

MINUTES OF LEGAL AND HUMAN RESOURCES COMMITTEE MEETING

OCTOBER 18, 2017

CALL TO ORDER

The meeting was called to order by Committee Chairman Stagno at 4:19 p.m.

ROLL CALL

Members present: Chairman Stagno, Trustee Kerman

Members absent: Trustee Cohen

Others present: President McCombie

Staff present: Treasurer Bodie and Administrator Palmer

APPROVAL OF MINUTES

Motion to approve the Minutes of the March 2, 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 Insurance Proposal (Medical, Dental, Vision & Life)

Bodie presented the One Digital proposal for discussion. The Committee discussed the current broker and the circumstances that have resulted in a change in the representative. The Committee then discussed PDP Metlife for dental coverage and whether or not employees have their dentist in the network prescribed. Bodie has been researching to see if there is a plan that is more similar to the existing plan. Based upon the discussion and the questions raised, consensus of the Committee was to postpone any further discussion and a decision until a follow-up meeting can be scheduled, tentatively to next Wednesday, October 25, 2017.

Discussion on Employee Insurance Contribution Levels

Bodie explained that the GovHR salary survey showed the percentage level that employees at other comparable municipalities are assessed for their share of the health insurance coverage. Bodie explained that after review of this information, South Barrington is at the average with the exception of HMO dependent coverage where our employees contribute below the average. Mayor McCombie expressed that this information should be updated as it is a year old. Bodie explained with the increase employees will be paying due to the renewal premium increase, it would be difficult to assess a higher percentage contribution as well. The recommendation is to keep contributions at the same level based on comparison with communities in the GovHR study.

Business Hours

Mayor McCombie raised the question of office hours for the Village. Currently hours are 8AM to 4PM, Monday through Friday. The issue related to this is staff coverage and breaks in the day.

The Committee discussed the idea of adjusting operating hours, but also recommended that staff review FLSA and other existing policies in regard to scheduling employees and report back with additional information.

EXECUTIVE SESSION

A motion was made by Trustee Kerman, to go into Executive Session, for the purpose of discussing pending litigation. Seconded by Chairman Stagno. On a voice vote the motion carried and the Committee went into Executive Session at 5:25 PM.

Following Executive Session, the Committee returned to the Regular Meeting at 5:54 PM, on a motion made by Trustee Kerman and seconded by Chairman Stagno. On a voice vote the motion carried.

STAFF REPORTS

Village Administrator

Palmer reported that Village Engineer Karney had provided copies of the PCI-Pavement Evaluation report that was revised by Engineer Jason Doland. In the revised report, roads were excluded that did not have any visual changes since the initial report. Karney was recommending approval of the revised proposal, which would then be forwarded to the full Village Board. Palmer also reported that he had looked into the references of Lionheart, the company being considered to do preventive maintenance (PM) on the Village generators. All the references were very positive in regard to their working relationship. Palmer was awaiting word from Barrington regarding their experience with Lionheart. Based on the information available on Lionheart, there is no reason not to move forward in having them do the Village's PM.

Village Treasurer

Bodie reported that we have solicited proposals for a new website for the Village from 4 companies. The Village has also interviewed a couple of IT providers.

OLD BUSINESS

Mayor McCombie discussed upcoming union negotiations and asked for suggestions on how to make the process move more smoothly. Mayor McCombie also added that she would like the Village website changed this year.

NEW BUSINESS

Chairman Stagno discussed the Police Commission rules and efforts to make the language clearer.

ADJOURNMENT - A motion for adjournment was made by Trustee Kerman and seconded by Chairman Stagno. By unanimous voice vote, the meeting adjourned at 6:37 p.m.

Respectfully submitted by
Bob Palmer, Administrator