

Village of Lily Lake
Approved Minutes of the Executive Session of the Board of Trustees
June 27, 2022

Present – President Rick Overstreet, Trustee Pam Conn, Trustee Mary Damisch, Trustee Tim Dell, Trustee Kelly Diehl, Trustee Travis Parry, and Attorney Alex McTavish.

Executive Session: *Motion by Trustee Parry, seconded by Trustee Conn to enter Executive Session at 7:40 p.m. Roll call vote, motion passed unanimously.*

Personnel Matters:

Compensation for Deputy Clerk, Clerk, Administration Director
Appropriations are due; a discussion with the Board regarding positions, hours, compensation, and pension, is needed before approving an amount for Employee budget.

Pension; once exceed 1000 hours, Village is obligated to join in IMRF. Not sure what that entails as far as contributions, but may be permanent contributors.

Once increase employee hours, may be committed to pension.
Hours provided now are not adequate and often both positions work over the hours to fulfill required obligations.

Define Clerk/Admin hours:
Clerk hours are much less than Admin and follows the State Statutes.
Clerk (appointed) paid \$4900 annually \$408.33 monthly 5 hours minimum weekly

Director of Admin handles all other office responsibilities (appointed) \$25.13 hr

Was salary increased from last year?

Split up jobs into other positions and avoid pension.

7 ½ % both employee/employer contributes to pension

Options for additional compensation (bonus) to avoid pension?

Cost of living raise?

Attorney to investigate idea of Bonus (compensation for gas spill already covered).

Go back to discuss hours, can comp time be used? Who fills in? Deputy Clerk has limited hours and may not be able to cover Clerk/Admin comp time owed.

If replacing position, review current rate for new employee and the rate can be adjusted lower.

Employee is vested then leaves; payment stops from Village for that employee – need to verify this.
IMRF will pay pension.
Village will be obligated to pay next employee who reaches 1000 hours, but ceases to pay for past employees.

Current cost of living Illinois 5.9% = \$1.00 hour

If over on hours (1000) currently; consider pension
Once pension opened for one, opened for all?
Need more answers and schedule a special meeting to make a decision.

Week of the 11th set new meeting to review and finish appropriations.

Questions for Alex:

1. Hours? Avoid IMRF unless full-time employee; avoid 2 pensions
2. Full-time position(s) calls for another discussion
3. Increase salary vs hours – is that disingenuous? Salary set in ordinance for transparency
4. 1000 hours reached, both positions yet?
5. Rate of pay for positions
6. Deputy clerk's position obligated to IMRF if Clerk is in IMRF
7. IMRF: Once employee leaves, does that end employer obligation to that employee?
8. Bonus option; cannot use it to make up basic compensation owed. Disingenuous to see a lower salary in Ordinance but bonus to grow said salary. (Fire departments/Police use that – Union contracts)
9. Village is growing, responsibilities growing, this may be next step.
10. Divide work more?
11. Prior hours – Heather had much fewer hours and lower pay; growth = higher demands

Executive Session: *Motion by Trustee Parry, seconded by Trustee Dell to leave Executive Session at 7:54 p.m. Roll call vote, motion passed unanimously.*