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*****DISCLAIMER*****

>> WE WILL GET THE SPECIAL MEETING OF THE VILLAGE BOARD - SORRY. IN ONE SECOND WE WILL CALL THIS MEETING TO ORDER.

>>TRUSTEE WESLEY: WE WILL CALL THE SPECIAL MEETING OF THE VILLAGE BOARD TO ORDER.

CLERK WATERS, CAN YOU PLEASE TAKE THE ROLL?

>> TRUSTEE BUCHANAN.

ABSENT.

TRUSTEE ENYIA.

ABSENT.

TRUSTEE PARAKKAT.

>> HERE.

>> TRUSTEE ROBINSON.

>> HERE.

>> TRUSTEE STRAW.

>> HERE.

>> TRUSTEE WESLEY.

>> HERE.

>> PRESIDENT SCAMAN.

ABSENT.

>>TRUSTEE WESLEY: OKAY, I WILL TURN THIS OVER TO - SO THE ONLY ITEM HERE ON OUR SPECIAL MEETING AGENDA IS AN ORDINANCE AMENDING CHAPTER 2, ARTICLE 1, SECTION 216 OF THE VILLAGE OF OAK PARK VILLAGE CODE TO GIVE PERIODIC ADJUSTMENTS TO THE COMPENSATION OF THE VILLAGE CLERK.

MOTION, PLEASE?

>> SO MOVED.

>> SECOND.

>>TRUSTEE WESLEY: MANAGER JACKSON, ANYTHING TO ADD?

>>VILLAGE MANAGER: YEAH.

I WILL DO IS JUST READ THE OVERVIEW HERE.

PURSUANT TO THE VILLAGE BOARD'S INSTRUCTION AT THE OCTOBER 29, 2,024 BOARD MEETING, NORMANS HAS BEEN PREPARED TO PROVIDE A COST-OF-LIVING ADJUSTMENT TO THE COMPENSATION OF THE VILLAGE CLERK FOLLOWING THE APRIL 2,025 ELECTION IN THE VILLAGE CLOSE COMPENSATION WAS INCREASED BY AN ORDINANCE ADOPTED ON OCTOBER 29, 2024, \$76,625 TO 107,000 DOLLARS A YEAR.

THIS ITEM RELATES TO THE COST-OF-LIVING ADJUSTMENT IF SO AMENDED BY THE TRUSTEES.

>>TRUSTEE WESLEY: THANK YOU, MANAGER JACKSON.

DOES ANYBODY HAVE ANYTHING TO SAY BEFORE WE GET STARTED OR AS WE GET STARTED?

TRUSTEE ROBINSON?

>>TRUSTEE ROBINSON: THIS IS JUST TALKING ABOUT THE BUILT-IN AUTOMATIC INCREASE TO THE ORDINANCE?

THAT LANGUAGE THAT WE ARE CONSIDERING.

SO I AM CERTAINLY INTERESTED IN HEARING THE REST OF THE DISCUSSION, BUT AS I LOOKED AT THE MATERIALS, MY INITIAL IMPRESSION IS THAT BECAUSE WE HAVE NOT REALLY LOOKED AT THE IMPACT TO OUR PENSION AND SO WE ARE ALREADY BUMPING THE SALARY UP INTO THE SIX-FIGURE RANGE AT 107. THE BUILT-IN AUTOMATIC ADJUSTMENT YEAR-OVER-YEAR IS GOING TO COMPOUND THAT, GIVEN THAT THIS IS A POSITION WHERE WE MAY HAVE A VERY HIGH TURNOVER.

EVERY FOUR YEARS, THERE IS THE OPPORTUNITY FOR A BRAND-NEW PERSON TO COME INTO THIS POSITION AT THAT SIX-FIGURE SALARY AND THERE MIGHT BE DIFFERENT PEOPLE WHO COME INTO THE POSITION WITH DIFFERENT VESTING ELIGIBILITY SO THEY MAY ALREADY BE VESTED.

THEY MAY VEST IN THE FIRST, OR MAY VEST IN THE SECOND TERM.

IT IS HARD FOR ME TO TELL WHAT OUR OVERALL PENSION IMPACT COULD BE FOR THIS.

I THINK I WOULD LIKE TO KNOW THAT FIRST AND JUST TO MAKE SURE WE ARE COMPLETING THAT PIECE OF OUR DUE DILIGENCE BEFORE I CAN SUPPORT THESE BUILT IN ADJUSTMENTS BECAUSE THEY CANNOT BE CHANGED DURING THE TERM. SO THIS IS SORT OF A - THIS IS THE CROSSROADS TO MAKE THE DECISION AND WE WILL NOT BE ABLE TO, DURING THE TERM, COME BACK AND CHANGE IT. AND SO THAT IS JUST A PIECE THAT, YOU KNOW, WE HAVE NOT FULLY EXPLORED YET AND SO I WOULD LOVE TO COME IN THE FUTURE TAKE A LOOK AT THAT, BUT AS THIS IS THE DECISION-MAKINGPOINT, I'M NOT ENTIRELY COMFORTABLE SUPPORTING THAT AUTOMATIC INCREASE YEAR-OVER-YEAR, ESPECIALLY GIVEN THAT WE ARE TRYING TO CATCH UP ON OUR PENSION PAYMENTS AND WE ARE

ALREADY IN A SORT OF UNDERFUNDED STATUS AND WE HAVE A VERY SPECIFIC PLAN TO DO THAT.

SO I WOULD LIKE TO UNDERSTAND WHAT THE IMPACT IS FOR THE BUILT-IN INCREASES TO THE PLAN, IF THERE IS ONE.

I DON'T KNOW BECAUSE WE HAVE NOT REALLY ASKED THE QUESTION AND GOTTEN AN ANSWER BACK.

SO THOSE ARE MY THOUGHTS ON IT.

>>TRUSTEE WESLEY: BEFORE I GO TO YOU TRUSTEE STRAW, I JUST WANT TO ASK, I KNOW WE HAVE CFO DONNA HERE.

DO YOU THINK CFO DONNA MIGHT HAVE INSIGHT ON THAT, MANAGER JACKSON, BEFORE WE CONTINUE?

AND IF THE ANSWER - I DON'T WANT TO PUT HER ON THE SPOT.

IF THE ANSWER IS NO I DO NOT WANT TO PUT ON THE SPOT.

>>VILLAGE MANAGER: I THINK WE CAN GENERALLY SPEAK TO THIS AND I WILL ASK DIRECTOR CHANG TO DO IT.

>>TRUSTEE WESLEY: OH.

THANK YOU.

>> GOOD EVENING, KEIRA CHENG, ASSISTANT VILLAGE MANAGER HR DIRECTOR.

WHILE I DON'T KNOW THE VILLAGE'S CURRENT EXACT EMPLOYER CONTRIBUTION, I CAN TALK A LITTLE BIT ABOUT HOW THE PENSION OBLIGATION WORKS.

EVERY YEAR IRMF ASSESSES WHAT THE CONTRIBUTION WILL BE.

IT IS A STANDARD CONTRIBUTION FOR AN EMPLOYEE TO MAKE CONTRIBUTIONS OUT OF THEIR PAYCHECKS AND ANNUALLY THERE IS A CALCULATION THAT THAT IRMF DOES ON A NUMBER OF FACTORS.

INCLUDING THE RATE OF RETURN ON INVESTMENTS AND HOW THE OVERALL IRMF PORTFOLIO IS PERFORMING.

THE EMPLOYER'S STATUS WITH REGARDS TO THEIR EMPLOYEE GROUP AND SORT OF WHAT THE ACTUARIAL DATA IS SAYING ABOUT THE EMPLOYEES OF THE VILLAGE. SO EACH YEAR IT FLUCTUATES A LITTLE BIT HOW MUCH THE EMPLOYER IS CONTRIBUTING.

WE CAN LOOK THIS UP AND PROVIDE YOU WITH A SPECIFIC NUMBER AT A LATER DATE, BUT I BELIEVE THAT THE NUMBER IS AROUND 9% THIS YEAR, MAYBE 9.5%.

LIKE I SAID, IT FLUCTUATES YEAR-OVER-YEAR, BUT IT FLUCTUATES BY RELATIVELY SMALL INCREMENTS EACH YEAR BASED ON BECAUSE OUR EMPLOYMENT GROUP IS RELATIVELY STATIC AND BECAUSE THE INVESTMENT RETURNS I THINK THEY TRIED TO SMOOTH THOSE OVER THE COURSE OF THE PROGRAM.

SO ANY INCREASE TO THE PAY - OBVIOUSLY RESULTS IN MARGINAL AMOUNT OF IRMF ADDITIONAL EMPLOYER CONTRIBUTION OBLIGATION.

BUT IT WOULD BE SORT OF OUT THAT - WHATEVER THE SALARY IS SET AT, THAT IRMF'S CONTRIBUTION RATE FOR THE EMPLOYER WILL BE THAT PERCENTAGE EACH YEAR AND THEN IT WILL CHANGE IN THE FUTURE YEAR AND THAT IS NOT REALLY THE VILLAGE IS SORT OF - WE DO NOT GET TO WEIGH IN ON THAT.

IT IS KIND OF IRMF SETTING THAT UP.

INCREASES WOULD CREATE INCREMENTAL ADDITIONAL PENSION OBLIGATION, BUT IN THE SAME WAY THAT AN EMPLOYEE'S PAY INCREASES AND THE VILLAGES FICA OBLIGATION INCREASES OR THE SOCIAL SECURITY OBLIGATION. YOU ARE TALKING ABOUT SMALL PERCENTAGES OF THE PAY THAT ARE SUBJECT TO HERALD THE TAX OR THIS CONTRIBUTION.

>>TRUSTEE WESLEY: THANK YOU, DIRECTOR CHANG.

DO YOU WANT TO FOLLOW-UP, TRUSTEE ROBINSON, TO THAT?

>>TRUSTEE ROBINSON: I WAS GOING TO SAY, ARE WE BUILDING IN A REVIEW TO THE ORDINANCE OR IS THAT JUST GOING TO BE SOMETHING WE AGREE TO DO SIDE OF THE ORDINANCE?

>>TRUSTEE WESLEY: IT IS NOT IN THE CURRENT ORDINANCE.

I THINK THE UNDERSTANDING IS THAT WE WOULD DO THIS ON A REGULAR BASIS GOING FORWARD IF IT IS THE WILL OF THE BOARD.

>>TRUSTEE ROBINSON: OKAY.

I WOULD SAY WHEN WE LOOK AT THAT AGAIN, IF I AM STILL HERE I WOULD LIKE TO KNOW A LITTLE MORE DETAIL OF WHAT DIRECTOR CHANG TOUCHED ON ABOUT WHAT THE INDIVIDUAL INCREASE, BUT ALSO THAT GETS COMPOUNDED BECAUSE IT IS A POSITION THAT EVERY FOUR YEARS CAN HAVE A NEW PERSON IN IT.

SO I THINK WE HAVE DRAWN SOME GENERAL TIES TO THE PERMANENT NONUNION STAFF SIDE, UNLIKE THAT, THERE ISN'T, FOR THOSE POSITIONS THERE ISN'T AN AUTOMATIC FOUR YEAR - POTENTIAL FOR AN AUTOMATIC FOUR YEAR AUTOMATIC TURNOVER LIKE THERE IS WITH THIS.

I WOULD LIKE TO KNOW, BOTH FROM THE INDIVIDUAL INCREMENTAL ADDITION THAT AN INDIVIDUAL CLERK MIGHT BE ADDING, BUT ALSO CUMULATIVELY OVER A FOUR, EIGHT, 12, 16 YEAR PERIOD, WHAT - I WOULD BE CURIOUS WHAT STAFF WOULD THINK ABOUT HAVING THAT POSITION OVER A LONGER TERM.

BOTH THE SHORT TERM, BUT ALSO THE LONG TERM PERSPECTIVE AND HAVING A NUMBER OF DIFFERENT INDIVIDUALS QUALIFY FOR THAT PENSION AT THE HIGHER SALARY POINT.

SO JUST SOMETHING IF IT COMES BACK THAT I THINK WE COULD DIVE INTO. PRESIDENT SCAMAN.

>>PRESIDENT SCAMAN: TRUSTEE ENYIA NEEDS THE LINK FOLLOWED - FORWARDED TO HIM. PLEASE.

>>TRUSTEE WESLEY: TRUSTEE STRAW?

>> YEAH.

SO I DON'T KNOW IF WE TALKED YET ABOUT THE PERCENT THAT WE WOULD BE SLOTTING INTO.

>>TRUSTEE WESLEY: IT HAS NOT BEEN MENTIONED YET.

THE GENERAL ORDINANCE IS TO TALK ABOUT HOW WE WANT TO INCREASE THIS OR IF WE WANT TO INCREASE IT AND WHAT THAT INCREASE SHOULD LOOK LIKE.

>>TRUSTEE STRAW: I THINK THAT, YOU KNOW, PERSONALLY I WOULD LOVE TO HAVE IT INDEXED TO SOME OTHER MEASURE, BUT FOR SIMPLICITY SAKE TODAY I THINK THAT PUTTING 3% IN THEIR BECAUSE LOOKING BACK AT THE

ECI, THE BUREAU OF LABOR STATISTICS ECI, THE EMPLOYMENT COST INDEX, 3% IS GENERALLY IN THE RANGE OF WHAT IT HAS BEEN OVER THE LAST 10 YEARS OR SO, 15 YEARS OR SO.

IN RECENT YEARS IT HAS BEEN A BIT HIGHER.

BEFORE THAT IT WAS A BIT BELOW 3%.

I WOULD PREFER TO HAVE IT TIED TO A METRIC LIKE THAT, BUT I THINK FOR SIMPLICITY SAKE TODAY, 3% MAKES SENSE AND I WANTED TO BRING THE SPECIFIC PERCENTAGE IN BECAUSE I THINK IT IS IMPORTANT WHEN WE TALK ABOUT THE IMPACT OF, YOU KNOW, WHETHER WE DO THIS OR WHETHER WE DON'T. AS WE HAVE TALKED ABOUT WITH THIS CLERK POSITION, THIS IS THE ONE POSITION THAT IS DESIGNED TO BE A FULL-TIME POSITION, YOU KNOW, WE DO NOT EXPECT THE VILLAGE CLERK TO HAVE OTHER EMPLOYMENT.

SO WHAT WE'RE LOOKING OUT OVER THE COURSE OF A FOUR YEAR TERM IF WE DO NOT DO ANY KIND OF PAY RAISE IS COMMUNAL, ON THE ONE HAND IF YOU DID 3% PER YEAR YOU WOULD BE LOOKING AT ABOUT 12.5% INCREASE AND THAT IS KIND OF WHAT YOU WOULD EXPECT IN ANY JOB THAT YOU HAVE A COST-OF-LIVING INCREASE AND OVER FOUR YEARS AT 3% THAT WORKS OUT TO ABOUT 12.5%.

THAT MEANS THAT IF WE HOLD IT STEADY WE ARE EXPECTING WHOEVER IS ELECTED TO THIS ROLE TO TAKE A PAY CUT OF 12.5% OVER THE COURSE OF THE NEXT FOUR YEARS AND, YOU KNOW, NOT LOOKING AT WHO IT IS, BUT WHOEVER IT IS, WHATEVER THEIR OBLIGATIONS ARE, THEIR FAMILY OBLIGATIONS, YOU KNOW, THEIR FAMILY IS GOING TO HAVE TO BE PREPARED TO OPERATE ON 12.5% LESS BUYING POWER IN FOUR YEARS TIME THAN THEY HAVE RIGHT NOW.

I THINK WHEN WE ARE TALKING ABOUT THIS AS AN EQUITY ISSUE WE HAVE TO UNDERSTAND THAT WE ARE NOT TALKING ABOUT TRUSTEE POSITION WHERE MAYBE WE ARE LOOKING AT REPLACING A SECOND JOB, AND HUBER.

THAT IS WHAT WE HAVE TO TALK ABOUT REPLACING.

WE'RE TALKING ABOUT WE WANT SOMEONE WHO IS COMPETENT TO OPERATE AS A PROFESSIONAL IN A SOPHISTICATED ORGANIZATION AND WHO CAN SUPPORT THEIR FAMILY ON THIS INCOME OVER THE NEXT FOUR YEARS AND I THINK THAT IF SOMEBODY GAVE ME A JOB OFFER, HEY, WE WILL HIRE YOU AT THIS NUMBER, BUT YOU ARE NOT GOING TO GET ANY RAISES, IT WOULD MAKE ME A WHOLE LOT LESS INTERESTED IN THE JOB.

SO I THINK THAT WE NEED TO BE AWARE THAT THIS IS - THIS ROLE, THIS IS A FULL-TIME JOB.

SO I SUPPORT - WHETHER IT IS INDEXED TO INFLATION OR 3%, I THINK 3% FOR SIMPLICITY SAKE TODAY IS THE WAY TO GO.

I SUPPORT HAVING THIS ANNUAL INCREASE IN THE ORDINANCE.

>>TRUSTEE WESLEY: THANK YOU, TRUSTEE STRAW.

TRUSTEE PARAKKAT?

>>TRUSTEE PARAKKAT: SO TO SOME EXTENT I FEEL LIKE LUCIA IS FEELING OR HER ARGUMENT SPOKE TO ME, BUT MY THOUGHT PROCESS WAS I'M ACTUALLY SUPPORTIVE OF THE ANNUAL ADJUSTMENT, BUT THE THING IS I WAS LOOKING OFF OF A SMALLER BASE.

THE DISCUSSION OF LINKING THIS TO THAT SO MY RESERVATION IS NOT COMING BECAUSE I HAVE - IT IS A FULL-TIME ROLE AND THERE HAS TO BE SOME ADJUSTMENT.

WHATEVER THAT ADJUSTMENT NEEDS TO BE, BUT I WOULD HAVE BEEN A LOT MORE COMFORTABLE WITH THE 10-15% ON THE PREVIOUS SALARY SO IT WOULD HAVE BEEN SOMEWHERE IN THAT 85-90 K POINT.

AND I WAS OKAY WITH ADJUSTMENT ON A PERIODIC BASIS IN WHATEVER THAT TIMEFRAME IS.

THAT IS WHERE MY COMFORT WAS, BUT WHAT WE HAVE NOW IS A BASE OF 107 AND THEN ON TOP OF THAT THIS ADJUSTMENT.

SO THAT AT THIS STAGE IS DIFFICULT, BUT TO TRUSTEE ROBINSON'S POINT, AT SOME POINT WHEN WE DISCUSS.

OUR CITY AND IN ALL OF THE CONVERSATION, AT THAT POINT I WOULD CERTAINLY WANT AN ADJUSTMENT ON AN ANNUAL BASIS.

>>PRESIDENT SCAMAN: I BELIEVE TRUSTEE ENYIA IS WITH US NOW.

>>TRUSTEE WESLEY: TRUSTEE ENYIA, ARE YOU WITH US?

>>TRUSTEE ENYIA: I'M HERE.

>>TRUSTEE WESLEY: DO YOU WANT TO WEIGH IN ON THIS?

>>TRUSTEE ENYIA: I DON'T HAVE A LOT OF DIFFERENT COMMENTS FROM LAST WEEK WHEN WE TALKED ABOUT THIS BEFORE, BUT LIKE I SAID, IN THAT MEETING, DEFINITELY AGREE FOR ARGUMENTS SAKE RIGHT NOW WITH THE 3% ANNUAL INCREASE FROM THE RATE THAT WE AGREED ON LAST MEETING.

>>TRUSTEE WESLEY: THANK YOU.

FOR MY PART, I AM ALSO IN AGREEMENT WITH THE 3% TO TRUSTEE STRAW AS PREVIOUS POINT.

I DO THINK INDEXING THIS TO AN OUTSIDE INFLATION TRACKING INDEX, WHATEVER THAT MIGHT BE TO YOUR POINT ABOUT THE BLS CLI - TLI?

I THINK?

ECI?

LOT OF ACRONYMS.

TO THE POINT WHEN YOU SAID THAT INFO OVER ME, I THOUGHT THAT WAS INTERESTING AND DO SOMETHING LIKE THAT I WOULD CERTAINLY BE SUPPORTIVE OF.

I THINK FOR EXPEDIENCY SAKE, 3% SEEMS TO BE SOMETHING THAT WE CAN GET AROUND AND WE CAN DISCUSS LIKE WHAT THE APPROPRIATE METRIC SHOULD BE GOING FORWARD BECAUSE I DO THINK IT IS IMPORTANT.

I THINK YOU MAKE A REALLY GOOD POINT, TRUSTEE STRAW, ABOUT THE BUYING POWER OF THE SALARY FOR THE ROLE AND IF THIS IS A FULL-TIME JOB, WHICH THE JOB OF CLERK IS, WE DO NOT ANTICIPATE OR EXPECT THE VILLAGE CLERK TO HAVE A SECOND JOB LIKE WE DO THE FOLKS WHO ARE SITTING AT THIS TABLE - THE OTHER FOLKS SITTING AT THIS TABLE.

AND I THINK IT IS ALWAYS, ESPECIALLY DURING THIS SEASON, YOU KNOW, OBVIOUS TO ME HOW MUCH WORK THAT THE VILLAGE CLERK DOES AS IN THIS MEETING TIME THE VILLAGE CLERK IS HERE, BUT THE VILLAGE CLERK HAS BEEN HERE DOING EARLY VOTING AND THE VILLAGE CLERK HAS BEEN DOING EARLY

VOTING FOR THE LAST SEVERAL WEEKS AND DAYS I'VE BEEN AT HOME DURING MY DAY JOB BECAUSE THIS IS THE VILLAGE CLERK'S FULL-TIME JOB AND THE FULL-TIME JOB COMES WITH A LEVEL OF MANDATORY OVERTIME BUT THE REST OF US DO NOT NECESSARILY EXPERIENCE IN THIS PARTICULAR ROLE WHEN WE SIT DOWN AT THIS TABLE.

SO I THINK IT IS IMPORTANT THAT WE MAKE SURE THAT WHEN WE THINK ABOUT WHAT THE CONVERSATION FOR A ROLE SHOULD BE THAT WE THINK ABOUT ALL THE FACTORS THAT GO INTO IT, INCLUDING THE MANDATORY OVERTIME.

INCLUDING INFLATION AND HOW THAT ERODES BUYING POWER.

INCLUDING THE COST OF LIVING IN OUR VILLAGE.

AND SO ON AND SO FORTH.

THEY DO NOT THINK THAT WE WOULD HIRE ANY OTHER POSITION IN OUR VILLAGE AND SAY THIS IS YOUR SALARY AND THIS WILL BE YOUR SALARY FOR THE NEXT FOUR YEARS AND I DON'T THINK THERE ARE MANY EMPLOYEES THAT WE EMPLOY HERE WOULD SAY THAT IS FINE WITH US, I WILL TAKE THIS SALARY FOR THE NEXT FOUR YEARS AND I WILL NOT COME BACK TWO FOR A RAISE, COST-OF-LIVING CHANGE OR ANYTHING LIKE THAT.

I DON'T THINK THAT IS REASONABLE AND SO FOR THAT PARTICULAR DOSE FOR THOSE PARTICULAR REASONS I'M STRONGLY SUPPORTIVE OF THE 3% INCREASE OVER THE NEXT THREE YEARS AS PREVIOUSLY WRITTEN IN THE ORDINANCE.

>>PRESIDENT SCAMAN: IS THERE A MOTION ON THE TABLE?

>>TRUSTEE WESLEY: HOW DO WE ADJUST THIS?

>>VILLAGE MANAGER: YOU NEED TO MAKE AN AMENDMENT TO THE MOTION TO ADD 3% AND AS WELL AS IF YOU WANT TO PUT A LIMIT TO IT FOR THIS TERM, FOR THIS NEXT TERM THAN YOU NEED TO ADD THAT TO THE MOTION AS WELL BECAUSE RIGHT NOW THE WAY IT IS WRITTEN IS IT IS INDEFINITE RIGHT NOW.

>>TRUSTEE WESLEY: RIGHT NOW THE ORDINANCE READS 3% INDEFINITELY? GOT IT.

SO I DON'T KNOW IF WE DECIDED ON ANYTHING.

ARE YOU FINE WITH INDEFINITE OR DO YOU WANT TO LIMIT IT TO THIS TERM? TRUSTEE STRAW?

>>TRUSTEE STRAW: I AM FINE WITH INDEFINITE, BUT I'M CURIOUS WHETHER WE WOULD HAVE A FRIENDLY AMENDMENT TO ADD 3%, EVEN IF YOU ARE GOING TO BE VOTING NO ON THE MOTION.

>> THE MOTION IS MAY I AGREE TO AMENDING EVEN THOUGH I WILL VOTE NO?

>>VILLAGE ATTORNEY: YOU'RE FREE TO MAKE AND SECOND MOTIONS, EVEN IF YOU VOTE AGAINST THEM.

>>TRUSTEE ROBINSON: I'M WILLING TO AGREE WITH THE AMENDMENT.

>>TRUSTEE STRAW: DO YOU HAVE A PREFERENCE TO JUST DO THIS AS A FRIENDLY AMENDMENT?

DO YOU HAVE A PREFERENCE BETWEEN JUST INSERTING 3% IN THE BLANK VERSUS ADDING A 3% ANNUALLY.

>>TRUSTEE WESLEY: IT IS CURRENTLY 3% INDEFINITELY AND THE DIFFERENCE WOULD BE BETWEEN MEETING TO THE NEXT TERM OR LEAVING IT INDEFINITE.

>>TRUSTEE ROBINSON: WHEREVER THE CONSENSUS IS, I'M HAPPY TO AMEND.

>>TRUSTEE STRAW: I'M FINE WITH INDEFINITE IN THE NEXT BOARD WHEN THEY CONSIDER IT CAN CHANGE THAT, BUT I DO NOT WANT THE NEXT BOARDS IN ACTION TO RESULT IN A PAY CUT OVERTIME TO THE CLERK AS HAS HAPPENED SINCE THE LAST TIME THE CLERK'S SALARY WAS CONSIDERED WAS BEFORE THE iPhone WAS INVENTED.

THEY PUT IN A 3% INCREASES AND STOPPED IN 2,008 AND IT HAS BEEN FUNCTIONALLY A PAY CUT EVERY YEAR SINCE.

SO I WOULD PREFER TO LEAVE IT INDEFINITE AND HAVE A FUTURE BOARD DECIDE WHETHER THEY WANT TO DO SOMETHING DIFFERENT.

>>TRUSTEE ROBINSON: I WILL SAY OF THE GOAL IS TO CREATE PARITY WITH PERMANENT NONUNION STAFF, LIMITING IT IS REALLY THEN THE DECISION THAT DOES THAT BECAUSE THERE ARE NO STAFF POSITIONS THAT GET AUTOMATIC GUARANTEED INCREASES AT A SET AMOUNT AND SO WE ARE REALLY, TO MAKE IT INDEFINITE, WE ARE REALLY SETTING THE CLERK SEPARATE AND APART FROM REGULAR NONUNION STAFF AND I WILL JUST NOTE BECAUSE I THOUGHT IT WAS VERY INTERESTING, THE DEI STATEMENT ENDS WITH THE SENTENCE, TRANSPARENT DISCUSSIONS REGARDING COMPENSATION CAN BUILD PUBLIC TRUST, HOWEVER, IF PAY ADJUSTMENTS ARE SEEN AS EXCESSIVE OR UNJUSTIFIED, IT CAN FOSTER RESENTMENT OR PERCEPTIONS OF INEQUALITY AND SO I JUST RAISED THAT FOR CONSIDERATION FOR YOU ALL WHO ARE CONSIDERING INDEFINITE VERSUS A SET PERIOD OF TIME.

LET'S NOT PUSH THIS, THE EQUITY POINT BACK INTO INEQUITY.

>>TRUSTEE WESLEY: I THINK THAT IS A FAIR STATEMENT.

I DO NOT AGREE WITH IT, BUT I THINK IT IS A FAIR STATEMENT.

AGAIN, IT GOES BACK TO - IN OUR DAY JOBS, HOW MANY OF US DO NOT EXPECT TO HAVE THE SAME SALARY FOREVER AND IF WE HAVE THE SAME SALARY FOREVER BARRING SOME MAJOR OVERWORKING ECONOMIC CATASTROPHE WE TEND TO LOOK FOR A NEW JOB.

FOR ME IT IS ABOUT ENSURING THAT THE ROLE IS ADEQUATELY COMPENSATED FOR INFLATION AND THEN THE FUTURE BOARD CAN ADJUST OR LIMIT IN THE FUTURE, BUT ARE YOU VOTING YES FOR THIS IF WE LIMIT IT TO THIS TERM, TRUSTEE ROBINSON?

>>TRUSTEE ROBINSON: NO.
MY VOTE STILL HINGES ON THE PENSION ANALYSIS.

>>TRUSTEE WESLEY: I WOULD LIKE TO LEAVE THIS INDEFINITE UNLESS SOMEBODY ELSE VOTES IF WE DO.

>>PRESIDENT SCAMAN: I WAS MARKETABLE WITH THREE YEARS BECAUSE YOU WERE GOING TO HAVE THE COMMITTEE, BUT I WILL GO WITH THE MAJORITY.

>>TRUSTEE WESLEY: I'M FINE FOR THREE YEARS IF THAT WORKS.

>> WHAT I'M THINKING ABOUT IS GOVERNMENTAL BODIES HAVE HAD TO TAKE COMPLETE PHRASES AND WE WOULD HAVE NO WAY OF MAKING THAT ADJUSTMENT IF THERE WAS A REASON DURING TERM.

>> OKAY.

SO IT WOULD BE TOO RESTRICTED TO THE CURRENT TERM, THE NEXT TERM STARTING IN 2,025.

OKAY.

>>TRUSTEE STRAW: I MAKE THAT MOTION IF I HAVE A FRIENDLY SECOND.

>>VILLAGE ATTORNEY: CAN WE GET THE RECAPITULATION OF THE AMENDMENT SO WE HAVE A CLEAR UNDERSTANDING?

>>TRUSTEE STRAW: I MOVED TO AMEND THE MOTION TO ADD 3% AS THE ANNUAL ADJUSTMENT AND TO LIMIT THE ANNUAL ADJUSTMENT TO THE NEXT TERM OF THE VILLAGE CLERK.

>>VILLAGE ATTORNEY: IF I MAY, THE LANGUAGE ADDED TO THE ORDINANCE WOULD STATE THAT IN ALL RATE OF PAY FOR THE CLERK WILL BE INCREASED BY 3% ON APRIL ONE OF 2026, 2,027 AND 2,028.

DOES THAT CAPTURE IT FOR YOU?

>>TRUSTEE STRAW: YES IT IS.

>>VILLAGE ATTORNEY: TRUSTEE ROBINSON, DO YOU AGREE WITH THAT FRIENDLY AMENDMENT?

>>TRUSTEE ROBINSON: I SECOND.

>>TRUSTEE WESLEY: CLERK WATERS, PLEASE TAKE THE ROLL.

>> TRUSTEE STRAW.

>> YES.

>> TRUSTEE ROBINSON.

>> NO.

>> TRUSTEE BUCHANAN.

ABSENT.

TRUSTEE ENYIA.

>> YES.

>> TRUSTEE PARAKKAT.

>> NO.

>> TRUSTEE WESLEY.

>> YES.

>> PRESIDENT SCAMAN.

>>PRESIDENT SCAMAN: YES.

>>TRUSTEE WESLEY: THANK YOU VERY MUCH.

WOULD YOU LIKE TO?

>>PRESIDENT SCAMAN: GO AHEAD.

>>TRUSTEE WESLEY: I WILL NOW ENTERTAIN A MOTION TO ADJOURN THE SPECIAL MEETING OF THE VILLAGE BOARD.

>> SO MOVED.

>> SECOND.

>> ALL IN FAVOR OR ROLL CALL?

>> ALL IN FAVOR?

>> AYE.

>>PRESIDENT SCAMAN: THANK YOU.

>>VILLAGE MANAGER: I THINK WE NEED TO TAKE A FIVE MINUTE BREAK.