

Salary & Labor Committee

LaSalle County Board

January 22, 2025 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 remote attendance pursuant to Resolution #23-53

3) Motion to Approve Minutes from Previous Meetings

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

- 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
 - i. Laborer's
- Non – Union Employees – Maternity Leave benefit and 24 hour Vacation Advancement
- Public Defender – Grant funds, Employee compensation
- Sheriff's Dept – Lead Telecommunicator Specialty Pay
- Executive Session- 5 ILCS 120/2 (c) FOR COMPENSATION OF SPECIFIC EMPLOYEES AND DISCRETIONARY LEAVES
 - i. Sheriffs Dept – Asst Jail Superintendent Compensation

5) Motion to Approve Payment of Bills

6) Motion to Adjourn

*Next Committee Meeting, **February 26, 2025** 9:00 am Room 250

SALARY & LABOR
January 22, 2025

A meeting of the Salary & Labor Committee was called to order at 9:00am on January 22, 2025 in room 250 with the following members present: Tom Walsh, Tina Busch, Kathy Bright, Michael McEmery, James Bailey Steve Aubry; Webex: Joe Oscepiniski

Motion by Mike McEmery 2nd by Kathy Bright to approve remote access attendance for Joe Oscepiniski. All Ayes, Motion Carried.

No Citizen Comment.

Motion by Mike McEmery and 2nd by Tina Busch to approve the minutes from the previous meeting. All Ayes, Motion Carried.

Motion by Mike McEmery and 2nd by James Bailey to go into Executive session at 9:02 am for 5 ILCS 120/2 (c) Collective Bargaining Matters. Roll Call vote: Tom Walsh Y, Joe Oscepiniski Y, Tina Busch Y, Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y.

Motion by Mike McEmery and 2nd by James Bailey to come out of Executive session at 10:36 am. Roll Call vote: Tom Walsh Y, Joe Oscepiniski Y, Tina Busch Y, Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. All Ayes Motion Carried.

Comment: Ryan Hamer, Public Defender, addressed the committee, providing an overview of grant funds dispersed by the State to him for multiple uses; he explained the initial \$109K issued in 2023 and the use of it within his dept for equipment and stipends to employees for retention purposes. He explained that the same value is being issued again this year and he intends to use it for multiple items including stipend issuance to staff. He explained that the total cost for wages and benefits related to these stipends is fully covered by the grant funds; there is no expense to the County. The committee asked clarifying questions, which Ryan provided response.

Motion by Tom Walsh, 2nd by Mike McEmery to accept the Public Defender's decision on the allocation of the Public Defender Fund (55 ILCS 5/3-4014) received in his office according to the terms of the grant by distributing various stipends to his staff. Upon distribution, the employee shall execute an acknowledgement of receipt and waiver. Roll call: Tom Walsh Y, Joe Oscepiniski Y, Tina Busch Y, Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried.

Comment: Adam Diss, Sheriff, addressed committee regarding the creation of a specialty pay of Lead Telecommunicator; Mark Anderson added comment regarding the communication between himself and the union regarding an MOU that will follow this meeting and approval. Diana Stiles, E911 Director then addressed the committee with a more detailed explanation of the Lead concept and incorporation of duties and its positive impact on operations as a second level of contact and support for the Telecommunicator staff. This specialty pay will be funded by the ETSB. Committee asked clarifying questions, of which Ms. Stiles and Sheriff Diss responded.

Motion by Tina Busch, 2nd by Tom Walsh to approve the Lead Telecommunicator specialty pay to be assigned to a current Telecommunicator in the department, with a signed MOU between AFSCME and the County. Roll call: Tom Walsh Y, Joe Oscepiniski Y, Tina Busch Y, Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried.

Comment: HR Director Pilch presented two benefit items to the committee – paid maternity leave and advanced vacation time; requesting consideration to make available to non-union employees. Ms. Pilch explained that these items are currently offered under two union contracts to employees who are primarily in office related positions within the County; that Dept heads have inquired as to the ability to also offer these benefits to non-union employees. She provided detail regarding each of these items and answered questions of the committee. The committee felt that each item should be motioned for approval separately.

Motion by Tina Busch and 2nd by Tom Walsh to approve the benefit of paid maternity leave to a non-union employee for a period of 20 consecutive days; this benefit is available after the completion of 6 months of employment. Roll call: Tom Walsh Y, Tina Busch Y, Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried.

Motion by Tina Busch and 2nd by Tom Walsh to approve the benefit of 24 hours Vacation Advancement prior to the 1st year of employment to non-union employees. This is subject to employee reimbursement (to be withheld from last paycheck) should the employee not complete one year of continuous service. Roll call: Tom Walsh Y, Tina Busch Y, Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried.

Motion by Kathy Bright and 2nd by Mike McEmery to go into Executive session at 11:07 am for 5 ILCS 120/2 (c) (1) for Employment and Compensation of Specific Employees. Roll call: Tom Walsh Y, Tina Busch Y, Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried.

Motion by Mike McEmery and 2nd by James Bailey to come out of Executive session at 11:15 am. Roll call: Tom Walsh Y, Tina Busch Y, Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried.

Motion by Tom Walsh and 2nd by Tina Busch to approve the pay increase to \$105,000 for the Assistant Jail Superintendent effective 1/1/2025 as requested. Roll call: Tom Walsh Y, Tina Busch Y, Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried.

Motion by Tom Walsh and 2nd by Kathy Bright to approve payment of bills \$756.05 (001-042), \$205,981.72 (009-01) and \$987,452.48 (999-01) be approved for payment. Roll call: Tom Walsh Y, Tina Busch Y, Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried.

Motion by James Bailey 2nd by Mike McEmery that the meeting adjourns. All Ayes Motion Carried.

Additional Attendees: Mark Anderson, Melissa Pilch, Don Jensen, Doug Trager, Don Ernat, Megan Cackley, Adam Diss, David Ortiz, Diana Stiles, Ryan Hamer, Kevin Dale, Jeremy Cantlin, John Roda and Patrick Flanagan.