

Minutes of the Executive Session of the Finance Committee
Tuesday, April 1, 1997

The Finance Committee of the McLean County Board went into Executive Session at 6:59 p.m. on Tuesday, April 1, 1997 to discuss the employment of a particular employee and collective bargaining issues.

Mr. Zeunik advised that Mr. Lynn Mason, Director of Information Services, approached him a week ago and advised that he has completed recruiting for a position available in Information Services.

Mr. Lynn Mason, Director, Information Services, advised that he has known Mr. Mike Gallagher for the last seven years. Mr. Gallagher recently got caught in the squeeze of a new administration in his previous position. Mr. Mason stated that he offered Mr. Gallagher the position at a starting salary of \$41,200, which is within the exiting policy range. Mr. Gallagher chuckled and politely refused. Mr. Mason advised that he then asked Mr. Gallagher what it would take for him to accept the job. Mr. Gallagher's reply was somewhere between the \$45,000 and \$50,000 range. Mr. Mason informed the Committee that Mr. Gallagher has applied at State Farm Insurance Company but, as of this afternoon, has not received an offer from State Farm. Mr. Mason advised that the proposed salary of \$46,000 is a realistic salary for the position. As a result, Mr. Mason stated that he would like the authority to make a firm offer at the starting salary of \$46,000 to Mr. Gallagher pending full Board approval.

Mr. Zeunik reported that, in the last two to three years, the County has lost ground in terms of recruiting for Information Services. The County is finding it more and more difficult to recruit within the system. This position is one of the highest classified positions in the Department of Information Services. Mr. Mason reported that the position is one of four \$40,000 plus jobs in the Department. Information Services has done a large amount of recruiting since last September for positions that are available. An offer was made to one gentleman who graduated from a junior college, but he accepted a job with Hewitt Packard at substantially more than what the County offered him.

Mr. Mason advised that he feels that Mr. Gallagher is a perfect match for this position and is asking the Committee to approve the request. He also noted that he may be back in front of the Committee in the very near future with similar requests if the Department continues to experience difficulty in recruiting people. Mr. Sorensen commented that this is a problem that a lot of the employers are experiencing in the Bloomington/Normal area.

Mr. Zeunik advised the Committee that a motion cannot be made in Executive Session regarding this issue. The County would like to handle this matter the same way it handles collective bargaining matters. If the County Board approves the request, it would be subject to Mr. Gallagher agreeing to the offer. If Mr. Gallagher accepts the offer, the County will make the announcement publicly. It was the consensus of the Finance Committee that the situation would be handled in this fashion.

Mr. Ed Williams, Assistant County Administrator, presented a report regarding the status of the collective bargaining issue. Mr. Williams advised that mediation is scheduled for April 24th. Right now, the offer that the County has on the table is 3 1/2, 3 and 3.

Mr. Sweeney stated that he is still contemplating sending a message to the Union. If they do not agree to the present offer and the matter proceeds to arbitration, the current offer will be lowered at the time of arbitration.

Mr. Williams advised if this is the desire of the Committee, a decision needs to be made before April 24th so the Union can be informed of this fact during arbitration. Mr. Newcom advised that he agrees with Mr. Sweeney.

Motion by Sorensen/Sweeney to come out of Executive Session and return to Open Session. Motion carried.

The Finance Committee of the McLean County Board returned to Open Session at 7:05 p.m. on Tuesday, April 1, 1997.

Respectfully submitted,

Jennifer L. Drummond
Recording Secretary