

Salary & Labor Committee
LaSalle County Board
February 22, 2023 9:00 A.M.
Room 250

<https://www.youtube.com/channel/UCjwHFioW13M224SgVU95Ifg>

Agenda

Call Meeting to Order

1) Citizen Comment

- *At this time if you have a Citizen Comment please submit in writing to mpilch@lasallegcounty.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) ROE – Replacement position
 - b) Health Dept – Replacement position
 - c) Maintenance Dept – Replacement position
 - d) Treasurer’s Office - Employee Compensation
 - e) Judiciary Dept - Discretionary Leave
 - f) Public Defender’s Office - Discretionary Leave
 - g) Public Defender’s Office – Temporary Employee
 - h) Sheriff’s Dept – Jail Admin Classification/Salary
 - i) County Clerk – Employee Compensation
 - j) Advanced Ergonomics – Reassessment Approval
 - k) Union Negotiations
- 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

4) Motion to Approve Payment of Bills

5) Motion to Adjourn

*Next Committee Meeting **Wednesday, March 22, 2023** 9:00am Room 250

SALARY & LABOR
February 22, 2023

A meeting of the Salary & Labor Committee was called to order at 9:00am on **February 22, 2023** in room 250 with the following members present:

Roll call attendance: Jill Bernal Y, Craig Emmett Y, Beth Findley Smith Y, Joe Oscepinski Y, Cathy Owens Y, Tom Walsh Y, Arratta Znaniacki Y.

No Citizen Comment.

Motion by J Bernal and 2nd by C Owens that the minutes of January monthly meeting be approved. Motion Carried - All Ayes.

Comment:

Chris Dvorak, Superintendent ROE, presented a request for the replacement of a Clerk position due to resignation; This is a non-union position at the rate of \$18.50/hr.

Motion by C Emmett 2nd by C Owens to approve the replacement of a Clerk position for the ROE at \$18.50/hr. as requested. All Ayes. Motion Carried.

Comment:

Chris Pozzi, Health Dept Administrator, presented a request to replace a Public Health Nurse due to resignation; this is a union position with a starting wage of \$23.15/hr.

Motion by T Walsh and 2nd by J Bernal to approve the replacement of a Public Health Nurse at \$23.15/hr. as requested. All Ayes, Motion Carried.

Comment:

Bob Kaminski, Maintenance Director, presented a request for a Maintenance Technician. He explained that after a retirement in his department for a position assigned to the Nursing Home, he did not pursue replacement and the salary amount was removed from the budget; He explained to the committee that he has roughly 5 employees eligible for retirement; was remiss in not planning FY23 for this however is now requesting one new hire. This will allow for necessary training time due to the complexity of the buildings, duties, etc. The position is union, starting wage is \$19.75/hr. The committee asked clarifying questions, of which he provided response.

Motion by C Owens 2nd by J Oscepinski to approve the hiring of a new position/Maintenance Technician at \$19.75/hr. with the understanding that it will be forwarded to the Finance Committee for budget approval. Roll Call: Jill Bernal Y, Craig Emmett Y, Beth Findley Smith Y, Joe Oscepinski Y, Cathy Owens Y, Tom Walsh Y. Carried All Ayes.

Comment Only:

HR Director Pilch returned at the request of the committee to provide the cost for a reassessment of positions that fall under the pre-employment screening Physical Ability Testing created by Advanced Ergonomics. She stated that a proposal was provided by the company and that the cost of re-assessment will be \$3,000 and travel expense was not included in that figure, however it would be roughly \$1,000 more; the committee asked clarifying questions regarding positions to be reassessed, the cost and the fund covering payment.

Motion by J Oscepinski 2nd by B Findley Smith to approve the Re-Assessment process by Advanced Ergonomics at a cost of no more than \$4,000.00 total including travel expenses. 5 Ayes, 1 Nay, Motion Carried.

Motion by B Findley Smith 2nd by J Bernal to go into Executive Session for 5 ILCS 120/2 (c) Compensation of Specific Employees and Discretionary Leaves at 9:29am. Roll call Jill Bernal Y, Craig Emmett Y, Beth Findley Smith Y, Joe Oscepinski Y, Cathy Owens Y, Tom Walsh Y. Carried All Ayes.

Motion by C Emmett 2nd by B Findley Smith to come out of executive session at 10:41am. Roll call Jill Bernal Y, Craig Emmett Y, Beth Findley Smith Y, Joe Oscepinski Y, Cathy Owens Y, Tom Walsh Y. Carried All Ayes.

Motion by C Emmett 2nd by J Bernal to approve the Discretionary Leave for the Public Defender's Office employee as requested. All Ayes, Motion Carried.

Motion by T Walsh 2nd by B Findley Smith, to approve the Discretionary Leave for the 13th Judicial Circuit employee as requested. All Ayes, Motion Carried.

Motion by J Bernal 2nd by J Oscepinski to approve the retroactive pay for the Treasurer's Office Clerk 2 position of \$1.00/hr. to 11/7/2022 as requested. All Ayes, Motion Carried.

Motion by J Oscepinski 2nd by B Findley Smith to approve the temporary pay increase of \$2.00/hr. back to 11/7/2022 for the two current employees of the Treasurer's office until the time replacements are hired/trained; as each is completed the temporary pay will be reduced by \$1.00 until filled. All Ayes, Motion Carried.

Motion by T Walsh 2nd by C Owens to approve the Public Defender for a temporary employee due to an employee leave of absence, pending approval by the Finance Committee due to budgetary reasons. All Ayes, Motion Carried.

Motion by C Emmett 2nd by J Oscepinski to approve the creation of the Jail Assistant Superintendent/Accreditation Coordinator at a rate of \$80,000 as requested. All Ayes, Motion Carried.

Motion by J Oscepinski 2nd by B Findley Smith to approve the County Clerk's request for stipend payment to the Tax Redemption Clerk of \$1.00/hr. with the completion of an MOU between the County and AFSCME. All Ayes, Motion Carried.

Motion by J Bernal 2nd by J Oscepinski to go into Executive Session for 5 ILCS 120/2 (c) Collective Bargaining Matters at 10:49 am. Roll Call: Jill Bernal Y, Craig Emmett Y, Beth Findley Smith Y, Joe Oscepinski Y, Cathy Owens Y, Tom Walsh Y. Carried All Ayes.

Motion by B Findley Smith 2nd by J Oscepinski to come out of executive session at 11:06 am. Roll Call: Jill Bernal Y, Craig Emmett Y, Beth Findley Smith Y, Joe Oscepinski Y, Cathy Owens Y, Tom Walsh Y. Carried All Ayes.

Motion by J Oscepinski 2nd by B Findley Smith that bills prepaid in the amount of \$237.93 (001-042), \$168,582.63 (009-01) and \$810,679.57 (999-01) be approved for payment. Carried – All Ayes

Motion by C Emmett 2nd by J Oscepinski that the meeting adjourn. Carried – All Ayes.

Present In-Person: Melissa Pilch, Mark Anderson, Doug Trager, Mike Kasap, LouAnne Carretto, Adam Diss, Jason Edgcomb, Lori Wakeman, Bob Kaminski, Chris Dvorak, Ryan Hamer, Julie Harris, Chris Pozzi.
3/22/2023