

Minutes of the Executive Session
December 1, 2020, 7:30 p.m.
Special Village Board Meeting – Village Hall of Tinley Park
16250 S. Oak Park Avenue, Tinley Park, IL

Motion was made by Trustee Mueller, seconded by Trustee Brady, to adjourn to Executive Session at 9:53 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 AN EMPLOYEE OF THE PUBLIC BODY OR AGAINST LEGAL COUNSEL FOR THE PUBLIC BODY TO DETERMINE ITS VALIDITY.**
- C. DISCUSSION OF MINUTES OF MEETINGS LAWFULLY CLOSED UNDER THIS ACT, WHETHER FOR PURPOSES OF APPROVAL BY THE BODY OF THE MINUTES OR SEMI-ANNUAL REVIEW OF THE MINUTES AS MANDATED BY SECTION 2.06.**

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

This meeting was 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 (Electronically)
K. Thirion, Village Clerk
C. Berg, Village Trustee
W. Brady, Village Trustee
W. Brennan, Village Trustee
D. Galante, Village Trustee
M. Glotz, Village Trustee
M. Mueller, Village Trustee

Board Members Absent:

Others Present:

D. Niemeyer, Village Manager
P. Carr, Assistant Village Manager
A. Brown, Assistant Village Treasurer
H. Lipman, Management Analyst (Depart 10:24 p.m.)
L. Godette, Deputy Village Clerk
P. Connelly, Village Attorney
D. Rosenbaum-Hall, Village Attorney (Electronically-Depart 10:16 p.m.)

Collective Bargaining

MAP

Deanna Rosenbaum-Hall presented an overview of the off the record proposal from MAP. Ms. Rosenbaum-Hall stated that considering the expense of arbitration the Board should consider agreeing to most of the terms in this offer. The comparison of the Village's last offer to MAP's current offer is below:

<u>Village's Last Offer</u>	<u>MAP's Current Offer</u>
2021 – 1.75%	2021 – 2%
2022 – 2%	2022 – 2%
2023 – 2.25%	2023 – 2.25%
2024 – 2.5%	2024 – 2.55%

Mr. Niemeyer noted that the Village should try and get the percentage down for the fourth year. He also noted that MAP is not looking to extend retiree health insurance to those hired after 2013, MAP has withdrawn this request.

Trustee Glotz suggested that the Village keep the extra duty assignment rate as is at \$30 per assignment, not the \$45 in MAP's current offer. Ms. Rosenbaum-Hall noted that there may be agreements regarding these extra duties. The Assistant Village Manager noted that the Village may need to create new agreements with the High Schools.

After discussion, it was the consensus of the Board to agree with MAP's current offer keeping the current stipends and extra duty assignment rate the same.

Local 150 – Public Works

Trustee Glotz noted he has conferred with the Village Attorney and they see no legal conflict with him participating in discussions regarding Local 150.

Mr. Niemeyer commented on the wage reopener for the Local 150 contract. Earlier this year it was decided to move this contract to a four (4) year contract and suggested we offer 2.0% for the final two (2) years of the contract.

Ms. Rosenbaum-Hall reminded the Board of the pending health insurance issues with Local 150. The insurance issues could be a large dollar amount to deal with. She noted the Village is at the early stages of this wage reopener. There is a new Local 150 attorney that the Village will be working with.

Mr. Niemeyer noted that staff will come back to the Board with a proposal that includes the two (2) years of wages along with a dollar amount that will cover the health insurance issues. He also informed the Board on a grievance that was received regarding an employee who did not conduct himself professionally during union negotiations.

Personnel

At this time Mr. Niemeyer presented three (3) personnel issues to the Board:

1. Public Works Seasonal 2 Position –Public Works Director John Urbanski is requesting to fill one Seasonal 2 position vacant in the Water and Sewer Department. There are two (2) Seasonal 2

positions in the FY 2021 budget. Filling one (1) vacancy at the mid-year review would utilize approximately \$10,250. Mr. Niemeyer recommends this hiring.

2. IT Open Position - Assistant Village Manager Carr stated that with the retirement of Senior Computer Technician Steve Clemmer staff would like to bypass the hiring of a computer technician and hire an IT (Working) Manager. The manager position would supervise the IT department which has not had leadership since the former IT Manager left the Village. The difference in cost between the technician and manager would be approximately \$20,000. There are two full-time openings in the IT Department and one full-time position frozen. The hiring of an IT Manager would help prepare this department for the future when the pandemic is over. It was the consensus of the Board to move forward with the hiring of an IT Manager. Trustee Berg asked what the salary of this position is. Mr. Carr stated \$115,000 to \$119,000. After discussion by the Board, the salary of this position could be discussed further once candidates have been assessed. Trustee Mueller will be working with the Village Manager and Assistant Village Manager on this position.
3. Assistant to the Village Manager – Mr. Niemeyer stated that in the Spring of 2020 the Board discussed promoting Hannah Lipman to the Assistant to the Village Manager position. Due to COVID this promotion was delayed. Ms. Lipman is a critical part of the management team and has taken on significantly more duties than when she initially was hired as the Administrative Analyst. Her current pay is \$67,290.08, which includes a temporary 10% bump she has been receiving since the former Human Resources Director left the Village. Ms. Lipman continues to take on additional duties. She would be moved to Step D \$72,634.21, which is appropriate for the experience and her workload. After discussion, it was the consensus of the Board to promote Hannah Lipman to Assistant to the Village Manager.

Executive Session Minute Review

The Village Manager and Village Attorney will review certain minutes and have a listing of the Executive Session Minutes to be release for the Board to review. The Board will receive a memo prior to the release of these minutes.

Motion was made by Trustee Mueller, seconded by Trustee Brady, to adjourn this Executive Session and return to the Regular Village Board meeting. Vote on roll call: Ayes: Berg, Brady, Brennan, Galante, Glotz, Mueller. Nays: None. Absent: None. President Vandenberg declared motion carried and this Executive Session was adjourned at 10:28 p.m.

Motion was made by Trustee Brennan, seconded by Trustee Mueller, to adjourn the Special Village Board meeting. Vote on roll call: Ayes: Berg, Brady, Brennan, Galante, Glotz, Mueller. Nays: None. Absent: None. President Vandenberg declared motion carried and the Special Village Board meeting was adjourned at 10:28 p.m.

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