

Road & Bridge Committee SPECIAL Meeting Agenda

- **Date and Time of Meeting:** Friday, May 26th, 2023; 6:00 pm
- **Location of Meeting:** Shelby County Courthouse, CourtRoom B
- **Roll Call:** Matt Kessler, Tim Brown, Clay Hardy, Mitchell Shuff, (Brent Wallace - not available)
- **Vote to Enter into Closed Session:** Tim Brown makes motion / 2nd by Mitchell Shuff / Passes Unanimously
- **Reason for Closed Session:** 5 ILCS 120/2 c (1) Personnel/Employment/Interviews
- **Vote to Return to Open Session:** Tim Brown makes motion / 2nd by Clay Hardy / Passes Unanimously
- **Business:**
 - A. Discuss and vote to recommend to the full board an additional sign-on bonus of \$15,000 for the position of County Engineer to be added to the original sign-on bonus of \$15,000 created on May 11, 2023 at the Shelby County Board Meeting. This would make the total amount of the sign-on bonus \$30,000 for the position of County Engineer. Clay Hardy makes motion / 2nd by Mitchell Shuff / Passes Unanimously
 - B. Discuss and vote on RESOLUTION to ask the Shelby County Board to approve ARPA funds in the amount of \$15,000 to cover the cost of the ADDITIONAL sign-on bonus for the County Engineer position (this \$15,000 will be added to the original \$15,000 for a total of \$30,000). Mitchell Shuff makes motion / 2nd by Tim Brown / Passes Unanimously
 - C. Discuss and vote on raising the minimum starting pay of laborers, who possess a CDL B license, to \$20 per hour. The starting pay of laborers who possess a CDL A license drivers would be \$21 an hour. Those laborers who currently have at least two (2) years of experience would receive an additional \$1.00 per hour increase. These measures would take effect immediately, starting Tuesday, May 30th. No action taken. The Committee was unanimously moving to pass the item on behalf of the Highway Dept Laborers for the reasons the Committee articulated but AFSCME insisted that the Committee should not proceed on this agenda item or AFSCME would very likely file an Unfair Labor Practice. After this Committee posted this agenda item in the public square, AFSCME subsequently sent a demand to bargain notice to the County Chair, Bobby Orman. AFSCME had a representative at the meeting to confirm this demand notice and to petition the Committee to not take any action on this particular matter. This discussion will now be under the supervision and direction of the State Attorney's and the Chairman of the County Board, Bobby Orman.
 - D. Provide information on advertising for the position of Engineering Technician. The Department once had 4 techs. There is a great need to provide the necessary engineering team to continue to be proactive in design and executing of road / bridge repair in Shelby County. The Department needs to be strengthened in this area and ready to hit the ground running when a County Engineer eventually seats.
- **Vote to Enter into Closed Session:** No action taken here; did not go into closed session
- **Reason for Closed Session:** 5 ILCS 120/2 c (1) Personnel/Employment/
- **Vote to Return to Open Session:**
 - E. Discuss and vote on granting the Chair of the Road and Bridge Committee, the authority to employ and terminate employees at the Highway Department, while there is an absence of a County Engineer.
No Action Taken At This Time.
- **Public Body Comment:** Mitchell Shuff stated the committee's appreciation for Reed Best and other employees of the Highway Department, which was echoed throughout the meeting by the Committee. AFSCME rep, first name Dave, confirmed that AFSCME is grieving the managerial rights of the County to create a position within the

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Highway Department titled Administrative Assistant on the grounds of representation for that position. Another public question asked how the committee is looking for a county engineer - through any employment websites. The Committee said that it is and will actually look to add more places to advertise. Chris Boehm asked if any previous employee who served at the Highway Dept would be eligible for the sign-on bonus. Committee said there are no pre-conditions to the sign-on bonus. Bryon Coffman asked about moving public comment to the end and if that was the proper order. Legislative Chair Jeremy Williams, who was in attendance, spoke to that, pointing to changes enacted in Feb 2023 to the public body comment, which does not specify exactly where public body comment has to fall in the order of a meeting. Question on why Dale Wetheral does not have the authority to employ or terminate as Acting Engineer, to which it was clarified his duties at this time are largely ceremonial in nature and he has not been conveyed this particular authority by the County Board. Reed Best asked about the reasoning behind not taking action on agenda item E. Committee answered that the item would have been better served with some additional language so the thought was to amend or to even table the item but final action was simply to take no action on this item at this time.

- **Adjournment:** Next scheduled meeting will be June 5th, 2023 @ 4:30 PM Tim Brown makes motion / 2nd by Mitchell Shuff / Passes Unanimously

5/26/2023

TO: THE SHELBY COUNTY BOARD

RE: RESOLUTION TO APPROVE THE USE OF ARPA FUNDS TO COVER THE COST OF THE SIGN-ON BONUS FOR THE SHELBY COUNTY ENGINEER POSITION

WE, THE MEMBERS OF THE ROAD AND BRIDGE COMMITTEE, HAVING BEEN WITHOUT A COUNTY ENGINEER FOR ALMOST A YEAR AND WITH THE POSSIBILITY THAT A CONTINUING VACANCY WILL RESULT IN THE LOSS OF ROAD FUNDS, Find that:

In order to attract a highly qualified candidate to the office of Shelby County Engineer there needs to be a strong incentive to consider the position OVER other opportunities, specifically the creation of an ADDITIONAL SIGN-ON BONUS of \$15,000 (this \$15,000 will be added to the original \$15,000 sign-on approved on ~~May~~ ^{May} 11th for a total of \$30,000).

THE ROAD AND BRIDGE COMMITTEE STAND RESOLVED,

To petition the Shelby County Board to approve ARPA funds to cover this ADDITIONAL SIGN-ON bonus expense for a Shelby County Engineer position, which is a statutorily required position and has wide ranging impact on Shelby County.

RESPECTFULLY SUBMITTED,
ROAD AND BRIDGE COMMITTEE

James Matthew Kegler
John A. Zeeb
Matthew D. Hardy
Clay Hardy