

# LEGAL AND HUMAN RESOURCES COMMITTEE

WEDNESDAY, MARCH 23, 2022

## MINUTES

### **CALL TO ORDER**

The meeting was called to order by Committee Chairman Stagno at 1:05 p.m.

### **ROLL CALL**

Members present: Chairman Stagno and Trustee Kerman

Members absent: Trustee Alvarado

Others present: Mayor McCombie and Trustee Abbate

Staff present: Treasurer Bodie and Administrator Palmer

### **PUBLIC COMMENT**

None

### **APPROVAL OF MINUTES**

Motion was made by Trustee Kerman to approve the Minutes of the October 25, 2021 Legal and Human Resource Committee Meeting. Seconded by Chairman Stagno. On a voice vote the motion passed.

### **AGENDA ITEMS:**

#### **1. Resolution Amending PSEBA Procedures**

Bodie outlined a Peoria case and the IML Model Ordinance, recommending that adoption of the ordinance be considered to replace the ordinance currently in place. Bodie outlined the features of the model ordinance such as specifying a 30 day period to apply for the benefit, defining the employees responsibilities and selection of a qualified adjudicator/hearing officer. Chairman Stagno questioned the Peoria case, where the city was denied creating their own definition of a catastrophic event that would trigger PSEBA. After a brief discussion it was determined that further review and discussion would be necessary to consider further. Bodie pointed out that there would be time before the next Village Board Meeting to discuss further and recommended placing the item on the next Finance Committee Meeting for further review.

#### **2. Review Compensation Study Update January 2022 for Employees**

Bodie gave an overview of the survey that was conducted with municipalities designated as comparable to the village. As a reference point the prior study conducted by GovHR for the village was relied on as well. Bodie mentioned some of the special circumstances surrounding some of the comparable, such as Inverness with a part-time police department and Lakewood that had a very small number of employees by comparison. Two municipalities taken out of the study this year were Long Grove and Lake Barrington. From the survey, salary ranges for the village are behind some of the neighboring communities and adjustments are recommended. Specific examples included records clerks and part-time GIS technician. It was also noted that even with CPI adjustments, the ranges have fallen behind. Bodie commented on the movement in the CPI since 2011 and the current high CPI of 6.6%. Chairman Stagno commented on the variation in the ranges when contrasted with the different CPI adjustments in past years. Chairman Stagno suggested that more time would be needed to review the material, including the next item on the agenda.

**3. Resolution Amending Salary and Hourly Wage Ranges for Non-Union Employees Beginning Fiscal Year 2022/2023**

This item was not discussed.

**4. Recommendation for wage increases for certain employees Fiscal Year 2022**

Discussion and no decision on recommendation.

**MAYOR'S REPORT**

No report.

**STAFF REPORTS**

**A. Administrator**

Palmer reported on Eligo notifying the Village that letters were being sent out to approximately 73 residents that their accounts would be moving back to ComEd at the same rate.

**B. Village Treasurer**

Bodie reported on state changes regarding the LGDF funds.

**OLD BUSINESS**

Trustee Kerman asked about work by IDOT at Rt. 59 and Bartlett Road. Palmer responded that he did not have further information from IDOT on the tree removal work and the turn lane project, but had requested plans from IDOT.

**NEW BUSINESS**

None.

**ADJOURNMENT**

A motion for adjournment was made by Trustee Kerman and seconded by Chairman Stagno. By unanimous voice vote, the meeting adjourned at 5:37 p.m.

Respectfully submitted by

\_\_\_\_\_  
Robert Palmer, Administrator

These minutes were approved this  
\_\_\_\_\_ Day of \_\_\_\_\_, 2022