

LEGAL AND HUMAN RESOURCES COMMITTEE

MARCH 21, 2019

MINUTES

CALL TO ORDER

The meeting was called to order by Committee Chairman Stagno at 2:05 p.m.

ROLL CALL

Members present: Chairman Stagno, Trustee Kerman and Alvarado

Members absent:

Others present: President McCombie, Trustee Guranovich and Rich Stukloska
with AJ Gallagher Insurance/ Risk Management/Consulting

Staff present: Chief Roman, Treasurer Bodie and Administrator Palmer

APPROVAL OF MINUTES

Motion was made by Trustee Kerman to approve the Minutes of the February 6, 2019 Legal and Human Resource Committee Meeting. Seconded by Chairman Alvarado. On a voice vote the motion passed.

PUBLIC COMMENT

No public comments were made.

AGENDA ITEMS

AJ Gallagher Insurance Proposal for May 1, 2019

Stukloska presented the AJ Gallagher Insurance Proposal for the Village, beginning with the Market Review that displayed the insurance companies, lines of coverage and premiums. Stukloska then reviewed the proposed program with an estimated cost of \$66,678. Stukloska commented that this proposal is \$1,400 higher than the previous year. Bodie asked about subrogation on vehicle accidents that the Village had experienced. Stukloska responded that there had been some recovery (one for \$3,482 a second for \$1,050 and one full recovery). Roman described the circumstances involving the vehicle accidents. Mayor McCombie commented that we need to check on the subrogation for those accidents since they were not the Village's fault. Brief discussion in regard to the recent damage in the Police Department from frozen pipes, damage was estimated at \$10,000. Bodie reported that the claim and work plans had been finalized and repair work is ready to begin. Kerman asked about the umbrella policy and Stukloska explained that the umbrella coverage is over all lines, when a claim is over \$1,000,000 then the umbrella would be implemented. The Committee briefly discussed terrorism coverage, who determines what is covered, how it is defined, what the coverage amounts are and how it is not covered under the umbrella. Stagno brought up the issue in regard to the amount of the premium as an expense and how those funds are effectively lost each year. Alvarado brought up the related topic of self-funding for insurance coverage and/or working toward that goal by increasing deductibles and creating reserves. Stukloska commented that with self-funding your one way large claim from depleting funds. The Committee then discussed increasing the deductible to \$10,000 from \$5,000, coverage for loss of sales tax revenue (i.e. from the Arboretum) and reviewed the other coverages. It was noted that Workers Compensation is not covered by AJ Gallagher. Discussion concluded with Bodie summarizing the request to

Stukloska to provide a quote with an increased deductible and to provide information on the subrogation of the vehicle accident claims.

Review Insurance Requirements for Outside Contractors

Bodie presented the issue stating that the Village is reviewing and trying to update the required coverages for both large and small contractors that the Village does business with. Stukloska was asked for an opinion in this matter. Stukloska described the different aspects of considering the work of a large contractor vs. a small contractor and the risk involved with each. Bodie mentioned that Stukloska had suggested that in the case of Sheaffer and Roland, that being in Cook County, the higher insurance requirement would be appropriate. With no further discussion on this item Stukloska left the meeting at 3:12 pm.

Discuss Legal Review of Personnel Policy Manual Review

Bodie reporter that the Personnel Policy Manual was being reviewed and updated. Stagno asked about the portion of the policy that pertains to harassment and the issue of limiting the time period to bring forth a complaint. Bodie explained that this is being reviewed and between the IML recommended policy and the attorney's review a recommendation would be presented. The Committee then briefly reviewed the policies on vacation, holiday, sick and compensatory time.

OLD BUSINESS

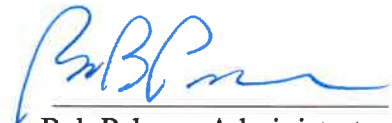
No old business was discussed.

NEW BUSINESS

Mayor McCombie reported on the Plum Farm court case, noting that the next court date is April 8th. Trustee Kerman had a letter to the editor published in the Barrington Courier Newspaper regarding a better location in the Village for the VA's proposed columbarium. Mayor McCombie also reported that Yasmin Kinton would be attending the next Finance Meeting to make a presentation on marketing for the Village.

ADJOURNMENT - A motion for adjournment was made by Trustee Kerman and seconded by Chairman Stagno. By unanimous voice vote, the meeting adjourned at 4:38 PM.

Respectfully submitted by


Bob Palmer, Administrator

These minutes were approved this
8 Day of April, 2019