

Lake County Illinois

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



Meeting Minutes - Final

Thursday, September 26, 2019

8:30 AM

Assembly Room, 10th Floor

Financial & Administrative Committee

1. Call to Order

Chair Frank called the meeting to order at 8:30 a.m.

Present 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent 1 - Member Didech

Others Present:

Doretha Johnson, Division of Transportation

Rodney Worden, Public Works

Patrice Sutton, Finance and Administrative Services

Chris Kopka, Human Resources

Annette Becker, Gallagher

Scott Sherman, Gallagher

Alex Carr, Communications

Karla Hasty, Human Resources

Heather Kazomi, Segal

Katie Kiesel, Segal

Kim Kelpinski, Human Resources

Marey Wall, Human Resources

Shane Schneider, Division of Transportation

Rob Richards, Sheriff's Office

Michael Cuffee, 19th Judicial Court

Erica Berman, Human Resources

Susan August, Finance and Administrative Services

Teri White, State's Attorney's Office

Mark Pfister, Health Department

Krista Braun, Planning, Building and Development

Chris Blanding, Information Technology

RuthAnne Hall, Finance and Administrative Services

Karl Kirar, Facilities and Construction Services

Steve Rice, State's Attorney's Office

Mary Ross-Cunningham, County Board

Mike Danforth, County Board

Ann Maine, County Board

Diane Hewitt, County Board

Mike Rummel, County Board

Jodi Gingiss, Planning, Building and Development

Hannah Mulroy, County Administrator's Office

Lawrence Oliver, Sheriff's Office

Andi Rosen, Communications

Robin M. O'Connor, County Clerk's Office

*Jasmine Rottman, County Clerk's Office
Vasyl Markus, Treasurer's Office
Jaclyn Wilcox, State's Attorney's Office
Karen Fox, State's Attorney's Office
Lynn Buccieri, County Board Office
Cassandra Torstensan, County Administrator's Office
Matt Meyers, County Administrator's Office
Jim Hawkins, County Administrator's Office
Rodney Marion, Human Resources*

2. Pledge of Allegiance

Vice Chair Vealitzek led the Pledge of Allegiance.

3. Addenda to the Agenda

The minutes listed on the consent agenda for 8.29.19 will be posted instead for approval at next meeting. Motion to remove was made.

A motion was made by Member Vealitzek, seconded by Member Wasik, to remove item 7.2 from the agenda and put on the next agenda for approval. Motion was carried by a voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

4. Public Comment

There were no comments from the public.

5. Chair's Remarks

Chair Frank stated that Member Didech did notify the committee of his planned absence. He discussed budget hearings and upcoming meetings.

6. Old Business

6.1 19-1371

Resolution authorizing an agreement with ICMA-RC for deferred compensation record-keeping and plan administration services.

Attachments: [Overall Scoresheet for County Board.pdf](#)
[Vendor Disclosure.pdf](#)
[ICMA-RC Administrative Services Agreement Sample.pdf](#)
[19047 Award Recommendation.pdf](#)
[457\(b\) Point_Paper - Final.pdf](#)

Chris Kopka, Deputy Director of Human Resources and Risk Manager, along with Annette Becker and Scott Sherman from Gallagher Benefit Services discussed the 457(b) plan.

The County has a contract with Gallagher and they provided support through Request for Proposal (RFP) process. Ms. Kopka informed the committee that the 457(b) committee went out for RFP and ICMA-RC is recommended as the preferred vendor. Discussion ensued.

A motion was made by Member Wasik, seconded by Member Wilke, that this resolution be recommended for adoption to the County Board agenda. Motion carried by voice vote.

Absent: 1 - Member Didech

6.2 [19-1372](#)

Resolution authorizing the appointment of Christine Kopka, Assistant Director of Human Resources and Risk Manager, as the Lake County Deferred Compensation 457(b) Plan's Authorized Agent.

Lake County is required to have an authorized agent for our 457(b) plan. Chris Kopka, Deputy Director of Human Resources and Risk Manager, discussed the resolution authorizing her appointment as the Lake County Deferred Compensation 457(b) Plan's Authorized Agent.

A motion was made by Member Wasik, seconded by Member Wilke, that this resolution be recommended for adoption to the County Board agenda. Motion carried by voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

7. New Business

CONSENT AGENDA (Items 7.1 - 7.12)

APPROVAL OF MINUTES

7.1 [19-1528](#)

Minutes from August 8, 2019.

Attachments: [F&A 8.8.19 Minutes - Final.pdf](#)

A motion was made by Member Wilke, seconded by Member Carlson, that Consent Agenda items 7.1, 7.3, 7.4 be approved and items 7.5 through 7.12 be recommended for adoption/received and placed on the County Board agenda. Motion carried by a voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

7.2 [19-1529](#)

Minutes from August 29, 2019.

Attachments: [F&A 8.29.19 Minutes - Final.pdf](#)

This item was removed from the agenda.

7.3 [19-1532](#)

Executive Session minutes from August 29, 2019.

A motion was made by Member Wilke, seconded by Member Carlson, that Consent Agenda items 7.1, 7.3, 7.4 be approved and items 7.5 through 7.12 be recommended for adoption/received and placed on the County Board agenda. Motion carried by a voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

7.4 [19-1533](#)

Minutes from September 5, 2019.

Attachments: [F&A 9.5.19 Minutes - Final.pdf](#)

A motion was made by Member Wilke, seconded by Member Carlson, that Consent Agenda items 7.1, 7.3, 7.4 be approved and items 7.5 through 7.12 be recommended for adoption/received and placed on the County Board agenda. Motion carried by a voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

HEALTH & COMMUNITY SERVICES

7.5 [19-1482](#)

Joint resolution accepting the Steans Family Foundation grant and authorizing an emergency appropriation in the amount of \$40,000 for the Coordinated Intake program.

Attachments: [Steans Family Foundation Grant Agreement - Executed](#)
[Steans \\$40K](#)

A motion was made by Member Wilke, seconded by Member Carlson, that Consent Agenda items 7.1, 7.3, 7.4 be approved and items 7.5 through 7.12 be recommended for adoption/received and placed on the County Board agenda. Motion carried by a voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

PUBLIC WORKS, PLANNING & TRANSPORTATION

7.6 [19-1508](#)

Joint resolution authorizing a contract with Berger Excavating Contractors, Inc., Wauconda, Illinois, in the amount of \$128,234 for drainage improvements on Grass Lake Road, 350 feet west of Sibley Drive in Antioch, Illinois, and appropriating \$160,000 of County Bridge Tax funds.

Attachments: [19-1508 Bid Tab, Grass Lake Road Drainage](#)
[19-1508 Vendor Disclosure - Grass Lake Road Drainage](#)

A motion was made by Member Wilke, seconded by Member Carlson, that Consent Agenda items 7.1, 7.3, 7.4 be approved and items 7.5 through 7.12 be recommended for adoption/received and placed on the County Board agenda. Motion carried by a voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

7.7 [19-1506](#)

Joint resolution ratifying three contracts with Surveying and Mapping, LLC, Elk Grove Village, Illinois, in the amounts of \$22,000, \$17,865 and \$17,700 for Subsurface Utility Engineering (SUE) services and surveying services required for six culvert replacements and one storm sewer replacement on various County highways.

Attachments: [19-1506 Surveying and Mapping Culverts 2019 Contract](#)
[19-1506 Surveying and Mapping Midlothian Road Culverts Contract](#)
[19-1506 Surveying and Mapping Wadsworth Road Storm Sewer Contract](#)
[19-1506 Vendor Disclosure - Surveying and Mapping](#)

A motion was made by Member Wilke, seconded by Member Carlson, that Consent Agenda items 7.1, 7.3, 7.4 be approved and items 7.5 through 7.12 be recommended for adoption/received and placed on the County Board agenda. Motion carried by a voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

7.8 [19-1520](#)

Joint resolution authorizing an agreement with Robinson Engineering, Volo, Illinois, for engineering services for annual water tower and reservoir repair and rehabilitation.

Attachments: [19-1520 Robinson Engineering Award Information.pdf](#)
[19-1520 Robinson Engineering Master Agreement.pdf](#)
[19-1520 Robinson Engineering Scoring Matrix.pdf](#)
[19-1520 Robinson Engineering Vendor Disclosure Statement.pdf](#)

A motion was made by Member Wilke, seconded by Member Carlson, that Consent Agenda items 7.1, 7.3, 7.4 be approved and items 7.5 through 7.12 be recommended for adoption/received and placed on the County Board agenda. Motion carried by a voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

7.9 [19-1523](#)

Joint resolution authorizing a contract with Total Paving and Brick Services, Gurnee, Illinois, for the Asphalt Patching and Seal Coating Project in the amount of \$120,175, with renewal options.

Attachments: [19-1523 Asphalt Patching and Seal Coating Bid #19149 Bid Tab 9-11-19.p](#)
[19-1523 Asphalt Patching and Sealing VENDOR DISCLOSURE STATEMENT](#)

A motion was made by Member Wilke, seconded by Member Carlson, that Consent Agenda items 7.1, 7.3, 7.4 be approved and items 7.5 through 7.12 be recommended for adoption/received and placed on the County Board agenda. Motion carried by a voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

7.10 [19-1524](#)

Joint resolution authorizing a contract with Wesco Distribution, Woodridge, Illinois for the purchase of six retrofit kits for variable frequency drives for Lake County Public Works Des Plaines Water Treatment Facility in the amount of \$65,582.88.

Attachments: [19-1524 Wesco Retrofit Kits Quote.pdf](#)
[19-1524 Wesco Vendor Disclosure.pdf](#)

A motion was made by Member Wilke, seconded by Member Carlson, that Consent Agenda items 7.1, 7.3, 7.4 be approved and items 7.5 through 7.12 be recommended for adoption/received and placed on the County Board agenda. Motion carried by a voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

FINANCIAL & ADMINISTRATIVE

7.11 [19-1497](#)

Report from Mary Ellen Vanderverter, Recorder of Deeds, for the month of August 2019.

Attachments: [August 2019](#)

A motion was made by Member Wilke, seconded by Member Carlson, that Consent Agenda items 7.1, 7.3, 7.4 be approved and items 7.5 through 7.12 be recommended for adoption/received and placed on the County Board agenda. Motion carried by a voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

7.12 [19-1478](#)

Report from Robin M. O'Connor, County Clerk, for the month of August 2019.

Attachments: [LCC Report for August 2019](#)

A motion was made by Member Wilke, seconded by Member Carlson, that Consent Agenda items 7.1, 7.3, 7.4 be approved and items 7.5 through 7.12 be recommended for adoption/received and placed on the County Board agenda. Motion carried by a voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

REGULAR AGENDA

LAW & JUDICIAL

7.13 [19-1522](#)

Joint resolution approving an agreement with Crowe LLP, Oak Brook, Illinois to provide consultant services supporting the procurement of a shared, scalable, integrated, enterprise family of public safety systems that includes computer aided dispatch (CAD), mobile data, records management systems (RMS) for law enforcement and fire / emergency medical services, and a jail management system (JMS) for the 9-1-1 Consolidation Implementation Planning Project in the amount of \$184,410.

Attachments: [19119 Intent to Award Letter.pdf](#)

[Crowe BAFO 08272019 FINAL.pdf](#)

[Scoresheet.pdf](#)

[Vendor Disclosure Form.pdf](#)

[Lake County -- Agreement for Professional Services Draft.pdf](#)

Jim Hawkins, Deputy County Administrator and 9-1-1 Consolidation Planning Project Manager, discussed the contract with Crowe LLP to provide consultant services for public safety systems in the amount of \$184,410. This includes computer aided dispatch, mobile data, records management systems and jail management systems. Discussion ensued.

A motion was made by Member Pedersen, seconded by Member Wasik, that this resolution be recommended for adoption to the County Board agenda. Motion carried by voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

7.14 [19-1538](#)

Joint resolution authorizing an emergency and temporary contract between Lake County, Lake County Sheriff's Office (LCSO) and the Special Education District of Lake County (SEDOL) for an additional School Resource Officer from September 16, 2019 to October 15, 2019.

Attachments: [Emergency and Temporary SEDOL Contract](#)

Rob Richards, Sheriff's Office, presented an emergency and temporary contract between Lake County, Lake County Sheriff's Office, and the Special Education District of Lake County. The contract requests an additional School Resource Officer for a period of 30 days due to staffing shortages. Chair Hart thanked County Administration and the State's Attorney Office for their assistance and hard work in this urgent situation. Discussion ensued.

A motion was made by Member Pedersen, seconded by Member Wasik, that this resolution be recommended for adoption to the County Board agenda. Motion carried by voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

HEALTH & COMMUNITY SERVICES

7.15 [19-1483](#)

Joint resolution amending the Lake County Health Department Environmental Health Fees Schedule (as authorized in Lake County Code of Ordinances Chapter 178).

Attachments: [2019 EH fees schedule FINAL SWIM FAC REVISIONS SEPT 2019](#)

Mark Pfister, Lake County Health Department Executive Director, and Larry Mackey, Lake County Health Department Deputy Director, discussed amending fees charged to beaches and the current fee schedule. Discussion ensued.

A motion was made by Member Carlson, seconded by Member Wilke, that this resolution be recommended for adoption or adoption to the County Board agenda.

Motion carried by voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

7.16 [19-1503](#)

Joint resolution appropriating \$100,000 of the ¼% Sales Tax for Transportation funds for the acquisition of necessary right-of-way, by agreement or condemnation, and other right-of-way costs associated with the improvement of Fremont Center Road at Illinois Route 60.

Shane Schneider, Division of Transportation Director, discussed the improvement of Fremont Center Road at Illinois Route 60, which includes adding turn lanes and a traffic signal. Discussion ensued.

A motion was made by Member Wilke, seconded by Member Vealitzek, that this resolution be recommended for adoption to the County Board agenda. Motion carried by voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

7.17 [19-1504](#)

Joint resolution appropriating \$5,240,000 of Matching Tax funds and \$1,055,000 of County Bridge Tax funds for the Grass Lake Road, Millburn Road, and Old US Route 45 resurfacing improvements.

Shane Schneider, Division of Transportation Director, discussed funding for roadway improvements and rehabilitation on three county highways; Grass Lake Road, Millburn Road, and Old US Route 45. Discussion ensued.

A motion was made by Member Wasik, seconded by Member Pedersen, that this resolution be recommended for adoption to the County Board agenda. Motion carried by voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

7.18 [19-1502](#)

Joint resolution authorizing an agreement with STV, Inc., Chicago, Illinois, to provide Phase II design engineering services for improvements to the intersection of Ela Road and Long Grove Road in the Villages of Barrington and Deer Park, at a maximum cost of \$594,225, and appropriating \$715,000 of ¼% Sales Tax for Transportation funds.

Attachments: [19-1502 Ela Road at Long Grove Road Phase II Consultant Agreement D](#)
[19-1502 Ela Road at Long Grove Road Phase II Vendor Disclosure Form](#)

Shane Schneider, Division of Transportation Director, presented a request for authorization to execute an agreement with STV Inc. to provide engineering services for intersection improvements at Ela Road and Long Grove Road. Discussion ensued.

A motion was made by Member Wilke, seconded by Member Wasik, that this resolution be recommended for adoption to the County Board agenda. Motion carried by voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

7.19 19-1521

Joint resolution authorizing an agreement with Baxter and Woodman, Inc., Crystal Lake, Illinois, for general engineering consulting services.

Attachments: [19-1521 Baxter and Woodman Award Information.pdf](#)
[19-1521 Baxter and Woodman Master Agreement.pdf](#)
[19-1521 Baxter and Woodman Scoring Matrix Project No. 8.pdf](#)
[19-1521 Baxter and Woodman Vendor Disclosure Statement.pdf](#)

Rodney Worden, Public Works Director, presented an agreement for engineering consulting services with Baxter and Woodman, Inc. Discussion ensued.

A motion was made by Member Wasik, seconded by Member Vealitzek, that this resolution be recommended for adoption to the County Board agenda. Motion carried by voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

ENERGY & ENVIRONMENT

7.20 19-1398

Joint resolution to declare intent to create a "Property Assessed Clean Energy" (PACE) Program for Lake County.

Hannah Mulroy, County Administrator's Office, discussed the intent to create a Property Assessed Clean Energy Program in Lake County. A commercial property owner can receive a loan for energy efficient upgrades to their property and pay back that loan through an additional line on their property taxes. Discussion ensued.

A motion was made by Member Wilke, seconded by Member Wasik, that this resolution be recommended for adoption to the County Board agenda. Motion carried by voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

FINANCIAL & ADMINISTRATIVE

7.21 [19-1496](#)

Ordinance amending a previous ordinance designating the voting site assigned to 11 of the 415 precincts in Lake County Townships.

Attachments: [Exhibit A](#)

[Map1](#)

[Map2](#)

[Map3](#)

Lake County Clerk Robin O'Connor and Jasmine Rottman, County Clerk's Office, presented the amending of polling sites. They provided details on each site that is impacted and where it will be moved. Chair Frank urged the County Clerk's office to make sure to communicate to the residents that are impacted by the changes. Discussion ensued.

A motion was made by Member Wasik, seconded by Member Pedersen, that this ordinance be recommended for adoption to the County Board agenda. Motion carried by voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

7.22 [19-1535](#)

Resolution authorizing a contract with Brink's US, a Division of Brink's Incorporated of Coppell, Texas, in the estimated annual amount of \$63,440 for armored car transport services for various Lake County departments.

Attachments: [Bid Tabulation - armored car transport services.pdf](#)

[Award Information - Brink's US.pdf](#)

[Vendor Disclosure - Brink's US.pdf](#)

RuthAnne Hall, Purchasing Manager, and Vasyl Markus, Deputy Treasurer, presented a contract with Brink's US for transport services. They discussed the current contract expires in October and the bids that Lake County has received. Discussion ensued.

A motion was made by Member Wilke, seconded by Member Pedersen, that this resolution be recommended for adoption to the County Board agenda. Motion carried by voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

7.23 [19-1525](#)

Ordinance amending Chapter 34: Taxation of the Lake County Code of Ordinances to establish a County Cannabis Retailers' Occupation Tax.

Attachments: [Exhibit A - Lake County Cannabis Retailers' Occupation Tax Ordinance .pc](#)
[Certified Copy](#)
[Certified Copy](#)

Eric Waggoner, Planning, Building and Development Director, discussed the retailers' occupation tax on recreational cannabis. Discussion ensued.

A motion was made by Member Wasik, seconded by Member Carlson, that this ordinance be recommended for adoption to the County Board agenda. Motion carried by voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

7.24 [19-1511](#)

Discussion of Vendor Disclosure Policy.

Attachments: [Purchasing Disclosure Sample](#)
[Vendor Disclosure Statement 092219.pdf](#)
[Vendor Disclosure and Conflict of Interest Policy.pdf](#)

Patrice Sutton, Finance and Administrative Services Director, and RuthAnne Hall, Purchasing Manager, discussed the changes to the Vendor Disclosure Policy. Discussion ensued.

A discussion regarding the Vendor Disclosure Policy occurred.

7.25 [19-1514](#)

Discussion and presentation of Reserve Fund Balance.

Attachments: [Reserve Policy 092319.pdf](#)

Patrice Sutton, Finance and Administrative Services Director, presented the Reserve Fund Balance Analysis. She discussed the comprehensive fund balance policy and details of Lake County's Reserve Fund Balance Policy, fiscal year impact, county-wide approach, fund balance reserve requirement calculation, surplus reserve amount, and reserve requirement calculation. She reviewed options for use of the reserves. Discussion ensued.

A discussion and presentation of the Reserve Fund Balance occurred.

7.27 [19-1531](#)

Resolution authorizing a Collective Bargaining Agreement (CBA) between International Union of Operating Engineers Local 150 and Lake County for skilled trades employees

in the Division of Transportation.

Attachments: [DOT Operating Engineers Local 150](#)

(This item was addressed directly after item 7.25.)

Human Resources Director Rodney Marion discussed the three-year agreement between International Union of Operating Engineers Local 150 and the Lake County for skilled trades employees in the Division of Transportation. Discussion ensued.

A motion was made by Member Wilke, seconded by Member Wasik, that this resolution be recommended for adoption to the County Board agenda. Motion carried by voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

7.28 [19-1530](#)

Committee action authorizing reclassification of a vacant position in Community Development.

(This item was addressed directly after 7.27.)

Karla Hasty, Human Resources, discussed the reclassification of a vacant position in Community Development.

A motion was made by Member Carlson, seconded by Member Vealitzek, that this item be approved. The motion carried unanimously.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

7.26 [19-1516](#)

Discussion and presentation of the Compensation Study.

(This item was addressed after items 7.27 and 7.28.)

Rodney Marion, Human Resources Director, Karla Hasty, Human Resources, and Heather Kazomi, Segal Consulting, discussed the Compensation Study. Karla and Heather discussed Human Resource challenges including retention, recruitment, and pay compression that the County faces. Ms. Kazomi discussed salary ranges for selected benchmark jobs and elements of total compensation. Ms. Hasty provided 12 potential solutions that the Lake County department heads filtered down to their top five choices. She also provided next steps. Discussion ensued.

Chair Frank and Member Wasik thanked Human Resources Director Rodney Marion for his work and years of service with the County.

A discussion and presentation of the Compensation Study occurred.

8. Executive Session

Executive Session was entered into at 11:50 a.m.

A motion was made by Member Wasik, seconded by Member Pedersen, that the committee go into Executive Session. The motion carried by the following vote:

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

8.1 [19-1518](#)

Executive Session to discuss imminent or pending litigation matters pursuant to 5 ILCS 120/2 (c)(11).

Litigation was discussed in Executive Session.

Executive Session was adjourned at 12:11 p.m.

A motion was made by Member Wilke, seconded by Member Vealitzek, to come out of Executive Session. The motion carried unanimously.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

8.1A [19-1519](#)

Committee action authorizing settlement litigation.

A motion was made by Member Wilke, seconded by Member Carlson, that this committee action item be approved. Motion carried by voice vote.

Aye: 6 - Chair Frank, Vice Chair Vealitzek, Member Carlson, Member Pedersen, Member Wasik and Member Wilke

Absent: 1 - Member Didech

9. County Administrator's Report

Gary Gibson, Interim County Administrator, thanked Rodney Marion, Human Resources Director, for his years of service to Lake County. He introduced Cassandra Torstenson as the County's new Assistant County Administrator.

10. Members Remarks

There were no member remarks.

11. Adjournment

Chair Frank adjourned the meeting at 12:12 p.m.

Next Meeting: October 3, 2019

Minutes prepared by Lynn Buccieri.

Respectfully submitted,

Chair

Vice-Chair

Financial and Administrative Committee