

Salary & Labor Committee
LaSalle County Board
June 25, 2025 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@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

- Nursing Home
 - i. Staffing Coordinator position
 - ii. Medical Transport Driver position
- Maintenance Dept – Director replacement and compensation
- Non-Union compensation – Annual increase on 12/1/2025 for Fiscal year 2026
- **Executive Session- 5 ILCS 120/2 (c) FOR COMPENSATION OF SPECIFIC EMPLOYEES AND DISCRETIONARY LEAVES**
 - i. Circuit Clerk – Discretionary Leave
 - ii. Nursing Home – Discretionary Leave
 - iii. Court Services – Problem Solving Court Coordinator compensation
 - iv. Circuit Courts – Asst. Court Administrator 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, **July 23, 2025 9:00 am** Room 250

SALARY & LABOR
June 25, 2025

A meeting of the Salary & Labor Committee was called to order at 9:00am on June 25, 2025 in room 250 with the following members present: Tina Busch, Tom Walsh, Joe Oscepinski. James Bailey, Michael McEmery, Steve Aubry. Web Ex: Kathy Bright.

No Citizen Comment.

Motion by Mike McEmery and 2nd by James Bailey to approve remote attendance for Kathy Bright pursuant to Resolution #23-53. All Ayes, Motion Carried.

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

Comment: Kathy Steinz, Nursing Home Administrator, addressed the committee with a request for two positions to be created/filled due to a separation of duties that are not within the scope of the union position Psych-Social Coordinator which has been filled by an employee for the past 15 years, who is now retiring. The additional duties were taken on by this outgoing employee over the years, however moving forward it is necessary to separate those duties out. Ms. Steinz provided further explanation of each new position, the classification of full and part time as well as rate of pay. The positions requested are Staffing Coordinator and Medical Transport Driver; each position has a drafted job description. The staffing coordinator position would be fulltime, benefits eligible at a rate of \$20.50/hour. The Medical Transport Driver position would be parttime, not benefits eligible at a rate of \$25.00/hour. The committee asked clarifying questions about both positions, budgetary and task/duty related as well as pointed discussion on the necessity of each and alternatively assigning scheduling tasks to the Director of Nursing.

Committee chair Aubry asked for a motion to approve the Staffing Coordinator position; no motion made.

Motion by Tina Busch and 2nd by James Bailey to approve the Medical Transport Driver position, parttime no benefits at the rate of \$25.00/hour. All Ayes, Motion Carried.

Comment: Board Chairman Jensen presented a recommendation to the committee regarding the non-union compensation for 12/1/2025. He referenced consideration of union contract increases when coming up with his recommendation, 3.5% or \$1.00/hour whichever is greater. The committee had brief discussion regarding budget and estimated expenses; at the time of this meeting those figures were not available.

Motion by Joe Oscepinski 2nd by James Bailey to approve the NonUnion wage raise of 3.5% or \$1.00/hour, whichever is greater effective for 12/1/25. All Ayes, Motion Carried.

Motion by James Bailey and 2nd by Tina Busch to go into Executive session at 9:37 am for 5 ILCS 120/2 (c) Compensation of Specific Employees & Discretionary Leaves. Roll Call vote: Tina Busch Y, Tom Walsh Y, Joe Oscepinski Y, Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried.

Motion by James Bailey and 2nd by Tina Busch to come out of Executive session at 9:53 am. Roll Call vote: Tina Busch Y, Tom Walsh Y, Joe Oscepinski 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 to approve the Discretionary Leave for the Circuit clerk employee as requested for a 30-day period. All Ayes, Motion Carried.

Motion by Tina Busch 2nd by James Bailey to approve the compensation increase of 4% for the Court Services Problem Solving Court Coordinator effective 7/1/2025 as requested. All Ayes, Motion Carried.

Comment: HR Director Pilch presented a request to the committee regarding the recruiting/replacement of the Maintenance Director due to retirement. She explained that the job description was reviewed by the current Director, wage comparable information thru UCCI was considered and the request for a compensation range of \$80,000-\$100,000 was being requested in order to move forward with the posting process. The committee had clarifying questions regarding Property committee notification, agreement from that committee on job description language and their input ahead of the posting / recruiting process. Guidance by Attorney Anderson was to motion on the wage range and job description pending Property committee feedback on the job description language. The committee was agreeable to this.

Motion by Tina Busch, 2nd by Joe Oscepinski to approve the Maintenance Director compensation range of \$80,000-\$100,000/yr pending agreement by the Property committee on the job description. All Ayes, Motion Carried.

Motion by Tom Walsh and 2nd by Mike McEmery to approve payment of bills \$863.26 (001-042), \$198,460.17 (009-01) and \$950,942.36 (999-01) be approved for payment. All Ayes, Motion Carried.

Comments: Attorney Anderson addressed the committee with a general update on the Laborer's negotiations; that he is in receipt of a letter of intent to begin mediation. The request requires signature and return, which he will complete this week on the County's behalf. He will update the committee further with next steps in the process.

Motion by James Bailey 2nd by Joe Oscepinski that the meeting adjourns. All Ayes Motion Carried.

Additional Attendees: Mark Anderson, Melissa Pilch, Don Jensen, Greg Vaccaro, Chuck Goodwin, Cathy Owens, Kindra Pottinger, Doug Trager, Kathy Steinz