

**Salary & Labor Committee
LaSalle County Board
July 23, 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

- FUND 042 Budget – Melissa Pilch
- Nursing Home – Staffing Coordinator Replacement and Compensation
- **Executive Session- 5 ILCS 120/2 (c) FOR COMPENSATION OF SPECIFIC EMPLOYEES AND DISCRETIONARY LEAVES**
 - i. Circuit Clerk – Discretionary Leave
 - ii. County Clerk – Discretionary Leave
 - iii. Nursing Home – Discretionary Leave
 - iv. Parks – Seasonal Worker Compensation Rate
 - v. IT Dept – Director Compensation
 - vi. Central Services – Director Compensation
 - vii. Maintenance Dept – Assistant Superintendent replacement and 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**

5) Motion to Approve Payment of Bills

6) Motion to Adjourn

*Next Committee Meeting, August 27, 2025 9:00 am Room 250

SALARY & LABOR
July 23, 2025

A meeting of the Salary & Labor Committee was called to order at 9:00am on July 23, 2025 in room 250 with the following members present: Tom Walsh, Kathy Bright, Michael McEmery, Steve Aubry. Web Ex: James Bailey. Absent: Tina Busch, Joe Oscepinski.

No Citizen Comment.

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

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

Comment: Melissa Pilch, HR Director, presented the budget for review and approval; Fund 001-042. She stated that the fund levels would remain the same in all lines except for the newly added line titled "Retiree Payout" that issues back dollars paid thru payroll to the applicable departments. The FY25 budget was the first time this line is being used, the initial amount was \$350,000; that will be surpassed by October with 25 retirements this fiscal year; She requested \$400,000 for the FY26 budget; committee asked clarifying questions and suggestion by T Walsh to raise it a bit more for overage was heard and agreed by committee. The regular payroll line is increased by the recommended 3.5% for non union staff.

Motion by Tom Walsh and 2nd by Mike McEmery to approve Fund 001-042 FY26 budget and forward to Finance. Roll call T Walsh Y, Kathy Bright Y, Mike McEmery Y, James Bailey Y, Steve Aubry Y; All Ayes, Motion Carried.

Motion by Tom Walsh and 2nd by Mike McEmery to go into Executive session at 9:12 am for 5 ILCS 120/2 (c) Compensation of Specific Employees & Discretionary Leaves. Roll Call vote: Tom Walsh Y, 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 11:00 am. Roll Call vote: Tom Walsh Y, Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried.

Motion by Mike McEmery 2nd by Kathy Bright to approve the Discretionary Leave for the Circuit clerk employee as requested for a 30-day period. All Ayes, Motion Carried.

Motion by Kathy Bright 2nd by Mike McEmery to approve the Discretionary Leave for the County Clerk employee as requested for a 30-day period. All Ayes, Motion Carried.

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

Motion by Tom Walsh 2nd by Kathy Bright to approve the rate increase for the Parks seasonal employee for FY26 from \$18 to \$20 per hour. All Ayes, Motion Carried.

Motion by Tom Walsh 2nd by Kathy Bright to approve the compensation increase to \$100,000 for the IT Director effective 12/1/2025. Tom Walsh Y, Kathy Bright Y, Michael McEmery Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried.

Motion by Mike McEmery 2nd by Kathy Bright to approve the compensation range for the Assistant Superintendent of Maintenance of \$75,000-85,000 as requested. All Ayes, Motion Carried.

Motion by Tom Walsh and 2nd by Mike McEmery to approve payment of bills \$1490.24 (001-042), \$207,215.82 (009-01) and \$983,114.67 (999-01) be approved for payment. All Ayes, Motion Carried.

Motion by Mike McEmery 2nd by Kathy Bright that the meeting adjourns. All Ayes Motion Carried.

Additional Attendees: Melissa Pilch, Don Jensen, Doug Trager, Kathy Steinz, Tracy Harcharik, John Haag, Ken Henze, Stephanie Kennedy.