

VILLAGE OF ORLAND PARK

14700 Ravinia Avenue
Orland Park, IL 60462
www.orland-park.il.us



Meeting Minutes

Monday, October 17, 2016

7:00 PM

Village Hall

Board of Trustees

Village President Daniel J. McLaughlin

Village Clerk John C. Mehalek

*Trustees, Kathleen M. Fenton, James V. Dodge, Jr., Patricia Gira,
Carole Griffin Ruzich, Daniel T. Calandriello, and Michael F. Carroll*

CALL TO ORDER/ROLL CALL

The meeting was called to order at 7:20 PM.

Present: 7 - Trustee Fenton, Trustee Dodge, Trustee Gira, Trustee Griffin Ruzich, Trustee Calandriello, Trustee Carroll and President McLaughlin

VILLAGE CLERK'S OFFICE**2016-0726 Approval of the October 3, 2016 Regular Meeting Minutes**

The Minutes of the Regular Meeting of October 3, 2016, were previously distributed to the members of the Board of Trustees. President McLaughlin asked if there were any corrections or additions to be made to said Minutes. There being no corrections or additions,

I move to approve the minutes of the Board of Trustees Meeting of October 3, 2016.

A motion was made by Trustee Fenton, seconded by Trustee Gira, that this matter be APPROVED. The motion carried by the following vote:

Aye: 7 - Trustee Fenton, Trustee Dodge, Trustee Gira, Trustee Griffin Ruzich, Trustee Calandriello, Trustee Carroll, and President McLaughlin

Nay: 0

PROCLAMATIONS/APPOINTMENTS/PRESENTATIONS**2016-0710 Community Pride Award - Mitchell's Orland Park Flowers**

President McLaughlin presented a Community Pride Award to The Mitchell Family, of Mitchell's Orland Park Flowers as they celebrate their 100th Anniversary in business. The business was originally founded in 1916 as Southtown Flowers located at 70th & State Streets in Chicago. In 1973 Mitchell's Orland Park Flowers opened at 14309 S. Beacon Avenue. The location had previously been the home of the superintendent of School District 230.

This was a presentation, NO ACTION is required.

PRE-SCHEDULED CITIZENS & VISITORS**2016-0711 Orland Park Vet Center - Presentation**

Teresa Hartman from the Orland Park Vet Center located at 8651 West 159th Street, gave a brief presentation explaining their services.

This was informational, NO ACTION was required.

CONSENT AGENDA

Passed the Consent Agenda

A motion was made by Trustee Dodge, seconded by Trustee Carroll, to PASS THE CONSENT AGENDA, including all the following items marked as having been adopted on the Consent Agenda. The motion carried by the following vote:

Aye: 7 - Trustee Fenton, Trustee Dodge, Trustee Gira, Trustee Griffin Ruzich, Trustee Calandriello, Trustee Carroll, and President McLaughlin

Nay: 0

2016-0723 Payroll - Approval

The lists of Payroll having been submitted to the Board of Trustees for approval and the lists having been determined by the Board of Trustees to be in order and having been approved by the various Department Heads,

I move to approve the Bi-Weekly Payroll for October 7, 2016 in the amount of \$1,051,846.30.

This matter was APPROVED on the Consent Agenda.

2016-0724 Accounts Payable - Approval

The lists of Accounts Payable having been submitted to the Board of Trustees for approval and the lists having been determined by the Board of Trustees to be in order and having been approved by the various Department Heads,

I move to approve the Accounts Payable from October 4, 2016 through October 17, 2016 in the amount of \$3,738,439.56.

This matter was APPROVED on the Consent Agenda.

2016-0685 Comcast Ethernet Fiber Connection and Internet Bandwidth - Services Agreement

The installation of a Comcast point to point private line Ethernet connection between Sportsplex and Village Hall, and the establishment of a secondary internet connection to allow for increased productivity both for Sportsplex employees and employees that will be using mobile tablets to perform field work.

This solution will address the following:

* Issues pertaining to the Sportsplex and its reliability of the connection fed by the fiber-like wireless device that goes down during rain events, and that is currently out of service due to a lightning strike.

* As we move forward in becoming a High Performance Organization, we are

hoping to build the architecture that will allow Development Services, Parks and Recreation, and Public Works the ability to work while in the field and connect back to the Village Office Data Center to Interact with Innoprise, Email, File Shares, and other Village services through our secure virtual private network (VPN).

I move to approve a five year Master Services Agreement with Comcast in an amount not to exceed \$120,000, payable in monthly installments of \$2,000.

This matter was APPROVED on the Consent Agenda.

2016-0705 Employee Insurance Renewal FY2017

The Horton Group completed a market analysis on behalf of Village of Orland Park and has provided final recommendations for the January 1, 2017 renewal of the following benefit programs:

- Medical/RX
- Dental
- Vision
- Life and AD&D
- Flexible Spending Account (FSA)
- Employee Assistance Program (EAP)
- Virgin Health Miles (Wellness Initiative)
- CHC Biometric Screenings (Wellness Initiative)

Based on the final analysis provided by The Horton Group, the following carriers/vendors associated with each benefit offering effective January 1, 2017 are being recommended:

- BlueCross BlueShield of Illinois (Medical/RX)
- Delta Dental of Illinois (Dental)
- EyeMed (Vision)
- Dearborn National (Life/AD&D and Short-Term Disability)
- Discovery Benefits (Flexible Spending Account Administration)
- Metropolitan Family Services (Employee Assistance Program)
- Virgin HealthMiles (Pedometer and Rewards Program - Wellness Initiative)
- CHC (Biometric Screenings - Wellness Initiative)
- The Horton Group (Benefit Consultant)

The current Crisis Intervention and Counselling Services provided for Village residents were reviewed by the Police Department and HR staff. Metropolitan Family Services (MFS), the current provider, admittedly has had difficulty in providing 24/7 crisis intervention for the Police Department. Staff recommends terminating the current agreement related to resident services with MFS and awarding the contract to Trinity Services, Family Counseling Center. MFS will continue to provide EAP services for the Village. This would be a cost neutral

transition with Trinity Services providing the services for the same rate as MFS.

Actual budgeted amounts will be adjusted to reflect the number of participants including village and library staff as well as retirees.

The Village Medical/Rx plan is self-funded and is administered by an insurance carrier to provide the appropriate medical networks and administrative services. Proposals for the FY2017 Medical/Rx insurance administrator renewal are based on the carriers' estimations of the Village's expected claims for the year, stop loss coverage, and run-in claims. To ensure the best possible pricing, The Horton Group works on behalf of the Village to negotiate with carriers to obtain the best and final offers.

BlueCross BlueShield of Illinois (BCBS) presented the only full medical/RX proposal resulting in a slight increase in total cost. The BCBS proposal options account for expected claims, stop loss coverage, Affordable Care Act (ACA) fees and a general health insurance reserve. The recommended proposal option includes maintaining HDHP/HSA, Silver PPO, Gold PPO and HMO plan options. Slight modifications may be made to the medical plan designs in accordance with the Affordable Care Act (ACA) and collective bargaining agreements. A summary of these recommended options is attached to this agenda item for reference.

Effective January 1, 2017, the HDHP/HSA plan for non-union, IBEW, AFSCME, MAP, and DCC employees will include a \$3,250/\$6,500 deductible. Non-union and IBEW employee premium contributions will continue to be based on a percentage of the overall premium cost and participation by the employee and their enrolled spouse in the biometric screenings. Non-union and IBEW employee contributions are as follows for each medical plan offering:

- HDHP/HSA 3%
- HMO 10%
- Silver Plan 10%
- Gold Plan - Employees will contribute the difference between the cost to the Village of the PPO (Silver) and the current PPO (Gold), which ranges from 20% for single coverage to 30% for family coverage.

Employees in the AFSCME, Deputy Chief and Commanders, Metropolitan Alliance of Police (MAP), and Police Supervisors groups will make employee contributions based on flat rates which are outlined in the collective bargaining agreements effective, May 1, 2015 - April 30, 2019. These rates include a wellness incentive rate for those employees that participate in the biometric screening. Changes to the insurance premiums for the Police Supervisors group are pending negotiation and/or finalization of the May 1, 2015 - April 30, 2019 agreement.

In addition, \$201,500.00 is included in the Insurance Fund for the employer

funding of the HSA accounts for those employees enrolled in the High Deductible Plan.

I move to approve the agreements with the recommended carriers/vendors and associated expenses effective January 1, 2017;

And

Approve to retain the Horton Group's services at the recommended rate for FY2017.

This matter was APPROVED on the Consent Agenda.

2016-0679 151st Street Lift Station Variable Frequency Drive #2 - Emergency Purchase / Installation

On August 3, 2016, the Variable Frequency Drive (VFD) #2, at the 151st Street Lift Station, failed. This Variable Frequency Drive, one of three drives, was evaluated by an authorized service representative, Gasvoda & Associates, Inc., of Calumet City, Illinois.

The 151st Street Lift Station requires a new VFD Danfoss VLT 8100 Drive, the current drive installed is obsolete and cannot be repaired. The total cost of the Variable Frequency Drive is \$9,906.00. The cost includes purchasing the drive, removal of the existing drive, installation, programming, and start up. Gasvoda & Associates is our local vendor and has the programming parameters required for installation. Staff recommends purchasing the new drive and installation through Gasvoda & Associates.

Due to the emergency nature and necessary timeliness of installation, this item was purchased and is scheduled to be installed October 7, 2016.

I move to approve the 151st Street Lift Station Variable Frequency Drive #2 -Emergency Purchase and Installation from Gasvoda & Associates, Inc., of Calumet City, Illinois, for an amount not to exceed \$9,906.00.

This matter was APPROVED on the Consent Agenda.

2016-0684 Police Interceptor Repair - Approval

On August 10, 2016, an Orland Park Impala Police Interceptor was involved in an accident in which it sustained considerable damage.

The damaged vehicle, #7250, is a 2012 model year, Chevrolet Impala Police Interceptor, which currently has 43,000 miles. The vehicle was towed to Crash Champions of Mokena, Illinois for appraisal. In order to provide a repair cost, a partial tear down of the vehicle was performed. Due to the extent of damage, additional cost estimates were not practical. Staff has compared previous estimates and has found Crash Champions to be lower in similar cases.

Additionally, we have previously had vehicles repaired at Crash Champions and they have always met our expectations.

To minimize impact to the Police fleet, advance authorization to move forward with the repairs was provided. Crash Champions of Mokena, Illinois has submitted an estimate for the repair in the amount of seven thousand two-hundred seventy-one dollars and forty-six cents (\$7,271.46).

I move to approve payment in an amount not to exceed \$7,271.46 to Crash Champions of Mokena, Illinois, for the repair of police interceptor #7250.

This matter was APPROVED on the Consent Agenda.

2016-0686 Gasoline and Diesel Fuel - Bid Award

The contract for gasoline and diesel fuel with our current vendor shall expire by the end of FY2016. The estimated gasoline and diesel fuel usage for Fiscal Year 2017 is approximately 158,000 gallons of gasoline and 56,000 gallons of diesel fuel. In order to ensure the Village continues to receive competitive fuel pricing, staff issued an opportunity to bid and advertised in the Southtown Star Newspaper on Wednesday, August 31, 2016.

Bids were received from seven bidders and opened at Village Hall on September 15, 2016. Bids were received from Al Warren Oil Company Inc. of Summit, Illinois; Avalon Petroleum Company of Kankakee, Illinois; Blu Petroleum of Mundelein, Illinois; G. Cooper Oil Co. of Frankfort, Illinois; Gas Depot of Morton Grove, Illinois; Heritage FS of Wilmington, Illinois and Petroleum Traders Corporation of Fort Wayne, Indiana.

Petroleum Traders was the lowest bid with a markup price of \$-.033 per gallon of gasoline and \$.0025 per gallon of diesel fuel. This price includes tank bottom sampling, water removal, lab analysis of the fuels, 24/7 service staff and supply Mid-Grade Gasoline Meeting Top Tier Standards. The \$-.033 markup is added to the cost per gallon of gas on the date of delivery. This cost is based upon the Chicago area index published in the OPIS. Petroleum Traders bid contained an exception which was subsequently mitigated with their acceptance of the standard Village indemnification clause.

Also included with the bid is the delivery of fuel to remote facilities including Utility Division lift station and pumping station generators and other Village facility generators.

Staff is recommending the 2017 fuel bid be awarded to Petroleum Traders Corporation of Fort Wayne, Indiana, with an option for an additional five (5) years to be renewed at the sole discretion of the Village of Orland Park.

I move to approve awarding the bid for gasoline and diesel fuel and related services to Petroleum Traders Corporation of Fort Wayne, Indiana for one (1) year

with an option to renew five (5) additional years per the terms and pricing provided within their September 13, 2016 sealed bid, for an amount not to exceed the Board approved budgeted amount.

This matter was APPROVED on the Consent Agenda.

2016-0688 Triangle Pond Clean Up (Site 04-04) - Proposal

In 2011, the Village established the Basin and Best Practices Management report. The report contains bids and evaluations on Village ponds and areas that require stewardship to ensure proper functionality and aesthetics of said areas. Triangle Pond (Site 04-04) was identified as a priority pond needing extensive stewardship.

Since the completion of the report, the Village has solicited proposals and worked with several contractors to perform the required services for other ponds. The selected companies were chosen based on price and expertise in the area of ecological restoration.

In this instance, staff requested proposals from Pizzo and Associates LTD and V3 for the treatment and removal of invasive species such as Cattails, Phragmites, and Teasel from the area. Pricing for the tree and brush clearing was also requested. Access to the area for removal of vegetation is extremely challenging. Proposals were received from Pizzo and Associates, LTD in the amount of \$14,403.31 and from V3 in the amount of \$14,200.00.

V3 is one of the companies that were awarded basin and restoration work in the past. V3 has proven to be extremely knowledgeable in this area of work and have provided exemplary service to the Village on high profile pond and natural area projects. V3 has provided superior expertise and service, greatly improving the functionality and appearance of the natural plantings at multiple Village properties.

I move to approve to accept the proposal for treatment and removal of invasive vegetation, tree and brush clearing from the Triangle Pond (site 04-04) to V3 Construction Group LTD. at a total cost not to exceed \$14,200.00.

This matter was APPROVED on the Consent Agenda.

2016-0689 Mason Lane Drainage Investigation - Proposal

Earlier this summer several complaints were received from residents of the Heritage subdivision near 143rd Street and Concord Drive regarding rear yard and street flooding. The area north of 143rd Street drains south to the privately owned wetlands north and east of Mason Lane in the Georgian Woods subdivision, Villas subdivision, and Georgian subdivision, and then continues through the private pond in the Evergreen Townhomes subdivision and finally into Schussler Pond (public) in Fairway subdivision.

Staffs investigation showed that the associated storm sewers were not draining properly. A review of the drainage area identified several issues contributing to the problem, including the culvert under 143rd Street which was found to be filled with silt. The culvert pipe under 143rd Street was thoroughly cleaned by Public Works staff to ensure the water could drain from north to south. However, further investigation revealed that the receiving wetland adjacent to Mason Lane was preventing the storm sewers from draining properly, creating the silting condition.

To remedy the situation and improve drainage throughout all of the impacted areas Christopher Burke Engineering, Ltd. (CBBEL) of Rosemont, Illinois was asked to provide a proposal for the evaluation of the wetland to determine potential solutions. The proposal provided by CBBEL includes field surveying, further drainage investigation, and a summary evaluation. Once completed, staff will determine options to move forward working with the owners of the privately maintained wetlands.

I move to approve to accept the proposal from Christopher B. Burke Engineering, Ltd. of Rosemont, Illinois for the Mason Lane Drainage Investigation for an amount not to exceed \$9,300.

This matter was APPROVED on the Consent Agenda.

2016-0690 Butterfield Pond Outlet Pipe Replacement - Proposal

The Butterfield Pond located in the Orland on the Green Unit 1 subdivision was constructed in the mid-1970's. Part of this construction involved the installation of a 30" corrugated metal pipe as the outlet of the pond. Over the past 40 years, this pipe has deteriorated considerably. The ground above the pipe has sink holes and cannot function as designed, restricting flow, holding more water back in the detention pond and upstream in the tributary stream from Parkview Estates, Villa West, Evergreen View and other subdivision areas. This outlet pipe needs to be replaced in order to maintain the necessary detention and allow the upstream areas to pass through the pond without impacting the residents.

Staff contacted several construction firms to obtain proposals for the replacement of the deteriorated corrugated metal outlet pipe with new 30" reinforced concrete pipe, along with restoration. From the four firms contacted, proposals were received from Airy's Inc. of Tinley Park (\$21,545), Hasse Construction Company, Inc. of Calumet City (\$50,006) and Construction by Camco, Inc. of Joliet (\$107,000). No proposal was received from Austin Tyler Construction of Elwood.

After reviewing the proposals, staff determined that Airy's Inc. of Tinley Park would provide a thorough and professional service for the lowest cost. Staff recommends approving the proposal from Airy's Inc. of Tinley Park in an amount not to exceed \$25,000 (\$21,545 + \$3,455 contingency).

I move to approve to award the Butterfield Pond Outlet Replacement Pipe to Airy's Inc. of Tinley Park, Illinois, in an amount not to exceed \$25,000.

This matter was APPROVED on the Consent Agenda.

2016-0693 Binford Drive Drainage Improvement Project - Proposal

For many years several residents on the north side of Binford Drive (east of 82nd Avenue) have experienced overland flow of water into their backyards and inside their homes. The property to the north is owned by ComEd for their high tension power lines. There is significant grade change of approximately twenty (20) feet across the property toward the homes causing the overland flow. In 2015 Christopher B. Burke Engineering Ltd. was asked to review the situation and provide a solution to protect the homes.

The result of their investigation identified that a berm and swale could provide the necessary protection up to a 100-year rain event. The berm would be constructed on the ComEd property immediately adjacent to the resident's north property line. The swale would convey the water within the ComEd property then south, between two homes to Binford Drive.

Proposals were obtained for construction of the berm and swale from three firms. Airy's Inc. of Tinley Park proposal is for \$18,787; Carlin-Moran landscape of Tinley Park proposal is for \$31,275; Emerald Site Services of Frankfort proposal is for \$19,295. After review, staff recommends accepting the proposal from Airy's Inc. of Tinley Park.

Because the berm and portion of the swale are proposed to be constructed on ComEd property an easement agreement is required. The ComEd property impacted totals 17,424 square feet. After negotiation with ComEd, the cost of the easement has been established at \$30,000.

I move to approve to accept the proposal for Binford Drive Drainage Improvements from Airy's Inc. of Tinley Park, Illinois in an amount not to exceed \$18,787;

And

Approve to enter into an easement agreement with ComEd at a cost not to exceed \$30,000.

This matter was APPROVED on the Consent Agenda.

2016-0700 Wireless Quickview Pipe Inspection Camera - Purchase

In 1996, the Utility Division purchased its first sewer inspection camera. It has proven to be an invaluable tool for identifying failures within the sanitary and storm water piping systems maintained by the Public Works Department. Technology has advanced tremendously since the purchase of our first camera. In some cases, heavy camera equipment requiring two or more staff members to operate has been replaced by lightweight single-manned camera systems that can

efficiently and effectively enhance routine inspections. The new camera systems utilize a myriad of digital storage options which is very different from our current camera system that uses VHS tapes and discs to document pipe conditions. By adding new technology to complement our existing camera operations, staff can be more productive, and responsive to resident by completing evaluations and investigations more efficiently as we move towards expanding pipe line inspections.

Staff has identified a wireless camera system that can be used to more rapidly inspect lines and other below ground infrastructure. The wireless inspection camera is made to be operated by one person. This allows for faster, safer inspections as the operator does not have to climb into sewers, which also removes the need for additional onsite staff.

This wireless camera also integrates any tablet as the video monitoring device. Staff has evaluated many systems over several years. The capabilities, technology and options vary greatly between manufacturers. Public Works desires to compliment current operations to maximize previous investments.

One camera system distinguished itself from the others based on the technology, ease of use and price.

Manufactured by EnviroSight and sold by Standard Equipment Company of Chicago, Illinois, staff has selected the Quickview airHD wireless zoom camera. This camera is capable of viewing pipes with diameters from 8 inches to 48 inches that are up to 400 feet in length. By utilizing tablets and the available online applications, staff is will be able to control and monitor camera operations including live streaming from the job site. In addition, the camera allows HD video quality, 30X optical and 10X digital zoom optics, motorized tilt, portability and ease of use. The camera has the ability to identify failures within manholes without having to enter a designated confined space.

A proposal was obtained from Standard Equipment Company of Chicago Illinois for a total of \$16,500.00. Currently, no other manufacturer offers a comparable system; as a result, staff was unable to obtain other equitable proposals.

I move to approve to waive the bid process;

and

Approve to accept the proposal from Standard Equipment Company of Chicago, IL for the purchase of a Wireless Quickview Pipe Inspection Camera for a price not to exceed \$16,500.

This matter was APPROVED on the Consent Agenda.

2016-0701 Sportsplex Gymnasium Floor Refinishing

The wood floors in the gymnasium at the Sportsplex are cleaned and refinished each year to protect and maintain the appearance and functionality of the floor. Floors Incorporated of Woodstock, IL was the original installer of the gym floor and was awarded a three-year contract to refinish the gymnasium floor for 2013, 2014 and 2015.

Although, the contract had expired for 2016, the dates to close the gymnasium to accommodate this annual work was set well in advance. Furthermore, Floors Incorporated requires a substantial lead time to order the materials and schedule staff to perform this work.

In order for staff to ensure that the Sportsplex floor was refinished during the prescheduled closure dates, Floors Incorporated was engaged to refinish the floor.

Floors Incorporated of Woodstock, IL completed the work. Staff is requesting that Floors Incorporated be paid for the refinishing of the Sportsplex gym floor. Staff will need to either bid or solicit proposals for future refinishing work.

I move to approve waiving the bid process;

And

Approve authorizing payment to Floors Incorporated of Woodstock, IL for the refinishing of the Sportsplex Gymnasium Floor at a cost not to exceed \$11,855.

This matter was APPROVED on the Consent Agenda.

DEVELOPMENT SERVICES, PLANNING AND ENGINEERING**2016-0712 7420 W. 159th Street PUD Special Service Area #6 - Ordinance**

On November 16, 2015, the Village Board of Trustees approved a five (5) lot commercial Planned Unit Development via special use permit, including site plan and elevations review, for 7420 W. 159th Street.

On April 4, 2016, the Village Board of Trustees authorized to execute the Development Agreement for the 7420 W. 159th Street PUD.

As an additional approval for the development of the 7420 W. 159th Street PUD, in conjunction with the Development Agreement and in association with the subdivision of the five lots, which includes the detention pond outlot, a Special Service Area is proposed to guarantee the long term maintenance of the detention pond outlot should the local business association fail to maintain it in usable condition. The proposed SSA #6 will provide the Village with the

necessary resources to assume maintenance duties in the event the outlot is privately abandoned.

In accordance with State statute, the attached ordinance is structured to announce a public hearing for December 19, 2016 at the October 17, 2016 Board meeting date. This follows the requisite 60 day waiting/ public comment period.

In addition to this ordinance, a public hearing notice will be published by Thursday, December 1, 2016 (15-30 days prior to the public hearing) informing the public of the upcoming public hearing and the "taxpayer of record" notices will go out on the same day (at least 10 days prior to the public hearing).

This is now before the Village Board for consideration of the ordinance.

I move to pass Ordinance Number 5134, entitled: AN ORDINANCE PROPOSING THE ESTABLISHMENT OF SPECIAL SERVICE AREA NUMBER 6 IN THE VILLAGE OF ORLAND PARK, AND PROVIDING FOR A PUBLIC HEARING AND OTHER PROCEDURES IN CONNECTION THEREWITH

A motion was made by Trustee Fenton, seconded by Trustee Calandriello, that this matter be PASSED. The motion carried by the following vote:

Aye: 7 - Trustee Fenton, Trustee Dodge, Trustee Gira, Trustee Griffin Ruzich, Trustee Calandriello, Trustee Carroll, and President McLaughlin

Nay: 0

PARKS AND RECREATION

2016-0721 CPAC Lazy River Leak Repair

After the close of the 2016 season, staff brought in the existing contractor to detect some areas of the lazy river that we believed to be leaking. The contractor was able to locate two leaks on the lazy river. One leak was on the sidewall of the plunge pool and will be repaired by staff as soon as the parts needed arrive. The other leak is in a three-inch line located under the concrete floor of the lazy river, below the stainless steel handrails. This more extensive repair will require part of the lazy river floor to be cut out and removed.

Recently, the Village hired Crossroads Construction through the bid process to cut out and replace 75 floor inlets in the three pools. Staff reached out to Crossroads for a proposal to perform the repairs needed. Crossroad Construction submitted a proposal for the leak repair, reinstallation and painting of the affected areas in the amount of \$11,535.85. This repair is a time-sensitive item as it needs to be repaired before winter. Spring is always an unpredictable season and many times does not allow the necessary time to ensure such a repair could be completed.

I move to approve a transfer from the contingency to the appropriate line item in

the Recreation and Parks Fund;

And

Approve an amendment to the current contract with Crossroads Construction, Inc. to include the repair work for the Lazy River pool floor leak repair for a cost not to exceed \$11,535.85.

A motion was made by Trustee Gira, seconded by Trustee Calandriello, that this matter be APPROVED. The motion carried by the following vote:

Aye: 7 - Trustee Fenton, Trustee Dodge, Trustee Gira, Trustee Griffin Ruzich, Trustee Calandriello, Trustee Carroll, and President McLaughlin

Nay: 0

FINANCE

2016-0637 Position of Village President - Ordinance

At the September 6, 2016 Finance Committee meeting, it was requested that staff provide additional information related to the compensation and benefits of the Village President.

A recent study completed by an independent consultant recommended the creation of a second Assistant Village Manager position due to the extensive growth of our community and the increasing demands for Village services and amenities. The study also identified the need for a full-time Economic Development Coordinator to promote and recruit commercial enterprises in order to enhance the future of Orland Park.

As opposed to creating two new full-time positions that demand significant salaries and benefits, adjusting the compensation of the Village President would result in significant savings to the Village in the long term. The salary for an Orland Park Assistant Village Manager ranges from \$116,000 - 130,000. A survey of Chicagoland municipalities found that the average salary of an Economic Development Coordinator (or like position) ranges from a low of \$51,000 to a high of \$100,500. The total cost for these two positions would range from \$227,000 to \$291,000. The Village would also incur approximately \$30,000 per position in benefits costs.

This compensation change would also allow Village residents and staff to continue to benefit from the Village President's expertise, experience, commitment, as well as his increased involvement on a day-to-day basis. The Village President would generally cover promoting and facilitating the economic development of Orland Park in order to maximize the Village's commercial tax base and secure quality, long-term employment opportunities for residents. In addition, the Village

President would foster economic development opportunities; take a proactive approach in assisting local businesses, organizations and individuals with creating and establishing economic development plans and promoting the Village to new purposeful ventures. The learning curve period required by the additional Assistant Village Manager, as well as a newly created Economic Development Coordinator position, would not exist as the current Village President is extremely familiar with the day-to-day workings of the village, its personnel, issues and concerns.

The Illinois Constitution and the Illinois Municipal Code prohibit an increase or decrease in the salary/compensation of an elected officer of a unit of local government if such increase or decrease would take effect during the term for which the officer is elected. In addition, the Local Government Officer Compensation Act provides that the compensation of elected officers of a unit of local government must be fixed at least 180 days before the beginning of the term of the officer whose compensation is to be fixed.

Given that compensation must be fixed during the elected officer's term, if health insurance benefits are to be included, the recommendation of the Village Attorney is to provide the Village President with a stipend, fixed for his/her term of office, to be used to obtain private health insurance. This stipend would be in addition to the Village President's salary and must also be fixed by the Village Board at least 180 days prior to the commencement of the Village President's term of office.

Trustee Ruzich requested before a vote it taken on this item that she would like to say that a robo call recently went out through the Village making a number of misleading statements and claims regarding the proposal to expand the mayor's responsibilities and obligations, and the increase in compensation proportionate to those expanded duties.

I'd like to take a moment to share exactly how the proposal came about and to also correct the misinformation disseminated by that call.

As Orland Park grows, its needs continue to evolve and expand.

A community in demand like ours requires that we keep a close eye to purposeful planning and a laser-like focus on maintaining the quality of life we all enjoy.

With that that in mind, the Village commissioned a study that among other things strongly recommended two new professional, managerial positions be created – a second, assistant Village manager and a full-time economic development coordinator.

As the Finance Committee contemplated filling these positions, we discussed the possibility of a less costly solution – a solution that would also eliminate the need for a "learning curve" which often results in missed opportunities that can never be

captured again.

We thought that by expanding the role of someone who already has the knowledge, expertise and personal commitment to help guide us through the continuous change, that we could save both time and taxpayer dollars while achieving what we all want for the Village – a vibrant future.

Contrary to the misinformation communicated by the robo calls over the weekend, here are the facts and as Ronald Reagan once said, facts are stubborn things.

- The salary will increase from \$40,000 to \$150,000 a year. However, that adjusted salary will never increase from that amount. There will be no step increases or cost of living increases of any kind.
- Second, whoever serves as our next mayor will not receive a Village-paid stipend for health insurance. He or she must pay for their own health care coverage out of pocket.
- The cost to hire two new managerial staff would exceed \$1.2 million in salary and benefits when you consider normal base pay and step increases during the same four-year period.
- Expanding the role of the mayor will cost the Village \$517,000 in salary and retirement benefits. Hiring two new managers would exceed \$1.2 million in salary and benefits. This is a total realized savings of nearly \$700,000 during the same four year period.
- The Village would also have to pay approximately \$111,000 towards the retirement benefits of these two new employees, as opposed to paying a total of only \$77,000 under this expanded role for the mayor.
- It's important to emphasize that the Village will contribute only \$77,000 (\$19,000 a year for four years) towards the retirement of the mayor and not a dime more.

That amounts to less than seventy-five cents per house hold per year for the four years.

This administration has been committed from day one to be fiscally responsible and accountable. How else would we have been able to refund over \$36 Million in property taxes to homeowners in 10 of the last 12 years?

Approving this proposal, rather than hiring two new managerial staff, will save Village taxpayers, nearly three quarters of a million dollars over four years. A three quarters of a million dollar savings – and that, is the fact.

Many residents attended the meeting and most started off by saying that this Board and Mayor are doing a good job, that the Village is fiscally responsible, President McLaughlin along with the Board has always had good vision for the Village.

Some questions and concerns that were discussed regarding if the Mayors position should go full time or remain part time are as follows:

- Pension liability and is IMRF solvent.

President McLaughlin stated that the Village will not be paying his pension, the Village pays a contribution just like any other employee and at the time I or anyone else retires the Village is off the payroll and IMRF pays the pension. IMRF is the best run pension in the State and the Board and myself have been contributing to it during our terms in office as well as the employees as long as they work for the Village. We contribute to it and the Village makes a contribution to it but then once someone from the Village retires, there is no more money coming from the Village to that person.

- Why couldn't the Mayor consider a lesser salary maybe \$80,000 or \$90,000 instead of \$150,000?

President McLaughlin stated that his current part-time position has always required him along with the entire Board to have outside jobs because the salaries were part time salaries. In order for him to take on this job full-time he would have to leave his full-time position.

Trustee Ruzich commented that staff was asked to analyze what would be an appropriate salary for this position given the fact that the Village was not hiring two full-time employees. This salary is less than 50 percent than what would have been paid if the two full time employees were hired instead and the Board felt this was a good deal.

- Better Communication between the Village and residents - Several residents stated that it took two robo calls (on Friday evening and again on Sunday evening) for this to be brought to the communities attention, which they were not happy about.
- Other residents stated that they had read about this in the newspapers and were planning on attending tonight's meeting, so it made no difference receiving the robo call.

Trustee Gira stated that this proposal has been discussed for over six weeks. The media can attest that they have covered this story in the newspapers.

President McLaughlin stated that this item was discussed on the Village's Telephone Town Hall Meeting last week where there were between two to three thousand people on that line.

He stated that the media covered this story and we hoped people would read the newspapers because that is one way the Village communicates to our residents. This proposal was in seven different newspapers, front page articles on three or four of them. An article ran in the Tribune two or three times and in the Sun Times. Articles appeared on the front page of the Southtown, Regional, and Orland Park Prairie.

- Why wasn't this information in the Orland Park Public?

President McLaughlin stated that this idea was generated (even though it's been talked about going back to the days of Mayor Fred Owens) during the Budget process this past month and a half, after the Orland Park Public had already been mailed out to the residents.

- Who decided that these two positions needed to be filled?

Trustee Ruzich stated this was a recommendation from an outside firm for the better of the Village these positions were needed.

- Who decided on hiring this consulting firm and what was the name of the firm.

Trustee Ruzich stated that the Village Manager's Office hired Matrix Consulting who made several recommendations from their reports. Within their study they also recommended to hire an Economic Development Coordinator because they saw the Village was lacking in that area.

President McLaughlin explained that the Matrix study is an efficiency expert that took a look at the entire Village's operation; they then made several recommendations on how this Village could run more efficiently. They had recommended that the Village hire a Director of Technology because the Village was not staying on top of technology like it should for the size of this operation. Some of the Departments software and computers were not compatible. The Board took the Matrix's recommendation and recently hired a Chief Technology Officer. The Matrix also recommended combining some Departments together, for example Building Maintenance and Park Maintenance were combined.

- Is there enough economic development in the Village?

Trustee Gira stated that Orland Park is an aging community and it needs to continue to attract younger people. That is what the Village's new downtown is doing, attracting a younger vibrant community.

The I-80 corridor is an open space, perfectly situated at LaGrange Road and I-80 that could bring more tax base into Orland Park, so the retail base is not so

susceptible to down-turns in the economy. The Village needs to develop that but it takes time and the current staff does not have the time to dig into this project like it needs to be.

It was stated earlier in this meeting that there is a need for the Village to work on the existing business parks to modernize and market them properly. That is why there is a need for an Economic Development Coordinator and she believes that President McLaughlin is the best person.

- Asked for clarification to the renewal process of the Ordinance if needed in the future.

Trustee Dodge stated that every four years this would be formally re-voted on by the Board.

President McLaughlin stated that in order to make a change an ordinance has to be passed 180 days before the election.

- Just to understand, so in 2021 the Board would have to revisit this Ordinance and vote on this - 180 days before that next election.

President McLaughlin stated that was correct and at that time the job description may change, the salary may change, or it may revert back to the old salary. That will be up to the Board.

Trustee Ruzich stated that is State law.

- Explain the Mayors new responsibilities.

Trustee Dodge explained that the way that the Ordinance has been written is in order to get the outcome that the Board wanted, which was to have additional time focused on a lot of complex economic issues that the Village faces the Ordinance states:

“WHEREAS, in order to achieve these significant cost savings, the Village President will engage in promoting and facilitating the economic development of the Village in order to maximize the Village’s long-term employment opportunities for residents, the Village’s commercial tax base and would generally foster economic development opportunities. In addition, the Village President will undertake a proactive approach in assisting local businesses, organizations and individuals with creating and establishing economic development plans and promoting the Village to new purposeful opportunities, in addition to resolving constituent issues; and

WHEREAS, to fulfill the above responsibilities, it is the expectation of the Village Board of Trustees that the Village President will devote his/her working hours

annually equivalent to those of a full-time Village employee.”

Trustee Dodge continued that it comes down to - if the Board thinks they are going to get more productivity out of the Mayor to drive this Village forward like it has in the past, then this is the change that the Board is proposing.

Trustee Dodge stated that per Illinois Law this Ordinance only applies for the next term. This is not in perpetuity. The Board tried to be as careful as possible at this moment, given what we are dealing with and given what we want to accomplish.

- Will this change the Village's Managerial Form of Government?

Trustee Gira stated that the Village Manager is not being replaced. The Village will have a professional Village Manager. The last Village Manager, Paul Grimes had worked in the State of Rhode Island before he became the Village's last Village Manager. We hire a professional manager who reports to the Mayor and the Board. This position that the Board is proposing is in addition to, not in replacement of.

The Village also has a full time Assistant Village Manager and a Part Time Assistant Village Manager. The Part Time Assistant Village Manager will not be filled after the end of this year. This Part Time Assistant Village Manager's position's salary will be going towards this new position.

Trustee Carroll stated that he believes there is a misunderstanding about the Village Manager form of government. The Village has a Village Manager and an Assistant Village Manager, but they act at the Board's direction. The Board sets the policies based on what it thinks the constituents want. The Board is the ones that go out and knock on doors and talk to people and try to determine what's best for the Village and they carry those programs out.

Trustee Carroll stated that all the power would not be with Mayor McLaughlin, he would go out and do those duties and then come back and the entire Board would vote on projects as a whole.

- Why wasn't this brought forward as a referendum question so that the residents could vote on this?

Trustee Ruzich stated that in order to make a change an ordinance had to be passed 180 days before the election.

President McLaughlin abstained from this vote due to it looks like he is voting for himself and that is not what this was all about.

He stated he is glad to speak with anyone at length about the Village's Government and how it works.

I move to pass Ordinance Number 5135, entitled: AN ORDINANCE PROVIDING FOR THE COMPENSATION AND REIMBURSEMENT OF THE VILLAGE PRESIDENT OF THE VILLAGE OF ORLAND PARK, COOK AND WILL COUNTIES, ILLINOIS

A motion was made by Trustee Griffin Ruzich, seconded by Trustee Carroll, that this matter be PASSED. The motion carried by the following vote:

Aye: 6 - Trustee Fenton, Trustee Dodge, Trustee Gira, Trustee Griffin Ruzich, Trustee Calandriello, and Trustee Carroll

Nay: 0

Abstain: 1 - President McLaughlin

EXECUTIVE SESSION

I move to recess to a Closed Executive Session for the purpose of discussion of a) approval of minutes; and b) the purchase or lease of real property for the use of the village.

A motion was made by Trustee Dodge, seconded by Trustee Carroll, that this matter be RECESS. The motion carried by the following vote:

Aye: 7 - Trustee Fenton, Trustee Dodge, Trustee Gira, Trustee Griffin Ruzich, Trustee Calandriello, Trustee Carroll, and President McLaughlin

Nay: 0

RECONVENE BOARD MEETING

The roll was called to reconvene the Regular Meeting and Trustees Fenton, Dodge, Gira, Ruzich, Calandriello, Carroll and President McLaughlin were present.

Purpose of the Executive Session was for the discussion of a) approval of minutes; and b) the purchase or lease of real property for the use of the village.

ADJOURNMENT - 9:45 PM

A motion was made by Trustee Carroll, seconded by Trustee Calandriello, that this matter be ADJOURNED. The motion carried by the following vote:

Aye: 7 - Trustee Fenton, Trustee Dodge, Trustee Gira, Trustee Griffin Ruzich, Trustee Calandriello, Trustee Carroll, and President McLaughlin

Nay: 0

/nm

APPROVAL:

Respectfully Submitted,

John C. Mehalek, Village Clerk