

Salary & Labor Committee

LaSalle County Board

October 22, 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
- Motion to approve an amendment to the Elected Officials Contract for Sheriff's Department, Telecommunicators
- Motion to approve Hazard Pay for Maintenance Dept employees
- Auditor – Chief Deputy Auditor Compensation
- Executive Session- 5 ILCS 120/2 (c) FOR COMPENSATION OF SPECIFIC EMPLOYEES AND DISCRETIONARY LEAVES
 - i. Nursing Home – Discretionary Leaves
 - ii. Highway – Discretionary Leave
 - iii. Sheriff – Jail – Discretionary Leave
 - iv. Sheriff – Employee Request for COMP rollover
 - v. IT – Help Desk Position Compensation
 - vi. Finance – Finance Director 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. MAP Patrol negotiations update

5) Motion to Approve Payment of Bills

6) Motion to Adjourn

*Next Committee Meeting, **November 19, 2025** 11:00 am Room 250

SALARY & LABOR

October 22, 2025

A meeting of the Salary & Labor Committee was called to order at 9:00am on October 22, 2025 in room 250 with the following members present: Tom Walsh, Michael McEmery, Kathy Bright, James Bailey, Steve Aubry. Webex: Tina Busch Absent: 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, PT Telecommunicator positions and Amendment to the EO Contract for Sheriff's Dept, Telecommunicators.

Attorney Adams presented a brief update regarding the current discussion on PT Telecommunicator positions as well as the consideration of movement from 8hr shifts to 12 hr shifts. He is currently in discussion with AFSCME on language, it is not yet final. He believes that once this is completed, both items will be taken care of, most likely by the next committee meeting in November. He and the Sheriff's office will follow up with the committee when an agreement is reached.

Comment: Hazard Pay for Maintenance Dept Employees

Attorney Adams presented on behalf of the Maintenance Dept and Property Committee. He reviewed a situation in the Detention Home where a plumbing problem occurred due to a resident flushing an item and causing water flow problems; result was sewage backup and an immediate need to temporarily fix until a contractor could arrive to repair. Attorney Adams explained to the committee that a side letter for hazard pay was in existence with a sunset clause; believed it should have been written into regular contract language during the most recent renewal, however was missed. The request is to make the employees whole due to their belief that the hazard pay still remained effective, that the error in omission was clerical in nature and that the employees be compensated at the hazard pay rate of \$10/hour for hours worked per incident. The current request would be for 21 hours per employee at \$10 per hour.

The committee asked questions, however took no action at this meeting; requesting Attorney Adams to return with further information in November.

Comment: Chief Deputy Auditor Compensation

Auditor Thompson requested to discuss the position of Chief Deputy Auditor for her department. The committee stated that the topic would be tabled after discussion included the Finance committee review of the presented budget earlier in the week as well as duties of the said committee in relation to the request presented.

The committee took no action at this meeting.

Motion by James Bailey and 2nd by Mike McEmery to go into Executive session at 9:10 am for 5 ILCS 120/2 (c) Compensation of Specific Employees & Discretionary Leaves. Roll Call vote: Tom Walsh Y, Michael McEmery Y, Kathy Bright 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 9:58am. Roll Call vote: Michael McEmery Y, Kathy Bright Y, Tina Busch Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried.

Motion by Tom Walsh 2nd by James Bailey to approve remote attendance pursuant to Resolution #23-53 for Tina Busch due to medical reasons. All Ayes, Motion Carried.

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

Motion by James Bailey and 2nd by Kathy Bright to go into Executive session at 10:04am for 5 ILCS 120/2 (c) for Collective Bargaining Matters. Roll Call vote: Tom Walsh Y, Michael McEmery Y, Kathy Bright Y, Tina Busch 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 10:19am. Roll Call vote: Tom Walsh Y, Michael McEmery Y, Kathy Bright Y, Tina Busch Y, James Bailey Y, Steve Aubry Y. All Ayes, Motion Carried

Motion by James Bailey 2nd by Mike McEmery to approve payment of bills \$479.13 (001-042), \$198,752.82 (009-01) and \$943,740.50 (999-01) be approved for payment. All Ayes, Motion Carried

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

Additional Attendees: Melissa Pilch, Jeremiah Adams, Don Jensen, Doug Trager, Megan Cackley, Kathy Steinz, David Ortiz, Adam Diss, John Haag, Stephanie Jo Thompson