

Minutes of the Executive Session
Special Village Board Meeting
August 2, 2016 7:00 p.m.
Village of Tinley Park
@ Village Hall of Tinley Park

Motion was made by Trustee Younker, seconded by Trustee Suggs, to adjourn to Executive Session to discuss:

The purpose of this Executive Session was to discuss:

- 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. 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.

Vote on roll call: Ayes: Maher, Grady, Pannitto, Younker. Suggs Nays: None. Absent: Vandenberg. Mayor Seaman declared the motion carried and this meeting was adjourned to Executive Session at 8:22 p.m.

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

A roll call was taken:

In attendance and

Responding to roll call:

D. Seaman, Mayor
P. Rea, Clerk
B. Maher, Village Trustee
T. J. Grady, Village Trustee
M. Pannitto, Village Trustee
B. Younker, Village Trustee

Absent Trustee:

J. Vandenberg
K. Suggs

Staff Present:

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

Others Present:

Deanna Rosconbauer Hall, Peterson, Johnson and Murray

Buckeye Litigation – Village Attorney Patrick Connelly presented a summarization of the Buckeye Foundation litigation. Plaintiff's motion for a TRO to have the Plan Commission their plan as previously submitted was denied. All the Plaintiff's attempts to get adjunctive relief have been exhausted. We are back to the FHA claim our Attorney has gone to Buckeye's Council noting that if they have a plan with the code first floor commercial the Village would approve it. Buckeye is looking at this and is seeking an expedited trail. Village Attorney's will defend their client as they deserve. However, if you put cap on the damages the Board may consider and move to a quick trial on the merits.

MINUTES
Executive Session
August 2, 2016

Collective Bargaining – Police Union Contract – Deanna Rosenbaum Hall presented the core issues for the Board to discuss in regards to the Police Union Contract.

- **3.7 Grievance Arbitration:** The union is proposing that any discipline that results in time off shall have the right to ultimately go to an arbitrator rather than the Village's grievance process. Unions are regularly gaining this new right in arbitration cases and it is not an issue that the Village can expect to stand pat on and win in arbitration. However, there are some ways we can reduce the impact of the Village essentially giving up the power to make major discipline issues. We would like to explore only allowing them to go to arbitration if the discipline exceeds a certain number of days. Trustee Pannitto stated he would like to have intermediate steps in the process before going to arbitration. After discussion it was the consensus of the Board to direct the Attorney's to negotiate grievance arbitration if discipline exceeds five (5) days.
- **11.6 Residency:** The union proposes eliminating the residency requirement and replacing it with a requirement to live within 55 miles of the intersection of 183rd and 80th Avenue. In order to get the union to agree to the changes in the health insurance plan, staff would propose relaxing the residency requirement to allow officers to live within 5 miles of the village limits. Officers that reside in town will have the option of retaining a take home car. After discussion it was the consensus of the Board to direct the Attorney's not to negotiate residency.
- **13.1 Wages:** The union is seeking a 2.65% percent increase for 2016-17 and 2017-18 and a 2.657% increase for 2018-19. The Village's initial proposal was 1.8% for all three years of the contract. Given the fact that the public works union and non union staff are receiving 2.5% increases for this year, the recommendation is to give the staff authority up to 2.5% for each of the three contract years. After discussion it was the consensus of the Board to direct the Staff to look at comparable studies and bring this back to the Board for further direction.
- **8.1 Health Insurance:** As you know the Village is proposing some significant changes to the health insurance plan that could save the Village \$70,080.49 in the first nine months of the plan change. Below are the changes we recently discussed with the union which was also discussed with the Budget, Audit and Administration Committee on Tuesday, July 5, 2016. Under our agreement with the union, the Village retains the right to select the health/hospital plan made available to the union, but if it does not provide reasonable comparable benefits, it has to negotiate this with the union. The agreement also requires the Village to reimburse employees if they are required to pay a greater deductible or co-pay than what is required in the agreement. After discussion it was the consensus of the Board to direct Staff to investigate the market for health insurance plans for municipalities.

Motion was made by Trustee Pannitto, seconded by Trustee Grady, to adjourn this Executive Session and return to the Special Village Board Meeting. Vote on roll call: Ayes: Maher, Grady, Pannitto, Younker, Suggs. Nays: None. Absent: Vandenberg. Motion carried and this Executive Session was adjourned at 9:41 p.m.

Motion was made by Trustee Younker, seconded by Trustee Maher, to adjourn the Special Committee of the Whole meeting. Vote by voice call. Mayor Seaman declared the motion carried and adjourned the regular Village Board meeting at 9:41 p.m.

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