

**SHELBY COUNTY BOARD MEETING**  
**CLOSED SESSION**

**March 14, 2024**

The Shelby County Board met in Closed Session, in Courtroom B of the Shelby County Courthouse, following a motion and roll call vote, for the statutory citation 5 ILCS 120/2(C)(2) – collective negotiating matters. Sheriff Brian McReynolds also attended the session to update the board members on the pending grievance resolution. McReynolds hopes an MOU can be drafted to prevent the grievance from going to arbitration. The grievance was filed after the premium pay of \$6.00 an hour for the deputies and \$3.00 an hour for Unit B employees was stopped.

On September 14, 2023, the county board authorized the Sheriff in conjunction with the State's Attorney to negotiate an MOU with FOP to correct the grievance and prevent the county/FOP from going to arbitration. The Sheriff needs the commitment from the board to return those ARPA funds to his budget to be able to pay for this MOU. Brands asked why nobody from the State's Attorney's office was at this closed session. Sheriff McReynolds SA Hanlon had told him he would be available by phone. This MOU would return the \$6.00 and \$3.00 from ARPA funds to the pay of the current FOP employees. FOP was willing to take this to arbitration. The Sheriff stated the State's Attorney told him several times the County would lose the arbitration with FOP, as the county has given raises to another Union (AFSCME) and created positions within the County. The Highway laborers were given a pay raise by the current board on October 12, 2023. There was also a discussion with candidates interviewing for positions (Foreman/Administrative Assistant) at the Highway department where a wage increase was discussed. If a discussion is had with a unionized worker and you state, you want to give the union employee a pay raise you have opened that contract just by the discussion. It was recommended that discussions in closed session should stay closed as a protection for the County, although there is nothing to say those discussions can't be disclosed. The board voted after telling FOP they didn't have the money, to give the AFSCME Highway laborers a raise. The \$6.00 and \$3.00 will now be added to the FOP wage matrix as part of the MOU being drafted. The Sheriff stated he doesn't currently have approval from the FOP for this MOU, which will currently only affect current employees. If FOP goes to arbitration, the County could risk this payment being applied to current and former employees retroactive back to August 2023. The Sheriff is also gaining some management control with this MOU and would like the board's support in getting the funding added back to his budget.

Discussion was held about how the County continues to afford this pay raise once the ARPA funds go away. It was stated the County "shot themselves in the foot", by creating positions and giving raises to another union. The Sheriff stated with the current job market, and with wages, the County would be starting at this point in negotiations. The Sheriff was asked if he was comfortable being asked to cut this staff if the County can't afford this when the ARPA money goes away, to which the Sheriff replied he was not agreeing to that today. The Sheriff stated they have pulled all comparable pay with surrounding counties but is not comparing to the DOC/ISP, as those agencies are out of the county's league for wages. Chairman Orman stated the county has had problems with prosecution on the back of police work and better trained officers would benefit prosecutors. The Sheriff said that he has \$60,000 in a deputy with training. The current starting pay for a deputy is \$22.67 and a current 30-year deputy would be making \$33.37, but the Sheriff has no 30-year deputies. The SA also told the Sheriff he didn't help anything when the SA hired an uncertified private investigator at \$33.00 an hour who is unable to make an arrest. The Sheriff stated while he couldn't speak for those deputies that have left, he was 99% certain none of them would return to due lack of trust.

A few members of the board entered and exited the closed session momentarily during the closed session meeting.

---

Jessica Fox  
County Clerk and Recorder

Opened by Board action July 11, 2024