

MINUTES
of the
REGULAR BOARD MEETING
OF THE BOARD OF TRUSTEES
VILLAGE OF NORTHFIELD
Tuesday, February 17, 2009 - 7:00 p.m.

The Board of Trustees of the Village of Northfield met in the Council Chambers of the Village Hall for the Regular Board meeting on Tuesday, February 17, 2009 at 7:00 p.m. The meeting was called to order by President John Birkinbine. The Village Clerk called the roll.

PRESENT:	President Trustees	John Birkinbine, Jr. Ted Greene John Chapin, Jr. Frank Charhut Joan Frazier Terry Gottlieb Fred Teichert
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APPROVAL OF CONSENT AGENDA ITEMS:

Trustee Frazier made a motion, seconded by Trustee Gottlieb, to approve Consent Agenda items 1 through 7 except item #3.

1. Approve the Minutes of the January 20, 2009 Village Board meeting.
2. Approve the Bills and Disbursements from 1/5/09 to 2/8/09 in the amount of \$416,426.33.
4. Approve the appointment of Donald Klein to the Traffic & Transportation Committee as the Park District's representative.
5. Approve an ordinance amending the Village Code, Chapter 13, Administrative Adjudication of Automated Traffic Law Violations, various sections and Appendix D, Fees and Bond Amounts.
6. Approve an ordinance amending the Village Code, Appendix D, Art. XV, Miscellaneous Fees.
7. Approve the purchase of one 2009 Chevrolet Impala squad car, via State bid, in the amount of \$20,000.

Upon the following roll call vote, the motion was approved.

AYES:	Chapin Greene Charhut Frazier Gottlieb Teichert	NAYS: 0	ABSTAIN: 0	ABSENT: 0
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ITEM #3. CONSIDERATION TO APPROVE THE ANNUAL EMPLOYEE SAFETY AWARD FOR 2008

Trustee Gottlieb made a motion, seconded by Trustee Teichert to approve the annual Employee Safety Award for 2008.

Trustee Frazier noted that she did not believe in the program last year and does not believe in it

this year. It is an award given to every employee based on their meeting a certain level of not filing claims with IRMA.

Manager Sigman elaborated that the award is for not having any safety violations. She gave an example of an employee in the bucket truck that does not wear their safety helmet and they are observed by their supervisor not following safety precautions, they would lose their safety bonus. If an employee had any safety infractions, they would lose their safety bonus. It may or may not be associated with a claim to the Village's Risk Management Company IRMA. She further explained that in most cases where an employee loses their safety bonus, it does not involve or result in a claim to IRMA.

Trustee Frazier asked how many non-insurance related safety violations were found this year.

Manager Sigman responded that there were roughly 16 people that did not receive the safety bonus. She also noted that some employees have claims with IRMA but still get the safety bonus because the accident may have been determined not to be their fault such as the ambulance being rear-ended. The driver of the ambulance was not fault. Manager Sigman further noted that every time someone has an accident, the safety committee reviews the accident (first by the Supervisor, next the Department Head and then the Safety Committee (a pool of all the Department Heads) determines if the person did something negligent, or if there was something the Village can learn or do better or whether the employee still deserves the bonus.

Trustee Frazier asked for an example of the loss of the safety bonus that was not associated with an insurance claim.

Manager Sigman responded it would apply to a person not using the property safety equipment.

Trustee Frazier asked if there was a report noting this and Manager Sigman responded "yes."

Trustee Frazier then noted that the current policy states that if a person works for two departments, they get an award from each department. She asked is there are some people who get \$200?

Manager Sigman responded "there is." She noted there are about six employees who receive the bonus from two departments. She explained that only employees who work for Public Works and also work for Fire-Rescue get two awards.

Trustee Frazier noted that she does not believe people should get a \$100 award every year for doing what they are supposed to do which is to act safely. She further noted that employees are well compensated and they have very good benefits. She noted that there is fitness training programs, fitness testing that goes on and there is a nice gym at the public works building to help people with their fitness. She did feel that employees should be rewarded for what they should be doing. She further stated that if someone has an injury they should report it and should not receive an incentive to report it. If there is a safety violation, the employee should come forward and identify it. She noted that she would prefer the \$10,000 that it costs annually for the Safety Bonus be used for some kind of consideration that would be given to an employee who identifies some significant safety hazard or who generates some significant safety innovation. That would make more sense. She noted that her

criticism was not of the employees but of the program. She further noted that in today's economic climate it is an expensive perk for employees doing what they should be doing anyway.

Trustee Greene stated that employee compensation issues are the most complex issues in any organization. He asked if we know the origination of this safety bonus program. Why do we have it and does that problem still exist and does this program help us alleviate the problem.

Manager Sigman responded that the program was developed in the early 1990's when the Village had a lot of worker comp claims that were associated with injuries. Many people that work for the Village are in high risk fields so there is a substantial cost. It was a program that was put in place probably by IRMA. A lot of other municipalities offer a similar program as a way to inspire employees to be safe and to remind employees to be safe. She noted she could not predict whether there would be more claims if the program was done away with or if there would be fewer by having the program. She added that every year the Village is meeting its goals or stays below them as noted by our risk management company. There is no one right way to do it.

President Birkinbine noted that although he does not get to vote on this matter, he could see Trustee Frasier's point but he also sees the incentive. He sees it as an incentive to be careful. He noted that as children, we received incentives for something we should have been doing all the time. He noted that this is a small perk but it is a net plus.

Trustee Frazier commented that she could see his point but at the end of ten years, it is \$100,000 that the Village could really use. She further noted that she did not believe anyone acts more safely on a day to day basis because they know they will get \$100. And, if they are behaving recklessly then they should not have a job. She did not feel the Village can afford this program.

Trustee Charhut noted that he has a small company and had to cut salaries 20% but the one thing he did not change was the \$25 per month safety award for the employee who came up with the idea for helping somebody be safe. He also noted that he believes that paying off meritoriously for safety is a good principal. He noted that what started his company on the reward program was their insurance company. Trustee Charhut then pointed out that the safety award for Northfield is for 2008. He asked if it is in the budget. Manager Sigman responded that it is. He then noted that the award should be paid this year and if the Board wants to debate it or do something else next year, they can.

Trustee Chapin also noted that this was discussed last year when the budget was approved for 2008-09. He concurred that the Board can discuss it again when the budget review come up for 2009.

Trustee Teichert added that he agreed that a person might not be motivated to be safe for an entire year for \$100 but they might be negatively motivated if they were fined \$100 for one unsafe action.

Following discussion and upon the following roll call vote, the motion was approved 5 Ayes to 1 Nay.

AYES: Chapin

NAYS: Frazier

ABSTAIN: 0

ABSENT: 0

Greene
Gottlieb
Charhut
Teichert

CONSIDERATION OF A SALES TAX AGREEMENT FOR THE PROPERTY AT 770 FRONTAGE ROAD

Trustee Chapin made a motion, seconded by Trustee Teichert to approve a Sales Tax Agreement to provide for the construction of the new automobile dealership located on the property at 770 Frontage Road.

Manager Sigman noted that the Village has been working with an auto dealer to build a new facility at 770 West Frontage Road location. Village staff has worked with them on the attached sales agreement to help them cover the extraordinary upfront costs associated with the build out. She further added that she feels it is a win-win situation which helps preserve the market the Village has with regard to auto sales and over the ten year period will result in an additional \$1.4 million in anticipated revenue into the Village.

Upon the following roll call vote, the motion was approved.

AYES:	Charhut	NAYS: 0	ABSTAIN: 0	ABSENT:
	Greene			
	Chapin			
	Gottlieb			
	Frazier			
	Teichert			

CONDUCT A BOND ISSUE NOTIFICATION ACTION HEARING (BINA)

Finance Director Noble provided information on this non-action item. He noted that he was passing out a timetable that was mentioned but not included in the Board packet. The purpose of tonight's hearing is to explain the reasons for the bond issue for road resurfacing projects and to allow residents to present any testimony they might have. The bond issue will provide funding to repave as many Village streets as possible in 2009. The streets and their condition were identified in a pavement assessment from 2005-06. The bonds will be paid for from the Village's allocation of State Motor Fuel Tax funds. MFT funds are allocated to the Village on a per capita basis. As a result, the funds that come straight from the State will pay off the bonds and, therefore, there will be no increase in taxes. The Board adopted an ordinance last month authorizing issuance of up \$2 million in bonds for road resurfacing. It is most likely that the Village's annual MFT funds will only support about \$1.6 to \$1.7 million in bonds. The \$2 million figure is a not to exceed amount but Director Noble expects the bond issue to be in the \$1.6 to \$1.7 million area depending on the interest rates at the time the bonds are issued. Director Noble noted that the next step in the process is for the Board to adopt a parameters ordinance which should take place at the March Board meeting. Following the adoption of that ordinance, the Village is free to issue the bonds whenever the market condition is most favorable.

President Birkinbine noticed that he is opening the Public Hearing. He asked for public comment. There being none, he closed the Public Hearing.

CONSIDERATION TO APPROVE THE SPECIAL BOARD MEETING MINUTES OF JANUARY 29, 2009

Trustee Gottlieb made a motion, seconded by Trustee Frazier to approve the meeting minutes of the January 29, 2009 Special Board Meeting.

Upon the following roll call vote, the motion was approved.

AYES:	Charhut	NAYS: 0	ABSTAIN: Charhut	ABSENT: 0
	Greene		(not present for the mtg.)	
	Gottlieb			
	Frazier			
	Teichert			

Board Updates

Willow Road

Manager Sigman reported that the Traffic and Transportation Committee met last month and will meet again next week. They have been talking about gathering consensus about IDOT's plan and hiring consultants and the best way to move forward. The Committee has started working on a long range profile of what types of consultants would be needed and when and the likely costs so this could be rolled into the Village budget. It is also anticipated that the Traffic and Transportation Committee will outreach to the other entities affected by Willow Road – the School District, Park District and NSAG to get some cooperative funding efforts going. She also noted staff is contacting IDOT on a regular basis to determine when they will be ready to move ahead with Phase I and Phase II for Willow Road. In her last conversation with IDOT, they indicated they have yet to come to a contract agreement with their chosen consultant but they still expect to move ahead some time this spring.

Miscellaneous

Trustee Charhut asked how Director Noble arrived at the figure that projected sales tax revenue would be down 13% for the next year.

Manager Sigman note that for next year they are projecting that sales tax revenue will be down a total of 28% across the board. She noted that they are basing that figure on the sales revenue that has come in during the more recent months and from monitoring the trends of businesses in our community. She emphasized that it is an educated guess.

ADJOURN TO CLOSED SESSION

Trustee Chapin made a motion, seconded by Trustee Charhut to adjourn to closed session at 7:50 p.m. to discuss a litigation issue.

Upon the following roll call vote, the motion was approved.

AYES: Charhut NAYS: 0 ABSTAIN: 0 ABSENT: 0
 Greene
 Chapin
 Gottlieb
 Frazier
 Teichert

RETURN TO OPEN SESSION

Trustee Chapin made a motion, seconded by Trustee Gottlieb to return to open session. By voice vote, the motion was approved.

ADJOURNMENT

There being no further business to come before the Board, Trustee Chapin made a motion, seconded by Trustee Gottlieb to adjourn the meeting at 8:05 p.m.

Upon the following roll call vote, the motion was approved.

AYES: Charhut NAYS: 0 ABSTAIN: 0 ABSENT: 0
 Greene
 Chapin
 Gottlieb
 Frazier
 Teichert