

**COUNTY BOARD
EXECUTIVE SESSION
SEPTEMBER 28, 2010**

COUNTY BOARD EXECUTIVE SESSION
September 28, 2010

Member O'Shea moved, seconded by Member Healy, that pursuant to Open Meetings Act Sections 2(c)(2), the Board go into Executive Session for the purpose of discussing Collective Negotiating Matters. On roll call, Members Curran, Eckhoff, Enger, Fichtner, Healy, Kurzawa, McBride, McMahon, Olson, O'Shea, Puchalski, Redick, Sheahan, Zay and Zediker voted "aye." Members Bennington, Gonzalez and Michelassi were not present at the time of roll call. Motion carried.

Others present at the meeting:

Chairman Bob Schillerstrom
County Clerk Gary A. King
Tom Cuculich, Chief of Staff
Cara Perrone, Director of Human Resources
Tom Downing, Assistant State's Attorney

Member O'Shea asked Cara Perrone to update the Board regarding the union negotiations for the Sheriff's department.

Ms. Perrone reported that she has been involved in labor negotiations for the Sheriff's Office since March 15, 2010. On September 10, 2010, Charles B. Roberts, President of CJR Inc. was appointed by Sheriff John E. Zaruba to replace Thomas Downing, Esq. As the lead negotiator for the Sheriff's negotiating team.

She related that the bargaining meeting of September 24, 2010 was very successful. Several items were agreed to. Final offers must be presented to the Arbitrator Matthew W. Finkin by November 15th. Arbitration is scheduled to begin on December 6, 2010.

Ms. Perrone asked the Board for authorization to offer status quo on the following benefit provisions of the contract: Severance pay, Holidays, Vacation and Sick leave.

Member Olson asked if the changes made in our Personnel policy could affect the union negotiations. Ms. Perrone said that they could. The number of vacation days given are higher than the surrounding counties while the number of sick days are lower than many counties.

Member Fichtner stated that the salary hit to the budget is over \$1 million a year. He would rather not agree to the benefits until the salary was decided.

Chairman Schillerstrom remarked that we have offered to agree on a variety of items to date. If we sign off on these four items, 15 others on October 6th and 20 more after that, how

many more are left? Ms. Perrone remarked that they are half way through the process. Wages and disciplinary action are the two major issues left. She recommended to offer status quo on the benefits.

Attorney Downing stated that the union wanted to get rid of the Merit Commission, while the Sheriff wants to keep it. The Merit Commission is still needed for hiring. The Sheriff believes it is best to have them handle disciplinary matters.

Chairman Schillerstrom believed the decision before the Board was to decide how to proceed. He felt the Board should continue as is without agreeing to anything until the salary is decided.

Attorney Downing thought that offering the status quo was the way to go since the arbitrator will probably not give the union less. He believed that by agreeing to these minor issues, it makes the County's stance stronger and better our position.

Member Enger asked if overtime was negotiable. He said that some deputies are making enormous amounts of money from overtime pay. He said that many unions have reduced salary and overtime lately. He understood why the union would accept the status quo.

Member Kurzawa thought there should be defined limits on overtime unless there is a state of emergency.

Member O'Shea stated that he would meet with Ms. Perrone to discuss these issues within the next week.

The consensus of the Board was for the Labor Negotiation Committee to meet and report back to the Board for a decision on what issues to agree on.

Member Redick thought that the County should express a level of comfort but not tie our hands for the future. He could not foresee approving anything until the salary issue is finalized.

Mr. Cuculich stated that the next negotiations meeting would be October 6th. He asked for direction as to what to pursue.

Member Curran told that Board that TA meant "Tentative Agreement" and questioned if the next negotiations meeting could be cancelled. He believed the Board should show the union that we are not on board with the status quo.

Chairman Schillerstrom answered that we should not cancel any meeting. He believed the Board should say that we have a level of comfort on these issues but will not agree to a

tentative agreement until the salary and discipline issues are resolved.

Member Eckhoff questioned what to do about the upcoming budget. Chairman Schillerstrom stated that they should talk to the Sheriff and tell him he will have to pay any increased wages that are not in his new budget.

Member Kurzawa stated that the headcount of the Sheriff's Office is one figure. She believed it should have to be done in different categories.

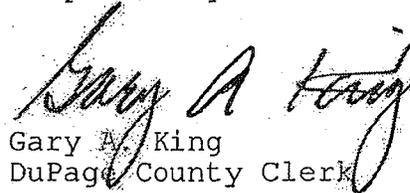
Chairman Schillerstrom answered by saying that patrol guys are paid less while the jail group are paid higher than any other County.

Chairman Schillerstrom asked if the Sheriff could make a deal directly with the union. Attorney Downing replied that he could not.

Member Fichtner expressed his feeling that the Board was trying to reach budget decisions without any pertinent regarding what they could or could not do to the Sheriff's budget.

Member Kurzawa moved, seconded by Member Fichtner, that the Board adjourn Executive Session and return to the Regular meeting. On roll call, Members Curran, Eckhoff, Enger, Fichtner, Healy, Kurzawa, McBride, McMahon, Olson, O'Shea, Puchalski, Redick, Sheahan, Zay and Zediker voted "aye." Members Bennington, Gonzalez and Michelassi were not present at the time of roll call. Motion carried.

Respectfully submitted,


Gary A. King
DuPage County Clerk

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COUNTY BOARD
EXECUTIVE SESSION
OCTOBER 12, 2010

COUNTY BOARD EXECUTIVE SESSION
October 12, 2010

Member O'Shea moved, seconded by Member Healy, that pursuant to Open Meetings Act Sec. 2(c)(2), the Board go into Executive Session for the purpose of discussing collective negotiating matters. On roll call, Members Bennington, Curran, Eckhoff, Enger, Fichtner, Gonzalez, Healy, Kurzawa, McBride, McMahon, Michelassi, Olson, O'Shea, Puchalski, Redick, Sheahan, Zay and Zediker voted "aye." Motion carried.

Others present at the meeting:

Chairman Bob Schillerstrom
Secretary Gary A. King
Tom Cuculich, Chief of Staff
Fred Backfield, Chief Financial Officer
Cara Perrone, Director of Human Resources
Tom Downing, Assistant State's Attorney
Paul Bruckner, Assistant State's Attorney

Member O'Shea stated that 54 issues have been agreed upon decided in the union negotiation. This bargaining unit does not include the jailers who have filed separately. He said he has talked to the Sheriff regarding using different pay scales but because of the way they move around, it is impossible. The non-economic issues have been settled. The final offers will be presented on November 15th. Arbitration is scheduled for December 6th.

Ms. Perrone stated that the corrections unit is not included. The next arbitration meeting is October 20th. The plan is to present the economic issues to the union at that time.

Member Curran asked if patrol wages were not used, what would be the savings. Ms. Perrone replied that she will get that information. She said there are 215 sworn staff in the Jail and 74 sworn staff in the Courthouse.

Member Redick expressed his belief that the County Board and the Sheriff are on different pages. He believed they only had one shot at separating the staff into three categories. Further negotiations will now increase the costs.

Chairman Schillerstrom stated that the reason the uni-deputy was created years ago was to fight the union.

Member Kurzawa said that jailers cannot be put on the street because of lack of certification.

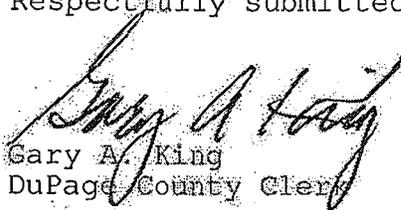
Chairman Schillerstrom questioned if a Resolution could be passed to eliminate the uni-deputy classification. Attorney Downing replied that this was a Sheriff Merit Commission issue and that the State's Attorney would have to look into it.

Chairman Schillerstrom felt that this issue should be addressed now before other units unionize.

Mr. Backfield expressed his belief that the County could set the number of deputies.

Member O'Shea moved, seconded by Member Michelassi, that the Board adjourn Executive Session and return to the Regular meeting. On roll call, Members Bennington, Curran, Eckhoff, Enger, Fichtner, Gonzalez, Healy, Kurzawa, McBride, McMahon, Michelassi, Olson, O'Shea, Puchalski, Redick, Sheahan, Zay and Zediker voted "aye." Motion carried.

Respectfully submitted,


Gary A. King
DuPage County Clerk

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COUNTY BOARD
EXECUTIVE SESSION
FEBRUARY 22, 2011

COUNTY BOARD EXECUTIVE SESSION
February 22, 2011

Member Puchalski moved, seconded by Member Zay, that pursuant to Open Meetings Act Sections 2(c)(2), the Board go into Executive Session for the purpose of discussing Collective Negotiating Matters. On roll call, Members Curran, Eckhoff, Enger, Fichtner, Gonzalez, Healy, Larsen, McBride, Michelassi, Olson, O'Shea, Puchalski, Redick, Zay and Zediker voted "aye." Members Krajewski, McMahon and Sheahan were not present at the time of roll call. Motion carried.

Others present at the meeting:

Chairman Dan Cronin
County Clerk Gary A. King
Frederick Backfield, Chief Financial Officer
Tom Cuculich, Chief of Staff
Katy Yee, Acting Director of Human Resources
Tom Downing, Assistant State's Attorney
David Lefkow, Attorney

Chairman Cronin asked Member Curran, Chairman of the MAP Negotiations Committee, to give an update on the labor negotiations. Mr. Curran related that at a recent meeting with the County Consultant David Lefkow, the Committee devised a three year payment option averaging 2.29%. The MAP option averages 4.63%. The County option is based on the Consumer Price Index (CPI). Currently the index is 2.7%. The Committee has devised a separate step system for court security and patrol. Compared to our neighboring counties, patrol salaries are average. Because the Sheriff Department considers everyone equal, the Court Security salaries are greatly above the average. Mr. Curran stated that no one else uses our concept of separate status.

Attorney David Lefkow stated that figures sent to the union can be changed by either party. They are waiting for a response from the union.

Member Larsen questioned if the offer would reflect a different pay for security and patrol. Mr. Lefkow replied that everyone would be equal in pay but changes were made in the step program to eliminate merit raises.

Member O'Shea asked if Attorney Lefkow was seeking authority to submit the figure to the arbitrator. Mr. Lefkow replied that they want to be as close to CPI as possible hoping the arbitrator will deem the union's numbers too high. He explained the arbitration process. The arbitrator will select the most reasonable offer, given the comparables, the cost of living and other variables. He said the County wants to be as

close to the cost of living index as possible. He suggested adding small adjustment to the ranges to come up to the CPI.

Member Fichtner thought that a five year contract was going to be considered. He questioned the three year contract. He believed a longer contract would be better.

Member Curran stated that the County would like a longer term if the union agreed to the health insurance costs. If they agreed to the status quo, everyone would agree to longer terms. Mr. Curran believed the 2 or 3 year contract best for the County at this time.

Mr. Lefkow reported that the union wanted a cap. They wanted the County to guarantee employee costs, a number that couldn't be exceeded for the life of the contract. He believed it was very risky. He also stated that the recent contract for the Coroner's office was done our way which should be beneficial in this negotiation.

Member Fichtner asked if this contract could be extended to five years.

Member Curran stated that he was personally against it. Mr. Lefkow answered that the Board would have to give him authorization to submit a 5 year contract with the first year retroactive.

Member Eckhoff announced that he received a letter from the Sheriff saying that they are keeping everyone uni-deputy. He wondered how this would affect the negotiations.

Attorney Lefkow said that it makes things difficult. We cannot predict what he will do. He may show up at arbitration. He may claim that the County Board doesn't have the right to make an offer. If the Sheriff gets involved, a special attorney will have to be appointed for the Sheriff or the County.

Member Eckhoff asked who would represent the Sheriff. Member Curran reported that the State's Attorney is looking into the situation.

Member Fichtner stated that the Sheriff system is the only one in the state. It is costing the County \$4 to 6 million a year. He believed the only reason for the system was to keep the unions out.

Member O'Shea expressed his belief that it may be time to bring up the uni-deputy situation. The arbitrator may try and keep the status quo. Our argument, that they are paid higher than their counterparts gives a strong rationale to make a change. The Sheriff may argue against us, putting the County in a bad situation.

Mr. Lefkow stated that arbitrators are a smart group of people. He may postpone things and order the County to work things out. The union wants answers and raises. They will be angry.

Member Zay stated that the situation is costing the County money. He believed we should sit down with the Sheriff and work this out before the arbitration.

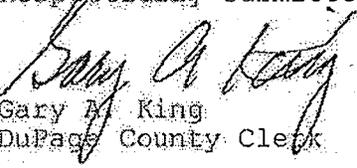
Member Curran said that the correction officers have also filed to go union. He believed that we will be able to keep them at the CPI unless the arbitrator decides otherwise in the patrol case.

Member Enger said that all unions now are giving up concessions and want short contract times because of the economy. This County always is raising the budget every year. Only the Sheriff refuses to turn in a line item budget.

The consensus of the Board gave Mr. Lefkow authority to negotiate up to 2.7%, gave the Committee authority to meet as needed during the process and to offer a five year extension option if there is an agreement on health insurance.

Member Olson moved, seconded by Member Fichtner, that the Board adjourn Executive Session and return to the Regular meeting. On roll call, Members Curran, Eckhoff, Enger, Fichtner, Gonzalez, Healy, Larsen, McBride, Michelassi, Olson, O'Shea, Puchalski, Redick, Zay and Zediker voted "aye." Members Krajewski, McMahon and Sheahan were not present at the time of roll call. Motion carried.

Respectfully submitted,


Gary A. King
DuPage County Clerk

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COUNTY BOARD
EXECUTIVE SESSION
MAY 24, 2011

COUNTY BOARD EXECUTIVE SESSION
May 24, 2011

Member Curran moved, seconded by Member Zediker, that pursuant to Open Meetings Act Sec. 2(c)(2), the Board go into Executive Session for the purpose of discussing collective negotiating matters. On roll call, Members Curran, Eckhoff, Enger, Fichtner, Gonzalez, Healy, Krajewski, Larsen, McBride, McMahon, Michelassi, Olson, O'Shea, Puchalski, Redick and Zediker voted "aye." Members Sheahan and Zay were not present at the time of roll call. Motion carried.

Others present at the meeting:

Chairman Dan Cronin
County Clerk Gary A. King
Frederick Backfield, Chief Financial Officer
Tom Cuculich, Chief of Staff
Margaret Ewing, Director of Human Resources
Nancy Wolfe, Assistant State's Attorney

Member Curran stated that the arbitrator requested there be a point person to negotiate a settlement in the union case. A show of hands gave that authority to Chairman Cronin. The Board gave the Chairman the authority to go to a 2.72% increase for three years and go up to \$100,000. MAP is demanding 4.56%.

Member Puchalski asked if the Board was offering anything to County employees. Member Curran replied that he believed a raise should be given to County employees. If not, he believed they will consider joining unions.

Chairman Cronin thanked the board and said that he would take direction from Member Curran and his committee.

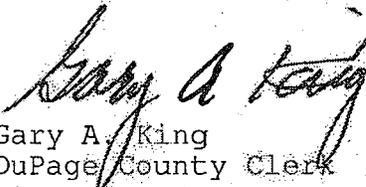
Member Curran stated that according to law, police employees cannot strike, therefore, they usually get a higher raise.

Member Enger remarked that he felt the Board should compare our County Sheriff's office to surrounding counties.

The consensus of the Board was to give the Chairman authority to represent the Board in negotiations and to go up to a maximum of \$100,000.

Member Larson moved, seconded by Member Zediker, that the Board adjourn Executive Session and return to the Regular meeting. On roll call, Members Curran, Eckhoff, Enger, Fichtner, Gonzalez, Healy, Krajewski, Larsen, McBride, McMahon, Michelassi, Olson, O'Shea, Puchalski, Redick and Zediker voted "aye." Members Sheahan and Zay were not present at the time of roll call. Motion carried.

Respectfully submitted,



Gary A. King
DuPage County Clerk

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COUNTY BOARD
EXECUTIVE SESSION
OCTOBER 11, 2011

COUNTY BOARD EXECUTIVE SESSION
October 11, 2011

Member Krajewski moved, seconded by Member Zay, that pursuant to Open Meetings Act Sec. 2(c)(2), the Board go into Executive Session for the purpose of discussing collective negotiating matters. On roll call, Members Curran, Eckhoff, Enger, Fichtner, Gonzalez, Healy, Krajewski, Larsen, McBride, McMahon, Michelassi, Olson, O'Shea, Redick, Zay and Zediker voted "aye." Members Puchalski and Sheahan were not present at the time of roll call. Motion carried.

Others present at the meeting:

Chairman Dan Cronin
County Clerk Gary A. King
Frederick Backfield, Chief Financial Officer
Margaret Ewing, Director of Human Resources
Tom Cuculich, Chief of Staff
John Kos, Director of Transportation and Operations.
Nick Kottmeyer, Deputy Director of Public Works
Rick Veenstra, Assistant State's Attorney
Mary Becker, Administrative Assistant

Margaret Ewing gave an update regarding the latest union negotiations. There are two groups of employees, Public Works and the Division of Transportation in negotiation with Local 150. There were 15 articles of contention with the Public Works group. Many of them have been settled. We have proposed a 70/30 cost sharing for health benefits. There will be no across the board raises for all levels. We will use market research to change some of existing levels and then propose a 2% increase for the next five years. She believed that the union came to the table starting where they were in salary and benefits and asked for more. She expressed her negotiation philosophy of starting from scratch and having them buy back any prior goodies.

The team has submitted its initial proposal with the Department of Transportation group. The DOT group is very different than the Public Works group. While wages are most important for the DOT group, the Public Works group holds vacation benefits more important to them. They want their days up front, not accrued. She expressed her belief that they are making progress and have good dialogue.

Member Curran stated that he believed the healthcare should be the same for all employees of the County whether or not they belong to a union. If not, the floodgates for unionization will open. Ms. Ewing answered by saying the negotiating team looks at the total cost of the package. With one group, vacation time is more important than healthcare. She was more concerned with

the total cost rather than the singular issues. Everything is on the table for negotiation.

Member Redick expressed his concern that the Board was locking themselves into an agreement on healthcare where the County will see a radical change. He believed from the budgetary standpoint the Board needed to stick to the "me too" attitude.

Ms. Ewing stated that sometimes they indicated that they liked the County Board's policy and other times they don't want it. Her goal is for them to "tell us what you want and we'll tell you what it will cost."

Member Larson stated that he liked the strategy. He would love everyone to be on the same plane, however there must be tradeoffs. He believed the County could move to the "me too" clause.

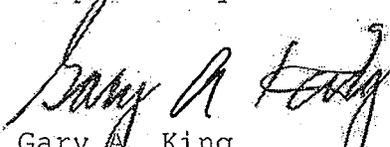
Member Curran believed that we were moving away from the "me too" attitude and that it will hurt us in the future.

Ms. Ewing said that negotiations tend to start at asking for more than they presently have. They want more now and the "me too" after. She believed they will hold out until they get something they want.

Chairman Cronin thanked Ms. Ewing for her hard work on this issue.

Member Michelassi moved, seconded by Member O'Shea, that the Board adjourn Executive Session and return to the Regular meeting. On roll call, Members Curran, Eckhoff, Enger, Gonzalez, Healy, Krajewski, Larsen, Michelassi, Olson, O'Shea, Puchalski, Redick and Zediker voted "aye." Members Fichtner, McBride, McMahan, Sheahan and Zay were not present at the time of roll call. Motion carried.

Respectfully submitted,



Gary A. King
DuPage County Clerk

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COUNTY BOARD
EXECUTIVE SESSION
APRIL 9, 2024

DUPAGE COUNTY BOARD

EXECUTIVE SESSION

April 9, 2024

On roll call, Executive Session began at 11:34 AM. Members Chaplin, Childress, DeSart, Eckhoff, Evans, Galassi, Garcia, LaPlante, Ozog, Rutledge, Tornatore, Yoo, and Zay voted "aye". Members Cahill, Covert, Gustin, Krajewski, and Schwarze were absent.

Assistant State's Attorneys Paul Bruckner and Barbara Reynolds were present in the board room.

ASA Paul Bruckner introduced Special Assistant State's Attorney Cathy Levine, of Wiedner & McAuliffe, who gave the board an overview of a current Workers' Compensation case involving a DuPage County Sheriff's deputy.

Ms. Levine stated that the injury incurred was considered a career ending injury and provided the board with a timeline of the injury and the medical treatments that followed.

Ms. Levine outlined a suggested \$670,000 settlement, per discussions with arbitrators.

The board engaged in brief discussion and a verbal consensus was reached regarding the potential settlement.

A motion was made by Member Garcia and seconded by Member Yoo to adjourn Executive Session into Regular Session at 11:57 AM. The motion carried on roll call, all "ayes". Members Cahill, Covert, Galassi, Gustin, Krajewski, and Schwarze were absent.

Respectfully submitted,

Jean Kaczmarek
DuPage County Clerk

JK/cmp

DUPAGE COUNTY BOARD

EXECUTIVE SESSION

April 22, 2025

On roll call, Executive Session began at 11:35 AM. Members Cahill, Childress, Covert, DeSart, Eckhoff, Evans, Galassi, Garcia, Haider, Honig, LaPlante, Ozog, Rutledge, Schwarze, Tornatore, Yoo, and Zay voted "aye". Member Krajewski was absent.

The Chief Deputy County Clerk exited the boardroom. No further minutes were taken by the County Clerk.

Respectfully submitted,

Jean Kaczmarek
DuPage County Clerk



**DU PAGE COUNTY
COUNTY BOARD
FINAL SUMMARY**

April 22, 2025

Executive Session Meeting

**County Board Room
421 N. COUNTY FARM ROAD
WHEATON, IL 60187**

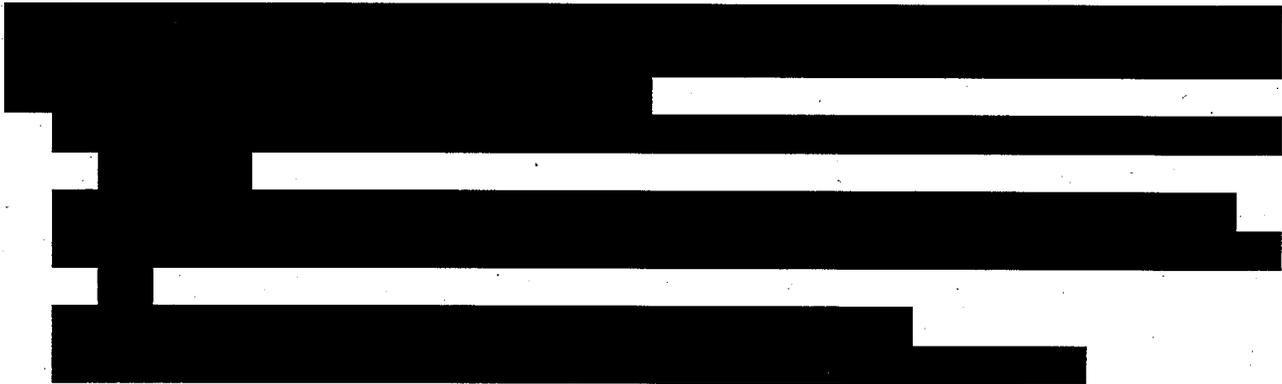
- 1. CALL TO ORDER**
- 2. ROLL CALL**

Adam Johnson, Deputy County Clerk, called the roll to establish quorum.

PRESENT: Cahill, Childress, Covert, DeSart, Eckhoff, Evans, Galassi, Garcia, Haider, Honig, LaPlante, Ozog, Rutledge, Schwarze, Tornatore, Yoo, and Zay

ABSENT: Krajewski

Paul Bruckner, Assistant State's Attorney, provided a brief overview of the routine review of executive session minutes. Due to matters of union negotiation strategies, litigation strategies, individual employee matters, individual employee privacy matters, pending litigation, and campus security, the need for confidentiality still exists as to the minutes and verbatim records of the following meetings: September 28, 2010, October 12, 2010, February 22, 2011, May 24, 2011, October 11, 2011, May 8, 2012, March 12, 2013, April 9, 2013, May 14, 2013, May 28, 2013, June 11, 2013, June 25, 2013, September 10, 2013, February 25, 2014, December 17, 2014, February 10, 2015, March 14, 2017, August 22, 2017, October 24, 2017, February 13, 2018, October 12, 2021, February 14, 2023, October 10, 2023, February 13, 2024, February 27, 2024 and April 9, 2024, August 27, 2024, and October 8, 2024, December 10, 2024, and January 14, 2025, February 25, 2025, and January 14, 2025, as well as to a portion of the November 26, 2013, December 10, 2013, January 26, 2016, November 8, 2016, October 23, 2018, and October 22, 2024 closed session minutes.



[REDACTED]

A motion was made by Member Rutledge and seconded by Member Haider to rise out of Executive Session. Upon a roll call vote, the motion passed.

AYES (17): Cahill, Childress, Covert, DeSart, Eckhoff, Evans, Galassi, Garcia, Haider, Honig, LaPlante, Ozog, Rutledge, Schwarze, Tornatore, Yoo, and Zay

NAYS (0):

ABSENT (1): Krajewski

