

## Village of South Barrington

### LEGAL AND HUMAN RESOURCES COMMITTEE

FEBRUARY 22, 2016

#### MINUTES

#### **CALL TO ORDER**

The meeting was called to order by Committee Chairman Stagno at 3:30 p.m.

#### **ROLL CALL**

Members present: Chairman Stagno, Trustee Kerman  
Absent: Trustee Cohen  
Others present: President McCombie, Trustee Abbate  
Staff present: Administrator Palmer, Treasurer Bodie

#### **APPROVAL OF MINUTES**

The Minutes of the January 27, 2016 Regular Meeting were approved as printed and distributed.

#### **AGENDA ITEMS**

##### Employee Salary Ranges and Staff Positions

The Committee reviewed the survey prepared by Linda Hooker on employee wages by position. Chairman Stagno commented on the circular nature of salary comparisons by area municipalities. After discussion, the committee concluded a more comprehensive evaluation showing private sector salaries and total compensation with benefits is needed to make a meaningful recommendation for salary ranges.

Treasurer Bodie was directed to amend the top range for staff positions where necessary to allow for annual increases of 2% for 2015 and 2.25% for 2016 to the top salary within the range as a temporary measure. A motion made by Trustee Kerman and seconded by Trustee Stagno to forward the amended salary ranges to the Board for approval. By voice vote, the motion passed.

##### Employee Benefits, Exempt and Non-Exempt

The Committee briefly discussed eliminating a payout of unused Holiday time for exempt or "salaried" employees effective for the fiscal year beginning May 1, 2016. This resolution will be forwarded to the committee to review at the next meeting.

##### Back Pay

President McCombie explained the history of salary increases and back pay for the nonunion staff. Chairman Stagno and Trustee Kerman expressed their dissatisfaction with a uniformly applied increase. President McCombie stated she prefers merit increases; however the nonunion staff has traditionally received the Union negotiated increase annually. A motion was made by Trustee Kerman and seconded by Chairman Stagno to support up to a 2% increase in pay retroactive to May 3, 2015 where supported by the employee's supervisor.

#### **CLOSED SESSION**

##### Adjourn to Closed Session – for Appointment, Compensation and Employment of Employees pursuant to 5ILCS 120/2 (C) (1)

A motion was made by Trustee Kerman and seconded by Chairman McCombie. A Voice vote was taken to adjourn to Closed Session at 4:40 p.m. All ayes. Motion carried.

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Reconvene to Open Session

A motion was made by Trustee Kerman and seconded by Chairman Stagno to reconvene to Open Session at 4:50 p.m.

**NEW BUSINESS** – Administrator Palmer stated that the Union contract has been drafted for approval by the Union members. It is expected that a Union approved contract will be forward to the Village Board for their acceptance at the March meeting.

**ADJOURNMENT** - A motion for adjournment was made by Trustee Kerman and seconded by Chairman Stagno. By unanimous voice vote, the meeting adjourned at 4:53 p.m.

Respectfully submitted by  
Michelle Bodie, Treasurer