

**Salary & Labor Committee**  
**LaSalle County Board**  
**November 19, 2025 11:00 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](mailto: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**

- Motion to approve an amendment to the Elected Officials Contract for Sheriff's Department, Telecommunicators
- Motion to approve Hazard Pay for Maintenance Dept employees
- Nursing Home – RN On-call Per Diem Compensation
- Executive Session- 5 ILCS 120/2 (c) FOR COMPENSATION OF SPECIFIC EMPLOYEES AND DISCRETIONARY LEAVES
  - i. Nursing Home – Discretionary Leaves
  - ii. Sheriff – Jail – Discretionary Leave
  - iii. Sheriff – Employee Request for COMP rollover
  - iv. IT – Help Desk Position Compensation
  - v. Assessment Office – Supervisor of Assessment Compensation
  - vi. Nursing Home – Replacement and 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. Highway – Administrative Assistant compensation

**5) Motion to Approve Payment of Bills**

**6) Motion to Adjourn**

\*Next Committee Meeting, **December 30, 2025 9:00 am** Room 250

**SALARY & LABOR**  
**November 19, 2025**

A meeting of the Salary & Labor Committee was called to order at 11:00am on November 19, 2025 in room 250 with the following members present: Michael McEmery, Kathy Bright, James Bailey, Steve Aubry and Doug Trager. Absent: Tina Busch, Joe Oscepinski, Tom Walsh.

**No Citizen Comment.**

**Motion** by Mike McEmery and 2<sup>nd</sup> 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 addressed the committee providing an overview of discussion on PT Telecommunicator positions and movement from 8hr shifts to 12 hr shifts and 1 8 hr shift – totaling 80 hours per pay with AFSCME and that they'd come to an agreement with a side letter prepared for signature/approval. The agreement will go into effective on January 5, 2026. The committee asked clarifying questions of which Attorney Adams responded.

**Motion** by Mike McEmery 2<sup>nd</sup> by James Bailey to approve the amendment of the EO CBA for telecommunicator position work hours as requested. All Ayes, Motion carried.

**Comment:** Hazard Pay for Maintenance Dept Employees

Attorney Adams returned to the committee regarding the Hazard Pay topic discussed last month, speaking on behalf of the Maintenance Dept and Property Committee. At this time, he is requesting committee approval to compensate the employees who handled the Detention Home situation at the rate of \$10/hour for hours worked in that incident. The committee did not address the side letter that has since ended per language of the sunset clause; however, Attorney Adams does believe it should have been written into regular contract language during the most recent renewal, however was missed. There was no further discussion today regarding the side letter and future compensation; Attorney Adams would like to discuss with the new Maintenance Director and perhaps return to the committee in the future.

**Motion** by Kathy Bright 2<sup>nd</sup> by James Bailey to approve the hazard pay for two Maintenance Technicians as requested. All Ayes, Motion carried.

**Comment:** Nursing Home – RN on-call per diem compensation

HR Director Pilch addressed the committee, stating that after recent conversation with the Director of Nursing, she would request to move this item to the December meeting, to allow time for research and preparation of information to share back on this topic. The committee agreed to that request. No action taken on this time today.

**Comment:** Nursing Home – Administrator replacement and compensation range

HR Director Pilch addressed the committee, stating that Kathy Steinz resigned from her position and that an interim licensed administrator was recently contracted to step in to allow for the operations to continue running; a committee member asked for clarification on that action and Attorney Adams explained the legal obligations regarding maintaining licensure to keep the facility open and operating; there was a request to give notice to the full board on November 26<sup>th</sup>.

The discussion continued regarding a compensation range and review of the job description to begin the posting/recruiting process locally; discussion continued regarding an appropriate wage range with direction given to focus on \$90,000-\$110,000. The committee will be provided an update on this process and the success of this range at the December committee meeting.

Motion by James Bailey 2<sup>nd</sup> by Kathy Bright to approve posting for replacement of the Nursing Home Administrator with a salary range of \$90,000-\$110,000. All Ayes, motion carried.

**Motion** by Mike McEmery and 2<sup>nd</sup> by James Bailey to go into Executive session at 11:25 am for 5 ILCS 120/2 (c) Compensation of Specific Employees & Discretionary Leaves. Roll Call vote: Michael McEmery Y, Kathy Bright Y, James Bailey Y, Doug Trager Y, Steve Aubry Y. All Ayes, Motion Carried.

**Motion** by Mike McEmery and 2<sup>nd</sup> by James Bailey to come out of Executive session at 12:14pm. Roll Call vote: Michael McEmery Y, Kathy Bright Y, James Bailey Y, Doug Trager Y, Steve Aubry Y. All Ayes, Motion Carried.

**Motion** by Mike McEmery 2<sup>nd</sup> by James Bailey to approve the Discretionary Leaves for the Nursing Home employees as requested for a 30-day period. All Ayes, Motion Carried.

**Motion** by James Bailey 2<sup>nd</sup> by Kathy Bright to approve the Discretionary Leave for the Jail employee as requested for a 30-day period. All Ayes, Motion Carried.

**Motion** by Kathy Bright 2<sup>nd</sup> by James Bailey to approve Nick Czajka, IT employee, to receive an increase of \$1.00/hour per course completion of two courses as stated 1) Microsoft IT Support Specialist Professional Certificate 2) Goggle Cybersecurity Professional Certificate. All Ayes, motion carried.

**Motion** by Doug Trager 2<sup>nd</sup> by James Bailey to approve the compensation for Abbie Krafft as the Appointed Supervisor of Assessments at \$115,801.00 effective 12/1/2025 and to forward to the Committee on Appointments and Legislation and Rules for Appointment. Roll Call vote: Michael McEmery N, Kathy Bright Y, James Bailey Y, Doug Trager Y, Steve Aubry Y. 4 Ayes 1 Nay, Motion Carried.

**Motion** by Doug Trager and 2<sup>nd</sup> by Mike McEmery to go into Executive session at 12:18pm for 5 ILCS 120/2 (c) for Collective Bargaining Matters. Roll Call vote: Michael McEmery Y, Kathy Bright Y, James Bailey Y, Doug Trager Y, Steve Aubry Y. All Ayes, Motion Carried.

**Motion** by Doug Trager and 2<sup>nd</sup> by Mike McEmery to come out of Executive session at 12:34pm. Roll Call vote: Michael McEmery Y, Kathy Bright Y, James Bailey Y, Doug Trager Y, Steve Aubry Y. All Ayes, Motion Carried.

**Motion** by Mike McEmery 2<sup>nd</sup> by Kathy Bright to approve payment of bills \$589.68 (001-042), \$202,122.32 (009-01) and \$973,426.09 (999-01) be approved for payment. All Ayes, Motion Carried

**Motion** by Mike McEmery 2<sup>nd</sup> by James Bailey that the meeting adjourns. All Ayes Motion Carried.

**Additional Attendees:** Melissa Pilch, Jeremiah Adams, Don Jensen, David Ortiz, Adam Diss, John Haag, Abbie Krafft, Don Ernat.