

Minutes of the Executive Session
January 7, 2020, 7:30 p.m.
Regular Village Board Meeting – Village Hall of Tinley Park
16250 S. Oak Park Avenue, Tinley Park, IL

Motion was made by Trustee Brennan, seconded by Trustee Brady, to adjourn to Executive Session at 8:39 p.m. to discuss the following:

- A. LITIGATION, WHEN AN ACTION AGAINST, AFFECTING OR ON BEHALF OF THE PARTICULAR PUBLIC BODY HAS BEEN FILED AND IS PENDING BEFORE A COURT OR ADMINISTRATIVE TRIBUNAL, OR WHEN THE PUBLIC BODY FINDS THAT AN ACTION IS PROBABLE OR IMMINENT, IN WHICH CASE THE BASIS FOR THE FINDING SHALL BE RECORDED AND ENTERED INTO THE MINUTES OF THE CLOSED MEETING.**
- B. THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF SPECIFIC EMPLOYEES OF THE PUBLIC BODY OR LEGAL COUNSEL FOR THE EMPLOYEES OF THE PUBLIC BODY OR LEGAL COUNSEL FOR THE PUBLIC BODY, INCLUDING HEARING TESTIMONY ON A COMPLAINT LODGED AGAINST AN EMPLOYEE OF THE PUBLIC BODY OR AGAINST LEGAL COUNSEL FOR THE PUBLIC BODY TO DETERMINE ITS VALIDITY.**
- C. THE PURCHASE OR LEASE OF REAL PROPERTY FOR THE USE OF THE PUBLIC BODY, INCLUDING MEETINGS HELD FOR THE PURPOSE OF DISCUSSING WHETHER A PARTICULAR PARCEL SHOULD BE ACQUIRED.**
- D. THE SETTING OF A PRICE FOR SALE OR LEASE OF PROPERTY OWNED BY THE PUBLIC BODY.**

The Village Clerk announced that this Executive Session is now being recorded.

A roll call was taken:

In attendance, responding to roll call: J. Vandenberg, Village President
K. Thirion, Village Clerk
W. Brady, Village Trustee
W. Brennen, Village Trustee
D. Galante, Village Trustee
M. Glotz, Village Trustee
M. Mueller, Village Trustee

Board Members Absent: C. Berg, Village Trustee

Others Present: D. Niemeyer, Village Manager
P. Carr, Assistant Village Manager
M. Walsh, Police Chief (Arrive 9:15 p.m., Depart 9:27 p.m.)
K. Clarke, Community Development Director (Depart 9:15 p.m.)
P. O'Grady, Village Attorney

The Purchase or Lease . . . The Setting of a Price . . .

Bremen Cash Store Property - David Niemeyer presented an update on the Bremen Cash Store property. He stated that Hansen Development continues to have interest in this property and is looking for an incentive package similar to the package offered to the prior developer who was interested in building on this land. Trustee Glotz would like the Village to get an appraisal on this property now. Upon discussion, it was the consensus of the Board to direct staff to have an appraisal done the property before going forward with anything.

183rd Street/Marriot – Mr. Niemeyer updated the Board on the Marriot project at 183rd Street and LaGrange Road. He stated that in order to get the most inexpensive option for the utility extension for this project is to acquire easements from both Loyola University and the Halikias family. Ms. Clarke stated that this project will not be held up because of the utility extensions, they can do a temporary sewer connection which will provide water. This property will be annexed into the Village and this annexation will be discussed at the February 7, 2020, Plan Commission. Ms. Clarke did speak with Loyola and they are reorganizing and will not be discussing this for another year. Mr. Niemeyer stated that Mr. Halikias is willing to discuss this and noted that Mr. Halikias would like an electronic sign along I-80 for the Odyssey. Mr. Niemeyer stated a timetable needs to be put on this project. The Board discussed the options for utility connection. This project will be discussed further at the first meeting in March.

The Appointment, Employment, Compensation. . .

Business Retention Manager – Mr. Niemeyer presented staff's recommendation on the Business Development Manager position as well as reassigning the current Business Retention Specialist (BRS) to a different position. Staff recommends the following conditions:

1. A new position be created entitled "Business Development Manager" and offered to Priscilla Cordero. The Business Development Manager, would be placed at salary paygrade mgt012: \$73,772.23 - \$96,258.01 (eligible for Merit only increase following successful performance evaluation.) This position would essentially replace the existing Specialist position at a slightly higher level, but below the current paygrade for Economic Development (ED) Manager which is currently at mgt030.
2. Staff recommends an offer of \$95,000, plus 20 days paid vacation, with the potential for promotion within two (2) years to the position of ED Manager. Promotion could be contingent upon measurable and demonstrable success with TIFs and incentive negotiations, in addition to obtaining IEDC and/or other certifications and successful performance evaluation. The vacation allowance is commensurate with current professional level staff, as we have seen also in the negotiations for Assistant Finance Director. This is a fiscally responsible move in that Cordero's recommended start pay of \$95,000 would be at the low end of the ED Manager pay range. The benefit to the Village is a sound hire who could potentially fill a succession plan model and move into the role of ED Manager, which could have significant impact on our ability to meet the strategic plan goals established in prioritizing Business Development.

Mr. Niemeyer stated that after speaking with Priscilla Cordero and she stated that she would be interested in this new position if it come to fruition. After discussion, it was the consensus of the Board to offer this position to Ms. Cordero with the conditions listed above. If Ms. Cordero accepts this offer, the Board would not be looking to fill the Economic Development Director position.

The Board also discussed what would happen to the Business Retention Specialist position if Ms. Cordero accepts the offer. The current BRS, Kevin Gomulka, could be moved to a different position in the Village. Possibly assisting in the Mayor's Office after the departure of Dominick Sanfilippo, the Executive Assistant to the Mayor, purchasing agent or assisting in Public Works. After discussion, it was the consensus of the Board consider moving Kevin Gomulka if Ms. Cordero takes the position.

Sergeant Patrick St. John Grievance Proposal – Mr. Niemeyer updated the Board on the Sergeant St. John grievance. He noted there are two (2) pending grievances and an unfair labor practice matters with Sergeant St. John. The proposed settlement offer in the St. John case is as follows: Return Sergeant St. John to the title of Operations Sergeant, but his assignment would only be at/over the Amphitheater. Sergeant St. John

would give up all Village special events. St. John would voluntarily resign from Operations Sergeant in two (2) years and move to a different sergeant assignment. Any discipline would be dropped by the Village and Sergeant St. John would tender an apology to Vicki Sanchez.

Mr. Niemeyer noted that Police Chief Walsh, Assistant Village Manager Carr and he do not believe this offer should be accepted.

Chief Walsh noted that no discipline ever took place, Sergeant St. John was reassigned. The average time a sergeant is assigned to operations is two (2) to three (3) years, most sergeants request to be reassigned. Chief Walsh recommends Sergeant St. John is reassigned from operations.

Mr. Niemeyer stated that if the Sergeant St. John's offer is not accepted the grievance process would begin. After discussion, it was the consensus of the Board to direct Staff to reject Sergeant St. John's offer.

Litigation . . .

Spousal Insurance Coverage for Retirees – Mr. Niemeyer presented an overview of the spousal insurance coverage for retirees as it stands. He noted that the Board had mixed opinions on whether we should approve an ordinance or not. Mr. Niemeyer stated that this a policy decision to be made by the Board. The options are to either codify our current practice or not codify it. After discussion, it was the consensus of the Board to not codify the current policy.

Bernie Brady Lawsuit – Mr. Niemeyer updated the Board on the lawsuit received from former Trustee Bernie Brady to reimburse his legal fees. Mr. Niemeyer stated that ICMRT has agreed to cover this lawsuit for the Village and is assigning PJM to represent the Village. He stated that the utility burial for the South Street Project is in need of some land behind Mr. Brady's building for a transformer. This may give us an opportunity to settle the lawsuit. He and the Village Attorney have scheduled a meeting with Mr. Brady's attorney to discuss negotiating this.

T.J. Grady - Trustee Glotz presented a case which former Trustee Grady has been sued by the plaintiff (a former Police Sergeant) for not getting hired by the Village. Trustee Glotz believes that it is in the best interest of Village to consider covering former Trustee Grady costs in this lawsuit as this case relates to his work at the Village. The cost is approximately \$1,200 to \$1,300. After discussion, it was the consensus of the Board to cover the legal cost of former Trustee Grady lawsuit.

Motion was made by Trustee Brennan, seconded by Trustee Brady, to adjourn this Executive Session and return to the Special Village Board meeting. Vote on roll call: Ayes: Brady, Brennan, Galante, Glotz, Mueller. Nays: None. Absent: Berg. President Vandenberg declared motion carried and this Executive Session was adjourned at 9:58 p.m.

Motion was made by Trustee Brady, seconded by Trustee Mueller, to adjourn the Special Village Board meeting. Vote by voice call. President Vandenberg declared motion carried and this Executive Session was adjourned at 9:58 p.m.