

**MADISON COUNTY BOARD  
Special Board Meeting**

STATE OF ILLINOIS     )  
                                  ) SS  
COUNTY OF MADISON )

Proceedings of the County Board of Madison County, Illinois, as the recessed session of said Board held at the Nelson "Nellie" Hagnauer County Board Room in the Administration Building in the City of Edwardsville, in the County and State aforesaid on said Tuesday, November 30, 2021 and held for the transaction of special business.

**TUESDAY, NOVEMBER 30, 2021  
5:00 PM  
SPECIAL SESSION**

The Board met pursuant to recess taken November 17, 2021.

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The meeting was called to order by Mike Walters, Chairman Pro Tem of the Board.

The Pledge of Allegiance was said by all members of the Board.

The Roll Call was called by Debra Ming-Mendoza, County Clerk, showing the following members present:

PRESENT: Pace, Meyer, Ross, Madison, Walters, Holliday, Stoutenborough, Pollard, King, Babcock, Eaker, Hankins, Valentine, Minner, Foster, Petrillo, Glasper, Goggin, Guy, Harriss, Dalton, and Kneedler

ABSENT: Kuhn, Doucleff, Malone, Gray, Messner, and Wiehardt

VACANT: District 27

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The following resolution was pulled:

1. Resolution Approving Memorandum of Agreement with PBLC Sheriff

\* \* \* \* \*

The following (2) resolutions were submitted and read by Mr. Meyer:

**A RESOLUTION APPROVING MEMORANDUM OF UNDERSTANDING  
WITH AFSCME 31-GENERAL UNIT**

**WHEREAS**, Madison County has been negotiating a successor Collective Bargaining Agreement, to commence December 1, 2020, with AFSCME 31-General Unit that remains in negotiations; and

**WHEREAS**, while the negotiations on the overall agreement remain active, the County Board of Madison County and AFSCME desire to enter into a Memorandum of Understanding to settle and resolve all wage related issues for the first year of the new Collective Bargaining Agreement, specifically fiscal year 2021 that commenced on December 1, 2020 and ends on November 30, 2021; and

**WHEREAS**, AFSCME and Madison County have negotiated the attached Memorandum of Understanding that provides for a three percent (3%) one-time, off-schedule lump sum payment to all employees who were members of AFSCME and employed with Madison County on December 1, 2020 and remained so as of November 30, 2021.

**NOW, THEREFORE, BE IT RESOLVED** by the County Board of Madison County, Illinois, that the attached Memorandum of Understanding between Madison County and AFSCME dated November 30, 2021 is approved and the affected employees shall be paid in accordance with the said memorandum.

Respectfully submitted,

\_\_\_\_\_  
Kurt Prenzler

s/ Bill Meyer  
Bill Meyer

s/ Mick Madison  
Mick Madison

s/ Mike Walters  
Mike Walters

s/ Mike Babcock  
Mike Babcock

s/ Eric Foster  
Eric Foster

s/ Gussie Glasper  
Gussie Glasper

s/ Jamie Goggin  
Jamie Goggin

s/ Chris Guy  
Chris Guy

s/ Erica Harriss  
Erica Harriss

s/ Ryan Kneedler  
Ryan Kneedler

**EXECUTIVE COMMITTEE  
NOVEMBER 30, 2021**

### **MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding is between the AFSCME 31 General Unit (the “Union”) and the Madison County Board and the Administration of Madison County, Illinois (“County”), collectively, “the Parties.”

**WHEREAS**, the Parties have been in negotiations for a successor Collective Bargaining Agreement (CBA) to commence December 1, 2020;

**WHEREAS**, the Parties have agreed to a one-year, off-schedule lump-sum payment for all employees who were employed by the County and were members of the Union on December 1, 2020 and remained so employed and as members of the Union as of November 30, 2021;

**WHEREAS**, such payment shall be three percent (3%) of the employees’ base pay as of December 1, 2020;

**WHEREAS**, such payment shall be made on the employees’ December 10, 2021, paycheck; and

**WHEREAS**, this Memorandum constitutes a settlement of all wage-related matters for the first year of the successor CBA. The Parties shall continue to negotiate the remaining obligations for the successor CBA.

This agreement shall not constitute a past practice or obligate the Parties to a similar course of action in the future.

SO AGREED:

For the County: s/ David Tanzyus Date: 11/30/2021  
David Tanzyus, County Administrator

For the Union: s/ Matthew Whalen Date: 11/30/2021  
Matthew Whalen

This agreement was approved by the County Board for the County of Madison on the 30<sup>th</sup> day of November 2021.

s/ Michael Walters  
Michael J. Walters, Vice-Chairman  
Madison County Board

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#### **A RESOLUTION CONCERNING WAGES FOR NON-BARGAINING UNIT EMPLOYEES**

**WHEREAS**, the Madison County Board has implemented a pay plan for non-union employees; and

**WHEREAS**, annual increases for department heads and appointed officials shall be set by the County Board; and

**WHEREAS**, there was a wage freeze for fiscal year 2021; and

**WHEREAS**, it is recommended that a 3% off schedule, one-time lump sum bonus, based on the employees base pay rate as of 12/1/2020, be provided to both groups for fiscal year 2021, effective 11/30/2021, and be paid to all employees that were employed on both 12/1/2020 and 11/30/2021.

**NOW, THEREFORE, BE IT RESOLVED** by the County Board of Madison County, Illinois, that bonuses for non-bargaining unit employees be paid in accordance with this resolution.

Respectfully submitted,

\_\_\_\_\_  
Kurt Prenzler

s/ Bill Meyer  
Bill Meyer

s/ Mick Madison  
Mick Madison

s/ Mike Walters  
Mike Walters

s/ Mike Babcock  
Mike Babcock

s/ Eric Foster  
Eric Foster

s/ Gussie Glasper  
Gussie Glasper

s/ Jamie Goggin  
Jamie Goggin

s/ Chris Guy  
Chris Guy

s/ Erica Harriss  
Erica Harriss

s/ Ryan Kneeder  
Ryan Kneeder

**EXECUTIVE COMMITTEE**  
**NOVEMBER 30, 2021**

Mr. Meyer moved, seconded by Mr. Babcock to approve the resolutions.

On the question:

**Mr. Carruthers:** We spoke about this briefly in the Executive Committee, but does anybody have any questions?

**Mr. Holliday:** Is it possible to get a copy of what's being offered or what is not being offered?

**Mr. Carruthers:** The resolution to approve the 3% off-scheduled bonuses for non-union should be in your packet, but the Memorandum of Agreement with the Union is not. I can certainly read it to you, it's rather short. So starting with number four, which is the Memorandum of Agreement with the AFSCME 31 General Unit. Three, I'm sorry, three. Well the last meeting, it was four. Thank you. On item number three, which is we made a Memorandum of Agreement with AFSCME, it basically says we've been in negotiations. So yeah, Doc to answer your question, the two resolutions, one is in the packet. Basically, what we're doing is we're approving a 3% off-schedule bonus for all of our employees, union and non-union. Item number five is the resolution to approve the 3% off-schedule bonuses for the non-union employees. Number three is the resolution to approve the off-schedule bonus for the union employees. Now, as with anything involving the Union, we have to sign a Memorandum of Understanding with them for anything, and it's very short, and the reason it's not in your packet is because it wasn't prepared until just a couple hours ago, but the Union has agreed, and the Executive Committee has recommended that we approve it here with the County Board. Essentially what it does, it recognizes whereas the parties have been in negotiations for a successor Collective Bargaining Agreement to commence on December 1, 2020, which was a year ago; whereas the parties have agreed to a one-year off-schedule lump sum payment for all employees who are employed by the county and were members of the Union on December 1, 2020, and who remained so employed as members of the Union as of today. So, you had to be employed at the beginning of this year, December 1, and employed today, and in the Union the whole time. Whereas, such payment shall be 3% of their base rate of pay as of December 1 of last year. So, that'll be how we calculate it. We're going to pay them on their regular paycheck on December 10. That is the next day that we all get paid here at the county, so it will be on the next paycheck. Obviously, well in advance of Christmas. And then, this is important, they are agreeing that this agreement we're entering into is a settlement of year one. We have four years of wages that we're wanting to negotiate, need to negotiate as part of the new union contract that is not yet ready. So what we're doing is, they're agreeing that this is going to be year one. It's a 0% freeze raise in their pay, which is the same the non-union got, but yet a 3% bonus, which is the same that you're giving the non-union tonight. So that's it, that's the extended agreement. We're going to continue negotiating, our hope is that we would have the full agreement done and ready by today. We fortunately were able to get there on the other units, Chief Judges Office and Circuit Clerks. But unfortunately, this just wasn't ready, and of course, then we hit the Thanksgiving holiday, and we're not even going to have the occasion to get all the people back in the same room for probably another week or two. But, we're going to keep pushing ahead. It's everyone's collective goal to get that done as soon as possible. We're close with a lot of progress, but we don't want to miss out on the opportunity to use year one money to award year one bonuses to our employees, just because we didn't have the whole thing done. So that's everything.

**Mr. Holliday:** Are there other items that are not where we haven't come together yet, is that why we're still negotiating?

**Mr. Carruthers:** As part of this Memorandum of Understanding, no, the only thing we're agreeing to do is they're agreeing that this is the extent of the negotiations on wage issues for year one, and we're saying we're going to give you the same 3% bonus that Circuit Clerk's Office got, Chief Judges got, and the non-union gets. So that's all we're agreeing to tonight with them. I will tell you that we are well along in all other areas. And in fact, a lot of the areas that we've already agreed to with the other two units, the other two AFSCME units, will be also part of the agreement that we eventually reach with this. So to answer your question, we've made a lot of progress, but the only thing we're agreeing to tonight is to resolve year one wages. But otherwise, we're about 95% of the way there.

**Mr. Madison:** I want to have him add a little bit. Andy, could you tell everybody like you did us that this is one-year of a four-year negotiation you're trying to finish?

**Mr. Carruthers:** Yes, this is. Year one was December 1 last year to today. Year two starts tomorrow. So this just resolves year number one. And ideally, you get all of this done before the last contract expires. But you know, it unfortunately, this contract that expired, expired December 1, 2020, right? So a lot of us had other things going on between the election, between covid, this just didn't get done last year. And then of course, there was some other delay caused in turnover. I know our office turned over, a lot of the offices turned over. And we kind of had to, in a certain way, start over because like in the Circuit Clerk's Office, State's Attorney's Office, a lot of places had new people in charge, negotiators. In fact, the entire negotiating team, with the exception of John Thompson and Andrew Esping, wasn't there a year ago, Christie Coleman, I guess, was there a year ago. But on the on the Union side, unfortunately we lost the union AFSCME President in the past year, so Greg had to slide over and so on both sides, we have a lot of new people so another big reason why here we are at the end of year one with no overall deal. But nonetheless, holidays are here and it's the same money we gave to everybody else so we want to make sure we take care of everybody, and not let the fact we don't have a contract done prevent that.

**Mr. King:** I just want to make sure I'm clear on this, so they're getting a 3% one-time bonus shot, right? They're going to get it December 10?

**Mr. Carruthers:** Yes.

**Mr. King:** And they've already agreed to that, and they said yeah?

**Mr. Carruthers:** Yes.

**Mr. Pollard:** Andy, so we've already settled the Circuit Clerk and the Judicial, right? Those have been voted on and we're clean there?

**Mr. Carruthers:** Correct.

**Mr. Pollard:** I want to make sure I'm reading this right, so you got on-schedule and off-schedule so it looks like in some of these, like say the Circuit Clerk is getting some on both, like a bonus and a raise. Am I reading that correct?

**Mr. Carruthers:** I don't believe in year one.

**Mr. Pollard:** No, year two. 1% - 1%

**Mr. Carruthers:** For year two, yes.

**Mr. Pollard:** Then it's 3% - 0 - 4% - 0.

**Mr. Carruthers:** In the Circuit Clerk's Office, yes.

**Mr. Pollard:** And then Judicial, and the reason I'm pointing it out is, it's striking to me how different that they are. Looks like 3% bonus, 3% bonus second year for Judicial. Then it's 1% raise, 1 and a half bonus, and a 2% raise, and 1 and a half bonus.

**Mr. Carruthers:** Yes, those are the two wage schedules.

**Mr. Pollard:** It's interesting.

**Mr. Carruthers:** It is and as we sit here obviously, it's other than 0% year one, 3% off-schedule. How this unit is going to wind up in years two, three and four, is still in negotiation. But, obviously, the fact that those are different, and again, we have three different bargaining units.

**Mr. Pollard:** I like that. Yeah, I mean, you guys are open and flexible here, so I like that.

**Mr. Carruthers:** It's between the three units, and I've been asked to why they're separate because they're all AFSCME. The Circuit Clerk's Office has its sources of revenue, and the Chief Judges Office, I've learned with Probation, a lot of their money comes from the state, whereas everybody else, it's basically property taxes and the other sources of revenue that Madison County has in general.

**Mr. Walters:** Any other discussion? Earlier I gave kudos, again, I want to do it to Dave and Andy. John, I should have given you kudos, too, for coming in. This, if you haven't known, this was kind of not going really well and they stepped in, picked up the ball, the unions were kind enough to understand what has happened in the past, worked with them and they got this hammered out, which is miraculous in my mind. Because really, it shows what happens when you have a County Administrator that's here to do their job, and Dave's done a phenomenal job. I'm not going to take shots at any State's Attorney's Office, but Andy really picked up the ball in the State's Attorney's Office and worked really hard to get this done. And John, you've always been there, but I think when these two came in, I think you were very helpful to explaining what happened as Christie had too. So, they did a marvelous job, and I really want to give them a lot of credit. So, are there any other questions? Ok, hearing none roll call.

Mr. Meyer moved, seconded by Mr. Babcock to approve the resolutions.

The ayes and nays being called on the motion to approve resulted in a vote as follows:

AYES: Pace, Meyer, Ross, Madison, Walters, Holliday, Stoutenborough, Pollard, King, Babcock, Eaker, Hankins, Valentine, Minner, Foster, Petrillo, Glasper, Goggin, Guy, Harriss, Dalton, Kneedler

NAYS: None.

AYES: 22. NAYS: 0. Whereupon the Chairman Pro Tem declared the foregoing (2) resolutions duly adopted.

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**UNFINISHED BUSINESS**

None.

\* \* \* \* \*

**NEW BUSINESS**

**Mr. Tanzyus:** Just something really quick. In front of you, we've got kind of a comparison of what's already been done in the Circuit and the Judicial, and kind of a breakdown of the numbers as well. We obviously can't share ours yet, because we're still in negotiations, but you can always definitely come and talk to me. Second page, I think I've talked to many of you about ARPA funds, and some of the projects we would like to move in December. These will all come through committees, these will come back before the general board in December. These are a list of projects that we're going to seek your approval on. I wanted to get them out there to you early. And obviously, we've been reaching out to get meetings with each of the board members in small groups if you have any other questions. What we found with these projects, is they meet the requirements of ARPA. They also meet some of the requirements that the board has placed on us as far as infrastructure improvements and major projects. So, that's what's in front of you. Nothing more, just for information. We wanted to make sure we got that to you as early as possible.

**Mr. Holliday:** Mental health is one of the priorities in this offer, but I don't see anything on here with mental health involved.

**Mr. Tanzyus:** I guess when you're saying priorities...

**Mr. Holliday:** It qualifies for the ARPA money.

**Mr. Tanzyus:** Well, as far as ARPA dollars, I think the board, you guys passed a resolution wanting us to seek out water, sewer, broadband, infrastructure, which is where we qualify for. We did not qualify for any revenue replacement, so that doesn't give us the abilities to start new programs. Also, all these dollars go away. So, the focus has been water, sewer, broadband, and infrastructure, and that's really what we tried to focus on here. And there's more dollars coming, this is just the first round. If you notice, this is about \$19 million of projects that need to get going.

**Mr. Holliday:** So there is still a possibility for the last 6 million that could come out of that?

**Mr. Tanzyus:** There's 25 million after that, it's obviously something that you would have to discuss with your colleagues.

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Mr. Madison moved, seconded by Mr. Meyer to recess this special session of the Madison County Board Meeting until Wednesday, December 15, 2021. **MOTION CARRIED.**

ATTEST: Debbie Ming-Mendoza  
County Clerk

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