

**CALL TO ORDER**

Mayor Lentz called the Executive Session to order at 8:36 PM.

Motion to convene the Executive Session meeting

<b>RESULT:</b>	<b>CARRIED [UNANIMOUS]</b>
<b>MOVER:</b>	Dawn Abernathy, Trustee
<b>SECONDER:</b>	Holly Kim, Trustee
<b>AYES:</b>	Rekus, Russell, Abernathy, Kim, Semple
<b>ABSENT / NOT VOTING:</b>	Norton

**ATTENDANCE**

Deputy Clerk Flynn took the roll. It indicated the following:

Board Attendance

PRESENT: Trustees Rekus, Russell, Abernathy, Kim, Semple, Lentz, Flynn

ABSENT: Trustee Norton, Clerk Timmerman

Village Attendance

PRESENT: Village Administrator Lobaito, Human Resources Director Maley, Public Works & Engineering Director Boeche, Attorney Marino

**COLLECTIVE BARGAINING AGREEMENT - PUBLIC WORKS**

Mayor Lentz explained that the purpose of the meeting was to discuss and receive direction regarding the Public Works Employee Labor Contract, which expires on April 30, 2016.

Administrator Lobaito explained that the current contract was a 3-year contract. The proposed contract is a 5-year contract. HR Director Maley and Public Works & Engineering Director Boeche have been working with the Employee Leadership Team from the Engineers and Operators Union Local 150 for several months.

The initial demands included a number economic issues, many of which are typical in other contracts, such as compensatory time, longevity pay, for weekend call-ins, union medical benefits, rather than the Village benefit program. To this point the Village has not engaged an attorney, nor has the Union. The negotiating team of Maley and Boeche rejected all of the non-economic benefit requests except for cost of living increase and adjustments in the step-range. The Union negotiating team backed off of their demands. The sides have reached a gentleman's agreement, which if the Board's concurs, will be formulated into a contract and presented to Union membership and the Board for final approval. The key economic provisions of the new proposal is a 5-year contract with annual cost of living increases of 2.75% on May 1, 2016; 2 1/2% on May 1 2017; 2.75% on May 1 , 2018; and 2% a year in the final two years of the contract, May 1, 2019 and May 1, 2020.

Mr. Lobaito explained the ability to reach an agreement without an attorney is a significant advantage and the 5-year length is also advantageous to the Village. A survey of comparable communities show a range in salary increases from 3 1/2% in Grayslake to 1 1/2% in Gurnee. Administrator Lobaito noted that in Gurnee, they do provide union insurance to their Local 150 employees, which is extremely expensive to the Village, in that there is no cost containment by the Union, all costs are passed on to the Village and the Village pays 100% of those benefits. He noted that the Village has had great success in the last five years containing its insurance costs by offering a variety of programs including a High Deducible Plan and HSA's. If there was a switch to a union plan, those containment options would have not been possible.

The Board asked a variety of questions regarding the overall impact of the COLA increases. The increases add approximately \$45,000 a year to the Village operating expenses, which is split roughly 50% between the General Fund and the Water and Sewer Fund. They questioned about the COLA increases and the increases. The Board asked questions regarding about other economic issues that were not included, such as longevity pay and comp-time. Administrator Lobaito explained that the 2.75% and the increase on May 1, 2016 matches the COLA increase into the Fire and Police Unions at that time. Fire and Police are in the last year of their 3-year contracts.

The consensus of the Board was that it was a fair contract and gave their approval to the terms. Administrator Lobaito explained that the contract language would be prepared and presented to the Union. He expects the contract to come back to the Board in March.

#### ADJOURNMENT

Motion to Adjourn Executive Session

<b>RESULT:</b>	<b>CARRIED [UNANIMOUS]</b>
<b>MOVER:</b>	Dawn Abernathy, Trustee
<b>SECONDER:</b>	Holly Kim, Trustee
<b>AYES:</b>	Rekus, Russell, Abernathy, Kim, Semple
<b>ABSENT / NOT VOTING:</b>	Norton

  
Katy Timmerman  
Village Clerk