

1 **EXECUTIVE SESSION WITH THE NEED TO RECONVENE:**

2
3 To Discuss Matters of Personnel According to the Open Meetings Act, Section
4 5ILCS120/2(c)(1)

5
6 To Discuss Pending Litigation – Open Meetings Act Section 5ILCS120/2(c)(11)

7
8 **Motion by Trustee Pennington, Second by Trustee Oliver to go into Executive Session at**
9 **6:00 P.M., To Discuss Matters of Personnel According to the Open Meetings Act, Section**
10 **5ILCS120/2(c)(1); and To Discuss Pending Litigation According to the Open Meetings Act**
11 **Section 5ILCS120/2(c)(11) with a Need to Reconvene at a Later Time.**

12 **Voice Vote: All Ayes Motion Carried.**

13
14 **RETURN TO OPEN SESSION:**

15
16 **Motion by Trustee Blackwell, Second by Trustee Pennington to Return to Open Session at**
17 **7:00 P.M.**

18 **Voice Vote: All Ayes Motion Carried.**

19
20 **(The Board Meeting Commenced at 7:00 P.M.)**

21
22 **MINUTES OF THE VILLAGE OF OLYMPIA FIELDS**
23 **MEETING OF THE BOARD OF TRUSTES**
24 **Held on November 17th, 2021**

25
26 Village President Burke stated that we will call the Board of Trustees Meeting for Wednesday,
27 November 17th, 2021, to session. (The assembly recited the Pledge of Allegiance.) I have to read
28 this Disaster Declaration. “Beginning in March 2020, the Governor of Illinois issued a series of
29 State-wide Disaster Declarations related to public health concerns. Those declarations remain in
30 effect until June 28th, 2021. As the head of this body, I have determined that a full in-person
31 meeting, or a meeting otherwise conducted in accordance with the Open Meetings Act is neither
32 practical nor prudent because of the disaster. This meeting will be conducted as a hybrid
33 meeting, which will consist of all members of the Village Board and Department Heads
34 physically present at our regular meeting location. Alternative arrangements have been made to
35 allow the public to contemporarily hear all discussions and roll call votes, live via
36 teleconference. The call-in number is available on the agenda. Notice of these arrangements have
37 been given in accordance with the Open Meetings Act. The public may address this body
38 consistent with the rules previously adopted and recorded, and adopted by the Village President’s
39 Order.

40
41 Village President Burke stated that the amendment to the Open Meetings Act during the Disaster
42 Declaration requires that we allow the public to observe the meeting. It does not require the
43 public to be given an opportunity to participate in the meeting, however, it is our policy to give
44 the public the opportunity to present comments to the Board. With that in mind, the public was
45 given the opportunity to submit comments by email. Napoleon, did we get any comments?”

46

1 Village Administrator Haney stated no comments were received via email. Village President
2 Burke stated that “All votes shall be conducted by roll call. We are recording this meeting, and a
3 verbatim record of this meeting shall be made and maintained in accordance with the Open
4 Meetings Act.” Now, let’s get started with the meeting.”

5
6 Village President Burke asked the Village Clerk, Stephanie Mills to call the roll. The Village
7 Clerk proceeded with the roll call. Present were: President Burke, here; Mr. Haney, here; Trustee
8 Blackwell, here; Trustee Finley, here; Trustee Watkins, Absent; Trustee Oliver, present; Trustee
9 Pennington, here; Trustee White, here.

10
11 Present: Trustees – Blackwell, Finley, Oliver, Pennington, and White
12 Village President Sterling M. Burke
13 Village Administrator, Napoleon Haney
14 Village Clerk, Stephanie Mills

15
16 Absent: Trustee Watkins.

17
18 Also, in addition, Directors in attendance: Chief of Police Scott Morgan; Deputy Chief Derrick
19 Blasingame; Betty Zigras Finance Director; Jim Landini Public Works Director; John
20 McDonnell Building Commissioner via Zoom; Village Attorney John Murphey via Zoom;
21 Village Treasurer Stan King; and Court Reporter Faith Stine.

22
23 **APPROVAL OF MINUTES:**

24
25 Village President Burke stated next on the agenda, is the approval of the Minutes from the Board
26 Meeting of October 20th, 2021.

27 **Motion by Trustee Pennington, Second by Trustee Oliver to Dispense with the Reading of**
28 **the Minutes of the October 20th, 2021, Board of Trustees Meeting; and to Approve the**
29 **Minutes of the October 20th, 2021, Board of Trustees Meeting as Presented.**

30 **Roll Call: Ayes (5-0) Motion Carried.**

31
32 **BILLS FOR APPROVAL:**

33
34 **November Bills for Approval - \$1,277,084.39** – Village President Burke stated that next on the
35 agenda is the November Bills for approval in the amount of \$1,277,084.39.

36 **Motion by Trustee Pennington, Second by Trustee Oliver to Approve the Payment of Bills**
37 **for November 2021, in the Total Amount of \$1,277,084.39.**

38 **Roll Call: Ayes (5-0) Motion Carried.**

39
40 **SWEARING IN:**

41
42 **Appointment and Swearing-in of Officer Johnita Mitchell** - Village President Burke stated
43 next is the swearing-in of our newest Police Officer, Johnita Mitchell. The following police
44 officers were present for the swearing-in: Officer Baker, Officer Jonathan Pennington, Sergeant
45 Maiden, and Officer Sean Barry.

46

1 Village President Burke stated that Officer Johnita Mitchell is very, very, very special. We are
2 very happy to have her here.

3
4 Officer Johnita Mitchell is the proud wife of Reverend Allen Mitchell Sr., mother of two (Kylie
5 and AJ), daughter of Cook County Investigator Jacqueline Prince, and niece of Retired
6 Lieutenant Phillip Jackson of the Cook County Sheriff's Department. Officer Mitchell attended
7 Kenwood Academy High School, and is a graduate of Lane College with a Bachelor of Arts in
8 Criminal Justice, Cum Laude, and the University of Cincinnati where she received a Master of
9 Science Degree in Criminal Justice-Behavioral Analysis. She is a proud and active member of
10 Alpha Kappa Alpha Sorority Incorporated, and the Order of the Eastern Star.

11
12 In August of 2017, Officer Mitchell commissioned as a Police Officer with the Memphis Police
13 Department. During her time with the Memphis Police Department, Johnita earned a
14 Sharpshooter, CIT, Medi Cop, and Krav Maga certifications. Due to her passion for community
15 service, Officer Mitchell was involved in several youth and community programs. In August of
16 2021, she joined the Phoenix Police Department as a part-time police officer. Officer Mitchell is
17 grateful for the opportunity that she had to serve her previous agencies, and is looking forward to
18 applying the skills and passions that she gained from past work experiences while serving as a
19 full-time Officer for the Village of Olympia Fields.

20
21 We are really, really fortunate and happy to have such a new officer. I know that Sandra Finley is
22 just going crazy over this. We all think this is the greatest thing since sliced bread. I see you have
23 a number of your peers here, and your family is here. This is a great opportunity here.

24
25 Chief Morgan stood by Officer Johnita Mitchell. Village President Burke administered the oath
26 to Johnita Mitchell as follows: "I, Johnita E. Mitchell, having been appointed to the position of
27 police officer in the Village of Olympia Fields, in the County of Cook, in the State of Illinois, do
28 solemnly swear, that I will support the Constitution of the United States, the Constitution of the
29 State of Illinois, and all of the Ordinances of the Village of Olympia Fields, and that I will
30 faithfully discharge the duties of the position of police officer to the best of my ability." Village
31 President Burke stated congratulations and welcome. Officer Johnita Mitchell stated thank you,
32 sir. (There was a round of applause).

33
34 **ADMINISTRATION REPORTS:**

35
36 **REPORT OF THE VILLAGE PRESIDENT:**

37
38 **Non-Union Salary Increases** – Village President Burke stated next on the agenda is the
39 Administration Reports. The first is a report from me. We are going to ratify the non-union
40 salary increases. We had a discussion about that already.

41 **Motion by Trustee Blackwell, Second by Trustee Pennington to Approve a Salary**
42 **Allocation Amount for Non-Union Employees in an Amount Not to Exceed \$18,000.00,**
43 **Retroactively for Fiscal Year 2021-2022, to be Allocated as Presented by the Village**
44 **Administrator.**

45 **Roll Call: Ayes (5-0) Motion Carried.**

46

1 **Ordinance #2021-12** – An Ordinance Amending Section 34 of Chapter 4, of the Olympia Fields
2 Village Code, “Restrictions on Issuance” [First & Second Reading] – Village President Burke
3 stated next is Ordinance #2021-12 - An Ordinance Amending Section 34 of Chapter 4, of the
4 Olympia Fields Village Code, “Restrictions on Issuance” [First & Second Reading]. He stated
5 what this is all about is liquor licenses. We have five liquor licenses. I am the liquor
6 commissioner. The Board has limited the number of licenses that we want to have for liquor
7 sales in the Village. In the process of going through, analyzing, and looking at the existing
8 licenses, and new opportunities are coming down the pike, we decided we want to put a new
9 Ordinance in, in addition to the current Ordinance to ensure that we are satisfying not only the
10 requirements of sticking to the five, which we can vote later to increase that, but there are
11 situations right now where we need to ensure that everyone is in compliance. The changes, if
12 everybody had an opportunity to read this, I’m sure you did. It adds basically on saying that you
13 have to have ownership of the property, or you have to have a valid lease for the property. You
14 have to have dram insurance. Dram insurance is what the state puts in place to ensure that
15 businesses who are selling alcohol, buy their alcohol from approved state authorities.
16 **Motion by Trustee Finley, Second by Trustee Pennington to Waive in First Reading and**
17 **Adopt in Second Reading Ordinance No. 2021-12 - An Ordinance Amending Section 34 of**
18 **Chapter 4, of the Olympia Fields Village Code, “Restrictions on Issuance.”**
19 **Roll Call: Ayes (5-0) Motion Carried.**

20
21 **REPORT OF THE VILLAGE ADMINISTRATOR:**

22
23 **Ordinance #2021-13** – An Ordinance Establishing an Administrative Procedure for Assessing
24 and Determining Claims Under the Public Safety Employee Benefits Act (PSEBA) [First &
25 Second Reading] – Village Administrator Haney stated that he wanted to share a little bit about
26 (PSEBA), the Public Safety Employee Benefits Act. This was an Act that was first established in
27 1997 to provide lifetime health insurance coverage for First Responders along with their spouses
28 and children when First Responders are killed, or catastrophically injured while responding to an
29 emergency. It impacts all Public Safety, fire and police members.

30
31 In the past, municipalities have had little opportunity to weigh-in on the determination of these
32 benefits. Obviously, the benefits are borne by the municipality. And as you can imagine,
33 compounded over a person’s lifetime these benefits can be pretty significant. In the past, we
34 haven’t had the opportunity to weigh-in, to be at the table when these PSEBA benefits are
35 awarded. As of 2017, municipalities have the ability now to create an application process,
36 whereas we can sit at the table. We can request medical documents. We can actually approve or
37 disapprove the PSEBA benefits. This is what this Ordinance establishes. If the Ordinance is
38 passed successfully, the Village Attorney will work on creating the application process in case
39 one of our Public Safety members falls under this category, or are ineligible for PSEBA benefits.
40 John Murphey is standing by to answer any of the legal questions that you may have.

41
42 Trustee Pennington stated it seems like this is now opening up for our involvement. When did
43 that happen? Village Administrator Haney stated that happened in 2017. There was a Court Case
44 called “Englum vs. City of Charleston.” The Courts established that the administrative process
45 was, in fact, illegal. It allowed us to enter behind the veil and actually weigh-in on the PSEBA
46 benefits decision making. Trustee Pennington inquired so why are we taking this step this
47 evening? Village Administrator Haney stated first of all, it has to be established by Ordinance.

1 He stated from that Ordinance, we will establish an application process. If one of our members
2 fall or are eligible for PSEBA benefits, then we can ask for medical records. We could actually
3 deny or approve those PSEBA benefits, not being an automatic approval. Trustee Pennington
4 stated I got you.

5
6 Village President Burke stated what should happen is anyone receiving those benefits, the Board
7 has to vote on that. It just doesn't happen because oh, we did this automatically. It should be the
8 Board's approval. I'm trying to make sure that we are open and transparent. The Board has to be,
9 and should be involved in any decision. As Napoleon said, if we've got someone who gets hurt,
10 you should be able to weigh-in on whether or not they should be granted those benefits. And
11 looking at what insurance cost today, we should be able to review what the circumstances were
12 and whether or not it's something that you want to spend the Village's money on.

13
14 Trustee Blackwell stated my first question pertains to whether this supplements workers comp.
15 It's totally separate from workers comp? Village Administrator Haney stated that these benefits
16 have nothing to do with workers comp. Trustee Blackwell inquired where is the funding for this?
17 You said that the Village would bear the funding. Is there a special fund that has been established
18 for this, or will be? Where's the money coming from? Mr. Murphey stated the General Fund.

19
20 Ms. Zigras stated the General Fund. Right now, we currently have, I believe, four officers on
21 PSEBA right now. Trustee Blackwell stated so we have officers on PSEBA. Ms. Zigras stated
22 we have officers that are on duty disability and qualify for PSEBA based on not just having a
23 catastrophic injury due to disability, but also being -- Village Administrator Haney stated
24 catastrophically injured while responding to an emergency.

25
26 Trustee Blackwell inquired so those officers that are receiving this, what was the governing body
27 that made the determinations as to whether they were eligible or not prior to this being enacted?
28 Who did they go before to make the decision as to their eligibility to receive the funds? Mr.
29 Murphey stated I can answer that. As we discussed, there are two aspects to being PSEBA
30 eligible. Number one, you suffered a catastrophic injury. What that means under the law is, that
31 if our Pension Board finds that you are disabled as a police officer as a result of a line of duty
32 injury, that's catastrophic. Part 2 is what Napoleon was mentioning, responding to an emergency.
33 Let's assume that a police officer was on a routine patrol, just driving around. He's rear-ended
34 and suffers a line of duty disability. He wouldn't be eligible for PSEBA benefits, even though he
35 gets his line of duty. Our cases thus far have all been pretty clear cut PSEBA qualifying injuries.
36 Trustee Blackwell, let's assume for a moment that there's a case where, based on what we know,
37 the officer may qualify for a line of duty, but it doesn't appear to us to be a PSEBA qualifier,
38 emergency case. What this Ordinance does for the Part 2, is put a process in place where the
39 employee has to apply and "we", the Village Board, through a Hearing Officer, has to make that
40 determination of whether the injury is PSEBA qualifying or routine, and hence not PSEBA
41 eligible. Essentially, it is an administrative proceeding now in front of the Village, where if the
42 officer disagrees with our determination, he'd take it up on Administrative Review.

43
44 Trustee Blackwell stated so this shifts the adjudicatory responsibility from the Police Pension
45 Board it sounds like, to now the Village Administration. Mr. Murphey stated it does not shift
46 because the Pension Board is only responsible for Part 1, which is catastrophic. Part 2 is was it
47 an emergency as opposed to routine? We've never had a procedure in place because we never

1 really had a close call. But there can be close calls, and that's why Napoleon when he came in
2 and looked through our Ordinance to determine, I think appropriately, that we need to have this
3 in place, not to cheat somebody out of something, but to assure the taxpayers that this individual
4 who is disabled, is disabled by a PSEBA qualifying injury, because for a 30-year-old officer, a
5 lifetime of free health insurance over the next 35-years is a lot of money.

6
7 Village President Burke stated it does not come out of pension money. It comes out of our
8 General Fund. Village President Burke inquired of Mr. Murphey since this came into play in
9 2017, if the Board did vote on this, does the Board have the right to go back and review anything
10 that happened after 2017? Mr. Murphey stated the Village has a right to look backwards. We are
11 talking completely hypothetical here, that Officer Murphey got PSEBA benefits without a
12 finding by the Village. And it turns out that was not a PSEBA qualifying, we could trigger a
13 Hearing on this. We certainly would have to give that officer his or her due process.

14
15 Trustee White inquired does this program have any type of mediation levers put into it? Mr.
16 Murphey stated no. It's adversary. Let's take an example of the easy ones. A police officer is
17 responding to an emergency and he takes a bullet à la Tim Jones and is never able to work again.
18 If those facts are so crystal clear, I don't see any point in putting somebody through a PSEBA
19 Hearing after the Pension Board has ruled that he is disabled. That's so obvious that "we," as a
20 Village could waive that. On the other hand, there's closer calls. And frequently, "we," as a
21 Village are not a party to the Pension Board matter. So, we may not know all of the
22 circumstances attended to a particular injury. It's important to have a process in place to make
23 somebody prove up that he has a PSEBA qualifying injury.

24
25 Trustee Blackwell inquired so do other Villages similar to ours have this process, or adopting
26 this? Mr. Murphey stated more and more, because the alternative is that if we don't have a
27 process like this, and we just say, "Well, Officer Murphey we're not giving you the PSEBA. We
28 don't do it." The police officer's only remedy is to file a Declaratory Judgment action in the
29 Circuit Court and take that position, et cetera, et cetera. It becomes much more expensive and
30 time consuming. It's in both party's interest to get this Part 2 of the PSEBA handled
31 expeditiously because it's a lifetime health insurance.

32
33 Village President Burke inquired once this is passed, the Board has the authority to go back and
34 review any and all of these cases? Mr. Murphey stated yes, and we can trigger a Hearing. Now,
35 the way the Hearing is done though administratively, almost like adjudication where the
36 Ordinance calls for the appointment of a Hearing Officer. So, we would appoint an independent
37 Hearing Officer to review the facts, look at the medical. Typically, what happens is, we look at
38 the medical. We look at the Pension Board's written decision, and our own police reports and
39 then make a determination whether the injury was a result of a PSEBA qualifier, which is
40 essentially responding to an emergency, as opposed to an injury occurring during performance of
41 routine duties.

42
43 Village President Burke stated if we pass this, we have the authority to go back and review these
44 cases and take a look at them. Mr. Murphey stated yes. Village President Burke stated because
45 we are fiduciarily responsible to ensure that the Village money is taken care of. In this particular
46 situation, it could be up to \$500.00 a month, or \$50,000.00 a year. It depends on what it is. We

1 are spending General Fund money to cover these things. This is separate from the Pension
2 Board.

3

4 Mr. King stated I just wanted to clarify for my little mind. There are three things. I only heard
5 one. I heard somebody say, "health coverage, health insurance," I assume if someone is in that
6 PSEBA, I don't like using the acronym because I don't really understand all of it right now, you
7 got disability. You got pension benefits and now you have this, which I assume is just health
8 coverage. Ms. Zigras stated health insurance only. Mr. King inquired when would the funding of
9 any of those move from the pension's pocketbook to the Village, of those three?

10

11 Mr. Murphey stated let me answer that. Right now, our officers pay 20% of the premiums for
12 health insurance. Once somebody is injured at work, and he's off work and then he applies for
13 his pension and there's workers comp going through that, that officer is still obligated to pay his
14 or her 20% of the health. The Pension Board makes the determination whether this officer is
15 permanently disabled in the line of duty. Once that decision of the Pension Board is final, then
16 the officer has achieved the catastrophic aspect. Then it's up to the Village itself to determine
17 whether the injury falls within the emergency as opposed to routine. The free health insurance
18 would start once we make that determination. Once the Pension Board decides that it's a
19 catastrophic injury.

20

21 Ms. Zigras stated that our Actuary is here, Bob Rietz, from Lauterbach & Amen. Part of the
22 actuarial evaluation is (OPEB) which means Other Post Employment Benefits. It includes the
23 pension.

24

25 Mr. Reitz stated to comment on Mr. King's question, once you start getting a disability payment
26 from the Pension Board, you are going to get that monthly benefit for as long as you live, or the
27 Board also has the ability to annually make you go through a new medical examination to ensure
28 that you still are disabled. Once you start receiving that benefit, you're going to keep getting that
29 benefit. Once you hit a certain age, 50 or 55 you may transition that from a disability benefit to a
30 retirement benefit, but you are still getting that monthly amount. That is not going to change.
31 That has nothing to do with the PSEBA benefit that you're getting. The Other Post Employment
32 Medical Benefit is a separate valuation, or a separate plan. As said before, there is no
33 predetermined asset set aside in a trust to pay for that. Those payments come out of the General
34 Fund to make sure that that disabled member has coverage. I believe that ends at age 65.

35

36 Ms. Zigras stated that we do end PSEBA at 65 as well. It's not a lifetime benefit. Mr. King stated
37 I just asked that to get a clarification on the difference between today and what this adoption
38 would do with the fact that it's PSEBA. All of these things are being covered primarily by the
39 Pension. Where do we cross the line where we start taking it?

40

41 Ms. Zigras stated we have been paying. Mr. King inquired even though we have not adopted
42 this? Ms. Zigras stated correct because we have five totally disabled. Mr. Rietz stated we have
43 five disabled in the Pension Fund. I'm not certain of the number of PSEBA recipients we have
44 right now. Ms. Zigras stated I want to say, there might be probably four. Mr. Rietz stated if you
45 were deemed to be disabled in the Pension Plan, but not on duty, that would not hit that
46 qualifying event to trigger the ability to get a PSEBA. Ms. Zigras stated but if you're injured
47 while you're on duty, you have a catastrophic injury, but you are training, you do not qualify for

1 PSEBA. That's my understanding. Mr. Rietz stated the Pension Board determines if they are
2 going to grant a duty disability or non-duty. That's up to the Pension Board to make that
3 determination.

4
5 Village President Burke stated from a health standpoint, this Board is the one that gets to do that.
6 That's what this is all about. This Board is the one. You pointed out where is the money coming
7 from? This comes out of the General Fund which is totally different than the money that we put
8 in, which is most of the money that goes into the Pension Fund. We don't control that. We get
9 two votes out of five. In this case, health care, that's an add on that we have to pay for. This
10 provides us with the opportunity to review each case on an annual basis that these people are still
11 having an issue as a result of what was originally claimed.

12
13 Trustee White stated I have a couple of concerns about this in terms of the Board taking on this
14 responsibility. Village President Burke stated the Board's responsibility is to protect the
15 Village's money, and for us to review any expenditures. We are not passing judgment per se on
16 whether or not somebody was hurt. It's just that we have the right to review any money that we
17 are going to pay out. You cannot pay anybody any money to do anything without Board
18 approval. If any money is being paid to somebody that's not an elected official, this law says you
19 can't do that. Trustee White stated that's in line with all the other financials. Village President
20 Burke stated when we do bills for approval, we have to approve any payout. What's the ratio on
21 the pension money that we put in? Ms. Zigras inquired of our property tax? Of our levy? Village
22 President Burke stated no, the money that goes to the Police Pension Fund, how much do we put
23 in, and how much do the police officers put in? Ms. Zigras stated it depends if it is Tier 1 or Tier
24 2. Village President Burke stated I mean, on an annual basis. Ms. Zigras stated a police officer
25 puts 9.9% of his salary. Mr. King stated it is \$1.2 million versus \$180,000.00. Village President
26 Burke stated we don't have any control over whether or not somebody is declared disabled.

27
28 Trustee White inquired so there is no other body that is governing it? Village President Burke
29 stated no. Trustee White stated my only concern is, do Boards have the qualifications to make
30 those decisions? Village President Burke stated yes, they do when you pass this. The state passed
31 this law.

32
33 Village Administrator Haney stated Stoney, just to be clear, I think John Murphey mentioned,
34 the key point of this is that an Administrative Attorney will oversee our process. It's not just the
35 Board meeting and saying, "Well, was he running to danger? Was he running from danger?"
36 There are certain qualifications that you have to have. You have to be a practicing attorney for
37 10-years. That person will oversee the Hearing which the Board weighs-in on. It's not like we
38 are going in there alone. We will have someone in there that can guide us through this process if
39 that's your concern.

40
41 Village President Burke stated this is not a witch hunt. What this is, is just a continuation of our
42 fiduciary responsibility. So, every bill, the first thing that we do, is go through those bills. Each
43 one of you should have had an opportunity to read through those bills and say, "I don't agree
44 with this bill. We shouldn't pay it." We put processes in place to make sure, even before it gets
45 here, that people have certain clips about what they can approve. The Auditors want to know that
46 we have the right processes in place. We are going to hear from the Auditors later on in this

1 meeting. But ultimately, it is the responsibility of this body to approve any expenditures for
2 whatever the reason is.

3

4 Trustee Blackwell inquired that Betty said at 65 the benefits stop. I also heard it sounds like it
5 could be woven into their retirement or something. How does that work? Mr. Murphey stated
6 Medicare. It becomes Medicare. Medicare takes over.

7 **Motion by Trustee Pennington, Second by Trustee Oliver to Waive in First Reading and**
8 **Adopt in Second Reading Ordinance No. 2021-13 - An Ordinance Establishing an**
9 **Administrative Procedure for Assessing and Determining Claims Under the Public Safety**
10 **Employee Benefits Act Commonly Known as (PSEBA).**

11 **Roll Call: Ayes (5-0) Motion Carried.**

12

13 **REPORT OF THE VILLAGE PRESIDENT:**

14

15 **Resolution #2021-12** – A Resolution of the Village of Olympia Fields, Cook County, Illinois,
16 providing for a Feasibility Study and Report with Respect to the Designation of Certain Areas as
17 a Tax Increment Financing Redevelopment Project Area – Village President Burke stated I have
18 to backup. I was too quick and passed up the one. That is, the Resolution for the Village of
19 Olympia Fields, Cook County, Illinois, to provide a Feasibility Study and Report with Respect to
20 the Designation of Certain Areas as a Tax Increment Financing Redevelopment Project Area. We
21 talked about this in our Executive Session.

22 **Motion by Trustee Pennington, Second by Trustee Finley to Approve Resolution No. 2021-**
23 **12 - A Resolution of the Village of Olympia Fields, Cook County, Illinois, Providing for a**
24 **Feasibility Study and Report with Respect to the Designation of Certain Areas as a (TIF)**
25 **Tax Increment Financing Redevelopment Project Area.**

26 **Roll Call: Ayes (5-0) Motion Carried.**

27

28 **REPORT OF THE VILLAGE ADMINISTRATOR:**

29

30 **Ordinance #2021-14** – An Ordinance Adopting Addendum No. 2 to the Village of Olympia
31 Fields Personnel Manual (Exchanging Columbus Day for Juneteenth Day) [First & Second
32 Reading] – Village Administrator Haney stated that we have a request before you. As you know,
33 Juneteenth was passed as a Federal Holiday. The Village of Olympia Fields enjoys 13 holidays
34 per year. I am proposing removing Columbus Day and adding Juneteenth and maintaining
35 thirteen holidays for our Village employees.

36

37 Village President Burke stated everybody knows that's a Federal Holiday now. We have 13
38 holidays that we ought to keep. Does the Board want to substitute Juneteenth for Columbus Day?
39 If it turns out you don't want to do that, do you want to replace any other day?

40

41 Trustee White stated so there are two options or three options? Village President Burke stated no,
42 there is one option. You can turn this one down if you want to turn it down. Are there any
43 discussions about what you want to do?

44

45 Trustee Oliver stated what I would ask is, the Village's days off sort of mirrors the State's
46 holidays pretty much. I believe, that the State is adding to. Ms. Zigras stated it did add to.
47 Trustee Oliver stated one of the options may be, that I would also like to ask is, since we are

1 talking about switching, if we switch and an employee wants to take Juneteenth off, are they
2 given personal days where they can take any day off in a year that they so choose, including
3 Juneteenth?
4

5 Village Administrator Haney stated the holidays that the Village Hall would be officially closed.
6 So, explain? Trustee Oliver stated this discussion is about whether or not we switch these days
7 instead of adding to it. Village Administrator Haney stated correct. Trustee Pennington stated use
8 one as a floating holiday.
9

10 Ms. Zigras stated the Village employees have three personal days per year. Trustee Oliver stated
11 if we have, for instance, an Italian American who wants to celebrate Columbus Day, is there a
12 personal day that person can opt for? Village Administrator Haney stated they could, yes. But the
13 Village Hall would be open.
14

15 Village President Burke stated this is about whether or not the Village Hall is going to be closed,
16 it's not the individual, it's the services that we provide to the Village. We are committed to
17 providing x number of days that the Village Hall is open. It will be x number of days that it is
18 going to be closed. Any individual can take holidays, take vacation days.
19

20 Trustee Blackwell stated they can use their own time. If we make this an official holiday, the
21 Village Hall will be closed, and the employees will not be required to work, and they will be paid
22 for that full day. Is that correct? Village Administrator Haney stated that is correct.
23

24 Trustee White stated this is specifically about Juneteenth in terms of the Village closing. Village
25 President Burke stated it has been made a Federal Holiday. So, the question is, some people are
26 swapping days out for which one they want to go do. It is the Village's policy that there are
27 thirteen days that the Village is closed. If we keep those 13 days, the question becomes it's a new
28 holiday. Do you want to swap that for something else? We're not going to have the Village Hall
29 closed for 14 days. It is only going to be closed 13 days.
30

31 Trustee Blackwell stated I can say the most reasonable day to swap this out, if we so choose to
32 do this as a Board is, in fact, Columbus Day. I think you're spot on, so far as identifying the
33 potential current holiday to use. He stated from my understanding, the State has included
34 Juneteenth as an official holiday to, in fact, be used by municipalities, or states, or whatever. I
35 think it is even at the Federal level too. It's open for what the Village Administrator is proposing
36 to do. I'm just going through looking at the other holidays, I think the appropriate holiday to
37 switch it out for in the event that we do so would be, in fact, Columbus Day. I do agree with that
38 aspect.
39

40 Trustee White stated we can swap out Columbus Day. Just for the record, I'm not in favor of
41 putting it on Juneteenth.
42

43 Village President Burke stated trust me. This was debated. There are other issues that could
44 come into play from the police contract standpoint. The contract is a year old. We gave them
45 another year. In their contract, they know what the days are. The Village is the one that makes
46 the decision about what days we are going to be open and what days we are going to be closed. It

1 probably will have to be discussed with you guys. We can vote it up or down and we'll see how
2 it comes out.

3 **Motion by Trustee Pennington, Second by Trustee Finley to Waive in First Reading and**
4 **Adopt in Second Reading Ordinance No. 2021-14 – An Ordinance Adopting Addendum**
5 **No. 2 to the Village of Olympia Fields Personnel Manual Removing Columbus Day and**
6 **Adding the Juneteenth Holiday.**

7 **Roll Call: Ayes (3) (Trustees Oliver and White Voted No) Motion Carried.**

8
9 **DEPARTMENT HEAD REPORTS:**

10
11 **Betty Zigras – Director of Finance**

12
13 Ms. Zigras stated tonight, we will have presentations for the Fiscal Year 2021 Village Finances
14 by Brian LeFevre from Sikich, and our Actuarial Report from Robert Reitz, our Actuary with
15 Lauterbach & Amen. Before that, we will have Stan King, the Village Treasurer make a report as
16 well.

17
18 **Treasurer Report – Stan King** – Mr. King stated I wanted to give sort of an overview of how
19 the Village has been managing and monitoring the Police Pension Fund. I want to address the
20 Village's accounting. We have that covered by Betty and, of course, outside accountants.
21 Because we have some new Trustees, I just wanted to give you a high-level overview of how the
22 governance is setup. Pretty much like most municipalities, I would hope, but just to make sure
23 that you have some insight on something that maybe you didn't know.

24
25 The governance of the Police Pension Fund starts with an independent voting Board of three
26 active and retired police officers and two individuals that are appointed by the Village who are
27 voting members. So, that's five. It also includes non-voting members, one of which is a Trustee,
28 which in this case now is Trustee Oliver. I also attend the meetings as well and have been for
29 three or so years.

30
31 The Pension Board holds quarterly meetings. Financial statements are prepared by Lauterbach &
32 Amen. They also cover not only the financial operations, the expenses and the revenues for the
33 period, but also an overview of the investments that are held. As of today, that's \$14,000,000.00
34 in change.

35
36 In addition to Lauterbach who does the accounting, we have Actuaries as well. They have hired,
37 and have had for some years an outside investment managing firm who actually does the
38 investments of the \$14,000,000.00. They're given mandates. One side is for equity investments.
39 The other for fixed investments. They split it almost half and half. I think we moved it up the end
40 of 2020. When we reach that \$10,000,000.00 threshold, we are allowed to add more equity
41 which was done, which is probably what contributed significantly to that \$4,000,000.00 increase
42 in the fund in 2020. There is also a legal counsel that attends the meetings, so there is that
43 coverage.

44
45 The Annual Audit is done by the Village Auditors which will speak later. As I said, the
46 investment manager is the Wall Capital Group. That's pending the change with the State of
47 Illinois, which I will allow them to speak a little bit more about how the investment decisions

1 will be taken over by the State of Illinois. The monies will be moved out of our responsibility
2 into the State. That's been enacted for some time. It's just under some legal issues right now. I
3 will let you expound on that.

4
5 Trustee Blackwell inquired can we ask questions here or do you want us to wait? Mr. LeFevre
6 stated sure. Trustee Blackwell inquired so far as this law that was passed by the State to merge
7 pensions, that goes into effect in January? Mr. King stated that was suppose to be June.

8
9 Mr. LeFevre stated I can explain that. The law related to consolidation, there's one State-wide
10 Police Fund for all of the individual Pension Funds. There is one State-wide Fire Fund. The
11 current statute or law, is that all of the assets are required to move by June 30th of 2022. We're
12 seven, eight-months away. The individual Fire Pension Fund dollars started moving on October
13 1st. They're in batches or trenches. The police were a little bit behind that. When a lawsuit was
14 filed in Kane County with a number of Police Pension Funds, and retirees, and beneficiaries, on
15 that lawsuit saying, "Wait. This is unconstitutional." The police consolidated funds seemed to
16 take a step back, and they are kind of waiting to see. Once the assets move it is hard to undo that.
17 They are waiting to see what the Court says. But should this go forward, it's going to be
18 anticipated that at some point it will go forward. It might just be delayed given that the fire
19 money is already moving. It just moves the investment authority to the consolidated fund. You
20 still have, as Stan described, your local five-person Board that will make decisions about
21 disability pensions like you were talking about earlier. They're still going to be awarding
22 benefits based on the statutory provisions for benefits when individuals retire. They will still be
23 paying those benefits. They will still be paying the bills associated with the fund at the local
24 level. There will be a bank account at the local level. The investment money will be in the
25 consolidated fund. I would be careful to say, "The State is managing it" because they're not. It's
26 a consolidated fund. No different than IMRF is a separate agency that manages the non-sworn
27 officers and firefighters. Now, the difference between the consolidated Police Fund and IMRF,
28 it's similar from the way it's structured from an investment standpoint. But understand for
29 IMRF, they make all the benefit payments, and they make the decisions about disabilities. The
30 State-wide IMRF Board makes that decision. That has not been changed. The local police boards
31 are still going to be making decisions about disability pensions and other pensions that are out
32 there.

33
34 Trustee Blackwell inquired so our Pension Board will no longer make investment decisions,
35 correct? Mr. LeFevre stated yes. Trustee Blackwell stated where the money goes, and what
36 percentage is, in fact, in equities versus bonds, or stocks? Mr. LeFevre stated that's correct. Nor
37 are there any statutory provisions that say what that consolidated fund can invest dollars in. So,
38 currently once you hit \$10,000,000.00 you are limited still to 65% equities. The consolidated
39 fund doesn't have those limitations. They will have investment managers and advisors that will
40 advise the consolidated fund on what they think the proper mix is between equities and fixed
41 income.

42
43 Trustee Blackwell stated so in your opinion, since this money is going to be bulked up and
44 bunched up, typically, the amount of money that's invested can, of course, bring higher returns
45 because of the volume. So, we are dealing with volume.

46

1 Mr. LeFevre stated the theory is that you would have lower costs because of the volume. I don't
2 think you can make the assessment that you'd have higher returns. You have the potential for
3 higher returns because you'd have less restrictions. You also have the potential for higher losses.
4 Trustee Blackwell stated okay. Mr. LeFevre stated no different than IMRF, there's benchmarks
5 in place to compare how you're doing. If I'm the investment manager for large cap equities, and
6 performance is not up to my benchmark, then for a period of time I am hitting the streets. Right?
7 I am not going to be doing the work anymore. That's how the process is managed. But to say that
8 you are going to make more, you are going to make relative to what the markets make for that
9 same blend of assets. I don't think anyone in IMRF is out trying to hit homeruns and take
10 gambles. That's not what you do with Pension Fund money. Your point is well-taken. And what
11 we've seen so far in the fire side, because our firm does some work on the fire side, is what
12 they've negotiated in terms of the costs are less in terms of basis points on those investments.
13 Now, were there startup costs? Yes, there were startup costs to get the fund going. Those costs
14 are passed along to all the individual funds.

15

16 Village President Burke stated we orchestrated this to make sure that both our guys, they have
17 presentations that they are going to give. If you have some questions, why don't you write them
18 down for when that particular person comes up. Otherwise, we will be going back and forth.

19

20 Mr. King stated all I was intending to say, is that they were here. And there are some things that
21 go on with respect to governance that I knew they weren't necessarily going to touch on. There's
22 one other element that they're not talking about, the eligibility. The current Board goes through a
23 process with outside consultants and the legal determining eligibility for benefits. That process is
24 on the Board, and then, of course, the investments. And I was going to be done. We already
25 talked and I said, "I am not stealing anybody's thunder."

26

27 Village President Burke stated that Brian is our auditor. Once a year he kind of goes through
28 everything that we have going on. Bob is going to come and talk about the pension. He is the
29 pension actuary. We meet with them both. Betty, Napoleon, and I, sit down and we talk with
30 them, and talk about strategy and stuff like that. The purpose of this whole thing is to bring the
31 Board up to speed on what their findings are, and their suggestions are. You can ask them
32 questions. They are very knowledgeable guys. They've been in this space for us for years. They
33 know more about this than we would ever know. Some of the strategies that we've tried to
34 implement kind of came from both of these two guys.

35

36 **Sikich Audit Presentation – Brian LeFevre, Sikich -** Mr. Brian LeFevre stated on behalf of
37 Sikich I would like to thank the President and the members of the Board for inviting us to present
38 the Report resulting from the Village's Audit for your year-end date April 30th, 2021. I am very
39 flexible. As you have a question, you are welcome to let me know that. I will also answer
40 questions at the end. I will also be around as the Actuary makes a presentation so that we make
41 sure that all your financial folks, if you will, including Betty and Stan who are here, we are all a
42 team working together to make sure that all of you get a full explanation of the Village's
43 finances.

44

45 Mr. LeFevre stated within the Annual Financial Report, which is the document I prepared
46 comments for you. It is the largest of the documents that you have. If you turn just past the Table
47 of Contents to Page 1. Page 1 is on Sikich letterhead. It says, "Independent Auditor's Report."

1 You have engaged us to give an opinion on the Financial Statements of the Village. That's what
2 an Auditor does. In order to give an opinion, we're required to follow two sets of standards: The
3 Auditing Standards, which tells us the types of procedures we need to perform come from the
4 AICPA, the American Institute for Certified Public Accountants. The second set of standards are
5 the Financial Reporting Standards that come from "GASB," the Governmental Accounting
6 Standards Board. He stated GASB sets the rules for Financial Statements for local governments
7 such as the Village. Once we follow those two sets of standards, we can issue an opinion. We're
8 pleased to present an "Unmodified Opinion," or a "clean audit opinion." That means that the
9 Financial Statements are presented fairly and in accordance with the Generally Accepted
10 Accounting Principles, free of material misstatement. This is the highest level of opinion that you
11 can receive on your Financial Statements.

12

13 Mr. LeFevre stated that if you turn to Page 4, there's another opinion. Why is there another
14 opinion? Because there's grant dollars involved. When the Village is awarded grant dollars, as
15 part of our Audit, Betty and her team put together a Schedule of Grants. We have to evaluate that
16 revenue recognition based on the expenses that were incurred on those Grants. Any year that you
17 expend more than \$750,000.00 in Federal Grant Funds, you are required to have a separate
18 compliance audit called a "Federal Single Audit." You didn't have \$750,000.00. You had
19 \$448,000.00. So, you think you are done evaluating, but along comes the State, and there's an
20 Act called "The Governmental Accounting and Transparency Act," otherwise known as
21 "GATA." GATA set rules that said, if your Federal and State funds expended total over
22 \$500,000.00, you still have some more compliance that has to be done. It's not a full, single
23 audit. We like to call it half a single audit. Half a single audit is the opinion on Page 4. That talks
24 about compliance on financial reporting. We didn't have any identified material weaknesses or
25 significant deficiencies in your internal control reporting. That was an Unmodified Opinion. And
26 then your compliance with laws and regulations that could have a material impact on the
27 Financial Statements, that was also an Unmodified Opinion. He stated for example, how you
28 could not have an Unmodified Opinion there, is let's say you never adopted a Budget but you
29 kept spending money. That would not be in accordance with the laws of the State of Illinois. In
30 order to continue to operate you need to have a Budget or appropriation adopted. Those are the
31 opinions all Unmodified.

32

33 In addition, we also gave an Unmodified Opinion on your compliance with the TIF laws and
34 regulations. You find that later in the report should you choose to look at it on Page 105 in this
35 same document.

36

37 Mr. LeFevre stated to the Financial Statements themselves, just past those opinions, there's a
38 document called the "Management Discussion and Analysis." In this entire document, I'd like to
39 think this is the most important. The reason for that is it is prepared by the Village. It's where
40 you get to give explanations of your Financial Statements. The numbers are what they are.
41 Correct? So, this compares the two Fiscal Years. The Fiscal Year that ended April 30th, 2020,
42 and April 30th, 2021. It is on page MD&A 1. It's just past the regular page number 4 and 5. It's
43 its own separate pagination, due to the fact it is an insert after the Village receives a draft of the
44 report. So, we don't have to repaginate the report it stands alone. The MD&A goes for 18-pages.
45 There is also some information in there related to the Wal-Mart incentive. That's a liability on
46 your financials, but it's only payable from the tax increment revenues in that TIF. So, the
47 MD&A gives you an idea what your financials would look like without that incentive as well.

1 Just past those 18-pages you get to the first audited Financial Statement. It's on regular page
2 number 6 and 7. It's called "The Statement of Net Position." This is a global view Financial
3 Statement. What I mean by that is, it's consolidated. So, your governmental activities are all of
4 your funds except for your Water and Sewer Funds, which are your business type activities. This
5 includes all the assets and liabilities. Your Police Pension Fund is not reported in these assets.
6 Those are on their own separate Financial Statements.

7
8 Mr. LeFevre stated this statement, along with the Statement of Activities on Pages 8 and 9, you
9 only see in the Annual Audit Report. It's required to receive that Unmodified Opinion. It's not as
10 user friendly in my opinion, and also, it's not how you operate, because you operate on an
11 individual fund basis. So, you receive monthly Budget versus actual reports based on those funds
12 that you have budgeted for like your General Fund, for example. So, what I'd like to spend a
13 little bit more time on is the General Fund which is on Page 10. Your Balance Sheet for your
14 governmental funds is just generally speaking, short-term assets and short-term liabilities with
15 the difference being fund balance. Fund balance being the reserves that you had to begin the
16 Fiscal Year that you are operating in now. If we look down at Fund Balance, we see the total
17 Fund Balance of the General Fund was \$5,130,000.00, which is the far left-hand column two
18 lines up from the bottom of the page. That has different components. The two largest
19 components are in accordance with your Fund Balance Policy. You have set aside an assignment
20 for cash reserve, which is \$2,537,000.00. And then your Unassigned Fund Balance of
21 \$2,467,000.00. The Lincoln and Western TIF Number 2 Fund is in its own separate column as
22 it's a larger fund, and GASB calls it a "Major Fund." All of your other funds are aggregated in
23 one non-major column, and all the details for those non-major funds are in the back of the report.

24
25 Mr. LeFevre stated that Page 12 is the Operating Statement for those same governmental funds.
26 Here we have Revenues, Expenditures and changes in Fund Balances. We'll focus on the
27 General Fund again. The Revenues of \$6,784,000.00 with Expenditures of \$5,856,000.00.
28 Overall, you had an increase in your Fund Balance just shy of \$921,000.00. The Fiscal Year
29 Fund Balance at the beginning of the year was \$4.2 million, and brought you back to the \$5.1
30 million that we saw over on the Balance Sheet. Your other main operating funds are on Page 16,
31 which is your Water and Sewer Funds. Your Water and Sewer Funds have subcomponents of
32 those funds. The details are in the back of the report. There is an Operating Fund and then there
33 is a Capital Fund. You have certain dollars that the Board has approved to transfer from your
34 Non-Home Rule Sales Tax Fund into those Capital Funds. They are being used for future
35 projects.

36
37 If you look in the middle of the page at Operating Income, that Operating Income is your
38 Operating Revenues over your Operating Expenses. You can see those are both positive
39 numbers. Those need to be positive numbers in order to do Capital, and also pay principal and
40 interest on your long-term obligations. Those transfers that came in from the Non-Home Rule
41 Sales Tax, you can see down further on the Operating Statement, \$250,000.00 in the Water and
42 \$100,000.00 into Sewer.

43
44 Trustee Blackwell stated I have a question regarding the transfers in. The transfers in, are they
45 derived from the General Revenue Fund? And what was the specific triggering amount that
46 establishes authorization to make a transfer in? And why these amounts? Were these funds going
47 to be short otherwise, or what?

1 Mr. LeFevre stated those transfers came from your Non-Home Rule Sales Tax Fund, which is a
2 separate fund from your General Fund. These transfers were approved as part of the Annual
3 Budget process. They are for Capital Improvement Projects, specifically in the Water and Sewer
4 Funds. The projects haven't actually happened, so there is a reserve amount for those capital
5 dollars that have been transferred in from the Non-Home Rule Sales Tax.

6
7 Trustee Blackwell stated and most of the established reserve amount before it triggers over for
8 the \$250,000.00. Mr. LeFevre stated the \$250,000.00 became the reserve. That went straight into
9 the Capital Fund. Trustee Blackwell inquired is that for prospective projects, or projects that
10 have been established already, or projects that could be established?

11
12 Ms. Zigras stated they were for projects that we were budgeting for. In Fiscal Year 2021 we had
13 budgeted let's say in the Water Fund for water main improvements. In Fiscal Year 2021 we also
14 had budgeted in the Sewer Capital Project Fund for the Graymoor Force Main, which you see
15 was not completed in 2021. It was completed in Fiscal Year 2022, this current Fiscal Year.
16 Trustee Blackwell stated okay. Mr. LeFevre stated that money carried forward then to still do the
17 work on the projects that it was intended for. It's just a timing issue. Trustee Blackwell stated
18 that was my question. Mr. LeFevre stated very good question.

19
20 Mr. LeFevre stated that Page 19 is the Operating Statement for your Police Pension Fund. The
21 Employer's Contribution would be the Contribution from the Village of \$1,145,000.00. The
22 Active Officer Contributions of \$178,000.00. There was an additional \$52,000.00 related to
23 some prior year purchase of military service allowing for additional creditable service for those
24 individual officers impacted by that.

25
26 Mr. LeFevre stated your Investment Income then is the next section. Your Net Investment
27 Income for the year was \$3,268,000.00. Deductions, or Expenses mostly related to pension
28 benefits. The total Deductions of \$1,245,000.00. The increase to the Plan for the year was just
29 under \$3.4 million. So, you went from the \$10,791,000.00 to the \$14.2 million that Stan referred
30 to before in his presentation.

31
32 Village President Burke stated earlier when we had the discussion about the PSEBA, I had asked
33 what was the split. You can see we put in quite a bit more money than the police do into this
34 Pension Fund. We should have the authority to look at any other expenses. This PSEBA money
35 is above and beyond what this is. It is our responsibility, since we put in a large amount of this,
36 the police guys, since it is three to two, they could vote in and give pensions to anybody they
37 want to give some to. When can the Village come in and be able to protect ourselves, and/or not
38 protect, but at least weigh-in on how our money is being spent?

39
40 Trustee Blackwell inquired will that Ordinance allow us to have more control? Village President
41 Burke stated of the health care side, but not this side. Not the side that's right up there as far as
42 money that is going into the Pension Fund. There are things we have done with Bob's help to
43 kind of manage that going forward. You've seen a lot of that already occur. I just wanted to point
44 out, this is what I was trying to say earlier when I asked that question. We have all the right in
45 the world to want to understand where our money is coming from. We have to put some money
46 in the bucket someplace to cover those things. If someone is really disabled and they can't work,

1 then we should be able to say, “Give us some kind of an accounting for this before we write you
2 a check.”

3

4 Trustee Blackwell stated right. You can also take a second look and trigger a Hearing on
5 individuals who are currently collecting, but there may be an issue. Village President Burke
6 stated not in the pension, only on the health side. That was the gist of what we voted on. The
7 health side can be a big block of money. It can be a real big block of money. Its dollar amounts
8 that we have to pay. That’s what this is for the pension. These other things are in addition to it,
9 but based on our approval. Trustee Blackwell stated I see what you are saying now. That better
10 explains it.

11

12 Mr. King stated just add a little point of education here. The \$1,145,000.00, I don’t remember the
13 exact number, Betty. But you need to know that number comes from Tax Levy specific to the
14 Police Pension, separate from the general taxes that we get on the rest of it. The levy rarely
15 comes in as we issue it. In other words, we don’t collect as much as we levy, which falls short of
16 what we have to do as a minimum annual contribution. In the last five-years, I guess, we kick in,
17 when that shortfall comes in from the levy. The Village kicks in from the General Fund a little
18 over \$100,000.00 a year to make up. This is the critical point, because so many municipalities’
19 police and fire, argue that they’re not getting their just due. They don’t get the minimum, only
20 because the levy doesn’t pay the Village what we levy.

21

22 Ms. Zigras stated the levy versus the extension. The Tax Levy will be presented at the next
23 Board Meeting. We’ll have a workshop prior to that so we can discuss the levy options. But we
24 levy, the County extends, and says, “This is what we will extend or issue the tax bills for.”
25 There’s something called “PTELL” in the mix to meet the levy extension. And then there’s what
26 we collect. I think the last one I just did for the last levy for the Annual Reports were 90%. So,
27 we’re not collecting everything that we extend, because there are empty homes, for whatever
28 reason. The Village is paying that shortfall that the Pension Fund is collecting out of its own
29 collection let’s say.

30

31 Trustee Blackwell stated so, there’s an ongoing deficit that has to be subsidized from other
32 monies that the Village kicks in to cover the difference that the levy does not provide? Ms.
33 Zigras stated that the extension does not provide. Trustee Blackwell stated this is good education.

34

35 Village President Burke stated we are going to have a workshop December 2nd or 3rd. We are
36 going to get together again. There won’t be any votes or nothing like that. It is just an education
37 thing because we are going to have to pass the levy later on. The reason for doing this right now,
38 is to get you guys up to speed on what all this stuff is, so when we get to the levy, and we get to
39 doing the Budget, it is going to be very helpful.

40

41 One thing I want to point out, I don’t want to steal Bob’s thunder here, but depending on what
42 happens with this investment is really important. If the investment doesn’t do really well, we
43 have to make up the difference. When Bob comes up, he is going to talk about that. That’s
44 another piece. There’s the levy, and there’s also what happens if the people don’t invest the
45 money properly, or just the market goes down. If the market goes down, we have to go out of
46 pocket from someplace else to put some more money on the table.

47

1 Trustee Blackwell stated that was my concern, was what the Village might be on the hook for
2 based on this pension system being actually converted over to the State to handle it. Village
3 President Burke stated theoretically, that's suppose to make it better. Trustee Blackwell stated I
4 know. But it's like the tollway. The tollway was supposed to cover the costs of roads and then
5 they stopped charging. Education was supposed to be funded through the lottery. I've heard these
6 things before being as old as I am, and kind of paying attention from time to time. I hear you.
7 Village President Burke stated but we can't do nothing about it. We have to manage our stuff the
8 best that we can, and hope the investments come out right, and do some other things to manage
9 who's on the pension and who isn't, and to make sure that we look at that additional PSEBA
10 thing, because all these things start adding up. Trustee Blackwell stated yeah, they do. Village
11 President Burke stated they start adding up. People we are in good shape. That's the good thing
12 about what these guys will say, "We are in pretty good shape." The people who are not in good
13 shape is because they didn't look ahead. They didn't plan for it. They let their other finances get
14 out of whack. And then when it comes time, they have to go in their pocket and there's nothing
15 in that pocket.

16 .

17 Mr. King stated there's really a disconnect. A lot might not say it, but I get concerned about our
18 house. There's a disconnect. We have an actuarial computation that's required. It says they are
19 going to assume certain things about the investment which are higher than our Tax Levy. Our
20 Village increased the Tax Levy. We have a limitation there. That's the disconnect between that
21 and what the actuarial liability that they say and the funding that is required. Secondly, we don't
22 get the levy. Like you said, the investments we don't get a \$3,000,000.00 increase. This is
23 unusual. In the past, we looked at the last four or five-years, they are nowhere near those kinds of
24 increases in the investments. The investment value versus the projected liability that the Actuary
25 says we have to have, that's \$17,000,000.00 something like that shortfall. Now, we have to book
26 that as a liability unlike four or five-years ago. The key is, there's a disconnect between our
27 ability to raise funds to pay and the computation of what they say we have to pay. And we can't
28 do anything about it. This is nothing new. It's everywhere across the nation.

29

30 Mr. Rietz stated just to add to that. There are basically three ways money gets into the fund.
31 Employee contributions, that's set by statute. That number is not going to change, that
32 percentage. The Village contribution, and then the investments. The investments can vary. When
33 investments are down, that difference falls back to the Village. That's where the Village
34 contribution is going to vary based on how the investments do.

35

36 Trustee Blackwell inquired do we have any other investment channels that the Village currently
37 utilizes, or could utilize other than the Pension Fund? Village President Burke stated yes, our
38 money. That's what Stan helps us with. Trustee Blackwell stated you are doing investments. You
39 would still be able to continue doing some investments. Mr. King stated oh, yes. We've always
40 looked at our money. Village President Burke stated that's all we can look at. Ms. Zigras stated
41 but we're not investing in the stock market and equities. We are in CDs. Mr. King stated we have
42 an Investment Policy. Hopefully, you'll get a copy of it. We're allowed certain things. Do you
43 want to take this kind of risk? No.

44

45 Trustee White inquired what's the annual increase in the Pension Liability in terms of how much
46 has it grown?

47

1 Mr. LeFevre stated I think we're headed there. I think we are headed right where you guys are
2 going. Let's flip over to Page 63, which is Pension Information. He stated starting first with the
3 Illinois Municipal Retirement Fund (IMRF). It makes sense to do a comparison because your
4 non-sworn officers, full-time folks are in IMRF. IMRF, there's 4.5% that comes out of
5 employees checks, and then each year the Actuaries at IMRF determine what your employer rate
6 is. Each and every month then, you are required to put that amount as a percent of payroll and
7 pay it to IMRF. It's a statutory provision. It's not a choice that you get to make. When you look
8 at the top of the page, you can see that your actuarially determined contribution versus the
9 contributions is exactly the same every year. Statutory provision, \$132,000.00 was your Fiscal
10 Year 2021, which was 9.45% of your payroll. So, 4.5% employee in this year and there's 9.45%
11 employer.

12
13 Now, flip to the next page. This is the information for the Police Pension Fund. So, 9.91%
14 employee. This year your contribution was 65% for the employer. That's based on the statute
15 that you need to be 90% funded by 2040. If you want to be 100% funded by 2040, obviously that
16 number would be even higher.

17
18 The following page then, there's two ways to look at the health of a Pension Plan. One is, are
19 you putting in what's required? Are you doing what the Actuary says? Yes, you are doing that
20 for both. Then you look at the Financial Statements. If you think about how the money is held at
21 IMRF, there's a bucket for the Village of Olympia Fields. It gets the same share of interest
22 income percentage wise to the pot as a whole. That's the money that's in the bucket. And then
23 what's your liability? Your liability is associated with your active employees and your
24 beneficiaries, the retirees that are receiving benefits. Bob will do a better job of explaining what
25 the total pension liability means. It's \$8.6 million at December 31st 2020, which is the first
26 double underscore in the far right-hand column. Plan Fiduciary Net Position, that's just a fancy
27 word for assets at market value. The next double underscore, there was \$9,116,000.00 in the
28 Plan. You actually had more dollars in the Plan than the liability for IMRF. If you look at the top
29 of Page 66, you went from 101% funded to 106% funded. So, very well-funded Plan for IMRF.

30
31 On the Police Pension side, if you flip to the following facing pages, you will see the last seven
32 Fiscal Years of results for the Police Pension Fund. The Pension Liability in the far right-hand
33 column, \$31.3 million. This is based on a rate less than your assumed rate return. So, your
34 assumed rate return is 6.50. It's lower because GASB has a penalty for you funding at the
35 statutory minimum. Bob will give you the numbers based on an actuarial value. I think that's a
36 little more helpful. I do think it's relevant to look at the \$14.2 million that we know that's in the
37 Plan from the Financial Statements. So, your Unfunded Liability under this measure is \$17.1
38 million. You went on a market value of assets basis you went from 35% to 45%. Bob will
39 explain actually how you fund the Plan versus this market value focus.

40
41 The last thing I'll show you is on the following page, the Returns over the last seven-years for
42 the Police Pension Fund. So, 2021 just under 33% Return. The actuarial assumption is 6.50%.
43 So, on the page you have before you, four of the years you beat the 6.50%. Three of the years
44 you didn't. Now, if the market didn't go up in a particular year and it went down, you are not
45 going to beat the 6.50%. That's why your benchmark is relevant. That's what Wall Capital looks
46 at is the benchmark relative to those particular assumptions, and to the Returns for that particular
47 year.

1 Trustee Blackwell inquired what is our bond rating? Ms. Zigras stated the Village's bond rating
2 is AA+. Trustee Pennington stated that's with Standard & Poor's. Mr. LeFevre stated and AA+
3 for a municipality of your size, you are hitting a homerun right there. Trustee Blackwell stated
4 that's what I was curious about. Mr. LeFevre stated for the longest time you were AAA. The
5 number of AAA communities in the state has gone way down. The hurdles you have to jump
6 through to be AAA is extremely hard to do. In fact, most of our clients who you would look at
7 and say, "They're a really healthy municipality." I have some that have been downgraded twice
8 in the last year and a half and they have done nothing different. The rating agencies look very
9 sharply. Betty can attest to this. You'll get a phone call, or you'll get a notification that you have
10 a bond rating call just because. You are not issuing any new debt. They just decided that they are
11 going to re-rate you and nothing really changed since the last time. But yet, you could potentially
12 not end up with that same rating. It's not a particularly favorable environment right now, because
13 they don't understand pension funding typically. That's typically why folks are getting
14 downgraded is because of pension funding. And not are you putting in what you need every year.
15 They're just looking and saying, "Oh, you're 45% funded. Okay, we're going to downgrade
16 you." Even though you look at the history, and you put in exactly what was recommended.
17

18 Trustee Finley stated you said that we probably couldn't be fully funded until 2040. Mr. LeFevre
19 stated if you were to look at what that would cost you, the reality is, at some point the State
20 Legislature will extend that 2040 date. If you think about it, there's a lot that would argue that
21 there's no need to ever be 100% funded. You just have to have a consistent flow of dollars
22 coming in to make sure you can make pension benefit payments. Now, the State average may be
23 55%, 60%. Mr. Rietz stated 55%. Mr. LeFevre stated 55% is the average across all the Police
24 Pension Funds in this state. You don't want to be average, right? The point being, there's a lot of
25 funds that are right where you are at. Would you like to be higher? Oh, sure you'd like to be
26 higher. But Stan has explained to you essentially the problems with doing that. When the Police
27 Pension Levy goes up, the General Fund Levy goes down, because you're a tax capped
28 community. It's not like you just magically get to say, "Oh, there's going to be more taxes." It
29 doesn't work that way. Trustee Finley stated thank you. Mr. LeFevre stated you're welcome.
30

31 Those are the highlights of the report. Great dialog. Just so you all understand, we did go through
32 the report in detail with the Finance Committee. The Audit went smoothly on a timely basis. This
33 was right when we anticipated to present the report. You should understand that your Village
34 Staff are very professional. The Audit is led by Betty and her team, but understand that all
35 departments in the Village participate in the Audit. Everyone is very easy to work with. We
36 greatly appreciate working with you all and with the staff of the Village.
37

38 Trustee Blackwell inquired are grants covered in this report, or is there a separate report
39 reflecting grants? Mr. LeFevre stated that opinion up at the front was the grant opinion. But in
40 terms of the ins and outs of grants are part of your Financial Statements, yes. Trustee Blackwell
41 stated thanks.
42

43 Village President Burke stated as usual, thank you so much, Brian. Mr. LeFevre stated you are
44 very welcome. Village President Burke stated this is again, just bringing everybody up to speed
45 on where we are. We want to make sure the public understands. It's one thing for the
46 Administration to say it. It's another thing for the Treasurer to say it. And it's another thing for
47 the Auditor to say it. And it's another thing for the Actuary to say it. There's a whole lot of

1 people getting an opportunity to kind of look over our shoulders. If anybody out there would say,
2 “This place isn’t well run,” they don’t know what they’re talking about. Trustee Pennington
3 stated Amen.
4

5 **2021 Police Pension Fund Actuarial Report – Robert Rietz, Lauterbach & Amen, LLP –**
6 Mr. Rietz stated Betty has pulled up a copy of our presentation. I don’t know if you have a copy
7 yourself. I have additional handouts if anyone would like a personal copy.
8

9 My name is Bob Rietz with Lauterbach & Amen, LLP. I’m an enrolled Actuary who does the
10 fund work for your fund here. Every year again, as Brian indicated we work with the Village
11 very closely with Betty, her staff, to gather the Census data, the Financial Statements
12 preliminary. We meet with the Finance Committee after we do our preliminary reports and
13 discuss all these things. We have a pretty good dialog at those meetings. That’s where President
14 Burke was speaking of. What are we doing to project? What are we doing to look forward?
15 We’re not being reactive. We’re being proactive in how we’re managing this fund because it is
16 very important.
17

18 Mr. Rietz stated starting on the first page here, we talk about the Recommended Contribution. By
19 statute, the Village is allowed to levy an amount to pay for pension benefits. So, what the statute
20 says is you must have an Actuarial Study performed. The Department of Insurance will give me
21 one study. They calculate what’s called “The Statutory Minimum.” That targets a 90% funded
22 percentage using certain assumptions, and methods, and those sorts of things. “We,” as your
23 Independent Actuary, we actually calculate two different amounts for you. We calculate the
24 Recommended Contribution, and also a version of that statutory minimum by using a different
25 set of assumptions. We are going to go through the majority talking about the recommended
26 contribution. Really the main difference is, this is funding towards 100% versus the 90%. Even
27 though the Village contributes at that 90% level, the differences you are going to see are pretty
28 relative. So, talking on this basis isn’t going to be a big difference with regard to talking about
29 the statutory minimum.
30

31 So, we look at your recommended contribution. Last year, \$1.63 million. It actually decreased
32 this year. It decreased by about \$85,000.00 to \$1.55 million. As indicated before, asset return
33 was a very big reason for that decrease. You can see your market value changed by \$3.4 million.
34 When we do funding of Pension Plans, we have what’s called “The Actuarial Value of Assets.”
35 What that means is, we have an expected rate of return assumption out there, 6.50%. To the
36 extent that your Actuary Returns come in above 6.50%, we call that an “Actuarial Gain.” If you
37 had less than that, it would be an “Actuarial Loss.” So, any year that we have those gains or
38 losses we don’t recognize them immediately. We smooth that over a five-year period. So, for
39 example, this year you had a very large gain. We’re only recognizing 20% of that gain this year,
40 and we’re deferring 80% of that gain into the future. We have been doing this for many years.
41 We have been accumulating these gains and losses. So, part of that gain might offset prior losses
42 and so forth. What the methodology does, it limits the volatility. It makes the peaks and valleys a
43 little smoother ride. When you have certain things that happen, you don’t want to have to be very
44 reacting and say, “Oh, our contribution went up or went down by a certain percentage just
45 because this event happened.” We smooth that out over a period of time.
46

1 If you look at the difference between your Market Value of Assets, last year your Actuarial
2 Value of Assets was actually higher than your Market Value, which means you were deferring
3 losses last year. That helped you. It means your contribution was lower than what it would have
4 been if we had Market Value. This year with that big asset gain it inverted. Now, your Actuarial
5 Value of Assets is less than your Market Value. We are calculating the contribution with the
6 extent that we still have gains outstanding we're going to bring in in future years. This is a more
7 conservative approach and starting to say we are going to fund at a certain level knowing we
8 have kind of a rainy-day fund if you will, of some asset gains to prevent us if we do have a bad
9 Market Return in 2022 or 2023, something like that. We have a cushion to help absorb some of
10 those big changes we would see.

11

12 Your Actuarial Liability decreased as well, \$27.1 million down to \$26.9. We will go over the
13 reason for some of these decreases in a moment. The big-ticket item here is your Unfunded
14 Liability. That's the difference between your Actuarial Value of Assets and your Accrued
15 Liability. So, right now your Unfunded Liability is \$14.1 million. That's an amount when we are
16 doing our Recommended Contribution, we are amortizing it by that year 2040. So, right now
17 your contribution consists of two different components. One is your Normal Cost. That's your
18 Accrual of Benefits by all your Active Members. Each year they have an additional year of
19 service. They earn additional benefit. The employees are paying their portion of that with their
20 Employee Contributions. The remaining amount is the Village Contribution. That's the Village
21 portion of the Normal Cost, and then the payment of the Unfunded Liability of that amortization
22 of that \$14 million. As we indicated before, your percent funded, if you look at the difference
23 between those on an Actuarial Value basis, \$14.5. On a Market Value basis, you are about 53%.
24 There's quite a difference there with that deferred asset cost.

25

26 Trustee Blackwell stated let's go back to your \$14,000,000.00, \$89,524.00 out of your Actuarial
27 Accrued Liability. You have it in parenthesis surplus. Can you explain where this value is
28 \$14,000,000.00? Is that reflected on this Financial Report as well? I know it looks somewhat
29 familiar. Mr. Rietz stated it would be, but it's slightly different. Brian alluded to an amount that
30 was \$17.1 million on the Financial Statement. That's your Net Pension Liability. That would be
31 an equivalent amount to this. The difference being, here we are valuing your Accrued Liability at
32 a 6.50% expected rate of return. On the GASB Statements, since you are projecting to 90%, you
33 are projected to actually be in the solvent plan the way we have to do the calculation. So, what
34 that means is, as long as there is money in the Plan, we can use an expected rate of return of
35 6.50%. Once the Plan as we project assets out versus benefit payments, once assets are depleted
36 and there are still benefits remaining, we can't use a 6.50% rate. We have to revert to a
37 Government Bond Index Rate of about 2.27% in order to discount all those future cash flows.
38 Putting all that together, we calculate a single equivalent rate that falls somewhere between those
39 two amounts. In this case, I believe, it was around 5.6%. So, we value the liability on the GASB
40 side at 5.6% as the expected rate of return at this point goes down, your liability goes up, which
41 means your Unfunded Liability goes up. So, that change in expected rate of return versus the
42 discount rate for funding versus GASB is approximately \$3,000,000.00 difference. You are
43 showing \$3,000,000.00 more of liability on your Balance Sheet than you are for just flat-out
44 funding.

45

46 Mr. LeFevre stated as long as you are funding at least that statutory minimum, I don't think you
47 need to worry as much about the GASB liability as you do this liability. Mr. Rietz stated right.

1 Mr. LeFevre stated if you stop funding that statutory minimum you have a lot bigger problem.
2 Just focus on the percent funded here, whether you want to look at a Market Value or Actuarial
3 Value, you are still between 47% and 53%.

4
5 Mr. Rietz stated right. And that was part of when we were discussing with the Finance
6 Committee, in determining that projection of the cashflow projection versus assets versus benefit
7 payments, if you implement a funding policy at the Village level in an Ordinance or something
8 like that to say, "We are going to fund at this level." Right now, the only guidance that we have
9 is you are going to be funded by 90% by 2040. So, what are we doing after that? We will show
10 this in a few minutes. There's a graph that we will show. Your assets are going up and then all of
11 a sudden, they just start dropping because we assume there are no more contributions coming in
12 at that point in time. If you had a Funding Policy in place that says, "We are going to continue
13 funding x dollars after 2040," it would be a situation we can try to ramp up the contributions and
14 let those assets last for a longer period of time, which would make your discount rate go up and
15 that Balance Sheet liability come down. That's some of the things we have been in discussion
16 with of how can we implement some sort of policy to make that happen to help. Although, we
17 are still funding at a certain level, we are not going to change the level we're funding. But we
18 can have something in place to help on the Financial Statement side to improve that Unfunded
19 Liability. Maybe have an impact to your bond ratings or how the rating agencies look at you.

20
21 Trustee Blackwell stated so you are finding our funding is predicated upon the 2040 date as the
22 end term date. Mr. Rietz stated right. Trustee Blackwell stated and you use the 6.50% for the
23 percentage variation to come up with the amounts. Mr. Rietz stated yes.

24
25 Trustee Finley inquired how did you determine it's 2040? Mr. Rietz stated that's by statute. The
26 Illinois State Statute as it's written right now, when they determine the statutory minimum
27 contribution, they tell you. The Department of Insurance will give you a report every year using
28 their set of assumptions. They use 6.50% also. They also use what's called "The Projected Unit
29 Credit Funding Method." The amount of benefits that are going to be paid in the future, how are
30 we going to allocate that and spread it over the period in which your employee is earning those
31 benefits? We calculate under a different methodology called the "Entry to Age Normal." Two
32 different ways to do it. The statutory minimum, it backloads benefits a little bit so it has lower
33 costs in the early years, but it ramps up pretty quickly as someone gets to retirement age. Entry
34 age smooths it out a little bit better over the full career of an employee. We think that's a more
35 appropriate methodology to use as you are contributing benefits year after year.

36
37 Trustee Finley stated I do understand, and thank you for the explanation about the State being the
38 determiner of that year. For those of us actually driving the bus, is there a better year that we
39 need to be paying attention to rather than 2040 to achieve these goals?

40
41 Village Administrator Haney stated internal policy. Mr. Rietz stated internal policy, as far as that
42 goes, we all know that this Plan has been around a lot longer than 2040. Brian indicated, we
43 expect at some point in time they might kick the can of that 2040 down to 2050, or 2055. They
44 might change it from 90% funded to 80%. The State every 10, or 12 years or so, kind of takes a
45 look at these things and revamps everything. So, right now we are in 2021. There's a 19-year
46 period we're trying to pay off our Unfunded Liability. They may try to extend that back again,

1 and that would redo all the calculations that we do right now. That would probably bring your
2 costs down in the short-term. It's still an obligation that's going to be growing in the long-term.

3
4 Village President Burke stated if you reduce the number of people that are in the Plan for
5 whatever reason, then long-term there's less money you have to put into the Plan. The State is
6 looking at this no, municipalities can't go bankrupt. They know that you are going to have to do
7 something. If we run out of money, then we have to go out and borrow the money to go pay it.
8 What we tried to do is make sure we put enough money in it so that we don't have to go out and
9 pay market price to borrow the money to pay the people for the thing. There are other things that
10 you can do. You are going to have young officers. You can have a few officers. You still got the
11 old stuff that you had to pay for. If you have to grow the number of people that's in the Plan,
12 then you have to do it. You have to run this stuff on a day-to-day basis on doing whatever is
13 necessary. There's a lot of levers to pull. Nobody is trying to put us in jeopardy. But at the same
14 time, we're putting things in place to make sure that we're doing the best that we can. There are
15 other things that you can do that can supplement. One of the things they say, "Oh, what we are
16 going to do is have a big State pool of money so you get a better return," because you may be
17 able to get more basis points and more points to make it work. The purpose of both of these
18 gentlemen is to reassure everybody that we are in good shape. They are telling us what we need
19 to do with Betty working on a day-to-day basis to make sure that we are in good, solid financial
20 position. If something pops up and it looks like we are going to have some trouble, the first
21 person that is going to say something about it is going to be Betty. That's because she has talked
22 to these guys. They are going to come back and say, "Well, you all may need to do something."
23 We have to put something in place to change what we are doing. Like what we just talked about
24 with this health thing with the PSEBA. That's one of those things that popped up. That's money
25 that we had to go do something with to put in place to control our dollars. It's not any one
26 particular thing. There's a whole lot of things. The help that we get from the Actuary is to keep
27 up with all of the changes, and say, "It looks like they're going in this direction. You may need
28 to do something to make sure that you insulate yourself." Trustee Finley stated thank you.

29
30 Mr. Rietz stated the next page. We saw that we had an \$85,000.00 decrease in your contribution.
31 This is just a reconciliation of how we got that amount. The first line item being, "Expected
32 Changes." Each year we expect your liability to go up. We expect interest to accrue on the
33 existing liability at 6.50%. Your officers are earning an additional year of service. So, we expect
34 the Normal Cost to increase that liability. We also then take away the amount of benefits that we
35 paid each year. This year we expected your liability to grow by about \$1,000,000.00. We expect
36 your contribution to increase by about \$45,000.00. The way you're amortizing that Unfunded
37 Liability is called "The Level Percent of Pay Basis." That's an increase in payment scale. If you
38 look at a car loan, or your house mortgage, it's a level dollar. You're paying the same amount
39 every year until that obligation is paid off. A level percent of pay is calculated so as an
40 employee's salary goes up, we're going to have the same percentage being applied across the
41 board. So, that's an increase in payment schedule that we're paying that down. That's where that
42 \$45,000.00 comes from. Right now, your long-term salary assumption is 2.75% increases for
43 your police members. That's right in line with where that amount comes from.
44 He stated from the salary increases down are other demographic and financial items that differ
45 from the assumptions that we make. We have assumptions in place. All sorts of demographic
46 retirement rates, termination rates, disability, mortality, those sorts of things to the extent that
47 your activities differ from what we assume, we're going to have gains and losses.

1 The first item being Salary Increases Less than Expected. As I indicated, we have a 2.75% long-
2 term rate. On average, salaries were a little bit lower than that. That's outside the Step Program
3 for those in the early years. They have increases greater than that 2.75%. That's a long-term
4 assumption. So, to the extent that we had salaries that were a little less than expected, decreased
5 your liability by about \$53,000.00. Decreased your contribution by about \$5,000.00.

6
7 Actuarial Experience. This would be the demographic activity. What happened during the year
8 with your members, both your inactive members and your active members? Really, you didn't
9 have too much. You had one member terminate with a vested benefit. I don't think he has taken a
10 refund yet. He might have taken it in 2022. At the time we did our valuation, he terminated and
11 was waiting to take a benefit. He may wait to retire. He's not in receipt today. You did have one
12 retiree pass away with a surviving spouse. Whenever a retiree passes away, usually the liability
13 goes down. You are no longer paying that benefit now. What normally would be for two life
14 spans will be just for one. You can see a gain there.

15
16 We also changed our Actuarial software that we use to calculate these benefits and liabilities. We
17 went to a more Gold Standard type of program to do so. As we coded it up and did all that work,
18 actually brought your contribution down a little bit. That was part of that Actuarial Experience
19 brought your liability down as well. You are about a \$35,000.00 difference just on Actuarial
20 Experience alone.

21
22 One Assumption Change that came in, \$730,000.00 decrease in your liability. About a
23 \$66,000.00 decrease in your contribution. Each year the Pension Fund has to file with the
24 Department of Insurance, submit your data, your financials, and all these interrogatories and
25 questions, and all the information about your fund. A couple of years ago, the State started
26 asking for the actual dates of birth for your retirees and disabled members, and the spousal date
27 of birth. Normally, we had an assumption in place, 80% married, three-year age difference
28 between males and females. Now, that we are using the actual data, that shows a decrease in your
29 liability. So, that means probably most likely, the age difference between males and females is a
30 little bit closer than that three-year gap, and also the percent married might be a little bit less than
31 80%. So, two things it could indicate why we would see a decrease in liability there. But that's
32 using actual data that we obtain every year now.

33
34 Asset Returns Greater than Expected, another thing we talked about the 33% return this year,
35 decreasing your contribution by about \$63,000.00. Your Contributions Less than Expected, this
36 reconciliation is based on that 100% funding pattern versus you are actually only contributing at
37 90%, so about a \$40,000.00 difference there on an annual basis. The difference in funding at
38 100% versus 90%.

39
40 Trustee Blackwell inquired so far as what we saved, I guess we could use that term for all
41 practical purposes, it came out to \$84,645.00. Mr. Rietz stated yes. Trustee Blackwell stated and
42 the numbers that you extracted that from was Expected Changes on line one, and then you took
43 the Contributions Less than Expected, \$39,699.00 and those two came up to \$84,645.00. Is that
44 right? Mr. Rietz stated it would be the sum of everything in that column. Trustee Blackwell
45 stated but these other ones that are in brackets, is that a loss? Mr. Rietz stated those are
46 negatives. He stated from an Actuarial perspective, this is opposite of the accounting perspective,
47 the Actuarial perspective, a negative is a gain. We would call anything in brackets "gains." We

1 have to flip our numbers all the time. We often overlook that. That's a very important distinction.
2 We have increase/decrease there we have it listed, or with a surplus versus a deficit sort of thing,
3 we always have negative numbers as gains. That's a good question.

4
5 This is just a breakdown of your contribution. The contribution consists of two different
6 components. Your Normal Cost which is about \$283,000.00, and your payment of that Unfunded
7 Liability, or the amortization of that \$14,000,000.00 turns out to be about \$1.27 million per year.
8 This would be an example. If your fund was 100% funded, the only contribution you would need
9 to make would be that Normal Cost. Right now, you are at about 18% Normal Cost. So, about
10 82% of your payment is due to that payment of that Unfunded Liability.

11
12 Demographic Changes, I went over these a little bit. Just the one member who terminated, and
13 also the retiree that passed away with a spouse. You have 16 Members that are still collecting
14 benefits outside of that group.

15
16 The Assumption Changes, I mentioned using actual data, and also there was a CBA that came
17 out with slightly different pay scales and steps that were included, but not enough to warrant a
18 change in assumptions here. We didn't have anything to make in that regards.

19
20 Mr. Rietz stated and also, your Funding Policy. Another difference here on your Funding Policy
21 is when we calculate our recommended contribution, we're actually amortizing that over a faster
22 period than the year 2040. Right now, we are down to amortizing that over 15-years, versus what
23 would be 19 or 20-years going to 2040. The recommended contribution is accelerated, both
24 towards 100%, and it's accelerated due to the period in which we are amortizing for.

25
26 Your Change in Market Value of Assets, Brian went over this a little bit with the Audit Report.
27 You started at \$10.8 million. Your Employer Contributions of \$1.1, and Employee Contributions
28 of \$230,000.00. That includes that service purchase that was out there. Your Return on
29 Investments, \$3.3 million net. Your Benefit Payments of \$1.2 million and some expenses. The
30 Net Growth of the Fund of \$3.4 million.

31
32 One of the numbers that we like to take a look at, and this is part of what goes into what we do as
33 Actuaries with regard to Risk Management. If we took that Benefit Payment amount of \$1.2
34 million, divided it by your Market Value of Assets, we would come up with a ratio. That ratio
35 tells us what percentage each year you are paying out of your money in Benefit Payments. Right
36 now, that number comes to approximately about 7.68%. Ideally what you want, is that ratio to be
37 at 6.50% or less. So, in theory you could say, if we hit our investment return, our investment
38 return dollars are going to payoff our benefits. The annual benefit payments are going to be made
39 by the investment return. That means all the money that you are contributing from the Village
40 perspective, and all the money that is going in by the employees is going where it needs to go. It
41 is going to pay down that Unfunded Liability, and it is also going to protect the accrual benefits
42 from your current actives. When you start seeing that ratio increase up over 10%, 12%, 15% for
43 some funds, even worse, net for some funds, you start having some cashflow issues. You have to
44 keep assets more liquid, because as the contributions come in, they are going right back out the
45 door in benefit payments. You are in a pretty good spot right now. It is something we like to take
46 a look at and monitor what that ratio is. That can have a very big impact of like I said,
47 "Cashflow," and how you are able to invest that money going forward.

1 Trustee Blackwell inquired so between those two numbers where you showed a deficit of \$1.2
2 million and \$33,000.00, that's the totality of the numbers. That represents what we paid out is
3 what you are saying in expenses? Mr. Rietz stated correct. Trustee Blackwell stated because
4 benefits and refunds are funds that are paid out for various types of things, and then the bottom
5 line is that we came in with \$14.1 million and assets over costs? Mr. Rietz stated right. You
6 started at \$10.8 million. You are at \$14.2 million. Your fund grew net \$3.4 million. These are the
7 cashflow items that got you there. The big item of that difference is that investment return. You
8 can see your contributions are approximately equal to your benefit payments, but that investment
9 return is really what helped the fund grow. Trustee Blackwell stated absolutely. Mr. Rietz stated
10 let's hope for 30% returns every year and you will be great in 10-years. The reality is, that
11 benefit payment amount is going to go up each and every year as well. Go to the next page.
12

13 Trustee White inquired what is that historical number? I think you got started at about 2016
14 showing the returns. What is the historical return if we were to take a look at a 10, or 20-year
15 view on one of those returns?
16

17 Mr. Rietz inquired of Asset Returns? Trustee White stated yes. Mr. Rietz stated that Brian
18 showed the seven-year history, four up years, three down years. On average that's what we use
19 to help determine what we want to use as your Expected Rate of Return. It's probably
20 somewhere in that 6.50%. He stated with this past year, it's probably above 6.50% to 7% that
21 you have gotten over those six or seven-years. Most investment funds, I think, going back to
22 around 2010, with a lot of the ones that we work with are right around that 7% over the 10-year
23 history. Again, they can vary by investment manager. In general, that's about where they've
24 been. We don't get so caught up in the short-term. We know the bond market is really low.
25 We're not going to get 5%, or 4% on bonds like we have in the past. The stock market, that is
26 pretty good right now. That is somewhat offsetting the difference in the fixed income market, but
27 that could change too. We could have that swing happen. When we set your Expected Rate of
28 Return Assumption, we do look at that as a long-term horizon, 20 plus years of what we expect
29 you are going to get on average over time. What is certainly going to happen is your liability, the
30 way we value it, is going to increase at that 6.50%. That's the way we discount the liability. We
31 determine the liability based on that amount. What you actually get is going to be your
32 fluctuation with how your assets grow.
33

34 Mr. Rietz stated when we are talking about Benefit Payments, we like to take a look at what
35 happens in the next five or 10-years. In the next five-years we expect your Benefit Payments to
36 go up almost \$450,000.00 a year. What that means is, your current retirees are getting their 3%
37 COLAs each year. That's a piece of it. And you also have some members, such as the Chief right
38 now, who is close to retirement age or planning to take his benefit. We project all those active
39 Members to start to take benefits as well within that next five or 10-year period. As the Chief
40 starts to take his money, that Annual Benefit Payment amount is going to go up. As far as any
41 other Members in that same category, this year, next year, in the next five to 10-years, we try to
42 take that into account. I don't show this to scare you. I don't want to make this like these
43 numbers are getting huge, an 80% increase in 10-years.
44

45 When we calculate our Recommended Contribution, or the contribution amounts, that takes all
46 of this into account. That's all part of the math that we do. We calculate those benefits. We
47 calculate the liabilities out there. It's also the timing of those benefits. If you contribute the way

1 that is projected, you follow the recommendations, that covers these big, huge increases you
2 might see in the next five or 10-years.

3
4 Trustee White stated it might be a good idea to put that on this slide. Trustee Blackwell inquired
5 do you calculate inflation on these findings? Mr. Rietz stated we have an inflation assumption
6 included with regards to how the COLAs are interpreted. Not just the COLAs, but also for Tier 2
7 Members, there's a salary cap that's included. That was part of the Consolidation Bill that was
8 passed. It wasn't just to do the investment. They did some Tier 2 Benefit enhancements. One of
9 them was related to the COLA increases. They give the full 3% versus one-half of the CPI, and
10 that's also the same for the salary cap on Tier 2 Benefits. They use to increase that one-half was
11 CPI. Now, it is the full CPI. There are a few things like that that did get reflected in there. But for
12 the most part, COLA with Tier 1 Benefits is set at 3%. There's really not an inflation component
13 of that. When we are talking about the investment side of things, the investment advisors have
14 their inflation assumptions that they use when we try to project what is a certain asset class going
15 to return over the horizon. There's an inflation component for that that we would take from the
16 investment advisors. We disclose that in the GASB Actuary Report what their assumption was
17 with regards to how the investments are going to grow.

18
19 Trustee Blackwell inquired is there a Tier 2 level, or component, in the Police Pension? Mr.
20 Rietz stated yes. Anybody hired after January 1st, 2011 will be a Tier 2 Member. Trustee
21 Blackwell stated and their actual amount of payout would be substantially less than for Tier 1.
22 Somewhat less. Mr. Rietz stated somewhat less, because the way that the salary is calculated. A
23 Tier 1 Member gets your final pay, times your service, times 2.50%. For example, a 30-year
24 employee would get 75% of their final pay. A Tier 2 Member would get that same 75%. So,
25 2.50% times 30-years. They do a four-year average of pay. The pay that's used is slightly less
26 than your last year presuming increases each year. It's going to be a few percentage points less,
27 because it is a four-year average versus just the one-year. Trustee Blackwell stated oh, okay. So,
28 they would take the four-years and do an average for the amount that they would establish. Mr.
29 Rietz stated right. They would get a slightly less benefit because of the four-year averaging.
30 There's also a difference between eligibility when you can take your benefits unreduced. Right
31 now, a Tier 1 Member can take an Unreduced Benefit at age 50 with 20-years of service. A Tier
32 2 would have to wait until age 55 to take their benefit unreduced. They can retire at age 50, but
33 there's a reduction in place that would bring their amount down. It is not an Unreduced Benefit,
34 It's still a subsidized benefit. It is still a greater benefit than what the Actuary equivalent would
35 be. It is still not a full benefit until 55.

36
37 Village President Burke stated the important thing from our perspective is the difference between
38 Tier 1 and Tier 2 is how much we have to put in, 22% versus 7%. Trustee Blackwell stated that's
39 a significant difference. And the amount that we would payout as well too. Right? Village
40 President Burke stated what we are concerned about is how much we have to put in. There's a
41 big difference in what we have to put in, in order to solve his Actuarial Tables.

42
43 Mr. Rietz stated other Risk Management things we take a look at: The first bullet here, "The
44 Market Value of Assets (\$14.2 million) is less than the Actuarial Accrued Liability for inactive
45 Members." You have 19 Members out there taking benefits with a total liability of \$17.5 million
46 out of your total \$26,000,000.00. Right now, your assets are less than your retired Members. The
47 big discussion point we've had tonight, and then we had also at the Finance Committee, is of that

1 liability of \$17.5 million, \$4,000,000.00 of that is for disabled Members. We have five disabled
2 Members. He stated \$4,000,000.00 of liability is for those Members alone. So, that's pretty
3 significant for a fund of this size. Mr. King asked that we get some information. I can talk to you
4 about this after the meeting. We gathered some information about your neighbors. What ratio of
5 disabled Members and liability do they have? Are we an outlier here? Are we in the high-end, in
6 the middle, or something like that? Some good information I'll pass along to you. I know it has
7 been asked before by the Finance Committee. I wanted to make sure that you did know we have
8 that available for you.

9
10 So, disabilities, both outside of the PSEBA side. It's an expensive benefit. If you are deemed
11 duty disabled, you get 65% of pay. You could have worked here for one-year, became duty
12 disabled, you get 65% of pay. There was no period of time in which the money was able to
13 accumulate by employee contributions, Normal Cost by the Member earning time to get those.
14 I'm not saying you have any in that situation. That's an extreme situation. That's how dramatic
15 that liability could go up for that one Member. On average, \$800,000.00 of liability per disabled
16 Member.

17
18 Trustee White inquired is this mandated at the State level? Mr. Rietz stated that's all part of the
19 State Statutes. Village President Burke stated that's the way the game is played. That's why we
20 try to manage everything down to this, because if we don't, that gets out of control, we don't
21 have any control over that. The State and the Pension Board gets to pass out money without us
22 having anything to say about it. That's reality.

23
24 Mr. Rietz stated moving forward. The Statutory Minimum Contribution, again we see a decrease
25 this year. Last year the amount that we calculated is \$1.24 million. This year it decreased by
26 about \$109,000.00 to \$1.13 million. This is actually less than what you contributed last year. The
27 way the contribution works, by the time we calculate an amount, by the time it gets put in your
28 Budget, gets levied, gets collected, there is really about a two-year difference for all that to
29 happen. When we are talking about the \$1.5 million you put in last year, that's actually probably
30 what we calculated in 2019. What you budgeted last year, \$1.24 million, we expect that to come
31 in in Fiscal Year 2022. This \$1.13 million if you choose to contribute that amount would come in
32 in Fiscal Year 2023. I believe, the Board, as we discussed this, I don't know if it's final. I don't
33 want to put words in your mouth. But they decided with that \$100,000.00 decrease, let's still
34 fund at the prior year. We still want to try to maintain that, and keep more money going into the
35 fund and do our due diligence, and your fiduciary responsibility to fund the Plan better than what
36 would be required. I think that was decided.

37
38 Ms. Zigras stated I'm going to be presenting that December 2nd. That will be one of the
39 recommendations is to continue funding at last year's. Mr. Rietz stated so that's a reference point
40 for where you are at today, and what you will be doing in the next couple of years.

41
42 Mr. Rietz stated going forward. The Changes in Net Pension Liability. This is jumping to the
43 Financial Statement side. This is what Brian talked about earlier. The bottom right corner is that
44 Net Pension Liability. It's \$17.17 million. The difference between this Unfunded Liability and
45 the one we just saw for funding, is due to that discount rate difference of 5.40% is what we are
46 using this year. It actually decreased from 5.61% to 5.40% this year. That is going to show up in

1 a Change in Assumptions. Again, a reconciliation of where your liability started, to where it
2 ends, and then the financial and the liability side of things.

3
4 Mr. Rietz stated your Five-Year Employer Contribution History. Love seeing those 100 per
5 cents. Again, we line up the contributions on that two-year lag basis. The money that came in
6 this year was the same as what we did our Actuarial Valuation at 2019. You put that amount in.
7 As we talked about before, the full amount wasn't collected from the levy, so the General Fund
8 did make up that difference to make sure that you still got to that 100% level. It looks like you've
9 done that for several years in a row. That's good to see that you are making those contributions
10 as required and how it impacts the Financial Statements we spoke of earlier.

11
12 This is the GASB Solvency Test. This is that crossover test we talk about where we are
13 projecting your assets. That's the dark, black line that is increasing steadily until you get 20-
14 years out, and then it starts dropping off because we don't know what we are going to do with
15 contributions from that point on. Also note, this is a closed group basis. So, as employees pass
16 away, or as Members retire, we're not replacing them with new employees. We have to divide
17 the salary growth and everything from old employees, to current employees, to new employees.
18 This is a closed group basis. You are contributing on a closed group through 2040 to fund for
19 these people. As new people come along, that's not reflected in the liability for GASB purposes.
20 We don't have to include projected new hires and all those sorts of things. What this indicates,
21 by funding towards that 90% target, the Plan would project to become insolvent in about 45, 46-
22 years. Just because you aren't funding to 100%, you are not going to have enough paid to get
23 there. The reality is, come 2041 you are still going to be making a contribution probably similar
24 to what you are doing and making in the prior years. That's the way the math works and the way
25 the statute reads, and why we are having discussions to say, "What do we want to do from a
26 Village funding policy perspective to continue those contributions after the year 2040, so we can
27 reflect it on this graph to make that black line still start increasing beyond 2040 to be able to
28 cover those benefits we are going to need coming due in those later years?" That's the
29 conclusion. I would welcome any questions, comments.

30
31 Trustee White inquired based on that last graph, whether it's a matter of policy, or economics,
32 combination thereof, this is sustainable even beyond 2040? Mr. Rietz stated correct. As the
33 GASB Statement reads, we have to make a snapshot determination as of today with your current
34 Census, closed group, if we continue doing what we do today in place, how the Plan is going to
35 look. If we have what is called a "Formal Funding Policy" in place, which we currently don't
36 have, that's where that five-year history becomes so important. If we don't have a Formal
37 Funding Policy in place, we have what's called an "Informal Funding Policy." It means we are
38 going to take what have you done for the last five-years and use that as our basis to project what
39 you are going to do going forward in the absence of anything truly written down. So, at least we
40 can say, you are going to continue making 100% of the Statutory Minimum Contribution going
41 forward. That's the policy they have in place, although it's not formalized by any sort of
42 documentation. That's the methodology that's being used. Going forward, if you decide to make
43 a more formal policy, adopt something in writing, and so forth, us and Brian would be able to
44 use that to say we can project a better outlook for the fund.

45
46 Trustee White inquired do you happen to know the associated growth rate with that minimum
47 contribution? Mr. Rietz stated again, the growth rate would still be at that same 2.75%

1 assumption. That's also calculated on a percent of payroll basis. As we are projecting 2.75%
2 that's what would be projected. That's why that's a steadily increasing line. Even though the
3 Normal Cost will be a decreasing component, because you currently have 19 active Members,
4 they are going to start terminating, retiring, and so forth. That number is going to start going
5 down. The Normal Cost Contribution will start decreasing, but the amortization payment is still
6 increasing. That's why that is still on an upward slope there. Trustee White stated thank you.

7
8 Village President Burke stated thank you so much, Bob. As usual, you've done your stellar job. I
9 think people have had an opportunity to have an appreciation for what's going on. And if
10 anybody out in the public wants to know, you should be armed with how to talk about it and let
11 people know. Again, you've got Stan. You've got Brian. And you've got Bob backing up Betty.
12 And I forgot Willis and the Finance Committee. They look at this stuff all the time, and we make
13 decisions. When we get to the Budget, you will have a better understanding of why we need to
14 do some things that we have to do with the Budget. There's a whole lot of things swirling around
15 to help make up how to manage this. Some of the reasons that some of these numbers are where
16 they are, we sat in this room and went through what are the three, four, or five things that we
17 could do to kind of keep this thing under control? It is working out almost like what we talked
18 about. Mr. Rietz stated we're trying. Village President stated thank you guys, both. Mr. Rietz
19 stated thank you. We appreciate the opportunity. Village President Burke stated if you have any
20 other questions let Betty know, and Betty can get the answers if she can't answer the question for
21 you. Trustee Blackwell stated nice job, guys. Mr. Rietz stated thank you very much. We
22 appreciate it.

23
24 **John McDonnell – Building Commissioner**

25
26 **Planning & Zoning Update – Veterinary Clinic** – Village President Burke stated it is 9:16. He
27 stated Mr. McDonnell you are next. Planning and Zoning update, the Veterinary Clinic.

28
29 Mr. McDonnell stated yesterday, November 16th, the Planning & Zoning Commission met on the
30 project that we have been talking about at the last couple of past Board Meetings, the VCA
31 Animal Clinic Project that is proposed behind CVS on Olympian Way and Lincoln Highway.
32 The Planning & Zoning Commission met yesterday. They listened to testimony from the
33 Petitioner and their request for a Special Use Permit. They are requesting that we amend our
34 Code under the Special Use Permit Use in a Business District. They are asking for the Board to
35 grant them a Special Use for that project. It also incorporates a Plat of Subdivision, which would
36 be a Preliminary Plat of Subdivision. It is only preliminary now because it's not platted yet.
37 That's what you have before you. You should have a report from Teska Associates.

38
39 The Planning & Zoning Commission did vote unanimously to move this forward to the Board
40 level, with four Motions from the Planning & Zoning Commission for the Board to review, and
41 the Board to act on. There is no Ordinance currently, because naturally we just had this meeting
42 yesterday. If the Board would like, you could direct me to involve the Village Attorney and have
43 him draft the Ordinance for the amendment to the text of the Zoning Code in Chapter 22, which
44 we could do very simply. And then we could draw up the granting of the Special Use for the
45 Animal Hospital.

46

1 Village President Burke stated that he got the Ordinance from John this afternoon. We'll pass it.
2 It's not going to impede what we need to do. We want to expedite this. This is a great
3 opportunity for us. It's a 10,000-square foot opportunity that's going to be put in here. It's going
4 to be great for the Village. It's not going to stop them from doing what they need to do. They're
5 moving forward. At the next Board Meeting we will have this for everybody to officially adopt
6 it. We are going to fast-track this.

7
8 Village President Burke stated the one biggest issue was having a proper sewage disposal. We
9 figured out with staff how to solve that. There is some language in that Ordinance. But it's no
10 expense to the Village. It's minimum expense to the developer. We are continuing on as if this is
11 going to get done. And it's going to get done. At the next meeting, you guys will get a copy of
12 what the Ordinance is and vote on it. We are proceeding as if it's done.

13
14 Trustee Oliver inquired it's 10,000-square feet? Village President Burke stated 10,000-square
15 foot animal hospital right behind CVS.

16
17 Village President Burke inquired of Mr. McDonnell whether or not he had anything else to
18 update us on. Mr. McDonnell stated no, that's it for me.

19
20 **James Landini – Public Works Director**

21
22 **Resolution #2021-13** – A Resolution for Improvement Under the Illinois Highway Code –
23 Construction Engineering for Roadway Resurfacing – Mr. Landini stated what you have before
24 you is a Resolution for Construction Engineering for Roadway Resurfacing. At the last meeting,
25 we passed the Construction Engineering Agreement for Baxter & Woodman for the amount of
26 \$71,441.00. This is the Resolution allowing us to pay that agreement with MFT Funds. It is
27 Resolution #2021-13. Village President Burke stated we talked about this the last time. This is
28 the payment, as he said.

29 **Motion By Trustee Finley, Second by Trustee White to Approve Resolution No. 2021-13 - A**
30 **Resolution Allocating Motor Fuel Tax (MFT) Funding for Construction Engineering for**
31 **Village Roadway Resurfacing in an Amount Not to Exceed \$71,441.00.**

32 **Roll Call: Ayes (5-0) Motion Carried.**

33
34 Village President Burke stated I know all of you have an opportunity to see this, the signs that
35 Mr. Landini put up in the neighborhoods, I hope the people who live in those neighborhoods and
36 the people driving through the neighborhoods can see the work that is being done. We want to
37 make sure that everybody understands where their money is going, and that we are fixing things.
38 The Force Main Project, and the Road Resurfacing, and the swales, are some big events. So, the
39 signs help.

40
41 **Resolution #2021-14** – A Resolution for Rebuild Illinois Bond Grant for Improvement Under
42 the Illinois Highway Code – Construction for Roadway Resurfacing – Mr. Landini stated I have
43 one more thing. It is very similar. It's a Resolution allowing us to use the Rebuild Illinois Funds
44 towards the Road Construction Project for the amount of \$219,152.56. That's Resolution #2021-
45 14.

46

1 Village President Burke stated those dollars that Brian talked about in the various funds and
2 moves to one place or another, we've been able to finance all these projects through these
3 surpluses, or where we moved it from one year to another year. We didn't go out and borrow any
4 money to get any of this stuff done. Somebody asked about our bond rating. He stated us paying
5 for this without borrowing money helps that bond rating.

6 **Motion by Trustee Oliver, Second by Trustee Finley to Approve Resolution No. 2021-14 - A**
7 **Resolution Allocating Rebuild Illinois Bond Grant Funding for the Construction of Village**
8 **Roadway Resurfacing in an Amount Not to Exceed \$219,152.56.**

9 **Roll Call: Ayes (5-0) Motion Carried.**

10

11 Trustee Oliver stated before we move on, I want to go back to the Ordinance regarding road
12 surfacing. I live along that street. I have a window to the world to watch the progress they've
13 been making. My wife walks her dog all up and down along 207th. Our neighbors are very
14 impressed with the company who is responsible for doing the work. They've been very
15 responsive to residents who ask questions. They've been very clean with what they've been
16 doing. They just completed most of the swale work. Today they are putting in sod and watering
17 it all down. You can hardly tell they were there. That's just how nice and neat everything looks.
18 Most of our residents are saying, "That's our hard tax dollars at work." Something that they can
19 see. Usually, in your business, you do work underground, things that people don't see. But it
20 better be working. They see this and appreciate this. And this really adds to the sort of sense of
21 pride that people have about what the Village is doing, because you can see this. They are very
22 happy with the company, and the position that the Village has taken to fix that. On behalf of the
23 residents of Olympia Fields East, thank you. Mr. Landini stated thank you.

24

25 **TRUSTEE LIAISON REPORTS:**

26

27 **Planning & Zoning Commission/Human Resources – Trustee Blackwell –**

28

29 **Planning & Zoning** – Trustee Blackwell stated John basically covered the meeting from last
30 night. He pretty much laid it out in terms of where we are going with that. We are trying to fast-
31 track that. They had a good plan. They have a few issues to work out with building. I think it's a
32 good deal for us. That's a piece of property that otherwise would not get that kind of maximum
33 use out of it.

34

35 They will sell some products there they indicated, but not a lot of products. We do get a little tax
36 revenue on the few things they might sell. It will be a big plus for us to have that in that spot. I
37 know Trustee White had asked about the size of it in terms of square footage. Everything is
38 going to be north of CVS on Olympian Way. Think of where CVS is, and just start heading
39 towards Chicago. Go north. Their actual building is going to be there. I have the blueprints and
40 everything so you can take a look at that after the meeting.

41

42 Trustee White stated right down the street from my house. Trustee Blackwell stated it was a
43 good plan. It's a good use of the land. We are looking forward to that because we need these
44 kinds of developments.

45

46 Trustee White inquired any projections on tax revenue? Trustee Blackwell stated the tax revenue
47 is going to be minimal in terms of sales tax. In terms of property tax, I don't know. You'd have

1 to talk to the experts in that area. I don't think we are going to get much of anything. Village
2 President Burke stated it's like a hospital. It's services. There are no sales tax on services.
3

4 Trustee Oliver stated there will be a lot of foot traffic. Trustee White stated there's likely to be
5 some because we go to the VCA, I guess, it's in Crete. They do sell quite a bit of pet products.
6

7 Village President Burke stated so, what are you saying? That we should tell them what they
8 should sell, or what? Trustee White stated no, they are going to sell it. There's no doubt. Trustee
9 Blackwell stated he said they sell basic products. They sell the top-level dog foods, for instance.
10 There are like 60 kennels in the back. There is going to be a lot of traffic. What happens with that
11 is, as we put these types of places out there, it develops other things for us. You will have more
12 traffic down there. It will open up the door. Maybe somebody will build something ultimately,
13 for a little coffee shop down the road because of the Metra people. A lot of people have pets. It's
14 a big plus for us. It makes us unique because we started developing the character of the Village,
15 in terms of what types of business we put up. This is one that is well-respected.
16

17 Village President Burke stated the CVS will benefit because people will go in there while they
18 are having something done with their dogs. Everybody knows that we now own the train station
19 right across the street. People, on their way to work, might drop their dogs off to be taken care
20 of, groomed or whatever, and get on the train and pick them up on the way back.
21

22 Trustee White stated that three-weeks ago, we had a scare with one of our dogs and took it over
23 to the emergency animal hospital over in Indiana. And to your point, while she was in there, I
24 went to the Walgreen's right across the parking lot. Village President Burke stated without a
25 doubt, that's part of the gain that we're trying to make happen.
26

27 Village President Burke stated the guy that we met with was the architect. The developer, we've
28 already had meetings with him to do other developments in the Village. We told him we would
29 like to have a Petco. That would compliment the doggie hospital. We've already plotted the
30 conversation. We want to try to be as accommodating as possible. This is the first step. But a
31 10,000-square foot, brand new building, that's a big deal. Trustee White stated I am going to
32 have to make sure that my girls are the first ones to go in. Village President Burke stated the
33 people that are doing this, we have been going to their place for 20-years over in Chicago
34 Heights. They are moving from there over into this place. That's going to be a good deal for us.
35

36 **Human Resources** – Trustee Blackwell stated on the HR, I think our Village Administrator
37 covered where we are going with that. I think enough said about that. Very nice work on
38 Napoleon's part to put that together. He's working with the President to evaluate people, give out
39 bonuses, work with the funds that we have.
40

41 Village President Burke stated I will say one thing about the bonuses, if you listen to what Brian
42 and Bob were saying, if you keep compounding salaries then things keep going exponentially,
43 whereas, if you give people raises, and maybe this year they get a bonus versus a compound
44 thing that helps keep control of the expenses. Trustee Blackwell stated exactly. Village President
45 Burke stated it's a strategy. We've been working with Brian and Bob, and Bob specifically,
46 about this for the last three-years. It's paying off. We are going to have a lot of new people

1 walking around here. That will make a difference in terms of what goes in the pension and what
2 doesn't.

3
4 **Public Works/Beautification Committee – Trustee Finley –**

5
6 **Public Works** - Trustee Finley stated in the spirit of continuing to lift and praise Public Works, I
7 wanted to let you know that Jennifer Beasley who is our first member of the Public Works
8 Committee and myself, traveled one whole half day, and then met for another half day with Jim
9 Landini. We went around the territory of working concern of Public Works. We saw everything.
10 We saw salt. We saw Public Works. One of the things that we came back from, we were
11 convinced that Jim Landini should wear the Public Works T-shirt. We don't know why he
12 doesn't want to do it. It's an excellent shirt. Village Administrator Haney stated we agree.
13 Trustee Finley stated we all agree.

14
15 We listened to the evolving philosophy of how Public Works can continue to serve, and yet
16 conserve the resources of the Village. Right now, it is clear that we are setup, in my mind,
17 mechanically to do things. It lets us fix things when they break. It doesn't let us anticipate and
18 monitor systems while they're going on. What we are looking at, is at some point coming to you
19 and being able to discuss automation versus just total response of wait on mechanical. There is
20 good stuff there.

21
22 On the administrative and wonder side, the good news is that Monique Smith is our new Public
23 Works Administrative Assistant. Some of you have met her. She started this past Monday. She is
24 a resident of Olympia Fields. We continue to grow with good news, because Roxanne Post has
25 accepted an offer to fill one of our open laborer positions. Her expected start date is December
26 6th, 2021. We believe that she will be the first ever, female Public Works laborer. She brings with
27 her 13-years of experience from the Village of Richton Park. Now, I will ask Jim, what does the
28 laborer include? He says, she will be a general maintenance laborer. Same position as the rest of
29 his field staff. Snowplowing, water main breaks, mowing, street repair, sewer repair, et cetera.
30 She has joined that side of the team. Mr. Landini stated full-service maintenance. Trustee Finley
31 stated so, we are moving into the 21st Century. When you see her out there doing what all she
32 does, say something supportive. Mr. Landini stated she is going to be really good. Trustee Finley
33 stated we are excited.

34
35 Trustee Finley stated we also wanted to let you know that we still have one other laborer position
36 to fill. Jim is planning on scheduling interviews early next week for that.

37
38 **Sewers, Water, and Roads** – Trustee Finley stated the Road Drainage Program, the swales and
39 culverts are completed in Arcadia, Greenwood Drive just north of Scott Drive, and 207th Street in
40 the Olympia Fields East Subdivision. They have been graded, installed, and landscaped. One of
41 the cool things that you said about the folks who are subcontractors, they are exceedingly
42 helpful. I pulled my car over and said, “So, what are we doing?” They said, “Well, come closer.
43 Just don't fall down that hole. We are going to show you what all we are doing.” They are open
44 to education and sharing information. I like that about them.

45
46 Depending on the weather, road grading and blacktopping will be started within the next week.
47 The completion is still on track for early December for our Christmas present to the Village.

1 **Water Meters** – Trustee Finley stated water meters are down to 150 out of roughly 1900 meters
2 left to install. These meters are for homes that don't have a viable phone number. We talked
3 about that circumstance before with regards to water. We are putting out another letter next week
4 giving a specific date that they need to schedule by. I'm not clear what we are going to do when
5 they don't respond again. Do you want to tell us?
6

7 Mr. Landini stated there's not a whole lot we can do. The letter can be very forward with the
8 threat of what we can do. Village Administrator Haney stated that we plan to send a letter that
9 articulates our ability and intent to maybe interrupt their water service if they don't comply. The
10 issue is, we need to finalize these meter installations. It places an undue burden on the persons
11 who are having their meters read properly. It puts a burden on Public Works to go out
12 continually. Inefficient use of manpower to go back to houses to say, "We need to get in to
13 install your meter." It is just inefficient. We plan to have some conversation with the residents
14 and compel them to allow us to install these meters.
15

16 Village President Burke stated it is important that we get to a position where we are billing
17 people on a monthly basis and not every other month. The necessary tower to do meter reading
18 from a tower that reads the whole Village, instead of having to do this manually, the software
19 that we're putting in, there's a whole lot of things that are part of a very comprehensive plan to
20 modernize what we have around here. The water meters are an integral part of what we are trying
21 to get done. We have a March date that we want to get to where everybody is getting their water
22 bills every month. That helps with our communication effort. In addition to that, it increases our
23 productivity with the staff that we have. We will, one way or the other, make that date in March
24 that we want to get to. It reads an electronic meter in everybody's house. We can't be running
25 down the street with a square wheel and a round wheel. We have to get them all on the same
26 page.
27

28 Trustee Finley stated the good news is that the Public Works Department is in sync with this
29 kind of thinking. What we want to do is get ahead and not just be beholding. Because sooner or
30 later that's the position you are in. It will be something that overwhelms you. That's everything
31 from the mechanical things that we talked about, to not having enough space to store the salt and
32 buy it at the opportune time that we need it. How much salt do we have? Mr. Landini stated right
33 now, we have about 120-tons of salt. Trustee Finley inquired which is how many spreads? Mr.
34 Landini stated which is going out about two and a half times. That's what we have in stock. We
35 do have a contract for the entire season's worth. That's what we can hold on the premise. If there
36 is ever a delay, or a salt shortage, we don't have any storage backup.
37

38 Trustee Finley stated these are the kinds of risks that we know something about. We can make
39 some other kinds of decisions about how we want to maximally operate Public Works. Public
40 Works is spread out all over the Village, the resources. She stated being able to consolidate some
41 of those operations in one space is something that also is a goal that we need to take a good look
42 at.
43

44 **Beautification Committee** – Trustee Finley stated that the forms and letters are going to go out
45 to the Homeowners Association Presidents, asking them to nominate homeowners. The
46 Beautification Committee can then go around and evaluate who gets the prizes for making our
47 Village the most holiday festively beautiful. I got a chance to go around with them for one of the

1 other types of competition that they have. The commentary is just great. The people on the
2 Beautification Committee actually know quite a lot about foliage, greenery, and trees, and all
3 things that grow. They also have a fine appreciation and gratitude for what people do in order to
4 make the Village a festive and beautiful looking place. The forms are going out nominating
5 people. They are due in by December 16th. The judging is on December 21st. It is going to be a
6 beautiful thing. She stated for those of you who are thinking about under representing the Village
7 with just a wreath, or a few lights, please, don't make us come back to ask you to do better. It's a
8 very nice thing.

9

10 The Beautification Commission and Public Works work hand-in-hand in order to make a lot of
11 the things happen that we just take for granted.

12

13 **Public Safety/Police Pension – Trustee Oliver –**

14

15 **Police Pension** - Trustee Oliver stated I'm not going to have anything else to say about pension.

16

17 **Public Safety** – Trustee Oliver stated on October 24th, Bernard Sheppard, the President of
18 Graymoor Landowners Association invited me to present a Public Safety briefing at its annual
19 Homeowners Association Meeting. It was held virtually. Mr. Landini was there as well.

20

21 Trustee Oliver stated on November 2nd the Public Safety Committee met. Our plans continue
22 with the workshop. I won't say much more about that. What's important is, a part of our mission
23 is to look at the Emergency Operations Plan. He stated from what I understand, it is nearly
24 complete. Village Administrator Haney is completing his final review. He had to take a look at a
25 couple of the issues that were part of the documentation. In a number of days, it should be done.
26 I'm waiting for Chief Springer, our Fire Chief, to sign-off.

27

28 At this time, I would like to ask Chief Morgan to provide the Board with any updates on
29 personnel, or updates on call volume, et cetera, et cetera.

30

31 Chief Morgan stated earlier tonight we did swear-in Officer Mitchell. A good addition to the
32 police department. We'll have to speak with Village Administrator Haney possibly next month.
33 December 7th, we have a Fitness Test being done at a police academy. We have three individuals
34 that hopefully will pass that, and will be attending the police academy January 3rd. Possibly, they
35 will be ready to get sworn in at the next Board Meeting.

36

37 Chief Morgan stated we also have another officer whose family obligations and job obligations is
38 going to be starting here on January 3rd. We will be at full strength.

39

40 **Best Wishes to Chief Morgan** - Village President Burke stated believe it or not this is Scott's
41 last meeting. Scott is officially retiring the end of the month after 33-years. Trustee Blackwell
42 stated well-done. Village President Burke stated he has done everything that I've asked him to
43 do. All through the pandemic he has done a yeoman's job of protecting and working with all of
44 the other communities around us. We didn't have any break-ins or any disturbances in the
45 Village of Olympia Fields.

46

1 I remember one particular situation where we were over there providing a moat, if you want to
2 call it, around the Wal-Mart. Scott had the National Guard in one place. We had the State Police
3 someplace else. We had all of the various other communities around. There was a big parade that
4 was suppose to go one place. He was very quick on his feet. When they decided to change
5 direction and come back the other direction we were completely insulated. We had Public Works
6 trucks blocking off certain streets and stuff. I was standing there watching Scott do his thing, and
7 his relationships with the surrounding towns. We are going to miss him. Thirty-three years is a
8 long time.

9

10 Village President Burke stated we are going to have a little get together for him before the month
11 is out. I hope all the Trustees come. Probably give him some kind of a token of our affection that
12 he can carry with him. I just wanted to acknowledge Scott in front of the Board. And for the
13 record, 33-years is a long time. (There was a round of applause). We will come up with a date
14 because we are going to have a little ceremony and a luncheon for him. I hope all of you can
15 attend. Thank you very much, Scott.

16

17 Chief Morgan stated thank you. He stated thanks to each and every one of you. Believe it or not,
18 33-years has gone fast. It's been a great Village to work for, believe me.

19

20 Trustee Pennington stated I remember when you stopped me coming home from work one time.
21 Pulled me over.

22

23 Trustee Oliver stated as a matter of record, is there anything else you'd like to say regarding
24 Olympia Fields and its Public Safety?

25

26 Chief Morgan stated we can do the crime stats really quick. I just did a quick one. Every month
27 we always average around 600 calls a month. He stated for October we are at 627 calls. Last
28 month we were at 577. Christmas is getting near. I am sure this month and the month of
29 December we will see a creep in calls. He stated for a three-year period, I just did January 1st to
30 October 31st. In 2019, up to that point in time, we had 7,996 calls. In 2020, the pandemic was
31 hitting everything. We dropped down to 6,188. This year, we are at 5,812. The gambit of police
32 calls that get opened up range from suspicious people, parking problems, premise checks, 911
33 calls. We've seen a huge decrease. Hopefully, that trend continues. I know President Burke tells
34 residents all the time, "If you see something suspicious, don't sit back. Don't wait for somebody
35 else to call. Call the police. Call 911." You are our extra set of eyes. We need your eyes to let us
36 know we need the police there. If our calls go up because of that, it's okay.

37

38 Trustee Oliver stated that's great final thoughts, Chief. On behalf of the Public Safety
39 Committee, we salute you. We wish you well.

40

41 Trustee Finley stated at one of our meetings you told us that you ordered three cars. One is here
42 being outfitted. Chief Morgan stated yes. One was delivered. It is being outfitted still. Two are
43 still on back order. My thought is, we got that vehicle maybe a month ago. It is being outfitted
44 right now. We ordered those two vehicles two months after we ordered the one, we just got. I'm
45 hoping maybe next month we are going to get delivery of the other two.

46

1 Ms. Zigras stated the one we're paying for right now is the one we have? Chief Morgan stated
2 the one we have, yes.

3
4 Village President Burke stated those cars, maintenance is down. The fuel usage is down because
5 they're hybrids. That's something that Trustee Finley is always pushing them on. If you talk to
6 the police officers themselves, the cars are more than adequate to get around what they need to
7 do. They shut off to save on the battery. It's been a big help in the right direction to reduce our
8 expenses. What's holding up about it is the cars are in short supply.

9
10 Village President Burke stated Scott is leaving, and replacing him on an interim basis will be
11 Derrick. Derrick is going to be Acting Chief until we sort through what we want to do. Right
12 now, there is no reason to make a big drastic change. I've known about Scott leaving for about
13 four-months. I asked him to keep it on the down low, and make sure that Derrick understands
14 everything that's going on. The two of them have been working very well together. There will be
15 no change in how we run things around here. The people are already acclimated. We have some
16 new officers. In the interim, until we figure out what we are going to do, Derrick is going to be
17 the Acting Chief.

18
19 **Finance/Building Department – Trustee Pennington –**

20
21 **September 2021 Financial Statements -** Trustee Pennington stated tonight I will be giving the
22 financial results of the Revenues and Expenses for the Village of Olympia Fields for the five
23 periods ending September 30th, 2021. He stated starting with the General Fund, General Fund
24 Revenues for this period exceeded Budget Projections by \$361,616.00, or 16% favorable to
25 projections. Our Budgeted Revenue for this period was \$1,846,740.00. We realized actual
26 revenues in the General Fund of \$2,208,356.00. Gains in Sales Tax Revenue, Real Estate Taxes,
27 RedFlex Revenues, as well as Developer Agreements, Utility Tax Revenue, and Grant Revenue,
28 were contributing factors to this positive position. General Fund Expenses were also favorable to
29 Budget Projections by \$197,671.00, or 9% favorable to Plan projections. Budgeted Expenses for
30 this period were \$2,173,169.00, while actual incurred expenses were \$1,975,498.00. When we
31 compare total revenues to total expenses, we have an operating surplus in the amount of
32 \$232,858.00 for this period. The overall impact to the General Fund Budget is \$559,287.00
33 favorable to Budget.

34
35 Trustee Pennington stated with respect to the Water Fund, water revenue came in under Budget
36 projections for this period. Water revenue in the aggregate, operating and non-operating revenue
37 was budgeted at \$923,502.00, while actual realized revenue in the aggregate was \$884,257.00. A
38 difference of \$39,244.00. Water Fund expenses for this period were also unfavorable to Budget
39 Plan by \$32,967.00. Budgeted expenses for this period were \$776,060.00, while actual incurred
40 expenses were \$809,027.00. When we compare total actual revenues to total actual expenses, we
41 have an operating surplus in the amount of \$75,231.00 for the period. The overall impact to the
42 Water Fund Budget is a negative \$72,211.00. I stress the fact that we do have an operating
43 surplus.

44
45 Trustee Pennington stated with respect to the Sewer Fund, sewer revenues, operating and non-
46 operating revenues were favorable to Budget Plan by \$24.00. Our revenue operating Budget for
47 this period was \$668,500.00, while actual realized revenues were \$668,524.00. Sewer Fund

1 expenses were favorable to Budget Plan by \$61,787.00, or 12% of Plan Projections. He stated
2 that \$510,310.00 was budgeted for the period. The Village incurred \$448,523.00 in actual
3 expenses. This resulted in an operating surplus in the amount of \$220,001.00. The overall impact
4 to the Sewer Fund Budget is a surplus, \$61,811.00.

5
6 **Park District/Library Board – Trustee Watkins –**

7
8 Village President Burke stated that Trustee Watkins is not here, so we don't have any report
9 from her.

10
11 **Educational Commission/Community Relations Commission – Trustee White –**

12
13 **Educational Commission** – Trustee White stated that there is nothing to report from the
14 Educational Commission.

15
16 **Community Relations Commission** – Trustee White stated the Community Relations
17 Commission put together a Halloween Candy give away right out there. He stated what a
18 pleasant surprise. I believe, we had somewhere close to 100 families come to it. At no point were
19 we just standing around.

20
21 We would like to do something pretty nice for Christmas. We are thinking about holding a
22 Christmas Wonderland/Caroling and Music Concert. I would like to get input from the Village
23 President and maybe Mr. Landini on the venue. My preference would be right over here in this
24 lot right here. We are aiming for December 18th. We are going to have hot apple cider, snacks,
25 treats. I spoke to one band director so far. I am waiting to hear from Rich Central. I spoke to the
26 band director at St. George School in Tinley Park, as well as IJP. He is pretty excited. I know the
27 kids are already excited because my son goes to one of those schools. Somehow, he has managed
28 to already get his bandmates excited about performing. We are aiming for December 18th. If
29 there are any thoughts about the appropriate venue. We were thinking about either here, or Old
30 Village Hall. The more I thought about it, I was thinking maybe over there. But I would
31 definitely love some feedback and thoughts.

32
33 Village President Burke stated we have some mold issues over at the Old Village Hall. We sent a
34 letter out to all of the Homeowners Association Presidents telling them that not only were there
35 bees and wasps, which is not going to be a problem during this cold weather, but there's mold.

36
37 Trustee White stated this is going to be outside. Village President Burke inquired how much
38 space are you talking about? Trustee White stated I am thinking that lot right there. Village
39 President Burke stated it's kind of lumpy. Trustee White stated I was also thinking about how we
40 had the police event that one time right here. The main thing is, we just need an area where we
41 can set the kids up to perform. Village President Burke inquired is there going to be any food
42 associated with this? Trustee White stated yes. Village President Burke stated until you said that,
43 Wal-Mart has been very gracious in the past. Did the police department talk to them at all about
44 doing anything for Christmas? Chief Morgan stated like the "Shop with a Cop?" Village
45 President Burke stated no. Have they asked about doing anything for the holidays with the
46 Village? Are you guys doing the "Shop with a Cop?" Chief Morgan stated I can check. I haven't
47 heard personally.

1 Village President Burke stated the reason I asked that question, the pluses and minuses about
2 going over to Wal-Mart, is that we are going to get a whole lot of people that don't necessarily
3 live here that would be coming. That's the downside of that. The other thing about having it here,
4 we can do it right out front. I guess people are going to be dressed up appropriately. I don't see
5 any reason why we could not do it here. If you walk through the property over there, it has a lot
6 of rolling hills. Would there be a problem having it in front of Village Hall?
7

8 Chief Morgan stated depending upon how many people you are expecting, if it's a large crowd, I
9 would prefer it if you had it at the Old Village Hall. We still are a police department. We don't
10 know what can happen, even as far as us having to be in and out of the station.
11

12 Trustee White stated I walked this lot right here. Village President Burke stated it's ours. If you
13 walked it, and you feel comfortable with it, you can do whatever you want to do. Trustee White
14 stated I think that would be ideal. I think we have lots of places to park. I anticipate this getting a
15 pretty sizeable crowd. All the kids that participate, their parents are going to show up, at a
16 minimum.
17

18 Village President Burke inquired who is playing Santa Claus? Trustee Blackwell stated you are
19 the right size. Trustee White stated I am going to follow-up with everyone for details. He wanted
20 to see if there were some things that Mr. Landini might be able to help with. He stated Chief
21 Morgan, Deputy Chief Blasingame, I think this might be a good opportunity as well. I don't
22 know if the officers will be available. I think it might be a good opportunity to introduce,
23 because there are some new faces, to the community. Hopefully, tomorrow I'll know if we are
24 going to have two bands. I am really hoping to get some input from the high school.
25

26 Village President Burke stated we don't want to do Committee work here. It's late. Let me just
27 offer one other thing. They have a "Shop with a Cop" program. Have you had anybody bring that
28 up yet? Chief Morgan stated no, not yet. It is still a little early. Usually, they start talking about
29 that the first part of December.
30

31 Village President Burke stated the reason I'm saying that is, maybe we can identify somebody
32 that's in the Village and we can give those Gift Certificates out at this event. This is something
33 the police have done. Maybe we can put it in a drum and turn it. Not a raffle. I don't know if you
34 want to do it by need or whatever be the case. Wal-Mart has provided some money for people to
35 come over and shop for kids over at Wal-Mart.
36

37 Chief Morgan stated that in the past, the "Shop with a Cop" has been done through the Arcadia
38 School. It is for underprivileged kids that attend that school. Usually, the school identifies
39 subjects. Village President Burke stated and those kids live here. That may be something that
40 you need to go over there and hook up with the principal as soon as possible. The police can
41 secure whatever is necessary from Wal-Mart as a way to do that.
42

43 Trustee White stated that details are going to be coming fast and furious at the latest by early
44 next week.
45

46 Village President Burke stated everybody that gave a report, whether it's giving away the candy,
47 or what you want to do coming up for Christmas, come up with a summary of some of the things

1 that we talked about. There should be something about our finances on what we just heard. There
2 should be something on the new police officer, and the new lady for Public Works. Something
3 about the candy giveaway. Something from the Beautification Committee. We need to have that
4 by Wednesday for the newsletter. There are a lot of really good things that we talked about
5 today. We need to get that stuff into play.

6
7 **Condolences to Deputy Chief Blasingame and his Family** - Trustee Finley stated since Officer
8 Blasingame is here, I don't know that we all know that he lost two sisters. Our condolences to
9 the family, which is quite a remarkable family. I did attend the service and heard various
10 members of the family, and friends of the family talk about this family. This amazing family. I
11 simply ask if I could just be an honorary Blasingame, my life would be much better. The trauma
12 and the weight of losing two sisters, and the grace that this family showed each other and the
13 support was just remarkable. Please accept our condolences.

14
15 Village President Burke stated that he's very quiet about it actually. I agree with what Trustee
16 Finley said. He stated to lose two sisters at the same time that is kind of tough. Trinettes mother
17 had a funeral Saturday.

18
19 **MISCELLANEOUS REPORTS:**

20
21 Village President Burke stated there was a subcommittee on IT. Do you want to bring everybody
22 up to speed on what we've done?

23
24 Village Administrator Haney stated there was an Ad Hoc Subcommittee put together before I got
25 here with Trustee White and Trustee Watkins. They met with our former IT person. It was
26 moving in a positive direction. Our IT Consultant resigned a couple weeks ago. As a stopgap we
27 brought in Concentric Integration. Reputable company just to shore us up in the transition. Our
28 initial plan all along with Trustee White and Trustee Watkins was to put together an RFQ to
29 evaluate our system, either hire an outside manage service, or even evaluate whether or not we
30 needed an in-person staff member to be onsite. But because our IT person left, we brought in
31 Concentric. Concentric is in the process now of evaluating our system. They're providing some
32 evaluations. We are waiting on them to update a draft that they gave us. After sitting with the
33 Village President and myself, we were able to get them going in a certain direction. There are
34 obviously a lot of needs with our technology. We asked Concentric to sort of prioritize those
35 needs, and get us back a full, accurate draft with some costs to it. I'll get that to you. Larry
36 Grosspeak is the IT Director for Concentric. He'll have that next week. I will get that to you. We
37 are fine. We are operational. Technology is moving, but we have some work to do as far as our
38 technology. The Village President spoke that language with Larry. I kind of listened and said,
39 "How much?" That's not my world. We have some work to do with our technology. We'll be
40 bringing some information to you in the upcoming weeks.

41
42 Trustee Blackwell inquired do you have a contact at Concentric for us if we have IT issues?
43 Village Administrator Haney stated absolutely. Trustee Blackwell inquired what is the status on
44 the IT people that you brought in, the lady who gave a presentation?

45
46 Ms. Zigras stated we've scheduled demonstrations. The RFP was due on November 5th. We had
47 three responses for the ERP System. She narrowed it down to two. She is working on a

1 presentation document to the Board for her review on the RFP. She narrowed it down to two
2 vendors. We've had both demonstrations on just the financials. The demonstrations will continue
3 this week and into December 2nd. And with Utility Billing they should be complete. We're
4 demonstrating. There are scorecards. The Directors are attending these demonstrations and
5 Assistant Directors. We are scoring them. We are sending them to Mary. She is going to pull it
6 altogether and let us know the outcome. Trustee Blackwell stated that's great. Ms. Zigras stated
7 Stan King has attended as well.

8
9 Village President Burke stated what's going on with the ERP System and what's going on with
10 the evaluation that Concentric is doing, we're pretty sure that all this stuff is going to be based in
11 the cloud. Everyone is going to be able to have access from Smartphones, iPads, computers. We
12 are basically using Office 365, and support from not only Microsoft. The firm that we are talking
13 to right now, we found out it is a subsidiary of Baxter & Woodman which is our engineers. We
14 didn't know that at the time. After going through everything and the evaluation it bubbled up.
15 We should be able to tie all this stuff together to make it work. We just wanted to bring
16 everybody up to speed on what that's all about.

17
18 **PUBLIC COMMENTS:**

19
20 Village President Burke stated there was no public comment because we didn't get any.

21
22 **RESIGNATIONS AND APPOINTMENTS:**

23
24 **Resignation – John Bradshaw from the Planning and Zoning Commission**

25
26 **Resignation – Mark Miller from the Planning and Zoning Commission**

27
28 **Resignation – Naomi Amegashie from the Beautification Committee**

29
30 **Resignation – Evelyn Owens from the Beautification Committee**

31
32 Village President Burke stated there were some Resignations. I am going to hold off on all of
33 these until next month for the time being.

34
35 Village President Burke stated I think we had a really good meeting. The only other thing was
36 the date for the workshop. Village Administrator Haney stated the workshop is December 2nd at
37 6 o'clock. We will send something out. Village President Burke stated that will get everybody up
38 to speed on the levy.

39
40 Trustee White inquired on any of the information about events, like the meetings, would it be
41 possible to start adding calendar invites instead of just the emails? Village Administrator Haney
42 stated yes, but this is one of the things that Concentric has to fix for us. Village President Burke
43 stated you have no idea how this is all messed up. Trustee White stated, "Oh, I have an idea."
44 Village Administrator Haney stated we are going to get there. Village President Burke stated
45 something as elementary as passwords is all messed up. We will get all this stuff straightened
46 out.

47

1 **ADJOURNMENT:**

2

3 **Motion by Trustee Oliver, Second by Trustee Pennington to Adjourn the Board Meeting at**
4 **10:18 P.M.**

5 **Voice Vote: All Ayes Motion Carried.**

6

7 Respectfully submitted by Faith Stine.