

**RESOLUTION
R2006-01**

WHEREAS, quotes have been invited for the County of DeKalb for the provision of
certain, specified materials, and

WHEREAS, the following vendors have submitted bids meeting specifications:

Peter Baker and Son of Lake Bluff, Illinois:	
Bituminous Patching Mixture (UPM)	\$95.00/ton
Bituminous Surface Plant Mix (Cl. B)	\$33.00/ton
Curran Contracting of DeKalb, Illinois:	
Bituminous Materials (Prime Coat)	\$ 1.75/gallon
Bituminous Materials (Seal Coat) HFE-150	\$ 125/gallon
Bituminous Patching Mixture	\$91.00/ton
Bituminous Surface Plant Mix (Cl.B)	\$31.00/ton
QPR of Grimes, Iowa:	
Bituminous Patching Mixture	\$55.00/ton
Elmer Larson, LLC of Sycamore, Illinois:	
Aggregate Surface Course, Type B CA-6 (Crushed Stone)	\$ 5.39/ton
Seal Coat Aggregate CA-16 (Crushed Stone Chips)	\$ 8.69/ton
Seal Coat Aggregate CA-16 (Pea Gravel)	\$ 7.06/ton
Ice Control Abrasives	\$ 8.90/ton
Porous Granular Backfill	\$ 7.80/ton
Charles F. Lee and Sons, Inc. of Kirkland, Illinois:	
Bituminous Patching Mixture	\$ 55.00/ton
Aggregate Surface Course, Type B CA-6 (Crushed Stone)	\$ 4.20/ton
Aggregate Surface Course, Type B CA-6 (Gravel)	\$ 3.00/ton
Seal Coat Aggregate CA-16 (Crushed Stone Chips)	\$ 6.20/ton
Seal Coat Aggregate CA-16 (Pea Gravel)	\$ 4.10/ton
Ice Control Abrasives	\$ 7.20/ton
Porous Granular Backfill	\$ 7.20/ton
Feltes Sand and Gravel of Elburn, Illinois	
Aggregate Surface Course, Type B CA-6 (Gravel)	\$ 7.00/ton
Seal Coat Aggregate CA-16 (Pea Gravel)	\$ 8.95/ton
Porous Granular Backfill	\$ 9.35/ton
Macklin Inc. of Rochelle, Illinois:	
Aggregate Surface Course, Type B CA-6 (Crushed Stone)	\$ 4.45/ton
Seal Coat Aggregate CA-16 (Crushed Stone Chips)	\$ 6.20/ton
Porous Granular Backfill	\$ 5.75/ton

Quality Aggregates of Cherry Valley, IL	
Aggregate Surface Course, Type B CA-6 (Crushed Stone)	\$ 4.15/ton
Seal Coat Aggregate CA-16 (Crushed Stone Chips)	\$ 5.85/ton
Porous Granular Backfill	\$ 5.60/ton
River Stone Group of Moline, Illinois:	
Aggregate Surface Course, Type B CA-6 (Crushed Stone)	\$ 5.85/ton
Seal Coat Aggregate CA-16 (Crushed Stone Chips)	\$ 8.20/ton
Ice Control Abrasives	\$ 8.00/ton
Porous Granular Backfill	\$ 7.90/ton
Rockford Blacktop of Loves Park, Illinois:	
Aggregate Surface Course, Type B CA-6 (Crushed Stone) IRENE	\$ 5.25/ton
Seal Coat Aggregate CA-16 (Crushed Stone Chips) IRENE	\$ 7.25/ton
Seal Coat Aggregate (CA-16) Pea Gravel AIRPORT PIT	\$ 3.50/ton
Porous Granular Backfill IRENE	\$ 7.25/ton
Vulcan Materials of Sycamore, Illinois	
Aggregate Surface Course, Type B CA-6 (Crushed Stone)	\$ 5.10/ton
Seal Coat Aggregate CA-16 (Crushed Stone Chips)	\$ 9.10/ton
Porous Granular Backfill	\$ 9.10/ton

WHEREAS, Sicalco, LTD of Hinsdale, Illinois has submitted the low bid meeting specifications, for liquid calcium chloride in the amount of \$233.00 per flake ton.

WHEREAS, McAsphalt Industries of Scarborough, ON has submitted the low bid meeting specifications, for crack sealer in the amount of \$0.307 per pound.

NOW, THEREFORE, BE IT RESOLVED, by the DeKalb County Board that it does approve awards to the companies named herein above for the provision of certain, specified maintenance materials to the County of DeKalb and its several Road Districts.

PASSED AT SYCAMORE, ILLINOIS THIS 21st DAY OF DECEMBER 2005 A.D.

Chairman, DeKalb County Board

ATTEST:

County Clerk



R2006-02

RESOLVED, by the County board of DeKalb County, that \$685,970.00 is appropriated from the Motor Fuel Tax allotment for the maintenance on county or State highways and meeting the requirements of the Illinois Highway Code, and be it further

RESOLVED, that maintenance sections or patrols be maintained under the provision of said Illinois Highway Code during the year ending December 31, 2006, and be it further

RESOLVED, that the County Engineer/County Superintendent of Highways shall, as soon as practicable after the close of the period as given above, submit to the Department of Transportation, on forms furnished by said Department, a certified statement showing expenditures from and balances remaining in funds authorized for expenditure by said Department under this appropriation, and be it further

RESOLVED, that the County Clerk is hereby directed to transmit two certified copies of this resolution to the district office of the Department of Transportation.

Authorized MFT Expenditure

Date

Department of Transportation

Regional Engineer

STATE OF ILLINOIS

DeKalb County, } ss.

I, Sharon Holmes County Clerk, in and for said County, in the State aforesaid, and keeper of the records and files thereof, as provided by statute, do hereby certify the foregoing to be a true, perfect and complete copy of a resolution adopted by the County Board of

DeKalb County, at its regular meeting held at Sycamore, Illinois on December 21, 2005
Date

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed the seal of said County at my office in Sycamore, Illinois in said County, this _____ day of December A.D. 2005

(SEAL) _____ County Clerk.

RESOLUTION

#R2006-3

Whereas, the DeKalb County Board did, on September 17, 2003, adopt Resolution 2003-54. Based on a recommendation from the Executive Committee the Resolution created a new "Exempt Evaluation Policy" that was successfully implemented and has been in use for the past two fiscal years, and

Whereas, in reviewing the policy for use in FY 2006, the Executive Committee recommended that it be modified to make the Executive Committee responsible for annually determining the amount of the "Career Steps" used in the plan, and

Whereas, based on the recommendation of the Executive Committee a modification of the "Exempt Evaluation Policy" has been prepared and is attached to this resolution and hereby incorporated by reference. Changes to the previous policy are noted by underlining and **bold type**.

NOW, THEREFORE, BE IT RESOLVED that the DeKalb County Board does concur in the recommendation of the Executive Committee and does adopt the modified "Exempt Evaluation Policy" for use in the evaluation of the exempt management staff on an annual basis.

PASSED DECEMBER 21, 2005 A. D. AT SYCAMORE, ILLINOIS

ATTEST:

SIGNED:

Sharon Holmes
County Clerk

Ruth Anne Tobias
County Board Chairman

EVALUATION POLICY – EXEMPT PERSONNEL

A. Goals of the DeKalb County Exempt Compensation Policy

The first goal of the Exempt Compensation Policy is the attraction of highly qualified managers to fill vacancies as they occur or as new positions are created.

The second goal of the Exempt Compensation Policy is the retention of those highly qualified individuals who consistently perform as expected while in their positions.

The third goal of the Exempt Compensation Policy is to encourage creativity, innovation and performance that exceed normal expectations.

B. Methods of Achieving the Goals of the DeKalb County Exempt Compensation Policy

(1.) The first Goal, attraction, is achieved by keeping current compensation levels competitive relative to the labor market for each position. It is recognized that some positions are more likely to be filled from regional solicitations while others may be filled from national searches. In both cases competitive compensation rates allow the County Board the opportunity to review the most highly qualified candidates. This flexibility is maintained by annually moving compensation rates the rate of inflation for all positions. Periodic reviews by third parties, as authorized by the County Board, may be employed to test compensation levels against those appropriate labor markets.

(2-1.) The second Goal, retention, is achieved by fostering a nurturing environment in which productivity and professional development are ongoing expectations. The Professional Development component is addressed as follows: Each Exempt Employee covered by the plan will be required to commit at least 40 hours per year to professional development. Annually the employee, in consultation with the County Administrator, will develop a plan as to how to best allocate these hours in one or more of four broad areas:

- (a.) Staff Management. Includes Team Leading, Delegating, Coaching and Personnel Management.
- (b.) Financial Management: Budgeting, Forecasting, Resource Management and Financial Innovation.

- (c.) Policy Facilitation/Implementation.
Facilitating Board Committee Policy deliberations, Implementing results.
- (d.) Service Delivery. Includes Strategic Planning, Anticipation of Future Needs, Quality Assurance, Advocacy and Interpersonal Communications.

The variety of methods that may be employed to achieve this annual plan includes, but is certainly not limited to, conferences, workshops, University coursework, distance learning, professional readings, etc. The County Administrator at an annual meeting with the Exempt Employee will determine successful completion.

- (2.2) The second component, productivity, will be measured by the Exempt Employee's satisfactory completion of a "Standard Work Plan." This plan will be developed by the employee and the County Administrator and presented for approval to that employee's oversight committee. The Plan will contain a simplified statement of the major elements of the job in question and either a quantitative or qualitative statement of what constitutes acceptable performance of that element. It will be the joint responsibility of the oversight committee and the County Administrator to determine if the Exempt Employee has successfully completed the "Standard Work Plan" for the preceding year.
- (2.3) Exempt Employees who have acceptably completed their "Standard Work Plan" and have successfully completed their professional development objectives for the year will be advanced one Career Step on the Exempt Career Step Plan. Increases granted through career step movements are added to base compensation. The Career Steps will be adjusted annually **by an amount determined by the DeKalb County Executive Committee at their October meeting.**
- (2.4) The third goal of the Exempt Compensation Plan, the encouragement of exceptional performance, utilizes one time rewards to recognize achievement that is clearly above that which is expected in the annual "Standard Work Plan." Any member of the DeKalb County Board or the Exempt Employee may initiate an application for recognition under this section. The application shall state the basis for which recognition is sought and shall be forwarded both to the County Administrator and the appropriate committee. If the Administrator and a majority of the oversight committee recommend such recognition it shall be the sole determination of the DeKalb County Executive Committee as

to what manner and/or amount of recognition to award. Accomplishments submitted may cover any time period but may be eligible only once per accomplishment. Exceptional Achievement recognitions, if financial, will not be added to base compensation. The Executive Committee shall recommend financial recognition as part of the budget process for the coming fiscal year.

C. Implementation. I would suggest closing out the current year under the old system by awarding 2% merit to all exempt personnel qualifying for merit. The implementation of the new system would begin by working with exempt managers to develop "Standard Work Plans" for each with objective measures of accomplishment for each work element. These would be presented to oversight committees for review and approval. These plans would contain both elements to be assessed by the committee and elements to be assessed by the County Administrator. Privately, professional development plans would be developed and agreed to by the manager and County Administrator. I would also suggest that the Executive Committee entertain exceptional performance proposals in advance as well as after the fact. The Executive Committee should also consider an appropriation this year to recognize exceptional performance at the end of FY 2004. Finally, I don't think the County Administrator position should be eligible for inclusion in the plan.

RESOLUTION R2006-04

Whereas, the DeKalb County Board has studied the possibility of engaging a Federal Representative to assist the County in obtaining assistance from Washington D.C., and The Executive Committee and County staff have requested, reviewed and considered proposals from firms to provide such Federal Representation, and

Whereas, the Executive Committee as well as other members of the DeKalb County Board and members of the County's various departments have personally interviewed representatives of firms proposing to represent the County's interests in our Nation's Capitol, and

Whereas, it was the recommendation of the Executive Committee that Marc Associates Inc. of 1101 17th Street N.W., Suite 1102, Washington D.C. 20036-4704 be engaged to represent the County of DeKalb, Illinois per the Scope of Work outlined in the attached Proposal which is hereby incorporated into this Resolution by reference, and

Whereas, it is understood between the parties that the Advocacy Team outlined in the Proposal will not be substituted for without the express written consent of the County, and

Whereas, it is further understood that either the County or Marc Associates may, upon the provision of thirty days written notice to the other party, terminate this agreement without cause and the County will pay for services performed if the termination is for its convenience, and

Whereas, the parties agree that the term of the engagement shall be for one year beginning 12/1/2005 and ending 11/30/2006. DeKalb County reserves the right to renew the Agreement for one year beginning 12/1/2006 and ending 11/30/2007, and
Whereas, the parties agree that the County will pay \$6,500 per month for services the first year and \$7,000 per month for services during the second year if the agreement is renewed. Services shall be billed monthly by Marc Assoc. and will be paid in accordance with the Illinois Prompt Payment Act. Reimbursable expenses shall be in addition and subject to the prior approval of the County, and

Whereas, this agreement shall be governed by and construed according to the laws of the State of Illinois with jurisdiction and venue being found in the State of Illinois 16th Judicial Circuit and Marc Associates Inc agrees that it is an independent contractor and shall not for any reason be deemed an employee of the County of DeKalb, and
Whereas, the parties agree that there shall be no implied waivers and the failure of either party to require performance by the other shall not affect in any way the full right to require such performance at any time thereafter, and

Whereas, the parties agree that if any part of this agreement shall be held invalid for any reason the remainder shall remain valid to the fullest extent of the law.

NOW, THEREFORE, BE IT RESOLVED that the DeKalb County Board does concur in the recommendation of the Executive Committee and does hereby engage the Washington D.C. firm of Marc Associates Inc to represent the County of DeKalb in Washington D. C. under the terms and conditions outlined in this resolution and the PROPOSAL TO PROVIDE FEDERAL REPRESENTATION which is attached to this resolution.

PASSED AT SYCAMORE, ILLINOIS THIS 21ST DAY OF DECEMBER 2005

ATTEST:

SIGNED:

Sharon Holmes
County Clerk

Ruth Anne Tobias
Chairman of the County Board

**RESOLUTION
R2006-05**

**IN SUPPORT OF FOUR-COUNTY
TRANSPORTATION INFRASTRUCTURE NEEDS STUDY**

WHEREAS, DeKalb County Recognizes the local and regional importance of crucial safety and capacity transportation infrastructure improvements; and

WHEREAS, DeKalb County has been collaborating with the regional agencies and local municipalities in the region to foster support for meeting the regional transportation infrastructure needs; and

WHEREAS, the Counties of DeKalb, Kane, Kendall and McHenry are aware of the need to address regional solutions in a united and collaborative manner; and

WHEREAS, the four-county transportation infrastructure needs study will address rail and highway safety concerns, rail and highway efficiency issues, traffic congestion in general, and alternative travel choices. The study will create a plan to develop an efficient transportation network, support economic development, and preserve the area's character, vision and values consistent with DeKalb County's Five-Year Highway Improvement Program and long-range transportation plans; and

WHEREAS, identifying the region's transportation system performance and safety needs and developing recommendations will benefit local residents, the business and agricultural community, and contribute to an overall better quality of life.

NOW, THEREFORE BE IT RESOLVED, the County Board of DeKalb County, by passage of this resolution hereby states its support of and commitment to the endeavor to procure funding, lobbying for policy support and resolve to conduct a four-county transportation infrastructure needs study; and

BE IT FURTHER RESOLVED, that the County Clerk is hereby requested to distribute a certified copy of this resolution to the County Board; the County Administrator; the County Engineer; the McHenry County Highway Department, the Kane County Division of Transportation, and the Kendall County Highway Department.

PASSED AT SYCAMORE, ILLINOIS THIS 21ST DAY OF DECEMBER, 2005, A..D.

ATTEST:

SIGNED:

Sharon Holmes
County Clerk

Ruth Anne Tobias
County Board Chairman

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RESOLUTION
R2006-06

WHEREAS, employers in Illinois are required to pay for unemployment benefits for workers who are without jobs, and

WHEREAS, the County has always paid a tax to the State of Illinois to cover their share of this liability exposure, and

WHEREAS, the law allows employers to change from this contribution method to a reimbursement method if the entity so electing does so before January 1st of the year the reimbursement would begin and the entity also agrees to stay under this arrangement for at least two years, and

WHEREAS, the Finance Committee has considered this matter and has determined, based on past history, that a significant savings could be enjoyed if the County were to change to the reimbursement method of financing the unemployment exposure;

NOW, THEREFORE, BE IT RESOLVED that the DeKalb County Board does hereby elect to reimburse unemployment benefits paid by the State of Illinois in lieu of paying contributions (which are based on a percent of salaries paid to employees) and that this reimbursement method should be effective with the start of the 2006 calendar year.

PASSED THIS 21ST DAY OF DECEMBER 2005, A.D., IN SYCAMORE, ILLINOIS

County Board Chairman

ATTEST:

County Clerk

RESOLUTION
R2006-07

Whereas, the Federal Family & Medical Leave Act of 1993 allows for employees to be off from work for up to 12 weeks each year for spouse, child or parent care for a serious health condition or for the employee's own serious health condition, and

Whereas, DeKalb County passed a policy to implement the intent of the law and has been operating under that policy, which is attached to this resolution, and

Whereas, the County's Finance Committee has reviewed that policy and has determined that it would be in the best interest of the County to amend said policy by changing the definition of a year from a twelve month calendar year to a floating twelve month period;

NOW, THEREFORE, BE IT RESOLVED, that the DeKalb County Board does hereby amend the County's Family & Medical Leave Policy as of January 1, 2006 by changing section one on the attached policy (changes shown by underlining the new words and deleted words shown with a line through them) which will establish a twelve month floating year for annual eligibility.

PASSED THIS 21ST DAY OF DECEMBER 2005, A.D., IN SYCAMORE, ILLINOIS.

Chairman, DeKalb County Board

ATTEST:

County Clerk