

**MINUTES OF THE REGULAR BOARD MEETING OF THE TRUSTEES,  
VILLAGE OF TINLEY PARK, COOK AND WILL COUNTIES,  
ILLINOIS, HELD JANUARY 7, 2020**

The Regular meeting of the Board of Trustees, Village of Tinley Park, Illinois, was held in the Council Chambers located in the Village Hall of Tinley Park, 16250 S. Oak Park Avenue, Tinley Park, IL on January 7, 2020. President Vandenberg called this meeting to order at 7:53 p.m. and led the Board and audience in the Pledge of Allegiance.

At this time President Vandenberg as for a moment of silence for U.S. Army Specialist Henry Mayfield Jr., of Hazel Crest, Illinois, was among three (3) Americans killed in an early morning attack January 5, 2020, in Kenya after their military base was overrun by al-Shabab fighters.

Clerk Thirion asked all present to keep U.S. Military personnel serving in Iraq in our thoughts.

Present and responding to roll call were the following:

Village President: Jacob C. Vandenberg  
Village Clerk: Kristin A. Thirion

Trustees: William P. Brady  
William A. Brennan  
Diane M. Galante  
Michael W. Glotz  
Michael G. Mueller

Absent: Cynthia A. Berg

Also Present:  
Village Manager: David Niemeyer  
Asst. Village Manager: Patrick Carr  
Village Attorney: Patrick Connelly

Motion was made by Trustee Brennan, seconded by Trustee Mueller, to approve the agenda as written or amended for this meeting. Vote by voice call. President Vandenberg declared the motion carried.

Motion was made by Trustee Brennan, seconded by Trustee Mueller, to approve and place on file the minutes of the Special Village Board Meeting held on December 17, 2019. Vote by voice call. President Vandenberg declared the motion carried.

Motion was made by Trustee Brennan, seconded by Trustee Brady, to consider approving the following Consent Agenda items:

The following Consent Agenda items were read by the Village Clerk:

- A. CONSIDER REQUEST FROM AMERICAN LEGION POST 615, 17423 67TH COURT, TO CONDUCT A QUEEN OF HEARTS RAFFLE THROUGH DECEMBER 31, 2020, OR UNTIL A WINNER IS DRAWN, WITH THE MAXIMUM VALUE OF THE PRIZE NOT

forward. Vote on roll call: Ayes: Brady, Brennan, Galante, Glotz, Mueller. Nays: None. Absent: Berg. President Vandenberg declared the motion carried.

Motion was made by Trustee Brady, seconded by Trustee Glotz, to **ADOPT ORDINANCE 2020-O-002 AUTHORIZING AMENDMENTS TO THE VILLAGE PERSONNEL MANUAL**. This action amends four existing policies contained within the Personnel Manual including:

- 1) **Holidays:** Continue to recognize 11 holidays. However, beginning January 1, 2020, change Good Friday to a half-day holiday and make Christmas Eve a full day holiday. Impacts current, eligible staff.
- 2) **Tuition Reimbursement:** Continue practice which requires approval by Department Head & Village Manager. However, for classes beginning after January 1, 2020 (that have not already been approved by the Village Manager), the Village will reimburse 80% for coursework completed and receiving a grade equivalent to an 'A'; 70% for 'B'; 50% for 'C'. Individuals must remain employed for two (2) years or employee reimburses the Village 100%. Impacts current, eligible staff, that have had already received an approval tuition reimbursement plan.
- 3) **Vacation:** Only impacting eligible, new hires prior to or beginning January 1, 2020, as directed, the schedule would be as follows. Borrow in advance request is eliminated. Employee can accumulate time on a prorated basis.
  - a. **Executive Level Management:** 20 days for 1-14 years of service; 25 days for 15+ years of service
  - b. **Civil Service and full-time Appointed staff:** 10 days for 1-6 years of service; 15 days for 7-10 years of service; 20 days for 11-14 years of service; 25 days for 15+ years of service
- 4) **Sick and Disability:** Only impacting eligible, new hires beginning January 1, 2020, allow to use up to 80 hours (10 days) per anniversary year. Time does not accrue and does not bank or carry over.

This item was discussed at Committee of the Whole on December 3, 2019. President Vandenberg stated that this item was in its final adoption stage and asked if anyone cared to address the Board. No one came forward. Vote on roll call: Ayes: Brady, Brennan, Galante, Glotz, Mueller. Nays: None. Absent: Berg. President Vandenberg declared the motion carried.

At this time, President Vandenberg asked if anyone from the Staff would care to address the Board. No one came forward.

Village Manager Niemeyer stated that a Committee of the Whole meeting will take place on Tuesday, January 14, 2019 to present the first draft of the strategic plan to the Village Board. Village Board priorities for the 2021 Fiscal Year Budget will also be discussed at this Committee of the Whole meeting.

Fire Chief Forest Reeder presented an update on a structure fire at the 9300 block of Pleasant Avenue. Chief Reeder acknowledged the hard work of the firefighters at the incident and thanked the community, elected officials, and staff for their support. Two (2) firefighters received minor injuries, were treated and released, and returned to their regular duties. President Vandenberg noted that he spoke to the firefighters and they stated that their training was what assisted them in the process. President Vandenberg congratulated the Fire Chief and his staff for all their efforts now and in the future.

At this time, President Vandenberg asked if anyone from the Board would care to address the Board. No one came forward.

Trustee Glotz presented an update on ethics complaints. He thanked the attorneys at Peterson, Johnson, and Murray for amending the language of the Village Ethics Code. He noted that the Village has spent over \$37,000 in the past two (2) years on seven (7) unfounded ethics complaints. Six (6) of these complaints were filed by one (1) person. He also presented an update on lawsuits received by the Village. He noted that in the past two (2) years attorneys from Peterson, Johnson, and Murray, and the Intergovernmental Risk Management Agency (IRMA) have done an outstanding job of successfully defending these lawsuits, most of these lawsuits have been dismissed. He noted that there are still a couple of lawsuits outstanding.

Trustee Brady stated that he would like to ask staff to draft a proclamation recognizing the Kowalczyk Family of Tinley Park for winning the Great Chicago Light Fight. President Vandenberg asked Trustee Brady to work with Dominic Sanfilippo on a proclamation for this family.

Trustee Galante asked that the Marketing Department be made aware of these type of events as they come up, in order to communicate this the Village Board and residents

Village President Vandenberg stated that his Executive Assistant, Dominic Sanfilippo, will be leaving his position at the Village and moving on to teach high school. President Vandenberg thanked Mr. Sanfilippo for his hard work.

At this time, President Vandenberg asked if anyone from the Public would care to address the Board. No one came forward.

A citizen stated his concerns about amendments adopted by the Village Board to the Ethics Code that were at the December 3, 2019, Village Board meeting. He feels citizens have lost a tool in ensuring officials act honestly and with integrity.

A citizen stated her concerns about public comment procedures and the cost to Tinley Park citizens of Freedom of Information Act requests, lawsuits, and ethics complaints. She commended the Village Board for amending the ethics code.

A citizen asked for an update of the Magnuson project. Community Development Director Kimberly Clarke stated that the developer has picked up his foundation-only permit and intends engage his contractors this week, weather permitting. The citizen stated concerns about when the sewer lines would be put in and where the water runoff would go to without sewer lines. Ms. Clarke stated that the citizen could speak with the Village Engineer regarding this development. Trustee Galante stated concerns about foundation only policies and would like to see a timeline for this development.

Motion was made by Trustee Mueller, seconded by Trustee Brady, at 8:31 p.m. to adjourn to Executive Session 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 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. THE PURCHASE OR LEASE OF REAL PROPERTY FOR THE USE OF THE PUBLIC BODY, INCLUDING MEETINGS HELD FOR THE PURPOSE OF DISCUSSING WHETHER A PARTICULAR PARCEL SHOULD BE ACQUIRED.
  
- D. THE SETTING OF A PRICE FOR SALE OR LEASE OF PROPERTY OWNED BY THE PUBLIC BODY.

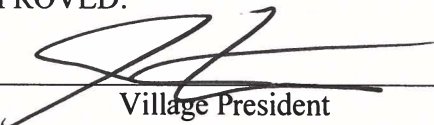
Vote on roll call: Ayes: Brady, Brennan, Galante, Glotz, Mueller. Nays: None. Absent: Berg. President Vandenberg declared the motion carried.

Motion was made by Trustee Brennan, seconded by Trustee Brady, to adjourn the Executive Session and reconvene the special Board meeting. Vote by voice call. President Vandenberg declared the motion carried and reconvened the special Board meeting at 9:56 p.m.

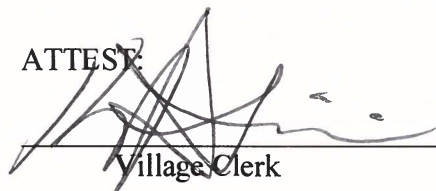
Motion was made by Trustee Brady, seconded by Trustee Mueller, to adjourn the special Board meeting. Vote by voice call. President Vandenberg declared the motion carried and adjourned the special Board meeting at 9:56 p.m.

PLEASE NOTE: Where there is no summary of discussion on any items in the minutes, this reflects that no discussion occurred other than the introduction of the item.

APPROVED:

  
\_\_\_\_\_  
Village President

ATTEST:

  
\_\_\_\_\_  
Village Clerk