



AGENDA

County Operations Committee

Tuesday, January 23, 2024

@ 1:30 PM

Peoria County Courthouse, Room 403

1. **Call to Order**
2. **Approval of Minutes**
 - December 14, 2023
3. **Informational Items / Reports / Other Minutes / Updates**
 - Workforce Report
 - Vacancy Report
4. **Resolution**
 - Collective Bargaining Agreement (CBA) between Peoria County and AFSCME-Health Local 3665 and budget appropriation for FY23 and FY24
5. **Committee Action**
 - Review of Executive Session Minutes
6. **Public Comment**
7. **Miscellaneous**
8. **Adjournment**

DRAFT
MINUTES
County Operations Committee
December 14, 2023
@ 4:45 p.m.

MEMBERS PRESENT:	Steve Rieker – Chairperson; Eden Blair – Vice-Chairperson; Camille Coates, Brian Elsasser, Danny Phelan, Sharon Williams
MEMBERS ABSENT:	Jennifer Groves Allison, Brandy Bryant, Nathan Hoerr, Rob Reneau
OTHERS PRESENT:	Scott Sorrel – County Administrator; Shauna Musselman – Assistant County Administrator, Jennie Cordis Boswell, Dana Hughes - State's Attorney's Office; Angela Loftus – County Administration

Call to Order

Chairperson Rieker called the meeting to order at 4:48 p.m.

Resolution

• **Paid Leave for Non-Union Part Time/Temporary Employees**

A motion to approve was made by Dr. Blair and seconded by Ms. Coates. Ms. Musselman explained that Paid Leave for All Worker Act, effective January 1, 2024, requires that employers be provided up to 40 hours of paid leave to all employees. She stated that although Peoria County currently meets the requirements for all full-time employees, it is necessary to implement a part-time policy for paid leave. She briefly outlined the new part-time policy.

The motion to approve carried (6-0).

Public Comment

Mr. Rieker called for any public comment. There were none.

Miscellaneous

None.

Adjournment

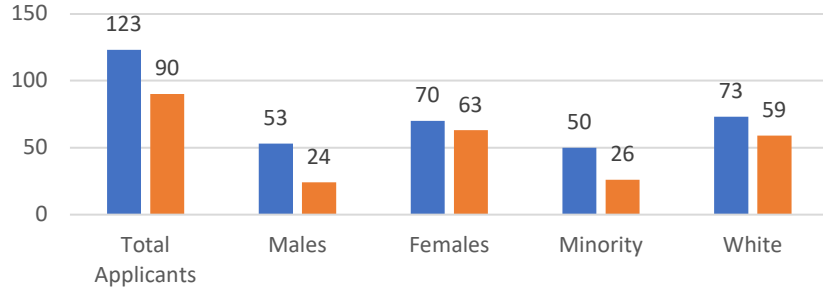
The meeting was adjourned by Chairperson Rieker at 4:50 p.m.

County Operations - Workforce Dashboard - January 2024

December Applicants

2023 Depts w/Openings: Cir Clrk, Coroner, Courts, PCCHD, Hwy, JDC, P&Z, PCAPS, PCSO, R&RC

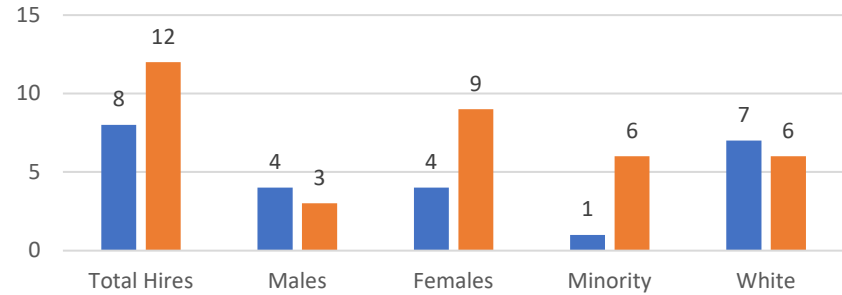
■ 2022 (25 posted positions) ■ 2023 (17 posted positions)



December New Hires

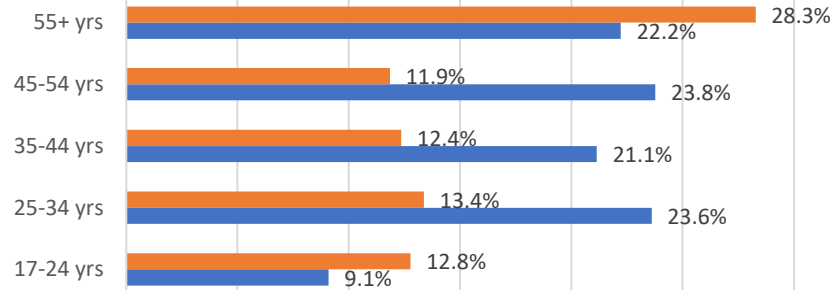
2023 Depts Hiring: Co Clrk, PCSO, PCAPS, PCCHD

■ 2022 ■ 2023



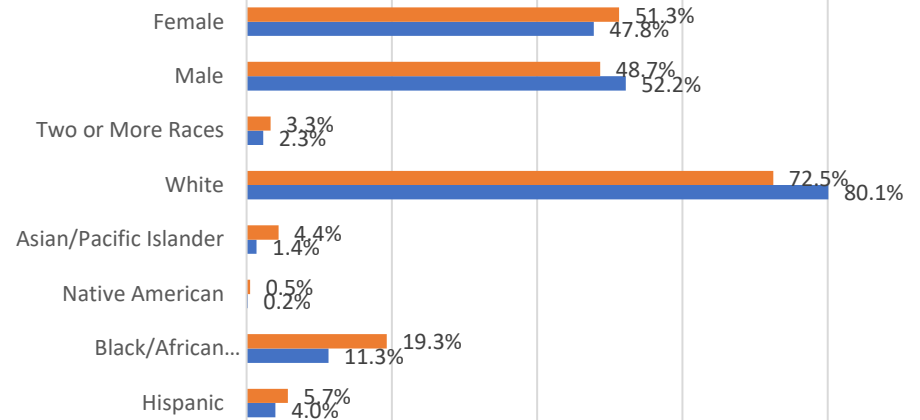
Age Demographics

■ Peoria County ■ Peoria County Government



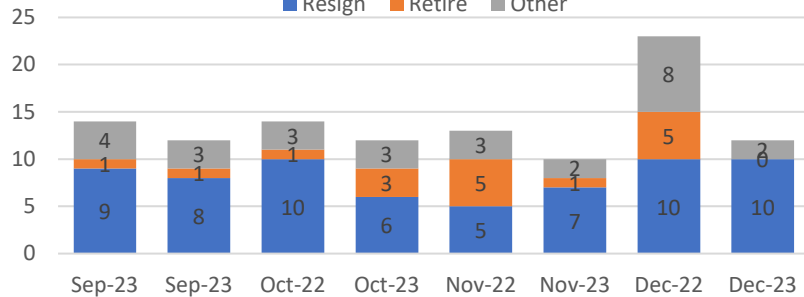
Gender & Race/Ethnicity

■ Peoria County ■ Peoria County Government



Employee Separations

■ Resign ■ Retire ■ Other



Top Department Separations

	Dec 2022	Dec 2023
PCSO	7	5
Co Board	5	2
Health	2	2
		PCAPS 2

VACANCY SNAPSHOT - January 2024

DEPARTMENT	Budget	Filled	Vacant/ Overfilled	Previous Filled	Previous Vacant/ Overfilled
County Board	18.0	18.0	0.0	18	0
County Administrator					
Animal Protection Services	17.65	15.5	2.15	13.5	2.2
County Administration	9.15	8.15	1	8.9	0
Employee Health	1.95	1.95	0	2	0
Facilities and Grounds Operations	10	7	3	8	0
Finance	6.85	6.85	0	5.9	1
County Highway	45.15	42.15	3	42.2	3
Information Technology	19.90	19.9	0	19.9	0
Parking Deck	0.10	0.1	0	0.1	0
Planning and Zoning	8.80	8.2	0.6	8.2	0
Recycling and Resource Conservation	2	1	1	1	0
Supervisor of Assessments	10	10	0	10	0
Total County Administrator	131.55	120.8	10.75	119.7	6.2
Elected Officials					
Auditor	1	0	1	0	1
Circuit Clerk	34	31	3	31	3
County Clerk	13.65	13.65	0	12.7	1.05
Coroner	8.5	7.5	1	7.5	0.5
Regional Office of Education	4	4	0	4	0
Sheriff	191.60	164.5	27.10	160.7	31
State's Attorney	55.5	50.5	5	48.5	6
Treasurer	6	5	1	5	1
Total Elected Officials	314.25	276.15	38.1	269.35	43.55
Judicial Branch					
Courts	51.85	46.85	3.35	46.85	3.35
Juvenile Detention Center	58.85	48.52	10.33	48.5	10.6
Public Defender	12	8	4	8	2
Total Judicial Branch	122.70	103.37	17.68	103.35	15.95
Boards, Commissions and Agencies					
County Election Commission*	10.5	10.5	0	10.5	-5
Emergency Telephone System Board	3	2	1	2	0
Peoria City/County Health Department	80.5	66.8	13.7	66.8	13.5
Veteran's Assistance Commission	9	9	0	9	0
Total Boards, Commissions and Agencies	103	88.3	14.7	88.3	8.5
Budgeted Full-Time Equivalents	689.5	606.6	81.23	598.7	74.2

* the 5 Election Commissioners are included

Vice Chairperson - Sharon K. Williams, District 1
 Camille Coates, District 2
 Betty Duncan, District 3
 Brandy Bryant, District 4
 Chairperson – James C. Dillon, District 5
 Eden S. Blair, District 6
 Phillip Salzer, District 7
 Nathan Hoerr, District 8
 Danny Phelan, District 9



Peoria County Board

Robert Reneau, District 10
 Linda Daley, District 11
 Daniel Kelch, District 12
 Terry Ruhland, District 13
 Brian Elsasser, District 14
 Steven Rieker, District 15
 Matthew Windish, District 16
 Jennifer Groves Allison, District 17
 Paul Rosenbohm, District 18

AGENDA BRIEFING COMMUNICATION

Committee:	County Operations Committee	Prepared By:	Shauna Musselman
Meeting Date:	January 23, 2024	Title:	County Administrator
County Board Meeting:	February 8, 2024	Department:	County Administration
County Board District:	All	Date Prepared:	January 11, 2024
Agenda Category:	RESOLUTION		
Item Title:	Approval of the Collective Bargaining Agreement (CBA) between Peoria County and AFSCME-Health Local 3665 and a corresponding budget amendment for FY23 and FY 24		

ISSUE:

Approval of the Collective Bargaining Agreement (CBA) between Peoria County and AFSCME-Health Local 3665 and appropriate the funds needed for FY23 and FY24 for wage increases.

BACKGROUND:

The current AFSCME-Health agreement expired on June 30, 2023. Multiple bargaining sessions were held during the summer and fall of 2023 with a tentative agreement reached in December 2023.

A tentative agreement has been reached between the parties for a four-year contract with wage increases of 3.0% in year one (July 1, 2023), 3.0% in year two (July 1, 2024), 3.0% in year three (July 1, 2025), and 3.0% in year four (July 1, 2026). There were also a series of language changes to the agreement as well as the opportunity for employees to receive up to an additional \$1,000 per year as a one-time lump sum bonus for performance. The union ratified the agreement on January 2, 2024, and the Board of Health has scheduled a ratification vote for January 22, 2024.

In addition, a budget amendment for FY23 and FY24 is recommended to allocate funding for the wage increases and performance bonuses effective July 1, 2023 and July 1, 2024. The Peoria City County Health Fund is recommended to be amended to appropriate \$32,616 into various personnel lines from fund balance in 2023 and to appropriate \$202,926 into various personnel lines from fund balance in 2024. The General County budget in the General Fund is recommended to be amended to appropriate \$61,000 into personnel lines from fund balance in 2024 for performance bonuses.

IMPACT ANALYSIS:

FISCAL IMPACT: The overall net impact to the budget is anticipated to be \$32,616 in FY23 and \$263,926 (\$202,926 in PCCHD Fund and \$61,000 in General Fund) in FY24. Fund balance reserves is the funding source for the budget appropriations in each respective fund.

OPERATIONAL IMPACT: Approval of the collective bargaining agreement between Peoria County and AFSCMA-PCEA Local 3665 would offer an uninterrupted continuation of service.

STRATEGIC PLAN: This resolution aligns with the following goal from Peoria County's Adopted Strategic Plan:

- Develop and implement a workplace culture strategy that results in Peoria County government being a workplace employees choose to come to and stay to work.

EQUITY IMPACT: Each union employee represented by AFSME-PCEA Local 3665 and any employee that corresponds to this union agreement (for wages) benefits from the approval of the Collective Bargaining Agreement.

ALTERNATIVES: None at this time.

RECOMMENDATIONS:

STAFF RECOMMENDATION: Approve the tentative agreement reached with AFSCME-PCEA Local 3665 and the related budget amendments.

RECOMMENDATIONS BY OTHER BODIES:

- The union ratified the agreement on January 2, 2024 and the Board of Health is scheduled to discuss and ratify at its meeting on January 22, 2024.

PRIOR COUNTY BOARD ACTIONS:

- The County Board approved the Collective Bargaining Agreement (CBA) between Peoria County and AFSCME-PCEA Local 3665 which was effective July 1, 2021 through June 30, 2023.

ATTACHMENTS:

- none

TO THE HONORABLE COUNTY BOARD)
)
COUNTY OF PEORIA, ILLINOIS)

Your County Operations Committee does hereby recommend passage of the following Resolution:

RE: Approval of the Collective Bargaining Agreement (CBA) between Peoria County and AFSCME-PCEA Local 3586 and related Budget Amendments

RESOLUTION

WHEREAS, representatives of Peoria County and AFSCME-PCEA Local 3665 have reached a tentative agreement on a labor agreement for four years, and

WHEREAS, a tentative agreement was reached that includes a 3.0% increase each year on July 1, 2023, July 1, 2024, July 2025 and July 2026; and

WHEREAS, the tentative agreement also includes various language changes and the opportunity for employees to earn an annual performance bonus up to an additional \$1,000 lump-sum bonus each year of the contract; and,

WHEREAS, The Peoria City County Health Fund is recommended to be amended to appropriate \$32,616 into various personnel lines from fund balance in 2023 and to appropriate \$202,926 into various personnel lines from fund balance in 2024. The General County budget in the General Fund is recommended to be amended to appropriate \$61,000 into personnel lines from fund balance in 2024 for performance bonuses; and,

WHEREAS, the funding source for the budget appropriations is fund balance reserves in the respective funds; and,

NOW THEREFORE BE IT RESOLVED, by the County Board of Peoria County, that the tentative agreement that includes a four-year agreement and new language be hereby approved and that the Peoria County Board Chairman or the County Administrator is hereby authorized and directed to execute the collective bargaining agreement on behalf of Peoria County to be effective upon ratification by both parties; and,

NOW THEREFORE BE IT FURTHER RESOLVED that the County Board authorizes the County Administrator to appropriate \$32,616 in FY23 and \$202,926 in FY24 from the Peoria City County Health Fund balance into the appropriate personnel lines in the Health Department budget and an additional \$61,000 in FY24 from the General Fund balance into the appropriate personnel lines in the General County budget.

RESPECTFULLY SUBMITTED,
COUNTY OPERATIONS COMMITTEE