tazewell County Human Resource Department
Roger Workheiser/ Title VI Coordinator
11 S. 4th Street
McKenzie Building, Suite 114
Pekin, Illinois 61554
(309) 478-5813
(309) 478-5614 (fax)
hr@tazewell-il.gov**
- A complainant may file a complaint directly with the Federal Transit Administration to: Office of Civil Rights, Attention: Title VI Program Coordinator, East Building, 5th Floor-TCR, 1200 New Jersey Ave., SE, Washington, DC 20590.
- If information is needed in another language, contact (309) 347-7148.
- *Si se necesita información en otro idioma, comuníquese con (309) 347-7148.*

The Tazewell County Notice to the Public is posted in the following locations:

1. In all buses used in transit service
2. In our county building on the public bulletin board
3. On our website

3. Title VI Complaint Procedure

Title VI of the Civil Rights Act of 1964 as amended prohibits discrimination on the basis of race, color and national origin for programs and activities receiving federal financial assistance. As a recipient of federal financial assistance, Tazewell County has in place the following complaint procedure.

1. Any person who believes that he or she, or any specific class of persons, has been subjected to discrimination or retaliation by Tazewell County's administration of federally funded programs, as prohibited by Title VI of the Civil Rights Act of 1964, as amended, and related statutes, may file a written complaint. The Complainant may, but is not required to, use Tazewell County's Combined Complaint Form for ADA and Title VI. Tazewell County investigates complaints received no more than 180 days after the alleged incident.

Written complaints shall be sent to:

Tazewell County Human Resource Department
Roger Workheiser/ Title VI Coordinator
11 S. 4th Street
McKenzie Building, Suite 114
Pekin, Illinois 61554
(309) 478-5813
(309) 478-5614 (fax)
hr@tazewell-il.gov

2. Tazewell County If you need assistance reducing your complaint to writing, please contact Human Resources at (309) 478-5813.
3. Within thirty (30) calendar days of receipt of the complaint(s), Human Resources will acknowledge receipt of the complaint(s), inform the complainant of proposed action to process the complaint(s), and advise the complainant of other avenues. The complaint will be reviewed to determine if it is transit related or not. Transit-related complaints will be forwarded to our operator, We Care, and their HR Department will complete the investigation.
4. Within one-hundred twenty (120) calendar days of receipt of the complaint(s), Human Resources (from Woodford County, or We Care) will conduct and complete a full investigation of the complaint(s), and, based on the information obtained, and will render a recommendation for action in a report of findings to the Board. A resolution with no actions will be recommended if the complaint is not substantiated.
5. Within thirty days (30) calendar days of the completion of the full investigation (one hundred fifty (150) calendar days since the original receipt of the complaint(s)), Human Resources will notify the complainant in writing of the final decision reached. The notification will advise the complainant of his or her right to submit a request for

reconsideration (appeal) within thirty (30) calendar days from the date the notice of disposition is issued. Appeals will be reviewed by a separate party within thirty (30) calendar days from the dated request for reconsideration. A final decision will then be issued.

7. Human Resources will maintain a log of all verbal and non-written complaints received. The log will include the following information:

- Name of complainant
- Name of respondent
- Basis of complaint
- Date complaint received
- Explanation of the actions taken or proposed to resolve the issue raised in the complaint

8. A person may also file a complaint directly with the Federal Transit Administration at:
 Office of Civil Rights
 Attention: Title VI Program Coordinator
 East Building 5th Floor-TCR
 1200 New Jersey Avenue SE
 Washington, DC, 20590

Tazewell County will conduct a quarterly review of all Title VI complaints received. Corrective actions taken at the time of each resolution will be reviewed in these quarterly sessions.

4. Combined Complaint Form for ADA and Title VI

**Combined Complaint Form for ADA and Title VI
 Tazewell County**

Section I:		
Name:		
Address:		
Telephone (Home):	Telephone (Work):	
Electronic Mail Address:		
Accessible Format Requirements?	<input type="checkbox"/> Large Print	<input type="checkbox"/> Audio Tape
	<input type="checkbox"/> TDD	<input type="checkbox"/> Other
Section II:		
Are you filing this complaint on your own behalf?	<input type="checkbox"/> Yes*	<input type="checkbox"/> No
<i>*If you answered "yes" to this question, go to Section III.</i>		

If not, please supply the name and relationship of the person for whom you are complaining.

Please explain why you have filed for a third party:

Please confirm that you have obtained the permission of the aggrieved party if you are filing on behalf of a third party. Yes No

Section III:

I believe the discrimination I experienced was based on (check all that apply):

Title VI: Race Color National Origin ADA: Disability

Date of Alleged Discrimination (Month, Day, Year): _____

Explain as clearly as possible what happened and why you believe you were discriminated against. Describe all persons who were involved. Include the name and contact information of the person(s) who discriminated against you (if known) as well as names and contact information of any witnesses. If more space is needed, please use the back of this form.

Section VI:

Have you previously filed a Discrimination Complaint with this agency? Yes No

If yes, please provide any reference information regarding your previous complaint.

Section V:

Have you filed this complaint with any other Federal, State, or local agency, or with any Federal or State court?

Yes No

If yes, check all that apply:

Federal Agency: _____
 Federal Court: _____ State Agency: _____
 State Court: _____ Local Agency: _____

Please provide information about a contact person at the agency/court where the complaint was filed.

Name:

Title:

Agency:
Address:
Telephone:
Section VI:
Name of agency complaint is against:
Name of person complaint is against:
Title:
Location:
Telephone Number (if available):

You may attach any written materials or other information that you think is relevant to your complaint. Your signature and date are **required** below:

Signature

Date

Please submit this form in person at the address below, or mail this form to:

**Tazewell County Human Resource Department
 Roger Workheiser/ Title VI Coordinator
 11 S. 4th Street
 McKenzie Building, Suite 114
 Pekin, Illinois 61554
 (309) 478-5813
 (309) 478-5614 (fax)
 hr@tazewell-il.gov**

5. *Record of Title VI Investigations Complaints and Lawsuits*

All FTA recipients are required to prepare and maintain a list of any complaints alleging discrimination on the basis of race, color, or national origin. Tazewell County has not had any Title VI investigations, complaints, or lawsuits since the last Program, or at any time in recent memory. Tazewell County will document any future Title VI investigations, complaints, or lawsuits in this section.

6. *Tazewell County's Public Participation Plan*

Tazewell County's Public Involvement Philosophy

Tazewell County welcomes and values public involvement. IDOT and its recipients believe that well-designed, proactive public involvement improves its planning and policy efforts and ultimately leads to better decisions, better projects, and maximized, long-term public benefits. Creating long-term, sustainable systems requires our agency to embrace outside skills and knowledge, including input from the public. Advantages of enhanced public involvement include:

- Increased public collaboration. Citizen collaboration on projects benefits our agency's processes and outcomes, promoting public participation and respectful, productive dialogue.
- Decisions that better reflect diverse interests. Consulting with all identifiable interests helps Tazewell County better understand and reflect the full range of community values and livability standards.
- Efficient transportation decision implementation. Early public involvement fosters better decision making and reduces costly project plan revisions and change orders.
- Enhanced agency credibility. Increased public involvement results in more meaningful and better interactions between agency personnel and customers. This interaction aids everyone. The agency better understands public concerns, and customers gain an appreciation of the agency and its responsibilities.
- Tazewell County proactively involves the public in addressing transportation issues. The agency communicates its mission and goals to the widest audience possible and considers feedback received from transportation stakeholders and the public.

To promote inclusive public participation, the Tazewell County will employ the following strategies, as appropriate (make these determinations based on a demographic analysis of the population(s) affected, type of plan, program and/or service under consideration, and the resources available):

- ✓ Provide for early, frequent and continuous engagement by the public
- ✓ Select accessible and varied meeting locations and times
- ✓ Employ different meeting sizes and formats

- ✓ Use social media in addition to other resources as a way to gain public involvement
- ✓ Use radio, television or newspaper ads on stations and in publications that serve LEP populations. Outreach to LEP populations may also include audio programming available on podcasts.
- ✓ Expand traditional outreach methods by visiting ethnic stores/markets and restaurants, community centers, libraries, faith-based institutions, local festivals, etc.

In addition to these general strategies, Tazewell County has also employed these specific strategies:

Tazewell County:

The Tazewell County Board meets monthly, with all meetings open to the public. A time is allotted for the public to comment on any issue at each meeting. The Tazewell County Board Secretary maintains a list of persons and organizations that wish to receive information from the County. Information sent to those on the list include Board meeting agendas and minutes, appointments, resolutions/ordinances, monthly financial statements, monthly claims, budget documents, and quarterly reports along with any new business information. Persons and organizations can be added to the list at their request for no charge.

Tazewell County seeks to understand public comments/concerns by meeting to investigate ways to reduce or eliminate any negative impacts.

Persons and organizations are afforded an opportunity to provide input in several ways:

- By e-mail
- By telephone
- In writing
- In person by coming into the Board Office at 11 S. 4th St., Pekin, IL (by appt.)
- In person at Committee meetings
- In person at public meetings conducted by the Tazewell County Board.
Meetings are held in the Justice Center at 101 S. Capitol on the last Wednesday of each month at 6:00 P.M.

Tazewell County’s public input process emphasizes two-way communication. The intention is not just to receive comments, but to be transparent in all government matters. In many cases several messages or a conversation takes place.

7. Four Factor Analysis and LEP Data

The purpose of the LEP Language Assistance Plan (hereinafter "plan" or "LAP") is to meet Federal Transit Administration's (FTA's) requirements to comply with obligations of Executive Order 13166 and Title VI of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, or national origin, including limited English proficiency. As a subrecipient of FTA funds, Tazewell County has pledged to take reasonable steps to provide meaningful access to its citizens for person who do not speak English as their primary language and who limited ability to read, speak, write or understand English. The FTA refers to these persons as Limited English Proficient (LEP) persons.

FOUR-FACTOR ANALYSIS

The Four Factor Analysis is a local assessment that considers:

- 1. The number or proportion of LEP persons eligible to be served or likely to be encountered by the agency;*
- 2. The frequency with which LEP persons come into contact with the agency's services and programs;*
- 3. The nature and importance of the agency's services and programs in people's lives; and*
- 4. The resources available to the agency for LEP outreach, as well as the costs associated with that outreach.*

Factor One: The number or proportion of LEP persons eligible to be serviced or likely to be encountered by Tazewell County

The first step in determining the appropriate components of a Language Assistance Plan is understanding the proportion of LEP persons who may encounter our agency's services, their literacy skills in English and their native language, the location of their communities and neighborhoods and, more importantly, if any are underserved as a result of a language barrier.

To do this, the agency evaluated the level of English proficiency and to what degree people in its service area speak a language other than English and what those languages are. Data for this review is derived from the United States Census and the American Community Survey. The most recent data available for the state were the ACS 2018-2022 five-year estimates.

1. Service Area Overview

Tazewell County service area encompasses the county of Tazewell, Illinois. Home to 124,273 people spread over 646 square miles, the service area's population speaks twelve (12) different

language groups. However, the overall numbers of residents who speak English ‘less than very well’ are very low. Of the total service area population of 124,273, just 873, or 0.7% of residents, report speaking English less than very well. A breakdown of the language groups, and those speaking English less than very well, are shown below.

	Tazewell County, Illinois	
Label	Estimate	Percentage of Population
Total:	124,273	
Speak only English	120,919	97.30%
Speak Spanish, and English less than "very well"	389	0.31%
Speak French, Haitian, or Cajun, and English less than "very well"	0	0.00%
Speak German or other West Germanic, and English less than "very well"	10	0.01%
Speak Russian, Polish, or other Slavic, and English less than "very well"	13	0.01%
Speak Other Indo-European, and English less than "very well"	54	0.04%
Speak Korean, and English less than "very well"	82	0.07%
Speak Chinese (incl. Mandarin, Cantonese, and English less than "very well"	104	0.08%
Speak Vietnamese, and English less than "very well"	122	0.10%
Speak Tagalog (incl. Filipino), and English less than "very well"	49	0.04%
Speak Other Asian and Pacific Island languages, and English less than "very well"	28	0.02%
Speak Arabic, and English less than "very well"	0	0.00%
Speak Other and unspecified languages, and English less than "very well"	22	0.02%

<https://data.census.gov/cedsci/> **Table C16001**

The Safe Harbor Provision

The U.S. Department of Transportation (U.S. DOT) has adopted the U.S. Department of Justice’s Safe Harbor Provision. This provision outlines circumstances that can provide a “safe harbor” for U.S. DOT recipients (and sub-recipients) regarding translation of vital documents. Specifically, if a recipient provides written translation of vital documents for each LEP group that constitutes the

lesser of 1,000 persons or five percent (5%) of the total population eligible to be served or likely to be affected or encountered, such action is considered strong evidence of compliance with the recipient's written translation obligations.

The Safe Harbor Provision only applies to the translation of written documents. It does not affect the agency's requirement to provide meaningful access to LEP individuals through oral language services.

A vital document is any document that is critical for ensuring meaningful access to the recipients' major activities and programs by beneficiaries generally and LEP persons specifically. Whether or not a document (or the information it solicits) is "vital" may depend upon the importance of the program, information, encounter, or service involved, and the consequence to the LEP person if the information in question is not provided accurately or in a timely manner.

Designation of Vital Documents

Based on the limited population of non-English speakers who also speak English less than very well, no languages meet the Safe Harbor Threshold in our service area. The agency is therefore not designating any vital documents at this time. Spanish was the largest language group, with just 389 people who speak English less than very well. However, any unmet language needs will still be met as described in the Language Access Plan, below.

Factor Two: The frequency with which LEP persons come into contact with Agency services and programs.

Tazewell County recognizes the importance of taking measures to gauge LEP needs, but to date, has only measured the frequency of LEP contacts informally. After speaking with public-facing employees (drivers, dispatch, administration), no one recalls any specific instances in which a rider struggled with English. This comports with Census data showing a very small LEP population in the service area.

Moving forward, Tazewell County plans to collect data on the frequency in which LEP persons come into contact with the agency's various departments and programs. The Title VI Coordinator will create an annual survey to be sent to each department. ("Departments" includes drivers,

dispatch, central office, etc.). Departments will collect data on their contacts with people who need language assistance, and the Title VI Coordinator will review and analyze this data each year. Departments will also be asked to log their use of any translation or interpretation services. Thus, by the time this Program is due for an update, Tazewell County will have concrete data on language access needs to help direct future efforts and planning.

Factor Three: The Importance of the Agency's Service to People's Lives

Tazewell County services affect many community members in some way. Our transit services are used daily by people who do not have access to their own transportation. Our services allow riders access to grocery stores, medical appointments, work, social service agencies, social activities, and a variety of other essential destinations. Some LEP persons are immigrants with no legal way to access a driver's license at this time. For some people, Tazewell County services are the only connection residents have to the community.

Factor Four: Resources and Costs for LEP Outreach

Given that Tazewell County has a very limited number of LEP citizens in its service area, we can meet the needs of its LEP population through relatively simple means. First, Tazewell County staff members who speak Spanish or any other foreign languages can be consulted or utilized for translation or interpretation in informal or emergency situations. In the event assistance in a rare language is needed, Tazewell County can reach out to local colleges or universities to find staff who are proficient and may be willing to assist. Other free resources include the use of Google Translate or other technology-based translation services. Our agency can utilize Google Translate to interpret simple comments or messages left on our social media or in real time if necessary to communicate without advance warning an interpreter is needed.

Tazewell County recognizes there will be times when professional interpretation or translation services are needed. In those cases where a rider needs to communicate with us in another language, we can employ the use of a Language Line. This is a pay-as-needed service under which the agency is billed per minute for service. This makes the service affordable.

Finally, Tazewell County will pay for document translation services when needed, which generally costs about \$25-\$35 per page. These resources give our agency the ability to perform outreach with the LEP population at a reasonable cost.

Conclusion

Based on the above four factors, Tazewell County will continue to monitor the LEP population and continue to rely on local community organizations for aid in language interpreting, while outlining additional steps to give meaningful access to persons of limited English proficiency. These steps are outlined in the next pages as part of the county's Limited English Proficiency Plan.

8. Language Assistance Plan

As a recipient of federal US DOT funding, the Tazewell County is required to take reasonable steps to ensure meaningful access to our programs and activities by limited-English proficient (LEP) persons.

Limited English Proficient (LEP) refers to persons for whom English is not their primary language and who have a limited ability to read, write, speak, or understand English. This includes those who have reported to the U.S. Census that they speak English less than very well, not well, or not at all.

Tazewell County's Language Assistance Plan includes the following elements:

1. The results of the *Four Factor Analysis*, including a description of the LEP population(s), served.
2. A description of how language assistance services are provided by language
3. A description of how LEP persons are informed of the availability of language assistance service
4. A description of how the language assistance plan is monitored and updated
5. A description of how employees are trained to provide language assistance to LEP persons

Four Factor Analysis Results: LEP Populations Served

Item #1 – Four Factor Analysis Results: LEP Populations Served
--

The Tazewell County population speaks twelve (12) different language groups. However, the overall numbers of residents who speak English 'less than very well' are very low. Of the total service area population of 124,273, just 873, or 0.7% of residents, report speaking English less than very well. Spanish was the largest language group, with just 389 people who speak English less than very well. A breakdown of the language groups, and those speaking English less than very well, are shown in the chart above.

Item # 2 – Description of how Language Assistance Services are Provided, by Language
--

The Tazewell County has identified, developed, and uses the following:

- * Examine requests for language assistance from past meetings or events to anticipate future language service needs.
- * At any future outreach meetings, an employee member will be at the door to greet any people entering the meeting and should also be tasked with identifying any persons of limited English proficiency.
- * Maintain a tabulation of persons requiring language assistance, including

- those that provide their own interpreting service.
- * Individuals who have contact with the public are provided with “I Speak” language cards to identify language needs in order to match them with available services. Language cards are distributed by the Director as needed.
 - * Tazewell County will continue to develop partnerships with local agencies, organizations, law enforcement, colleges/universities, local school districts and social service agencies that are available to assist with it LEP responsibilities.
 - * Any other need for translated documents or interpretation services will be provided on an as-needed basis. That is, anyone requesting specific information in a non-English language will be provided it upon request. The agency will use its internal resources to meet this need, when available. Otherwise, the agency will reach out to the network of resources it has developed, or hire a translator or interpreter as needed.
 - * In limited instances where telephone interpretation services or bilingual staff are insufficient, Tazewell County will provide LEP individuals with the following community organizations for language services:

Western Community Center
600 N. Western Ave
Bloomington, IL 61701
(309) 829-4807

Language Line: 866-874-3972

Item #3 – Description of how LEP Persons are Informed of the Availability of Language Assistance Service
--

In order to ensure that LEP individuals are aware of Tazewell County’s language assistance measures, Tazewell County provides the following:

- Title VI Program including the Language Assistance Plan is made available on website, if applicable, and hard copy in central office.
- Drivers and dispatchers are provided “I Speak” language cards to identify language needs in order to match them with available services.
- The agency’s website includes language stating, “If you need assistance or information in another language, please contact (309) 478-5813.” This message is provided in Spanish as well.

Item #4 – Description of how the Language Assistance Plan is Monitored and Updated
--

Tazewell County will continue to update the LEP plan as required by U.S. DOT. At a minimum, the Title VI Plan will continue to be reviewed and updated every three (3) years in conjunction with the Title VI submission and use data from the U.S. Decennial Census or the

American Community Survey as available, or when it is clear that the concentrations of LEP individuals are present in the Tazewell County service area.

Updates will continue to include the following:

- The number of documented LEP person contacts encountered annually.
- How the needs of LEP persons have been addressed.
- Determination of the current LEP population in the service area.
- Determination as to whether the need for translation services has changed.
- Determine whether local language assistance programs have been effective and sufficient to meet the need.
- Determine whether Tazewell County's financial resources are sufficient to fund language assistance resources needed.
- Determine whether Tazewell County has fully complied with the goals of this LEP Plan.
- Determine whether complaints have been received concerning Tazewell County's failure to meet the needs of LEP individuals


Item #5 – Description of how Employees are Trained to Provide Language Assistance to LEP Persons
--


The following training will be provided to Tazewell County staff:


- Information on the Tazewell County Title VI Procedures and LEP responsibilities.
- Description of language assistance services offered to the public.
- Use of "I Speak" language cards (used to identify language preference).
- Documentation of language assistance requests.
- Use of Google Translate for situations in which informal language assistance is needed without prior notice.
- How to handle a potential Title VI / LEP complaint.

A copy of the I Speak card is below.

English: Point to your language. An Interpreter will be called. The interpreter will be provided at no cost to you.

Albanian Shqip 
 Tregoni me gisht gjuhën tuaj. Do të thërrasim një përkthyes. Përkthyesi ofrohet falas për ju.

Arabic عربي 
 أشر إلى لغتك. وسنمد الاتصال بمترجم فوري. كما سيتم إختيار المترجم الفوري مجاناً.

Bengali বাংলা 
 আপনার ভাষার দিকে নির্দেশ করুন। একজন সোভাষীকে ডাকা হবে। সেজন্যী আপনি নিখরচায় পাবেন।


China 請指點您的語言，以便為您提供免費的口譯服務。 請指認您的語言，以便為您提供免費的口譯服務。

Cantonese 廣東話 广东话 

Chaochow 潮州話 潮州话 


Fukienese 福建話 福建话 

Mandarin 國語 普通话 


Shanghai 上海話 上海话 


Taiwanese 台灣話 台湾话 


Toishanese 台山話 台山话 


Farsi فارسی 
 زبان مورد نظر خود را مشخص کنید. یک مترجم برای شما درخواست خواهد شد. مترجم بصورت رایگان در اختیار شما قرار می گیرد.


French Français 
 Indiquez votre langue et nous appellerons un interprète. Le service est gratuit.


Greek Ελληνικά 
 Δείξτε τη γλώσσα σας και θα καλέσουμε ένα διερμηνέα. Ο διερμηνέας σας παρέχεται δωρεάν.


Haitian Creole Kreyòl 
 Lonje dwèt ou sou lang ou pale a epi n ap rele yon entèprèt pou ou. Nou ba ou sévis entèprèt la gratis.


Hebrew עברית 
 הצבע לעבר השפה שלך, ואנחנו נשרת אותך במתן. שירותי של המתרגמים יותן לך ללא תשלום.


Hindi हिंदी 
 अपनी भाषा को इंगित करें। विभिन्न भाषाएँ आपके लिए दुभाषिका बुलाई जाएगी। आपके लिए दुभाषिका की निशुल्क व्यवस्था की जाती है।


Italian Italiano 
 Indicare la propria lingua. Un interprete sarà chiamato. Il servizio è gratuito.


Korean 한국어 
 귀하께서 사용하는 언어를 지정하시면 해당 언어 통역 서비스를 무료로 제공해 드립니다.


Nepali नेपाली 
 आफ्नो भाषामाई अँगुल्याउनुहुन्छ एक दोभाषेलाई बोलाइनेछ। त्यहाँको विवर मुनी खर्चको, एकलगत दोषमै व्यक्तका गरइनेछ।


Pashto پښتو 
 خپلې ژبې ته اشاره وکړئ. يو ژباړونکی به راوبلل شي. ستاسو له پاره د ژباړونکي انتظام په وړيا توگه کېږي.


Polish Polski 
 Proszę wskazać swój język i wezwiemy tłumacza. Usługa ta zapewniana jest bezpłatnie.


Portuguese Português 
 Indique o seu idioma. Um intérprete ser-lhe-á solicitado. A interpretação é fornecida sem qualquer custo para si.


Punjabi ਪੰਜਾਬੀ 
 ਆਪਣੀ ਭਾਸ਼ਾ ਵੱਲ ਦਿਸ਼ਾ ਦਿਓ। ਇਸ ਸੁਰੱਖਿਅਕ ਵਿੱਚ ਦੁਰਦਾਸ਼ੀਆਂ ਦੁਰਦਾਸ਼ੀਆਂ ਨਾਵੇਨ। ਦੁਰਦਾਸ਼ੀ ਕਰੀ ਦੁਰਦਾਸ਼ੀਆਂ ਦੀ ਸੁਰੱਖਿਅਕ ਸੇਵਾ ਨਾਮ ਨਾਮ ਹੈ।


Russian Русский 
 Укажите язык, на котором вы говорите. Вам вызовут переводчика. Услуги переводчика предоставляются бесплатно.


Somali Af-Soomali 
 Farta ku fiinluqadaada..... Waxa laguugu yeeri doonaa turjubaan. Turjubaanka wax lacagi kaaga bixi mayso.


Spanish Español 
 Señale su idioma y llamaremos a un intérprete. El servicio es gratuito.

Tagalog Tagalog 
 Ituro po ang inyong wika. Isang tagasalin ang ipagkakaloob nang libre sa inyo.

Thai ไทย 
 ชวนชี้ถึงภาษาที่ท่านพูด แล้วเราจะจัดหาผู้แปลให้ท่าน การแปลนั้นไม่เสียค่าบริการ

Ukranian Українська 
 Вкажіть вашу мову. Вам викличуть перекладача. Послуги перекладача надаються безкоштовно.

Urdu اُردو 
 اپنی زبان پر اشارہ کریں۔ ایک ترجمان کو بلاجائے گا۔ ترجمان کا انتظام آپ پر بغیر کسی خرچ کے کیا جائے گا۔

Vietnamese Tiếng Việt 
 Hãy chỉ vào ngôn ngữ của quý vị. Một thông dịch viên sẽ được gọi đến, quý vị sẽ không phải trả tiền cho thông dịch viên.

Language Identification Tool (LID)

9. *Minority Representation on Planning and Advisory Bodies*

Recipients that have transit-related, non-elected planning boards, advisory councils or committees, or similar committees, *the membership of which is selected by the recipient*, must provide a table depicting the racial breakdown of the membership of those committees, and a description of efforts made to encourage the participation of minorities on such committees.

Tazewell County does not have any transit-related, non-elected planning boards, advisory councils or committees, or similar committees, the membership of which is selected by the recipient. This section is inapplicable.

10. Fixed Route Transit Providers Service Standards and Policies

Tazewell County:

is a fixed route transit provider

is **not** a fixed route transit provider

11. Providing Assistance to and Monitoring Subrecipients

1. Does agency provide funding to subrecipients?

- No, the agency does not have subrecipients.
 Yes. If yes, list the subrecipient names:

TCRC, Inc., dba We Care

Tazewell County monitors We Care's compliance with Title VI by collecting and reviewing its Title VI Program every 3 years. Further, We Care immediately reports any Title VI complaints to Tazewell County. The County assures that We Care is following its Title VI Program, including giving annual Title VI training to its staff.

12. Title VI Equity Analysis for Facility Acquisition

Title 49 CFR, Appendix C, Section (3)(iv) requires “the location of projects requiring land acquisition and the displacement of persons from their residences and business may not be determined on the basis of race, color, or national origin.” For purposes of this requirement, “facilities” does not include bus shelters, as they are considered transit amenities. It also does not include transit stations, power substations, or any other project evaluated by the National Environmental Policy Act (NEPA) process. Facilities included in the provision include, but are not limited to, storage facilities, maintenance facilities, operations centers, etc. Has the agency built a facility?

- No, the agency has not built a facility.
- Yes, the agency has built a facility and completed a Title VI equity analysis to compare the equity impacts of various siting alternatives, and the analysis must occur before the selection of the preferred site. (Include at the end of the Title VI plan a copy of the Title VI equity analysis.)

13. Evidence of Board Adoption

Tazewell County ADA Complaint Procedures and Form

Policy and Procedures:

Tazewell County is committed to providing equal access and opportunity to qualified individuals with disabilities in all programs, services and activities, as provided by the Americans with Disability Act (ADA).

Investigation of ADA Complaints will begin with a determination of whether the complaint is transportation related or not. If the complaint is related to transit, the investigation directed to and conducted by our transit service provider, We Care. Non-transit complaints will be investigated by the Tazewell County HR department.

ADA transportation service complaints received by We Care will be investigated immediately with every effort made to seek an appropriate and prompt resolution. By promptly identifying deficiency areas, We Care will work to make the necessary corrections or adjustments to alleviate the situation.

ADA Transportation service complaints may be submitted in writing on the agency's Combined ADA and Title VI Complaint Form and returned to:

Tazewell County Human Resource Department
Roger Workheiser/ Title VI Coordinator
11 S. 4th Street
McKenzie Building, Suite 114
Pekin, Illinois 61554
(309) 478-5813
hr@tazewell-il.gov

Please see the attached form or visit our website.

If assistance is required in completing this form, including if you are unable to submit the complaint in writing, please contact:

Human Resources
(309) 478-5813

The Complainant will be informed in writing of the findings of the investigation, including any corrective actions taken. If the complainant is dissatisfied with the outcome of the investigation, please contact the Human Resources ADA officer. An appeal will be heard by separate personnel than those who made the original decision.

The investigative officer shall maintain a log of ADA complaints received from this process. This log will include:

- The date the complaint was filed
- A summary of the allegations
- The status of the complaint, and
- Actions taken by [Insert name of transit provider] in response to the complaint

Should Tazewell County receive an ADA complaint in the form of a formal charge or lawsuit, the agency's attorney shall be responsible for the investigation.

Combined Complaint Form for ADA and Title VI Tazewell County

Section I:		
Name:		
Address:		
Telephone (Home):	Telephone (Work):	
Electronic Mail Address:		
Accessible Format Requirements?	<input type="checkbox"/> Large Print	<input type="checkbox"/> Audio Tape
	<input type="checkbox"/> TDD	<input type="checkbox"/> Other
Section II:		
Are you filing this complaint on your own behalf?	<input type="checkbox"/> Yes*	<input type="checkbox"/> No
<i>*If you answered "yes" to this question, go to Section III.</i>		
If not, please supply the name and relationship of the person for whom you are complaining.		
Please explain why you have filed for a third party:		
Please confirm that you have obtained the permission of the aggrieved party if you are filing on behalf of a third party.	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Section III:		
I believe the discrimination I experienced was based on (check all that apply):		
Title VI:	ADA:	
<input type="checkbox"/> Race	<input type="checkbox"/> Color	<input type="checkbox"/> National Origin
		<input type="checkbox"/> Disability
Date of Alleged Discrimination (Month, Day, Year): _____		
Explain as clearly as possible what happened and why you believe you were discriminated against. Describe all persons who were involved. Include the name and contact information of the person(s) who discriminated against you (if known) as well as names and contact information of any witnesses. If more space is needed, please use the back of this form.		

Section VI:		
Have you previously filed a Discrimination Complaint with this agency?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

If yes, please provide any reference information regarding your previous complaint.

Section V:

Have you filed this complaint with any other Federal, State, or local agency, or with any Federal or State court?

Yes No

If yes, check all that apply:

Federal Agency: _____

Federal Court: _____ State Agency: _____

State Court: _____ Local Agency: _____

Please provide information about a contact person at the agency/court where the complaint was filed.

Name: _____

Title: _____

Agency: _____

Address: _____

Telephone: _____

Section VI:

Name of agency complaint is against: _____

Name of person complaint is against: _____

Title: _____

Location: _____

Telephone Number (if available): _____

You may attach any written materials or other information that you think is relevant to your complaint.
Your signature and date are **required** below:

Signature

Date

Please submit this form in person at the address below, or mail this form to:

Tazewell County Human Resource Department
11 S. 4th Street
McKenzie Building, Suite 114
Pekin, Illinois 61554
(309) 478-5813

For Tazewell County Use Only

Date Received: _____ Received By: _____

COMMITTEE REPORT

Mr. Chairman and Members of the Tazewell County Board:

Your Executive Committees have considered the following RESOLUTION and recommends that it be adopted by the Board:

RESOLUTION

WHEREAS, the Executive Committee recommends to the County Board to approve the formal appointment of Jon Hopkins to the Tazewell County Board; and

WHEREAS, Jon Hopkins will serve out the unexpired term in District 2 of Vivian Hagaman as prescribed by law.

THEREFORE BE IT RESOLVED that the County Board approve this recommendation.

BE IT FURTHER RESOLVED that the County Clerk notifies the County Board Office and Payroll of this action.

PASSED THIS 28th DAY OF FEBRUARY, 2024.

ATTEST:

Tazewell County Clerk

Tazewell County Board Chairman

Sales Representative

Jon Hopkins
309-256-6126
Jonathanhopkins2024@gmail.com
Morton, IL

CAREER

Sales Manager with over 11 years of experience training and supervising sales staff while planning and implementing those strategies over a multi-state territory.

- Great Communicator
- Self Driven
- Outgoing
- Goal Oriented
- Passionate

PROFESSIONAL EXPERIENCE

Launched Beard Product Startup | 2022-Present.

- We are now selling in locations across six states, as well as online.
- Increased sales 96% YOY in 2023

Restaurant Owning Manager |Peoria, IL| 2019-Present.

- Doubled Revenue in first year, with continued growth every year since.

Regional Sales Manager

Washington National Insurance Company | Morton, Illinois| 2011 - 2022

-Hired as a Sales Rep June 2011

-Promoted to District Manager in 2012 responsible to train new agents, manage those

agents, and continuing to sell at a high level. Worked with my managers to maintain high production levels, as well as a close knit team based atmosphere.

--Maintained a top 40 out of 800 sales level in the nation every year while earning

- A Step up Ring award

- A step up Diamond Upgrade winner

- Diamond Milestone Award winner

- 8 time Top Producers year end trip winner

- 6 time \$200,000 plus producer award

- Rolex Milestone Award winner for \$2 million team production

-Promoted to Regional Manager 2018

-Continuing to Sell at a top 50 personal Producer level, while responsible for managing and growing several sales teams throughout Illinois and Indiana.

Owner

OakMark Capital |Peoria, IL| 2009-Present

-Owned, managed, and flipped properties.

Sales Representative

American TV & Appliance of Madison, Inc. | Peoria, Illinois | 2005 - June 2011

-I started as a seasonal sales rep. and was one of two the company kept on full-time after the holiday season.

-I was able to rise to fourteenth ranked in department sales for the company that first year, while learning the art of selling. Worked closely with the management staff to learn what the company objectives were for growing the business, and customer satisfaction

-Promoted to the Home Theater department and moved into the top twenty in the company for home theater sales reps in that first year. I maintained my status as a top performer in the company with hard work, and dedication.

Construction Laborer

Community Concrete Jackers | 2004 -2005 |

Construction - Residential & Commercial/Office

I would lay concrete driveways', patios', and become a skilled concrete finisher. We would also raise settled concrete. This was a very HARD job but taught me a great hard work ethic!!

EDUCATION

Associate degree, Business administration,

September 2003 - December 2005

Illinois Central College | East Peoria, Illinois

ADDITIONAL HONORS & AWARDS

-National Dean's List 2004

-President of the HOI Big Brothers Big Sisters Leadership Council 2018-2020

-Currently serve on the HOI BBBS Board

-Currently serve on the Riverfront Association Executive Board
