

MINUTES OF THE SPECIAL BOARD MEETING
OF THE PRESIDENT AND BOARD OF TRUSTEES
OF THE VILLAGE OF GLENWOOD, COOK COUNTY, ILLINOIS
HELD AT THE MUNICIPAL BUILDING ON FRIDAY, SEPTEMBER 14, 2017

The September 14, 2017 Special Board Meeting was called to order at 6:00 PM by Village President Ronald J. Gardiner who led the audience in the Pledge of Allegiance.

ROLL CALL: Upon Roll Call by Village **Dion Lynch**, the following Trustees responded: **Clark, Styles, Washington, Beckman, Winston, Slaughter**

OPEN TO THE PUBLIC: **No One Approached**

AGENDA ITEMS:

1. Budget

Trustee: Beckman moved; **Second by Trustee Styles** to accept the Motion as presented.

Discussion: Mayor Gardiner read a statement identifying the purpose of which the budget was created. His statement also identified items, projects that have been and will be completed under the proposed budget. **Trustee Washington** stated, she has not seen a plan to complete the multiyear street repair or the aggressive tree trimming, "I've asked for that" we don't even know how much all of that is going to cost so we have a budget and it's not clear the amount to do some of those things the Mayor mentioned in his statement. **Trustee Washington** went on to state; we also have this unjustified \$42,399.00 worth of pay increases that did not come to the board that did not show us any justification for the pay increases, over a four year period that will cost us \$174,000.00 how can we justify that type of pay increase without some type of justification that says yes, this is the right thing to do. **Trustee Washington** concluded by saying, it's very good to say the things we plan to do, but no one has shown us any dollars. So we don't know how many years it will take to satisfy the street condition, we also don't know how many years it will take, to take care of the side walks. There are no dollars in front of us that we can make a good decision to determine where the money will come from." I've asked for that, even in an email to Patrick I've asked for that. Lastly, I have a big problem with the unjustified salary amount; I don't understand why there are pay increase of 15%, 10% 7% and 4% beyond the standard of 2%. **Mayor Gardiner** replied, I believe the two department heads that you are referring to are far underpaid for the work that they do, they are excellent employees that are underpaid based on similar positions of local Villages/Cities. They go above and beyond their own responsibilities, they run their departments like their own households, they save anywhere they can. **Trustee Washington** replied, show us a market analysis, if I as a Manager want to give someone and increase beyond the standard, I have to justify it. I can't just say" I think you do a good job, I'm going to give you an extra 15%" I am not opposed to paying people their value, however as a responsibility to our residents if you want to give a 15% increases or anything above the 2% we owe it to them to justify it. I agree everyone works hard, I work hard, I feel I am

owed 15% but it has to be justified. **Mayor Gardiner** replied, just the amount of money we are saving on the oversight of the Plaza we would have to hire outside people to handle that, there are numerous savings we have. **Trustee Washington** replied, so again we are paying everyone to do their job, again that's not enough justification. If you are saying they are under paid show us, show the proof and I can support that, but I cannot support they deserve a raise because they do a good job **Trustee Washington** also stated, so everyone understands, were going to approve a budget, if this budget is approved. \$42,399.00 of unjustified pay increase, next year raises are going to come along again, which there will be another 2% unless we decide to give them more money. We need to understand what this means. I don't know how much it will cost to fix our sidewalks; I would like to know that, I don't know how far \$42,399.00 will go in fixing my side walks. I would also like to know how much \$174,000.00 will go over four years to fix my sidewalks. Show me that and then I can be more comfortable making that decision. **Mayor Gardiner** cited surrounding City/Villages Dept. Heads salaries in comparison to Glenwood Dept. Heads. **Trustee Washington** replied why did we not get that with the budget? We got the pay increases but we did not get the justification. **Mayor Gardiner** replied I did my research before I did this. **Trustee Washington** replied that does not explain why we did not get this with the budget packet.

Trustee Winston stated, we are getting ready to vote on a budget, to be honest we have been asking for the budget for a number of months. We've had no discussion, I appreciate the Mayor saying the Board was included in this conversation; we were not included in the conversation. In fact if we had not seen this email that was actually circulated, we probably would not have discovered or uncovered that some of these raises were going up, to the tunes of \$16,000.000 plus the 2%. We would not have even known to the extent. Even if you are going to give certain Employees raises, how did you come up with these particular individuals for those raises? **Trustee Winston** also stated, you have Linda, Patrick Kevin, Phil and Eric all of these individuals are listed as getting those heavy increases, however many of our hourly employees we've decided to "opt out" many of our hourly employees are making below the \$15.00 mandate that we opted out of, are working to increase their salaries? I am certain that they deserve an increase two. The two percent they would get on a \$13.00 hr job would be 26 cents. So we are going to go top heavy and continue to build upon their salaries. Everything that I'm talking I have actually put it into writing to give to the Clerk, so that way in could be in the minutes of what I'm saying. **Trustee Winston** also stated this report we have no discussion of salaries. He also stated, Mayor, I appreciate you being the Mayor but you can't just go at rogue you have to come back to your Board to find out, I mean we are not just here for our looks. We should have some say, some input. We should have a memorandum, we talked about salary increases yet I see in the budget only \$15,000.00 is allocated for street repair.

I don't know where that, "because originally there was no money in the budget for street repairs". Where did the money come from? Where did we pull from, what other areas to put the \$15,000.00 into that budget, so there is a whole lot of different things that I am very concerned with this budget. We've lowered the Village Administrator position; we don't have a Village Administrator. We should be looking for a Village Administrator, now it seems like we are lowering the salary for the Village Administrator while everyone else salary is going up. The recommendation, what did the Finance committee say? Did they give us a recommendation once they looked at some of these things? Like Trustee Washington, I have some serious concerns about this budget; I have serious concerns that we are changing the structure of our Government. We went from \$109,000.00 for a Village Administrator to \$86,000.00. We need to look at this budget a little more in depth. If we decide to go ahead and take action on this budget, I would hope that we would take any cost of living out that go beyond that 2% or what we are bound to contractually by the Fire Department. We should exclude any cost of living raise that goes over 2% unless it's for an hourly employee. I will submit this report to the Clerk.

Trustee Slaughter stated, she shares the same concerns Trustee Washington has, also her concerns is with the Village Administrator salary being decreased. Form \$100, 00.00 to \$86,000.00 is that the money we are given to pay the salary increases. **Mayor Gardiner** replied a portion of it, yes. **Trustee Slaughter** also stated, if we are to find a qualified and I stress qualified Village Administrator, why would we pay them \$86,000.00 vs \$100,000.00? How would that affect our ordinance? **Trustee Washington** asked, can we have an answer to that? If we are talking about having qualified staff, that would include a qualified Administrator. **Mayor Gardiner** replied, that will come under the next item on the agenda.

Upon Roll Call: Ayes: 4 Naes: 3 Recues: 0 Absent: 0 Abstain: 0

Ayes: Clark, Styles, Beckman, Mayor Gardiner

Naes: Winston, Slaughter, Washington

Recues: 0

Absent: 0

Abstain: 0

Motion Approved: Yes

2. Closed Session with reason to reconvene

Trustee: Clark moved; **Second** by Trustee Beckman to accept the Motion as presented.

Discussion: No

Upon Roll Call: Ayes: 4 Naes: 2 Recues: 0 Absent: 0 Abstain: 0

Ayes: Clark, Styles, Washington, Beckman

Naes: 0

Recues: 0

Absent: Washington, Winston

Abstain: 0

Motion Approved: Yes

3. Reconvened from Closed Session

Upon Roll Call by Village **Dion Lynch**, the following Trustee responded: **Clark, Styles, Washington, Beckman, Winston, Slaughter**

MOTION TO ADJOURN:

Motion to adjourn the Special Board Meeting September 19, 2017 Regular Board Meeting.

Trustee: Styles moved; **Second** by Trustee **Washington** to accept the Motion as presented.

Discussion: No

Upon Roll Call: Ayes: 6 Naes: 0 Recues: 0 Absent: 0 Abstain: 0

Ayes: Clark, Styles, Washington, Beckman, Winston, Slaughter

Naes: 0

Recues: 0

Absent: 0

Abstain: 0

Motion Approved: Yes

ADJOURNMENT:

The September 19, 2017 Special Board Meeting adjourned at 6:37 PM.



Dion Lynch, Village Clerk