

Salary & Labor Committee
LaSalle County Board
December 27, 2023 9:00 A.M.
Room 250

<https://www.youtube.com/channel/UCjwHFloW13M224SgVU95Ifg>

Agenda

Call Meeting to Order

1) Citizen Comment

- *At this time if you have a Citizen Comment please submit in writing to mpilch@lasallecounty.org within 2 hours of the meeting. It will then be presented to the committee*

2) Motion to Approve Minutes From Previous Meetings

3) Item(s) to be Presented for Action/Motion

- OPEN SESSION
 - a) Nursing Home - Employee Compensation due to management restructuring
 - b) Nursing Home – Discretionary Leaves
 - c) Sheriff's Dept – New Position, Records Civil Process Supervisor
 - d) Sheriff's Dept – Deputy Lateral transfers
 - e) Motion to Amend the Resolution adopted on August 10, 2023, *Approving A Collective Bargaining Agreement Between The Fraternal Order of Police (LODGE No.167 -Court Security), The county of LaSalle, and The LaSalle County Sheriff.*
- Executive Session- 5 ILCS 120/2 (c) FOR COMPENSATION OF SPECIFIC EMPLOYEES AND DISCRETIONARY LEAVES
- Executive Session- 5 ILCS 120/2 (c) FOR COLLECTIVE BARGAINING MATTERS between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees

4) Motion to Approve Payment of Bills

5) Motion to Adjourn

*Next Committee Meeting, **January 24, 2024** 9:00am Room 250

SALARY & LABOR
December 27, 2023

A meeting of the Salary & Labor Committee was called to order at 9:00am on **December 27, 2023** in room 250 with the following members present:

Roll call attendance: Jill Bernal -Y, Cathy Owens -Y, Beth Findley Smith Y, Joe Oscepinski Y, Tom Walsh Y. Absent: Craig Emmett; WebEx: Arratta Znaniecki

No Citizen Comment.

Motion by J Oscepinski 2nd by B Findley Smith to approve the minutes of the previous meeting. Carried. All Ayes.

Comments: Lori Wakeman, Court Administrator for the 13th Judicial Circuit provided a follow-up regarding the recruiting/hiring of the Assistant Court Administrator due to a retirement; that replacement was hired in the middle of the approved pay range of \$40-60K. There were no questions by the committee.

Comments: Jason Martin, UnderSheriff, spoke on behalf of the Sheriff regarding two items on the agenda; item 1 – the creation of a Lateral Transfer Program for recruitment of Deputies; He outlined the program components for the committee, specifically the starting wage – being the Year 1 on the wage chart and the offering of one week of vacation; This would increase their ability to attract trained/experienced deputies by offering a compensation level higher than entry level; discussion also covered the cost component of sending new deputies with minimal experience to the police academy for a 16 week duration, cost comparison was discussed and will be provided to the committee at a follow-up meeting. The committee asked clarifying questions during the discussion; The UnderSheriff and Attorney Anderson requested committee consensus to move forward in discussing the concept with the MAP representatives as this would fall under a subject of collective bargaining.

Item 2 – the creation of a new position, Records Civil Process Supervisor; Attorney Anderson provided a summary on this item after speaking with the Sheriff prior to this meeting. Due to the increased use of body cams and the subsequent FOIA requests increasing, there has been a significant increase in the work that is required to meet each request, the legal compliance and the overall management of this process within the department. The Sheriff would like to create a new supervisory position that will monitor all of this activity along with the components related to the civil process work completed by clerical staff as well; this need leads to the creation of a non-union supervisory position, of which the Sheriff has identified a trained individual within the dept who would be appointed into the role. That individual would bridge the gap training a FOIA / records Clerk to replace that promotion but to also then have that supervisor handle review and processing of FOIAs when needed. Compensation for the promotion to supervisor was discussed and requested at \$10K. The committee asked clarifying questions related to knowledge, certification, training, etc.

Motion by B Findley-Smith 2nd by J Oscepinski to go into Executive Session for 5 ILCS 120/2 (c) Compensation of Specific Employees and Discretionary Leaves at 9:45am. Roll call attendance: Tom Walsh Y Beth Findley Smith Y, Joe Oscepinski Y, Cathy Owens -Y, and Jill Bernal -Y.
All Ayes Motion Carried.

Motion by T Walsh 2nd by J Oscepinski to come out of executive session at 10:44am. Roll call attendance: Tom Walsh Y Beth Findley Smith Y, Joe Oscepinski Y, Cathy Owens -Y, and Jill Bernal -Y. **All Ayes Motion Carried.**

Motion by T Walsh 2nd by B Findley Smith to approve a Discretionary leave for 30 days to a Nursing Home Unit Attendant. Roll call attendance: Tom Walsh Y Beth Findley Smith Y, Joe Oscepinski Y, Cathy Owens -Y, and Jill Bernal -Y. **All Ayes Motion Carried.**

Motion by B Findley Smith 2nd by C Owens to approve a Discretionary Leave for 30 days to a Nursing Home Laundry Worker. Roll call: Tom Walsh Y Beth Findley Smith Y, Joe Oscepinski Y, Cathy Owens -Y, and Jill Bernal -Y. **All Ayes Motion Carried.**

Motion by B Findley Smith 2nd by J Oscepinski to approve the salary increase of \$17,000 for the Director of Environmental Services for restructure of dept and elimination of Asst Director position as requested effective 1/1/2024. Roll call: Tom Walsh Y Beth Findley Smith Y, Joe Oscepinski Y, Cathy Owens -Y, and Jill Bernal -Y. **All Ayes Motion Carried.**

Motion by J Oscepinski 2nd by B Findley Smith to go into Executive Session for 5 ILCS 120/2 (c) for Collective Bargaining Matters at 10:47 am. Roll call: Tom Walsh Y Beth Findley Smith Y, Joe Oscepinski Y, Cathy Owens -Y, and Jill Bernal -Y. **All Ayes Motion Carried.**

Motion by B Findley Smith 2nd by J Oscepinski to come out of executive session at 11:53 am. Roll call: Tom Walsh Y Beth Findley Smith Y, Joe Oscepinski Y, Cathy Owens -Y, and Jill Bernal -Y. **All Ayes Motion Carried.**

Motion by C Owens 2nd by T Walsh to approve the new position in the Sheriff's Dept of Records Civil Process Supervisor at a wage increase of \$10,000 to the employee appointed to the position, subject to the approval by Finance. **Amended motion by T Walsh 2nd by J Oscepinski to recommend to Finance to pay this increase from the Public Sales Tax Fund; Roll call: Tom Walsh Y Beth Findley Smith Y, Joe Oscepinski Y, Cathy Owens -Y, and Jill Bernal -Y. **All Ayes Motion Carried.**
Original Motion Roll call: Tom Walsh Y Beth Findley Smith Y, Joe Oscepinski Y, Cathy Owens -Y, and Jill Bernal -Y. **All Ayes Motion Carried.**

Motion by T Walsh 2nd by Beth Findley Smith to Amend the Resolution adopted on August 10, 2023, Approving A *Collective Bargaining Agreement Between The Fraternal Order of Police (LODGE No.167 -Court Security), The county of LaSalle, and The LaSalle County Sheriff.* Roll call: Tom Walsh Y Beth Findley Smith Y, Joe Oscepinski Y, Cathy Owens -Y, and Jill Bernal -Y. **All Ayes Motion Carried.**

Motion by J Oscepinski 2nd by B Findley Smith to approve payment of bills in the amount of \$450.74 (001-042), \$184,131.58 (009-01) and \$856,974.18 (999-01) be approved for payment. Roll call: Tom Walsh Y Beth Findley Smith Y, Joe Oscepinski Y, Cathy Owens -Y, and Jill Bernal -Y. **All Ayes Motion Carried.**

Motion by J Oscepinski 2nd by T Walsh that the meeting adjourn. Roll call: Tom Walsh Y Beth Findley Smith Y, Joe Oscepinski Y, Cathy Owens -Y, and Jill Bernal -Y. **All Ayes Motion Carried.**

Present In-Person: Melissa Pilch, Mark Anderson, Don Jensen, Doug Trager, Carrie Becker, Lori Wakeman, David Ortiz, Jason Martin;