Personnel & Salary – County Clerk & Recorder Committee
Tentative Minutes
Tuesday, November 10, 2009

1. Call to Order- by Chairman Kenney at10:02. Members present Kenney, Bowers, Colbert, Saunders, Heuer, Members absent: Gouker, Boes. Also present: Meggon McKinley, Becky Huntley, Don Conn

2. Approval of Minutes: Bowers moved to approve the October 14, 2009 meeting minutes. 2nd by Saunders. Motion carried.

3. Approval of Bills – Huntley reports she is at 79% of budget and will be able to return more than expected. Bowers moved to approve bills in the amount of $687.19. 2nd by Heuer. Motion carried.

4. Public comment- none

5. County Clerk & Recorder Report – Huntley reports that filing went well this month, with no challenges as of yet. The Judge of Election school is next Monday and Tuesday. Huntley then distributed a memo from the States Attorney's office reminding the committees that all documentation passed out in committee meetings become part of the public record and must be on file with the County Clerk's office as part of that committee's documentation. Huntley asked McKinley to ensure she collects the documentation from each committee and gives it to the County Clerk's office monthly. McKinley will update each committee this month of this process.

6. New Business - none

7. Old Business
   - Union Contracts – McKinley provided a status of the union discussions, noting that the FOP union originally responded with no concessions but has since then come back and offered not to take the 3% wages this year if there can be a guarantee of no layoffs. The Finance Committee will be reviewing this information at today's committee meeting to form a response. The Teamster unions have responded to the county stating they are not offering concessions, but wish to keep communication open should things change.
   - Personnel Manual & Review Process – Kenney reported we are still waiting on budget work to be complete before tackling this item again. He asks that people bring the documentation and be ready to work on it in the December meeting.
   - Market Salary Data & Performance Based Management- McKinley updated the committee stating that the DeKalb Administrator, Ray Bochman, indicated in a meeting earlier this week that they do not implement any type of market-based performance management system throughout the departments.

McKinley will be following up with other counties to see who else might be doing this. Heuer reported that the UCCI survey came in and she will ensure McKinley has a copy. She reported that the CPI is negative 1.3% and that salaries are flat. McKinley will also follow up on the law enforcement salary study conducted for DeKalb recently stating this information would be helpful to us. Heuer also reported on UCCI seminar covering the January 1 FOIA changes, such as making draft contracts subject to FOIA, even if it comes before a committee in a closed session. She reported that there is precedent for a reverse me too clause, meaning that if the benefits or pay goes down, the me too clause has been interpreted such that the union with the me too clause is required to take the decrease also. She reported that FOIA will require 30 mins of online training to be a certified FOIA officer, and that Ed Rice and Meggon McKinley will need to provide a list of names of those that need to sign up for the training. Heuer reported that some counties are designating just one FOIA officer within the county, where others have one officer per dept. She also reported that the request window to comply will decrease to 5 days and there does not need to be a formal written form- any type of request format is acceptable. Huntley suggested reviewing the commercial side of FOIA, which may not apply as it does on the public side. Kenney asks if there is a statute of limitations on how far back information can be requested under FOIA, e.g., past voice mails. Regarding elections, Huntley then noted that Michael Madigan pushed for an election bill regarding state wide constitutional offices and the optical scanner. For the state office now, if a voter doesn't fill out an election candidate for any reason, the optical scanner will indicated that the voter has under voted on that race. The voter can then push a button to accept it, but Huntley sees there will be a lot of confusion on this. Election judges are likely to have to come help the voter figure out what the error message means and what they need to do, forgoing the confidentiality of the voter's ballot. This creates a two tiered system, since this issue doesn't apply to all offices.

8. Adjournment – by Kenney at 10:35.

Respectfully submitted,
Meggon McKinley, Ogle County Administrator

John "Skip" Kenney – Chairman

Sheriff's Department Training Room
103 Jefferson St in Oregon, Illinois
Public Entrance – gated entrance off Jefferson Street – use East door of building