

Salary & Labor Committee
LaSalle County Board
August 23, 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) Maintenance Director – Reappointment 12/1/23
 - b) Nursing Home Administrator – Reappointment 12/1/23
 - c) Nursing Home ADON position – Starting wage, reactivate position
 - d) Non-Union Compensation – Annual Increase 12/1/23
 - e) Action to grant or deny grievance
- 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, September 6, 2023 1:00pm** Room 250

SALARY & LABOR
August 23, 2023

A meeting of the Salary & Labor Committee was called to order at 9:00am on **August 23, 2023** in room 250 with the following members present:

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

No Citizen Comment.

Motion by J Oscepinski 2nd by Cathy Owens to approve the minutes of the previous meeting. Carried. All Ayes.

Motion by B Findley-Smith 2nd by C Emmett to go into Executive Session for 5 ILCS 120/2 (c) Compensation of Specific Employees and Discretionary Leaves at 9:03am. Roll call: Cathy Owens Y, Beth Findley Smith Y, Joe Oscepinski Y, Jill Bernal Y, Craig Emmett Y, Arratta Znaniecki Y. Carried All Ayes.

Motion by B Findley-Smith 2nd by J Oscepinski to come out of executive session at 9:55am. Roll call: Cathy Owens Y, Beth Findley Smith Y, Joe Oscepinski Y, Jill Bernal Y, Craig Emmett Y, Arratta Znaniecki Y. Carried All Ayes.

Motion by B Findley-Smith 2nd by J Oscepinski to approve the Reappointment of Bob Kaminski as the Maintenance Director for a 3-year term with a salary of \$100,000.00 eff 12/1/2023 as requested. Roll call: Cathy Owens Y, Beth Findley Smith Y, Joe Oscepinski Y, Jill Bernal Y, Craig Emmett Y, Arratta Znaniecki Y. Carried All Ayes.

Chairperson Znaniecki asked for a Motion to approve the Reappointment of Carrie Becker as the Administrator of the Nursing Home for a 3-year term with a salary of \$100,000.00 eff 12/1/2023 as requested. No response from a member to make that motion; **motion failed.**

Chairperson Znaniecki asked for a Motion to approve the Reappointment of Carrie Becker as the Administrator of the Nursing Home for a 3-year term with a salary of \$95,000.00 eff 12/1/2023 as requested. Motion made by C Owens, no 2nd **motion failed.**

Chairperson Znaniecki asked for a Motion to approve the Reappointment of Carrie Becker as the Administrator of the Nursing Home for a 3-year term with a salary of \$93,500.00 eff 12/1/2023 as requested. 1st by C Emmett, 2nd by C Owens. Roll call: Cathy Owens Y, Beth Findley Smith Y, Joe Oscepinski Y, Jill Bernal Y, Craig Emmett Y, Arratta Znaniecki Y. **Carried All Ayes.**

Chairperson Znaniecki asked for a Motion to approve the reinstatement of an Asst Director of Nursing (ADON) position for the Nursing Home at a salary of \$75,000.00 as requested. No response from a member to make that motion; **motion failed.**

Chairperson Znaniecki asked for a Motion to approve the reinstatement of an Asst Director of Nursing (ADON) position for the Nursing Home as requested. Motion made by C Owens, no 2nd **motion failed.**

Comments: Non-Union Compensation 12/1/2023 wage increase

Chairperson Znaniacki asked who was presenting on this topic to the committee and attendees. Board Chairman Jensen spoke first stating that he is recommending a 3.75% or \$.75/hour whichever is greater for non-union employees on 12/1/23.

Fred Moore, EMA Director spoke, requesting consideration of the jobs, comparison wages, amount of work performed; he provided an example of his own work load and amount of time spent on work with regard to the same % as a blanket statement is not how it should be handled.

Melissa Pilch, HR Director spoke, information only, provided last 3 years of non-union wage increases of 3%, 2.5% and 3% and that most of these positions are technical, professional and managerial; reflecting on a past practice of providing same wages/benefits as the AFSCME general contract prior to 2020 and since that dissipated, that contract group received in those same years between 7-9% increases; the comparison is not equitable and dept heads were anticipating something more in line of 4-5%, as these positions are the folks who are accountable for ensuring depts and operations run for the county. She requested consideration on this topic a bit more in light of this information.

Joe Navarro, State's Attorney spoke, expressed that the state set by statute his wage with a 4.5% increase this fiscal and he does not feel his staff should be given anything less than what he has received. He explained the work load, more than 40 hour work week when trying cases of significant importance, their on-call weekend requirements, etc. He elaborated on the future impact of increased crime, court proceedings and the need to retain current staff and attract new attorneys, competitively.

Committee members made comment regarding consideration of the wage increase % for the non-union positions for the upcoming fiscal. There was connected discussion to the negotiated wages of contracts as well as comment to a previous resolution that set the non-union wages w/benefits; also discussion about budgets and reducing in other areas to allow for higher wage rates.

Motion by C Emmett 2nd by C Owens to go into Executive Session for 5 ILCS 120/2 (c) for Collective Bargaining Matters at 10:15am. Roll call: Cathy Owens Y, Beth Findley Smith Y, Joe Oscepinski Y, Jill Bernal Y, Craig Emmett Y, Arratta Znaniacki Y. Carried All Ayes.

Motion by J Bernal 2nd by C Emmett to come out of executive session at 11:06am.

Roll call: Cathy Owens Y, Beth Findley Smith Y, Joe Oscepinski Y, Jill Bernal Y, Craig Emmett Y, Arratta Znaniacki Y. Carried All Ayes.

Chairperson Znaniacki asked Attorney Anderson to advise on the motions to be made regarding the grievances presented to the committee. Attorney Anderson advised that three separate motions will need to be made.

Grievance 08012023 #1 regarding the Corporal position. Motion by J Oscepinski and 2nd J Bernal to approve that grievance as presented. Roll call: Cathy Owens Y, Beth Findley Smith Y, Joe Oscepinski Y, Jill Bernal Y, Craig Emmett N, Arratta Znaniacki N. Carried 4 Ayes 2 Nays.

Grievance 08012023 #2 regarding the Lieutenant position. Motion by J Bernal and 2nd C Emmett to deny that grievance as presented. Roll call: Cathy Owens Y, Beth Findley Smith Y, Joe Oscepinski Y, Jill Bernal Y, Craig Emmett Y, Arratta Znaniacki Y. Carried All Ayes.

Grievance 08012023 #3 regarding the Sargeant position. Motion by J Bernal and 2nd B Findley-Smith to deny that grievance as presented. Roll call: Cathy Owens Y, Beth Findley Smith Y, Joe Oscepinski Y, Jill Bernal Y, Craig Emmett Y, Arratta Znaniacki Y. Carried All Ayes.

Motion by C Emmett 2nd by C Owens to approve payment of bills in the amount of \$1,273.36 (001-042), \$168,457.55 (009-01) and \$803,935.40 (999-01) be approved for payment. Carried – All Ayes

Chairperson Znaniecki mentioned having information on stipends, however will wait until the next meeting to discuss this.

Committee member Bernal asked for an executive session, by making a motion request, Chair Znaniecki asked for a second – hearing none, the motion failed and the executive session did not occur.

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

Present In-Person: Mark Anderson, Melissa Pilch, Doug Trager, Mike Kasap, Steve Aubry, Don Jensen, Gary Small, Tina Busch, Jake Holland, Bob Kaminski, Chuck Goodwin, Rose Meyer, Stephanie Kennedy, Karen Miller, Adam Diss, Jackie Underhill, Jason Edgcomb, Derek Vicich, Ryan Rutherford.