

## **LEGAL AND HUMAN RESOURCES COMMITTEE**

**MARCH 2, 2017**

### **MINUTES**

#### **CALL TO ORDER**

The meeting was called to order by Committee Chairman Stagno at 2:21 p.m.

#### **ROLL CALL**

Members present: Chairman Stagno, Trustee Kerman

Members absent: Trustee Cohen

Others present: President McCombie, Trustee Abbate

Staff present: Treasurer Bodie and Administrator Palmer

#### **APPROVAL OF MINUTES**

Motion to approve the Minutes of the January 5, 2017 Regular Session Meeting made by Trustee Kerman and seconded by Chairman Stagno. Motion passed by unanimous voice vote.

#### **PUBLIC COMMENT**

No public comments were made.

#### **AGENDA ITEMS**

Discussion of Compensation Data from GovHR Study; and

Resolution amending Salary & Hourly Wage Ranges for Non-Union Village Employees for Fiscal Year 2017/2018

Bodie presented the data from the study conducted by GovHR noting some of the gaps in comparable salary information. It was also noted that GovHR did not delineate in the study on varying annual hours of work. This particularly came into play in the police force where some forces operate on a different total number of hours worked. Stagno asked about vacation time and how that was factored in. Bodie explained that the study only concentrated on salaries and not other benefits. Bodie noted that the “banding” that was reflected in the study was a fair representation. Stagno made the point that the evaluation was not complete without an adjustment for such things as vacations and other benefits, the difference could be 20-30%. Bodie explained that the survey information from comparable communities that GovHR asked for did not include benefit costs and the results were not adjusted in this manner. Mayor McCombie noted that many of the benefits are defined by union contracts. Stagno noted that the costs continue to escalate, resulting in an unfunded liability for the Village. Abbate noted the difference between the private sector and the public sector when it comes to raises. Stagno commented that it is understandable (for compensation) when there are special skills involved such as a GIS operator. Mayor McCombie noted how some jurisdictions are utilizing a bonus system for compensation rather than raises in salary. Bodie noted that the Village has been very aggressive in terms of contributing more than what is required into the Police Pension Fund. Mayor McCombie noted that the Village is looking at a bonus formula and also has uncoupled from the union contract in terms of increases. Bodie noted the CPI was at 1.9% for 2016. Bodie suggested that the committee recommend to the Village Board the adoption of the GovHR recommendations.

Motion by Trustee Kerman and seconded by Chairman Stagno to recommend to the Village Board the adoption of the recommendations from the GovHR Compensation Study and adopt a Resolution Amending Salary & Hourly Wage Ranges for Non-Union Village employees for Fiscal Year 2017/1018. Motion passed by unanimous voice vote.

#### Discussion on Open Range Merit Plan

Mayor McCombie opened the discussion commenting that the GovHR study focused on the position and not the person in the job. Mayor McCombie is considering the merits of a bonus system and thus creating a bonus pool to facilitate this incentive. Kerman explained the military procedures for promotion and raise in rank and how it was implemented. Mayor McCombie noted the similarities between the military and the Police Department and overall how there are different performance levels. Stagno noted the importance of job descriptions in defining what you want from the position. Bodie commented on the importance of comparable communities. Mayor McCombie agreed and noted the high quality of comparable communities from the GovHR study. Kerman commented on wage scales and the relationship between wage gaps and incentives to do better work. The committee reviewed the merits of the Open-Range Merit Plan and the Blended Merit Plan as described by GovHR in the Compensation Study. Stagno identified the merits of an outside entity conducting the study. Committee consensus was to continue the discussion at their next meeting.

#### Ordinance to Exempt Private Employers in the Village of South Barrington from the Cook County Sick Leave Ordinance

Bodie presented the proposed ordinance that would supersede the actions by Cook County on the subjects of minimum wage and sick time for employees of private businesses in Cook County. Bodie explained that since South Barrington is a home rule community, the Village can adopt an ordinance that would nullify the Cook County ordinance.

Motion by Trustee Kerman and seconded by Chairman Stagno to recommend to the Village Board, the adoption of an Ordinance to Exempt Private Employers in the Village of South Barrington from the Cook county Sick Leave Ordinance.

#### **CLOSED SESSION**

None

#### **STAFF REPORTS**

##### Village Administrator

Palmer reported that the Park District wants to get out of the agreement with the Village to maintain the property west of the Tennis Club that belongs to the Village. This is the cricket field area that the Park District has maintained and includes the berm area that runs along the south end of the Glen Subdivision. The Park District would have to restore the ground to its original condition as part of the agreement.

Village Treasurer

Bodie reported that a meeting in April is being sought to hear a general insurance proposal.

**OLD BUSINESS**

Mayor McCombie reported on the Rascal Flats development proposed for the Arboretum. A Special Board Meeting is recommended to discuss how the music venue portion is to be handled as well as the mixture of bar and restaurant.

**NEW BUSINESS**

Mayor McCombie reported on a recent meeting with the Police Commission where commission rules were discussed. Mayor McCombie noted the Police Sergeants list has expired.

Mayor McCombie recommended that an ordinance similar to the one recently passed by Lake Barrington in regard to Air B&B Rentals be reviewed and discussed for adaptation in South Barrington.

Bodie mentioned the upcoming general insurance proposal and the supplementary pollution policy. This policy was first written when the Toll Brothers development was paying for the water treatment plant. The question is whether the policy is still necessary. The amount of the policy has been \$3,600 per year (Pollution Protection Liability Insurance).

**ADJOURNMENT** - A motion for adjournment was made by Trustee Kerman and seconded by Chairman Stagno. By unanimous voice vote, the meeting adjourned at 3:55 p.m.

Respectfully submitted by  
Bob Palmer, Administrator