



COUNTY OF KENDALL, ILLINOIS
COMMITTEE OF THE WHOLE
Kendall County Office Building, 111 W. Fox Street
County Board Rm 209 & 210, Yorkville, IL 60560
Thursday January 12, 2023 at 4:00pm
MEETING AGENDA

- 1. Call to Order and Pledge of Allegiance**
- 2. Roll Call:** Matt Kellogg (Chairman), Scott Gengler (Vice-Chair), Zach Bachman, Brian DeBolt, Elizabeth Flowers, Dan Koukol, Jason Peterson, Ruben Rodriguez, Brooke Shanley, Seth Wormley
- 3. *MOTION (VV) Approval of Agenda**
- 4. *MOTION (VV) Approval of Minutes from November 10, 2022**
- 5. *MOTION (RC) Approval of Claims**
- 6. New Committee Business**
 - A. *MOTION (RC)(Forward to CB) Approval of a budget adjustment increasing Court Services salaries & salary reimbursement from the State of Illinois Courts**
 - B. *PRESENTATION County Board Member Training – State’s Attorney’s Office – State’s Attorney Eric Weis**
 - C. *PRESENTATION County Board Member Training – Planning, Building, and Zoning – Matt Asselmeier**
 - D. *PRESENTATION County Board Member Training – Finance and Budget – Latreese Caldwell**
- 7. Old Committee Business**
- 8. Department Head and Elected Official Reports**
- 9. Public Comment**
- 10. Questions from the Media**
- 11. Chairman’s Report**
- 12. Review Board Action Items**
- 13. Executive Session**
- 14. Adjournment**

If special accommodations or arrangements are needed to attend this County meeting, please contact the Administration Office at 630-553-4171, a minimum of 24-hours prior to the meeting time

COUNTY OF KENDALL, ILLINOIS
COMMITTEE OF THE WHOLE
Thursday, November 10, 2022 at 4:00 PM
Meeting Minutes

Call to Order and Pledge of Allegiance - The meeting was called to order at 4:00 p.m. by County Board Chair Scott Gryder who led the Committee in the Pledge of Allegiance to the American Flag.

Roll Call

Board Member	Status	Arrived	Left Meeting
Amy Cesich	present		
Brian DeBolt	here		
Elizabeth Flowers	absent		
Scott Gengler	here		
Judy Gilmour	here		
Scott Gryder	here		
Matt Kellogg	here		
Dan Koukol	here		
Ruben Rodriguez	here		
Robyn Vickers	here		

With nine (9) members present a quorum was established.

Staff Present: Jennifer Karales, Scott Koeppel, Nancy Villa, Attorney Leslie Johnson

Others Present: Dane Mall (Alliant Insurance Services), Ethan Kruger (WSPY)

Approval of Agenda – Motion made by Member DeBolt, second by Rodriquez. **With 9 members present voting aye, the motion carried by a vote of 9 - 0.**

Approval of October 13, 2022 Meeting Minutes – Motion made by Member Gilmour, second by Member DeBolt. **With 9 members present voting aye, the motion carried by a vote of 9 - 0.**

Approval of Claims – Motion made by Member Gilmour, second by Member Gengler. **With 9 members present voting aye, the motion carried by a vote of 9 - 0.**

New Business

1. Discussion and Approval of Worker Compensation, Liability, Property, and Cyber Security Insurance Renewal

- Mr. Dane Mall Account Executive of Alliant presented to the board the property and casualty insurance renewal proposal for 2023. A packet of information was provided to the board members. Primary factors driving market conditions include; excess liability, law enforcement liability, employment –related liability, cyber liability, property claims, and worker’s compensation. County has a favorable renewal, they were successful in

obtaining competitive pricing resulting in a 3 % decrease in total premium cost for property and liability coverage as well as workers comp premium being decreased slightly. Partial closure of jail, has had a big impact on this decrease. Cyber liability insurance continues to be volatile with significant premium increases and coverage limitations. Members were given an opportunity to ask questions regarding the renewal proposal. Overall increase for renewal is .86% in total program premium for renewal price of \$717,303.00.

Motion made by Member DeBolt to forward the Approval of Worker Compensation, Liability, Property, and Cyber Security Insurance Renewal to next County Board meeting on November 15, 2022, second by Member Kellogg. **With 9 members present voting aye, the motion carried by a vote of 9-0.**

2. Discussion and Approval of Lit Communities as Low Bidder for ITB 20221013: Kendall County Broadband Grant Services

- Scott Koeppel stated to the board that after legal review, this was not eligible for a grant service agreement and needed to go out for bid, as this exceeded the \$30,000 threshold. Lit Communities was the only bid received for \$47,500.00. Mr. Koeppel said that contract needs to be drafted it will be ready for the County Board meeting on November 29, 2022.

Motion made by Member Cesich to forward this item to County Board meeting on November 29, 2022, second by Member Koukol. **With 9 members present voting aye, the motion carried by a vote of 9-0.**

3. Discussion and Approval of an Ordinance Approving the Kendall County Fiscal Year 2022-23 Budget and Appropriations

- Mr. Kellogg, Chair of the Finance committee led the discussion on the Ordinance approving the Kendall County Fiscal Year 2022-23 Budget and Appropriations. Mr. Kellogg directed board to the packet with the two options for FY23 Balanced Budget Option (page 16). Option #1 will include CPI, and Option #2 without CPI. In Option #1 CPI is \$1,137,292 and an increase in the 708 Mental Health Levy. Option #2 includes a reduction in contingency, reduction in election funds, and reduction in building funds. Mr. Kellogg has recommended Option #1 to the board, because of the long term health of the county. He stated that there are many unknowns in the future i.e. number of beds needed in jail, inflation, union negotiations, juvenile detention increase with Kane. Members discussed the options and asked questions for clarification on the budget and the use of CPI this year. Board members want Chief Assessor Andy Nicoletti to attend the next County Board meeting to explain how households in the county would be impacted by taking the CPI, Mr. Koeppel will contact him to attend the meeting on November 15, 2022.

Motion made by Member Gengler to amend Option #1 FY23 Budget with the addition of \$759,942 from building fund transfer line item #10 in Option #2 an Ordinance Approving the Kendall County Fiscal Year 2022-23 Budget and Appropriations and forward to next County

Board meeting, second by Member DeBolt. **With 9 members present, with 2 members voting aye, and 7 members voting nay, vote was 2-7 Motion Fails.**

Roll Call Vote:

Attendee	Status
Scott Gryder	no
Matt Kellogg	no
Brian DeBolt	no
Judy Gilmore	no
Scott Gengler	yes
Amy Cesich	yes
Dan Koukol	no
Ruben Rodriguez	no
Robyn Vickers	no

Motion made by Member Kellogg to amend Option #1 FY23 Budget increase 708 Mental Health Levy to \$77,654 and reduce General Fund Contingency by \$30,304 an Ordinance Approving the Kendall County Fiscal Year 2022-23 Budget and Appropriations, second by Member DeBolt. **With 9 members present, 8 members voting aye, and 1 voting nay, vote of 8-1 Motion Carries.**

Roll Call Vote:

Attendee	Status
Scott Gryder	yes
Matt Kellogg	yes
Brian DeBolt	yes
Judy Gilmore	yes
Scott Gengler	no
Amy Cesich	yes
Dan Koukol	yes
Ruben Rodriguez	yes
Robyn Vickers	yes

Chairman Gryder asked for a motion to forward to the County Board Approval of an Ordinance Approving the Kendall County Fiscal Year 2022-23 Budget and Appropriations with amendment - no second, discussion continued.

Scott Koeppel asked the board members if they could make a change for Facilities Director Dan Polvere on the capital expenditures, to move the purchase of a vehicle from public safety sales tax capital to the building fund, because the vehicle maybe used at this campus as opposed to the other campus.

Motion made by Member DeBolt to make this change, dies for a lack of second.

Motion by Member DeBolt to approve and forward the amended motion Option #1 FY23 Budget with increase to 708 Mental Health Levy to \$77,654 and reduce General Fund Contingency by \$30,304 an Ordinance Approving the Kendall County Fiscal Year 2022-23 Budget and Appropriations to the next County Board meeting, second by Kellogg. **With 9 members present, all members voting aye, 9-0 vote the Motion Carries.**

Discussion and questions by board members continued as to CPI and its effect on tax bills and also on salary lines in the budget.

Motion made by Member Gengler, second by Member Cesich to call the question, **with 9 members present, 7 members voting aye, and 2 voting nay, vote of 7-2 Motion Carries.**

Roll Call Vote:

Attendee	Status
Scott Gryder	no
Matt Kellogg	yes
Brian DeBolt	yes
Judy Gilmore	yes
Scott Gengler	yes
Amy Cesich	yes
Dan Koukol	no
Ruben Rodriguez	yes
Robyn Vickers	yes

Roll Call Vote on the original motion:

Attendee	Status
Scott Gryder	yes
Matt Kellogg	yes
Brian DeBolt	yes
Judy Gilmore	yes
Scott Gengler	yes
Amy Cesich	yes
Dan Koukol	yes
Ruben Rodriguez	yes
Robyn Vickers	yes

4. Discussion and Approval of an Ordinance Approving Budget Amendment Number 2 for the Kendall County Fiscal Year 2021-22 Annual Budget and Appropriations

- Scott Koepfel explained that this is an amendment to the current year’s budget for clean-up and not related to FY23 budget. Most of the changes are from Health department and the Treasurer’s office that occurred throughout the year.

Motion made by Member Kellogg to forward the Approval of an Ordinance Approving Budget Amendment Number 2 for the Kendall County Fiscal Year 2021-22 Annual Budget and Appropriations to the November 15, 2022 County Board meeting, second by Member Vickers. **With 9 members present voting aye, the motion carried by a vote of 9-0.**

Roll Call Vote:

Attendee	Status
Scott Gryder	yes
Matt Kellogg	yes
Brian DeBolt	yes
Judy Gilmore	yes
Scott Gengler	yes
Amy Cesich	yes
Elizabeth Flowers	yes
Dan Koukol	yes
Ruben Rodriguez	yes
Robyn Vickers	yes

5. FY 22-24 ARPA Budget Discussion

- Scott Koepfel updated the board members on the following ARPA projects; these projects have been sent to the States Attorney office with applications to work on the Wolf Crossing project for Oswego and the Boulder Hill Water project for Montgomery. They have been taking calls for requests for additional federal grants and Jennifer has been communicating with the cities on this. Working on the grant projects for the Drainage District for Yorkville and Kendall Township grant project this one is still be worked on and more information will be presented to board at a future meeting. Discussion and questions ensued on the grant projects and the money that has been allocated to each.

Old Business

Discussion and Approval of an Ordinance Amending the County Board Rules of Order Pertaining to Committee Structure

- Scott Koepfel spoke to the board regarding this Ordinance, the proposal was presented to the Committee of the Whole last month, and as instructed by the County Board, Scott Koepfel updated the Board Rules of Order, to reflect the changes taking the committees from nine down to six and adding three liaisons. Scott also did some clean-up of the document as it had not been updated to reflect the changes from per diem to salaries. Additionally, language was removed regarding that each committees report to the Finance Committee, as this has not been a practice of the board. Request from last committee that a member can only chair one committee at a time. Member would like a separate sentence added that the Chairman cannot be a chair of another committee. Scott Koepfel will add this language to the document.

Motion made by Member Kellogg to forward the Approval of Ordinance Amending the County Board Rules of Order Pertaining to Committee Structure with additional language to the November 15, 2022 County Board meeting, second by Member Cesich. **With 9 members present 8 voting aye, 1 voting nay the motion carried by a vote of 8-1.**

Roll Call Vote:

Attendee	Status
Scott Gryder	Yes
Matt Kellogg	Yes
Brian DeBolt	Yes
Judy Gilmore	Yes
Scott Gengler	Yes
Amy Cesich	Yes
Dan Koukol	No
Ruben Rodriguez	Yes
Robyn Vickers	Yes

Elected Official and Department Head Reports - Scott Koepfel informed the board that there will be a Special County Board meeting on November 29, 2022 at 6:00 p.m. There will also be a reorganizational meeting on for new board on December 5, 2022 at 6:00 p.m. for the swearing-in ceremony of the new board members.

Public Comment – none

Questions from the Media – none

Chairman’s Report – none

Board Action Items –

- Approval of Property, Liability, Worker Compensation Insurance with ICRMT and Cyber Liability Insurance with Coalition for a total amount of \$717,303
- Approval of Lit Communities as Low Bidder for ITB 20221013: Kendall County Broadband Grant Services
- Approval of an Ordinance Approving the Kendall County Fiscal Year 2022-23 Budget and Appropriations
- Approval of an Ordinance Approving Budget Amendment Number 2 for the Kendall County Fiscal Year 2021-22
- Ordinance Amending the County Board Rules of Order Pertaining to Committee Structure

Executive Session – Member Kellogg made motion, second by Member Rodriguez to go into Executive Session for (2) Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. Also for (5) The purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be

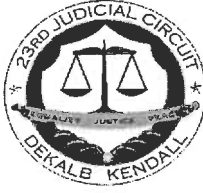
acquired. Chairman Gryder called for roll call. **With 9 members present voting aye, the motion carried by a vote of 9-0.**

Attendee	Status
Scott Gryder	Yes
Matt Kellogg	Yes
Brian DeBolt	Yes
Judy Gilmore	Yes
Scott Gengler	Yes
Amy Cesich	Yes
Dan Koukol	Yes
Ruben Rodriguez	Yes
Robyn Vickers	Yes

Adjournment – Member Cesich made a motion to adjourn the meeting, second by Member DeBolt. Chairman Gryder asked for a voice vote on the motion. **With 8 members present voting aye, the meeting adjourned at 6:35 p.m.**

Respectfully Submitted,

Sally A. Seeger
Recording Secretary



KENDALL COUNTY COURT SERVICES

807 W. John Street
Yorkville, IL 60560

Circuit Court for the 23rd Judicial Circuit

P 630-553-4180
F 630-553-4120

23rd Judicial Circuit Salary Adjustment of \$3047.00 for Probation/Court Services

Rationale: Good Just Cause (Attachment A)

AOIC Reimbursements: AOIC Approval Letter (Attachment B)

Salary Comparison for Northern Illinois (Attachment C)

Salary Sheet (Attachment D)

Comparison and Funding (Attachment E)

It should be noted this is a window of opportunity to fund needed increases that will be ending soon. While AOIC has money appropriated for funding at this time, the funding allocations specific for this targeted purpose are only good as long as there is still money in the allocated pool of funds. It is anticipated to be closing out by May 2023 or before. Any increases approved during this window of opportunity will be carried through moving forward into future years.

Respectfully Submitted,

Alice Elliott- Director of Court Services



KENDALL COUNTY COURT SERVICES

807 W. John Street
Yorkville, IL 60560

Circuit Court for the 23rd Judicial Circuit

P 630-553-4180
F 630-553-4120

23rd Judicial Circuit- Kendall County

Good Cause Justification

On March 18, 2022, AOIC distributed the Supreme Court of Illinois Probation Compensation Standards, Revised March 2022, which includes a provision for a good cause exemption to the maximum 8% annual salary increase. On March 22, 2022, AOIC Assistant Director Dan Hunt held a meeting with CMOs and directors acknowledging the purpose and goal of the Supreme Court and AOIC in revising the compensation standards is to attract qualified applicants and retain highly qualified staff to serve the people of Illinois and Illinois Courts. He strongly encouraged departments to review their compensations schedules and to work with their respective chief judges to promptly submit revised compensation plans with competitive increases to address the above listed concerns. Again on November 2, 2022 during the CMO meeting at the Illinois Probation and Court Services Association Fall Conference, Mr. Hunt reported out that as of November 2022, AOIC had received and approved 50 supplemental Good Cause Justification Applications representing 72 of the 102 counties. He further reported an average increase of salaries of approximately \$7,200.00 (new starting salaries average \$43,700).

Based on this information, the probation departments of the 23rd Judicial Circuit would like to propose modifications to the departments' Performance Based Compensation Plans for both probation officers and management. In August 2022 the directors in both DeKalb and Kendall Counties gathered compensation rates for probation officers and management for most of the northern portion of the state. The attached "Salary Adjustment Review 2022" provides an overview of the starting salaries for approximately 39 counties representing 14 Judicial Circuits. It should be noted that since the creation of this spread sheet, two of the adjacent counties (Kane and DuPage) have adjusted their starting pay to be \$47,000+ in excess of what was expected and thus the average salary is slightly higher. A recommendation was provided to the Honorable Chief Judge Brad Waller to increase the salaries for probation officers and probation management across the board by a lump sum of \$3047.00. DeKalb and Kendall County have discussed this proposal in each of our jurisdictions and have received a verbal indication that our respective county boards are on board pending AOIC approval. The justification for this

increase as being critical to recruit and retain quality staff is outlined in the following paragraphs. Further, the financial impact for Kendall County specifically is outlined as well. Supporting documentation is provided and any additional information needed will be provided upon request.

Over the past 2 years, Kendall County Court Services has experienced 9 vacancies, which for an office of only 23 people equates to 39% turnover. While initially the vacancies were due to promotions, retirement or moving out of state; since March 2022 the reason provided for each of the departures have been stated as being for more money only. Some have left to work for the Office of Statewide Pretrial with an average increase in salary of over \$10,000. Others moved to higher paying neighboring counties and are taking their experience and training with them. In addition to difficulty retaining our trained staff, we are also experiencing difficulty attracting quality candidates. While it used to be common place to receive 50 or more applicants within a week for each vacancy, the number of applicants have dwindled to a quarter of this and we have had to be reposted and remain open until filled.

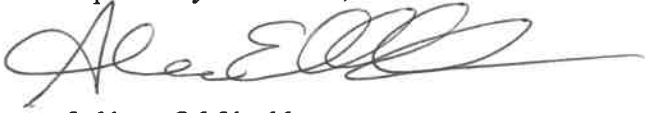
Probation Officers are required to have extensive knowledge of the entire judicial system from arrest to disposition and beyond. The skill set necessary to provide effective intervention as outlined in the current Probation Casework Standards and Core Correctional Practices is extensive and requires many years of training and coaching to reach the level of proficiency needed. It is critical to the success of our department to attract quality candidates with natural abilities and to retain these staff and mold them into effective leaders to sustain the integrity of our profession.

External factors also contribute to difficulty in attracting and retaining probation professionals. With the increase of minimum wage to \$15.00, 5.9% cost of living increase, rising insurance rates, and the increased number of companies offering salary adjustments and flexible working schedules with “work from anywhere” positions, it is difficult to compete. According to the Illinois Public Employer Labor Relations Association (IPELRA) October 2021 presentation, the biggest perk employees/applicants want is Work from Anywhere (WFA). IPELRA suggested that companies that cannot offer WFA, alternative incentives, (i.e.-increased compensation), must be considered to attract qualified applicants and promote longevity. Due to the nature of our work, we are unable to provide a true work from anywhere option to our staff.

On 12-01-22 Kendall County provided staff with a 3% increase pursuant to the established MAP#696 union contract and 23rd Judicial Circuit Management Compensation Schedules. Even with these increases, our starting pay of \$41,705.39 remains below the average starting pay and is well below the starting pay of \$47,000 for our neighboring counties. Therefore, we are proposing a lump sum across the board adjustment of \$3047.00 to all Probation Personnel effective February 1, 2023 or as soon after assuming approved by the county board and reimbursements are approved by Administrative Office of Illinois Courts.

Please refer to attached documents for salary increase amounts.

Respectfully submitted,



Alice Elliott

Director

Kendall County Court Services

807 W. John St.

Yorkville, IL 60560

TX- 630-553-4209

FX-630-553-4120

Email- aelliott@kendallcountyl.gov

Pronouns: she/her/hers





Supreme Court of Illinois
ADMINISTRATIVE OFFICE OF THE ILLINOIS COURTS

Marcia M. Meis
Director

222 North LaSalle Street, 13th Floor
Chicago, IL 60601
Phone (312) 793-3250
Fax (312) 793-1335

December 28, 2022

3101 Old Jacksonville Road
Springfield, IL 62704
Phone (217) 558-4490
Fax (217) 785-3905

Ms. Alice Elliot, Director
Kendall County Probation and
Court Services Department
807 West John Street
Yorkville, IL 60560

Dear Ms. Alice Elliot:

The Administrative Office of the Illinois Courts (AOIC) received the supplement request on behalf of the Kendall County Probation Department regarding a good cause exemption on December 19, 2022. This exemption was requested regarding increasing the starting salary for probation officers to \$44,752.39 to promote an increase in the number of qualified and experienced candidates and to become competitive with other employers. Additionally, due to compression a request was made to increase all staff salaries at a flat rate of \$3,047.

On February 1, 2023, it is proposed that the new starting salary for officers will be \$44,752.39 and current staff will also receive an increase in salary of \$3,047 (see attached chart). As stated in the supplement, this increase will hopefully result in a decrease in staff turnover and to become more appealing to potential candidates.

Based on the justification and rationale, the requested good cause exemption is approved. In addition to this, the new salary ranges and salaries are effective February 1, 2023. If you have any questions, please feel free to contact me. We look forward to working with you and your department within the next year.

Sincerely,

Michelle Miller
Field Services Coordinator

Daniel S. Hunt
Assistant Director
Probation Services Division

c: Honorable Bradley Waller, Chief Circuit Judge, Twenty-Third Judicial Circuit.
Marcia Meis, Director

C

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Circuit	County	Country	Population #per 2020 US census	Union	CBA Expiration	AOIC retention adjustment	Dt of Adjustment	Starting Salary/ PO	Starting Salary Special Programs	Starting Salary Supervisor	Starting Salary Director	Notes
23	Kendall		127,583	X- MAP	11/30/2025			\$41,292.47	\$44,310.17	\$59,286.33	\$72,852.93	
	DeKalb		104,588	X- MAP	11/30/2025			\$41,292.47	\$44,310.17	\$59,286.33	\$72,852.93	
22	McHenry		307,291	X- AFSCME	11/30/2023	No	NA	\$42,192.00	\$46,927.00	\$65,003.00	\$109,345.00	*salary also supplemented by annual performance bonus 1%-2%
21	Kankakee		109,924	X-FOP	11/30/2022	in process	NA	\$43,831.00	\$48,214.00	\$70,408.00	\$91,531.00	**in Process of trying to increase salaries and particularly increase supervisor pay
	Iroquois		27,437	X-FOP	11/30/2022	in process	NA	\$43,831.00	\$48,214.00	\$70,408.00	\$91,531.00	**in Process of trying to increase salaries and significantly increase management
19	Lake		699,682	X- AFSCME	in negotiation	in process	NA	\$46,716.00	\$52,796.00	\$68,048.00	\$117,111.00	Negotiating 1st contract with AFSCME, salaries will be revised as part of process
18	Dupage		926,005	X- AFSCME	11/30/2022	in process	NA	\$40,644.00	\$41,659.00	\$61,664.00	\$125,489.00	**in Process of trying to increase salaries to be at top end of salaries of all collar counties
17	Winnebago		283,635	X- FOP	10/1/2022	Yes	1/1/2022	\$41,909.00	\$49,459.00	\$56,253.00	\$95,517.00	
	Boone		53,293	X- FOP	10/1/2022	Yes	1/1/2022	\$41,909.00	\$49,459.00	\$56,253.00	\$95,517.00	
16	Kane		531,756	X- Teamsters	11/30/2022	in process	NA	\$43,310.00	\$46,197.00	\$57,114.00	\$78,200.00	** in process of circuit wide contract negotiation which will revise pay scales
15	Ogle		50,793	X-FOP	11-30-22**	Yes	5/26/2022	\$43,000.00	NA	\$62,000.00	\$70,983.80	** in process of county negotiations which will revise pay scales across the board
	Lee		34,204	X-FOP	11/30/2023	Yes	5/24/2022	\$43,000.00	NA	\$62,000.00	\$70,983.80	
	Stephenson		44,683	X-FOP	12/31/2023	Yes	5/24/2022	\$43,000.00	NA	\$62,000.00	\$70,983.80	
	Carroll		14,398	non union	NA	Yes	5/24/2022	\$43,000.00	NA	NA	\$66,340.00	
	Jo Daviess		21429	non union	NA	Yes	5/24/2022	\$43,000.00	NA	NA	\$66,340.00	
14	Henry		49,032	non-union	NA	Yes	6/1/2022	\$43,272.00	NA	\$51,447.00	\$63,789.00	
	Mercer		15,503	non-union	NA	Yes	5/1/2022	\$42,500.00	NA	NA	\$53,744.00	
	Rock Island		142,801	X- FOP	12/1/2021	No	NA	\$43,471.98	NA	\$58,324.55	\$77,144.85	
	Whiteside		55,583	X- FOP	12/1/2025	Yes	12/1/2022	\$43,400.00	NA	\$55,000.00	NA	No set Director pay scale
13	Lasalle		108,998	X- AFSCME	expired 11/30/21	in process	NA	\$41,366.00	\$44,550.00	\$47,534.00	\$61,831.00	** in process of circuit wide contract negotiation which will revise pay scale
	Bureau		32878	X- AFSCME	expired 11/30/21	in process	NA	\$41,366.00	\$44,550.00	\$47,534.00	\$61,831.00	** in process of circuit wide contract negotiation which will revise pay scale
	Grundy		50,798	X- AFSCME	expired 11/30/21	in process	NA	\$41,366.00	\$44,550.00	\$47,534.00	\$61,831.00	** in process of circuit wide contract negotiation which will revise pay scale
12	Will		689,704	X- FOP	expired 12/1/21	in process	NA	\$42,584.00	\$52,291.00	\$63,702.00	\$98,100.00	** in process of circuit wide contract negotiation which will revise pay scale
	11 Ford		13,155	X-FOP	12/1/2020	Yes	7/19/2022	\$39,478.65	NA	NA	NA	
	Livingston		35,757	X-FOP	11/30/2022	in process	NA	\$39,323.00	NA	\$49,901.00	\$70,902.00	** in process of contract negotiation which will revise pay scale
	Logan		28,818	non-union	NA	No	NA	\$34,102.00	NA	NA	\$46,281.00	
	McLean		172,164	non-union	NA	in process	NA	\$41,600.00	NA	\$47,800.00	\$84,200.00	** in process of county wide pay scale study and intends to submit for increases following
	Woodford		38,503	X-FOP	12/1/2020	No	NA	\$41,900.00	NA	NA	NA	No set Director pay scale
10	Marshall		11,562	non-union	NA	in process	9/1/2021	\$40,000.00	NA	\$48,000.00	\$74,999.00	NA ***in Process of increases salaries again in early 2023
	Peoria		181,111	X- AFSCME	1/1/2020	Yes	6/1/2022	\$44,775.00	\$46,995.00	\$54,435.00	\$74,999.00	*increased all groups by 8-10% with adjustment and applied 8% raise to existing staff
	Putnam		5,720	non-union	NA	in process	9/1/2021	\$40,000.00	NA	\$48,000.00	\$74,999.00	NA ***in Process of increases salaries again in early 2023
	Stark		5,393	non-union	NA	in process	9/1/2021	\$40,000.00	NA	\$48,000.00	\$74,999.00	NA ***in Process of increases salaries again in early 2023
	Tazewell		132,524	X-FOP	11/30/2024	No	NA	\$47,142.00	\$50,642.00	\$69,357.00	\$91,904.00	*PO salary also supplemented by longevity bonus (\$75 per year of service)
9	Fulton		34,654	non-union	NA	Yes	7/1/2022	\$44,380.00	NA	\$53,988.00	\$73,979.00	*salary also supplemented by longevity bonus (\$200-\$800)
	Hancock		17,820	non-union	NA	Yes	7/1/2022	\$44,380.00	NA	\$53,988.00	\$73,979.00	*salary also supplemented by longevity bonus (\$200-\$800)
	Henderson		6,737	non-union	NA	Yes	7/1/2022	\$44,380.00	NA	\$53,988.00	\$73,979.00	*salary also supplemented by longevity bonus (\$200-\$800)
	Knox		50,052	non-union	NA	Yes	7/1/2022	\$44,380.00	NA	\$53,988.00	\$73,979.00	*salary also supplemented by longevity bonus (\$200-\$800)
	McDonough		30,107	non-union	NA	Yes	7/1/2022	\$44,380.00	NA	\$53,988.00	\$73,979.00	*salary also supplemented by longevity bonus (\$200-\$800)
	Warren		16,981	non-union	NA	Yes	7/1/2022	\$44,380.00	NA	\$53,988.00	\$73,979.00	*salary also supplemented by longevity bonus (\$200-\$800)
	Office of Staewide											
NA	Pretrial		NA	non-union	NA	NA	NA	\$45,003.00	NA	\$66,416.00	unknown	38% of counties polled are in the process of increasing salaries. Many counties that have adjusted salaries recently reported an increase of 8%. If the counties currently in the process of increasing their compensation standards increased their salaries by 8% then the state average would increase by 3.04% this value is reflected under "Expected state averages following increases in progress"
								Starting Salary/ PO	Starting Salary Special Programs	Starting Salary Supervisor	Starting Salary Director	
								\$42,586.10	\$47,607.36	\$56,814.49	\$78,719.46	
								\$43,880.71	\$49,054.62	\$58,541.65	\$81,112.53	

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FY23 Combined Court Services

	FY23 Budget			FY23 Proposed		
	AOIC Reimbursable Salary	Stipend	Total Wages	AOIC Reimbursable Salary	Stipend	Proposed New Salary
Director	87,428		87,428	90,475		90,475
Juvenile Supervisor	62,274		62,274	65,321		65,321
Special programs Supervisor	62,274		62,274	65,321		65,321
Adult Supervisor	59,879		59,879	62,926		62,926
Officer - Investigative	61,325		61,325	64,372		64,372
Officer - Juvenile	52,266		52,266	55,313		55,313
Officer - Adult	41,705		41,705	44,752		44,752
Officer - Adult	52,266		52,266	55,313		55,313
Officer - Adult	43,373		43,373	46,420		46,420
Officer - Adult	41,705		41,705	44,752		44,752
Officer - Juvenile	53,677		53,677	56,724		56,724
Officer - Juv Diversion Specialist	56,085		56,085	59,132		59,132
Officer - Pre-Trial	56,085		56,085	59,132		59,132
Officer - Sex Offender/ DV Officer	44,753		44,753	47,800		47,800
Officer- Pre-Trial	47,800		47,800	50,847		50,846
Mental Health Court	44,753		44,753	47,800		47,800
	867,649	-	867,649	916,401		916,401

	Non-Reimbursable Salary			Non-Reimbursable Salary		
	Salary	Stipend	Total Wages	Proposed New Salary		
Officer - Juvenile	42,531		42,531	45,578		45,578
Officer - Juvenile	41,705		41,705	44,752		44,752
Officer - PSW Coordinator	41,705		41,705	44,752		44,752
Secretary	40,340		40,340	43,387		43,387
Secretary	31,402	1,200	32,602	34,449		34,449
Secretary	37,041	1,200	38,241	40,083		40,083
Secretary	46,814		46,814	49,861		49,861
PT Drug Test Tech	23,000		23,000	23,400		23,400
AOIC Stipends		7,500	7,500	7,500		7,500
Total	304,539		314,439	333,762		333,762

AOIC Salary Reimbursable	867,649
Non-Reimbursable	314,439
Armando	-
Total Cost	1,182,087

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Total Salary w/o A. Rodriguez				
FY23 Salaries & Benefits		FY23 Salaries & Benefits w/ Increase		Difference
AOIC WAGES TOTAL FY23:	867,649	AOIC WAGES TOTAL FY23:	916,401	48,753
AOIC Reimbursement FY23	849,253	Revised - AOIC Reimbursement FY23	898,005	48,752
FY23 AOIC Un-Reimbursed	(18,396)	FY23 AOIC Un-Reimbursed	(18,396)	(1)
Non-AOIC Unfunded Salaries FY23	314,439	Non-AOIC Unfunded Salaries FY23	333,762	19,324
A Rodriguez	-	A Rodriguez	914	914
FY23 AOIC Un-Reimbursed	18,396	FY23 AOIC Un-Reimbursed	18,396	1
FY23 Total Salaries Unfunded	332,834	FY23 Total Salaries Unfunded	353,073	20,238
Total Salary Cost	\$ 1,182,087	Total Salary Cost	\$ 1,251,078	68,990
Total Employee IMRF Cost 5.88%	69,507	Total Employee IMRF Cost 5.88%	72,563	3,056
Total Employee Medicare 1.45%	17,140	Total Employee Medicare 1.45%	18,141	1,000
Total Employee SSI Cost 6.2%	73,289	Total Employee SSI Cost 6.2%	77,567	4,277
Total Employee Benefit Cost	159,936	Total Employee Benefit Cost	168,270	8,334
FY23 Total Salaries Unfunded	332,834	FY23 Total Salaries Unfunded	353,073	20,238
Total Employee Benefit Cost	159,936	Total Employee Benefit Cost	168,270	8,334
Total Cost to County	492,771	Total Cost to County	521,343	28,572

A. Rodriguez's salary is in the Problem Solving Court Budget. 70% of salary and benefits are funded by ARI grant and 30% county funded.

FY23 Salary & Benefits	FY 23 Salary & Benefits W/ Increase	Difference to County
salary	salary	\$914
Benefits	Benefits	\$387
Funded by ARI Grant (70%)	Funded by ARI Grant (70%)	-
Total Cost to County (30%)	Total Cost to County (30%)	\$1301