

Morton Grove Park District

6834 Dempster Street • Morton Grove, Illinois • 60053 847/965-1200



MORTON GROVE PARK DISTRICT
Prairie View Community Center
6834 Dempster, Morton Grove, IL 60053
Minutes of the Special Meeting
Held on October 19, 2015 at 6:30 p.m.

Commissioner Staackmann called the meeting to order at 6:30 p.m.

Commissioners Present: Dominick Burdi, Eileen Coursey, Mark Manno, Dan Ashta, and Dan Staackmann

Staff Present: Jeff Wait, Executive Director; Laura Kee, Human Resources and Risk Management; Marty O'Brien, Finance Manager and Claudia Marren, Executive Administrative Assistant

Guests Present: Eric Poders, The Morton Grove Voice/resident; Michael Joyce, The Pioneer Press;

Public Comment: None

Administration and Finance Committee – Commissioner Ashta, Chair

PTO vs Vacation/Sick Leave Discussion: The District would like to amend the PTO policy to a Vacation/Sick Leave Policy. At the last meeting Commissioner Staackmann inquired how the new policy would affect pensions. Director Wait began by explaining how the current Illinois Municipal Retirement Fund (IMRF) is structured. It is a 2 tier system: Tier 1 employees must have 8 years of service to be vested, Tier 2 employees need 10 years of service. The retirement obligation is split among the agencies which the employees worked in the past. Also, the pension is based on the number of years of service and the highest earnings of the last 4 years of service. The question was asked why the District went to "paid time off" (PTO) in the first place.

The main reasons for the change to PTO seems to be because when employees left the district a large amount of money was paid out for accrued time and bringing a corporate "best practice" to the District. However, when the new system was implemented there were several key drawbacks:

- New employees must wait an entire year to receive paid time off
- Employees cannot bank any time leaving employees holding on to their time (in fear of an emergency) and taking all their remaining time off in December.

Director Wait stated that December is a prime time to program at the park district and would prefer to have a full staff.

The new policy allows employees to accrue ½ day of sick leave for each calendar month of employment. Accumulated sick leave shall not exceed 120 days, plus employees may accrue a maximum of up to 1 year (240 days) for IMRF service credit. The Board's thoughts were to limit the IMRF service credit (sick days) to 30 accumulated days. The Commissioners asked for the policy to include the criteria used to allow employees to carry-over days and to donate sick days. Also, if sick days were donated the amount paid out would always be based on the lower pay rate. Commissioners also asked to look to PDRMA for policy guidelines. It was agreed to table this motion until further information could be gathered.

Executive Session:

At approximately 7:07 Commissioner Ashta made a motion, seconded by Commissioner Coursey to move into closed session in accordance with the Open Meetings Act Section 120/2.(c)(1) to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel. **Ayes: Commissioners Burdi, Manno, Coursey, Ashta and Staackmann. Nays: 0. Motion carried.**

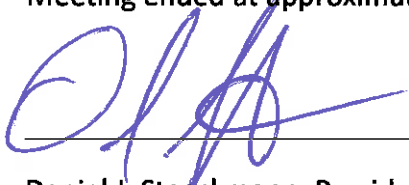
Executive Session started at approximately 7:10 pm
No action was taken during executive session.

The meeting reconvened at approximately 8:01 pm

Adjournment:

Commissioner Coursey made a motion, seconded by Commissioner Ashta to adjourn the Committee of the Whole. Motion carried by voice vote.

Meeting ended at approximately 8:02 pm



Daniel J. Staackmann, President



Jeff Wait, Board Secretary