

LEGAL AND HUMAN RESOURCES COMMITTEE

APRIL 9, 2018

MINUTES

CALL TO ORDER

The meeting was called to order by Committee Chairman Stagno at 3:00 p.m.

ROLL CALL

Members present: Chairman Stagno, Trustee Kerman

Members absent: Trustee Cohen

Others present: President McCombie, Trustee Abbate

Staff present: Treasurer Bodie, Executive Assistant/Deputy Clerk Melissa Moeller and Administrator Palmer

APPROVAL OF MINUTES

Motion to approve the Minutes of the January 8, 2018 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

Presentation of Proposals for General Property & Liability Insurance

Bodie introduced Matt Backe of Lundstrom Insurance who then presented his proposal for General Property & Liability Insurance. The Committee briefly discussed cyber policy coverage, which has been recommended. The Committee reviewed and discussed medical expense limits, auto coverage, public official's liability and law enforcement liability. Flood insurance was also discussed with emphasis on structures in the 100 year flood plain vs. the 500 year flood plain. Conclusion of the presentation included discussion over general liability coverage vs. umbrella coverage. The difference noted was that general liability includes typical items such as trips and falls vs. umbrella coverage which is extended/higher coverage. The Committee thanked Mr. Backe for his presentation.

Bodie then introduced representatives from A.J. Gallagher, Rich Stokulska and Jessica Govic. Gallagher then made their presentation, presenting a pooling concept referred to as IMIC. It was explained that IMIC was a group of similarly sized communities to South Barrington that have joined together to reduce costs. Other features of the Gallagher presentation were that through IPRF there is a ten percent discount for training seminars. Gallagher also presented a proposal that extended the current coverages conventionally. The Committee had further discussion on claims administration, loss control and adding cyber coverage. In regard to IMIC, it was noted that the renewal period for the pool was May 1st. The Committee thanked the Gallagher representatives for their presentation.

Resolution to accept a proposal for insurance for Fiscal Year 2018/2019

The Committee discussed the Gallagher proposal, noting that cyber insurance coverage should be added and accepted.

Trustee Kerman made a motion to accept the Gallagher proposal for General Property & Liability Insurance, including cyber coverage for a not to exceed amount of \$65,000 and to send the proposal to the full Village Board for consideration. Motion was seconded by Chairman Stagno. On a voice vote the motion was approved.

Resolution to amend the Pooling Agreement and Bylaws of IPRF

Palmer briefly explained that IPRF had sent the Village some changes as described that could be described as housekeeping measures. The Village Attorney also reviewed the changes and concurs that the changes are not that significant and the documents should be signed and returned by the Village.

Trustee Kerman made a motion to recommend to the full Village Board, a resolution to amend the Pooling Agreement and Bylaws of IPRF. Motion was seconded by Chairman Stagno. On a voice vote the motion was approved.

Discuss Website Design Proposals

The Committee briefly discussed two proposals for a new website design and noted that a cost comparison between the two was needed to compare “apples to apples”. Staff will prepare a matrix breaking down the costs for comparison and resubmit the results for consideration.

Ordinance to execute a franchise agreement with Nicor

Palmer explained that the Village Attorney was reviewing the proposed agreement from Nicor for comparison with other municipal agreements to be sure that the proposal matches other provisions. Therefore the agreement is not ready for consideration at this time.

Discuss extension of Groot Industries contract

Palmer explained that the Groot contract will expire next year and in a recent meeting with Groot, their representative offered to propose an extension of the contract. The proposal by Groot offers a price freeze through next year followed by a three year 2.5% increase each year. The company will also agree to pick up all e-waste items at no additional charge as well as pay for all SWANCC charges upfront without a “true up” in the last month. The Committee briefly discussed the Groot proposal.

Trustee Kerman made a motion to recommend to the full Village Board, acceptance of the Groot extension proposal noting that e-waste would be included at no charge and specifically includes large plasma type televisions. Motion was seconded by Chairman Stagno. On a voice vote the motion was approved.

Resolution to Amend Police Commission rules

Mayor McCombie spoke to the proposed changes for the Police Commission and noting that the Village Attorney is currently reviewing the proposed changes. For the testing process, the proposal moves away from written testing and more toward an interactive process. The proposed changes will be presented after further review by the Village Attorney.

Discussion of Compensation Study update and salary information

Bodie presented and gave an overview of the modifications proposed for salary ranges of the various Village positions based on the recent Compensation Study.

Trustee Kerman made a motion to recommend to the full Village Board, the proposed range modifications for Village positions. Motion was seconded by Chairman Stagno. On a voice vote the motion was approved.

Resolution Amending Salary & Hourly Wage Ranges for Non-Union Village Employees for Fiscal Year 2018/2019

In conjunction with the previous item, Trustee Kerman made a motion to recommend to the full Village Board a Resolution Amending Salary & Hourly Wage Ranges for Non-Union Village Employees for Fiscal Year 2018/2019. Motion was seconded by Chairman Stagno. On a voice vote the motion was approved.

EXECUTIVE SESSION

A motion was made by Trustee Kerman to go into Executive Session for the purposes of discussing personnel and collective bargaining. Motion was seconded by Chairman Stagno. On a voice vote the motion was approved and the Committee went into Executive Session at 7:08 PM.

At 7:22 PM the Committee adjourned from Executive Session and returned to the regular session.

OLD BUSINESS

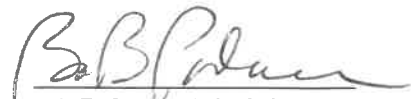
No old business was discussed.

NEW BUSINESS

Palmer brought up an issue regarding clarification on bereavement leave and the number of days permitted. After a brief discussion the Committee confirmed the policy described in the Personnel Manual.

ADJOURNMENT - A motion for adjournment was made by Trustee Kerman and seconded by Chairman Stagno. By unanimous voice vote, the meeting adjourned at 7:35 PM.

Respectfully submitted by



Bob Palmer, Administrator
January 8, 2018