

SHELBY COUNTY BOARD MEETING
CLOSED SESSION

June 27, 2023

The Shelby County Board met in Closed Session following a motion and roll call vote, for the statutory citation 5 ILCS 120/2 (C-2) Collective Negotiating Matters. State's Attorney Robert Hanlon, Sheriff Brian McReynolds and Treasurer Erica Firnhaber were also present during the Closed Session.

SA Hanlon explained the County had a situation with respect to the FOP union at the Sheriff's office. The current MOU states at the end of the pandemic the hazard pay of \$6.00 per hour to the wage matrix for Unit A employees and the \$3.00 an hour to the wage matrix for Unit B employees goes away. That money had been paid to date from ARPA funds. Hanlon stated the County can't just take that money away. The Sheriff has some issues he would like to have the Union agree on, are to continue the 12-hour schedule, allow for a overlap shift, rather than just allow 6A – 6P, allow more flexibility in the hiring of lateral transfers and create a Unit B Bailiff position. The Treasurer stated that annual amount of money required from the general fund if the MOU is changed to remove it from ARPA. The breakdown on this total is \$335,832 in wages, \$21,710 in IMRF, and \$25,690 for SS/Medicare. Sheriff McReynolds stated when the FOP MOU was implemented, ARPA had guidelines/restrictions that had to be followed that later went away when the County received their lump sum ARPA payments. The ARPA MOU's for AFSCME and non-Union employees didn't have the same language regarding the expiration of the pandemic emergency order. Currently, the deputies have 4 hours of OT every pay period (Kelly time). Although the Sheriff has done a great job in keeping overtime down, the way shifts are scheduled every deputy gets the 4 hours of OT every 2 weeks.

Hanlon is asking the board to determine what they believe they can afford and how they want to handle this issue, so he and the Sheriff know how they should negotiate this. The Sheriff is concerned if this additional hourly money is stopped, he could potentially lose employees. The Sheriff stated Moultrie County will begin paying \$27.03 with their new contract on December 1. Effingham County pays \$30.00 an hour. The Sheriff has included this money in his budget for the 3-month budget that was recently submitted. The current FOP contract currently runs through August 31, 2024. It is possible the Union will want to open the contract now to settle the hazard pay issue, as well as allow the Sheriff to draft MOUs for those issues he would like addresses and Hanlon is trying to get an idea of who the board wants them to proceed. Much discussion was held amongst the members present on this issue. State's Attorney Hanlon stated it was clear the board was not ready to make a decision on this issue at this time, and advised them to get better figures, take some time study the matter, and address it at a future meeting.

There was no action taken in the Closed Session.

Jessica Fox
County Clerk and Recorder