

Minutes of the Executive Session  
 Village Board meeting – May 2, 2017, 7:30 p.m.  
 Village Hall of Tinley Park  
 16250 S. Oak Park Avenue, Tinley Park, IL

Motion was made by Trustee Younker, seconded by Trustee Pannitto, to adjourn to Executive Session at 8:13 p.m. to discuss the following:

- a. COLLECTIVE NEGOTIATING MATTERS BETWEEN THE PUBLIC BODY AND ITS EMPLOYEES OR THEIR REPRESENTATIVES, OR DELIBERATIONS CONCERNING SALARY SCHEDULES FOR ONE OR MORE CLASSES OF EMPLOYEES.

A roll call was taken:

In attendance, responding to roll call: J. Vandenberg, Village President  
 K. Thirion, Village Clerk  
 B. Younker, Trustee  
 M. Pannitto, Trustee  
 C. Berg, Trustee  
 W. Brady, Trustee  
 M. Glotz, Trustee (Depart 8:51 p.m.)  
 M. Mangin

Absent:

Village Staff: D. Niemeyer, Village Manager  
 S. Tilton, Assistant Village Manager  
 S. Neubauer, Police Chief  
 L. Godette, Deputy Village Clerk  
 P. Connelly, Village Attorney

Others Present:

**Item 1 – Collective Bargaining** – Village Manager Niemeyer and Village Attorney Connelly presented the current status of negotiations with the Metropolitan Alliance of Police (MAP) for a success Collective Bargaining Agreement. The prior agreement expired April 30, 2016 and the current negotiations are for a retroactive contract with an effective date of May 1, 2016. Current negotiating strategy has been to seek a four (4) year contract, effective May 1, 2016 to April 20, 2019. He noted that the Village is headed toward binding arbitration on Wednesday, May 10, 2017. The following areas of greatest concern were discussed:

- 1) Section 3.7, Arbitration of Grievances - The Village has proposed that a grievant could seek review of discipline for a suspension of five (5) days or greater, which remains consistent with the current review procedures under the Civil Service Commission in the current CBA. MAP has proposed no threshold. Meaning, any discipline could be appealed to an arbitrator no matter how minor. In arbitration, Village would be responsible for half the cost. Chief Neubauer is comfortable lowering the threshold to “any suspension of three (3) days or greater.
- 2) Section 8.1, Health Insurance - CBA language provides MAP members with a guaranteed level of prescription drug co-pay reimbursement. The original goal of renegotiating health insurance was two-fold. First bring the overall Village Health Insurance offering closer to market. Prior insurance place minimal financial responsibility on employees as there were no deductibles, extremely low co-pays and, for the police bargaining unit, monthly premium contributions are

only 9%. Village proposed officers move to the Village Health Insurance plan effective January 1, 2017, including all premium cost increases, deductibles, and new prescription drug insurance co-pays. Further the Village proposed deleting the language guaranteeing reimbursement for prescription co-pays. MAP proposed insurance remain status quo. Mr. Niemeyer suggested the Village continue with their position.

- 3) Section 11.6, Residency: Mr. Niemeyer noted that the overall trend in the area of residency is to move away from mandatory residency requirements. MAP has proposed a resident requirement which would allow employees to live within 55-miles of the village. The Village has proposed a radius of 8-miles and language that explicitly prohibits residency in Indiana. Chief Neubauer supports a larger residency area.
- 4) Section 13.1, Wages: MAP's last On the Record proposal sought a four year salary adjustment of 2.65% in 2016, 2.65% in 2017, 2.7% in 2018 and 2.75% in 2019. The Village's last On the Record proposal sought a four year salary adjustment starting in 2016 with 2.0%, 2.0% in 2017, 2.25% in 2018 and 2.5% in 2019. Mr. Niemeyer suggested a 2.5% salary adjustment for each of the four years of the contract would be reasonable and competitive.

Staff will need decisions to be made on this at the Executive Session to be held on Tuesday, May 9, 2017.

At this time Mr. Niemeyer presented an updated on the Public Works Local 150 contract negotiations. This contract will continue through 2018. Public Works is going through a grievance process regarding health insurance changes. They are considering going on the Local 150 health insurance. They are considering a wage increase of 1% a year for four (4) years. Public Works would like the Village Board to consider raising the wages they may reconsider going to the Local 150 health plan. The Board has 30 days to let the Union know what they have decided.

Motion was made by Trustee Pannitto, seconded by Trustee Brady, to adjourn this Executive Session. Vote on roll call: Ayes: Younker, Pannitto, Berg, Brady, Glotz, Mangin. Nays: None. Absent: None. Village President Vandenberg declared motion carried and this Executive Session was adjourned at 8:52 p.m.

Motion was made by Trustee Brady, seconded by Trustee Pannitto, to adjourn the Village Board Meeting. Vote by voice call. President Vandenberg declared motion carried and this Executive Session was adjourned at 8:52 p.m.