

Minutes of the Executive Session
Special Committee of the Whole Meeting
August 14, 2018, 7:00 p.m.
Village Hall of Tinley Park
16250 S. Oak Park Avenue, Tinley Park, IL

Motion was made by Trustee Younker, seconded by Trustee Brady, to adjourn to Executive Session at 8:15 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. 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.

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

A roll call was taken:

In attendance, responding to roll call: B. Younker, President Pro-Tem
M. Pannitto, Village Trustee
C. Berg, Village Trustee
W. Brady, Village Trustee
M. Glotz, Village Trustee
(Depart 8:51 p.m. -Arrive 9:04 p.m.)
J. Curran, Village Trustee

Others Present: D. Niemeyer, Village Manager
P. Carr, Assistant Village Manager
P. Connelly, Village Attorney
L. Godette, Deputy Clerk
A. McGrath, Att. Kozacky, Weitzel, McGrath
(Depart 8:50 p.m.)
D. Rosenbaum Hall, Peterson, Johnson, & Murray
(Arrive 8:50 pm-Depart 9:03 pm)

LITIGATION . . .

Alastar McGrath presented an update of the Department of Justice (DOJ) and Amy Connolly settlement agreements. Mr. McGrath presented and overview of the following terms of the DOJ settlement agreement:

- General Nondiscrimination Provisions;

- Adopt a Fair Housing Policy;
- Provide Fair Housing Training;
- Compliance and Record-Keeping – Designation of Fair Housing Compliance Officer;
- Reporting – preparation of semi-annual reports;
- Civil Penalty of \$50,000;
- Amy Connolly; Ms. Connolly is an aggrieved party and approve the payment of \$360,000 in monetary damages;

Mr. McGrath noted that no

He also stated that the payment terms of the settlement agreement with Amy Connolly a total amount of \$360,000.

After discussion it was the consensus of the Board to place both the DOJ and Amy Connolly settlement agreements on the August 21, 2018, Village Board meeting agenda.

COLLECTIVE BARGAINING . . .

Attorney Deanna Rosenbaum Hall of Peterson, Johnson, & Murray presented option for reaching an agreement with Local 150 for a new Collective Bargaining Agreement. The Village made a formal counter of Local 150 on May 16, 2018 as follows:

COLA Adjustments and no other wage changes

5/1/18 1.25

5/1/19 1.25

5/1/20 1.25

5/1/21 1.5

5/1/22 1.5

This formal counter-offer was rejected and moved for Arbitration in the pending Health Insurance Grievance. Arbitration is scheduled for August 28, 2018.

Ms. Rosenbaum Hall discussed whether there was room for movement on the contract proposal with the Attorney for Local 150 on July 11, 2018. Below are the items each party would like the other to consider:

- All previously agreed to terms;
- Union would like COLAs of 1.5 across the board;
- Union would like Compression Scale for Maintenance Worker. All other job classifications have nine (9) steps and then employee tops out on wage increases except for COLAs. Currently Maintenance Worker has twelve (12) steps.

After discussion it was the consensus of the Board if the Union asks for changing to offer the following COLA adjustments and not other wage changes:

COLA Adjustments and no other wage changes

5/1/18 1.25

5/1/19 1.25
5/1/20 1.25
5/1/21 1.75
5/1/22 2.0

After discussion it was the consensus of the Board to direct the Village Attorneys to continue negotiating with Local 150 on contract terms and language using the COLA Adjustments listed above and keeping the twelve (12) steps.

THE APPOINTMENT, EMPLOYMENT . . .

Dave Niemeyer discussed the GovTemp contract for Interim Community Development Director, Paula Wallrich, He noted that he believes ending Ms. Wallrich's contract at this time would give significant disruption to the Community Development Depart in the midst of a number of major projects. Mr. Niemeyer noted that he has spoken with Kimberly Clarke regarding assuming the role of Community Development Director as soon as possible, assuming she passes the AICP exam on November 1, 2018. At this time Ms. Wallrich will assume the role of Planning Manager for next year and will work 32 hours per week. The hourly rate paid to GovTemps would be reduced from \$93.62 to \$75.60 per hour. Simultaneously, Ms. Clarke will be grooming Senior Planner, Daniel Ritter, with the expectation he can assume the Planning Manager position next September, when Ms. Wallrich's contract ends.

Mr. Niemeyer and Assistant Village Manager Pat Carr have addressed the concerns of the Board regarding customer service in this department. The Village will start a customer comment card in the Community Development Department. This practice will be expanded to other departments overtime. Customer service training will also be offered.

After discussion it was the consensus of the Board to place this GovTemp Contract extending Paula Wallrich's contract through August 2019 on the August 21, 2018 Village Board meeting for Board approval.

Motion was made by Trustee Younker, seconded by Trustee Brady, to adjourn this Executive Session and return to the Special Committee of the Whole. Vote on roll call: Ayes: Younker, Pannitto, Berg, Brady, Glotz, Curran. Nays: None. Absent: None. President Pro-Tem Younker declared motion carried and this Executive Session was adjourned at 9:13 p.m.

Motion was made by Trustee Younker, seconded by Trustee Brady, to adjourn the Committee of the Whole Meeting. Vote by voice call. President Pro-Tem Younker declared motion carried and this Executive Session was adjourned at 9:13 p.m.

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