

**VILLAGE OF LINCOLNWOOD
PRESIDENT AND BOARD OF TRUSTEES
COMMITTEE OF THE WHOLE MEETING
VILLAGE HALL COUNCIL CHAMBERS
SEPTEMBER 17, 2019**

Call to Order

President Bass called the Committee of the Whole meeting of the Lincolnwood Board of Trustees to order at 6:02 P.M., Tuesday, September 17, 2019, in the Council Chambers of the Municipal Complex, 6900 North Lincoln Avenue, Village of Lincolnwood, County of Cook and State of Illinois.

On roll call by Village Clerk Beryl Herman the following were:

PRESENT: President Bass, Trustees Cope, Klatzco, Ikezoe-Halevi, Hlepas Nickell, Sargon, Patel
ABSENT: None

A quorum was present.

Also present: Anne Marie Gaura, Village Manager; Chuck Meyer, Assistant Village Manager; Hart Passman, Village Attorney; Heather McFarland, Assistant to the Village Manager; Jon Bogue, Management Analyst; Andrew Letson, Public Works Director; Nadim Badran, Assistant to the Public Works Director; Steve McNellis, Community Development Director; Melissa Rimdzius, Superintendent of Parks and Recreation.

Approval of Minutes

The minutes of the Committee of the Whole meeting of August 20, 2019 were presented. Motion by Trustee Ikezoe-Halevi to approve the minutes of August 20, 2019, seconded by Trustee Sargon.

The minutes of the Committee of the Whole meeting of September 3, 2019 were presented. Motion by Trustee Sargon to approve the minutes of September 3, 2019, seconded by Trustee Ikezoe-Halevi.

Regular Business

1. Discussion Regarding the Public Works Annual Report

This item was presented by Mr. Letson using a PowerPoint presentation for the 2018/19 Public Works Annual Report.

Mr. Letson stated that one of his goals when he became Public Works Director was to bring back the Public Works Department Annual Report. Mr. Letson stated that the purpose of bringing the report is to obtain feedback from the Village Board for the department and to highlight some of the department's accomplishments.

Mr. Letson stated that the report which is being presented will be placed on the Village website on the Public Works page.

Some of the items Mr. Letson highlighted to the Board were regarding potable water, snow plowing and tree trimming. Mr. Letson noted this is the 21st year the Village has been awarded Tree City USA through the Arbor Day Foundation.

Following the presentation there was discussion over certain items.

2. Discussion Regarding Strategic Planning and Goal Identification

This item was presented by the Village Manager, Anne Marie Gaura, using PowerPoint.

Ms. Gaura gave a background on strategic planning, which occurs every two years.

Ms. Gaura went over the process with the Village Board and requested feedback.

Ms. Gaura stated that to work on the Strategic Plan now would coincide with noting items of need for the following year's fiscal budget.

Trustee Cope stated he would like to see from past strategic planning, the goals that were established and what happened with some of those goals as a way to help with setting future goals.

Trustee Patel stated that some or most of those goals were listed in the Village Manager's annual review as an indicator as to how the Village Manager is doing at their job.

There was discussion on whether to go forward with the strategic planning process and some possible other options to use instead.

Trustee Patel stated he felt it would be better for a professional to develop the plan.

Ms. Gaura recapped what the Board's feedback was to make sure she had the correct direction. Ms. Gaura stated it was her understanding that the consensus of the Board was to proceed forward with the Strategic Plan process, to take Trustee Cope's suggestion, to look at previous Strategic Plans to see what and was not accomplished, and make that part of phase I of the process. Ms. Gaura stated they will also incorporate the Long Range Plan into the process and will proceed forward with the not-to-exceed amount of \$15,000 for the Strategic Plan consultant.

3. Discussion Regarding Long Range Planning Committee and Board Priorities

This item was presented by Trustee Hlepas Nickell using PowerPoint. Trustee Hlepas Nickell explained the purpose of the Long Range Planning Committee, how it operates and her hope for residential input at the Long Range Planning Committee meetings.

Trustee Hlepas Nickell went over some of the proposed Long Range Planning Committee projects that they are looking to cover at some point.

Trustee Hlepas Nickell stated she is asking the Village Board to recognize some of these initiatives and give direction to the Committee.

Ms. Gaura stated that at the last Long Range Planning Committee, one of the items on there was dog parks, which is on the agenda this evening.

There was further discussion regarding the Long Range Planning Committee and Strategic Planning. The Board then discussed some of the items for Long Range Planning Committee to focus on.

Trustee Cope felt there was not enough time or information for the Board to analyze the items and give direction to the Committee as to what they should focus on. Trustee Cope suggested giving the list to the Strategic Plan consultant and ask for their direction on the items.

Trustee Klatzco stated that he felt graffiti and bulk ordinance should be referred to CORB.

There was further discussion regarding the Long Range Planning Committee and the proposed topics.

Assistant Village Manager, Chuck Meyer, asked if the Board was making an official referral of Bulk Ordinance and Graffiti to CORB.

There was Board discussion as to whether or not to refer landscaping to CORB as well.

Trustee Cope stated we should take the three items, Bulk Ordinance, Graffiti and Landscape to CORB. Board consensus was to refer the three items to CORB.

4. Discussion Regarding a Dog Park

This item was presented by Melissa Rimdzius, Superintendent of Parks and Recreation, using PowerPoint.

Ms. Rimdzius gave an overview as to where dogs are currently allowed and not allowed in Village parks and paths and also the platforms where the location for dog parks have been discussed in the past.

Ms. Rimdzius stated that tonight staff is looking for direction from the Village Board on this item.

Trustee Hlepas Nickell asked Village Attorney, Hart Passman, what the Village's liability would be with a dog park. Mr. Passman noted that the Village's properties fall under the Tort Rule. Mr. Passman stated that if the Park and Recreation Board wanted to go forward with this the Village Attorney would be able to provide further details as to rules and regulations.

Trustee Patel stated that he would like to make the recommendation to refer this item to the Park and Recreation Board, with the thought of using Centennial Park because there is a parking lot there.

There was further discussion regarding dog parks.

Board consensus was to refer dog parks to the Park and Recreation Board.

5. Discussion Regarding Opting-in to Cook County Minimum Wage and Sick Leave Ordinance

This item was presented by Assistant Village Manager, Chuck Meyer, using PowerPoint.

Mr. Meyer stated it was the recommendation of the Village Attorney that the Ordinance that was passed in 2017 for opting out of the Minimum Wage and Sick Leave Ordinance, be handed to the Village Board as reference for this meeting.

Mr. Meyer stated where the information that was handed out could be located on the home page of the Village website. Mr. Meyer provided background, via PowerPoint regarding what Cook County had passed in 2017. Mr. Meyer did a comparison between Cook County's Minimum Wage and Sick Leave Ordinance versus the State's Ordinance which was recently passed.

Discussion ensued regarding the Cook County versus the State.

President Bass called up State Senator Ram Villivalam to speak on the issue. Senator Villivalam read a letter that he had sent to President Bass and signed by other representatives urging the Village to opt in to the act. Senator Villivalam spoke further on the subject. The Senator spoke of a bill that has been introduced providing a \$5,000 tax credit to small businesses. President Bass thanked Senator Villivalam for attending and speaking.

Trustee Hlepas Nickell asked the Senator information regarding the bill.

There was further discussion between the Village Board and Senator Villivalam regarding the Minimum Wage Act and Sick Leave and why the Village should opt back in.

Speakers Edye Kamensky, Mr. Oshy, Nancy Wickum, Paula Fuller Tobin, all came forward speaking in favor of opting back in to the act.

Nancy Sharp with Food for Thought came forward and spoke on the issue. Ms. Sharp stated she is not in favor the Cook County version because it doesn't allow business enough time to prepare but stated she is for the State's version and guidelines, but is in support of workers and paying them well. Ms. Sharp introduced Fran Morel, also with Food for Thought to speak on the issue as well who explained Food for Thought's concerns about adhering to the Cook County standard as opposed to the State Minimum Wage that was recently approved. (Letters that were submitted by local businesses attached to these minutes.)

Trustee Patel stated there was not enough time at this meeting to discuss everything regarding the Minimum Wage Act and Sick Leave and asked if either at another Committee of the Whole or perhaps have a workshop to discuss further in the near future.

President Bass stated that a workshop would be best to allow for some small business owners to attend as well as to collect more data.

There was further discussion.

Trustee Cope stated he felt a workshop would be best. President Bass asked for a consensus on a workshop. There was a consensus from the Village Board to hold a workshop on this item.

Letters from local businesses are attached to these minutes.

Public Forum

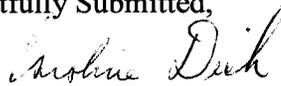
None.

Adjournment

At 8:05 P.M. Trustee Cope moved to adjourn Committee of the Whole, seconded by Trustee Sargon.

The motion passed by Voice Vote.

Respectfully Submitted,



Caroline Dick
Deputy Village Clerk



R. F. MAU CO.

SINCE 1936

847-673-4292

7140 N. LAWDALE AVE • LINCOLNWOOD, IL • 60712

FAX: 847-673-4295

Mr. Barry Bass and Members of the Lincolnwood Board of Trustees

I write to you as President of R.F. Mau Company located at 7140 N. Lawndale Ave in Lincolnwood. R.F. Mau Company employs approximately 70 full and contract employees in Lincolnwood. We are a manufacturer of custom brass and aluminum fittings founded in 1936 and a member of the Lincolnwood community since 1968. This letter pertains to the village of Lincolnwood's opportunity to opt out the Cook County Minimum Wage Increase Ordinance

We have several unskilled and semi-skilled employees earning between \$8.25/hour and \$10.00/hour. We also have many employees earning in excess of \$25.00/hour. Many of these higher paid employees started at R.F. Mau Company making minimum wage. Those who showed initiative and desire had the opportunity to learn a trade and earn higher wages.

R.F. Mau Company has spent the last 20 years fighting off competition from low wage countries in Asia. Now we will be faced with fighting off competition from other Cook County municipalities like Northbrook, Mt Prospect, Elgin and others if Lincolnwood does not opt out. Wages comprise the largest cost to our business and a wage increase like this would be detrimental to our ability to compete. Customers expect price decreases, and do not accept increases.

I strongly urge the Board of Trustees to opt out of this ordinance under Lincolnwood's Home Rule Authority. Please follow the lead of other municipalities in Cook County who have voted to keep their business climate competitive. Otherwise, companies such as R.F. Mau Company and other Lincolnwood employers will be at a competitive disadvantage compared to those neighboring municipalities who have opted out.

Thank you.

Brian Adams

President

R.F. Mau Company



May 15, 2017

Mr. Bass (Village President) and members of the Lincolnwood, Illinois Board of Trustees:

My name is Bryan Schwartz and I am the President of Trim-Tex located at 3700 West Pratt Avenue in Lincolnwood. Trim-Tex employs approximately 125 people in Lincolnwood, Illinois. We have been an established business since 1989 in the Lincolnwood Community.

I am writing to you on behalf of Trim-Tex concerning the Cook County Earned Sick Leave Ordinance scheduled to go into effect on July 1, 2017, to request and urge you to immediately have Lincolnwood opt out of this ordinance under Lincolnwood's Home Rule authority under Illinois law before this ordinance takes effect. This ordinance is burdensome and causes Trim-Tex and all businesses in Lincolnwood to incur unnecessary costs and expenses. In addition, employment laws should remain under the purview of the state and federal government and not the county. For these and additional reasons, other municipalities have either already opted out (e.g. Wheeling, Arlington Heights, Schaumburg and Mount Prospect) or are in the process of doing so (e.g. Buffalo Grove and Niles).

Trim-Tex, like all businesses, operates under a plethora of federal and state laws and regulations concerning employees. Keeping up with all of them is very time consuming and involves expense, including outside legal and consulting expenses. To add yet another requirement by a body of government that does not need to be involved is burdensome, unacceptable and unnecessary.

Trim-Tex has well established paid time off policies for each of its employees. In discussing the new ordinance with our outside counsel, notwithstanding Trim-Tex's very generous paid time off policies, we will need to change our policies to cover technical matters of the ordinance, even though – between vacation time and personal days -- Trim-Tex provides for more days than the ordinance requires. This, of course, will cost Trim-Tex both legal fees and time spent getting this done and communicating the changes to our employees.

Trim-Tex is a company that treats its employees as adults and provides full benefits. While we recognize that some companies may not have sick days or personal days like Trim-Tex, most businesses do. The burden and costs the Cook County Earned Sick Leave Ordinance places on Trim-Tex, and businesses like it, is inappropriate and over the top and is stifling to business development.

For the reasons stated above, we request and urge Lincolnwood to follow other municipalities in Cook County and opt out from the Cook County Earned Sick Leave Ordinance under Lincolnwood's Home Rule authority before this ordinance takes effect. If Lincolnwood doesn't opt out, it will be at a disadvantage with neighboring municipalities that have opted out.

Best Regards,

A handwritten signature in black ink, appearing to read 'Bryan Schwartz', is written over a horizontal line. Below the signature, the name 'Bryan Schwartz' and title 'President - Trim-Tex Inc.' are printed.

Bryan Schwartz
President - Trim-Tex Inc.

CC: Lincolnwood Board of Trustees, Bill Dunn, Joseph Koenig

Food For Thought Position Statement

regarding Wage Increases prior to Governor Pritzker calendared Wage Plan

Food For Thought has operated our business in Lincolnwood since 1996. We have seen investment in the commercial and public areas that make Lincolnwood a great place to live, work and operate a business.

We rely on our Public officials to consider, communicate and listen to all constituents in Lincolnwood. It is clear in the latest voting on Lincolnwood advancing the Pritzker Wage Calendar, there was no effort made to contact the Business community who holds the responsibility to construct business models to support Wage growth.

With this absence of communication and pushing a vote without the business community involved in the discussion, we feel the Board has not represented ALL but voted prematurely on a Wage increase without the considering the opinion of those that will hold the responsibility for this increase and how it will effect our businesses.

Food For Thought recently invested in an expensive remodel and commitment to stay in Lincolnwood after meeting with the Mayor and Development people of the city, learning about the investment and commitment to business being a respected driver of the Lincolnwood experience. Previously we searched for a year to move to the city-the reasons we considered moving our operation of 20,000 sq ft. and 150 employees was Hiring has become increasing difficult in Lincolnwood and Public Transportation is not efficient and 95% of our Customers are in the City of Chicago.

Food For Thought believes our responsibility is to our People and the People we serve. We manage a People centric business and the foundation of our business is in the investment in fair and progressive wages, advancing education, competitive benefits, a fun and safe place to work and the development and promotion opportunities for our staff.

Therefore, we find it highly insulting that a handful of people approaching the Board late on a Tuesday night, 'under darkness' should have the right to force through a vote on a Wage Increase without representation from the Business Community.

Listed Reasons this Vote will affect Business and the Community we serve

1. The current Hiring problems that we all are suffering from is not Pay-
The reasons are public transportation, skills education, immigration policy and population decline.
2. Erratic price increases in Wages, give business no time to plan, model and communicate Price Increases to our Customers.
3. This erratic and advanced time table create an unlevel playing field when we price against our Chicago competitors. Our prices will be higher than Chicago businesses, thus more business will be won by Chicago business.

4. How will Lincolnwood Board, communicate to the Lincolnwood public that prices of goods and services will rise higher when less than 1 miles south customers can purchase the same products in Chicago for 25% less? The very workers that now shop and live in Lincolnwood will now pay more to purchase in Lincolnwood.
5. How will Lincolnwood Board, communicate to the Lincolnwood Businesses, that this vote was taken without representation? What will this do to our relationship with the City when Trust is broken.
6. Hiring and retention is our biggest business problem. What is the Board and Lincolnwood doing to attract Employees to Lincolnwood and how will public transit be improved?
7. How will the Lincolnwood business community remain competitive with the clear threat to local hiring, with Amazon opening their 237,000sq ft. facility in Skokie and hiring over 3000 people and Uber in the city hiring equal numbers?
8. If Lincolnwood becomes antagonist to the Business Community with excluding us from votes and not advocating for us, we will be forced to move our business, which will then force the city to raise property taxes. We as business owners have brought a dynamic and financial benefit to Lincolnwood, that needs to be respected.

In closing, our position and commitment is to honor the Pritzker Wage Calendar, to keep the competitive playing field level with competition in our border cities. Our continued commitment is to hire, invest, train and advance our people as we have done for 36 years. And finally, we are committed to the business communities success in Lincolnwood, that support through benefits and financial contribution is the People and the City of Lincolnwood.

Sincerely,

Nancy E. Sharp

CEO

Food For Thought

nsharp@fftchicago.com-cell 847-722-5692

7001 N. Ridgeway Ave

Lincolnwood