A G E N D A

SPECIAL MEETING OF THE MAYOR AND BOARD OF TRUSTEES OF THE VILLAGE OF WILLOWBROOK TO BE HELD ON TUESDAY, OCTOBER 6, 2020, AT 5:30 P.M. AT THE WILLOWBROOK POLICE DEPARTMENT TRAINING ROOM, 7760 QUINCY STREET, WILLOWBROOK, IL, DUPAGE COUNTY, ILLINOIS

DUE TO THE COVID 19 PANDEMIC THE VILLAGE WILL BE UTILIZING A CONFERENCE CALL FOR THIS MEETING.

THE PUBLIC CAN UTILIZE THE FOLLOWING CALL IN NUMBER:

Dial in Phone Number: 312 626 6799

Meeting ID: 870 5410 8178

Written Public Comments Can Be Submitted By 5:15 pm on October 6, 2020 to mmertens@willowbrook.il.us

1. CALL TO ORDER

2. ROLL CALL

3. PLEDGE OF ALLEGIANCE

4. VISITORS' BUSINESS - Public Comment is Limited to Three Minutes Per Person

NEW BUSINESS

5. RECEIVE - A Presentation on Tax Increment Financing and the Willowbrook Industrial Redevelopment Project Area Eligibility Report (RECEIVE)

6. RECIEVE - A Presentation on FY 2020/21 Financial Update (RECEIVE)

7. RECEIVE - A Presentation on Non-Union Comparable Community Salary Survey and Proposed Non-Union Salary Program (RECEIVE)

PRIOR BUSINESS

8. TRUSTEE REPORTS

9. ATTORNEY'S REPORT

10. CLERK'S REPORT

11. ADMINISTRATOR'S REPORT

12. MAYOR'S REPORT

13. CLOSED SESSION
    a) Personnel - 5 ILCS 120/2 (c)(1) - Appointment, Employment, Compensation, Discipline, Performance or Dismissal of Specific Employees
    b) Personnel - 5 ILCS 120/2 (c)(2)- Salary Schedules for One or More Classes of Employees

14. ADJOURNMENT

General Information on Tax Increment Finance (TIF) Districts

The Illinois General Assembly adopted the Tax Increment Allocation Redevelopment Act (TIF Act) in 1977, which provided municipalities the powers and authority to address local blight conditions and conservation areas within the community by undertaking redevelopment projects that aid in improving the economic wellbeing of the community.

Tax Increment Financing (TIF) can help a community achieve improvements and economic development that would not likely occur on its own or without financial assistance.

Tax Increment Financing can be one of the most effective local economic development tools available to Illinois communities. Tax Increment Financing enables municipalities to self-finance redevelopment programs. TIF funds can pay for public improvements and provide economic development incentives using the property tax revenues generated by improvements within the TIF. In other words, the redevelopment itself supports related financing for the projects and programs, and not the general taxpayers of the community as a whole.

Illinois communities must be ever vigilant to maintain an environment conducive to maintaining, stabilizing and hopefully encouraging grow its local economy and workforce in both retaining existing businesses and attracting new businesses. Municipalities need to maintain or enhance their competitive positions in the marketplace by rebuilding aging infrastructure and upgrading older commercial centers, industrial properties and residential neighborhoods. With limited assistance available from federal and Illinois government and other grants, Tax Increment Financing is a significant economic development tool and is locally controlled.

How TIF works

A TIF District's revenues (also known as the "tax increment") result from the increased assessed value of real property and improvements with the boundaries of the TIF District. When a TIF District is established, the existing equalized assessed value (EAV) is determined and "frozen" for distribution of property taxes to the various taxing bodies providing services to the property.

Taxing bodies continue to receive its share of property taxes from this "base" valuation, so there is no loss of revenue to those taxing bodies. Growth in the assessed value (tax base) as redevelopment occurs within the TIF District, above the "frozen base," will generate new property tax dollars for the TIF District and help to support the redevelopment activities.

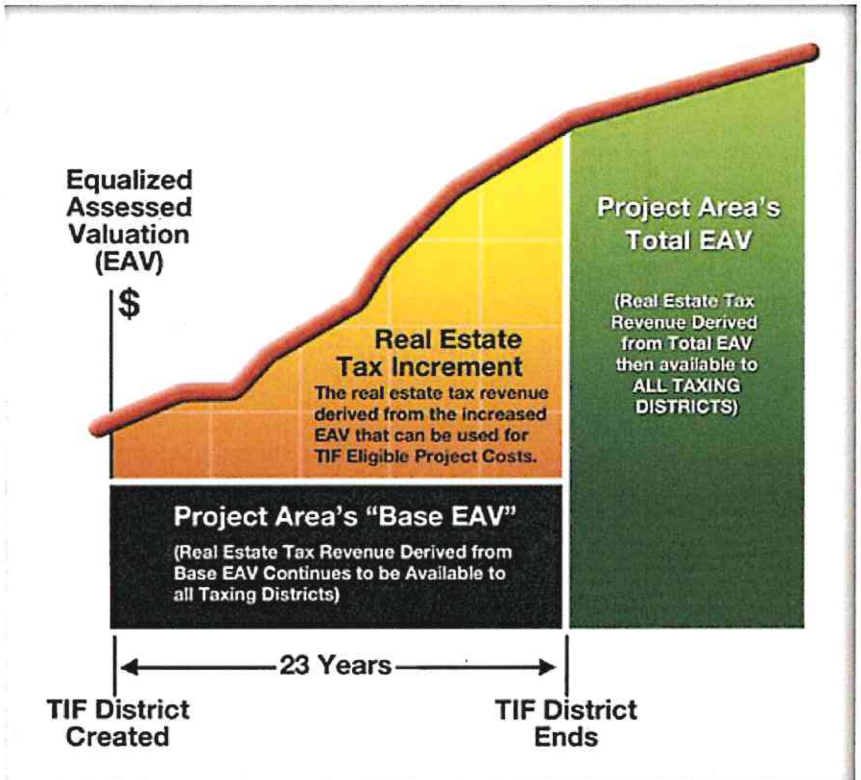
The difference in property taxes computed on the "frozen base" and the new EAV is determined (known as the "tax increment") and is distributed to the municipality to support economic development activities within the TIF District as authorized in the Illinois statutes. The use of the TIF funds are restricted and separate accounting of the TIF funds must be maintained.

How TIF funds are used

The real estate tax increment can be used to reimburse certain costs associated with public and private projects. The municipality may issue bonds or reimburse developers on a "pay as you go" basis as part of its economic development incentives to encourage new development to occur.

A TIF District, once approved, will remain in effect for a maximum of 23 years. Under certain circumstances requiring approval by the Illinois General Assembly, the life of a TIF District can be extended to a maximum of 35 years. When the TIF ends and the municipalities obligations for both public and private redevelopment projects within the TIF redevelopment area are fully repaid, property taxes on the then current EAV is shared by all of the taxing bodies. From that point forward, all taxing bodies would share in the expanded tax base instead of just the "frozen base." The growth of the tax base would not have been possible without the utilization of Tax Increment Financing (see the graphic at right).

It is important to remember that TIF is not a new tax. While boundaries are established for the TIF District, it is not a new taxing body being added to the property tax bill. A TIF District does not have the authority to levy its own property tax request.



Creation of a TIF District

There are a number of steps required in the creation of a TIF District.

The municipality identifies an area that is economically stagnant, experiencing declining values, or has other factors wherein new development or redevelopment is desirable, but unlikely to occur at a reasonable pace if no public investment were to be provided. The conditions supporting creation of a TIF District include:

- Blighted conditions, which includes dilapidation, obsolescence, deterioration, inadequate utilities and infrastructure or declining property values.
- Conservation conditions, which includes the circumstances where at least 50% of the structures in the proposed redevelopment area are 35 years or older and some blighting conditions exist.
- Industrial Park Conservation conditions – relatively high unemployment.

The Village Board authorizes the preparation of an Eligibility Study and Report, and the Redevelopment Plan and Project.

The County Clerk certifies the total equalized assessed valuation (EAV) of each individual parcel included in the TIF District. Property taxes computed off of a maximum of this certified initial valuation (base value) continue to be paid to the existing taxing bodies existing within the TIF District. Any property taxes computed on increases in EAV above the base value are distributed to the municipal

TIF District Fund and set aside for public and private redevelopment project costs of the TIF District.

The TIF District is created through a series of ordinances.

The municipality makes public improvements and/or provides other assistance to encourage private development within the TIF District. The municipality can reimburse TIF eligible project costs on a pay-as-you-go basis or issue bonds using the incremental taxes to support the repayment of the bonds.

At the end of the TIF District (generally a maximum of 23 years), all of the TIF obligations should be paid off and the TIF District ends. Thereafter, the taxing bodies within the TIF District receive benefit of the incremental increase in the EAV in addition to the initial base value.

How TIF funds are used

TIF funds can be used to support a number of public improvements and other investments that support the Redevelopment Plan and Project generally including:

- Public infrastructure improvements including roads, sidewalks, utilities, water, sanitary sewer, storm sewer, detention/retention, parking, street lighting, etc.
- Acquisition of property, land assembly, demolition, site preparation, etc.
- Rehabilitation or renovation of existing public or private buildings
- Professional Services, such as architectural, engineering, legal and financial planning
- Correction and mitigation of environmental issues
- Job training, workforce readiness and other related educational and training programs
- Incentives to retain or attract private development
- Financing Costs, including interest assistance
- Studies, surveys and plans
- Marketing sites with the TIF

Reporting and disclosure

An annual TIF Report is required to be prepared for each TIF District reflecting both the financial and development activities for the year. These reports are provided to each of the taxing bodies that are found within the TIF District. A Joint Review Board consisting of representatives of the taxing bodies also meet annually to review the TIF Report. A copy of the annual TIF Report is filed with the Illinois Comptroller's Office.

Additional information can be obtained from the Illinois Tax Increment Association https://illinois-tif.com/about-tif/

VILLAGE OF WILLOWBROOK

SPECIAL MEETING OF THE MAYOR AND BOARD OF TRUSTEES OF THE VILLAGE OF WILLOWBROOK

TUESDAY, OCTOBER 6, 2020

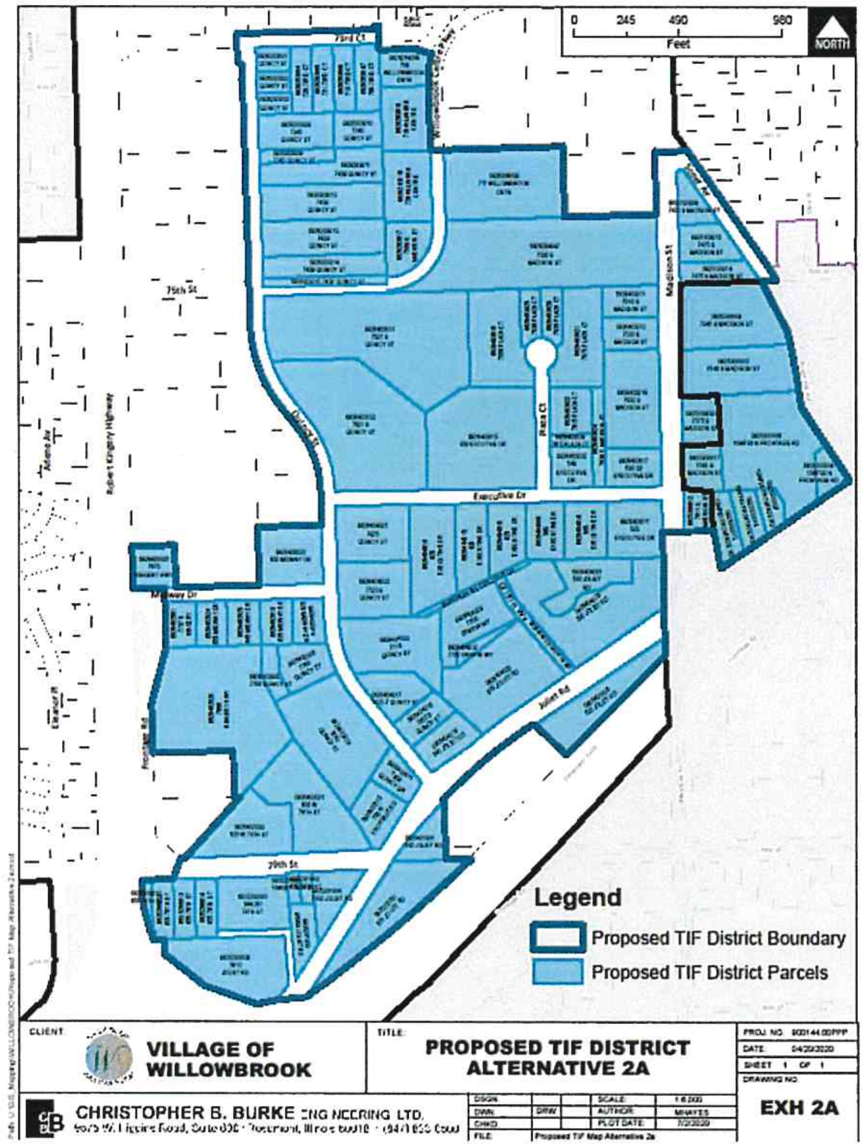
5:30 P.M.

Agenda

- 1. Call to Order
- 2. Roll Call
- 3. Pledge of Allegiance
- 4. Visitors Business

New Business

- 5. Tax Increment Financing and the Willowbrook Industrial Redevelopment Project Area Eligibility Report


0
245
490
980
Feet
NORTH
73rd Ct
75th St
Madison St
Plaza Ct
Executive Dr
Quincy St
Midway Dr
Frontage Rd
Joliet Rd
79th St
Robert Kingery Highway
Adams Av
Legend
Proposed TIF District Boundary
Proposed TIF District Parcels
CLIENT
VILLAGE OF WILLOWBROOK
TITLE
PROPOSED TIF DISTRICT ALTERNATIVE 2A
CHRISTOPHER B. BURKE ENGINEERING LTD.
PROJ. NO.
DATE
SHEET 1 OF 1
DRAWING NO.
EXH 2A
SCALE
AUTHOR
PLOT DATE
FILE
Proposed TIF Map Alternative 2a

Willowbrook Industrial Redevelopment Project Area FAQ's

- Tax Increment Financing (TIF) is an Economic Development Tool that can be Utilized to Pay for Public Improvements and Economic Development Activities with Increment Accumulated within the District.
- When a TIF is Established the Equalized Assessed Value (EAV) is Determined and "Frozen" for Distribution to the Various Taxing Bodies.
- Taxing Bodies Will Continue to Receive their "Frozen" Base Valuation Over the Life of the TIF.
- The Growth or Increment is Distributed by the County to the Village to be Utilized to TIF Eligible Projects.
- A TIF Can Remain Open for 23 Years.
- A TIF is Not An Extra Tax on a Property.
- Being in a TIF Does Not Affect How a Property Is Assessed by the County Assessor.
- A Property Owner in the TIF Pays Their Property Tax Bill As Assessed by the Assessor as Normal.

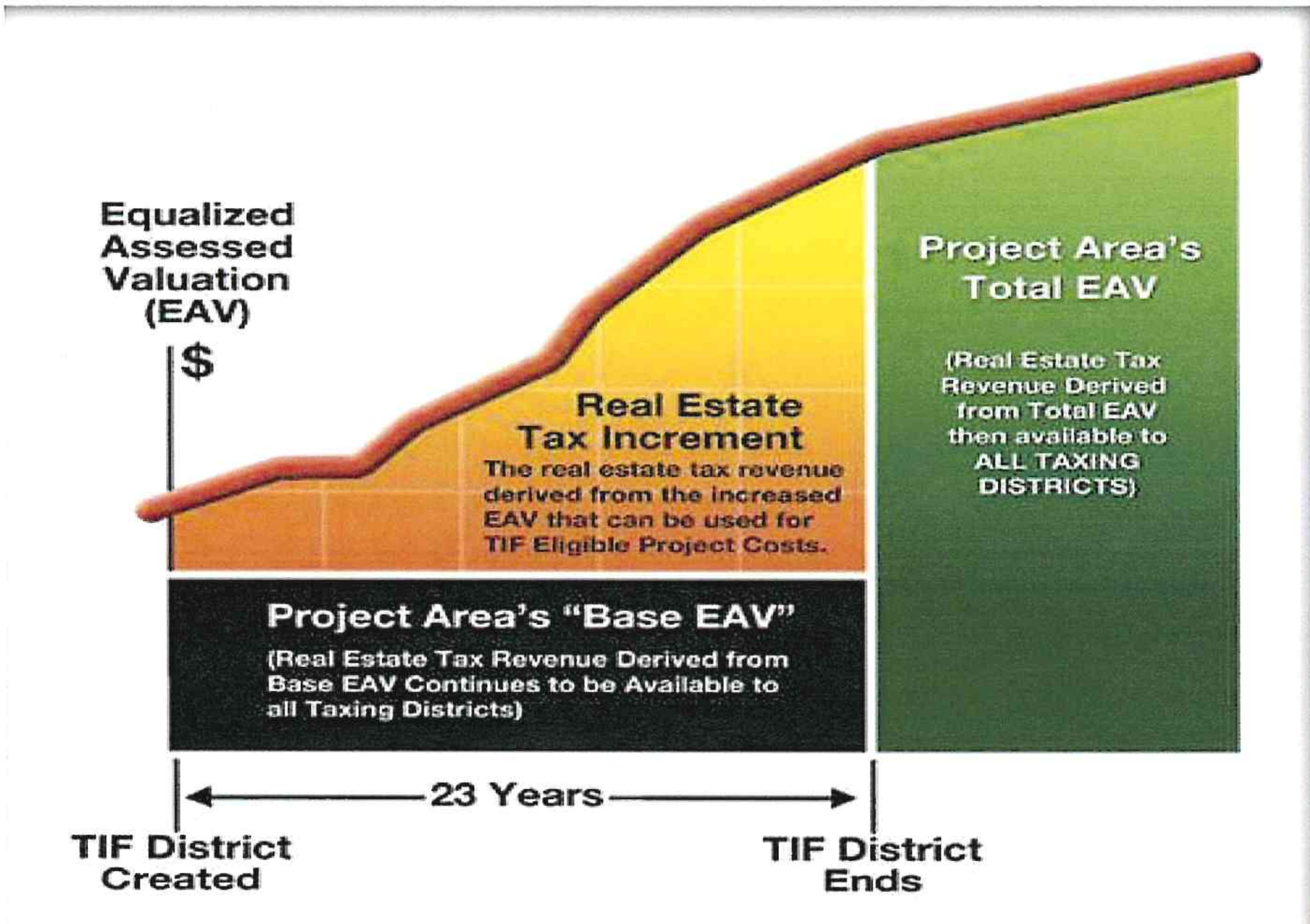
Willowbrook Industrial Redevelopment Project Area FAQ's

- **Year 1 (Base Year) A Property in the TIF is Assessed a Tax Bill for $10,000**
  - The Property Owner Pays the County $10,000.
  - The County Distributes $10,000 to the Various Taxing Bodies Within the District.

- **Year 2 the Assessor Assess the Property for $11,000**
  - The Property Owner Pays The County $11,000.
  - The County Distributes $10,000 to the Various Taxing Bodies Within the District.
  - The County Distributes $1,000 to the Village TIF District.

- **Year 3 the Assessor Assess the Property for $12,000**
  - The Property Owner Pays The County $12,000.
  - The County Distributes $10,000 to the Various Taxing Bodies Within the District.
  - The County Distributes $2,000 to the Village TIF District.

Willowbrook Industrial Redevelopment Project Area FAQ's



Willowbrook Industrial Redevelopment Project Area FAQ's

- **TIF Eligible Projects**
  - Public infrastructure improvements including roads, sidewalks, utilities, water, sanitary sewer, storm sewer, detention/retention, parking, street lighting, etc.
  - Acquisition of property, land assembly, demolition, site preparation, etc.
  - Rehabilitation or renovation of existing public or private buildings
  - Professional Services, such as architectural, engineering, legal and financial planning.
  - Correction and mitigation of environmental issues.
  - Job training, workforce readiness and other related educational and training programs.
  - Incentives to retain or attract private development.
  - Financing Costs, including interest assistance.
  - Studies, surveys and plans.
  - Marketing sites with the TIF.

Willowbrook Industrial Redevelopment Project Area FAQ's

- **TIF Eligibility Report Summary**
  - The Study Area Qualifies as a "Conservation Area".
  - 50% or more of existing structures are 35 years in age or older.
  - At least three of 13 possible factors are present, documented to a meaningful extent and distributed throughout the area.
    - **Lack of Community Planning**
    - **Inadequate Utilities**
    - **Declining/Lagging Equalized Assessed Value (EAV)**
    - Deterioration
    - Obsolescence
    - Excessive Coverage
  - The Study Area is contiguous and is greater than 1 ½ Acres in size.
  - The growth of EAV for all taxing districts overlaying the Study Area has been impaired by existing conditions.
  - The Study Area would not be subject to redevelopment without the investment of public funds including TIF.

Agenda (Con’t)

New Business (Continued)

- 6. FY 2020/21 Financial Update

FINANCIAL PERFORMANCE SUMMARY
GENERAL FUND

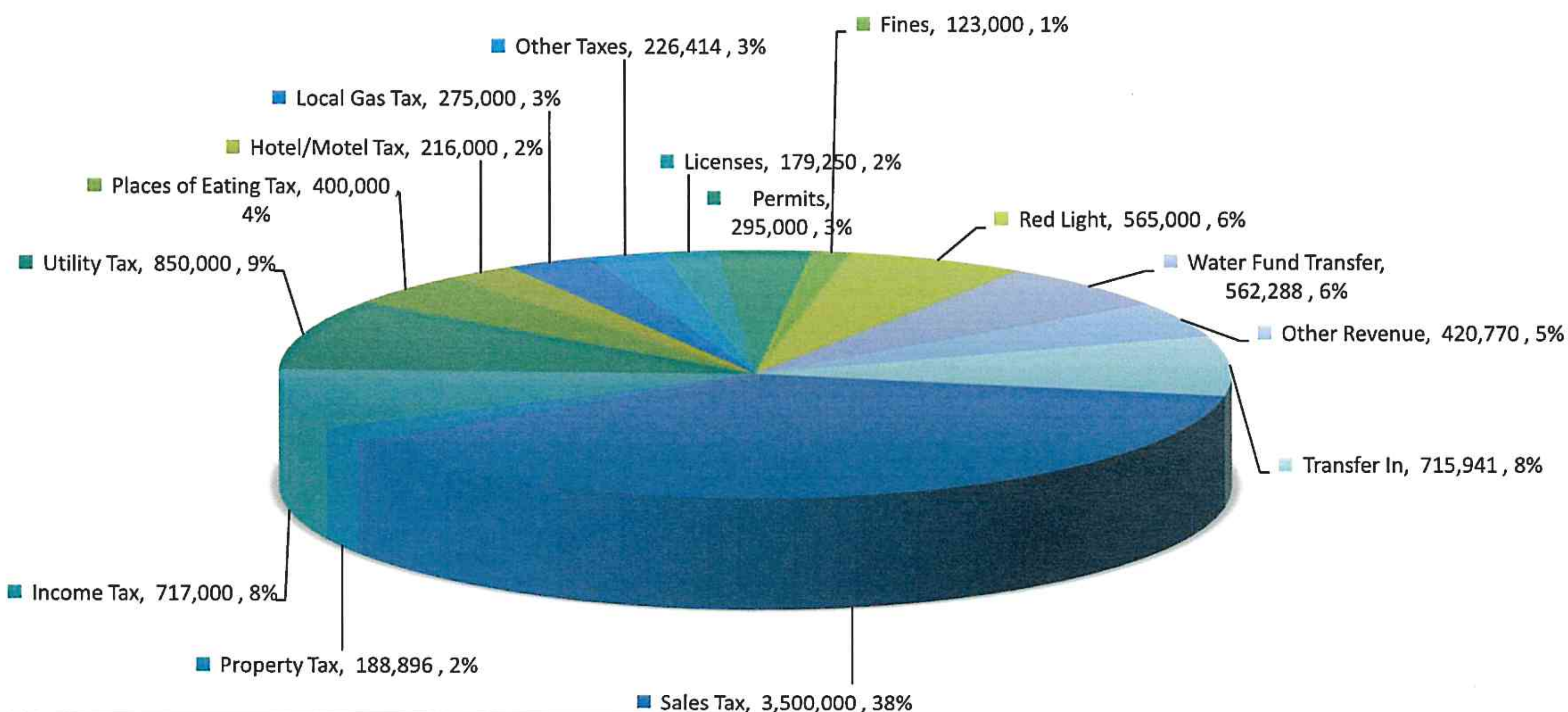
	Fund Balance	Surplus (Deficit)	# of Days Operating Expense Reserves
April 30, 2020 Projected	$ 5,232,413	$ (23,312)	206
April 30, 2020 Actual (Audited)	$ 5,501,964	$ 246,239	216
April 30, 2021 Adopted Budget	$ 4,818,595	$ (413,819)	190
April 30, 2021 Updated*	**$ 5,088,146**	**$ (413,819)**	**201**

*Excludes additional revenues
Minimum Operating Reserve is 120 days

GENERAL FUND AT A GLANCE
Through September 30, 2020

	YTD Actual (May - Sept)	20/21 Budget	% Collected/ Spent	% Fiscal Year Completed
Revenues	$ 4,695,414	$ 9,234,559	50.85%	41.66%
Expenditures	$ 3,344,787	$ 9,646,169	34.67%	41.66%

FISCAL 2020/21 BUDGETED REVENUES GENERAL FUND - $9,234,559



GENERAL FUND - TOP REVENUES

Source	% of Budget	20/21 Budget	20/21 YTD (May - Sept)	20/21 Projected	Over (Under) Budget
Sales tax	38%	$ 3,500,000	$ 1,699,884	$ 4,139,278	$ 639,278
Utility tax	9%	850,000	325,602	817,153	(32,847)
Income tax	8%	717,000	407,765	836,920*	119,920
Transfer in (Hotel Fund)	8%	715,941	717,759	717,759	1,818
Red light camera fines	6%	565,000	281,239	616,701	51,701
Water Fund Admin. OH	6%	562,288	234,289	562,288	-
Places of eating tax	4%	400,000	176,693	401,325	1,325
Building permits	3%	285,000	130,473	484,309	199,309
TOTAL	82%	$ 7,595,229	$ 3,973,704	$ 8,575,733	$ 980,504

*Village trend projects $914,424; used more conservative IML estimate above

GENERAL FUND - TOP REVENUES

- Sales Tax
  - 4/30/2020: actual was $4.4 million, budget was $4.0 million
  - Assumptions in forming 4/30/2021 budget:
    - "Essential" businesses (groceries, pharmacy, gas stations) assumed to be 100% normal sales levels
    - "Semi-essential" businesses (restaurants, construction supply) assumed to be 85% normal sales levels
    - "Discretionary" businesses (car sales, clothing, landscaping and smaller businesses) assumed to be 65% normal sales levels
    - 4/30/2021 budget is $3.5 million
  - Current Trend: April sales were 15.6% lower than prior year, May sales 10.2% lower than prior year, June sales 5.6% lower than prior year (resuming normalcy)
  - **4/30/2021 projection: $4.14 million ($640,000 over budget)**

GENERAL FUND - TOP REVENUES

- Utility Tax
  - 4/30/2020: actual was $835,251, budget was $898,000
  - Assumptions in forming 4/30/2021 budget:
    - ComEd receipts to remain level, average of past 5 years
    - Nicor receipts to remain level, average of past 5 years
    - Telecomm tax to drop 10%, based on trends
    - 4/30/2021 budget is $850,000
  - Current Trend: Through September, ComEd is 1% lower, Nicor is 2.9% lower, and Telecomm is 5.6% lower than prior year amounts
  - **4/30/2021 projection: $817,000 ($33,000 under budget)**

GENERAL FUND - TOP REVENUES

- Income Tax
  - 4/30/2020: actual was $926,999, budget was $829,140
  - Assumptions in forming 4/30/2021 budget:
    - 10% reduction due to State of Illinois shortfalls, *plus*
    - 15% reduction due to unemployment/business losses caused by COVID-19
    - 4/30/2021 budget is $717,000
  - Current Trend: Through September, trending 27.5% higher than budget
  - IML Sept 2020 estimate: $98.00/per capita
  - **4/30/2021 IML projection: $837,000 ($120,000 over budget)**

GENERAL FUND - OTHER SOURCES (NON-BUDGETED)

- 1.0% Home rule sales tax
  - Effective January 1, 2021
  - Prior annual estimate based on pre-pandemic revenues (May 2019 - April 2020 sales) = $2.48 million
  - Current annual estimate based on sales from July 2019 - June 2020 = $2.36 million
    - 100% reduction included for bankrupt/vacated stores (i.e., Stein Mart, Lassak Deli, Juicy-O's, Kerry Piper)
  - Four months estimate = $787,000
  - Apply a 20% reduction for post-holiday sales (Jan - April 2021) = **$630,000**

FY 20/21 HOME RULE SALES TAX EARMARKED FOR NEW POLICE OFFICERS

New Officer	Officer Type	Hire Date	FY 20/21 Est. Budget Effect	Less: Est. COPS Grant Reimb.	Est. FY 20/21 Village Funds Needed
#1	Fills vacancy	10/5/2020	Included	n/a	(33,223)
#2	Fills vacancy	10/5/2020	Included	n/a	(33,223)
#3	Replaces officer term. 9/20	10/5/2020	Included	n/a	n/a
#4	COPS Grant Officer #1	10/5/2020	+ 108,238 (7 months)	(41,130)	67,108
#5	COPS Grant Officer #2	10/5/2020	+ 108,238 (7 months)	(41,130)	67,108
#6	COPS Grant Officer #3	January 2021	+ 88,236 (4 months)	(33,530)	54,706
	TOTAL:		$ 304,712	$ (115,790)	$ 122,476

GENERAL FUND - OTHER SOURCES (NON-BUDGETED)

- CARES Act Grant from DuPage County
  - Per capita based grant, $51.84/resident (max approx. $445,668)
  - Expenditures incurred March 1, 2020 - December 30, 2020
  - Grant agreement covered tangible costs and payroll costs; Village recently notified that all police salary expenditures will be reimbursed which will fully utilize all grant funds
  - **Grant reimbursement estimated at $445,668**

CAPITAL FUND - OTHER SOURCES (NON-BUDGETED)

- Capital Grant from IL Dept. Commerce & Economic Opportunity
  - Maximum award: $225,000
  - Earmarked for Village (Spring 2021); no formal award letter received yet
  - To be used for Community Resource Center (CRC)
    - While not a General Fund source, this will offset future General Fund contributions toward the CRC

- Three (3) Additional Grants "promised" from HB 64: IL Capital Bill
  - $100,000 - non-specific - Spring 2022
  - $500,000 - CRC - Spring 2023
  - $500,000 - CRC - Spring 2024

GENERAL FUND – REVENUE RECAP

Source	20/21 Budget	20/21 YTD (May - Sept)	20/21 Projected	Over (Under) Budget
Top 8 General Fund Revenues	$ 7,595,229	$ 3,973,704	$ 8,575,733	$ 980,504
1% Home Rule Sales Tax (1/1/21)	0	0	630,000	630,000
CARES Act Grant	0	0	445,668	445,668
Less: Additional funding needed for new police officers	0	0	(122,476)	(122,476)
TOTAL	**$ 7,595,229**	**$ 3,973,704**	**$ 9,528,925**	**$ 1,933,696**

Plus DCEO Capital Grant = $225,000

Agenda (Con't)

New Business (Continued)

- 7. Non-Union Comparable Community Salary Survey and Proposed Non-Union Salary Program

Salary Structure/Pay Plan Timeline

- During FY 20/21 budget preparation (April), staff was directed to conduct a comparable community salary survey
- May 11, 2020 BOT - staff presented 7 town survey
  - Darien, Itasca, Warrenville, Westmont, Winfield, Wood Dale, Woodridge
- June 8, 2020 BOT - staff presented expanded 12 town survey
  - Burr Ridge, Clarendon Hills, Darien, Hinsdale, Itasca, La Grange Park, Oak Brook, Warrenville, Westmont, Winfield, Wood Dale, Woodridge
- Both surveys illustrated that Willowbrook staff positions were below the comparable ranges for each category; a salary committee was formed to analyze the current Village pay structure

Willowbrook vs. 7 & 12 Town Survey Results

Position	WB Min FY 19/20	WB Max FY 19/20	7 Town Min	7 Town Max	12 Town Min	12 Town Max
Administrator	$ 122,937	$ 173,087	$ 137,420	$ 185,796	$ 136,412	$ 191,213
Chief of Police	100,586	136,937	113,050	155,648	112,958	155,648
Director of Finance	100,586	136,937	107,224	155,147	107,224	155,147
Asst. Administrator	91,750	122,369	102,948	144,935	110,885	152,048
Deputy Chief of Police	91,750	122,369	98,286	136,760	97,968	138,137
Building Official (Dir of Com Dev)	75,637	96,997	101,934	142,036	97,083	131,401
Supt Public Works (Dir of PW)	75,637	96,997	104,390	146,371	104,669	148,782
Public Works Foreman	65,402	89,812	75,327	105,198	74,422	105,124
Exec Sec Dep Clerk	54,936	77,127	58,797	79,047	57,904	79,047
Police Sec Accreditation	54,936	77,127	60,203	84,408	60,203	84,408
Payroll/AP/Cash Deposit	48,923	67,732	51,500	70,782	51,500	70,782
Maintenance Worker	48,923	67,732	53,068	83,269	53,084	78,790
PW Sec Water Billing	44,403	62,821	49,006	66,442	49,987	67,356
Police Secretary	44,403	62,821	49,006	66,745	48,876	65,658
Building & Zoning Sec.	44,403	62,821	46,869	64,443	53,546	64,945

Salary Structure/Pay Plan Guidelines

- During the next four Finance & Administration Committee meetings, staff presented several options to the Committee for consideration and further direction. The following structure resulted:
- Use a 9-year step to reach the maximum of the range (same as police union)
- Use a 10% differential between grades
- Incorporate 15 grades into the pay plan
- Use a fixed increase each year within each pay grade to reach the range maximum at Year 9 (i.e., every year would receive the same $ increase. Amount differs between pay grades)
- Use the 60th percentile of the comparable community surveys to place Willowbrook' s existing positions into a grade, as per the Board adopted personnel policy
- Plug each position into the correct year of the new pay plan based on current salary (if resulting increase was < 2.5%, moved to next step in pay plan) - shown in closed session

Proposed New Pay Structure

Pay Grade	Position (s)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
1		37,190	39,256	41,322	43,388	45,455	47,521	49,587	51,653	53,719
2		40,909	43,182	45,455	47,727	50,000	52,273	54,545	56,818	59,091
3		45,000	47,500	50,000	52,500	55,000	57,500	60,000	62,500	65,000
4	Building/Zoning Secretary Police Secretary Public Works Secretary	49,500	52,250	55,000	57,750	60,500	63,250	66,000	68,750	71,500
5	Maintenance Worker Financial Analyst	54,450	57,475	60,500	63,525	66,550	69,575	72,600	75,625	78,650
6	Exec Secretary/Dep Clerk Police Sec/Accred Mgr.	59,895	63,223	66,550	69,878	73,205	76,533	79,860	83,188	86,515
7		65,885	69,545	73,205	76,865	80,526	84,186	87,846	91,506	95,167
8	Public Works Foreman	72,473	76,499	80,526	84,552	88,578	92,604	96,631	100,657	104,683
9		79,720	84,149	88,578	93,007	97,436	101,865	106,294	110,723	115,151
10	Supt of Public Works Building Official	87,692	92,564	97,436	102,308	107,179	112,051	116,923	121,795	126,667
11	Deputy Chief	96,461	101,820	107,179	112,538	117,897	123,256	128,615	133,974	139,333
12	Asst Village Admin	106,108	112,003	117,897	123,792	129,687	135,582	141,477	147,372	153,267
13	Chief of Police Director of Finance	116,718	123,203	129,687	136,171	142,656	149,140	155,625	162,109	168,593
14		128,390	135,523	142,656	149,789	156,921	164,054	171,187	178,320	185,453
15	Village Administrator	141,229	149,075	156,921	164,767	172,614	180,460	188,306	196,152	203,998
	Annual Increase:		5.56%	5.26%	5.00%	4.76%	4.55%	4.35%	4.17%	4.00%

COST EFFECT OF PROPOSED NEW PAY STRUCTURE

- FY 19/20 salary total (18 full-time employees): $1,466,772
- Proposed FY 20/21 salary total (retro to 5/1/20): $1,543,362
- Total salary increase: $76,590
- General Fund reserve days: 3.02

FY 20/21 budget included a 2.5% wage increase placeholder

- FY 20/21 salary budget: $1,507,868
- Proposed FY 20/21 salary total (per above): $1,543,362
- Total salary above FY 20/21 budget: $35,494

- *Each position would see a one-time increase of varying percentages to place them in the new pay grid noted on Slide 26. Details by specific employee are in the closed session materials.*

ALTERNATIVE PAY INCREASE

		POSSIBLE RAISE PERCENTAGES				
Employee Class	Current Salary	1.70% (CPI)	2.00%	2.25%	2.50%	3.00%
Full time (18)	$1,466,773	$1,491,657	$1,496,048	$1,499,708	$1,503,367	$1,510,686
	Increase to Salary	$24,884	$29,275	$32,935	$36,594	$43,913
	Approx. G. F. Reserve Days	0.98	1.15	1.30	1.44	1.73

Agenda (Con't)

Prior Business

- 8. Trustee Reports
- 9. Attorney's Report
- 10. Clerk's Report
- 11. Administrator's Report
- 12. Mayor's Report

Agenda (Con't)

- 13. Closed Session

a. **Personnel - 5 ILCS 120/2 (c) (1) - Appointment, Employment, Compensation, Discipline, Performance or Dismissal of Specific Employees**

b. **Personnel - 5 ILCS 120/2 (c) (2) - Salary Schedules for One or More Classes of Employees**

Anne Rossi, Receptionist (PT)	Christine Mardegan, Exec. Secretary / Dep. Clerk
Elizabeth Komperda, Receptionist (PT)	Nancy Turville, Police Secretary/Accreditation Mgr.
John Fenske, Interim Parks Superintendent (PT)	Diane Schmidt, Finance Analyst
Lisa Shemroske, Building & Zoning Secretary	Andrew Passero, Public Works Foreman
Virginia Stoltz, Public Works Secretary	Joe Coons, Superintendent of Public Works
Lori Rinella, Police Secretary	Roy Giuntoli, Building Official
Laurie Schmitz, Police Secretary	Lauren Kaspar, Deputy Police Chief
Carl Anderson, Public Works Maintenance Worker	Michael Mertens, Assistant Village Administrator
Patrick Kanaverskis, Public Works Maintenance Worker	Robert Schaller, Chief of Police
Brian Decker, Public Works Maintenance Worker	Carrie Dittman, Director of Finance
	Brian Pabst, Village Administrator

- 14. Adjournment