

**MINUTES OF A COMMITTEE OF THE WHOLE MEETING OF THE BOARD OF TRUSTEES  
OF THE VILLAGE OF HARWOOD HEIGHTS  
HELD ON WEDNESDAY, DECEMBER 28, 2011**

A. **CALL TO ORDER** at 7:08pm by Mayor Arlene C. Jezierny

B. **PLEDGE OF ALLEGIANCE**

C. **ROLL CALL –**

Mayor	Arlene C. Jezierny
Clerk	Marcia L. Pollowy
Trustees	Mark Dobrzycki (Arrived 7:11pm) Michael Gadzinski Demetrios Mougolias Therese Schuepfer Lawrence Steiner Lester Szlendak
Attorney	Mark Heinle

Also present: Chief Mario Ricchio

D. **AGENDA ITEMS**

**Insurance Renewal**

- Ms. Asta Draksaitė from Benefits Age our new insurance broker gave a presentation on the proposed renewal insurance coverage for the village employees.
- Ms. Draksaitė provided the board with a copy of the proposed health insurance renewal rates and any alternate coverage, such as dental and life insurance that will be effective January 1, 2012 for all eligible village employees.
- Ms. Draksaitė reviewed each of the plans in detail indicating that the deductibles for the medical insurance have increased, decreasing the cost of insurance paid by the village. The employee's deductible will stay the same as last year; the village will pick up the difference. Ms. Draksaitė also reviewed in detail the Health & Wellness program which is part of the health insurance package. If there is a 100% participation in the 2012 program the renewal rates for the next year can be reduced by 10%.
- The Life & Disability Insurance coverage will now be covered by Standard Life and the Dental will be through Guardian Life. For the police personnel there is also Line of Duty under the life & disability coverage with triple indemnity.
- The Mayor indicated that there were a number of meetings held with a number of insurance brokers and the unions representatives for ICOP's and AFSCME regarding insurance coverage and costs and thanked Tim and Asta from Benefits Age for their presentation and selection as the village insurance brokers by the unions to administer the village's insurance needs.
- The motions for the village employee's health insurance will be on tomorrow's consent agenda for board approval.

**Status of Collective Bargaining**

- Trustee Schuepfer gave the board an overview on the collective bargaining for the 2 unions, namely, the ICOP's for the Police Department and AFSCME for the non-police employees in the Police Department and the village employees.
- Regarding the AFSCME contract negotiations, the negotiating team was hoping to have the contract finalized but there are still some questions regarding the language to some of the items that were tentatively agreed to, one being the question of overtime pay. There is also a question, which we thought was achieved/agreed to in the agreement with the Federal Mediator, about the language regarding a "ME TO" clause with regard to health

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care benefits. A "ME TO" clause simply means that whatever was worked out with the ICOP's regarding health benefits would be copied into the AFSCME contract. There are few other references to state statutes that need to be cleaned up.

- The representative for AFSCME is involved in the national campaign in Wisconsin for the recall of the Governor and won't be available until the end of January to continue further resolution on the questionable items. Ratification of the contract and approval of the contract will probably not happen until the end of January or sometime in early February.
- Regarding the ICOP's contract, collective bargaining was held up because the union representatives wanted to bring in their own insurance broker regarding insurance coverage and rates. Tim and Asta from Benefits Age presented the best options available and they were chosen as the village's current and hopefully future insurance brokers for both unions.
- The ICOP representatives were willing to negotiate the contract language that will be expiring at the end of April of 2012 and in the past few weeks both sides were able to negotiate the insurance reopener and put together a new 2-year contract that would be effective May 1, 2012. One thing both sides agreed to was a "Labor Management Committee" that will work together to interpret some of the fuzzy areas in the contract, so things can be worked out more smoothly than not at all.
- The contract needs to be ratified before it comes to the board, so the board will not see the contract or the changes that are being discussed tonight until the union members ratify the contract sometime in the next few weeks.
- Chief Ricchio reviewed some of the other changes that were agreed to: The current contract indicates that when there is no supervisor on duty the senior officer by default becomes the acting supervisor and gets officer in charge pay; 2 hour comp time or pay every day. This past year we had some unforeseen situations where we lost 2 Sergeants almost simultaneously and we still had one Sergeant who was out on service injury medical and a Corporal who is getting OIC every day. The Chief estimated the OIC pay this year will be around \$10,000 to \$12,000 which is triple to what was paid last year. Also, the officer's getting paid were not assuming the responsibilities and duties that a Sergeants automatically does and they were calling the Commander or Lieutenant for questions and resolutions to problems that they should have been handling because they were getting paid.
- The new negotiated contract effective May 1<sup>st</sup> and going forward, Chief Ricchio along with Lieutenant Biagi and Commander DeVries will select those officers that they feel have demonstrated the capabilities and have demonstrated the responsibilities to be an "Officer In Charge." Also, collectively, the 3 will write out a job description, duties and responsibilities and if an officer is deemed "Officer In Charge" and wants his 2 hours of comp time and fails to perform those duties and responsibilities then they don't get the "Officer In Charge" pay. Chief Ricchio feels this is a major step in taking back something that has been costing the village a lot of money this year.
- Another area that has been a sore spot for expense is when an officer takes scheduled or unscheduled overtime for 2 or 3 days and then calls in sick during the week. The officer would then get overtime and then they get to recoup on the village's dime using their sick time but not exhausting their comp time or vacation. Comp time and vacation time is protected by federal statute law.
- The new negotiated contract now states that if an officer does works overtime, 16 hours at least in a week, cannot use their sick time. They will have to go into their comp time and use that for their time off.
- Those are the 2 major key changes in the ICOP contract effective May 1, 2012 and forward.
- Chief Ricchio indicated that a lot of the younger officers are using their compensatory & vacation time which is reducing the village's unfunded liability.
- Trustee Schuepfer indicated that the negotiating teams were able to extend the new contract for 2 years effective May 1, 2012. Trustee Schuepfer reviewed the salary increases that were agreed upon. Effective May 1, 2012 an increase to the base of 2.5% and for 2013 an increase to the base of 2.75%. Both percentages are significantly less than the union member's previous requests for the last 4-years.
- Trustee Schuepfer updated the board regarding the results of the insurance negotiations; the insurance will cover all employees of both unions and all non-union employees. There is an all employee meeting scheduled for January 10, 2012 in 2 sessions to accommodate all employees. The health & wellness program will be explained and the goal is to get as many employees as possible enrolled and if we get 100% participation it will result in a 10% decrease in our 2013 renewal rates.
- The contract language in both union contracts will state that the contribution in 2012 & 2013 will be 8%; the 8% for this year is locked on the amount from last year. For the renewal of 2013 it's stated as 8% with a proviso that for every 5 percentage points our renewal rate increases their contribution increases 1% up to a 12%

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contribution. If any employee does not participate or is not at the silver level in the health & wellness program another 5% contribution will be added to their premium increasing their contribution to 17% in 2013.

**Financial Consultant**

- Attorney Mark Heinle provided copies to the trustees of the contract for the Financial Consultant, Mr. Dan Denys, from Austin Meade Financial who would guide the village through the economic development process if the village proceeds with the Bradford redevelopment agreement.
- Attorney Heinle indicated that there would be no problem if the trustees table the motion for this contract on appears on tomorrow consent agenda to further discuss this item at the January 5, 2012 Committee of the Whole meeting.
- Attorney Heinle stated that the Economic Development Consultant, Wayne Pesek has been working informally so far at no cost to the village with Mr. Dan Denys from Austin Meade regarding the financial aspects of a potential deal that would need financial backing. Mr. Denys has the expertise to guide the village to the most cost savings method whether it will be a loan or a bond issue or any other means of borrowing.
- Attorney Heinle gave an overview of Mr. Denys professional service fees that are part of the contract.
- Mr. Denys comes highly recommended and has worked with Wayne Pesek regarding other major projects.
- After a lengthy discussion the trustees indicated that they would like Mr. Denys to personally attend the January 5, 2012 Committee of the Whole meeting to present his contract to provide professional financial services to the village.

**E. PUBLIC COMMENT**

**Roy Schmidt:** Concerned that the Economic Development Consultant would go and start working with one Financial Consultant since it hasn't been board approved. Since the Plan Commission approved the Bradford project when will the next meeting be for the board to discuss this project further? Reviewed Mariano's website and they seem to look for areas where there's a TIF District.

**Mayor Jezierny:** The board has not received the Finding of Fact from the Plan Commission; once received, a meeting will be scheduled, possibly at the January 5<sup>th</sup> Committee of the Whole.

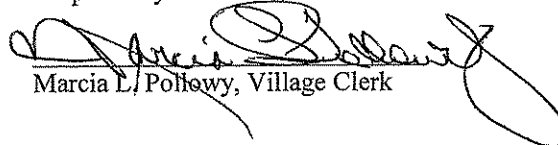
**Joan White:** Commented on the health insurance program for the village and thought the health & wellness program was a great idea and would save the village money in the long run. Indicated that she attended all of the SSA meetings and only one financial advisor was recommended; the board did not have a choice of who to go with.

**F. EXECUTIVE SESSION**

**ADJOURNMENT**

Motion by Trustee Mougolias seconded by Trustee Schuepfer to adjourn. On a voice vote, all present being in favor, the motion carried and the Committee of the Whole Meeting of the Board of Trustees of the Village of Harwood Heights was adjourned by Mayor Arlene C. Jezierny on Wednesday, December 28, 2011 at 8:34pm.

Respectfully submitted,

  
Marcia L. Polowy, Village Clerk