



Board of Trustees
Regular Meeting Minutes
Held at Winfield Township Office
130 Arbor Avenue
West Chicago, IL 60185
7/9/2018

Meeting called to order at 7:00PM by Supervisor Smith.

Clerk Prater called roll call. Trustee Voelz, Trustee Halley, Trustee Alekna, Trustee Guglielmi and Supervisor Smith were all present.

Also present: Assessor Mark Malay, Highway Commissioner John Dusza, and Clerk Nicole Prater.

Others present: Rick Tarulis, Bob Heipp, Ed Franckoviak, Burt Minor

Supervisor Smith led the Pledge of Allegiance.

Supervisor Smith entertained a motion for approval for the minutes of the Regular Board meeting held June 11, 2018. Motion made by Trustee Halley. Second by Trustee Guglielmi. No discussion. Motion carried on roll call vote.

Trustee Halley - Aye	Trustee Alekna - Aye	Trustee Guglielmi - Aye
Trustee Voelz - Aye	Supervisor Smith - Aye	

Supervisor Smith entertained a motion for approval for the minutes of the Executive meeting held June 11, 2018. Motion made by Trustee Voelz. Second by Trustee Alekna. No discussion. Motion carried on roll call vote.

Trustee Alekna - Aye	Trustee Guglielmi - Aye	Trustee Voelz - Aye
Trustee Halley - Aye	Supervisor Smith - Aye	

Audience participation: None

Correspondence:

Supervisor Smith handed out the Engagement Letter from Selden Fox for Board information only. Highway Commissioner John Dusza received a thank you from Margret Ryan for helping remove the used cars, The Ericksons for brush pick-up, and Kuntze for cutting some brush that needed to be cut.

Board Audit Report:

Town Fund: \$92,848.76	General Road Fund: \$17,357.67
General Assistance: \$12,217.52	Permanent Road Fund: \$68,067.06
Equipment & Building Fund: \$34,256.66	IMRF Road District Fund: \$2,881.93



Social Security Road Fund: \$3,083.43

Liability Insurance Fund: \$0.00

Total of all funds: \$230,713.03

Motion made by Trustee Voelz to approve the Board Audit Report. Second by Trustee Halley.

Trustee Voelz asked on page four of the Town Fund the legal fees, what was that for? Clerk Prater handed the invoice to Trustee Voelz. The total bill is \$2622 and it is split between the Town Fund and General Assistance. No further discussion. Motion carried on roll call vote.

Trustee Guglielmi - Aye

Trustee Voelz -Aye

Trustee Halley - Aye

Trustee Alekna - Aye

Supervisor Smith - Aye

Unfinished Business:

Discussion and possible action on Tax Objections - Trustee Voelz asked if we would said not to exceed \$200,000, this would have been over? This could have been settled for \$200,000, am I right? Trustee Guglielmi advised it was 25-50% negotiation standard and we were not sure what the number was. Turned out is was \$297,000 instead of \$370,000. So, half of \$297,000 is \$149,000. It would be 50%, so he was only authorized up the \$149,000. They came back with \$200,000, so that is up to us to discuss in open session or closed session. That is up to the Board. Clerk Prater advised it is happening in open session now, so no point of closed session. Trustee Guglielmi stated, let's get this done before next month. Trustee Halley advised it is up to us if we settle it or not for \$200,000.

Trustee Voelz made a motion to have the attorney with the authority to settle the tax objections for \$200,000. Second by Trustee Guglielmi. Supervisor Smith asked if anyone had discussion or comments. Supervisor Smith asked Attorney Tarulis if he would like to say something. Attorney Tarulis stated I recommend the Board not settle. You claim to be stewards of taxpayers money and you question the cost of a mouse. You can defend these and win them or you can just give away hundreds of thousands of dollars. Trustee Halley, for the record, we asked you for your advice and your advice was not to settle, but I would like to call question and vote. Attorney Tarulis asked then why did you ask for any comments. Supervisor Smith advised she agrees with Rick that it should not be settled and asked for the Clerk to call roll. Motion carried 4-1 on roll call vote.

Trustee Voelz - Aye

Trustee Halley - Aye

Trustee Alekna - Aye

Trustee Guglielmi - Aye

Supervisor Smith - Nay

Monthly Financial and Investment Reports: For information only.

Supervisor Smith advised she asked for a report from Citizens Corps but has received nothing at thie time.

Department Reports:

Supervisor Smith – I sent out an email regarding the Township elected officials of DuPage County. They would like to bring the program back. If you are interested, please let me know. Next meeting 7/30, Monday night at 6:30 at the Glen Elly Crown Plaza on Roosevelt Road. Please let me know by 7/20. Clerk, Please put these comments into the minutes verbatim: "Serious charges were made at the last meeting by Trustee Guglielmi that our employees are grossly overpaid by County standards and



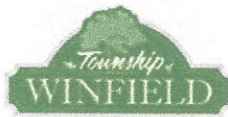
receiving high raises without accountability. I asked for his information to back up those charges, which I received one week later and included three townships for comparison. I will address my three employees. After review of the information, I can tell you that his facts are not facts at all. I am personally offended and outraged by the comments that were made by Trustee Guglielmi and will clarify here and now for the Board and for the permanent record. I will start with the General Assistance Director, who was completely let off the chart. I'm guessing that might be because her salary is towards the bottom of General Assistance Director's pay scale for the County. Let me clarify what she makes and compare it to other townships. Our General Assistant Director will make \$42,000.00 for this fiscal year. This salary started April 1, 2018. The GA directors from the three townships that Trustee Guglielmi compared our township to are as follows: #1 Township (Wayne Township) \$69,784. 3 employees total. #2 Township (Downers Grove Township) \$64,984.94 in 2016 and have 2 employees. #3 Township (Lisle Township) \$52,359.84 in 2017 with one employee. Additional information another township, the General a

Assistant Director makes \$50,300.12 plus has a \$40,999.92 caseworker/bookkeeper. To reiterate, our General Assistant Director will make this year \$42,000 and is not grossly over-compensated in relation to comparable positions around DuPage County.

As far as the senior bus driver, there really isn't anything to compare him with regarding his research, but I can guarantee you your numbers are wrong in stating his salary. You have him listed as \$49,833.42. Our bus driver, as of April 1, 2018, will make \$46,000 this fiscal year. He made \$45,000 last year and received a cost of living increase this year of 2.1%. What you did I believe is take one pay period salary and times it for 26 pay periods. Our employees get paid twice a month, or 24 pay periods. You could have easily found this out if you would have simply asked for it. We have never denied you or any Board member any information and have worked with you on all your requests. Or you could have looked on the Revenue and Expenditures report that was generated at the end of the fiscal year clearly shows that the bus driver received \$45,000.

My last employee, the administrative assistant. You state that the administrative assistant makes \$52,541.84 when, in fact, her new salary as of April 1st is \$48,500. Again, asking would have given you the correct amount or checking the Revenue and expenditures would have shown that for fiscal year 2017/2018 the administrative assistant made \$47,500 and received a 2.1% cost of living raise for this coming year. #1 Township comparison for this position states their supervisor/ finance admin person makes \$41,632. I don't know where that amount came from. The Director of Finance and Administration makes \$74,000 a year. The Executive Administrative Assistant makes \$44,679. They have two people doing the job that our one employee does at a salary of \$48,500.

Township #2 has a Deputy Supervisor that does the job that our Administrative Assistant does, with, I'm guessing additional responsibilities, but her salary in 2016 was \$75,156.72. You show \$44,900. They also have two part-time employees that work for the Supervisor. Township #3 has an Assistant to the Supervisor, who in 2017 made \$53,218.84. They also have a part- time receptionist. I see no evidence that our administrative assistant is grossly overpaid. I have always given this board whatever information you have asked for; I have tried to work with you and I continue to see attacks... but attacks on the employees will not be tolerated. Our employees are loyal, hardworking employees who deserve the respect and support of this Board. From now on, please make sure your facts are correct before you



start making statements for permanent records that are inaccurate, mean-spirited and harmful. Trustee Guglielmi also brought up that we are moving forward with the levy/budget process. I want to be on record that I built in money in the 2018/2019 budget with the thought of bringing our 1974 building into the 21st century and build an addition that would include a designated office for the General Assistance Office. All townships in DuPage County have a designated office for General Assistance but our office. Through frugal spending and without having to go to referendum or borrow money, we have the funds available to accomplish this addition. That amount was taken out of the budget by the Board. Also, the lesser amount \$50,000 I was asking for in the revised budget to at least see what an addition would cost and if it is even feasible again, that money was also taken out. I ask the Board to reconsider the money for an addition during the next budget process."

Assessor Mark Malay – I have three employees who are highly trained and a very experienced staff. I looked at all the other townships for the Assessor's offices to see where we ranked. We were number 9 out of 9 Townships. My employees are the lowest paid in DuPage County for Deputy Assessors. In fact, my highest paid employee is 14% lower than the average of the highest paid employees of the other eight townships. That is not grossly overpaid. I do not know where those numbers came from, but they are not right and it is not a correct statement.

Supervisor Smith advised, I would like to add in yours that on May 10, Mike asked for the breakdown of the \$235,000.08 total, which was the annual report for your employees. He was given the salaries made for that year and they still do not coincide with the chart.

Highway Commissioner John Dusza – Working on Drainage in Woodland subdivision. Replacing Driveway culvers... alot in Whiskey Creek. Forest preserve projects are winding down; regional trail had grand opening. They are finishing landscaping in our subdivision. They should be out 7/15 because contractor will come in and start bending the driveways and roads and overlay. Been cutting trees down and we hired Herman Bowman to cut the more dangerous trees by power lines. Working on our third mowing for the season, and that is it.

Trustee Voelz – I approached Dona two weeks ago due to email issues and I am now able to get with the person she put me in contact with, so thank you, Dona. I will not see you guys at the parade, so have fun.

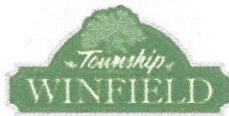
Trustee Halley – Interesting meeting. With these tax objections, I am glad they are done. Don't think it was necessarily the result we wanted, but it is time to be done with it. Like Dona said, we need to get everything done to focus on important aspects. I want to give light on why I called to question. What Rick was giving was not advice to the Board; he was criticizing the Board, chastising the Board, and I frankly did not want to listen to it. I hope everyone had a good 4th of July and enjoy the rest of July. I will not be able to attend the dinner. That is my birthday. Supervisor Smith stated thank you for letting me know.



Trustee Alekna - Clerk, please record these comments into the minutes verbatim: "I find it inconceivable that our Lawyer Rick Terulis came to our last meeting so poorly prepared." (Attorney Tarulis laughed.) Trustee Alekna continued. "He did not have the exact dollar amount of the total tax objections, nor did he know exactly how many cases were actually involved." Attorney Tarulis made another comment cutting off Trustee Alekna. Clerk Prater asked Supervisor Smith to ask Attorney Tarulis to leave. Supervisor Smith advised Attorney Tarulis she would call him tomorrow and we will get this settled with the tax objections. While leaving Attorney Tarulis stated, I will see those in the minutes if they are verbatim. Just watch out... Clerk Prater stated, excuse me. You were asked to leave and you need to leave. Trustee Alekna asked, are you threatening me? Am I being threaten in an open meeting? Assessor Malay stated: Rick, just go. Supervisor Smith agreed with Assessor Malay. Attorney Tarulis stated "She's a Bitch (22:37-22:39)." Trustee Alekna asked again, are you threatening me? Trustee Guglielmi stated, it sounds like that to me. Attorney Tarulis was escorted out of the meeting by a constituent. Trustee Alekna asked, did he just say she's no good? Attorney Tarulis stated "While you're on the record. I will follow up. See you in court (22:41-22:44)." Trustee Halley stated, that is a threat to the Board. So, please include that in the minutes. That is outrageous for anybody. I understand everyone is upset and irritated. That is outrageous and unacceptable. Supervisor Smith agreed. Clerk Prater asked for Trustee Alekna to start from the beginning.

Trustee Alekna started from the beginning "Clerk, Please record these comments into the minutes verbatim: "I find it inconceivable that our Lawyer Rick Terulis came to our last meeting so poorly prepared. He did not have the exact dollar amount of the total tax objections, nor did he know exactly how many cases were actually involved. This shows a complete disregard for the Board's request and, in fact, arrogance that he can do whatever he wants and still get paid for showing up. Towards the end of the meeting, he mentioned some paper he had involving John Dusza's group that would prove what a great job he did for them, yet he did not bring the either. His lack of respect and outright hostility should not be tolerated. This was written prior to five minutes ago. Furthermore, I suggest we release all Executive Session minutes. There's nothing to hide. After all these months, we still have the same lawyer. This leads me to state that I have no confidence in the ability of the lawyer and our Supervisor to resolve this issue of tax objection Issue. We interview others who said they could get it done, yet here we sit in July. Thank you."

Trustee Guglielmi – I would like to touch on last month piece. I will prepare a full explanation next month. GA was left out because it was a new employee not being on the pay grade in 2016. So they were not a part of that calculation. The numbers for the percentages of the raises which is what of most of my information was talking about was based off of the Board Audit Report per paycheck. So, the inflated number of the 26 pay periods has nothing to do with the percentage of the raise. It is based off the \$1,440.26 a pay check; that is where the raises were anywhere from 4% up to 8.9%. The budget was based for next year off the 26 pay periods. So, that should have been caught by the Supervisor. When you were looking at the budget to say these numbers are wrong then, but now you have caught it. So, why was it not caught then? Anyone who wants to see the figures that I have from emails from the Town Clerks, I am happy to share them with you. It is public information. The fact that you guys are



stating these as lies is crazy. I will print out the emails and you guys can all see them. I still stand behind the 4% up to 8.9% raises different for each person. The main thing you both left out was that these percentage of raises, being different from everybody, there is no physical written documentation of performance evaluations. When there are differences that has to be based on something written down. Just oral review is not going to cut it. At least not for the taxpayers I represent. The comments were not hurtful or harmful. I did not mention names or if someone was a poor worker; all I said was the number I received from other Township officials.

Supervisor Smith advised that she has numbers as well and when you built in the higher numbers on the budget I thought it was because you were listening to me during our meeting. We always built in a little extra when Terry the bus driver calls in. I need to be able to pay someone to take over those hours. I need more than to the penny of what he gets paid. If Bev decides to leave from now to the end of the year, I need to build in two salaries, so she can train the other person. Same thing with GA; that is why there is a little more and not to the actual dollar. I did not realize you thought you were to the dollar. You, Mark and I need to sit down and compare numbers because we are looking at the same number and getting different things.

Trustee Voelz asked if someone is making \$46,500. Do you take 2.1%? Do you take the \$46,000 and multiply by the 2.1% to come up with the new number?

Supervisor Smith advised we round it up, so \$1,000.00 more.

Trustee Voelz asked: Trustee Guglielmi, where did he got those big numbers from?

Trustee Guglielmi advised, I got it right off the Board Audit Report. The percentage of raises over two fiscal years from April 1, 2018 and April 1, 2017 and April 1, 2016 Board Audit reports. I used those three numbers and figured out the percentage difference per paycheck.

Trustee Voelz: I am trying to figure out if everyone is getting a 2% raise. Trustee Guglielmi advised, but they are not. They are getting more. Trustee Voelz advised if we agree as a Board that everyone gets a certain percentage of raise instead of a discrepancy from 2%-6%, why don't we just give 3.5%-4% a year.

Assessor Mark Malay advised I only commented on the fact they are grossly overpaid. I am in charge of my employees not the Board. If I do have performance reviews, they are for my review only; they are not public information. They are not FOIAable. I can explain why two of my employees received greater responsibilities. When I first started here, we had seven employees; now we have three.

Trustee Alekna advised, can you understand by not having an employee review form how someone can say you gave him 7% and you gave me 2%? Based on what? It is protecting you and the Township.

Assessor Mark Malay stated he understands, but it is not information you can have anyways. I have three employees and I know what is happening on a regular basis. I am elected to assess the property the Board has, not control over how that property is assessed. I cannot be on another Board I cannot levy taxes because I assess property.

Trustee Halley advised he does not believe anyone is questioning that or questioning your ability to run your staff.

Assessor Mark Malay advised, but you are.



Trustee Halley disagreed. I am not asking to see the performance reviews. It is protecting yourself and the Township. What happens if an employee sees what others get paid and gets upset due to a higher percentage of raise and sues the Township based on discrimination?

Assessor Mark Malay advised noted.

Trustee Halley advised that is what everyone is talking about for performance reviews. I am not asking to see them; you run your staff the way you need to run your staff. If you have a problem with your employees, you as the boss deal with it.

Trustee Alekna stated we obviously touched two big nerves here.

Assessor Mark Malay: When you state my employees are grossly overpaid, yes.

Trustee Guglielmi advised based on the information given by the three other Townships, yes. In that information it is clear as day the Deputy Assessors are paid less at the other townships.

Assessor Mark Malay advised, no, they are not. Other townships have more employees. I only have three employees. My highest employee gets paid 14% of what the other townships pay.

Trustee Guglielmi stated we need to sit down and discuss this further.

Supervisor Smith advised these topics are easily discussed by picking up the phone. Everything does not need to be played out like a big political battle.

Clerk Prater advised that this was discussed at the meeting during budget time between Supervisor Smith, Assessor Malay and Trustee Guglielmi. I know because I was there. Mark, you are right. The Board cannot tell you what to do with your employees; however, the Board does control your budget. So, they can tell you what you can pay your employees.

Supervisor Smith: I think it would have been a lot easier if the Board would have stated start to do written evaluations instead of accusations. I had an employee that was with the employer for 26 years. She was a GA director hired in and left as a GA director. No written performance that will give her a higher position. The suggestion of evaluations I am sure Mark and I can sit down and figure one out.

Trustee Halley: I just think it is standard operating procedure, has a written review, sit down from my boss. It is just how you are supposed to do things, so you can protect yourself.

Trustee Guglielmi: We are talking about accountability. In a private sector organization, you can do whatever you want. This is the public sector; this is the taxpayers' dollars being spent. We need accountability.

Trustee Alekna: I don't think it was any big political thing. I recall quite a while back we asked for employee job descriptions. Supervisor Smith advised, and you got them. Trustee Alekna advised, after three or four months. We have asked for a lot of things, but they are not forthcoming. You are used to meetings where everyone is rubberstamping everything and we are no longer doing that.

Supervisor Smith advised we should be communicating.

Trustee Alekna advised, that is what we should be doing in these meetings, communicating on the record.

Clerk Prater – Thank you for the exciting minutes. I hope everyone had a good Fourth. Just a reminder, there is National Night Out coming up the first Tuesday in August.



Supervisor Smith - Proposed the Board go into Executive Session Semi-Annual Review of Closed Session Minutes, 5 ILCS 120 2(c) 21s. Second by Trustee Halley. No discussion. Motion carried on roll call vote.

Trustee Halley - Aye

Trustee Alekna - Aye

Trustee Guglielmi - Aye

Trustee Voelz - Aye

Supervisor Smith - Aye

Executive Session from 7:40PM-7:47PM Semi-Annual review of Executive Session Minutes 5 ILC S 120 2 C 21- Discussion of Minutes of the meetings lawfully closed under this Act, whether for purpose of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06.

Clerk Prater called roll call. Trustee Voelz, Trustee Halley, Trustee Alekna, Trustee Guglielmi and Supervisor Smith were all present.

Trustee Voelz made a motion to release the Closed Session minutes 10/25/2017; 01/08/2018; 06/11/2018. Second by Trustee Guglielmi. Discussion started with Trustee Voelz. Since on the agenda it does not state action to be taken from Closed Session, we cannot vote to release the Executive Session minutes. Clerk Prater Agreed. Trustee Voelz stated, I have been telling you all along. After we have a Closed Session, we must have action to be taken out of Closed Session.

Trustee Halley asked, do you have to have action? Trustee Voelz advised, no, you do not have to have action but, in order to do action, you must have it on the agenda. Therefore, I would like to table my Motion since it is not on the agenda. Trustee Guglielmi amended his second to table the motion.

Supervisor Smith: My question is if we wanted to vote on it right now, we have to have a line item. But Nicole stated we can just put a line item next month. Clerk Prater advised, but since that is not there, basically it is stating we never went into Executive Session. Supervisor Smith advised she understood and next month both will be on the agenda.

Motion for Adjournment was made by Trustee Halley. Second by Trustee Voelz. No further discussion. Motion carried on voice vote.

Trustee Alekna - Aye

Trustee Guglielmi - Aye

Trustee Voelz - Aye

Trustee Halley - Aye

Supervisor Smith - Aye

Meeting adjourned at 7:50PM.

A handwritten signature in black ink, appearing to read "Nicole Prater", written over a horizontal line.

Clerk Nicole Prater

A handwritten signature in black ink, appearing to read "Dona L. Smith", written over a horizontal line.

Supervisor Dona Smith