

## LEGAL AND HUMAN RESOURCES COMMITTEE

DECEMBER 1, 2017

### MINUTES

#### **CALL TO ORDER**

The meeting was called to order by Committee Chairman Stagno at 2:15 p.m.

#### **ROLL CALL**

Members present: Chairman Stagno, Trustee Kerman

Members absent: Trustee Cohen

Others present: President McCombie, Trustee Abbate, Trustee Guranovich, Trustee Patel and Atty. Ted Clark.

Staff present: Administrator Palmer and Chief Roman.

**PUBLIC COMMENT** – None.

#### **APPROVAL OF MINUTES**

Motion to approve the Minutes of the October 30, 2017 Regular Session Meeting was made by Trustee Kerman and seconded by Chairman Stagno. Motion passed by unanimous voice vote.

#### **PUBLIC COMMENT**

No public comments were made.

#### **AGENDA ITEMS**

##### Introduction and Presentation by Consultant

Mayor McCombie introduced Attorney Ted Clark who was being considered to assist the Village with Labor Issues of the Village. Mayor McCombie explained that Clark had met previously with staff. Clark described his firm, its specialty and present clients. He also mentioned that he is a resident of Barrington Hills. Clark described his expertise in collective bargaining and years of experience. Clark also described another colleague with additional expertise (Ms. Heisima) who would also be available for the Village to utilize. Those present asked Clark about different scenarios involving collective bargaining and current trends. Following Clark's presentation, Mayor McCombie thanked him for his attendance. Clark then left the meeting.

##### Resolution to accept Workers' Compensation Proposal

Palmer explained that staff would like the opportunity to meet with the broker(s) one more time and make a recommendation to the full Village Board. The proposal and coverage would be the same under any broker. The difference could be in services of a broker. Upon meeting with the broker(s), a resolution would be prepared for the next Village Board Meeting.

Motion was made by Kerman to authorize staff to meet with the appropriate representatives in regard to the Workers' Compensation Proposal and prepare a Resolution to accept the proposal for the Village Board's consideration. Motion was seconded by Chairman Stagno. On a voice vote the motion was approved.

Discuss "Serve Illinois" for the AmeriCorps volunteer program

Palmer explained that the Mayor's Caucus was leading an effort to make available several AmeriCorps Volunteers for area communities to utilize (and to participate in financially). The Village has applied to have one AmeriCorps Volunteer work for ten months next year in the Village and be assigned to work on such projects as a tree inventory, planting plan and drainage study. Palmer explained that the letter of request had gone in to the Mayor's Caucus.

Discuss Sexual Harassment Policy update

Palmer presented the Sexual Harassment Policy item by noting that the State recently passed legislation with specific requirements for a Sexual Harassment Policy, that must be in place by January 15, 2018. The Village's existing policy will be reviewed, compared to the new legislation and a revised policy drafted for the Village Board to consider.

Discuss West Dundee Intergovernmental Agreement

Palmer gave an update on the Intergovernmental Agreement with West Dundee to provide IT services. The Village Attorney had provided comments and a few changes were made to the proposed IGA involving dates of the agreement. There had been discussion regarding withdrawal terms from the agreement, West Dundee wanting 60 days and the Village 30 days. Compromise language proposed was to have 30 days '*unless mutually agreed to otherwise*'. Staff recommends one more meeting with West Dundee to review implementation policies and what controls would be in place. Barring any unforeseen issues the implementation should move forward January 1, 2018. Palmer also noted that the Village Board had already passed the agreement pending Village Attorney review and recommendation, which has occurred.

**EXECUTIVE SESSION**

No executive session was held.

**STAFF REPORTS**

No further reports.

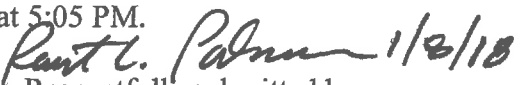
**OLD BUSINESS**

No old business was discussed.

**NEW BUSINESS**

Mayor McCombie mentioned to the Committee and those present that Executive Secretary Liz Chabalowski had submitted her resignation, which had been accepted. Mayor McCombie also reported on progress in the Police Department with the outside consultant and Sergeants training.

**ADJOURNMENT** - A motion for adjournment was made by Trustee Kerman and seconded by Chairman Stagno. By unanimous voice vote, the meeting adjourned at 5:05 PM.

  
Respectfully submitted by  
Bob Palmer, Administrator