

Salary & Labor Committee

LaSalle County Board

August 27, 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

- Sheriff's Dept – PT Telecommunicator positions
- Negotiations Protocols
- Executive Session- 5 ILCS 120/2 (c) FOR COMPENSATION OF SPECIFIC EMPLOYEES AND DISCRETIONARY LEAVES
 - I. Nursing Home – Discretionary Leave
 - II. Corrections – Discretionary Leave
 - III. Highway – Discretionary Leave
 - IV. State's Attorney – Felony Legal Secretary Stipend
 - V. Public Defender – Office Manager and Office Assistant Compensation
 - VI. EMA – Director Compensation
 - VII. Circuit Clerk – IT Employee Compensation
 - VIII. Assessor's Office – GIS Technician Compensation
- 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 negotiations
 - II. Motion to approve a tentative agreement between the County of LaSalle Highway and Laborers International Union of North America Local 393 and forward to the Full Board.

5) Motion to Approve Payment of Bills

6) Motion to Adjourn

*Next Committee Meeting, **September 24, 2025 9:00 am** Room 250

SALARY & LABOR
August 27, 2025

A meeting of the Salary & Labor Committee was called to order at 9:00am on August 27, 2025 in room 250 with the following members present: Kathy Bright, Michael McEmery, James Bailey, Steve Aubry.
Absent: Tom Walsh, Tina Busch, Joe Oscepinski,

No Citizen Comment.

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

Comment: Sheriff's Dept, Diana Stiles – PT Telecommunicator positions

Ms. Stiles presented the committee with a request to hire part time telecommunicators to offset the high volume of overtime and staffing that has been occurring in the current fiscal year; she explained that the use of part time staff would benefit all with regard to availability to full time employee absences and allow for current fulltime staff to have the ability to use their earned benefit time; which is currently not possible due to some vacancies. She explained that an ideal candidate would be experienced, licensed and certified. Discussion included current OT costs in the fiscal year, the estimated spend for a minimum of 2-3 new hires; compensation rate would be the same as the fulltime staff rate. The department is currently holding 4 vacancies; Ms. Stiles explained that the training window is lengthy for this position and at times some individuals just aren't able to make it thru that training requirement. The committee asked clarifying questions and concluded that she could move forward with this in conjunction with some support / guidance of Attorney Adams.

Motion by James Bailey and 2nd by Mike McEmery to approve moving forward with planning the PT Telecommunicator positions for the Sheriff's Dept as requested. All Ayes, Motion Carried.

Motion by James Bailey and 2nd by Kathy Bright to go into Executive session at 9:21 am for 5 ILCS 120/2 (c) Compensation of Specific Employees & Discretionary Leaves. Roll Call vote: 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 11:56am. Roll Call vote: Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried.

Motion by Kathy Bright 2nd by James Bailey to approve the Discretionary Leave for the Nursing Home employee as requested for a 30-day period. All Ayes, Motion Carried.

Motion by James Bailey 2nd by Mike McEmery to approve the Discretionary Leave for the Jail employee as requested for a 30-day period. All Ayes, Motion Carried.

Motion by Kathy Bright 2nd by James Bailey to approve the Discretionary Leave for the Highway employee as requested for a 30-day period. All Ayes, Motion Carried.

Motion by James Bailey 2nd by Kathy Bright to approve the increase of the Felony Legal Secretary stipend to \$9,996.80 as requested, pending signed MOU between the County and AFSCME. Roll Call vote: Kathy Bright Y, Michael McEmery N, James Bailey Y, Steve Aubry Y. 3 Ayes and 1 Nay, Motion Carried.

Motion by James Bailey 2nd by Kathy Bright to approve the wage increase of \$10,000 to the Public Defender Office Manager effective 12/1/2025 as requested. Roll Call vote: Kathy Bright Y, Michael McEmery N, James Bailey Y, Steve Aubry Y. 3 Ayes and 1 Nay, Motion Carried.

Motion by James Bailey 2nd by Kathy Bright to approve the EMA Director compensation increase to \$75,000 effective 12/1/2025. Roll Call vote: Kathy Bright Y, Michael McEmery N, James Bailey Y, Steve Aubry Y. 3 Ayes and 1 Nay, Motion Carried.

Motion by Kathy Bright 2nd by James Bailey to approve the wage increase of \$1.00/hour (\$2,080) and the non union raise on 12/1/25 of 3.5% for the Circuit clerk IT position. Roll Call vote: Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried.

Motion by Kathy Bright and 2nd by James Bailey to go into Executive session at 12:01pm for 5 ILCS 120/2 (c) for Collective Bargaining Matters. Roll Call vote: Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried.

Motion by James Bailey and 2nd by Mike McEmery to come out of Executive session at 12:15pm. Roll Call vote: Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried.

Comment: Negotiations protocols – Attorney Adams addressed the committee with a request to change the way the committee currently handles the process with union groups; he explained that to get these negotiations completed in a timely, efficient and effective manner for both the committee and the department, he would like to have the Committee Chair, Human Resources, the Department head and himself represent the committee in the working meetings and return to the committee at the regular monthly meeting with updates; he would request that the committee identify their interests and guidelines for this represented group to adhere to during the process. The committee felt that this was a good idea.

Motion by James Bailey 2nd by Mike McEmery to approve payment of bills \$1,072.34 (001-042), \$201,317.35 (009-01) and \$963,238.09 (999-01) be approved for payment. All Ayes, Motion Carried.

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

Additional Attendees: Melissa Pilch, Jeremiah Adams, Don Jensen, Doug Trager, Megan Cackley, Ryan Hamer, Fred Moore, Greg Vaccaro, Abbie Krafft, Diana Stiles, Adam Diss.