

**EXECUTIVE COMMITTEE
MEETING MINUTES (Open Session)**

Madison County Administrative Building, 157 N. Main Street, Room 309, Edwardsville, IL 62025

Wednesday, November 19, 2025, 4:30 p.m.

PRESENT: Bobby Ross, Denise Wiehardt, Chris Guy, Terry Eaker, Mick Madison, Dalton Gray, Michael “Doc” Holliday, Chrissy Wiley, Frank Dickerson, Jason Palmero & Chris Slusser (Chair)

PRESENT VIA TELECONFERENCE: None

ABSENT: None

OTHERS: Ron Simpson, Don McMaster, Fred Michael, Linda Ogden, Scott Cousins, Andrew Esping, Nick Novacich, Cynthia Ellis, Mike Babcock, Alison Lamothe, Shawndell Wilson, Linda Wolfe, Annette Schoeberle.

Chris Slusser called the meeting to order.

Public Comment:

None

Approval of Minutes:

Approval of the Amended September 17, 2025, Executive Committee minutes

Terry Eaker moved, seconded by Dalton Gray

Approved by all members present.

Chris Slusser:

(Item #E.1 on the agenda)

1. A Resolution Approving the Annual Salaries for Department Heads and Appointed Officials and Wages for Non-Bargaining Employees.

Chris Slusser:

The Union County Employees 4-year collective bargaining, some are 3-year. The non-union employees have annual raises that are approved by this board. They are based on CPI.

Andrew Esping:

This Resolution does several things, compensation for any department heads has to be approved by this board.

- EMA Director came to work at the county had a compensation package with the Federal Government. He could not earn more than \$75,000. We froze his salary. We have changed his income back to \$93,987.09 effective Jan. 1, 2026.
- Non-Union compensation has to be approved by this board, 3%. COLA increase effective 12.1.2025.
- Department heads have to be approved by the board. They will get a 3% COLA increase effective 12.1.2025.
- We are requesting a market adjustment for the EMA Director and County Administrator (6.5% salary adjustment)
- We are asking for an 8% salary adjustment for the Director of Safety & Risk Management.

Everything is in the budget.

I would like to entertain a Motion.

Mick Madison moved, seconded by Bobby Ross

Dalton Gray:

If a few individuals are getting larger increases. I would like to know about performance metrics.

Chris Slusser:

When my predecessor bought in the Administrator he lowered the salary. On the list of top 16 counties in Illinois for Administrators salaries, our administrator is at #15.

Dave Tanzyus, our current Administrator, is present, very competent and extremely organized. I also rely on John Thompson, Andrew Esping, Cynthia Ellis and Annette Schoberle.

Dalton Gray:

If someone is falling below expectations, I would not like to include them in a 3% COLA raise.

Chris Slusser:

I feel like if someone is not performing, deserving of a raise they are not going to be here for multiple years.

Mick Madison:

People in those situations are not considered for these merit raises.

Chris Slusser:

There used to be a step system, now a merit system. If you are a high performer, you will get the full merit increase.

I would like to entertain a motion.

AYES: Bobby Ross, Denise Wiehardt, Chris Guy, Terry Eaker, Mick Madison, Dalton Gray, Michael "Doc" Holliday, Chrissy Wiley, Frank Dickerson, Jason Palmero & Chris Slusser.

NAYS: None

MOTION CARRIED

Chris Slusser:

(Item#E.2. on the agenda)

2. Resolution Approving the Collective bargaining Agreement Between the County of Madison Illinois and The Policemen's Benevolent Labor Committee

Chris Slusser:

This is the coroner's office. When the PBPA for the Sheriff's Department is done we start this agreement.

Nick Novacich:

We agreed to give the employees a personal day; they deal with a lot of stress in their jobs.

Chris Slusser:

I would like to entertain a motion.

Doc Holliday moved, seconded by Chris Guy

Dalton Gray:

What is the total number of personnel days that they have now?

Nick Novacich:

3 days, before it was 2 days.

AYES: Bobby Ross, Denise Wiehardt, Chris Guy, Terry Eaker, Mick Madison, Dalton Gray, Michael "Doc" Holliday, Chrissy Wiley, Frank Dickerson, Jason Palmero & Chris Slusser.

NAYS: None

MOTION CARRIED

Unfinished Business: None

New Business: None

Closed Session: No need for a closed session

Adjournment:

Terry Eaker moved, seconded by Denise Wiehardt

MEETING ADJOURNED at 4:46 p.m.