

Minutes of the Executive Session  
June 9, 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 Berg, seconded by Trustee Brady, to adjourn to Executive Session at 9:11 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.**
- B. THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF SPECIFIC 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.**

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

At this time, President Vandenberg stated this meeting is being conducted pursuant to Governor Pritzker's disaster proclamation and Public Act 101-0640, which amends requirements of the Open Meetings Act due to the COVID-19 pandemic. Pursuant to the same, the Village Board finds that it would be impractical to conduct an in-person meeting with all members present. Elected officials confirmed they were able to hear one another.

A roll call was taken:

In attendance, responding to roll call:

J. Vandenberg, Village President (Participated electronically)  
K. Thirion, Village Clerk  
C. Berg, Village Trustee (Participated electronically)  
W. Brady, Village Trustee  
W. Brennan, Village Trustee  
D. Galante, Village Trustee (Participated electronically)  
M. Glotz, Village Trustee  
M. Mueller, Village Trustee (Participated electronically)

Board Members Absent:

Others Present:

D. Niemeyer, Village Manager (Participate Electronically)  
P. Carr, Assistant Village Manager  
B. Bettenhausen, Village Treasurer, Depart 10:00 p.m.  
A. Brown, Assistant Village Treasurer, Depart 10:00 p.m.  
L. Godette, Deputy Village Clerk, Depart 10:00 p.m.  
H. Lipman, Management Analyst, Depart 10:00 p.m.  
D. Rosenbaum-Hall, Village Attorney (Participated Electronically-  
(Depart 9:50 p.m.)  
P. Connelly, Village Attorney

### Collective Bargaining . . .

**MAP Patrol Officer's CBA-** Deanna Rosenbaum-Hall presented an overview of the initial proposal from the Patrol Officer's Union for a successor agreement and to provide the Board with information regarding the suggested responses to the proposals and to present the Board with suggested counteroffers. Below is a summary of the union proposals:

- • 4-year term
- • 7.2, Vacation Schedule: Add a new Section 7.2.8 expressly requiring the department to provide a specified number of officers may use vacation per shift.
- • 7.7, Paternity leave: Add a new clause creating 80 hours paid parental leave available to officers once every 12 months.
- • 8.1, Insurance: Edited section to update dates. Proposed language extending benefits of retiree insurance ordinance 2011-O-117 to all officers hired after 2013.
- • 9.1, Uniform \$: current \$1200/yr., proposed increase to \$1300 for 20 & 21, \$1375 for 22 & 23.
- • 10.9, Layoff Procedures: Add a new clause specifying rights of full-time over part-time officers.
- • 11.6, Residency: extend residency to 50 miles.
- • 12.2, Fair Share: delete section.
- • 13.1, Wages: 3.0% for each of 5/1/2020, 5/1/2021, 5/1/2022 and 5/1/2023.
- • 13.2, Investigator Compensation: current \$2000/yr., proposed increase to \$3500/yr.
- • 13.9, Evidence Technician: Add a new clause creating specialty pay for evidence tech at \$750/yr.
- • 13.10, Extra Duty: current rate \$30/hr., increase to \$45/hr.
- • 15.2, add new requirement regarding copies of counseling forms.
- • 15.3, add new clause limiting number of in-car camera reviews, creating a log of said reviews and providing log to union at end of each month.
- • 15.4, add new clause on progressive discipline.
- • Appendix C, add limitations to part-time officer hrs./day and number used per day.
- • Maintain 10% insurance contribution rate.

The Village response and counteroffers include:

- ACCEPT CURRENT UNION PROPOSALS OF: 4-year term; 12.2 Fair Share deletion; 13.10 Extra Duty rate increase; and, 15.2 new language on counseling forms. REJECT all other Union proposals.

#### COUNTEROFFER HIGHLIGHTS:

- COLAs: 2020-0%; 2021-0%; 2022-2%; 2023-2%.
- Personal Leave days reduced from 3 to 2 days to match other staff.
- Health insurance-gradually increase employee contribution rate such that year 4 is at a 15% rate.
- Change designated Holidays to coordinate with newly modified Village Holiday schedule.
- 7.2.2, Vacation day usage, return to requiring whole day usage versus permitted half-day in current CBA.
- 7.2.5, change personal day request timeline from 3 to 18 days in advance for use.
- 10.6, remove trading of work shifts to reduce scheduling problems.

After discussion it was the consensus of the Board to direct staff and the Village Attorney to proceed with the above counteroffer.

### Personnel . . .

**Update FY 2021 Spending Plan** – David Niemeyer noted that staff is ready to implement the spending plan reductions. Assistant Treasurer Brown stated that there is only one additional modification to the FY 2021 Spending Plan in personnel expenses to accommodate the civil service clerk positions. The layoff of a full-

time clerk in Finance and Community Development would have caused a ripple effect critically impacting Public Works due to the civil service clerk status. In an effort to eliminate the unintended impact, the full time Finance clerk will not be laid off. A reduction in hours for both full time Finance clerks will be implemented. The Community Development full time clerk will not be laid off, but will have hours reduced going forward. Community Development has also decided to reduce the hours of the part time clerk that was to be laid off. These changes have a net impact that will put about \$110,000 back in the spending plan and allow the Village to keep 3 employees on staff that were going to be laid off. Trustee Glotz stated he would like department heads and senior staff present when speaking with the employees who will be laid off or receiving reduced hours.

Mr. Niemeyer stated that implementation on spending plan reductions will begin this week, furloughs have already begun. A number of employees will have reduced hours and there will be one layoff.

**Trinidad Workers Compensation Settlement** – David Niemeyer stated this claim stemmed from a 2018 officer involved injury - involving Trinidad and other 2 other officers, Rosillo and Roberts. Rosillo and Roberts were struck in the head, groin and received scratches and scrapes from the combative subject, but refused medical treatment. Trinidad was struck in the face and wrenched his back while attempting to take the subject into custody, resulting in several months off of work. Plaintiff is seeking settlement of \$20,346.75; just over \$20,000 and may need VB approval. After discussion it was the consensus of the Board to proceed with the settlement of this claim.

**Human Resources Director** – David Niemeyer stated that he is seeking Board direction to move forward with hiring the replacement for Human Resources Director Denise Maiolo who resigned earlier this month. The Village will do an external search for this mission critical position. After discussion, it was the consensus of the Board to move forward with the external search for a Human Resources Director.

Mr. Niemeyer also sought direction from the Board to appoint Paula Wagener Interim Human Resources Director. Her duties will include benefits administration, continuing human resources projects, health insurance renewals, and compliance issues. Hannah Lipman, Management Analyst, will be assisting Ms. Wagener. Ms. Lipman will be focusing on recruitment, civil service issues and workers compensation claims. Ms. Lipman will not get a title change, but will be also working with liquor licenses. The Village has a tradition that when employees take on extra duties they receive a 10% pay increase. This would be significantly less they bringing in temporary employees and the Village will be saving the salary of Ms. Maiolo until a Human Resources Director is hired. After discussion, it was the consensus of the Board to place the appointment of Ms. Wagener on the Village Board agenda and to increase both Paula Wagener and Hannah Lipman's salary by 10% during this interim period.

Motion was made by Trustee Glotz, seconded by Trustee Brennan, to adjourn this Executive Session and return to the Regular Village Board meeting. Vote on roll call: Ayes: Brady, Berg, Brennan, Galante, Glotz, Mueller. Nays: None. Absent: None. President Vandenberg declared motion carried and this Executive Session was adjourned at 10:07 p.m.

Motion was made by Trustee Glotz, seconded by Trustee Brady, to adjourn the Special Village Board meeting. Vote by voice call. President Vandenberg declared motion carried and this Executive Session was adjourned at 10:07 p.m.