

Salary & Labor Committee

LaSalle County Board

February 26, 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 Office – Crisis Intervention Specialist position and compensation
- EMA – Deputy Director Compensation
- 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 between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees

5) Motion to Approve Payment of Bills

6) Motion to Adjourn

*Next Committee Meeting, **March 13, 2025** 10:00 am Room 250

SALARY & LABOR

February 26, 2025

A meeting of the Salary & Labor Committee was called to order at 9:00am on February 26, 2025 in room 250 with the following members present: Tom Walsh, Joe Oscepiniski, Tina Busch, Kathy Bright, Michael McEmery, James Bailey Steve Aubry.

No Citizen Comment.

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

Comment: Adam Diss, Sheriff, addressed committee regarding the creation of a Crisis Intervention Specialist position in his department; He provide a summary of the work that is currently being performed by Chaplan Van Laar on a voluntary basis since 2020; the work has been sustained by community donations however the need for services that the Chaplan provides has continued to increase year over year; Sheriff Diss believes it's now time to create a position within his department and provide a means of financial support for the work being completed that is not dependent upon community donation. Chaplan Van Laar provided a summary of the work he's performed, the relationship with the Law Enforcement group and answered questions of the committee. The committee and Sheriff Diss continued discussion regarding the compensation portion of the new position; Sheriff Diss was requesting a PT 24 hr per week/no benefits position at a rate of \$34.12/hour. Funding for this position can be sustained within the current FY25 budget and will be planned into future budgets as he expects to continue it in future years.

Motion by Tina Busch, 2nd by Mike McEmery to approve the new part-time position of Crisis Intervention Specialist at the rate of \$34.12/hr for a total of 24 hours per week. Roll call: Tom Walsh N, Tina Busch Y, Joe Oscepiniski N, Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. Ayes 5, Nays 2, Motion Carried.

Comment: HR Director Pilch presented on behalf of EMA Director Moore, the topic of EMA Deputy Director recruitment and compensation; she explained that the position is a replacement, that the Public Safety committee gave direction at their last meeting to change the education/qualifications of the position and had not set the rate of pay any higher than the outgoing Deputy Director, which was \$54K. Pilch explained that she was asked to complete a comp study of comparable municipalities; she provided a spreadsheet to this committee showing those comparisons for continued discussion; the committee asked clarifying questions, Board Chairman Jensen also commented on the ability to recruit with the currently set requirements in relation to the wage. Pilch stated there are 2 candidates, however neither meet all of those requirements; thus the need to modify in order to allow for qualified applicants to apply. The committee determined after much discussion that returning this to Public Safety for modification would be best, as the duration of time the position remains open should be kept to a minimum. This committee would like to see the experience and education requirements be rephrased to allow for the current wage structure to be commensurate.

Motion by Mike McEmery, 2nd by Tom Walsh to send the position description back to Public Safety for modification to be commensurate with the salary range in order to remain within the current budget. All Ayes, Motion Carried.

Motion by James Bailey and 2nd by Tina Busch to go into Executive session at 9:45 am for 5 ILCS 120/2 (c) (1) for Employment and Compensation of Specific Employees. Roll call: Tom Walsh Y, Tina Busch Y, Joe Oscepiniski Y, Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried.

Motion by James Bailey and 2nd by Kathy Bright to come out of Executive session at 10:02 am. Roll call: Tina Busch Y, Joe Oscepiniski Y, 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 go into Executive session at 10:02 am for 5 ILCS 120/2 (c) Collective Bargaining Matters. Roll Call vote: Tina Busch Y, Joe Oscepiniski Y, Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y.

Motion by James Bailey and 2nd by Mike McEmery to come out of Executive session at 10:31 am. Roll Call vote: Tom Walsh Y, Tina Busch Y, Joe Oscepiniski 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 \$7881.76 (001-042), \$292,275.83 (009-01) and \$1,314,877.46 (999-01) be approved for payment. Roll call: Tom Walsh Y, Tina Busch Y, Joe Oscepiniski Y, Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried.

Motion by James Bailey 2nd by Tina Busch that the meeting adjourns. All Ayes Motion Carried.

Additional Attendees: Mark Anderson, Melissa Pilch, Don Jensen, Doug Trager, Don Ernat, Megan Cackley, Adam Diss, Dave Van Laar