



# MARION COUNTY BOARD

Marion County Sheriff's Office - Basement - P.O. Box 637 - Salem, Illinois 62881  
(618)548-3400 or (618)548-3868/Fax (618)548-2226

Debbie A. Smith  
Chairwoman

Dr. Creighton Engel  
Vice-Chairman

Marion County Board  
Members

District #1  
Tracy Murray  
Brock Waggoner  
Sharon K. Woodward

District #2  
Dr. Creighton Engel  
Jack Riley  
Deborah Reed

District #3  
William "Bill" Henson  
Tyson McHenry  
Steven V. Whitenour

District #4  
Steven Bradley  
Judith Meeks-Hakim  
Christopher B. Krupp

District #5  
Adam D. Smith  
Debbie A. Smith  
David G. Iossi

Marion County Clerk,  
Recorder & Clerk of  
the County Board  
Steven A. Fox

Marion County  
Board Secretary

**FEBRUARY 10, 2024**

**TO: Adam Smith, Chairman  
Sharon Woodward  
Creighton Engel  
Christopher Krupp  
David Iossi**

**OTHERS: Deb Reed  
Debbie Smith**

## CLOSED MEETING

**PERSONNEL/LABOR RELATIONS COMMITTEE MEETING  
TUESDAY, FEBRUARY 14, 2023  
6:30 P.M.  
MARION COUNTY BOARD ROOM  
AGENDA**

**Meeting called to order by Chairman Adam Smith  
Pledge of Allegiance to the Flag led by Chairman Adam Smith  
Roll Call by Deb Reed**

**MOTION TO GO INTO CLOSED SESSION:**

**TIME:**

**1. Discussion of hiring Board Secretary**

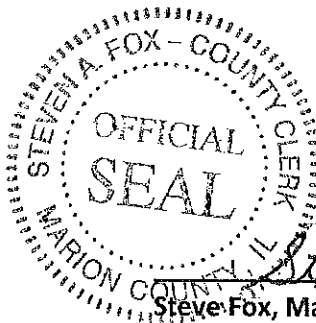
**MOTION TO COME OUT OF CLOSED SESSION:**

**TIME:**

**Action/Motion:**

**Motion to Adjourn Meeting:**

**TIME:**



*Steven A. Fox*  
Steve Fox, Marion County Clerk and  
Clerk of the Marion County Board



# MARION COUNTY BOARD

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MARCH 6, 2023

*Debbie A. Smith  
Chairwoman*

*Dr. Creighton Engel  
Vice-Chairman*

*Marion County  
Board Members*

District #1  
*Tracy Murray  
Brock Waggoner  
Sharon K.  
Woodward*

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Krupp*

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*Marion County  
Clerk, Recorder &  
Clerk of the County  
Board  
Steven A. Fox*

*Marion County*

**TO: ADAM SMITH PERSONNEL/LABOR RELATIONS & NEGOTIATIONS  
COMMITTEE CHAIRMAN  
SHARON WOODWARD  
CREIGHTON ENGEL  
CHRISTOPHER KRUPP  
DAVID IOSSI  
DEBORAH REED**

**PERSONNEL/LABOR RELATIONS & NEGOTIATIONS COMMITTEE MEETING  
THURSDAY, MARCH 9, 2023  
6:30 P.M.  
MARION COUNTY BOARD ROOM**

**COMMITTEE CHAIRMAN ADAM SMITH TO CALL MEETING TO ORDER  
PLEDGE OF ALLEGIANCE TO THE FLAG LED BY ADAM SMITH  
ROLL CALL BY LORI LINDER, MARION COUNTY BOARD SECRETARY**

**RECOGNITION OF GUESTS:**

**THOSE WHO WISH TO ADDRESS THE COMMITTEE:**

**DISCUSSION/ACTION/MOTION BY COMMITTEE:**

**BAILIFF PER DIEM**

**ADJOURN:**

\_\_\_\_\_  
**STEVE FOX, MARION COUNTY CLERK  
AND CLERK OF THE MARION COUNTY BOARD**



# MARION COUNTY BOARD

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SEPTEMBER 1, 2023

TO: Adam Smith, Chairman Christopher Krupp OTHER: Debbie Smith  
Sharon Woodward David Iossi  
Creighton Engel Deb Reed

Debbie A. Smith  
Chairwoman

Dr. Creighton Engel  
Vice-Chairman

Marion County Board  
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Recorder & Clerk of  
the County Board  
Steven A. Fox

Marion County  
Board Secretary  
Lori Linder

Please arrange your schedule to attend Joint Finance/Insurance and Personnel/Labor Relations Committee Meetings on Wednesday, September 6 beginning at 6:00 P.M.  
The Personnel Committee Meeting will a closed session.

## JOINT AGENDA CLOSED MEETING

PERSONNEL/LABOR RELATIONS COMMITTEE MEETING  
WEDNESDAY, SEPTEMBER 6, 2023 AT 6:00 P.M.

MARION COUNTY BOARD ROOM

Meeting called to order by Chairman Adam Smith  
Pledge of Allegiance to the Flag led by Chairman Adam Smith  
Roll Call by Marion County Board Secretary, Lori Linder

MOTION TO GO INTO CLOSED SESSION:

TIME:

1. School Resource Officers
2. County Board Secretary
3. Additional staff – County Treasurer Office

MOTION TO COME OUT OF CLOSED SESSION:

TIME:

Action/Motion:

1. Actions taken from the Closed Meeting

MOTION TO ADJOURN MEETING:

TIME:

FINANCE/INSURANCE COMMITTEE MEETING

WEDNESDAY, SEPTEMBER 6, 2023 IMMEDIATELY FOLLOWING ABOVE MEETING

MARION COUNTY BOARD ROOM

Meeting called to order by Chairman Christopher Krupp  
Pledge of Allegiance to the Flag led by Chairman Christopher Krupp  
Roll Call by Marion County Board Secretary, Lori Linder

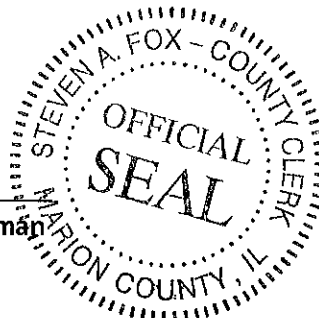
TO: Adam Smith, Chairman Christopher Krupp OTHER: Debbie Smith  
Sharon Woodward Steven Bradley  
Creighton Engel Deb Reed

DISCUSSION/ACTION:

1. FY 24 Budget Work Session

MOTION TO ADJOURN MEETING:

  
Debbie Smith, Marion County Board Chairman





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SEPTEMBER 22, 2023

Debbie A. Smith  
Chairwoman

Dr. Creighton Engel  
Vice-Chairman

Marion County Board  
Members

District #1  
Tracy Murray  
Brock Waggoner  
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Steven A. Fox

Marion County  
Board Secretary  
Lori Linder

**TO:** Adam Smith, Chairman  
Sharon Woodward  
Creighton Engel  
Christopher Krupp  
David Iossi  
Deb Reed  
**OTHER:** Debbie Smith

## CLOSED MEETING

PERSONNEL/LABOR RELATIONS COMMITTEE MEETING  
TUESDAY, SEPTEMBER 26, 2023  
6:30 P.M.  
MARION COUNTY BOARD ROOM  
AGENDA

Meeting called to order by Chairman Adam Smith  
Pledge of Allegiance to the Flag led by Chairman Adam Smith  
Roll Call by Marion County Board Secretary, Lori Linder

**MOTION TO GO INTO CLOSED SESSION:**

**TIME:**

**1. Discussion of Counter Proposal of the Labor Relations Contract that Expires November 30, 2023 for Marion County Highway Department**

**MOTION TO COME OUT OF CLOSED SESSION:**

**TIME:**

**Action/Motion:**

**Motion to Adjourn Meeting:**

**TIME:**

Steve Fox, Marion County Clerk and  
Clerk of the Marion County Board



Personnel/Labor Relations  
Proposal

July 19, 2023

LIUNA Local 1197

Contract Proposal to the  
Marion County Board

Representing the Office of Engineer

- Yes • The Union proposes a 3-year agreement effective December 1, 2023 through November 30, 2026
- Yes • Article 4 – Union Security – The Union proposes to remove any and all language referencing “fair share” in order to be in compliance with Federal law.
- Yes • Article 8 – Work Safety – The Union proposed to increase the annual allowance for work boots to \$200.00.
- Yes • Article 15 – Holidays – Section 5 Schedule - The Union proposes to add Juneteenth as a holiday.
- Yes • Article 19 – Insurance – The Union proposes to increase the \$300 per month to \$500 per month for both those employees who enroll in an approved group health insurance plan and for those who opt not to enroll.
- Article 20 – Wages - The Union proposes a ~~\$3.00~~ per hour wage increase for all employees effective 12/1/2023, an additional ~~\$3.00~~ per hour wage increase for all employees effective 12/1/2024, and an additional ~~\$2.50~~ per hour wage increase for all employees effective 12/1/2025.

\$2.00  
\$2.00  
\$1.00

The Union proposes that the starting wage rate for new, full-time employees be \$21.00 per hour effective 12/1/2023, \$22.00 per hour effective 12/1/2024, and \$23.00 per hour effective 12/1/2025, and the starting wage rate for new, part-time employees be \$15.50 per hour effective 12/1/2023,

\$16.00 per hour effective 12/1/2024, and \$16.50 per hour effective 12/1/2025.

*Yes*

The Union proposes to add a longevity bonus for each employee of \$125.00 for each year of service, paid on the employee's anniversary date and capped at \$500 per employee per year.

*Strike*

~~The Union proposes to add step increases as follows:  
\$1.00 per hour after 3 years of employment, an additional  
\$1.00 per hour after 5 years of employment, an additional  
\$1.00 per hour after 10 years of employment, an additional  
\$1.00 per hour after 15 years of employment, and an  
additional \$1.00 per hour after 20 years of employment.~~

*Union's Latest  
Proposal*

**August 23, 2023  
LIUNA Local 1197  
Contract Proposal to the  
Marion County Board  
Representing the Office of Engineer**

- **The Union proposes a 3-year agreement effective December 1, 2023, through November 30, 2026**
- **Article 4 – Union Security – The Union proposes to remove any and all language referencing “fair share” in order to be in compliance with Federal law.**
- **Article 8 – Work Safety – The Union proposes to increase the annual allowance for work boots to \$200.00.**
- **Article 15 – Holidays – Section 5 Schedule - The Union proposes to add Juneteenth as a paid holiday.**
- **Article 19 – Insurance – The Union proposes to increase the \$300 per month to \$500 per month for both those employees who enroll in an approved group health insurance plan and for those who opt not to enroll.**
- **Article 20 – Wages - The Union proposes a \$3.00 per hour wage increase for all employees effective 12/1/2023, an additional \$2.00 per hour wage increase for all employees effective 12/1/2024, and an additional \$1.00 per hour wage increase for all employees effective 12/1/2025.**

**The Union proposes that the starting wage rate for new, full-time employees be \$21.00 per hour effective 12/1/2023, \$22.00 per hour effective 12/1/2024, and \$23.00 per hour effective 12/1/2025, and the starting wage rate for new, part-time employees be \$15.50 per hour effective 12/1/2023,**

**\$16.00 per hour effective 12/1/2024, and \$16.50 per hour effective 12/1/2025.**

**The Union proposes to add a longevity bonus for each employee of \$125.00 for each year of service, paid on the employee's anniversary date and capped at \$500 per employee per year.**

The Union reserves the right to alter, modify, or make new proposals at any time. Regarding any issue proposed herein that may be a subject of pending grievances or Unfair Labor Practice Charges, the Union specifically does not waive their position in these matters with these proposals. If an Agreement is reached regarding issues subject of pending litigation or arbitration any settlement to resolve the litigation must be in writing and signed by the parties.