

## COMMITTEE REPORT

**COMMITTEE:** Special Executive Committee

**CHAIRPERSON:** Merri Berlage

**DATE/TIME:** May 11, 2015 @ 7:00 pm

**PRESENT:**

<input checked="" type="checkbox"/> Merri Berlage	<input checked="" type="checkbox"/> Gerald Bennett	<input checked="" type="checkbox"/> RJ Winkelhake
<input checked="" type="checkbox"/> Ron Smith	<input checked="" type="checkbox"/> Randy Jobgen	<input checked="" type="checkbox"/> Don Zillig
<input checked="" type="checkbox"/> Brandon Behlke	<input checked="" type="checkbox"/> Steve Rutz	

A quorum was established.

Other Board Members:

Others: Melisa Hammer, John Hay and Dan Reimer.

1. Citizens' Comments
2. New Business
  - a) Discussion and possible action on a recommendation from Carlson Dettmann Consulting, LLC regarding labor market comparisons and private sector data to be used in an updated labor market analysis associated with the Jo Daviess County Position Classification and Compensation Plan –Barb Petkovsek joined the meeting at 7:15 p.m. via conference call. Petkovsek reviewed a recommendation letter that she sent to the Executive Committee regarding market comparisons for the 2015 updated market analysis. The letter states in part: Jo Daviess County engaged Carlson Dettmann Consulting to collect and analyze relevant labor market information for the County to determine competitiveness of base salaries. The comparable organizations used in the 2012 project that were recommended by the Committee were reviewed with the Executive Committee at their meeting held on May 4, 2015. The custom survey in 2012 had good response from counties but extremely low response from other public entities and private sector employers. The 2012 project was supplemented with excellent published data from Bureau of Labor Statistics (Northwest Illinois non-metro) and Towers Watson. The 2012 analysis did not include Iowa or Wisconsin data at the recommendation of the County. A review was completed of “where current employee’s live” based on information provided from the County Clerk’s Office. Three County employees live in Iowa, one employee lives in Wisconsin, one employee lives in Stephenson County and one employee lives in Winnebago County. The vast majority of employees live in Jo Daviess County. This information supports using primarily counties in the northwest corner of Illinois. Consideration was given to: Population, EV Per Capita, Median HH Income and Per Capita Income. The counties that are recommended are a mix of approved PTELL referendum, rejected PTELL referendum and no PTELL referendum. We recommend that a pool of ten to twenty counties be used in a market analysis to give us a large enough sample to get a minimum of 4-5 responses for the benchmark positions in the custom survey. This number of comparisons also balances a “low payer” or a “high payer”. A review of the employee census indicates that only four employees live in a border state and as such it makes sense to not include out of state data to complete an updated market analysis that is primarily based on the same relevant labor market that was used in the 2012 project. It is Carlson Dettmann Consulting, LLS recommendation that the relevant labor market for the custom survey of counties

include the following Illinois counties: Ogle, Whiteside, Stephenson, Henry, Lee, DeWitt, Knox, Livingston, Carroll, Bureau, Mercer and Boone. As your consultant it is our recommendation that the Bureau of Labor Statistics North West Illinois non-metro be used to represent the private sector and that if we believe there is a need for additional private sector data comparisons we will utilize additional excellent published data sources and identify those to the County. Once CDC has reviewed the results of the updated market data for external competitiveness we will provide an analysis using 1) county data and 2) a combination of county and private sector data for Executive Committee. We will design and recommend an updated salary structure tailored to meet direction from the County where it desires to pay in the market. Attorney Hay stated that the committee should follow the recommendation of Carlson Dettmann and that Iowa and Wisconsin are right to work states which Illinois is not. **RJ Winkelhake made a motion to accept the recommendations from Carlson Dettmann Consulting, LLC that the relevant labor market for the custom survey of counties include the following Illinois counties: Ogle, Whiteside, Stephenson, Henry, Lee, DeWitt, Knox, Livingston, Carroll, Bureau, Mercer and Boone and the recommendation to use the Bureau of Labor Statistics (Northwest Illinois non-metro) as a representative of the private sector in the survey for Jo Daviess County. Seconded by Steve Rutz and motion passed. Nay votes were recorded by Gerald Bennett and Don Zillig.**

- b) Discussion and possible action on date and location of 2015 County Board Retreat – Ron Smith reported that the only date Alan Wenzel can facilitate the County Board Retreat is on June 24, 2015. The Elizabeth Community Building is available on that evening as well. There is a conflict with the IT committee meeting that night at 5 p.m. and the Zoning Board of Appeals meeting at 7 p.m. Merri Berlage will check with Linda Delvaux and Gerald Bennett will check with Joe Kratcha to see if the two committee meetings can be changed. The committee will discuss this more at the County Board meeting tomorrow night.

### 3. Citizens Comments

### 4. Board Member Concerns

The next meeting of the Executive Committee is scheduled for Monday, June 1, 2015 at 7:00 p.m.

Meeting adjourned at 7:52 p.m. following a motion made by Brandon Behlke. Seconded by Gerald Bennett and motion passed.