

Salary & Labor Committee

LaSalle County Board

April 26, 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) County Clerk - Election Stipend
 - b) County Clerk – Temp Worker
 - c) Circuit Clerk – Replacement positions
 - d) Assessor’s Office – Replacement position
 - e) Assessor’s Office – Reappointment of Assessor
 - f) Sheriff’s Dept – Employee Compensation
- Executive Session- 5 ILCS 120/2 (c) (1) for the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the County
- Executive Session- 5 ILCS 120/2 (c) (2) for collective bargaining matters between LaSalle County and its employees or their representatives

4) Motion to Approve Payment of Bills

5) Motion to Adjourn

*Next Committee Meeting **Wednesday, May 24, 2023** 9:00am Room 250

SALARY & LABOR
April 26, 2023

A meeting of the Salary & Labor Committee was called to order at 9:00am on **April 26, 2023** in room 250 with the following members present:

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

No Citizen Comment.

Motion by B Findley Smith and 2nd by J Oscepinski that the minutes of March monthly meeting be approved. Motion Carried - All Ayes.

Comment:

Jennifer Ebner, County Clerk, presented to the committee a request to have the current stipend issued to County Clerk Employees for Election Day work of \$85 be increased to the current rate issued by the State for Election Judges \$155. Ms. Ebner read a resolution approved in 2006 stating the current rate; explained that this rate has not been changed/increased since then and the State has increased the Election Judge rate a couple of times over the past 17 years. This would be for all employees, union/nonunion totaling 11 in the department. Chairperson Znaniacki read the draft resolution for the requested amount to the committee; after this the committee asked clarifying questions of which the County Clerk responded.

Motion by T Walsh and 2nd by C Emmett to approve the Election Day stipend from \$85 to \$155 as requested. Roll Call Vote – T Walsh Y, J Oscepinski N, B Findley Smith N, J Bernal N, C Owens N, C Emmett Y; 4 Nays, 2 Ayes, Motion Failed.

Comment:

Jennifer Ebner, County Clerk, presented to the committee a request to bring back a retiree who works temporary assignments for the department; due to a maternity leave this individual is needed to cover that work activity for approximately 12 weeks at 3 days per week.

Motion by J Bernal and 2nd by B Findley Smith to approve the return of a temporary worker for 12 weeks at 3 days per week as requested. All Ayes, Motion Carried.

Comment:

Greg Vaccarro, Circuit Clerk, presented to the committee his recruiting activity for a replacement position that occurred the week of the March committee meeting, of which he was not able to be placed on the agenda; he explained that he'd rec'd chair approvals from the County Board, S&L Committee and Law&Justice committee to move forward and not be held 30+ days to today's meeting; He stated that a new hire is in place at this time. He also stated that recruiting is more difficult than ever before due to the employment marketplace and competition of competitive wages. He asked the committee if there was any suggestions to be given for alternate methods of recruiting, that he'd be happy to accept. There was discussion on the floor regarding the topic;

Motion by B Findley Smith and 2nd by T Walsh to approve the replacement of a position in the Circuit Clerk's office as requested. All Ayes, Motion Carried.

Comment:

Stephanie Kennedy, Assessor, presented to the committee that a current employee in the position of the GIS Technician has given notice due to relocation out of state; Ms. Kennedy is requesting to begin recruiting to replace this employee as her last day of work will be 5/25/2023. This is a union position and the starting wage is \$23.25/hr. There was discussion on the skill and academic level needed to hold this position; the union did waive the posting requirement to allow for external candidates immediately as there is no one in the department who meets the qualifications needed for the position.

Motion by B Findley Smith and 2nd by T Walsh to approve the replacement of the GIS Technician at \$23.25/hr. as requested. All Ayes, Motion Carried.

Motion by C Emmett 2nd by B Findley Smith to go into Executive Session for 5 ILCS 120/2 (c) Compensation of Specific Employees and Discretionary Leaves at 9:34am. Roll call: Tom Walsh Y, Beth Findley Smith Y, Joe Oscepinski Y, Jill Bernal Y, C Owens Y, C Emmett Y and A Znaniecki Y. Carried All Ayes.

Motion by B Findley Smith 2nd by J Bernal to come out of executive session at 10:00am. Roll call: Tom Walsh Y, Beth Findley Smith Y, Joe Oscepinski Y, Jill Bernal Y, C Owens Y, C Emmett Y and A Znaniecki Y. Carried All Ayes.

Motion by J Oscepinski 2nd by B Findley Smith, to approve the 4-year term contract for the LaSalle County Assessor with annual increases set at 6%, 5%, 4%, 4% for years 2023 - 2027 as requested. Roll call: Tom Walsh Y, Beth Findley Smith Y, Joe Oscepinski Y, Jill Bernal Y, C Owens Y, C Emmett Y and A Znaniecki Y. Carried All Ayes.

Motion by J Bernal 2nd by C Emmett to approve the Employee Compensation request in the Sheriff's Department for Heidi Weiss to follow the patrol contract wage increases effective 12/1/2022; increasing her current wage of \$65,686.40 to 72,255.04. Roll call: Tom Walsh Y, Beth Findley Smith Y, Joe Oscepinski Y, Jill Bernal Y, C Owens Y, C Emmett Y and A Znaniecki Y. Carried All Ayes.

Comments:

Chairperson Znaniecki asked the committee to select a date in May for a MAP Corrections negotiations meeting; May 15, 2023 10am was selected.

Chairperson Znaniecki asked the committee to confirm agreement on an item from the March meeting regarding the board rules book and hearing requests for replacement positions by department heads.

Board Member Trager asked Chairperson Znaniecki about the benefit of the committee receiving a listing of current stipends issued to employees and copies of MOUs in place.

Motion by T Walsh 2nd by C Owens to approve payment of bills in the amount of \$251.13 (001-042), \$266,362.55 (009-01) and \$1,171,679.52 (999-01) be approved for payment. Carried – All Ayes

Motion by J Bernal 2nd by T Walsh that the meeting adjourn. Carried – All Ayes.

Present In-Person: Melissa Pilch, Jeannie Franklin, Doug Trager, LouAnne Carretto, Don Jensen, Adam Diss, Stephanie Kennedy, Greg Vaccarro, Diane Gerber-LeBeau, Jennifer Ebner