

Village of Lily Lake
Approved Minutes of the Executive Session of the Board of Trustees
July 19, 2022

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

Executive Session: *Motion by Trustee Conn, seconded by Trustee Diehl to enter Executive Session at 7:05 p.m. Roll call vote, motion passed unanimously.*

Personnel Matters

Overstreet: continuation of previous meeting

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.

IMRF and compensation – does it apply to everyone or only those employees working over 1000 hrs annually

Only the employee working over 1000 hours

Clerk 5 hours per week

Dir of Admin 19 hours per week

Deputy Clerk 16 hours per week

Jesse's time is at 1000 hrs

Actual working above those hours, not quite 30

Stays extra when needed

9-1 is when the Village window is open, hours worked are 24 per week

4.5% paid from employee salary, Village portion is not as clear, roughly 10%?

What does Jesse want? Loses 4.5% for 10 years, earns small pension or return. IMRF keeps village portion.

Suggest keep Jesse under 1000 hours, raise Deputy Clerk to just under 1000

Raise salary? Do not enroll? Cost of living? 5.5% is cost of living this year average

Clerk responsibilities: FOIA, record keeping, billing, IT, insurance, purchasing, payroll, code enforcement, accounts payable, website, communications, all minutes, elections

Overstreet: over 1000 hours currently, we grow we should give 5% raise, and IMRF to Jesse

Deputy Clerk raise? Discussed retention pay, what do we need to do to attract people in the future?

Options: Cut hours and hire another; Cut hours and increase pay

4,900 Clerk Pay

24,829.92 Dir Admin Pay

15,200 Dep Clerk

Tried not to cross into IMRF, but unavoidable at this point – already crossed threshold. Illinois has ruling to cover govt employees working over 1000 hours. Our position of Dir of Admin is basically there anyway. What about Clerk position into the IMRF? They should be kept separate.

Reason for appointed vs elected clerk originally was to increase pool of employees for the position – LL only had 1000 population and choices to do the vast work required in small pool was a disadvantage.

Political motivations a while ago to propose elected clerk vs appointed. Voted to keep appointed.

Overstreet: would like to settle something for appropriations in order to approve appropriations. Would not like to revisit this issue if possible.

Overall expenditure: \$3000 is Village portion of IMRF, \$1500 is 5% raise to Jesse = \$4500 annually

What will residents think?

Consider raise next year?

Is it appropriate to give increase AND pension?

Jesse is getting 15% if you add 5% raise and Village 10(ish)% portion into her pension

IMRF will not pay pension until vested, If Jesse leaves before vested, she will not see the village 10%

Will need to pass Ordinance eventually to give raise or enter into IMRF – no numbers are binding today

5% raise ok to Jesse, 5% raise ok to Juliette (acknowledge contribution to Plan Com and grant work, \$760 annually) IMRF for Clerk/Dir of Admin position

Executive Session: *Motion by Trustee Conn, seconded by Trustee Parry to leave Executive Session at 7:45 p.m. Roll call vote, motion passed unanimously.*