

**MINUTES OF CLOSED SESSION
VILLAGE OF TINLEY PARK, COOK AND WILL COUNTIES, ILLINOIS
HELD ON SEPTEMBER 5, 2000**

President Pro-tem Rea called this meeting to order at 8:50 P.M. Present and responding to roll call were:

Village President:	Edward J. Zabrocki
Village Clerk:	Frank W. German, Jr.
Trustees:	Patrick E. Rea David G. Seaman Gregory J. Hannon Michael H. Bettenhausen Matthew J. Heffernan Brian S. Maher
Also Present:	
Village Manager:	David M. Dorgan
Assistant Village Manager:	Scott M. Niehaus
Village Attorney:	James P. Bartley James Ferolo

The purpose of this Closed Session was to discuss employee hiring, firing, compensation, discipline, and performance.

Mayor Zabrocki reviewed the personnel issues regarding the employment of Thomas Albright, Director of Public Works. It was noted that the Village had two options at this time. The options are as follows:

1. Request Mr. Albright's resignation and provide a severance package as directed by the Village Board; or
2. Terminate Mr. Albright based upon his lack of performance and failure to respond to Village Board direction regarding his work activity.

In addition, Village Attorney James Bartley reviewed the Village's legal options regarding Tom Albright's Civil Service status. It was noted that under Illinois State Law, appointed positions are not entitled to revert back to their Civil Service standing. Upon further discussion, the consensus of the Village Board was as follows:

1. To have Mayor Zabrocki and Attorney Bartley meet with Tom Albright to inform him of his options with anticipation of having a decision by the September 19th Village Board meeting; and
2. To have staff research the severance package offered to Police Officer Walter Barton in relation to what may be offered to Tom Albright.

This Closed Session was adjourned at 9:30 P.M.