



Village of Oak Park

123 Madison Street
Oak Park, Illinois 60302
www.oak-park.us

Meeting Minutes

President and Board of Trustees

Tuesday, October 22, 2024

6:00 PM

Village Hall

I. Call to Order

Village President Vicki Scaman called the Regular Meeting to order at 6:03 P.M.

II. Roll Call

Present: 7 - Village President Scaman, Village Trustee Buchanan, Village Trustee Enyia, Village Trustee Parakkat, Village Trustee Robinson, Village Trustee Straw, and Village Trustee Wesley

Absent: 0

III. Consideration of Motion to Adjourn to Executive Session to Discuss Potential Litigation and Collective Bargaining

It was moved by Trustee Wesley, seconded by Trustee Straw, to adjourn into Executive Session. The motion was approved. The roll call on the vote was as follows:

AYES: 7 - Village President Scaman, Village Trustee Buchanan, Village Trustee Enyia, Village Trustee Parakkat, Village Trustee Robinson, Village Trustee Straw, and Village Trustee Wesley

NAYS: 0

ABSENT: 0

V. Reconvene to Regular Meeting in Council Chambers and Call to Order

The Regular Meeting reconvened at 6:33 P.M.

VI. Roll Call

Present: 7 - Village President Scaman, Village Trustee Buchanan, Village Trustee Enyia, Village Trustee Parakkat, Village Trustee Robinson, Village Trustee Straw, and Village Trustee Wesley

Absent: 0

VII. Agenda Approval

It was moved by Trustee Robinson, seconded by Trustee Wesley, to approve the Agenda. A voice vote was taken and the motion was approved.

VIII. Minutes

A. [MOT 24-255](#) A Motion to Approve Minutes from the September 16, 2024 Special Meeting of the Village Board

It was moved by Trustee Robinson, seconded by Trustee Wesley, to approve the Minutes. A voice vote was taken and the motion was approved.

IX. Non-Agenda Public Comment

Charles Wu: Executive Director of the Illinois Hemp Business Association, representing hundreds small business owners who are now scared and concerned. Instead of issuing blanket bans on these federally lawful products, we support responsible targeted regulations.

Allen Salzman: Resident of 1100 block of South Oak Park Avenue and president of Splendid Oaks townhome association since 2005. We have complained for years about the rat infestation. The Village and LRS has done rat abatement many times. What are you doing about this?

Resident: Lives on 1100 block of South Oak Park Avenue. The rat issue has been prevalent and it is difficult to take out trash. Requests action to be taken.

X. Proclamation

B. [MOT 24-256](#) A Motion to Approve a Proclamation Recognizing National Arts and Humanitarian Month October 2024

Trustee Enyia read the Proclamation into the record as the liaison to the Oak Park Area Arts Council (OPAAC). OPAAC Executive Director Camille Wilson White accepted the Proclamation and make remarks.

It was moved by Trustee Enyia, seconded by Trustee Wesley, to approve the Proclamation. A voice vote was taken and the motion was approved.

XI. Village Manager Reports

C. [ID 24-501](#) Review of the Updated Village Board Meeting Calendar for October, November, December 2024 and January 2025

Village Manager Kevin Jackson presented the updated Board calendars. Trustees Wesley and Buchanan said they are not available November 7. The Board will follow up with their availability via email.

D. [ID 24-504](#) Rank Choice Voting

Village Attorney Greg Smith presented the Item.

Trustee Wesley referenced the sentence about filling vacancies and asked if it constitutes a vagueness if viewed through the lens of the Illinois Supreme Court opinion. Attorney Smith read the sentence aloud and

referenced Leck v. Michaelson which addressed the standards for determining whether a referendum question is specific enough and contains enough detail to meet the constitutional standard. He said we have not reviewed case law regarding whether or not this sentence meets that standard so he would have to defer on that interpretation.

Trustee Buchanan asked when that review would happen and if the Board could get clarification before the election. Attorney Smith said it may be possible to begin that homework but he is not certain about the ability to come to a firm conclusion prior to the election. If the referendum is successful, these details would need to be worked out in the implementation stage which is scheduled to begin with the April 2027 election.

Trustee Straw noted the Board cannot vote to modify something that passes via referendum. Attorney Smith confirmed that and said the only way to modify what has been approved by referendum is another referendum.

Trustee Wesley said Evanston has passed a rank choice voting (RCV) referendum and there is a push now for implementation. He asked if RCV is essentially illegal in the state of Illinois right now. Attorney Smith said Evanston passed the referendum in 2022 to implement beginning with the April 2025 local elections. The Cook County Clerk and the City Clerk of Evanston have stated they do not believe they can implement that process for that election. The state of Illinois task force on RCV has a deadline of June 30, 2025 to produce a report.

XII. Village Board Committees & Trustee Liaison Commission Report

There were no comments.

XIII. Citizen Commission Vacancies

- E. [ID 24-502](#) Board and Commission Vacancy Report for October 22, 2024

There were no comments.

XIV. Citizen Commission Appointments, Reappointments and Chair Appointments

- F. [MOT 24-260](#) **A Motion to Consent to the Village President's Appointment of:**
Board of Health - Abigail Silva, Reappoint as Commissioner
Citizen Involvement Commission - Annemarie Kill, Reappoint as Commissioner
Community Development Citizens Advisory Committee, Sheena Rayford, Reappoint as Commissioner

Clerk Waters read the names into the record.

It was moved by Trustee Robinson, seconded by Trustee Wesley, that this Motion be approved. A voice vote was taken and the motion was approved.

XV. Consent Agenda

Approval of the Consent Agenda

It was moved by Trustee Robinson, seconded by Trustee Straw to approve the Items under the Consent Agenda. A voice vote was taken and the motion was approved.

- G.** [RES 24-304](#) A Resolution Approving the 2025 Employee Health, Dental, Vision, Life, Accidental Death and Dismemberment, Accident, and Critical Illness Insurance Providers' Plan Designs and Premiums and Authorizing Their Execution

This Resolution was adopted.
- H.** [RES 24-307](#) A Resolution Approving an Independent Contractor Agreement with Siemens Industry, Inc. for Carbon Monoxide and Carbon Dioxide Sensor Replacement at the Public Works Center in an Amount Not to Exceed \$98,757.00, Authorizing Its Execution and Waiving the Village's Bid Process for the Agreement

This Resolution was adopted.
- I.** [RES 24-308](#) A Resolution Approving an Independent Contractor Agreement with Nafisco, Inc. for the Fabrication and Installation of Parking Signage in an Amount Not to Exceed \$80,413.08 and Authorizing Its Execution

This Resolution was adopted.
- J.** [RES 24-310](#) A Resolution Approving a Second Amendment to the Funding Schedule of the Funding Grant Agreement Between the Village of Oak Park and the West Cook Young Men's Christian Association (YMCA) Incorporated

This Resolution was adopted.
- K.** [RES 24-311](#) A Resolution Approving an Intergovernmental Agreement Between the Village of Oak Park and the Park District of Oak Park Regarding Discounted Memberships for Village Employees

This Resolution was adopted.
- L.** [RES 24-315](#) A Resolution Approving A Memorandum of Understanding with the Illinois Fraternal Order of Police Labor Council Representing the Oak Park Police Lieutenants and Sergeants Association for the Purpose of Establishing an Alternate Work Schedule for Police Department Sergeants & Lieutenants in 2025 and Authorizing its Execution

This Resolution was adopted.

- M. [RES 24-319](#) A Resolution Approving a Side Letter of Agreement Between the Village of Oak Park and the Illinois FOP Labor Council Representing Lieutenants & Sergeants and Authorizing Its Execution
This Resolution was adopted.
- N. [MOT 24-247](#) A Motion to Approve the August 2024 Monthly Treasurer's Report for All Funds
This Motion was approved.
- O. [MOT 24-251](#) A Motion to Concur with the Transportation Commission's Recommendations for Traffic Calming on the 1000 and 1100 blocks of South Humphrey Avenue
This Motion was approved.

XVI. Regular Agenda

- P. [MOT 24-254](#) A Motion to Concur with the Transportation Commission's Recommendations for Traffic Calming on the 500 and 600 blocks of South Grove Avenue

Village Engineer Bill McKenna presented the Item. Transportation Commission Chair Ron Burke provided additional information.

Trustee Straw requested data on how many people are stopping at the stop sign. Engineer McKenna said a stop compliance study was not done. The intent of the bump-out is to slow cars down. Trustee Straw said he leans toward the Transportation Commission's recommendation because he is not sure how the recommended pinch point will resolve any of the concerns raised by the residents.

Trustee Robinson said she supports staff's recommendation.

Trustee Wesley asked if it is possible to do an extended traffic study here. Engineer McKenna said it is possible though the Village has done studies in 2018, multiple studies in 2022, and one for this petition. We actually saw a decrease in traffic. Trustee Wesley asked if enforcement in the area can be increased. Manager Jackson said he can work with Chief Johnson to determine whether that is feasible. Trustee Wesley requested a memo to let the Board know what the speed looks like over time based on the radar signs. He reiterated that narrow streets create slower streets. He asked if there are AI solutions. Engineer McKenna said AI software is available and is significantly more expensive than our current studies.

President Scaman said she supports staff's recommendation. She said she continues to see Adams as a problem and she recommended flashing speed signs. She recommended a slow down campaign in our village.

Trustee Straw said he is in favor of a campaign and additional enforcement. He recommended reviewing the reports in this Agenda Item.

Trustee Parakkat said he leans toward the data and staff's recommendation. He asked if a paint and post bump-out could be done in the progression. Engineer McKenna said the cost is around \$1500. Chair Burke noted the current policy is for the commission to respond to petitions.

It was moved by Trustee Straw, seconded by Trustee Wesley, that this Motion be approved. The motion failed. The roll call on the vote was as follows:

AYES: 2 - Village Trustee Straw, and Village Trustee Wesley

NAYS: 5 - Village President Scaman, Village Trustee Buchanan, Village Trustee Enyia, Village Trustee Parakkat, and Village Trustee Robinson

ABSENT: 0

A Motion to Concur with Staff's Recommendations for Traffic Calming on the 500 and 600 blocks of South Grove Avenue

It was moved by Trustee Robinson, seconded Village Trustee Wesley, that this Motion be approved. The motion was approved. The roll call on the vote was as follows:

AYES: 7 - Village President Scaman, Village Trustee Buchanan, Village Trustee Enyia, Village Trustee Parakkat, Village Trustee Robinson, Village Trustee Straw, and Village Trustee Wesley

NAYS: 0

ABSENT: 0

Q. [ID 24-497](#) A Presentation on the Village's Lead Water Service Line Inventory and Draft Replacement Plan including Potential Financing Options and Impact to the Water & Sewer Fund

Public Works Director Rob Sproule introduced the Item and Baxter and Woodman consultant Kaitlin Wright presented the Item.

Trustee Robinson asked if staff is considering pairing financial support for the lead water line replacement with other sewer replacement type programs like the sewer mitigation. Director Sproule said residents have the opportunity to do both. Trustee Robinson said she would be interested in a program that incentivizes homeowners to do both. President Scaman agreed.

Trustee Parakkat inquired about the plan in the grant applications. Director Sproule said the final inventory and draft replacement plan were both due on April 15 and is attached on the Agenda Item. Consultant Wright said the replacement plan is different and is a toolbox for the Village to

communicate to the state what they intend to do. IEPA requires all communities to develop a separate project plan to explain the need behind the project and how the community intends to pay back that loan. Trustee Parakkat said a grant timeline would be useful. Director Sproule said we need to plan for worst case scenario and then compete for opportunities. The Village is planning to do a water rate study during 2025 to inform rates for 2026-2030.

Trustee Straw requested examples of cost-sharing programs. Consultant Wright said Mt. Prospect is an example that she can share with the Board. He said he is interested in an approach that balances competing interests. He said paying it back over a longer period via water billing seems to be the easiest, most direct route. Director Sproule noted a lot of loans have restrictions. Consultant Wright said the \$15K estimate includes patching of a trench but does not include entire street resurfacing. Director Sproule said this replacement plan will tie into the 5-year capital plan.

Trustee Wesley inquired about copper. Consultant Wright said it is also a soft metal that can leach into water. Communities are mandated to monitor for both lead and copper. Copper replacement is not currently required. She said she recommends replacing lead lines with copper and leaving copper lines as is. He noted some residents want to replace their lines themselves sooner and wondered if there is a rebate program. Director Sproule said the current program is the Village replaces the public side free of charge if the resident is going to replace their private side. The Village replaces 150-200 lead service lines annually. Consultant Wright said the Village completes tri-annual lead and copper sampling and all have been underneath the state's action level.

Trustee Wesley asked if the Village is also considering running fiber into homes. Director Sproule said the Village has not considered that. The biggest challenge is that most of the communication and electric lines run down the alleys. Trustee Parakkat noted that fiber optics may be less relevant in terms of physical infrastructure.

Trustee Buchanan said the lead industry and plumbers' unions are the reason we now suffer from lead in our water. She said she doesn't think residents should have to pay anything. The primary source of lead in childhood lead poisoning is paint. Our lead poisoning levels have decreased over the last 15 years after being taken out of gas and paint. She thinks the federal and state governments should pay for this for not regulating it sooner.

Director Sproule said the Village is making small incremental improvements to the water loss. Leak detection sensors have been

working. We brought on a consultant to audit our water billing system. Commercial and larger residential users don't typically have lead lines. Trustee Wesley wondered if AI software could help us determine water loss. Director Sproule said he does not know of any.

Trustee Straw said he would be interested in hearing about a split between commercial and residential rates and said he wouldn't want apartments being charged higher water rates. He said he would like to see something similar to his electric bill that compares his usage to his neighbors'. Director Sproule said a final step of the implementation of the advanced metering infrastructure is the rollout of a community portal in 2025-2026 where residents can see their usage and be notified of a leak.

Manager Jackson said it is clear we need a specific holistic financial plan to address the cost concerns so staff will bring forward proposals next year and there will be a lot more engagement with the community.

R. [ID 24-498](#) A Motion to Accept Staff's Recommendation for a Language Access Plan.

Chief Diversity, Equity, Inclusion Officer Dr. Danielle Walker presented the Item along with Collective Impact Manager Shalonda Lane.

Trustee Enyia expressed his appreciation for this Item.

Trustee Robinson said this policy is amazingly comprehensive and she especially appreciates the focus on the dignity of providing interpretation services and the important distinction between interpretation and translation. She said she would like to see language access listening sessions incorporated into the policy. There might be an opportunity for us to work with other government boards, other Village departments, and external parties that we contract with. She asked if \$100K is what we would likely see year over year. Dr. Walker said the translation of vital documents is a one-time cost.

Trustee Robinson asked if staff considered a language access ordinance in addition to the policy to give us enforcement capabilities. Dr. Walker said staff are looking at it in a phased approach to start with policy adoption, getting the data about our needs, and then moving toward an ordinance if that is desired. Manager Jackson agreed it is an iterative process where we will learn and report out. The plan will be adopted in resolution. If there is a need to modify the plan, it would come back to the Board for modification. We can consider ordinance considerations later on. Trustee Robinson said she would be supportive of an ordinance.

Trustee Wesley expressed his appreciation. He recommended looking at ChatGPT which is accurate and might be cheaper and quicker.

Trustee Straw said this policy is incredibly thorough and well done. He inquired about the policies for prohibited interpreters. Dr. Walker said it is about being culturally responsive and being intentional about the unjust labor that is sometimes placed upon children and family members to fill in the gaps that institutions haven't. He said any person should be able to come into Village Hall and access the services they need on their own without having to bring their own interpreter.

Trustee Parakkat inquired about partnerships with other taxing bodies like the Oak Park Township. Dr. Walker said it is an iterative process where we are understanding the programmatic needs and services here at Village Hall and then continuing to expand and navigate the village overall. We are seeking opportunities to collaborate to provide additional support.

It was moved by Trustee Wesley, seconded by Trustee Straw, to extend the meeting past 10:00 P.M. A voice vote was taken and the motion was approved.

President Scaman recommended partnering with Unity Temple, Oak Park Public Library, Frank Lloyd Wright, and Carleton Hotel from a tourism perspective.

It was moved by Trustee Robinson, seconded by Trustee Wesley, that this Presentation be approved. The motion was approved. The roll call on the vote was as follows:

AYES: 7 - Village President Scaman, Village Trustee Buchanan, Village Trustee Enyia, Village Trustee Parakkat, Village Trustee Robinson, Village Trustee Straw, and Village Trustee Wesley

NAYS: 0

ABSENT: 0

S. [MOT 24-259](#) A Motion by Trustee Wesley and Straw to Discuss Village Board Compensation

Trustee Wesley presented the Item.

Trustee Straw noted if changes are to take effect for the elected officials in the April 2025 election, an ordinance has to be approved in a special meeting on October 29. He recommended breaking out discussions about Village President, Village Trustees, and Village Clerk. He recommended the Clerk position be in Grade 10 which is \$111K to \$161K and in line with department leadership roles at the Village. Our current Clerk salary set by statute over 15 years ago is \$76K which is less than some executive assistant positions. The Deputy Village Clerk is in Grade 4, which is \$67K to \$97K. He said it may be helpful to think of the Village President role in terms of the number of hours expected in the role to determine if \$25K the appropriate level of compensation. For Trustees, some could never run for

Village Board because of childcare and supplemental income needs.

Trustee Buchanan agrees with separating these three job positions separately. The Clerk discussion is long overdue. Adjusted for inflation, the \$76K salary would now be \$103K and with a 3% raise would be \$112K. She recommended increasing the Clerk's salary to \$85K-\$90K plus a 3% raise for every year in office to be reassessed every four years. She recommended increasing the Village President's salary to \$35K-\$40K per year with a reassessment every four years. For Village Trustee, she agreed an increase might provide an incentive to run for office and recommended an increase to \$20K.

Trustee Robinson agreed about the Clerk's position and bring it up to what would be commensurate for a full-time position given inflation adjustments, in the lower end of the \$103K-\$112K range.

Trustee Parakkat said the Clerk's role is fairly consistent across communities and he thinks an adjustment is needed. He recommended in the \$80K-\$90K range with a mechanism for periodic salary evaluation. It is an elected role for a fixed period of time. It is not like you are building a career around being a clerk so the comparison with other department leadership roles does not seem appropriate to him.

Trustee Enyia agreed the Clerk's role requires an extensive amount of collaboration within all of the Village's departments and an equitable approach has not been considered for this position. He recommended catching this up now instead of trying to catch up to a missing target in future years. He said he supports \$107K which is in the middle of \$103K-\$112K.

Trustee Wesley noted the Clerk is the only full-time position that is elected and it is the only position that mandates overtime during Village Board meetings. The Clerk must also live in Oak Park which is more expensive than other municipalities. We strive for diversity and have to think about what these positions pay. He said he supports \$107K-\$112K.

Trustee Robinson asked if the Clerk pulls a pension, which Assistant Village Manager/HR Director Kira Tchang confirmed. She said the full-time elected Clerk is eligible for all benefits, including health insurance, paid leave, and pension contributions.

Trustee Parakkat asked if the Clerk is mandated to be in the office during office hours. Director Tchang said the intent is that the Clerk is working regular business hours as all other full-time employees. There are evening and weekend commitments for the Clerk in addition to other Village staff

who have those same type of meeting obligations. The Clerk has some ability to create flexibility at the Clerk's discretion. The Village has a flexible work arrangement policy. He asked how the comparable communities were determined. Director Tchang said they were part of the GovHR compensation study. He noted the Evanston Clerk is also a full-time elected role and is \$64K so he wonders if we are pushing the pedal too hard.

President Scaman suggested asking staff to consider a base amount and then ways to increase with a second term.

Trustee Straw said he is supportive of the top end of the \$102K-\$112K range. He noted the full-time appointed clerk positions are almost universally at the higher end of this scale. If we want to attract the most qualified candidates, we need to pay them what we would expect to pay them if they were staff.

President Scaman said appointed clerks tend to have far more administrative duties. They are not really comparable. Appointed clerks do not have the same evening and weekend hours as elected clerks. She said if was an appointed position, it would be in the \$85K-\$90K range.

Trustee Straw said increasing the pay for the second term would create a weird financial incentive for people to run for additional terms and a lower incentive for people to challenge a sitting clerk.

Trustee Robinson said she likes the idea of getting an analysis from HR to determine where the Clerk position would fall in the pay grades. She said she also likes the idea of a graduated structure.

Trustee Wesley said the Clerk position has taken a 46% pay cut based on inflation over the last 16 years and this is fixing that. It is not a raise; it is an adjustment based on financial circumstances. He said there is consensus for the Clerk salary to be adjusted to \$107K for next year.

Trustee Straw said the Village President role would be in the highest grade of \$134K to \$194K, with the midpoint being \$165K. He recommended thinking about what percentage of full-time the role is to determine the salary. He said something in the range of \$50K seems appropriate.

Trustee Parakkat said we have a Village Manager form of government for a reason with part-time elected officials. If we are spending more time and effort, then maybe we should re-examine how we are playing the role. He said he doesn't see how we can make the case for any compensation increase for President or Trustee.

Trustee Robinson said she is less convinced the staff side analysis and math works for this role. She said she thinks an increase is appropriate because she does not want to create a self-selective pool of people who can do the role with no salary change. This position has to make global decisions such as COVID and migrants. She said she is not comfortable doubling the number without some perspective on what the role requires. She noted the Village President also has travel and conferences expenses. She said she would agree to \$40K.

Trustee Buchanan said she supports \$40K for the broader role of the Village President.

Trustee Enyia said our responsibility level in Oak Park is very high and it should be moved up to the \$40K range.

Trustee Straw agreed with \$40K as a reasonable outcome based on inflation and the time commitment.

Trustee Parakkat noted a lot of CEOs play board roles as well. Just because one president wants to play it full-time does not mean the compensation needs to reflect that. The framework has to be the construct of how we are organized as a village. If there are expectation mismatches, it is contingent on us to reset those expectations with the constituents, not try to adjust the compensation to meet our way of playing that role. He said he cannot support an increase.

Trustee Straw said we are not just expecting someone to read a board packet and show up to a meeting. We expect them to be an ambassador to other communities. We should be aligning the expectations and compensation with what our constituents expect. He said based on what he has seen the village expect of presidents, we are under-compensating that role. We need to compensate for the job we are asking them to do.

Trustee Wesley said the Board has consensus for \$40K for Village President. He said in his experience all past presidents have worked full-time and that is what the Village expects. He read quotes from former presidents David Pope and Anan Abu-Taleb. He said he would be willing to go even higher than \$50K. He noted the \$15K Village Trustee part-time salary will be below minimum wage next year.

Trustee Parakkat said you need a particular level of privilege to play a full-time role at \$40K and live in Oak Park.

Trustee Robinson recused herself from the discussion about Trustee salary

because she is running for re-election. Trustee Enyia recused himself as well.

President Scaman noted this discussion is applicable for the next Village Board.

Trustee Buchanan said the Trustee salary would go from \$15K to \$19.3K adjusted for inflation. She said she supports \$20K.

Trustee Straw noted no one will collect the new salary until they are re-elected. He said he thinks \$20K is fine. The current ratio of President to Trustee would put it at \$24K. and would be willing to go up to \$25K which would be comparable with a side gig.

Trustee Parakkat said he is against any pay raise for the Trustee position and it would be helpful to run these meetings in a way that finish at 10 pm for those who work full-time jobs the next day.

Trustee Wesley said he thinks the more time you put into this role, the better you are at it. He said he thinks about how can the salary clear away the hurdles to making someone want to take this job. A lot of people have a call to service but do not have the means to serve. \$15K a year won't pay for childcare for this job. He said he would support \$25K. He said there is consensus for \$23K for Village Trustee and to create three separate ordinances for the three separate positions and to not include the COLA in the ordinances because it was not discussed as a full board.

XVII. Call to Board and Clerk

There were no comments.

XVIII. Adjourn

It was moved by Trustee Wesley, seconded by Trustee Straw to Adjourn. A voice vote was taken and the motion was approved. Meeting adjourned at 11:15 P.M., Tuesday, October 22, 2024.

Respectfully submitted,
Deputy Clerk Hansen