

Meeting Minutes – Committee of the Whole July 25, 2016

Meeting was called to order at 7:00 p.m. by Supervisor Rusch.

Roll Call:

Trustee DeLaMar – Absent Trustee deGroh – Present Trustee Larson – Present

Trustee McNeill – Present Supervisor Rusch – Present

Those in attendance: Highway Commissioner Kula

Public Participation: None

Salary Discussion:

Supervisor Rusch presented the report that the board had asked her to give regarding municipalities' salary structures. She made note that Hainesville's Clerk is appointed, not elected and has the duties of the Operations Manager and the Clerk as well as other duties.

She also stated that each municipality with the exception of Hainesville has a Village Administrator that makes more than most Township officials, and several have assistants that make more than them as well.

Supervisor Rusch stated that the Public Works Directors salaries were not included because they are appointed not elected.

Supervisor Rusch also stated that she had spoken to the Supervisor of Shields Township – where they cut her salary in half (she makes approximately \$35,000 a year) – and said it is not working. It doesn't work because she gets no benefits, no IMRF and it doesn't hold one accountable to do the work in the office. She is in a safe financial place to be able to do the job, but fears that if others get elected in the position, they will not feel it necessary to do the position.

Supervisor Rusch reiterated from the previous meeting that she once again suggests the salaries of listed as Supervisor, Highway Commissioner and Assessor: \$61k with IMRF and medical benefits, Clerk \$15,000, Trustees \$2,600

Trustee Larson made a suggestion that he said was purely based on the office, not the current persons holding the office. He also wanted to make sure that money is being well spent.

Supervisor \$25,000 with a 1.9% increase for the next 3 years, no IMRF, no Medical benefits

Clerk \$6,500 with a 1.9% increase over the next 3 years, no IMRF, no medical benefits.

Assessor \$60,000 with a 1.9% increase over the next 3 years, full IMRF and medical benefits.

Highway Commissioner \$60,000 with a 1.9% increase over the next 3 years, Full IMRF and medical benefits.

Trustee Larson stated that after reading the statute of the duties of the trustee, he felt Trustees were over compensated to do such a basic task. Therefore his suggestion for trustees should be \$50 per meeting with a maximum of \$100 per month. Regular meeting, and COW or Annual meeting are required, all other meetings are to make sure the job is getting done.

Treasurer to be paid \$500. Because that is the lowest the statute will allow.

Trustee Larson stated that could be a savings of \$96,000 over 4 years for the township. And that would also include an increase to the Operations Manager of about \$18,000 and a possibility of a part-time employee to be hired for the township.

Trustee deGroh suggested that would be a good start, but perhaps an hourly wage to make sure that the jobs are being done would be a better way to go.

HIGHWAY COMMISSIONER Kula stated that the township would not want to pay him hourly, and it would be near to impossible to track hours for a position that has you running all over.

Supervisor Rusch agreed that hourly would not work.

Trustee Larson stated that villages have many more miles of road and are paid much lower than the Highway Commissioner, he believe the Highway Commissioner and Supervisor should be figure heads and not do the duties. He felt if the salaries were lowered, more staff could be hired to complete the jobs, and do the day to day jobs.

HIGHWAY COMMISSIONER Kula stated that it is not up to his employees to do the tasks that are clearly his to do. He was elected to do the position and he and any other HIGHWAY COMMISSIONER should follow that rule. He also went on to say that although the township has less roads, they are more spread out than villages. Villages are in a nice neat package, whereas township roads spread from one end of the township to the other – across several villages.

Supervisor Rusch agreed with HIGHWAY COMMISSIONER Kula. Stating that requiring employees to do after hours jobs, or tasks is not required of them, and that Trustee Larson undervalued the Supervisor's position.

Trustee Larson stated that once again, it was not about the person it was about the office.

Trustee McNeill agreed with Supervisor Rusch stating that if you want the right people to run for the office, you need to offer them the salary to be able to do the position. He disagreed with Trustee Larson's salary suggestion of the Supervisor and Assessor. If anything they should be reversed.

HIGHWAY COMMISSIONER Kula stated that although each position is equal – each carries different tasks.

Supervisor Rusch agreed with him.

Supervisor Rusch made the suggestion of \$55k, IMRF and Medical benefits with a 10% contribution towards medical benefits for the Assessor and Supervisor and \$71,000 for the HIGHWAY COMMISSIONER IMRF, and 10% contribution toward medical benefits.

\$16,500 for the Clerk. No IMRF, no medical benefits.

She also suggested the \$300 stipend if an elected official found medical benefits outside of the township.

Trustee deGroh and Trustee Larson disagreed with the suggestions. They further agreed that 10% towards benefits should be raised, and that the stipend be removed.

Trustee deGroh also disagreed that each position should be paid differently, she felt that each position (Supervisor, HIGHWAY COMMISSIONER and Assessor) should be paid equally.

Supervisor Rusch disagreed stating that the risks and job tasks of the HIGHWAY COMMISSIONER are greater and more physical than that of the Assessor or Supervisor.

Supervisor Rusch suggested that the medical benefit contribution be raised to 20%.

Trustee deGroh and Trustee Larson wanted to wait for Clerk Kearby and Trustee DeLaMar to be present to give their input.

They also asked Supervisor Rusch to talk to one of the village Mayor's and ask if they would be willing to come in and discuss how their duties work with their low salaries.

Supervisor Rusch ended the discussion and moved it to be further discussed at the August 8 general meeting.

Land Discussion:

- A. Shorewood Land. It was approved to be purchased at the April 10, 1990 meeting and finalized on May 20, 1990. Supervisor Rusch asked if we should hold a meeting to sell it to RLB. HIGHWAY COMMISSIONER Kula stated that its primary use is to alleviate flooding and is worth less than what it was purchased for. He suggested that we hand it over to RLB. Supervisor Rusch stated that, after a brief discussion and approval of HIGHWAY COMMISSIONER Kula's suggestion, that she would call RLB to see if they wanted the land.
- B. Verizon Tower. Supervisor Rusch stated that after calling them and asking them for an increase in rental to \$1500 that after they realized it is 10,000 sf and not 1000, they should increase the rental from \$1500 to \$3500. The least they could do is say no. Trustee McNeill asked what happens if they add on more to the tower, and if they have wires hanging out. The trustees asked Supervisor Rusch to call another village that has a cell tower and ask if they would give us input.

Old/New Business: Supervisor Rusch reminded the board that Avon Township would be participating in the Lake County Fair on Wednesday, July 27 from 10-1:30 p.m.

Supervisor Rusch stated that Operations Manager David McArtin participated in a webinar regarding salary vs. hourly and that she would be submitting a report to the board once it is reviewed by the attorney. Basically all salaried employees would have to track their time so that if we were audited we have documentation of the time actually worked. She will have more for the board at the August 8 meeting.

Public Participation: None

Adjournment: Trustee deGroh made a motion to adjourn, Trustee McNeill seconded. On a voice vote, all in favor: Aye
Motion passed.

Meeting Adjourned at 8:28 p.m.