

MINUTES
Public Safety Committee
March 12, 2019 – 6:30 p.m.
Village Hall of Tinley Park – Council Chambers
16250 S. Oak Park Avenue
Tinley Park, IL 60477

Members Present: W. Brady, Chairman
B. Younker, Village Trustee
M. Glotz, Village Trustee

Members Absent: None

Other Board Members Present: None

Staff Present: D. Niemeyer, Village Manager
P. Carr, Assistant Village Manager
P. Connelly, Village Attorney
D. Maiolo, Human Resources Director
M. Thomas, Information Technology Manager
J. Urbanski, Assistant Public Works Director
K. Mulqueeney, Streets Superintendent
L. Godette, Deputy Village Clerk
L. Carollo, Commission/Committee Secretary

Item #1 - The meeting of the Public Safety Committee was called to order at 6:30 p.m.

Item #2 – CONSIDER APPROVAL OF THE MINUTES OF THE PUBLIC SAFETY COMMITTEE MEETING HELD ON JANUARY 8, 2019 – Motion was made by Chairman Brady, seconded by Trustee Younker, to approve the minutes of the Public Safety Committee meeting held on January 8, 2019. Vote by voice call. Chairman Brady declared the motion carried.

Item #3 – DISCUSS FIRE DEPARTMENT PAY PLAN - The Village's initial pay study conducted by NIU in 2006, focused on a pay plan that did not include Fire Suppression staff. Therefore, following implementation of the updated Village pay plan effective in October 2018, the Fire Department and Human Resources evaluated data provided by PayPoint HR and also verified up-to-date market data collection and analysis. Below is the recommended Fire Pay Plan in accordance with the Village's Strategic Plan:

- Ten (10) Step Paygrade and Step Structure – Format is similar to the Village Pay Plan. Step and/or Market Wage/COLA eligible. Plan includes 2% increases between each full step within each position.
- Rate Increases in First Year – Select positions. Entry pay rates for Lieutenants, Captains and Assistant Chiefs were increased to reflect market data and also encourage employees' interests in promotions within the department.
- Seniority – In the first year of the proposed plan, upon a successful evaluation, employees will have the opportunity to move 1 (one) full step increase within the same paygrade, excelling in all evaluation categories and also holding a minimum number of seniority years.

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- Merit Only Pay – Pay increases for the part-time positions of Assistant Chief and Deputy Chief would be subject to the “Merit Only” increase cap approved annually by the Village Board, based on a successful performance evaluation.
- Education Stipend Program - The education stipend would be replaced with a provision for a step increase following a successful performance evaluation, which would additionally support the internal promotion process.
- Change in Acting Rank Pay Program – Variable additional hourly pay amounts would be added to the Fire Suppression employees’ current pay based on the acting rank role.

Total cumulative cost for the first four (4) years is approximately \$513,500.00.

D. Niemeyer, Village Manager thanked the Human Resources and Fire Departments on their hard work regarding the Fire Pay Plan. Mr. Niemeyer additionally discussed next steps in proceeding with the Fire Pay Plan.

Staff requested approval and implementation of the Fire Pay Plan effective May 1, 2019, as outlined above.

Motion was made by Trustee Younker, seconded by Chairman Brady, to recommend approval of the Fire Pay Plan and implementation of a Fire Pay Plan ordinance in April 2019, be placed on the agenda of the next Village Board meeting. Vote by voice. Chairman Brady declared the motion carried.

Item #4 – DISCUSS AWARDING THE CONTRACT FOR THE DISASTER RECOVERY SOFTWARE – SECOND DATA CENTER

The Emergency Management Department created plans for disaster recovery and business continuity to support and protect the residents of Tinley Park. In order to maintain business continuity and provide disaster recovery during the occurrence of a major event in the Village, the IT Department has also been developing an IT Centric Disaster Recovery Plan and Mitigation Strategy. A key component of the plan is creation of a secondary data center at a location outside Village Hall. The secondary data center will ensure data integrity and functional consistency for most or all of the crucial applications and software supporting the Village’s daily operations in the event of a failure at the primary location. The Disaster Recovery Secondary Data Center project will also allow faster data recovery from a potential cyberattack and provide Public Safety Departments accelerated access to the necessary key applications.

On December 4, 2018, the Disaster Recovery Secondary Data Center project was presented to the Village Board in Executive Session. At that time, the Village Board recommended a Request for Proposal (RFP) be initiated to allow companies to bid on the project. The Village received one (1) response to the RFP from Meridian IT before the RFP deadline.

Meridian IT submitted a design and build proposal for a new secondary data center including integration of the new hardware and software with the existing data center at Village Hall. The design of an online and operational backup data center will allow the Village to mirror the existing data center while utilizing the new hardware immediately for additional computer and storage capabilities. In the event of a single site disaster at either data center, the secondary site will failover and allow the Village to continue operations without any data loss or significant downtime. The Village’s current fiber network design will facilitate the ability to maintain business operations during a disaster.

Funding is available in the approved FY-19 Capital Projects Budget, in the amount of \$163,500.00

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Staff requested contract approval to Meridian IT for the Disaster Recovery Second Data Center project and maintenance agreement in the amount of \$161,279.38.

Trustee Glotz asked why only one company responded to the RFP when there were twenty-three (23) RFP downloads. M. Thomas, Information Technology Manager stated some companies likely could not meet the design specs and one company was a construction company, for which Mr. Thomas stated this project would be out of their expertise. Trustee Glotz suggested before the next Village Board meeting contacting the companies to identify the reasoning behind not responding to the RFP.

Motion was made by Chairman Brady, seconded by Trustee Younker, to recommend contract approval to Meridian IT for the Disaster Recovery Second Data Center project and maintenance agreement in the amount of \$161,279.38, be placed on the agenda of the next Village Board meeting. Vote by voice. Chairman Brady declared the motion carried.

Item #5 – RECEIVE COMMENTS FROM THE PUBLIC – Regarding the Fire Department Pay Plan, a resident asked if the proposed 2% increase is enough to incentivize current employees and if there are additional subsidies if an employee is certified. Chairman Younker asked P. Carr, Assistant Village Manager/Emergency Management Director how the Village is working towards an ALS engine. Mr. Carr stated a phased program is in place, currently undergoing a CPR assist evaluation, moving towards BLS licensure and lastly ALS.

ADJOURNMENT

Motion was made by Chairman Brady, seconded by Trustee Younker, to adjourn this meeting of the Public Safety Committee. Vote by voice call. Chairman Brady declared the motion carried and adjourned the meeting at 6:42 p.m.

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