

**MINUTES OF A COMMITTEE OF THE WHOLE MEETING
OSWEGO VILLAGE PRESIDENT AND BOARD OF TRUSTEES
OSWEGO VILLAGE HALL
100 PARKERS MILL, OSWEGO, ILLINOIS
January 11, 2022**

CALL TO ORDER

President Troy Parlier called the meeting to order at 6:00 p.m.

ROLL CALL

Board Members Physically Present: President Troy Parlier; Trustees Tom Guist, Kit Kuhrt, James Marter II, Terry Olson, Jennifer Jones Sinnott, and Brian Thomas.

Staff Physically Present: Dan Di Santo, Village Administrator; Tina Touchette, Village Clerk; Jeff Burgner, Police Chief; Jennifer Hughes, Public Works Director; Rod Zenner, Development Services Director; Scott McMaster, Economic Development Director; Joe Renzetti, IG/GIS Director; Susan Quasney, Engineer; Corey Incandela, Administrative Intern; and Karl Ottosen, Village Attorney.

PUBLIC FORUM

Public Forum was opened at 6:01 p.m. There was no one who requested to speak. The public forum was closed at 6:01 p.m.

OLD BUSINESS

F.1 Draft 2022-2025 Strategic Plan

Administrator Di Santo addressed the Board regarding the draft strategic plan. Since the Board's October discussion, the leadership team met to further define the proposed Strategic Plan targets and to outline the strategic initiatives necessary to achieve the priorities established in the plan. The plan is being presented for Board review, input and for any updates that need to be incorporated. The final plan will be brought back to the Board for approval and adoption at a February 2022 Board meeting.

Board and staff discussion focused on everything provided in the plan which was put together as result of the information provided during the sessions; initiatives are what staff drafted and put together; water source agreement is for the obtaining of contracts before the end of 2022; financing for the water source; water rate study will be provided at a future Board meeting; will be many months before staff will have a financing plan; working on obtaining permits and bringing an engineer on-board; Wolf's Crossing letting this Fall; Wolf's Crossing construction completed by Nov. 18, 2022 needs to be changed to Nov. 18, 2023; whether there should be initial phases for Wolf's Crossing; initial phases not needed since consensus was given to move forward. There was no further discussion.

NEW BUSINESS

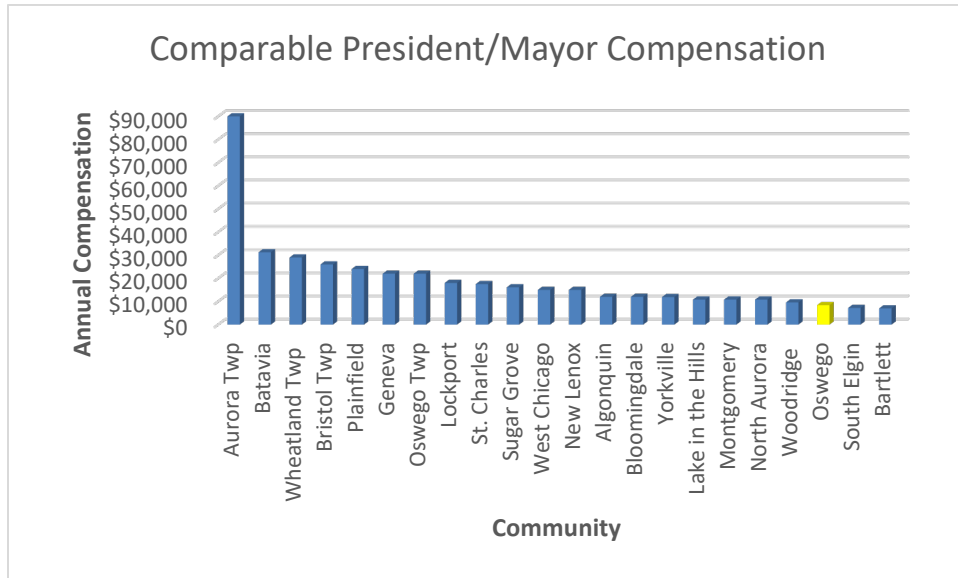
G.1 Elected Official and Commission Compensation

Administrator Di Santo addressed the Board regarding Elected Officials and Commission compensation. The Village regularly reviews compensation for employees to maintain market competitiveness. Elected and appointed officials have not historically been included in the study. Compensation for Elected Officials has not been reviewed since 2006. In the Fall, staff collected data from nearby communities regarding the yearly compensation for Elected Officials, Planning and Zoning Commission members, and members of the Board of Police Commissioners. Local governments handle compensation differently. Some split compensation between an annual salary and per meeting pay, while others provide only annual salary or only meeting pay. The Oswego Village

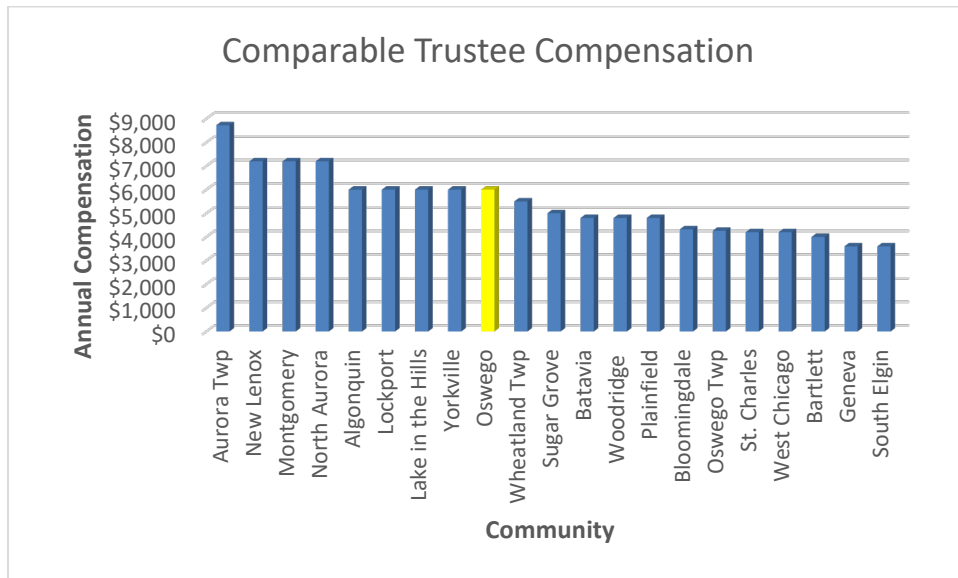
President and Board of Trustees receive both an annual salary and per meeting pay. Appointed members of the Planning and Zoning Commission and members of the Board of Police Commissioners are paid by the meeting.

Comp Data

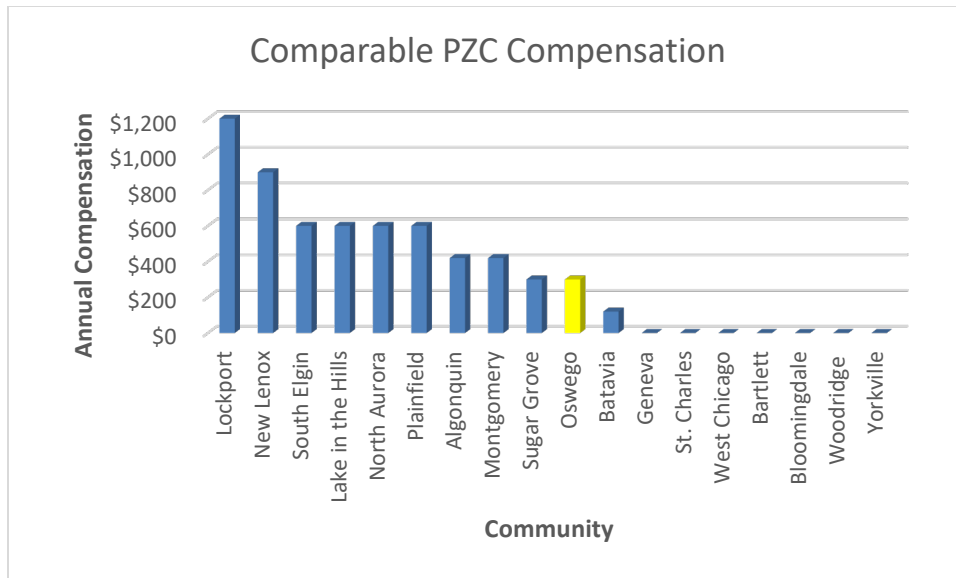
- Compensation for Oswego’s Village President includes a \$6,000 base salary plus \$50 per meeting attended. Based on data from 21 other municipalities/townships, the median annual compensation for Village Presidents/Mayors and Township Supervisors is \$15,000.



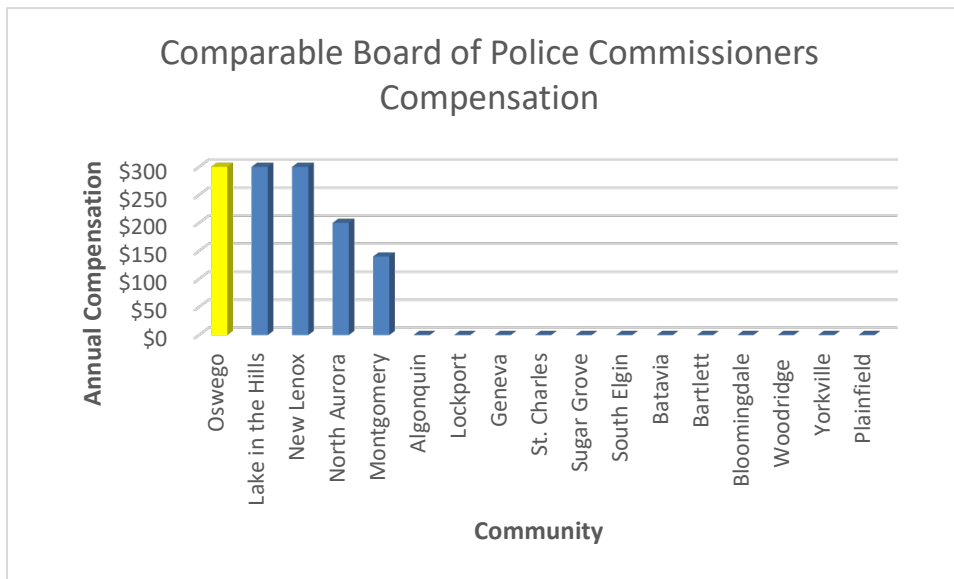
- Compensation for Oswego’s Trustees is an annual salary of \$3,600 plus \$50 per meeting attended. Based on comparable data, a Trustee at the Village of Oswego has an annual compensation that is \$1,100 above the median comparable compensation.



- A member of the Planning and Zoning Commission (PZC) makes \$25 per meeting, which comes out to a total yearly compensation of \$300. Based on comparable data, this is equal to the median comparable compensation. Almost half of the comparable communities choose not to compensate PZC members and of the ones that do, Oswego is on the low end. Of those that pay, the median PZC annual compensation is \$600, or \$300 more than Oswego’s PZC.



- A member of the Board of Police Commissioners makes \$25 per meeting, which comes out to a total yearly compensation of \$300 dollars. Based on comparable data, this is above the median compensation compared to other municipalities as most choose not to compensate for the Board of Police Commissioners. For those that do compensate, the median is \$248.



Staff recommended the Village President’s base salary be increased from \$6,000 to \$12,600 (total compensation of \$15,000), and a Planning and Zoning Commission Member be increased from \$25 to \$50 per meeting for a total yearly compensation of \$600. Compensation is a policy decision. Yorkville approved new compensation which goes into effect after the 2023 Local Elections. Yorkville’s Mayor would get \$14,400 per year plus \$150 per meeting and the Alderpersons would get \$5,500 per year plus \$150 per meeting. They also included a 2% escalator. Oswego may want to follow their lead.

Board and staff discussion focused on originally looking into a comp study back in 2017/2018 with the previous Board which chose not to move forward; appropriate to look at now due to the requirements as to when compensation can be changed per law; not needing to look at another town; salaries are kept low to keep from running for office; don’t do it for the pay; would need to be re-elected to get the increase; having the public vote on the increase; policy decision for the future Village President and Trustees; what is appropriate for public service; higher pay per meeting; accountability on the Board to show up to meetings; not a huge increase; setting it on CPI;

Yorkville is just throwing out numbers; being trend setters; everyone here cares about the Village; don't need to follow Yorkville; why this is the first time the Board is hearing about this; the Committee of the Whole is for discussion on items; whether to follow the Yorkville model; what format to follow; comps presented in the staff memo; should be at the median; not ready to provide numbers yet; ok with bump in Village President pay and tie in an escalator for both; whether staff needs to provide additional community data for comps; public to vote for a pay raise and how it would work; Village can do a survey; pushback from the public; compensation should be addressed more than every 15 years; should be voted on by the Board and not by referendum or a survey; numbers are low for a reason; if we raise it, people are going to use it against you; no taxes will be increased for the raise; Yorkville voted to increase the pay on March 27, 2020 with an effective date of 2023; if the Village was to approve increases with the next election, four positions elected in 2023 would get the increase and the other three would get the increase in 2025; none of the current Board would get the increase if not re-elected; 2% escalator versus CPI; may want to consider a cap if using CPI. Staff was directed to look into how long the pay rates have been in place in other communities and whether there are escalators in the pay. Item to be brought back to the Board for discussion at a future meeting. There was no further discussion.

CLOSED SESSION

A motion was made by Trustee Jones Sinnott and seconded by Trustee Guist to enter Closed Session for the purposes of discussing the following:

- Pending and Probable Litigation [5 ILCS 120/2(c)(11)]
- Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Personnel [5 ILCS 120/2(c)(1)]
- Collective Bargaining, Collective Negotiating Matters, Deliberations Concerning Salary Schedules [5 ILCS 120/2(c)(2)]
- Sale, Lease, and/or Acquisition of Property [5 ILCS 120/2(c)(5) & (6)]

Aye: Tom Guist	Kit Kuhrt
James Marter II	Terry Olson
Jennifer Jones Sinnott	Brian Thomas

Nay: None

The motion was declared carried by a roll call vote with six (6) aye votes and zero (0) nay votes.

The Board adjourned to Closed Session at 6:35 p.m.

The Board returned to open session at 7:03 p.m. A roll call vote was taken. All attending Board members were present for the roll call.

ADJOURNMENT

The meeting adjourned at 7:03 p.m.

Tina Touchette
Village Clerk