

APPROVED—MAY 18, 2010

HUMAN RESOURCES COMMITTEE

Justice Center Community Room
Tuesday, April 20, 2010 – 3:55 p.m.



Committee Members Present: Chairman Line Hobson, Vice-Chairman Jim Carius, K. Russell Crawford, Jan Donahue, Dean Grimm, Darrell Meisinger, Tim Neuhauser, Jerry Vanderheydt and Terry Von Boeckman

Committee Members Absent: Mike Harris, Carroll Imig,

Others: County Administrator David Jones

MOTION **MOTION BY CARIUS, SECOND BY DONAHUE** to approve the minutes of the March 23, 2010 meeting.

On voice vote, MOTION CARRIED.

MOTION **MOTION BY D. GRIMM, SECOND BY CRAWFORD**
RC CB to recommend to the County Board to approve a
HR-10-11 replacement hire for an Adult Probation Officer with a 60 day delay.

On voice vote, MOTION CARRIED.

MOTION **MOTION BY CRAWFORD, SECOND BY**
RC CB **VANDERHEYDT** to recommend to the County Board to
HR-10-12 approve a policy statement on Equal Employment Opportunity (EEO).

Administrator Jones said that currently it is stated in a handbook that Tazewell County will not discriminate on the basis of race, religion, color, national origin, sex, age, or physical or mental handicap for positions within the County, however, when applying for a large grant, a copy of the actual policy needs to be included.

On voice vote, MOTION CARRIED.

MOTION **MOTION BY DONAHUE, SECOND BY D. GRIMM** to enter into Executive Session under 5ILCS 120/2 (c)(2) Collective Bargaining or Salary Schedules at 4:01 p.m.

On voice vote, MOTION CARRIED

Chairman Hobson moved the Committee out of Executive Session at 5:01 p.m.

**MOTION
RC CB**

MOTION BY CARIUS, SECOND BY GRIMM to recommend to the County Board to approve the bills.

On voice vote, MOTION CARRIED.

Chairman Hobson recessed the meeting at 5:05 p.m.

Transcription by Nina Schacherbauer

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IN PLACE HUMAN RESOURCES COMMITTEE

Justice Center Community Room

Wednesday, April 28, 2010 – 6:11 p.m.



Committee Members Present: Chairman Linc Hobson, Vice-Chairman Jim Carius, K. Russell Crawford, Jan Donahue, Dean Grimm, Mike Harris, Carroll Imig, Darrell Meisinger, Tim Neuhauser, Jerry Vanderheydt and Terry Von Boeckman

Chairman Hobson said the item of business to be discussed is the Correction Officers Collective Bargaining. Hobson asked County Administrator David Jones to update the Committee on the process.

**MOTION
RC CB
HR-10-13**

MOTION BY CARIUS, SECOND BY DONAHUE to recommend to the County Board to approve a three year Collective Bargaining Agreement between Tazewell County, the Tazewell County Sheriff and Illinois Fraternal Order of Policy Lodge No. 98 on behalf of the Correction Officer's Unit (including arbitrator's ruling).

County Administrator David Jones said this contract has been discussed numerous times by the Human Resources Committee. Jones said there are 48 Correction Officers in the Sheriff's Department. Jones said this contract expired November 30, 2008. Jones said the collective bargaining agreement includes a number of changes that were agreed upon by both parties; however, there were six issues that were decided by an arbitrator through the interest arbitration process. Issues that the parties could not agree upon are:

1. The length of the contract
2. Wage increases for Correction Officers
3. The wage differential for Correction Sergeants
4. Classification Officer pay
5. Field Training Officer pay
6. Sworn Officer status (whether Correction Officers should be sworn and therefore, eligible for the Special Law Enforcement Pension (SLEP))

Jones said by statute, Correction Officers are entitled to an interest arbitration. The length of the contract is tied to the financial package on five issues. The union prevailed on

three issues. the classification of officers in the field training offices. The County prevailed on a very important issue, Sworn Officer status, a critical issue for the County as it affects the operational perspective on the Sheriff's side and a financial perspective from the County side. as wage increases could not be agreed on for the Correctional officers with the parties being 1-2% apart on wages and an additional 3% for the sergeants.

The arbitrator ruled in the Union's favor on two key issues: wage increases for Correction Officers and wage differential for Correction Officer Sergeants. The contract will run a three year term although the County had proposed a four year contract with set wages for three years with a re-opening on the fourth year to determine how the economy was at that particular time. The arbitrator did rule in the County's favor with regard to the select issue and this was a critical issue.

Member Harris asked what year the three year contract would start and was told it was retroactive to December 1, 2008 and will expire November 30, 2011, and will require \$118,000 retroactive pay.

Administrator Jones said that there is a 20 day window to appeal the arbitrator's decision, however, that time has expired. Jones said that the law requires it to be compared to a similar market and that Tazewell County was compared to both larger and smaller counties with a baseball style of arbitration. The contract will be what it is and Jones recommends approval of the agreement as it would cost more to go back.

Jones said that if the vote was no, it would put the County in the position of being told that the contract was valid as there was 20 days in which to appeal and the County would be responsible for 100% payment for the appeal process. The next step would be to contact legislators to try to get the process revised.

Chairman Zimmerman said that an appeal would cost thousands of dollars as the rules are written against us and that there needs to be a way for us to send a message without it costing us thousands and thousands of dollars.

Member Harris asked what the cost would be to privatize the jail.

Member Neuhauser said that all the Committee members are feeling the same way regarding this and that we need a chance to explain our dissatisfaction as our offer was more than fair. Neuhauser said he would like for the persons involved to explain why they deserve this type of increase when there are many others who did not receive one. Neuhauser said that we could go on record tonight as opposing this as it could create problems in the future.

Member Meisinger said it would be better to have a Committee member or a Board member to sit in on the negotiations.

Administrator Jones said that the system is not broken and that other counties have tried other strategies that resulted in no better results and all have the same issues. Jones said that there is a need to contact the legislators.

Member Stanford said it would have been nice if the full Board was called for a special meeting. The good side of this contract is the issue with the light duty and limited duty section being added to the contract and this will save the County money.

Administrator Jones said that he has given a full update to the Human Resources committee regarding the negotiations at each Committee meeting, but that it is not known what the arbitration is going to come up with until the final decision is made.

Administrator Jones said that he stands behind the fact that he recommends the contract and that he will have discussions with the Human Resource Committee regarding the issues.

Member Harris called for the question.

Chairman Hobson asked for a roll call vote.

Carius	no
Crawford	no
Donahue	no
Dean Grimm	no
Harris	no
Imig	no
Meisinger	no
Neuhauser	no
Vanderheydt	yes

Von Boeckman	yes
Hobson	no

On voice vote, MOTION FAILED.

Chairman Hobson recessed the meeting at 7:10 p.m.

Transcription by Nina Schacherbauer