

VILLAGE BOARD
Committee of the Whole Meeting
March 18, 2019
Lemont Village Hall – Village Board Room
418 Main St., Lemont, IL 60439

I. Call to Order

Mayor Egofske called the COW Meeting to order at 6:30 p.m.

II. Roll Call

Present were Trustees, Blatzer, Maher, McClafferty, Sniegowski and Stapleton. Also present were George Schafer, Jason Berry, Marc Maton, Ralph Pukula, Kay Argo, Christina Smith, Darshana Prakash and Shaeera Salauddin.

III. Discussion Items

A. FY 19-20 Budget and Annual Fee Ordinance Discussion

Finance Director, Chris Smith, presented proposed budget to the Board which is balanced with the Non Home Rule Sales Tax of 1%. Should the referendum fail on April 2nd, staff will work with the Village Board on cutting expenditures in order to balance the budget. Chris Smith, discussed the items that were cut from the budget in order to have it balanced. As stated at the February 25, 2019 Committee of the Whole the general fund was \$1.1 million in the hole. In order to close the gap all capital needed to be cut from the budget, the road program was reduced, and other various items were cut. The General fund balance will remain at the targeted 50% of expenditures less transfers and capital. The Proposed FY2019-20 Proposed Annual Operating Budget is on the Village's website www.lemont.il.us under the Budget section. On March 11th the Village Board held its first public hearing for the budget and on April 8, 2019 the second public hearing is scheduled. The Budget Ordinance, Fee Ordinance, and Pay Plan is scheduled to be adopted on April 15, 2019.

Staff made several changes to the fee ordinance. Changes were made to,

1. All Licenses are structure based on size of business
2. Police Training Room Rental Fee
3. Film Making Permit Fee
4. Vehicle Licenses – Annual
5. Finger printing fees

Despite the revenue enhancements and the reduction in expenditures there still is a financial gap of \$1 million between the Infrastructure Fund (Road Improvement Fund) and the General Fund. In order to maintain adequate funding levels in the aforementioned funds, the Village is seeking voter approval for a Non Home Rule Sales Tax.

B. FY 19-20 Schedule of Authorized Positions and Pay Plan Discussion

Human Resource Manager, Kay Argo, presented an Ordinance amending the schedule of authorized positions and salary ranges to reflect the changes authorized in the FY2019-2020 budget. The Board was presented with description of the pay plan and rules to the salary range report. Staff proposed a one percent (1%) across-the-board pay increase effective May 1, 2019. In addition, employees covered under the non-union pay plan would be eligible for up to a two percent (2%) merit increase on their anniversary date based on their performance evaluation score.

Changes to the schedule of authorized positions include the reduction of one part-time Crossing Guard position and addition of two part-time Police Officers. Additionally, incorporated in the document are changes that were approved by the Village Board on October 22, 2018 which added the new position of Nuisance Abatement Officer. At this time staff recommended no changes to current salary ranges. The Village pay plan has not been reviewed in its entirety since 2013 and the last time the salary ranges were increased was 2014. As the strategic plan was adopted by the Village Board, staff will work on updating the Village pay plan, job descriptions and performance evaluations. Staff talked about bringing back changes back to the Village for review later this coming fiscal year.

IV. Unfinished Business – None

V. New Business – None

VI. Audience Participation – None

VII. The Committee of the Whole Meeting adjourned at 8:52 p.m.