

Lake County Illinois

*Lake County Courthouse and Administrative Complex
18 N. County Street
Waukegan, IL 60085-4351*



Agenda Report - Final

Wednesday, May 6, 2015

1:00 PM

Assembly Room, 10th Floor

Financial and Administrative Committee

1. Call to Order
2. Pledge of Allegiance
3. Approval of Minutes

3.1 [15-0514](#)

Minutes from April 8, 2015.

Attachments: [F&A 4.8.15 Minutes Final.pdf](#)

3.2 [15-0515](#)

Executive Session minutes from April 8, 2015.

3.3 [15-0516](#)

Executive Session minutes from April 8, 2015.

4. Added to Agenda
5. Public Comment
6. Old Business
7. New Business

LAW & JUDICIAL

7.1 [15-0495](#)

Joint resolution authorizing an emergency appropriation and acceptance of a grant award in the amount of \$10,000 for the reimbursement of overtime salaries spent on designated Federal Bureau Investigation cases.

- This grant covers the time period of April 1, 2015 through September 30, 2015.
- This grant will reimburse the Lake County Sheriff's Office for cost of eligible overtime salaries spent on designated Federal Bureau Investigation cases up to the amount of \$20,000.
- The only employees that are approved to work on Federal Bureau Investigation cases are members of the Lake County Sheriff's Office Special Investigations Unit.

7.2 [15-0478](#)

Joint resolution establishing the State's Attorney's Automation Fund, transferring collected revenues of \$145,417.76 since June 2012 from General Fund reserves to this Fund, and transferring fiscal year (FY) 2015 budget authority from the State's Attorney's General Fund budget to the new State's Attorney Records Automation Fund.

- In accordance with Public Act 097-0673 regarding 55 ILCS 5/4-2002(c), the State's Attorney's Office began to charge a \$2 fee paid by the defendant on a judgment of guilty or a grant of supervision for a violation of any provision of the Illinois Vehicle Code or any felony, misdemeanor, or petty offense to discharge the expenses of the State's Attorney's office.
- Per State statute, these funds must be deposited into a special fund designated as the

State's Attorney Records Automation Fund for the specified purposes of hardware, software, research, and development costs and personnel related to establishing and maintaining automated record keeping systems.

- Unfortunately, a segregated Special Revenue Fund was not established at the time the fee was enacted. Therefore, the funds that have been collected, totaling \$145,417.76 since June 2012, have fallen into General Fund fund balance.
- This resolution establishes the State's Attorney's Automation Fund, transfers collected funds from the General Fund to this new fund, and transfers the FY2015 budget from the State's Attorney's General Fund budget to the new fund.

7.3 **15-0466**

Joint resolution authorizing the execution of a Title IV-D intergovernmental agreement between the Illinois Department of Healthcare and Family Services (IDHFS) and the Lake County State's Attorney for the continuation of the State's Attorney's Child Support Enforcement Program for maximum reimbursement amount of \$700,000, reflecting a \$25,000 reduction in the grant revenue for staff wages and benefits.

- Since 1985, the State's Attorney has entered into an annual intergovernmental agreement with the IDHFS to provide child support enforcement services.
- Pursuant to these annual agreements, the State's Attorney's reasonable costs for providing these services (as determined by IDHFS) are to be reimbursed.
- Since 1999, the State's Attorney's Child Support Enforcement staff has included three assistant State's Attorneys, four secretaries, three paralegals and one investigator.
- The Child Support Enforcement Division handles approximately 17,000 active cases, including those to establish paternity and sets support upon voluntary acknowledgement, establishes medical support orders, and enforces orders for payment of support.
- IDHFS has tendered a proposed State fiscal year (FY) 2016 contract to reimburse personnel costs not to exceed \$700,000 (66 percent of which is federal funds).
- Sources of program funding include \$700,000 from the IDHFS for salary/fringe, and the remainder from the State's Attorney's Office FY2015 budget.

Attachments: [2014-55-013-K3D Agreement Letter.pdf](#)

7.4 **15-0429**

Joint resolution authorizing an emergency appropriation in the amount of \$45,000 in funding from the Illinois Department of Healthcare and Family Services and the approval of Grant Agreement No. 2015-55-024-K1D for the 19th Judicial Circuit's Access and Visitation Program for state fiscal year (SFY) 2015.

- The 19th Judicial Circuit receives grant funding from the Illinois Department of Healthcare and Family Services to provide mediation services for never married parents involved in visitation and custody related disputes in an effort to increase child support collections from this population.
- The state would like to continue funding the 19th Judicial Circuit's program in the amount of \$45,000 for SFY2016.
- This access and visitation grant does not require matching funds.
- Last year, this program served 435 parents.

7.5 [15-0473](#)

Joint resolution authorizing an easement agreement between Lake County and the City of Waukegan for the Lake County Courthouse Expansion Project.

- Lake County and the City of Waukegan entered into an Intergovernmental Agreement (IGA) for the Lake County Courthouse Expansion Project (LCCEP) which included provisions for an easement agreement.
- As part of the LCCEP, the County intends to construct, own and maintain certain permanent improvements to be located in or above the public right of way owned by the City including the tunnel, renovations to the existing elevated walkway, elimination of on street parking stalls in favor of streetscape elements and miscellaneous other improvements ancillary to the new court tower.
- The easement agreement will, in perpetuity, grant the County the right to own and maintain the improvements planned in the public right of way owned by the City of Waukegan.

Attachments: [LCCEP Waukegan -County Easement Agreement - 2015-4-17](#)

[LCCEP Exhibit A Plat of Consolidation](#)

[LCCEP Exhibit B Easement Building Components Final](#)

[LCCEP Exhibit C Easement Tunnel Bridge Final](#)

7.6 [15-0475](#)

Joint resolution authorizing a contract with John W. McDougall Company of Nashville, Tennessee, and further authorizing assignment of that contract to Clark Construction Group LLC of Chicago, Illinois, as Construction Manager at Risk for the Lake County Courthouse Expansion Project in the amount of \$1,270,000.

- The metal panel work in this bid generally includes metal panel systems to be installed on the exterior of the court tower in certain wall areas and in the entrance and roof canopies.
- The Lake County Board has authorized Clark Construction Group, LLC to proceed with a Guaranteed Maximum Price (GMP) for construction pursuant to their contract for Construction Manager at Risk (CMAR) services.
- An invitation to bid was issued for metal panels on November 14, 2014 and sealed bids were received on December 17, 2014 from three nonlocal vendors ranging from \$1,270,000 to \$1,875,000.
- John W. McDougall Company of Nashville, Tennessee, was determined to be the lowest responsive and responsible bidder.
- This resolution awards the contract to John W. McDougall Company and assigns the contract to Clark Construction Group LLC to manage as part of the GMP for this work.

7.7 [15-0476](#)

Joint resolution authorizing a contract with ThyssenKrupp Elevator of Lombard, Illinois, and further authorizing assignment of that contract to Clark Construction Group LLC of Chicago, Illinois, as Construction Manager at Risk (CMAR) for the Lake County Courthouse Expansion Project in the amount of \$3,897,900.

- The vertical transportation work in this bid generally includes elevators and escalators for the tunnel and court tower.

- The Lake County Board has authorized Clark Construction Group, LLC to proceed with a Guaranteed Maximum Price (GMP) for the core and shell work construction pursuant to their contract for CMAR services.
- An invitation to bid was issued for vertical transportation on February 17, 2015 and sealed bids were received on March 19, 2015 from two nonlocal vendors ranging from \$3,897,900 to \$4,240,000.
- ThyssenKrupp Elevator of Lombard, Illinois, was determined to be the lowest responsive and responsible bidder.
- This resolution awards the contract to ThyssenKrupp Elevator and assigns the contract to Clark Construction Group LLC to manage as part of the GMP.

HEALTH & COMMUNITY SERVICES

7.8 [15-0490](#)

Joint resolution authorizing an emergency appropriation in the amount of \$123,256 in fiscal year (FY) 2015 budget as a result of grant increases delivered by Primary Care and Population Health Service Areas.

- The Healthcare Foundation of Highland Park has provided the Friends for Health grant with \$21,169 in additional funding to be used to support the Specialty Care, Diagnostic Testing and Medication program for the period January 1, 2015 through December 31, 2015.
- The Illinois Department of Human Services awarded an additional \$35,277 for the Substance Abuse Prevention Program grant which will be used for implementing a communication campaign for the period July 1, 2014 through June 30, 2015.
- The Illinois Public Health Association awarded an additional \$25,000 for the HIV Prevention grant which will be used to offset existing costs for the period January 1, 2014 through June 30, 2015.
- The Illinois Department of Child and Family Services awarded an additional \$5,239 for the Healthworks grant which will be used to offset existing staff costs for the period July 1, 2014 through June 30, 2015; the amount to be used in FY2015 is \$3,056.
- The Illinois Public Health Association awarded an additional \$22,500 for the HIV Prevention grant which will be used to offset existing costs for the period January 1, 2014 through December 31, 2014; the amount to be used in FY2015 is \$1,875.
- The United States Department of Health and Human Services, Health Resources and Services Administration awarded \$36,879 for ongoing quality improvement activities which will be used to pay for individual licenses and maintenance fees for the I21 patient registry software for the period of December 1, 2014 through November 30, 2015.

Attachments: [Emergency Appropriation for FY15 March 2015 and April 2015](#)

7.9 [15-0493](#)

Ordinance amending Chapter 177: Lake County Tobacco Ordinance, of the Lake County Code.

- Chapter 177 of the Lake County Code of Ordinances authorizes the Lake County Sheriff's Office as the enforcement agency for the provisions of the chapter, which include conducting inspections and, where warranted, issuing citations.
- The proposed amendments are part of an overall package of ordinance amendments and proposed ordinances by the Lake County Sheriff's Office.
- The amendments would allow officers to enforce the ordinance using the Lake County

administrative adjudication (AA) process (the chapter currently restricts enforcement actions to the circuit court), a proven efficient and effective means of seeking compliance for violations.

Attachments: [Lake County Code of Ordinances Tobacco Regulations Proposed Amend](#)

7.10 [15-0477](#)

Joint resolution accepting the Illinois Department of Commerce and Economic Opportunity (DCEO) Trade Adjustment Assistance (TAA) grant modification and Workforce Investment Act (WIA) Rapid Response grant and authorizing an emergency appropriation in the amount of \$163,644.

- The TAA grant modification of \$38,500 increases the grant budget to support costs associated with payment processing for the training and transportation assistance to the unemployed individuals certified as eligible under the Trade Act and enrolled in occupational training; the grant period is through September 30, 2015.
- The WIA Rapid Response Grant of \$125,144 increases the grant budget for personnel related expenditures to provide case management to the unemployed individuals certified as eligible under the Trade Act and enrolled in occupational training; the grant period is through June 30, 2016.

Attachments: [May '15 - LCWD Grant Modifications.xlsx](#)

PUBLIC WORKS & TRANSPORTATION

7.11 [15-0454](#)

Joint resolution authorizing a Plat of Easement and Vacation with Westfield Corporation for recent water main and sanitary sewer work.

- Lake County owns, maintains and operates, and, therefore, needs access to the public water and sanitary sewer mains that serve Westfield Corporation's Hawthorn Mall in Vernon Hills.
- Westfield Corporation is nearing completion of a building addition that adds seven new tenant space units, including a new movie theatre, at the northeast corner of the mall.
- The building addition required a new public sanitary sewer main, relocation of an existing water main and the abandonment of existing water mains.
- This Plat of Easement and Vacation allows Lake County the access and ability to continue providing water and sanitary sewer service.
- This resolution authorizes Lake County to execute the Plat of Easement and Vacation with Westfield Corporation for the revised utility locations required for the building addition.

Attachments: [15-0454 Westfield Easement Exhibit](#)
[15-0454 Westfield Plat of Easement and Vacation](#)

7.12 [15-0489](#)

Joint resolution authorizing a contract with Wonderware Midwest, Brookfield, Wisconsin, in the amount of \$98,172.50 for the procurement of Supervisory Control and Data Acquisition (SCADA) Historian, Dashboard and Reporting Software.

- Lake County owns, operates and maintains over 150 water and wastewater facilities

throughout the County that require differing levels of automated control and data acquisition.

- Lake County has developed a master plan for SCADA improvements that incorporates a multiyear, multiphase project plan.
- A Request for Proposal (RFP) was issued for the procurement of SCADA Historian, Dashboard and Reporting Software.
- A RFP was extended to 21 vendors and proposals were received from two vendors.
- In accordance with the evaluation criteria established in the RFP, the Public Works Department reviewed and determined that the proposal submitted by Wonderware Midwest, Brookfield, Wisconsin, is the most qualified and favorable proposal for Lake County.
- The contract is for the procurement of SCADA Historian, Dashboard and Reporting Software in the amount of 98,172.50 and future maintenance cost in the estimated amount of \$45,100.

Attachments: [15-0489 SCADA Wonderware Agreement](#)

7.13 [15-0481](#)

Joint resolution authorizing an agreement with HR Green, Inc., McHenry, Illinois, at a cost of services described as \$1,360,893.69 for the provision of Phase I preliminary engineering services for the study of a proposed bike path along Illinois Route 137, connecting the Des Plaines River Trail to the Robert McClory Bike Path, appropriating \$1,635,000 of ¼% Sales Tax for Transportation funds for these engineering services, and designated as Section 15-00289-01-BT.

- [Illinois Route 137 Bike Path: Phase I Consultant Agreement and Appropriation.](#)
- A consultant will be utilized to complete Phase I preliminary engineering services which includes the study of a proposed bike path along Illinois Route 137, connecting the Des Plaines River Trail to the Robert McClory Bike Path.
- In accordance with the Local Government Professional Services Selection Act, the selected and recommended firm is HR Green, Inc., McHenry, Illinois, for a cost of services described as \$1,360,893.69.
- This resolution appropriates \$1,635,000 of ¼% Sales Tax for Transportation funds.

Attachments: [15-0481 IL Route 137 BP Phase I Consultant Agreement Draft.pdf](#)

7.14 [15-0483](#)

Joint resolution authorizing an agreement with Amec Foster Wheeler Environment & Infrastructure, Inc., Chicago, Illinois, at a cost of services described as \$327,207.13 for the provision of Phase I preliminary engineering services for preparation of a project development report for a new bridge to carry the Skokie Valley Bike Path over Lake Cook Road, appropriating \$395,000 of County Bridge Tax funds for these engineering services, and designated as Section 14-00265-01-BR.

- [Skokie Valley Bike Path Bridge: Phase I Consultant Agreement and Appropriation.](#)
- A consultant will be utilized to complete Phase I preliminary engineering services, which includes developing a project report for a new bridge to carry the Skokie Valley Bike Path over Lake Cook Road.
- In accordance with the Local Government Professional Services Selection Act, the selected and recommended firm is Amec Foster Wheeler Environment & Infrastructure,

Inc., Chicago, Illinois, for a cost of services described as \$327,207.13.

- This resolution appropriates \$395,000 of County Bridge Tax funds.

Attachments: [15-0483 Skokie Valley Bike Path Consultant Agreement Draft.pdf](#)

[15-0483 Skokie Valley Bike Path Map.pdf](#)

7.15 [15-0484](#)

Joint resolution authorizing an agreement with STV Incorporated, Chicago, Illinois, at a cost of services described as \$630,657.80 for the provision of Phase I preliminary engineering services for the intersection improvement of Ela Road at Long Grove Road, appropriating \$760,000 of ¼% Sales Tax for Transportation funds for these engineering services, and designated as Section 14-00144-20-CH.

- Ela Road at Long Grove Road: Phase I Consultant Agreement and Appropriation.
- A consultant will be utilized to complete Phase I preliminary engineering services, which includes the study of an intersection improvement of Ela Road at Long Grove Road.
- In accordance with the Local Government Professional Services Selection Act, the selected and recommended firm is STV Incorporated, Chicago, Illinois, for a cost of services described as \$630,657.80.
- This resolution appropriates \$760,000 of ¼% Sales Tax for Transportation funds.

Attachments: [15-0484 Ela and Long Grove Road Phase I Consultant Agreement Draft](#)

7.16 [15-0482](#)

Joint resolution authorizing an agreement with Alfred Benesch & Company, Chicago, Illinois, at a cost of \$1,186,410 for Phase III construction engineering services for the reconstruction of Hawley Street, from Midlothian Road to Seymour Avenue, appropriating \$1,425,000 of ¼% Sales Tax for Transportation funds, and designated as Section 07-00273-01-WR.

- Hawley Street, from Midlothian Road to Seymour Avenue, Phase III: Consultant Agreement and Appropriation.
- This improvement will include three lane reconstruction, new signalized intersections, water main, sanitary and sidewalk replacement, a new off roadway bike path, and drainage improvements.
- A consultant will be utilized to undertake Phase III construction engineering services.
- In accordance with the Local Government Professional Services Selection Act, the selected and recommended firm is Alfred Benesch & Company, Chicago, Illinois, with a cost of \$1,186,410.
- This resolution appropriates \$1,425,000 of ¼% Sales Tax for Transportation Funds for this improvement.

Attachments: [15-0482 Hawley Street Consultant Agreement Draft.pdf](#)

7.17 [15-0497](#)

Joint resolution authorizing an agreement with Baxter & Woodman, Inc., Grayslake, Illinois, at a cost of \$81,083 for Phase III construction engineering services for the resurfacing of Center Street, from Illinois Route 83 to US Route 45, and designated as Section 14-00189-04-RS.

- Center Street, from Illinois Route 83 to US Route 45, Phase III: Consultant Agreement.
- Center Street is in need of resurfacing.
- This project will include the resurfacing of Center Street, and adding paved shoulders in areas without curb and gutter sections.
- A consultant will be utilized to undertake Phase III construction engineering services .
- In accordance with the Local Government Professional Services Selection Act, the selected, and recommended, firm is Baxter & Woodman, Inc., Grayslake, Illinois, with a cost of \$81,803.
- The County Board at its meeting of November 11, 2014, approved an appropriation of \$2,235,000 of Matching Tax funds for this resurfacing project (\$2,150,000 for construction and \$85,000 for Phase III construction engineering).

Attachments: [15-0497 Center Street Resurfacing Consultant Agreement.pdf](#)

7.18 [15-0486](#)

Joint resolution appropriating \$600,000 of County Bridge Tax funds for the replacement or repair of five corrugated steel culvert pipes, at various locations on the Lake County highway system, and designated as Section 14-00999-06-DR.

- 2015 Culvert Replacement or Repair: Appropriation.
- Five corrugated steel culvert pipes on the County highway system are at the end of their useful service lives and are in need of replacement or repair.
- The culverts are located under the following County highways: Delany Road, Deep Lake Road, York House Road, and two locations along Fairfield Road.
- Before a project letting can be held, an appropriation of \$600,000 of County Bridge Tax funds is necessary.

7.19 [15-0487](#)

Joint resolution appropriating \$2,130,000 of Matching Tax funds and \$425,000 of County Bridge Tax funds for the resurfacing of Grass Lake Road, and designated as Section 14-00059-09-RS.

- Grass Lake Road Resurfacing: Appropriation.
- Grass Lake Road is in need of resurfacing from east of Grass Lake Bridge to Illinois Route 59.
- This resurfacing improvement has been identified within the County's pavement management system, and is included in the 2015 highway improvement program.
- Before a project letting can be held, an appropriation of \$2,130,000 of Matching Tax funds and \$425,000 of County Bridge Tax funds is necessary.

7.20 [15-0479](#)

Joint committee action item approving Change Order No. 11 consisting of a cumulative net increase of \$1,400,190.44 for additions to the Peterson Road Construction Contract with Berger Excavating Contractors, Inc., Wauconda, Illinois, and designated as Section 07-00098-17-WR.

- Peterson Road Reconstruction: LCDOT Change Order No. 11.
- Change Orders need to be approved by the standing committees for cumulative net increases over 10 percent.
- The Peterson Road reconstruction project is under contract with Berger Excavating Contractors, Inc., in the amount of \$10,833,869.69.

- Adjustments to construction items are being requested for revisions to the original scope of work as detailed in the attached Change Order No. 11.
- The major item contributing to the cost adjustments is the revision made by Kinder Morgan Pipeline; after the project was let, Kinder Morgan determined the need to modify its triple pipeline crossings under Peterson Road at four locations.
- Due to the delays caused by the Kinder Morgan work, numerous contract modifications were necessary to keep the project moving and to insure the travel lanes would be opened prior to the winter project shut down.
- A final balancing change order will be necessary in late 2015 (after all the construction is completed and quantities finalized at the end of the project punchlist).

Attachments: [15-0479 Peterson Road Change Order 11.pdf](#)

7.21 [15-0480](#)

Joint committee action item approving Change Order No. 1 consisting of an increase of \$172,331 for additions to the Phase III Construction Engineering services agreement with SEECO Consultants, Inc., for geotechnical testing services as part of the River Road at Roberts Road roundabout construction, and designated as Section 07-00086-08-CH.

- River Road at Roberts Road Roundabout Phase III Construction Engineering Agreement: Change Order No. 1.
- Change Orders need to be approved by the standing committees for cumulative net increases over 10 percent.
- Phase III construction engineering services for geotechnical testing services for the River Road at Roberts Road roundabout construction is under contract with SEECO Consultants Inc., Tinley Park, Illinois, in the amount of \$150,000.
- Lake County Division of Transportation (LCDOT) staff is providing the Phase III construction engineering supervision on this project, using SEECO as a geotechnical subconsultant due to its expertise in designing and monitoring the complex ground improvements.
- The construction contract is being administered through the Illinois Department of Transportation (IDOT) in order to access federal funds, and the construction contract is with Berger Excavating Contractors, Inc. of Wauconda, Illinois, in the amount of \$6,552,520.55.
- The County Board, by resolution at its meeting of December 10, 2013, approved an appropriation of \$1,855,000 for the local share of construction and Phase III construction engineering for the intersection improvement of River Road at Roberts Road.
- Federal aid available for this project is anticipated to cover 80 percent of the Phase III consultant cost, when reimbursed by IDOT.
- The two major items that triggered this change are: 1) the installation of additional devices to better monitor settlement by SEECO; and 2) the extended monitoring duration of work production by the contractor due to the slower progression of work during the winter season.

Attachments: [15-0480 River at Roberts Change Order No 1.pdf](#)

FINANCIAL & ADMINISTRATIVE

7.22 [15-0500](#)

Resolution authorizing a contract with IVCi, Hauppauge, New York, for the County Boardroom Audio System Upgrade in the amount of \$56,143.63.

- There is a need to provide upgrades to the audio system in County Boardroom Chambers, which is used for broadcasting meetings on LCTV, to support the transition from analog to digital.
- An invitation to bid for the County Board audio system upgrade was issued and invitations were extended to 19 vendors.
- Sealed bids were received from three nonlocal vendors; the three responsive and responsible bids ranged from \$56,143.63 to \$59,279.
- Funding for this project is in the PEG Capital Account.
- IVCi, Hauppauge, New York, is the lowest responsive and responsible bidder who best meets the needs of the County for a cost of \$56,143.63.

7.23 [15-0496](#)

Resolution setting forth the budget policies for compilation of the fiscal year (FY) 2016 Lake County Budget.

- The County Board adopts budget policies annually for the upcoming budget cycle.
- As in the past, all policies were developed to maintain prudent financial management practices for the short and long term.
- The updates to the FY 2016 policy include changes allowing for submittal of multiple budget scenarios, clarification of the long term capital improvement plan, and specification of the review period of user charges and fees.
- These policies were discussed at the Financial and Administrative Committee in both April and May and were sent to all Board members for review and comment.

Attachments: [FY16 Budget Policy Draft - clean](#)

[FY16 Budget Policy - Redlined](#)

[FY16 Budget Calendar](#)

7.24 [15-0404](#)

Resolution to combine three full time budgeted Clerk positions and three part time budgeted Clerk positions into three Assistant Supervisor Court Clerk (Assistant Manager) positions.

- With additional requirements being placed on the Circuit Courts by the state and federal governments, and to better service the constituency of Lake County, it is necessary to create three Assistant Supervisor Court Clerk positions in the department to assist with day to day management of the department.
- The Office of the Circuit Clerk currently has three full time Clerk positions and three part time Clerk positions in the approved budget for fiscal year (FY) 2015.
- The combined annual salary of these six positions is \$148,100.
- By eliminating these six positions and creating three new Supervisor Court Clerk positions with an annual salary of approximately \$130,917, the overall savings to the county will be approximately \$17,183 and a reduction of the budgeted headcount by

three positions.

7.25 [15-0498](#)

Committee action authorizing a reclassification of the Internal Affairs Investigator position from a civilian position to a sworn Deputy Chief position and authorizing the Sheriff to hire the Deputy Chief at a starting salary above pay grade 17 midpoint.

- The position was approved in the 2015 budget as a civilian position in pay grade 17, ranging from \$79,624 to \$118,162.
- The position will be more effective and have authority to require cooperation from sworn officers if it is classified in the rank of a sworn Deputy Chief with pay grade 17, ranging from \$79,624 to \$118,162.
- In order to maintain internal equity with other Deputy Chiefs and be externally competitive within the market, the Sheriff requests authority to offer an annual starting salary of up to \$110,000.

7.26 [15-0472](#)

Resolution amending rates for the Lake County Sheriff Deputies working off duty "Special Detail" for private business, individuals, and government units.

- The hourly rate charged to private businesses, individuals, and governmental units for special detail patrol has been \$60 per hour since December 2, 2009.
- The rates for employees performing patrol and command duties while on special detail has been \$38 and \$41.80 per hour, respectively, since December 2, 2009.
- The Sheriff is requesting that the special detail hourly rates for employees performing patrol and command duties be increased to \$41 and \$44.80 per hour respectively effective July 1, 2015.
- The Sheriff will also increase the special detail rate charged to private business, individuals and governmental units by a corresponding amount or \$63 per hour; command post are only contractually required on four percent of all special details worked.
- All related costs, including administrative cost, will be recovered from the organization requesting the service.

7.27 [15-0470](#)

Resolution authorizing the Collective Bargaining Agreement for the Sworn Sheriff's Deputy Unit, formerly represented by the Fraternal Order of Police and presently represented by the Illinois Council of Police.

- The contract will have an effective date from December 1, 2013 through November 30, 2016.
- Under the contract, wages will increase 2.85 percent on December 1 for the three year term of the agreement.
- Election Day was eliminated as a holiday in exchange for Christmas Eve.
- The agreement contains a limited reopener to negotiate the members participation in the union's insurance plan.
- Wage increases for each year of the agreement will cost approximately \$300,000.

Attachments: [CBA for Sworn Sheriff Deputy's Unit.pdf](#)

7.28 [15-0502](#)

Resolution approving Compensation Program Procedures Policy 5.11 that defines processes on setting employee wages related to general increases, promotions, demotions, reclassifications, new hires and other programs to recognize employee achievements.

- The County recognizes the need to establish procedures that establishes rules to implement salary changes or to set wages.
- The County contracted with Buck Consultants to conduct a market analysis and recommend a pay plan that is competitive with the Chicagoland metro market and reflects best practices.
- In an effort to define processes to set employee wages as a result of cost of living, changes in employment status, recognition of superior performance and offers of employment, the County developed Policies and Procedures 5.11-Compensation Program Procedures.

Attachments: [CompPoliciesReclass4 1 15.pdf](#)

7.29 [15-0506](#)

Resolution approving an hourly and annual salary schedule that list pay grades assignments and pay grade ranges for all nonunion County positions.

- The County contracted with Buck Consultants to conduct a market analysis and recommend a salary schedule that is competitive with the Chicagoland metro market and reflects best practices.
- In an effort to establish pay parameters, pay ranges consisting of minimums, midpoints and maximums were established.
- Each nonunion position is assigned to a pay grade based upon criteria established by Buck Consultants that relatively ranks positions using industry accepted compensable factors.
- The pay ranges and pay grade assignments are based upon a public/private sector market survey conducted by Buck Consultants in 2014.
- Positions were evaluated using newly established criteria and assigned to the new market adjusted pay grades.
- 125 employees earned salaries that are below the new pay grade minimums.
- The cost to bring these employees' salaries to the new pay grade minimum is approximately \$420,000 annually or \$210,000 for fiscal year 2015.
- The cost of implementing the program is included in the 2015 budget.

Attachments: [Attachment A](#)

[Attachment B](#)

[Attachment C](#)

[Attachment D](#)

8. **Executive Session**

8.1 [15-0471](#)

Executive Session to discuss personnel matters pursuant to 5ILCS 120/2(c)(1).

8.2 [15-0499](#)

Committee action authorizing pay adjustments for nonunion command staff in the Sheriff's Office maintaining consistency with Lake County's long standing practice .

9. **County Administrator's Report**

9.1 [15-0504](#)

Discussion of the 2014 Year End Report.

9.2 [15-0505](#)

Economic Indicator Report.

10. **Adjournment**