

*****DISCLAIMER*****

THE FOLLOWING IS AN UNEDITED DRAFT TRANSLATION. THIS TRANSCRIPT MAY NOT BE VERBATIM, HAS NOT BEEN PROOFREAD AND MAY CONTAIN ERRORS. PLEASE CHECK WITH THE SPEAKER(S) FOR ANY CLARIFICATION.

THIS TRANSCRIPT MAY NOT BE COPIED OR DISSEMINATED UNLESS YOU OBTAIN WRITTEN PERMISSION FROM THE OFFICE OR SERVICE DEPARTMENT THAT IS PROVIDING CART CAPTIONING TO YOU.

THIS TRANSCRIPT MAY NOT BE USED IN A COURT OF LAW. -DH

*****DISCLAIMER*****

>>PRESIDENT SCAMAN: WE READY?
OKAY.
6:04 PM AND I WOULD LIKE TO CALL THIS MEETING TO ORDER OF THE VILLAGE BOARD - THIS IS BACKWARDS, BUT GO FOR IT.
CLERK ORDERS, PLEASE TAKE THE ROLL.
>> TRUSTEE BUCHANAN.
>> TRUSTEE ENYIA.
>> TRUSTEE PARAKKAT.
>> YES.
>> TRUSTEE ROBINSON.
>> HERE.
>> TRUSTEE STRAW.
>> TRUSTEE WESLEY.
>> HERE.
>> PRESIDENT SCAMAN.
>>PRESIDENT SCAMAN: HERE.
ENTERTAIN A MOTION TO ADJOURN INTO EXECUTIVE SESSION TO DO WHAT, PAUL?
>>VILLAGE ATTORNEY: LISA PROPERTY PURSUANT TO 5 ILCS 120/2(c)
FIVE.
>>PRESIDENT SCAMAN: MOTION, PLEASE?
CLERK WATERS PLEASE TAKE THE ROLL.
>> TRUSTEE WESLEY.
>> YES.
>> TRUSTEE ROBINSON.
>> YES.

>> TRUSTEE BUCHANAN.
>> YES.
>> TRUSTEE ENYIA.
>> TRUSTEE PARAKKAT.
>> YES.
>> TRUSTEE STRAW.
>> PRESIDENT SCAMAN.
>>PRESIDENT SCAMAN: YES.
WE WILL BE BACK AT 7:30 P.M..

[EXECUTIVE SESSION]

>>PRESIDENT SCAMAN: OKAY.
SO WE HAVE EVERYBODY EXCEPT SUSAN, ALL RIGHT.
WELCOME, ALL.
IT IS 7:34 PM AND I WOULD LIKE TO ENTERTAIN A MOTION TO RECONVENE OUR
REGULAR MEETING.
MOTION, PLEASE?
>> SO MOVED.
>> SECOND.
>>PRESIDENT SCAMAN: THANK YOU.
ALL IN FAVOR?
>> AYE.
>>PRESIDENT SCAMAN: CHRISTINA, CLERK WATERS, I DON'T THINK I HAVE
TO DO ALL THAT, BUT CLERK WATERS PLEASE TAKE THE ROLL.
>> TRUSTEE STRAW.
>> HERE.
>> TRUSTEE WESLEY.
>> HERE.
>> TRUSTEE BUCHANAN.
>> I'M HERE.
>> TRUSTEE ENYIA.
>> HERE.
>> TRUSTEE PARAKKAT.
>> HERE.
>> TRUSTEE ROBINSON.
>> HERE.
>> PRESIDENT SCAMAN.
>>PRESIDENT SCAMAN: HERE.
TRUSTEE BUCHANAN IS PARTICIPATING REMOTELY ACCORDING TO OUR PROTOCOLS,
THANK YOU.
WOULD ENTERTAIN A MOTION TO APPROVE THE AGENDA AS IT IS SUBMITTED.
>> SO MOVED.
>> SUBMITTED.

>>PRESIDENT SCAMAN: MOTION BY TRUSTEE STRAW AND SECONDED BY TRUSTEE WESLEY.

ALL IN FAVOR?

>> AYE.

>>PRESIDENT SCAMAN: HEARING NOTE NAY'S.

WE WILL DO THAT WHEN WE GET TO IT, THANK YOU.

I ENTERTAIN MOTION TO APPROVE MINUTES FROM THE JANUARY 30, 2024 REGULAR MEETING OF THE VILLAGE BOARD.

>> SO MOVED.

>> SECOND.

>>PRESIDENT SCAMAN: MOTION BY TRUSTEE ROBINSON AND SECONDED BY TRUSTEE WESLEY.

ALL IN FAVOR?

>> AYE.

>>PRESIDENT SCAMAN: HEARING NO NAY'S, THE MINUTES ARE APPROVED. CLERK WATERS, DO WE HAVE ANY NON-AGENDA PUBLIC COMMENT THIS EVENING?

>>CLERK: YES WE DO.

>>PRESIDENT SCAMAN: IF YOU WOULD PLEASE.

>>CLERK: RALPH (NAME?).

YOU HAVE THREE MINUTES.

>>PUBLIC COMMENTER: MEMBERS OF THE BOARD, MY NAME IS RALPH (NAME?), MY WIFE AND I HAVE LIVED ON MILLER AVENUE SINCE 1975. IT IS ONE OF THE SHORTEST BLOCKS IN OAK PARK, RUNNING EAST/WEST FROM ARYAN STREET TO HARLEM AVENUE.

THAT IS ONE BLOCK SOUTH OF AGUSTA.

IT JUST HAS 18 HOMES ON THE BLOCK.

NINE ON EACH SIDE.

WE NEED SOME ATTENTION BY OUR ELECTED OFFICIALS.

THE OUTSIDE OF 1139 ON THE CORNER OF HARLEM IS FULL OF GARBAGE.

I MEAN REAL GARBAGE ON THE PORCH AND ON THE FENCE.

THE FENCE ALONG HARLEM IS HALF DOWN.

THERE IS A CAR PARKED IN THE CARPORT AND IT HAS HAD GARBAGE IN IT SINCE 2018, WHICH IS THE EXPIRATION DATE OF THE CAR ITSELF.

SO ON A WINDY DAY GARBAGE IS BLOWING EAST TOWARDS HOMES ON THE BLOCK, AND IF I COULD SHOW YOU PHOTOGRAPHS OF IT, IT WOULD SAY A THOUSAND WORDS.

VILLAGE INSPECTORS HAVE BEEN REALLY - DONE A GREAT JOB IN ISSUING CITATIONS, FINES, AND BRINGING THE OWNER TO COURT.

HOWEVER, THE OWNER DOES NOT SHOW UP.

SO WHAT HAPPENS IS THE JUDGE EXTENDS - ISSUES EXTENSIONS.

AND THE CYCLE CONTINUES AGAIN.

THIS IS FRUSTRATING FOR THE VILLAGE BECAUSE PROGRESS CANNOT BE MADE AND I COULD PROBABLY SAY THAT THE COURT DOCKET FOR THIS PROPERTY IS PROBABLY VERY THICK.

THIS PROPERTY IS NOT OAK PARK.

THOSE WHO DRIVE ON HARLEM, WHICH IS A STATE ROAD FROM NEAR AND FAR WOULD WONDER WHY IS SOMETHING NOT DONE TO THIS PROPERTY? IN FACT, THEY WOULD ASK THE QUESTION, WHY WOULD YOU WANT TO LIVE IN THIS TOWN?

NOW THE HOUSE ACROSS THE STREET AT 1140 IS UNOCCUPIED. SQUATTERS BROKE IN AND THEY CANNOT BE EVICTED FOR OVER A YEAR. THE OWNER IS COOK COUNTY.

THE HOUSE NEXT DOOR AT 1136 IS ALSO UNOCCUPIED. THEY ALSO HAVE SQUATTERS WHO HAVE NOT PAID RENT FOR OVER FOUR YEARS. THEY WERE EVICTED ABOUT A YEAR AGO, BUT IT CANNOT BE OCCUPIED DUE TO BOTCHED CONSTRUCTION AND DAMAGE DONE BY THE SQUATTERS.

YET THE OWNER HAS NOT SENT OUT ANY REPAIR CREWS IN THE LAST FIVE MONTHS TO MAKE THE NECESSARY REPAIRS.

THESE TWO HOUSES WERE PRESENT 10% OF THE BLOCK WOULD BE GREAT PLACES FOR MEDIUM-SIZED FAMILIES TO LIVE IN.

I INVITE THE BOARD MEMBERS TO SEE THIS FOR THEMSELVES AND TO USE THEIR INFLUENCE TO HELP THE HARD-WORKING, TAXPAYING CITIZENS OF OUR WONDERFUL VILLAGE THAT WE ON MILLER ARE SO PROUD OF.

THANK YOU.

>>CLERK: MONICA LEWIS?

>>PUBLIC COMMENTER: I AM GOING TO MAKE IT QUICK SINCE I HAVE THREE MINUTES.

I HAVE WROTE THREE THINGS DOWN.

ONE OF THE THINGS I WANT TO ADDRESS IS BECAUSE I SAW FAITH JULIAN TALK TO THE PRESIDENT THIS EVENING ABOUT HER.

SHE WANTS A CENTER - - BECAUSE OF THE REDLINING.

THAT TOOK PLACED BACK IN THE DAYS, BUT I THINK IS GOING ON RIGHT NOW BECAUSE OF THE FACT THAT I WENT THROUGH A TREMENDOUS AMOUNT OF CHALLENGES IN THIS VILLAGE 11 YEARS AGO IN THE MIDST OF A DIVORCE AND THAT IS WHY I HAVE NO ADDRESS ON THESE FORMS BECAUSE I AM UNDER THE HOMELESS STATUS.

I WAS FORCED TO DO THAT.

I WAS FORCED TO DO A HOMELESS CERTIFICATION TO REPRESENT REDLINING.

HOPEFULLY THINGS WILL GET BETTER FOR THE VILLAGE.

ALSO I WILL MAKE IT QUICK ABOUT MIGRANTS, IMMIGRATION.

I THINK THAT A MUNICIPALITY IDENTIFICATION NEEDS TO BE ADDRESSED.

I THINK THAT SHOULD BE A PRIORITY BECAUSE OF IDENTITY THEFT AND THOSE ARE THINGS I HAVE HAD TO BRING OUT IN THESE LAST SEVEN OR EIGHT YEARS NOW WHEN I WAS THROWN INTO THE HOMELESS STATUS.

THAT THE MUNICIPALITY IDS THAT THE CITY OF CHICAGO HAS AND THEY ADOPTED IN 2015, I THINK THE VILLAGE SHOULD ADOPT THAT IN THIS VILLAGE.

BECAUSE I HAD TO LIVE ON THE STREETS AS A FORMER HOMEOWNER, AS A TENANT AND I WAS NOT THE ONLY PERSON WHO HAD TO LIVE ON THE STREETS THROUGH THAT DIVORCE, YOU KNOW, EVEN THOUGH IT IS MONICA LEWIS, BUT A

LOT OF PEOPLE KNOW ME AS DIVORCED MCGILL BECAUSE FORMER US PRESIDENT BARACK OBAMA.

A LOT OF PEOPLE KNOW ME THROUGH THAT LAST NAME AS WELL, EVEN THOUGH I DO NOT USE IT ANYMORE, BUT I WANTED TO BRING IT OUT.

THAT DISCRIMINATION DID TAKE PLACE, YOU KNOW?

I WAS IN THE MIDST OF A DIVORCE AT THAT TIME 11 YEARS AGO.

I THINK WE SHOULD ADDRESS MUNICIPALITY IDS.

I SEE A LOT OF PEOPLE THAT COULD BE FROM THOSE COUNTRIES, FROM OTHER COUNTRIES.

I SEE THEM HERE TONIGHT.

I WAS NOT GOING TO ADDRESS IT, BUT I WAS LED TO DO THAT, TO ADDRESS THAT THOSE IDS MUST BE DONE IN THE SOCIAL SECURITY ADMINISTRATION SHOULD BE INVOLVED.

BECAUSE TOO MUCH HAS HAPPENED THAT THROUGH ME ON THE STREETS TO BE DOING THINGS LIKE THIS ON THE EDUCATION ADVOCACY LEVEL AND I'M GOING TO GO NOW.

I TALKED TO VICKI ABOUT THIS IN THE PAST ALREADY.

WE HAVE BEEN TALKING ABOUT IT FOR QUITE SOME TIME SO IT'S GOOD TO SEE SOME PEOPLE - FAMILIAR FACES LIKE PAUL STEPHANIDES, HE LOOKS VERY FAMILIAR.

LOOK VERY FAMILIAR AS WELL.

I REMEMBER YOU GUISES FACE.

YOU AS WELL, CORY.

I REMEMBER YOU GUYS.

>>PRESIDENT SCAMAN: THANK YOU.

>>PUBLIC COMMENTER: I REMEMBER YOUR FACES AND EVERYTHING, BUT I HAD TO DO THE HOMELESS STATUS CERTIFICATION BASED ON ALL THE THINGS I MENTIONED.

NOT EVEN MENTIONING EVERYTHING, BUT I MENTIONED SOME OF THE THINGS.

>>PRESIDENT SCAMAN: THANK YOU SO MUCH FOR JOINING US.

>>PUBLIC COMMENTER: THANK YOU.

>>PRESIDENT SCAMAN: ANYBODY ELSE?

NO?

OKAY.

I THINK IT TOOK BOTH OF THE PUBLIC COMMENTERS.

I THINK I'VE DRIVEN BY THEIR HOME MYSELF SO WE WILL CHECK IN - OUR VILLAGE STAFF WILL FOLLOW UP.

MOVING ON IN THE AGENDA - THERE YOU GO.

>>PRESIDENT SCAMAN: OKAY.

MOVING ON IN THE AGENDA TO THE VILLAGE MANAGERS REPORT.

VILLAGE MANAGER JACKSON?

>>VILLAGE MANAGER: PRESIDENT SCAMAN INTERESTING MEMBERS, TONIGHT FOR THE VILLAGE MANAGERS REPORT WE HAVE AN UPDATED CALENDAR FOR FEBRUARY, MARCH, AND APRIL.

HAPPY TO TAKE ANY QUESTIONS ABOUT THE CALENDARS THAT YOU MAY HAVE.

>>PRESIDENT SCAMAN: ANY QUESTIONS?

>>TRUSTEE PARAKKAT: I JUST WANT TO SAY THANK YOU TO MANAGER JACKSON AND LISA FOR ACCOMMODATING MY SCHEDULE. THANKS. APPRECIATE IT.

>>VILLAGE MANAGER: YOU BET.

>>TRUSTEE ROBINSON: ARE WE RESCHEDULING THE FINANCE COMMITTEE MEETING FOR TODAY, MANAGER JACKSON? THAT WAS ORIGINALLY SET FOR TODAY?

>>VILLAGE MANAGER: YES, WE ARE RESCHEDULING THAT ONE FOR FEBRUARY 22.

>>TRUSTEE ROBINSON: I THINK LISA DID MENTION THAT IN THE EMAIL.

>>VILLAGE MANAGER: THE ITEMS WE WERE GOING TO DISCUSS TONIGHT, WE ARE FORWARDING THOSE TO FEBRUARY 22 AND CERTAINLY WE CAN SCHEDULE SOME ADDITIONAL FINANCE COMMITTEE MEETINGS AS NEEDED GOING FROM THERE.

>>TRUSTEE ROBINSON: OKAY, GREAT. THANK YOU.

>>PRESIDENT SCAMAN: KEIRA, ARE WE AWARE OF PERSONNEL COMMITTEE MEETING BEING SCHEDULED?

>> (SPEAKER AWAY FROM MIC).

>>PRESIDENT SCAMAN: OH!

SORRY.

THANK YOU.

MHM.

NO OTHER QUESTIONS?

OKAY.

AND THE OTHER REPORTS FROM THE VILLAGE MANAGER?

>>VILLAGE MANAGER: NO.

THAT CONCLUDES MY REPORT.

>>PRESIDENT SCAMAN: THANK YOU.

MOVING FORWARD WE HAVE OUR COMMITTEE AND TRUSTEE LIAISON COMMISSION REPORTS FROM THE BOARD.

ANY UPDATES?

OKAY.

THIS IS AN OPPORTUNITY FOR MEMBERS OF THE BOARD TO REPORT OUT AS LIAISONS TO OUR COMMISSIONS OR AS REPRESENTATIVES ON BOARDS THAT HAVE BEEN ASSIGNED TO THEM.

WOULD ENTERTAIN - - WE ALSO HAVE CITIZEN COMMISSION VACANCY REPORT THAT IS PROVIDED ON THE AGENDA FROM THE VILLAGE CLERK'S OFFICE. ANYBODY INTERESTED IN SERVING ON A VILLAGE COMMISSION CAN PLEASE CONTACT CLERK WATERS AT CLERK@OAK-PARK.US.

NEXT I WOULD ENTERTAIN A MOTION TO CONSENT TO MY APPOINTMENTS OF OUR COMMISSIONS.

CLERK WATERS, WOULD YOU PLEASE READ THOSE NAMES FOR US?

>>CLERK: DENNIS MARANI, APPOINTMENT TO THE BOARD OF FIRE AND POLICE COMMISSIONERS.

MANNING PETERSON, APPOINTED AS A MEMBER TO THE CIVIC INFORMATION SYSTEMS COMMISSION.

KELSEY L. DI PIRRO, APPOINTED TO THE FARMERS MARKET COMMISSION.

ROBERT PLANEK, REAPPOINTED TO THE POLICE PENSION BOARD.

AND DENNIS MARANI, APPOINTED TO THE POLICE PENSION BOARD.

>>PRESIDENT SCAMAN: MOTION, PLEASE.

>> SO MOVED.

>> SECOND.

>>PRESIDENT SCAMAN: MOTION BY TRUSTEE BUCHANAN AND SECONDED BY TRUSTEE WESLEY.

ALL IN FAVOR?

>> AYE.

>>CLERK: IF EVERYBODY COULD TURN UP THEIR MICROPHONE A BIT OR MAKE SURE YOU ARE SPEAKING INTO THE MICROPHONE THAT WOULD BE WONDERFUL.

>>TRUSTEE ROBINSON: YOU ARE SAYING TURN THEM UP OR TALK CLOSER? YEAH, OKAY.

>>PRESIDENT SCAMAN: OKAY.

NO NAY'S, THE APPOINTMENTS TO THE COMMISSIONS AS SHARED BY CLERK WATERS HAVE BEEN APPOINTED.

THANK YOU.

AND THANK YOU TO ALL OF THE VOLUNTEERS OF OUR COMMISSIONS AND THE TIME AND TALENT THAT YOU BRING TO HELP US.

WITH THE AGENDA.

REGULAR AGENDA THIS EVENING.

THERE IS NO CONSENT AGENDA.

WE WILL START WITH A PRESENTATION ON THE VILLAGE OF OAK PARK CLASSIFICATION AND COMPENSATION STUDY FOR NONUNION EMPLOYEES.

A VILLAGE MANAGER JACKSON?

>>VILLAGE MANAGER: PRESIDENT SCAMAN INTERESTING MEMBERS, TONIGHT WE ARE SEEKING FEEDBACK ON THE RESULTS OF THE CLASSIFICATION STUDY THAT WAS AUTHORIZED BY THE BOARD IN APRIL 2023.

WE FULLY ANTICIPATE TAKING FEEDBACK WE GET TONIGHT AND COMING BACK TO THE VILLAGE BOARD TO PRESENT SPECIFIC RECOMMENDATIONS ON A CLASSIFICATION AND COMPENSATION PLAN, AN UPDATED COMPENSATION AND CLASSIFICATION PLAN.

DEPENDING ON THE OUTCOME OF THE PRESENTATION TONIGHT CREDIT WITH THE INTRODUCTION I WANT TO INTRODUCE OUR HR DIRECTOR AND ASSISTANT VILLAGE MANAGER KEIRA CHANG.

SHE WILL PROVIDE PREAMBLE, BUT ALSO GovHR IS HERE WITH US TONIGHT TO PRESENT THE REPORT.

>>KIRA CHANG: GOOD EVENING, EVERYONE, KEIRA CHANG, HR MANAGER ASSISTANT VILLAGE MANAGER.

WE AUTHORIZED A CLASSIFICATION COMPENSATION STUDY FOR THE NONUNION STAFF IN THE VILLAGE.

THIS IS A BEST PRACTICE FOR REALLY IDENTIFYING WHERE STAFF ARE IN RELATION TO THE JOB MARKET WITH REGARD TO WAGES AND BENEFITS.

THE REASON THIS GOES THROUGH COMPENSATION STUDY PROCESS IS UNLIKE OUR UNIONIZED STAFF, THERE IS NO REGULAR REVIEW PER COLLECTIVE BARGAINING AGREEMENT OF WAGES.

SO WE HAVE ENGAGED WITH GovHR TO CONDUCT THIS STUDY WITH THE INTENT OF PROVIDING THE BOARD WITH INFORMATION IN ORDER TO SET THE VILLAGES PAY COMPENSATION STRATEGY IN ALIGNMENT WITH RECRUITMENT AND CREWMEN GOALS OF THE VILLAGE.

SO TONIGHT I HAVE RACHEL SKAGGS FROM GovHR.

SHE IS HERE ON ZOOM.

SHE WAS THE LEAD ON THE STUDY SO SHE WILL PRESENT TO YOU THE FINDING OF THE STUDY ITSELF.

>>RACHEL SKAGGS: THANK YOU.

GOOD EVENING, EVERYONE.

CAN YOU HEAR ME OKAY?

>>PRESIDENT SCAMAN: YES.

THANK YOU.

>>RACHEL SKAGGS: GREAT.

I'M GOING TO SHARE MY SCREEN AND THEN GET STARTED.

GOOD EVENING, THANK YOU FOR HAVING ME.

IT HAS BEEN A PLEASURE TO WORK WITH THE VILLAGE OF OAK PARK ON THE STUDY AND IT WAS GREAT GETTING TO MEET WITH SOME OF THE EMPLOYEES AND STUFF THROUGH THIS PROCESS.

SO AS KEIRA MENTIONED, MY NAME IS RACHEL A SKAGGS AND I WAS THE PROJECT MANAGER FOR THE STUDY.

I HAVE WORKED FOR GovHR FOR THE PAST FOUR YEARS.

LARGELY MANAGING CLASSIFICATION AND COMPENSATION STUDIES.

PRIOR TO WORKING FOR GovHR I SPENT YEARS IN - - MOSTLY AS THE CITY MANAGER FOR THE CITY OF PRINCETON, ILLINOIS.

PRIOR TO THAT I WORKED FOR THE VILLAGE OF SCHAUMBURG AND MONTGOMERY. AGAIN, PLEASED TO BE HERE WITH YOU TONIGHT.

I HAVE A SHORT PRESENTATION.

IT'S ABOUT 10 OR 15 MINUTES.

PLENTY OF TIME FOR QUESTIONS AND THE HAPPY TO ANSWER ANY OF THOSE QUESTIONS AS I'M GOING THROUGH AS WELL.

KIND OF AN OUTLINE OF WHAT I WILL GO OVER.

I WILL TALK ABOUT THE SCOPE OF WORK THAT WAS PART OF THE PROJECT.

THEN I WILL SPEND SOME TIME TALKING ABOUT THE JOB EVALUATION THAT WE DID THAT REALLY LED TO THE PROPOSED CLASSIFICATION PLAN.

I WILL TALK ABOUT THE COMPENSATION SURVEY, WHICH LEADS TO THE MARKET DATA AND THE PROPOSED COMPENSATION PLAN AND THEN I WILL TALK ABOUT OUR

RECOMMENDATIONS FOR HOW YOU SHOULD IMPLEMENT THE PLAN, AND ALSO THE FUTURE ADMINISTRATION OF THE PLAN AND WE WILL HAVE PLENTY OF TIME FOR QUESTIONS.

SO A REALLY IMPORTANT COMPONENT OF A CLASSIFICATION AND COMPENSATION STUDY IS TO DO A THOROUGH JOB EVALUATION.

AS PART OF THIS WE REVIEWED THE 88 NONUNION POSITIONS USING THESE NINE JOB FACTORS, WHICH REALLY FOCUS ON ESTABLISHING INTERNAL EQUITY.

SO WE LOOK AT EVERY POSITION AND IT'S IMPORTANT TO KNOW AND YOU PROBABLY SAW THIS IN THE REPORT, WE ARE NOT LOOKING AT THE PEOPLE IN THE POSITION, WE ARE LOOKING AT THE POSITION ITSELF AND WHAT ARE THE REQUIREMENTS OF EACH OF THESE POSITIONS AS THEY RELATE TO EDUCATION, WORK EXPERIENCE, DECISION-MAKING AND INDEPENDENT JUDGMENT, RESPONSIBILITY FOR POLICY DEVELOPMENT, BUT ALSO IMPLEMENTATION AND INTERPRETATION OF POLICIES.

PLANNING OF WORK, CONTACT WITH OTHERS AND THIS IS CONTACTS BOTH INTERNAL AND EXTERNAL CONTACTS.

WORKING CONDITIONS, USE OF TECHNOLOGY AND SPECIALIZED EQUIPMENT.

SO WE LOOK AT EVERY POSITION AS IT RELATES TO THOSE NINE JOB FACTORS. EVERY EMPLOYEE FILLED OUT A JOB ANALYSIS QUESTIONNAIRE THAT WAS REVIEWED BY SUPERVISORS AND THEN GovHR HAD AT LEAST ONE EMPLOYEE IN EVERY POSITION TO EXPAND UPON THAT INFORMATION AND LEARN ABOUT THEIR JOB.

FROM THERE EACH POSITION IS ASSIGNED WHAT WE CALL A JOB FACTOR ANALYSIS SCORE AND THAT IS WHAT MAKES UP THE CLASSIFICATION PLAN. IT IS REALLY DEVELOPED BASED ON INTERNAL EQUITY, MEANING HOW POSITIONS RELATE TO ONE ANOTHER IN OAK PARK.

SO ON TABLE 1 YOU SEE THAT CLASSIFICATION PLAN THAT REALLY SHOWS THE 11 GRADES.

SO EVERY POSITION THAT WE LOOKED AT IS SLOTTED INTO ONE OF THOSE 11 GRADES BASED ON THAT JOB FACTOR ANALYSIS SCORE AND THE SKILL LEVEL FOR THE POSITION.

THE SECOND COMPONENT OF THE STUDY WAS REALLY THE EXTERNAL MARKET ANALYSIS.

THE FIRST THING WE DID IS ESTABLISH A GROUP OF COMPARABLE COMMUNITIES. IT'S IMPORTANT TO LOOK AT COMMUNITIES THAT ARE SIMILAR TO YOURS BASED ON FINANCIAL CRITERIA, ALONG WITH POPULATION AND PROXIMITY.

REALLY LOOKING AT COMMUNITIES THAT HAVE A SIMILAR ABILITY TO PAY AND THAT FULL ANALYSIS IS INCLUDED IN APPENDIX B, BUT WE LOOKED AT THESE EIGHT CRITERIA AND THE CLOSER A COMMUNITY WAS TO MATCHING OAK PARK FOR EACH OF THESE, THE MORE POINTS THEY RECEIVED.

SO A COMMUNITY THAT RECEIVES THE MOST POINTS IS THEREFORE DETERMINED TO BE THE MOST COMPARABLE.

AGAIN, BASED ON THESE CRITERIA THAT ARE LISTED HERE.

THEN WE ESTABLISH A CUT OFF.

SO IN THIS STUDY WE SAID COMMUNITIES THAT SCORED A 75 OR MORE POINTS ARE THE MOST COMPARABLE AND THESE ARE THE COMMUNITIES THAT MADE THAT CUT OFF OF 75 OR MORE POINTS.

WE HAD A GREAT RESPONSE ON THE SALARY SURVEY.

THAT WAS REALLY AWESOME.

THERE WERE REALLY ONLY A FEW COMMUNITIES THAT DID NOT RESPOND TO THE SALARY SURVEY REQUEST AND THOSE ARE NOTED WITH AN ASTERIX ON THIS SLIDE HERE, BUT OVERALL A REALLY GREAT RESPONSE, WHICH IS REALLY BENEFICIAL WHEN WE ARE LOOKING AT THE COMPENSATION PIECE.

SO ALL OF THE DATA THAT WE COLLECT IS COLLECTED THROUGH THE USE OF A SURVEY.

WE ALSO ASK QUESTIONS AS THEY PERTAIN TO BENEFITS, WHICH I WILL TALK ABOUT MORE IN A LITTLE BIT, BUT WHEN WE SEND OUT THE SURVEY WE DEFINE EACH POSITION TO MAKE SURE THAT WE ARE GATHERING ACCURATE DATA.

WE ALSO REVIEW ALL THAT INFORMATION AND MAKE SURE IT IS APPROPRIATE FOR THE POSITION THAT WE SURVEYED.

SALARY RANGES ARE THE PREFERRED METHOD TO ANALYZE THE DATA.

YOU WILL SEE FOR SOME POSITIONS WE ALSO HAVE ACTUAL SALARIES, HOWEVER ACTUAL SALARIES ARE NOT OUR PREFERRED METHOD BECAUSE A LOT OF DIFFERENT COMPONENTS CAN GO INTO THAT SUCH AS LONGEVITY, BONUSES OR THINGS WE ARE NOT AWARE OF.

SALARY RANGES ARE REALLY A BETTER GAUGE OF WHAT THE MARKET LOOKS LIKE AND WHAT WE PREFER TO USE TO ANALYZE THE DATA, WHICH IN THIS CASE WE HAD PLENTY OF SALARY RANGE INFORMATION AND THAT IS WHAT WE WERE ABLE TO USE TO ANALYZE THE DATA.

ALL OF THE SALARY DATA THAT WE GATHERED IS THE CURRENT MARKET FOR THE POSITION.

SO WE GATHERED THAT OVER THE LAST, YOU KNOW, COUPLE THREE OR FOUR MONTHS AND THAT IS CURRENT AS OF NOW FOR THOSE POSITIONS.

HE ALSO LOOKED AT BENEFITS AND MADE A COMPARATIVE OBSERVATIONS BASED ON THOSE AS WELL.

FROM THERE WE PUT TOGETHER THE COMPENSATION PLAN.

SO THE COMPENSATION RATES WE CALCULATED AT THE 50TH PERCENTILE OF THE SALARIES OF THE COMMUNITY SURVEY.

SO YOU WILL SEE THAT IN TABLE 1 THERE ARE TWO COLUMNS THAT KIND OF SHOW THE SALARY OR THE 50TH PERCENTILE SALARY SURVEY DATA AND THAT MEANS TO BE AT THE 50TH PERCENTILE IS REALLY IN THE MIDDLE.

IT IS THE MEDIAN, 50% ARE PAYING ABOVE AND 50% ARE PAYING BELOW SO MAKE SURE THAT YOU ARE IN THE MARKET.

WE ALSO ESTABLISHED PAY PLANS AT THE 50TH PERCENTILE AS WELL AND THAT IS SHOWN IN TABLE 2. SO AGAIN, ALL OF THE POSITIONS ARE IN ONE OF THOSE 11 GRADES AND THOSE ARE ACROSS FOUR DIFFERENT BANDS.

THERE IS GRADE ONE AND THERE ARE GRADES TWO THROUGH FOUR.

GRADES FIVE THROUGH EIGHT AND NINE AND 11.

WHAT THOSE BANDS MEAN, IT IS JUST A REFLECTION OF WHAT WE SEE IN THE MARKET AND HOW EACH GRADE COMPARES TO ONE ANOTHER.

THERE IS A 7% GRADATION BETWEEN GRADES 2-4.

THE GRADATION IS SIMILAR WITHIN EACH BAND BASED ON WHAT WE SEE IN THE MARKET.

SO FROM GRADE 2 -THREE IT'S A 7% DIFFERENCE AND 3-47% DIFFERENCE.

SAME FOR GRADES FIVE THROUGH EIGHT.

5 TO 6, 6 TO 7, 7 TO 8 THERE IS A 7% GRADATION AND FOR GRADES NINE THROUGH 11 THAT GOES UP TO 10%, AND AGAIN, THAT IS REFLECTIVE OF WHAT WE SEE IN THE MARKET, BUT IT'S IMPORTANT TO HAVE A CONSISTENT GRADATION FOR EACH PAY BAND.

ALL OF THE PROPOSED RANGES ARE OPEN RANGES, MEANING THERE IS A MINIMUM AND MAXIMUM, BUT THERE IS NO DEFINED STEP INCREMENT OR ANYTHING BETWEEN THOSE.

WHAT WE DID IS CREATE A YEAR ONE AND YEAR TWO RANGE SPREAD IT TO MAKE SURE THERE IS A FEW POSITIONS THAT DO FALL SLIGHTLY BELOW THE MINIMUM AND I WILL TALK ABOUT OUR RECOGNITION ON WHAT YOU SHOULD DO WITH THOSE POSITIONS, BUT PART OF THAT, TOO, IS THE FIRST YEAR WE MATCHED THE MARKET DATA BOTH YEARS, BUT WE BROUGHT THAT RANGE TO A 40% INSTEAD OF A 45% NEAR TWO, WHICH IS MORE ACCURATE WITH WHAT WE SEE WITH THE MARKET AND IT WILL ALSO ALLOW YOU TO HAVE A CONSISTENT RANGE SPREAD IT THAT IS NOT TOO LARGE AFTER THAT.

AT THE FIRST YEAR THE RANGES ARE SET AT 45%.

SO THEY ARE A LITTLE LARGER IN THE SECOND YEAR THEY GO TO 40% AND THAT IS WHAT YOU WOULD DO GOING FORWARD.

AGAIN, THAT IS JUST ACCOMMODATING FOR THE REDUCED RANGE SPREAD IN YEAR TWO.

IT ALLOWS YOU TO MAINTAIN THAT 50TH PERCENTILE.

AS I MENTIONED PREVIOUSLY WE ALSO LOOKED AT BENEFITS AND OVERALL THE VILLAGE IS VERY COMPETITIVE.

I THINK IN TERMS OF BENEFITS AND THE BENEFITS THAT ARE OFFERED.

NO, I THINK YOU ARE RIGHT OUT OR A LITTLE ABOVE FOR HEALTH INSURANCE. DENTAL INSURANCE IS ACROSS THE BOARD.

SOME COMMUNITIES DON'T PAY ANYTHING AND SOME PAY 100%.

SO EXCUSE THE AVERAGE A LITTLE BIT, BUT SICK TIME AND HOLIDAY PAY YOU ARE ABOUT AVERAGE, SO REALLY COMPETITIVE WHEN WE LOOK AT BENEFITS.

SAME WITH THE COMPENSATION, TOO.

I WOULD SAY MAJORITY OF THE POSITIONS ARE VERY COMPETITIVE WITH WHERE YOU ARE AT THE 50TH PERCENTILE, BUT THERE ARE A FEW POSITIONS THAT ARE FALLING BELOW THAT MINIMUM RANGE.

HERE IS OUR RECOMMENDATIONS WHEN YOU LOOK AT IMPLEMENTING THE PLAN.

ANYONE WHO IS BELOW THE MINIMUM WE DO RECOMMEND THAT YOU BRING THEM TO THE MINIMUM OF THE RANGE AS SOON AS POSSIBLE.

EMPLOYEES WHOSE PRESENT COMPENSATION IS WITHIN THE RANGE CAN BE SLOTTED INTO THE NEW COMPENSATION PLAN AT THEIR CURRENT PAY RATE AND

IF THERE IS A POSITION THAT IS BEING PAID OUTSIDE OF THE MAXIMUM OF A PAY RANGE, WE DO NOT RECOMMEND THAT YOU GIVE THEM A PAY CUT AND REDUCE THEM TO THE MAXIMUM, RATHER YOU WOULD LEAVE THEM WHERE THEY ARE AND EVENTUALLY THOSE RANGES ARE GOING TO CATCH UP AS YOU ANNUALLY HAVE COST-OF-LIVING INCREASES.

THEN GOING FORWARD, ONCE THE PLAN IS IMPLEMENTED AND IN PLACE, THERE ARE TWO COMPONENTS THAT YOU NEED TO LOOK AT ANNUALLY.

I ALWAYS SAY THAT YOU SHOULD NOT HAVE TO DO A FULL COMPREHENSIVE STUDY LIKE THIS FOR AT LEAST FIVE YEARS AS LONG AS THESE TWO COMPONENTS ARE LOOKED AT AND REVIEWED ANNUALLY.

ON THE CLASSIFICATION SIDE IT IS IMPORTANT THAT YOU RECOGNIZE ANY CHANGES IN POSITIONS AND RESPOND TO THOSE.

SO MAYBE THERE'S A POSITION THAT TOOK ON ADDITIONAL DUTIES AND WE PROVIDED THE TOOLS WHERE YOU ARE ABLE TO RESCORE THAT POSITION AND MAKE SURE THE SKILL LEVEL IS APPROPRIATE OR VICE VERSA, MAYBE THERE'S A POSITION WHERE IT USED TO BE A FULL-TIME POSITION THAT YOU'RE DIVIDING INTO TWO SEPARATE POSITIONS OR SOMETHING LIKE THAT.

YOU ARE ABLE TO RESCORE THOSE POSITIONS SO YOU CAN CREATE, ADJUST, OR ABOLISH POSITIONS AS NEEDED BASED ON THIS PROCESS.

IT IS IMPORTANT TO MAKE THOSE CHANGES, IF THERE ARE CHANGES TO THE POSITIONS AND ON THE COMPENSATION SIDE, YOU DON'T HAVE TO DO A FULL SALARY SURVEY AGAIN, BUT WHAT YOU DO NEED TO DO IS MAKE SURE YOU ARE UPDATING YOUR RANGES ANNUALLY BASED ON EITHER A SIMPLE SURVEY TO THOSE COMPARABLE COMMUNITIES SAYING WHAT IS YOUR MOST RECENT INCREASE AND TAKING AN AVERAGE OF THAT INCREASE AND APPLYING THAT TO YOUR RANGES OR LOOKING AT THE CPI AND DOING THE SAME THING.

MAKE SURE YOU ARE ADJUSTING THOSE IMAGES ANNUALLY AND CONSIDER ADJUSTMENTS FOR EMPLOYEES SO THEY CAN MOVE THROUGH THOSE OPEN RANGES BASED ON PERFORMANCE.

NO THAT'S A LOT OF INFORMATION AND QUICK OVERVIEW, BUT I'M HAPPY TO ANSWER ANY QUESTIONS AT THIS TIME.

>>PRESIDENT SCAMAN: QUESTIONS?

TRUSTEE ROBINSON.

>>TRUSTEE ROBINSON: OKAY, SO YOU CLARIFIED - THE COMMUNITIES WITH THE ASTERIX DID NOT RESPOND YOU SAID, IS THAT RIGHT?

>>RACHEL SKAGGS: CORRECT.

>>TRUSTEE ROBINSON: THE REPORT ACTUALLY SAYS THE OPPOSITE.

SO I WANT TO CLARIFY.

IT IS PAGE 11 OF THE REPORT.

SO THAT IS HELPFUL.

I WASN'T SURE IF WE WERE ONLY SEEING A COMPARISON BASE OF LIKE FOUR COMMUNITIES.

IT SOUNDS LIKE IT IS A BROADER.

>>RACHEL SKAGGS: WE HAD A GREAT RESPONSE.

SO TOTALLY THE OPPOSITE.

>>TRUSTEE ROBINSON: THERE WAS A RECOMMENDATION IN THE REPORT OF USING THIS HYBRID MODEL AND I WAS CURIOUS WHAT STAFFS THOUGHTS WERE ON THIS OR EVEN YOU, MANAGER JACKSON, ABOUT MOVING FORWARD USING THIS HYBRID MERIT INCREMENTAL INCREASE MODEL AND HOW THAT DIFFERS FROM WHATEVER THE CURRENT MODEL IS AND HOW THAT IMPACTS THE BUDGET. NOT JUST THIS ONE TIME ADJUSTMENT, BUT THEN MOVING FORWARD.

>>KEIRA CHANG: CURRENTLY OUR PROCESS DOES ACCOUNT FOR MERIT IN TERMS OF EMPLOYEES, BUT IT IS NOT AN ADJUSTMENT TO BASE. NONUNION STAFF WOULD RECEIVE A ADJUSTMENT THAT IS BASED ON THE BUDGET THAT THE VILLAGE BOARD APPROVES EACH YEAR AND THEN THERE IS A MERIT LUMP SUM PAYMENT MADE TO THOSE WHO QUALIFY BASED ON PERFORMANCE THROUGH THE EVALUATION PROCESS.

IF THE BOARD IS INTERESTED IN CONSIDERING SOME TYPE OF MERIT PAY COMPONENT WITHOUT ADJUSTMENT TO BASE IS MADE, YOU KNOW, WE WOULD HAVE TO WORK WITH OUR FINANCE DEPARTMENT TO ANALYZE HOW THAT WOULD IMPACT THE BUDGET IN THE LONG TERM.

IT WOULD DEPEND IN LARGE PART ON THE PROGRAM AND WHAT PERCENTAGES ARE BASED ON GENDER COST-OF-LIVING AND WHAT IS BASED ON THE PERFORMANCE PIECE OF IT AND HOW THAT WOULD BE EVALUATED.

>>TRUSTEE ROBINSON: WHAT'S A RECOMMENDATION IN THE REPORT? IS IT THE LATTER, THE ADJUSTMENT TO BASE?

>>KEIRA CHANG: GovHR IS ONLY INCLUDING PART OF THE REPORT, AS PART OF THIS, SHOULD THE BOARD ADOPTED US THAT EMPLOYEES COME UP TO THE MINIMUMS, THOSE WHO FALL BELOW AND THEIR RECOMMENDATION IS TO, YOU KNOW, ENSURE THAT EMPLOYEES CONTINUE TO MOVE DO THAT PAY SCALE, BUT I DON'T THINK THAT THEY ARE MAKING A SPECIFIC RECOMMENDATION ABOUT HOW THAT WORKS, JUST THAT EMPLOYEES SHOULD BE MOVING TO THAT PAY SCALE OVER THE COURSE OF THEIR CAREER.

>>TRUSTEE ROBINSON: WONDERING AND I'M CURIOUS IF YOU HAD AN OPINION OF THAT.

>>KEIRA CHANG: I'M INTERESTED TO HEAR THE BOARD'S OPINION ON THAT.

>>TRUSTEE ROBINSON: OKAY.

>>VILLAGE MANAGER: IN ANY EVENT I THINK WE WOULD LIKE TO DO THE ANALYSIS OF IT, RIGHT? THE FINANCIAL IMPACT.

>>TRUSTEE ROBINSON: I DON'T HAVE AN OPINION ABOUT IT AT THE MOMENT.

I WAS WONDERING WHAT YOUR THOUGHTS WERE AND MAYBE OTHERS HAVE THOUGHTS ABOUT THOSE TWO MODELS SIDE-BY-SIDE, BUT TO GET BACK TO THE BUDGET QUESTION, WITH THAT - HOW IMPACT, WOULD THAT BE A HUGE IMPACT TO OUR BUDGET?

HOW MUCH DOES IMPACT TO CHANGE THE BASE - IT SEEMS TO BE PRETTY SIGNIFICANT BUDGET IMPACT.

IS THAT FAIR TO SAY?

>>KEIRA CHANG: IF YOU'RE TALKING ABOUT THE CHANGES THAT GO INTO EFFECT SHOWED THE BOARD ADOPTED PAY PLAN TONIGHT.

THERE IS A IMPACT TO APPROXIMATELY 25 EMPLOYEES WHO WOULD FALL BELOW THE NEWLY ESTABLISHED MINIMUMS.

SO THE TOTAL COST, OR ANALYSIS OF THAT IS THAT IT WILL COST APPROXIMATELY \$133,000 TO BRING THOSE EMPLOYEES UP TO THE NEWLY ESTABLISHED MINIMUMS.

NOW THE BOARD DID AUTHORIZE IT THROUGH THE FISCAL YEAR 24 BUDGET \$250,000 IN PLACEHOLDER FUNDS TO ADDRESS THE OUTCOME OF THIS STUDY. THE 133 WOULD FALL WITHIN THAT \$250,000 THAT IS BUDGETED. AND THAT WOULD BE IN FISCAL YEAR 24.

OBVIOUSLY THE NEW RANGES OR THE NEW MINIMUMS, WHICH SET A NEW STANDARD FOR SUBSEQUENT PAY INCREASES, YOU WOULD SET A NEW BASELINE IN UPCOMING YEARS AND ANY KIND OF ANALYSIS OF THAT WOULD BE PROVIDED THROUGH THE BUDGETING PROCESS DETERMINING WHAT COST-OF-LIVING ADJUSTMENTS THAT THE BOARD WOULD ULTIMATELY CHOOSE TO ADOPT AND PAY FOR PERFORMANCE MODEL THAT THE BOARD COULD CHOOSE TO ADOPT.

>>TRUSTEE ROBINSON: DID THE \$250,000 THAT WE ALLOCATED INCLUDE THE FEE FOR GovHR SERVICES FOR THIS?

>>KEIRA CHANG: AT THE \$250,000 IS TO ADJUST THE OUTCOMES OF THE STUDIES, THE FEE WAS ALREADY PAID IN 2023, BUDGETED THROUGH THE HUMAN RESOURCES BUDGET.

>>TRUSTEE ROBINSON: OKAY, OKAY.

I THINK MY INITIAL THOUGHT ON THAT QUESTION ABOUT THAT HYBRID MODEL THAT IS PROPOSED WITH THERE BEING AN ADJUSTMENT TO THE BASE WOULD BE - I WONDER IF WE WOULD NEED TO DO THAT TO REMAIN IN THE COMPETITIVE RANGE.

NOT DO THIS ONE TIME BUMP UP, BUT HOW DO WE STAY - HOW DO WE KEEP UP WITH THESE OTHER COMMUNITIES THAT ARE ALSO THEN GIVING STANDARD INCREASES AND THEN POTENTIALLY, YOU KNOW, A DIFFERENT MERIT INCREASE STRUCTURES SO THAT WE THEN ARE NOT IN FIVE YEARS HAVING TO DO ANOTHER BIG JUMP?

>>KEIRA CHANG: WE DO THAT IN SOME WAYS NOW.

WE HAVE COME TO THE BOARD AND RECOMMENDED ADJUSTMENTS TO THE MINIMUMS OF THE SALARY RANGES.

I THINK WE LASTED THAT MOST SIGNIFICANTLY IN 2022.

SO IT HAS BEEN A NUMBER OF YEARS SINCE WE MADE A SIGNIFICANT MOVE ON THE BOTTOM AND AND THAT WAS FOLLOWING ALONG PERIOD ONE WHEN WE MADE NO ADJUSTMENTS.

WHAT GovHR IS RECOMMENDING THROUGH THIS PROCESS IS THAT ANNUALLY THE BOARD IS REVIEWING SORT OF - OR STAFF ARE REVIEWING WHAT THE RUGGED PLACES LIKE, WHAT CPI IS, WHAT OTHER COMMUNITIES ARE DOING WITH THE COST OF LIVING AND POTENTIALLY ADJUSTING UP THOSE RANGES ALONG THE WAY.

SO THAT CAN BE DONE ON AN ANNUAL BASIS OF THE BOARD WANTED TO ADOPT CHANGES TO THOSE RANGES IN THE EMPLOYEE PAY PLAN.

>>TRUSTEE ROBINSON: OKAY, THANK YOU.

>>PRESIDENT SCAMAN: OKAY.

ADDITIONAL?

TRUSTEE PARAKKAT.

>>TRUSTEE PARAKKAT: SO ONE QUICK QUESTION ON THE COMPARABLE COMMUNITIES.

I DON'T SEE ANY OF OAK PARK'S NEIGHBORING COMMUNITIES LISTED.

IS THAT TYPICALLY THE CASE?

THE 75 POINTS MENTIONED, DO NONE OF THEM FALL IN THAT CATEGORY?

>>RACHEL SKAGGS: PROBABLY NOT.

WE REALLY FOCUS ON THE FINANCIAL CRITERIA AND POPULATION AND PROXIMITIES.

IF SOME OF THOSE SURROUNDING - IF YOU WANT TO GIVE ME AN EXAMPLE OF ONE I CAN LOOK AT IT REAL QUICK.

>>TRUSTEE PARAKKAT: LET'S SAY BOURBON.

- - BERWIN.

>>RACHEL SKAGGS: THEY MIGHT BE ON THERE, BUT SCORE LOWER, SO WE TRIED TO CREATE THAT THRESHOLD AND LOOK AT COMMUNITIES BASED ON THEIR ABILITY TO PAY.

I DON'T SEE THEM SO THEY MAY NOT HAVE MET OUR INITIAL SCREEN.

OUR INITIAL SCREEN WAS COMMUNITIES WITH A POPULATION BETWEEN 20,000 AND 100,000 WITH A PER CAPITA INCOME OF - - AND WITH ALL THE COUNTIES SURROUNDING YOU.

SO THEY MIGHT NOT HAVE MET ONE OF THOSE INITIAL SCREENING CRITERIA TO BE INCLUDED IN THE ANALYSIS, BUT I CAN CONFIRM THAT AND LET KEIRA KNOW.

>>TRUSTEE PARAKKAT: THE NEXT QUESTION IS A FOUR KEIRA, KEVIN. THE 250 K THAT IS IN THE BUDGET, AND THIRD GOES AWAY AND THE 107, IS IT POSSIBLE TO PUT THAT BACK IN THE BUDGET TO AMEND THE BUDGET DOWN? NOW THAT WE HAVE A SURPLUS?

>>VILLAGE MANAGER:

>>KEIRA CHANG: I THINK IF WE WERE DIRECTED TO DO SO BY THE BOARD AT.

>>VILLAGE MANAGER: YES, ABSOLUTELY.

>>TRUSTEE PARAKKAT: I WOULD LIKE TO SEE THAT HAPPEN. SUGGESTING THAT.

>>PRESIDENT SCAMAN: WE ALSO OVERESTIMATED THE COST. ANY OTHER QUESTIONS ON THE PRESENTATION AND IF YOU COULD PLEASE SHARE HOW YOU FEEL ABOUT THE HYBRID AS PROPOSED AND, YOU KNOW, KIND OF AN IMMEDIATE RESPONSE TO WHERE WE STAND CURRENTLY MAC TRUSTEE STRAW.

>>TRUSTEE STRAW: I WAS JUST CURIOUS ON THE BENEFITS THAT WERE ANALYZED ACROSS COMMUNITIES.

DO YOU HAVE ANY SENSE REGARDING PAID PARENTAL LEAVE ACROSS COMMUNITIES?

I KNOW IT WAS NOT IN THE BENEFITS ANALYZED, BUT WHETHER YOU HAVE ANY SENSE REGARDING OTHER COMMUNITIES AND WHAT THEY'RE DOING THERE?

>>RACHEL SKAGGS: THAT WAS NOT ONE OF THE QUESTIONS WE INCLUDED IN THE ANALYSIS, BUT I CAN TELL YOU FROM OTHER COMMUNITIES WE WORK WITH ANY LETTER STUDIES WE HAVE DONE, IT IS BECOMING MORE COMMON. OBVIOUSLY NOT AS COMMON AS YOU MIGHT SEE IN THE PRIVATE SECTOR, BUT IT IS SOMETHING THAT IT IS BECOMING A LITTLE MORE COMMON. I WOULD NOT SAY IT'S LIKE OVERWHELMINGLY - - IT IS BECOMING A BENEFIT THAT IS PROVIDED.

I DEFINITELY THINK WE WILL CONTINUE TO SEE THAT INCREASE AND IT'S A GOOD QUESTION TO ASK IN THE FUTURE IF YOU SURVEY THESE COMMUNITIES OR ASK THEM QUESTIONS AND MIGHT BE ONE THAT YOU WANT TO ADD IN FOR SURE.

>>TRUSTEE ROBINSON: YEAH.

I'VE MENTIONED BEFORE, BUT I'M DEFINITELY INTERESTED IN GETTING MORE INFORMATION ABOUT WHAT IT WOULD COST TO IMPLEMENT THAT HERE IN OAK PARK AND MAKING SURE THAT WE ARE BEING A PROGRESSIVE LEADER UNPAID PARENTAL LEAVE.

IT SEEMS LIKE IT WOULD BE IMPORTANT.

I THINK THAT THE APPROACH OUTLINED IN THE RECOMMENDATION MAKES SENSE. FOR THE FOLKS THAT ARE MOVING UP TO THE BOTTOM END OF RANGES, IS THERE ANY ADDITIONAL ANALYSIS GOING INTO WHETHER SOME PEOPLE SHOULD BE MOVED UP FURTHER THAN JUST THE BOTTOM END OF THE RANGE?

I DON'T KNOW WHETHER THERE ARE ANY EQUITY CONCERNS REGARDING SOME GROUPS OF PEOPLE ARE BEING PAID LESS THAN OTHER GROUPS OF PEOPLE.

>>KEIRA CHANG: GOOD QUESTION.

IT IS DEFINITELY SOMETHING THAT STAFF HAVE LOOKED AT AND HAVE NOT PROVIDED A SPECIFIC RECOMMENDATION TO THE BOARD ON THIS BECAUSE WE ARE INTERESTED TO HEAR SOME OF YOUR PERSPECTIVE TONIGHT.

THERE ARE CONSIDERATIONS RELATED TO INTERNAL EQUITY WHEN IT COMES TO EMPLOYEES WHO MAY BE TENURED WITHIN A ROLE, BUT WHO MAY STILL FALL AT THE BOTTOM OF THE RANGE WHEN THE GOAL OF THE RANGE IS TO REALLY MOVE THROUGH IT OVER TIME.

YOU KNOW, WHAT WOULD REALLY BE REQUIRED AT THE MINIMUM IS TO BRING PEOPLE UP TO THE MINIMUM SO THEY ARE IN COMPLIANCE WITH OUR PAY PLAN. IF THE BOARD IS INTERESTED IN MORE INFORMATION OR POTENTIAL OTHER RECOMMENDATIONS THAT MAY INCLUDE ADJUSTMENTS THAT TAKE INTO ACCOUNT YEARS OF SERVICE WITH THE VILLAGE OR IN THE ROLE OR OTHER CONSIDERATIONS, IT IS CERTAINLY SOMETHING STAFF CAN PUT TOGETHER.

>>TRUSTEE STRAW: I CERTAINLY THINK THAT RATHER THAN SORT OF MECHANICALLY SAYING, OH IF YOU ARE BELOW THE RANGE WE ARE GOING TO THE BOTTOM OF THE RANGE.

IT MAKES SENSE TO MAKE THESE ADJUSTMENTS ONE TIME AND TO SORT OF GO THROUGH THE FULL ANALYSIS, IF, AND I DON'T KNOW IF THERE ARE, IF THERE

ARE ANY FOLKS WHO, YOU KNOW, MAYBE MOVING THEM TO THE BOTTOM OF THE RANGE ISN'T SUFFICIENT.

THEY REALLY SHOULD BE FOR TENURE REASONS, FOR MERIT REASONS, FOR WHATEVER REASONS AS WE ARE EVALUATING.

IT SHOULD BE AT SOME DIFFERENT POINT IN THE RANGE.

I WOULD BE HAPPY TO HEAR STAFF'S RECOMMENDATION ON THAT.

I CERTAINLY DO NOT HAVE THE DATA TO MAKE ANY RECOMMENDATION, BUT I WANT TO MAKE SURE THAT WE'RE NOT JUST BEING MECHANICAL ON THAT.

AND THEN THERE WAS ONE OTHER ITEM AND NOW I AM BLINKING ON IT.

>>TRUSTEE PARAKKAT: I WOULD ASSUME OUR TYPICAL HR PROCESSES, ANNUAL EVALUATION AND ONE THAT WOULD LOOK AT SOME OF THESE DIFFERENCES OR THE EQUITY ADJUSTMENTS AND THINGS OF THAT NATURE, RIGHT?

I'M ASSUMING IT IS NOT HAPPENING IN FIVE YEARS.

>>KEIRA CHANG: PAY IS ESTABLISHED WHEN AN EMPLOYEE IS HIRED. ON AN ANNUAL BASIS WE CONDUCT AN ANALYSIS OF THE EMPLOYEES PERFORMANCE THROUGH THE EVALUATION PROCESS.

AS A MERIT COMPONENT AT THAT TIME THAT IS A LUMP SUM PAYMENT ONLY THAT DOES NOT IMPACT THE BASE.

WE DO PERIODICALLY REVIEW POSITIONS AND TRY TO DETERMINE IF THERE IS ANOTHER TYPE OF MARKET ADJUSTMENT THAT MAY NEED TO BE MADE.

HOWEVER, THE PAY PLAN HERE IS GIVEN THE VILLAGE THE BROADEST OPPORTUNITY TO EVALUATE ACROSS THE WHOLE SPECTRUM OF POSITIONS AND NOT JUST THOSE POSITIONS WHO ARE GETTING SORT OF SPECIFIC REVIEW FOR ONE REASON OR ANOTHER.

YES, THERE IS PERIODIC REVIEW OF VARIOUS POSITIONS TO ENSURE THAT THEY ARE WITHIN MARKET, BUT IT HAS BEEN MORE ON A SPOT BASIS AS OPPOSED TO A SYSTEMIC BASIS.

SO THE GOAL OF THIS IN PART WAS TO DO SOME OF THAT FULL ANALYSIS ACROSS THE ENTIRE PAY PLAN AND TO IDENTIFY ANY POSITIONS THAT REALLY DO NEED TO SEE MOVEMENT BETWEEN ONE GRADE TO ANOTHER THAT HAD BEEN UNDERGIRDDED FOR WHATEVER REASON AND IT HASN'T BEEN EVALUATED.

>>TRUSTEE PARAKKAT: YEAH.

THAT ADJUSTMENT HAS BEEN MADE - OH THIS RECOMMENDATION FROM GovHR INCORPORATES THAT, RIGHT?

>>KEIRA CHANG: IT INCORPORATE RECOMMENDATIONS FOR CHANGES IN PAY GRADES.

IT WOULD NOT ADDRESS RECOMMENDATIONS IF AN EMPLOYEE FOR INSTANCE MAY FALL WITHIN A PAY RANGE AND IS UPGRADED TO A NEW PAY RANGE GIVEN ITS RESPONSIBILITY AND ROLE, AND EXPERTISE THAT IS REQUIRED TO PERFORM THE ROLE, HOWEVER, THEIR POSITION - THEIR PAY MAY NOW MEET THE NEW MINIMUM, DESPITE THE FACT THAT THEIR POSITION HAS BEEN MOVED, THEY WOULD NOT BE ELIGIBLE FOR A PAY ADJUSTMENT BECAUSE THEY FALL WITHIN THE NEW RANGE, UNLESS AN ADDITIONAL ASSESSMENT IS DONE.

>>TRUSTEE PARAKKAT: THAT ALL SEEMS NORMAL.
THANKS.

>>PRESIDENT SCAMAN: REALLY QUICK THEN, SO YOU'RE COMFORTABLE WITH THE HYBRID AS PROPOSED?

>>TRUSTEE PARAKKAT: UNCOMFORTABLE WITH ALL THE RECOMMENDATIONS AS PROPOSED, THE ONLY THING WOULD BE THE REMAINING AMOUNT GOES BACK INTO THE BUDGET.

>>PRESIDENT SCAMAN: OKAY.
TRUSTEE BUCHANAN?

>>TRUSTEE BUCHANAN: I NEEDED CLARIFICATION FROM OUR GovHR REP. PAGE 25 ON THE REPORT, I KNOW YOU WENT THROUGH THIS QUICKLY. I DID NOT GET IT.

SO THE 50 PERCENTILE SALARY SURVEY DATA IS FROM THE SURVEY OF THE COMPARABLE COMMUNITIES, RIGHT?

NOT SURE I UNDERSTAND, THE 50TH PERCENTILE OF THE RANGE.

DID YOU MEAN 50TH PERCENTILE MOM AND 50TH PERCENTILE MAXIMUM THAT YOU COLLECTED?

>> WE ONLY ANALYZED RANGE DATA.
OTHER COMMUNITIES PROVIDED RANGES FOR THESE POSITIONS, SO YES, IT'S THE 50TH PERCENTILE, THE MINIMUM AND MAXIMUM.
SO THAT RANGE ITSELF IS RIGHT IN THE MIDDLE OF ALL OF THOSE COMMUNITIES IN TERMS OF WHAT THEY ARE PAYING.
SO WE ANALYZE ALL THOSE COMMUNITIES AT THE 50TH PERCENTILE.

>> FOR MINIMUM AND MAXIMUM?

>> CORRECT.

>> THE CURRENT SALARY RANGE IS OUR RANGE HERE IN OAK PARK?

>>RACHEL SKAGGS: THAT IS CORRECT.

>>TRUSTEE BUCHANAN: HAD WE HAVE A SALARY RANGE FOR A PERSON THAT ONLY HAS ONE PERSON IN IT?

>>RACHEL SKAGGS: I BELIEVE AND KEIRA YOU CAN JUMP IN, BUT EVERY POSITION HAS A RANGE AND WHEN YOU HIRE THAT POSITION YOU KNOW WHAT THE MINIMUM AND MAXIMUM IS AND WHERE THEY CAN MOVE WITHIN THAT RANGE.
SO WE CREATE THE PROPOSED RANGE, ALL OF THOSE POSITIONS ESSAY SCORED IN GRADE 11 HAVE THE SAME PROPOSED RANGE BECAUSE WE FOCUS HEAVILY ON THE INTERNAL EQUITY FIRST.

SO POSITIONS THAT SCORE SIMILARLY SHOULD BE COMPENSATED SIMILARLY.
SO WE LOOK AT THE INTERNAL EQUITY FIRST.

LOOK AT THAT MARKET DATA FOR ALL THOSE POSITIONS AT THE 50TH PERCENTILE AND CREATE A RANGE THAT BASICALLY IS AN AVERAGE OF THAT MARKET DATA AND CREATE A RANGE FOR ALL OF THOSE POSITIONS SO THEY HAVE THE SAME PAY RANGE, WHICH IS SIMILAR TO HOW IT LOOKS NOW.

A LOT OF THOSE POSITIONS IN GRADE 11 DID HAVE THE SAME PAY RANGE AND IT IS JUST CHANGING A LITTLE BIT BASED ON THE MARKET.

>>TRUSTEE BUCHANAN: OKAY, THAT PROPOSED SALARY RANGE, FOR EXAMPLE FOR HUMAN RESOURCES DIRECTOR, SORRY KEIRA, JUST IN THE FIRST ROW HERE. WHERE THE 50TH PERCENTILE MAXIMUM, THE CURRENT MAXIMUM, ALL OF THOSE ARE MUCH LESS THAN THE PROPOSED MAXIMUM.

SO THE PROPOSED MAXIMUM IS BASED ON EQUITY AMONG ALL THESE OTHER GREAT
11 POSITIONS I'M ASSUMING?

>> EXACTLY.

>>TRUSTEE BUCHANAN: STILL THE MAXIMUM IS HIGHER THAN ALMOST -
THAT IS NOT TRUE.

>> SO WE TAKE AN AVERAGE - EXACTLY.

THE ASSISTANCE AT THE TOP BECAUSE I THINK THOSE ARE SORTED IN
ALPHABETICAL ORDER, BUT YES.

SO WE TAKE AN AVERAGE OF THE MAXIMUM THAT IS HOW THE RANGE IS CREATED.
THAT'S A GOOD QUESTION.

I KNOW THAT CAN BE CONFUSING TO UNDERSTAND.

>>TRUSTEE BUCHANAN: I GOT IT.

THAT IS HELPFUL, THANK YOU.

>>PRESIDENT SCAMAN: TRUSTEE WESLEY?

>>TRUSTEE WESLEY: QUESTION ABOUT THE EMPLOYEE JOB ANALYSIS
QUESTION HERE.

FACTOR 10 ACROSS THE COLLEGE DEGREE.

MY THOUGHTS HERE ARE THAT WE ARE ASKING THE EMPLOYEE TO DO IT WHETHER
OR NOT A COLLEGE DEGREE MAY OR MAY NOT BE NECESSARY TO PERFORM THE
JOB.

DID WE DO ANY INITIAL ANALYSIS ON TOP OF THAT?

>> WE DEFINITELY DO.

I WAS A FACTOR ONE AND TWO GO TOGETHER.

EDUCATION AND EXPERIENCE.

FOR INSTANCE FACTOR 1 IN GENERAL, WE ALWAYS TELL THEM, THINK ABOUT
YOUR POSITION.

SAY YOU WON THE LOTTERY AND YOU'RE GOING TO LEAVE THE VILLAGE
TOMORROW, WHAT ARE THE MINIMUM REQUIREMENTS TO DO YOUR JOB?

SO TYPICALLY THAT IS GOING TO MATCH WHAT THE JOB DESCRIPTION SAYS,
HOWEVER NOT ALWAYS.

LET'S SAY AN EMPLOYEE FEELS THAT THEY NEED A FOUR YEAR COLLEGE DEGREE.
HOWEVER WE HAVE THAT THREE-STEP PROCESS SO THAT WHEN WE INTERVIEW THEM
WE WOULD DIVE INTO THAT MORE AND MAKE SURE THEY ARE IN A POSITION THAT
REQUIRES THAT FOUR YEAR COLLEGE DEGREE OR MAYBE THAT WOULD NOT BE
REQUIRED, IT IS JUST PREFERRED.

SO WE ALWAYS REVIEW EACH OF THOSE AND MAKE SURE IT MAKES SENSE FOR THE
POSITION WE'RE LOOKING AT, AND AGAIN, TAKING INTO CONSIDERATION
EDUCATION AND EXPERIENCE BECAUSE WE KNOW THERE IS PLENTY OF TIMES, AND
THEY USE MYSELF AS AN EXAMPLE, WHEN I BECAME A CITY MANAGER I DID NOT
HAVE THE NUMBER OF YEARS REQUIRED TYPICALLY THAT IS IN THE JOB AD, BUT
EXPERIENCE AND EDUCATION CAN SOMETIMES GO HAND-IN-HAND, BUT WE ALWAYS
WANT TO CHOOSE WHEN WE ARE LOOKING AT THESE FACTORS, WHAT IS THE
MINIMUM LEVEL REQUIRED FOR THAT JOB?

>>TRUSTEE WESLEY: GOT IT.

IT DID WE CROSS COMPARE THESE POSITIONS WITH OTHER MUNICIPALITIES AND WHETHER OR NOT THEY REQUIRE A COLLEGE DEGREE?

I WILL GIVE YOU A LITTLE FRAMING FOR THE QUESTION.

THERE SEEMS TO BE A MOVEMENT TOWARD AND I'M PERSONALLY SUPPORTIVE OF THIS OF ONLY REQUIRING A COLLEGE DEGREE WHEN NECESSARY.

SOME JUST ASKING FROM THAT PERSPECTIVE OF ARE WE LOOKING AT BASICALLY AN EQUITY ADJUSTMENT TO POSITIONS THAT HAVE HISTORICALLY ACQUIRED A COLLEGE DEGREE, BUT MAY OR MAY NOT REQUIRE THAT ACTUALLY IN PRACTICE?

>>RACHEL SKAGGS: THAT IS A GREAT QUESTION BECAUSE WE SEE THAT TREND, TOO.

WE'VE ACTUALLY HAD CONVERSATIONS, AGAIN, FACTOR ONE AND TWO.

THE POSITION REALLY REQUIRE A COLLEGE DEGREE?

WE DO NOT LOOK AT THIS IN COMPARISON TO OTHER COMMUNITIES.

WE ARE JUST LOOKING AT THE POSITIONS IN OAK PARK SPECIFICALLY, BUT WE DEFINITELY MAKE JUDGMENTS BASED ON WHAT THE POSITION REALLY REQUIRES AND IS THAT DEGREE REQUIRED OR COULD THEY DO THAT POSITION WITHOUT THAT DEGREE OR WHAT PART OF THAT IS REQUIRED?

WE DO EVALUATE THE AND THERE ARE SOMETIMES, AND I CANNOT REMEMBER SPECIFICALLY IF WE HAD ANY OF THESE, WHERE WE WILL MAKE RECOMMENDATIONS THAT SAY, JOB DESCRIPTION NEEDS UPDATED BASED ON EDUCATION OR WHAT NOT.

THAT IS SOMETHING WE WOULD LOOK AT, BUT MAYBE IT IS SOMETHING THAT YOU WOULD WANT YOUR HR TO LOOK AT A LITTLE MORE BASED ON THE POSITIONS, TOO.

>>TRUSTEE WESLEY: KEIRA, I KNOW YOU HAVE LOOKED AT THIS IN THE PAST.

IS THIS ONGOING?

>>KEIRA CHANG: IT IS AN ONGOING PROCESS TO REVIEW JOB DESCRIPTIONS AS THE REQUIREMENTS OF THE ROLE CHANGE OR AS THE NEEDS OF THE ORGANIZATION CHANGES.

WE ARE MAKING OUR BEST EFFORT TO REMOVE COLLEGE DEGREES AS A BARRIER FOR EMPLOYMENT AND ACCEPTING EXPERIENCE IN LIEU OF EDUCATION IN MANY POSITIONS.

IT IS AN ONGOING PROCESS, BUT WE ARE VIEWING IT THROUGH THAT LENS.

>> AWESOME, THANK YOU.

THE NEXT QUESTION IS OR COMMENT.

SO IN THE PRESENTATION WE MENTIONED THAT THOSE WHO HAVE SALARIES THAT ARE ABOVE THE MAXIMUM RANGE WITH ESSENTIALLY HAVING A SALARY FREEZE UNTIL THE RANGE CATCHES UP WITH THEIR CURRENT SALARY?

CORRECT?

>> KEIRA, CORRECT ME IF I'M WRONG, I DON'T BELIEVE THERE WAS ANYBODY WHO FELL INTO THAT CATEGORY.

I'M GOING TO TRY TO LOOK REALLY QUICK.

>> THERE MAY HAVE BEEN ONE EMPLOYEE THAT FELL INTO THAT CATEGORY. I WILL SAY THAT IS NOT UNIQUE TO THIS PAY SCHEDULE.

WE HAVE THAT CONSISTENT WITH A MUCH LARGER SET OF EMPLOYEES THAN ONES THAT ARE CURRENTLY AT THE TOP OF THEIR PAY SCHEDULE AND ARE FROZEN IN TERMS OF MOVEMENT.

THE WAY THE VILLAGE ADDRESSES THAT IS THAT THEY DO RECEIVE SORT OF A LUMP SUM PAYMENT OF A COLA ADJUSTMENT TO THEM, HOWEVER, THERE IS NO CONTINUED MOVEMENT ACROSS THE SALARY SCALE INCREASE TO PAY.

IT DOES REMAIN AT THAT MAXIMUM.

EMPLOYEES CANNOT RECEIVE MORE SALARIED THAN IS AUTHORIZED UNDER THE BOARD APPROVED PAY PLAN.

>> SO LET'S SAY THERE ARE FROZEN AT 100,000 A YEAR, THEY WOULD STILL GET A COLA, BUT THEIR BASE SALARY WOULD NOT MOVE FROM UNTIL THE RANGE CATCHES A?

>> CORRECT.

THEY WOULD RECEIVE A LUMP SUM PAYMENT EQUIVALENT TO THE COLA.

>>TRUSTEE WESLEY: THAT MAKES ME FEEL BETTER.

SO ONE OTHER THING HERE.

YOU MENTIONED THE SALARIES - ONCE WE HIRE SOMEONE, THE SALARIES ARE DECIDED.

CAN YOU TELL ME HOW THAT PROCESS WORKS OUT?

>> WE DO AN ANALYSIS OF THE EMPLOYEES OR THE CANDIDATES, YEARS OF EXPERIENCE, THE SALARY PREFERENCE AND REVIEW FOR INTERNAL EQUITY. SO WE WANT TO IDENTIFY WHERE IT POTENTIAL CANDIDATES INTEREST MAY BE DEPENDING ON WHAT SALARY THEY ARE LOOKING FOR AND WE ALSO COMPARED TO WHAT OTHER EMPLOYEES WHO HAVE BEEN WITH THE VILLAGE WHO MAY FILL THE SAME OR SIMILAR GRADED ROLE OR MAKE YOU SO EMPLOYEES ARE NOT COMING IN SIGNIFICANTLY HIGHER WAGES THAN EMPLOYEES WHO HAVE BEEN HERE FOR A LONG TIME BY NATURE OF WHEN THEY WERE HIRED, WHAT HAS HAPPENED WITH THE MARKET IN THE YEARS THAT HAVE FOLLOWED.

WE ARE COMPARING TO THE CANDIDATES INTEREST, THE POSTED SALARY INFORMATION AND INTERNALLY WHAT EMPLOYEES ARE MAKING IN LIKE ROLES.

>> GOT IT.

IS THAT NEGOTIABLE FROM THE POTENTIAL EMPLOYEE'S PERSPECTIVE AT ALL?

>> EMPLOYEES NEGOTIATE THEIR RANGE OFTEN WHEN THEY ARE STARTING WITH US.

>>TRUSTEE WESLEY: OKAY.

I'M WONDERING HOW THAT'S ACCOUNTED FOR IN THE SITUATION BECAUSE - I'M SORRY, THIS IS A BIT OF A - IN INTEREST OF MINE, BUT THERE ARE DIFFERENCES IN HOW CERTAIN PEOPLE NEGOTIATE, RIGHT?

WOMEN TEND TO NEGOTIATE LESS THAN MEN DO.

SOME PEOPLE DO NOT NEGOTIATE AT ALL AND SO I'M WONDERING THAT ULTIMATELY IMPACTS A PERSON SALARY OVER TIME WITH THE VILLAGE?

>>KEIRA CHANG: WE DEFINITELY TAKE IN CONSIDERATION EMPLOYEES INTEREST IN PLACEMENT AND WHERE THEY WANT TO START AT AND WE OFTEN TIMES HAVE MANAGERS - HIRING MANAGERS ADVOCATING AROUND THE SALARY AS WELL FOR WHERE THEY BELIEVE IS APPROPRIATE, ESPECIALLY CONSIDERING

THEIR WORK GROUP OR WHAT THEIR KNOWLEDGE OF THE POSITION AND PERSON WILL BRING TO THE ROLE.

SO WE DO PERIODICALLY REVIEW OUR TOTAL COMPENSATION FOR ALL EMPLOYEES TO MAKE SURE THAT THERE IS NO SORT OF EQUITY CONCERNS BASED ON PROTECTED CLASS OF ANY KIND REGARDING PAY.

>>TRUSTEE WESLEY: OKAY, THANK YOU.

WHY DID WE CHOOSE THE 50TH PERCENTILE?

IN THIS RANGE?

MANAGER JACKSON?

I WILL LET YOU OFF THOUGH, WHEN, KEIRA.

>>VILLAGE MANAGER: I WILL LET GovHR SPEAK TO THIS.

THERE IS A RANGE, 50-60 AND DOES IT GO BEYOND 60, KEIRA?

>> I DON'T KNOW, RACHEL MIGHT HAVE A BETTER IDEA IF WE PROVIDED ANOTHER OPTION BEYOND.

50TH PERCENTILE IS KIND OF AT THE MEDIAN THAT WE ARE LOOKING AT TAKING FEEDBACK FROM THE BOARD OF PREVIOUS CONVERSATIONS, IMPACT BUDGET, UNDERSTANDING THE \$250,000 THAT WAS BUDGETED FOR ADJUSTMENTS TO THIS. ALL OF THAT WENT INTO CONSIDERATION, BUT REALLY IT IS KIND OF AN ESSENTIAL STARTING POINT FOR YOU ALL TO UNDERSTAND WHAT THE MARKET IS LOOKING LIKE AND WHAT THE DATA IS TELLING US ABOUT THIS AND PART OF THE ITEM IS ULTIMATELY THE BOARD SETS THE VILLAGES PAPHOS FEE. SO YOU IDENTIFY BASED ON YOUR ACTIONS WHERE YOU WANT STAFF TO FALL IN TERMS OF THE BROADER MARKET BY ADOPTING THE VARIOUS PAY PLANS. SO IF 50 IS NOT THE RIGHT NUMBER AND THE BOARD WANTS TO EXPLORE OTHER PERCENTILES WITHIN THE MARKET, THEN WE WOULD WORK WITH GovHR TO BRING FORTH THE INFORMATION FOR YOU ALL AND THE ANALYSIS OF HOW THAT WOULD IMPACT THE BUDGET.

>>TRUSTEE WESLEY: GOT IT.

AND THEN FOR THE FOLLOWING QUESTION FROM THAT IS, ARE WE EVALUATING THE JOB DUTIES OF THE FOLKS IN OUR VILLAGE VERSUS THE JOB DUTIES OF THE FOLKS THAT WE COMPARE SALARIES WITH TO DETERMINE IF THE DUTIES ARE WITHIN 50% AS WELL?

>>RACHEL SKAGGS: I CAN TAKE THAT ONE AND TO GO BACK TO YOUR OTHER QUESTION, I THINK KEIRA, YOU SAID IT PERFECTLY.

WE NEVER REPRESENT BELOW THE 50TH AND MAJORITY OF OUR CLIENTS WANT TO BE PAYERS AT THE 50TH PERCENTILE.

THERE ARE SOME THAT WISH TO BE ABOVE THAT AND THAT'S A PAPHOS FEE AND IF THAT IS SOMETHING VILLAGE WANTED US TO LOOK AT WE CAN DO THAT.

TYPICALLY IF YOU WANT TO GO TO THE 60TH PERCENTILE IT WILL BE ANYWHERE BETWEEN A THREE TO \$5000 DIFFERENCE IN THE MINIMUM AND MAXIMUM.

NOT ALWAYS, BUT TO GIVE YOU A SENSE OF WHAT THAT WOULD LOOK LIKE.

THAT IS DEFINITELY, AGAIN, A PAY PHILOSOPHY FOR YOU TO CONSIDER.

IF THAT IS SOMETHING YOU WANT.

NEVER RECOMMEND ANYTHING BELOW THE 50TH AND REALLY START WITH THE 50TH AS A BASELINE TO SEE WHERE YOU ARE AND IN TERMS OF EVALUATING OTHER POSITIONS, WE DO NOT EVALUATE THE COMMUNITIES AND THEIR JOBS.

WHAT WE DO DO IS WHEN WE SEND THE SURVEY OUT WE INCLUDED POSITION DESCRIPTIONS SO THEY CAN GIVE US A MATCH THAT MOST CLOSELY RESEMBLES THE POSITION WE ARE SURVEYING FOR.

WE ALSO RECOGNIZE EVERY COMMUNITY IS DIFFERENT AND EVERY JOB THAT MIGHT BE A LITTLE DIFFERENT COMMUNITY TO COMMUNITY, BUT OVERALL A POSITION TITLE AND THE DESCRIPTION REALLY CAPTURES WHAT THE MARKET PAY IS, EVEN IF IT VARIES A LITTLE BIT BY COMMUNITY TO COMMUNITY AND THAT IS WHY THE INTERNAL EQUITY PIECE, AND MAKING SURE WHERE THE POSITION IS SCORING IS THE MOST IMPORTANT COMPONENT.

AND IF WE SAW THAT, WE WOULD RECOMMEND IN SOME INSTANCES JOB TITLE CHANGES, TOO, RIGHT?

MAYBE THERE'S A POSITION THAT SCORED WAY HIGHER THAN WHAT WE SEE IN THE MARKET, BUT THAT'S BECAUSE THAT POSITION REALLY NEEDED A JOB TITLE CHANGE OR SOMETHING.

THAT WAS NOT THE CASE, BUT IF THERE WAS THAT WE WOULD HAVE RECOMMENDED A JOB TITLE CHANGE.

ALTHOUGH WE DO NOT COMPARE DUTIES, WE DO TAKE THAT INTO CONSIDERATION THROUGH THE INTERNAL PROCESS AND LOOKING AT THE MARKET DATA.

>>TRUSTEE WESLEY: GOT IT.

OKAY.

THANK YOU FOR THAT.

NOT QUITE SURE HOW THE - IF THAT HELPS ME OR NOT THOUGH.

SO I GUESS WHERE I'M GOING WITH THAT IS IT IS HARD TO KNOW IF 50 IS THE RIGHT NUMBER BECAUSE I DON'T KNOW - AND I PERSONALLY THINK WE HAVE A DEMANDING COMMUNITY COMPARED TO OTHERS AND SO IT IS HARD TO DETERMINE THE LEVEL OF WORK STAFF IS DOING HERE COMPARED TO WHAT OTHERS ARE DOING UNDER THE JOB DESCRIPTION FOR THE SAME AMOUNT OF PAY IS WHAT I AM GETTING AT.

SO I DON'T KNOW - 50 SEEMS LIKE A LOGICAL NUMERICAL CORRECT NUMBER, BUT I DON'T KNOW IF IT IS A LOGICAL EFFORT RIGHT NUMBER.

SO I DON'T KNOW.

THAT IS WHERE I WAS COMING FROM WITH THE QUESTION AND THE UNDERSTANDING.

SO I DON'T KNOW HOW WE WILL GET THERE, BUT THAT'S JUST A CONCERN.

>>VILLAGE MANAGER: ONE QUICK POINT ON THAT, THE PROCESS OF WORKING WITH GovHR, WE GO BACK AND FORTH IN TERMS OF THE UNIQUE SITUATIONS WHERE WE'RE LOOKING AT CONDITIONS OF PARTICULAR POSITIONS AND WE ARE DOING OUR OWN ANALYSIS AND WHETHER IT IS IN THE RIGHT CLASS, WE WOULD OFFER SOME RECOMMENDATIONS AND I THINK WE HAVE DONE SOME OF THAT, RIGHT?

BECAUSE WE'RE IN A SITUATION WHERE WE THINK WE ARE UNIQUELY SITUATED AND OUTSIDE OF JUST THE PAY PLAN DISCUSSION, WHEN YOU ARE WORKING

WITHIN THE RANGES THAT YOU HAVE AND YOU ARE MAKING HIRING DECISIONS AND I KNOW AS A HIRING MANAGER AND LOOKING AT THE CHARACTERISTICS OF THE JOB AND WHAT THE EXPECTATIONS ARE COMPARED TO WHERE THEY WOULD BE AND WHERE ELSE IT IS IN THE COMPARABLE COMMUNITY.

THAT ANALYSIS IS CURRENT ON A INDIVIDUAL BASIS, CASE BY CASE BASIS, BUT THERE'S A LITTLE BIT OF GOING BACK AND FORTH AND WORKING WITH GovHR TO MAKE SURE WE HAVE THE RIGHT FIT, WE HAVE THE RIGHT CLASS, TWO.

>>TRUSTEE WESLEY: OKAY.

IF YOU'RE COMFORTABLE, THEN I AM.

>>PRESIDENT SCAMAN: I HEAR YOU IN SAYING THAT WE ARE COMPLICATED. THAT IS WHAT I SAID WHEN WE APPOINTED YOU.

NO, NO, NO.

THAT'S WHEN WE APPOINTED KEVIN, JACKSON. REMEMBER?

WE SAID WELCOME TO OAK PARK, WE ARE COMPLICATED, BUT WORTH IT. AND SO THAT OTHER PART IS THAT YOU DO GET TO TAKE ON TASKS AND SOMETIMES WE ATTRACT PEOPLE HOPEFULLY THAT SHARE OUR VALUE SYSTEM. AND WANT TO BE PART OF THE CONVERSATIONS WE ARE HOSTING THAT NOT EVERYBODY ELSE'S.

WHO ELSE?

ARE WE COMFORTABLE?

COMFORTABLE MOVING FORWARD WITH THE RECOMMENDATIONS?

>>TRUSTEE ENYIA: SAME.

A LOT OF THE QUESTIONS I WAS GOING TO ASK I ANSWERED.

I THINK IT IS COMPLICATED, ESPECIALLY WHEN YOU LOOK AT THE 50TH PERCENTILE IN LOCKSTEP WITH WHAT WE DEAL WITH.

YOU MIGHT WATCH A DIFFERENT BOARD MEETING IN A DIFFERENT TOWN AND THAT'S A 10 MINUTE MEETING VERSUS WHAT WE DEAL WITH BECAUSE WE ARE A LITTLE BIT MORE INTENTIONAL AND WHAT WE'RE DOING, NOT CLAIMING TO BE BETTER THAN ANYBODY, BUT SOMETIMES THERE ARE FACTORS AND EXTENUATING CIRCUMSTANCES THAT I DON'T THINK A LOT OF OTHER COMMUNITIES TAKE ON, GRANTED OUR CURRENT SITUATION.

I THINK THAT'S A CREDIT TO THE QUESTION THAT TRUSTEE WESLEY IS ASKING AS WELL.

THERE ARE CERTAIN FACTORS, BUT IF YOU ARE ALL LOOKING AT ALL THE TIME, I AM BEHIND THAT.

>>PRESIDENT SCAMAN: WE WILL GO TO TRUSTEE STRAW, WHOSE HAND I HAVE SEEN FOR A BIT.

THEN TRUSTEE BUCHANAN, YOU ARE GOOD?

MHM?

>>TRUSTEE STRAW: I WANTED TO UNDERLINE BECAUSE THE POINT I FORGOT PREVIOUSLY, THE ISSUE OF THE PAPER CEILING AND ELIMINATING WHEREVER POSSIBLE THOSE EDUCATION REQUIREMENTS ARE NOT ACTUALLY NECESSARY TO

THE JOB, BUT RATHER JUST PREFERRED OR A STAND-IN FOR CERTAIN SKILLS THAT MIGHT BE ACQUIRED ELSEWHERE.

AND THEN IT IS NOT CLEAR TO ME THAT THERE WOULD BE INTEREST FROM THE BOARD TO HEAR BACK ON WHETHER A DIFFERENT PERCENTILE MAKES SENSE, BUT I WOULD BE OPEN TO HAVING STAFF COME BACK AS TO WHETHER DIFFERENT PERCENTILES WOULD MAKE SENSE BECAUSE IT WASN'T SOMETHING I THOUGHT OF UNTIL TRUSTEE WESLEY RAISED IT, BUT I THINK THERE IS A QUESTION IF WE'RE LOOKING AT 50TH PERCENTILE, ARE WE SAYING THAT WE WANT TO BE A 50TH PERCENTILE KIND OF COMMUNITY WITH THE 50TH PERCENTILE STAFF? I DON'T BELIEVE WE HAVE A 50TH PERCENTILE KIND OF STUFF.

OUR STAFF IS EXCELLENT, BUT I THINK WHEN WE ARE LOOKING THROUGH RECRUITMENT, DEMONSTRATING THAT WE ARE WILLING TO COMPENSATE EXTRAORDINARY STAFF WORK HIGHER THAN 50TH PERCENTILE LEVELS, I THINK THIS MAY BE THE KIND OF STATEMENT THAT WE WANT TO MAKE AS WE ARE LOOKING AT THIS ISSUE.

SO JUST SOMETHING I THROW OUT THERE FOR MY COLLEAGUES TO HEAR THEIR THOUGHTS.

IT WAS NOT SOMETHING THAT I HAD BEEN REALLY REFLECTING ON UNTIL TRUSTEE WESLEY RAISED THE ISSUE.

>>PRESIDENT SCAMAN: I CERTAINLY DON'T WANT ANY OF MY JOKING TO INSINUATE THAT I WOULD NOT WANT - WE'RE DOING THIS, WE ARE INVESTING IN THIS BECAUSE WE WANT TO BE PAYING FAIRLY AND EQUITABLY AND WE WANT TO RETAIN THE KIND OF TALENT WE NEED TO LIFT UP THE AGENDA THAT WE ARE COMMITTED TO.

I HAVE WITNESSED - VILLAGE MANAGER JACKSON IS COMING TO US WITH - WHEN HE HAS DONE THAT ANALYSIS AND RECOGNIZES THAT WE NEED TO ADJUST SOMETHING IN ORDER TO BE SUCCESSFUL IN RECRUITMENT OR RETENTION.

I WOULD POSE THE QUESTION TO - - IF YOU'RE COMFORT, VILLAGE MANAGER JACKSON, REMAINS AT 50 KNOWING THAT WE ARE AMENABLE TO THOSE ADJUSTMENTS WHEN YOU SEE THAT MARKET NEED, DON'T WANT TO BE ASKING YOU TO DO MORE WORK HERE THAN IS REALLY NECESSARY.

I ALSO UNDERSTAND THE PRACTICALITY THAT THE RANGE IS OFTEN COVERING STARTING SOMEBODY A LITTLE BIT HIGHER WITHIN THE RANGE THEN YOU MIGHT OTHERWISE.

HOW WOULD YOU RESPOND TO WHAT YOU ARE HEARING FROM THE BOARD ON THAT?

>>VILLAGE MANAGER: I THINK THERE IS OPPORTUNITY TO FOLLOW BASED ON HOW TO PROCEED AND WE CAN DO THE ANALYSIS ON BOTH OPTIONS, RIGHT? AND BRING IT BACK TO THE BOARD AND OFFER A RECOMMENDATION.

>>PRESIDENT SCAMAN: OKAY.

I THINK THAT IS WHAT I'M HEARING, TWO.

THE RECOMMENDATION THAT IS SENSITIVE TO THAT FEEDBACK.

OKAY, TRUSTEE PARAKKAT.

>>TRUSTEE WESLEY: AM WONDERING IF, I KNOW WE ARE DOING ONGOING EVALUATION OF COLLEGE DEGREES AGAINST POSITIONS.

IS THAT AN ONGOING THING, BECAUSE IT'S ONGOING TO MAKE SURE WE ARE KEEPING UP OR IS ONGOING AS WE ARE DOING IT AS WE HIGHER OR WHAT I'M ASKING IS WE JUST DID THIS REVIEW OF SALARIES AND AM WONDERING IF IT MAKES SENSE TO REVIEW ALL POSITIONS FOR COLLEGE DEGREES AS WERE DOING IT.

>>KEIRA CHANG: WE TYPICALLY DO THAT ANALYSIS WHEN A POSITION BECOMES VACANT.

WE IDENTIFY IF THERE ARE CHANGES TO THE CONDITIONS OF THE VILLAGE, OF THE ROLE, THE EDUCATION REQUIREMENT, WHETHER IT IS APPROPRIATE. WHETHER THE EXPERIENCE REQUIREMENT IS ADEQUATE TO MEET THE NEEDS OF THAT POSITION.

WE'RE NOT DOING IT WHEN SOMEONE IS SEATED IN THE ROLE BECAUSE THEY MAY OR MAY NOT HOLD WHATEVER THAT IS OR - AND IT DOESN'T MATTER SO MUCH BECAUSE THEY ARE ALREADY IN THE SEA, RIGHT?

IT'S REALLY WHEN THOSE POSITIONS BECOME VACANT THAT WE ARE DOING THAT ANALYSIS TO IDENTIFY IF WE ARE GOING WHAT WE NEED TO IN GENERAL.

>>TRUSTEE WESLEY: THAT MAKE SENSE.

ONE FOLLOW-UP TO THAT IS, ASSUMING THAT WE HAVE A JOB WHERE SOMEBODY IS IN THE ROLE ALREADY WITHOUT A COLLEGE DEGREE, BUT THE ROLE CALLS FOR A COLLEGE DEGREE, THAT WOULDN'T HAPPEN?

>>KEIRA CHANG: THERE WOULD BE NO IMPACT TO THAT EMPLOYEE. IF THEY ARE IN THAT ROLE AND DON'T HAVE THE MINIMUM REQUIREMENTS, BUT THEY ARE IN THE ROLE, THEY ARE IN THE ROLE.

>>TRUSTEE WESLEY: AM JUST WONDERING IF THAT WOULD HAVE AN IMPACT ON THEIR SALARY UNDER THIS PLAN OR ANY OTHER?

>>KEIRA CHANG: IF A COLLEGE DEGREE SHOULD BE REQUIRED, BUT IT IS NOT CURRENTLY?

I DON'T THINK SO.

I THINK THE EDUCATION COMPONENT IS JUST ONE OF MANY COMPONENTS AND WHEN YOU TALK ABOUT THE FACTOR SYSTEM THAT GOVHR HAS GIVEN WAS TO ANALYZE EACH OF THE POSITIONS, IT IS A RANGE OF THOSE FACTORS, THEY ADD UP TO SOMETHING, THERE'S A BROADER RANGE THAT SOMEONE COULD FIT WITHIN.

A TOP AND A BOTTOM TO THAT RANGE WITHIN EACH GRADE.

IT MAY HAVE A VERY SMALL LIKELIHOOD OF IMPACTING THAT, BUT NOT A SIGNIFICANT ONE.

>>TRUSTEE WESLEY: OKAY, THANK YOU.

>>TRUSTEE PARAKKAT: QUESTION FROM RACHEL, QUESTION AROUND BENEFITS AND COMPENSATION, YOU SAID WE COMPARE FAVORABLY WITH THE COMPARABLE COMMUNITIES ALREADY, RIGHT?

>>RACHEL SKAGGS: THAT IS CORRECT.

BOTH ON COMPENSATION AND BENEFITS.

WHEN WE LOOK AT CURRENT COMPENSATION RANGES, THERE IS A FEW THAT WE TALKED ABOUT THAT ARE BELOW THAT MINIMUM, BUT OVERALL MOST OF YOUR RANGES WERE COMPETITIVE AT THE 50TH PERCENTILE AND SAME FOR BENEFITS.

>>TRUSTEE PARAKKAT: THAT IS A PERSPECTIVE I AGREE WITH.
I AGREE WITH A LOT OF THINGS AROUND THE PAPER CEILING IN ONE, BUT HERE
WE HAVE SET A PROCESS AND WE HAVE EXPERTS LOOKING AT THIS AND
PROVIDING RECOMMENDATIONS TO IMPLEMENT.

IF WE THINK DOWN THE ROAD THERE MIGHT BE A STUDY ANALYSIS AND IT WILL
TAKE UP MORE TIME, I WOULD ENCOURAGE US TO MAKE THE DECISION.
SEEMS LIKE THE STAFF IS COMFORTABLE WITH WHAT THE RECOMMENDATIONS ARE
TO MAKE THAT DECISION NOW AND NOT PUSH IT INTO THE FUTURE WITH MORE
ANALYSIS AND MORE BOARD TIME SPENT ON TRYING TO DECIDE ON THIS ISSUE,
RIGHT?

IT SEEMS LIKE IT IS A REASONABLE PROPOSAL AT THIS POINT.
AND THAT WE SHOULD GO WITH THAT.

>>PRESIDENT SCAMAN: VILLAGE MANAGER JACKSON?

>>VILLAGE MANAGER: I WANT TO ALLOW ALL THE FEEDBACK TO OCCUR.
I JUST WANT TO REMIND THE TRUSTEES TONIGHT, THE STAFF DID NOT HAVE THE
SPECIFIC RECOMMENDATION ON THE TABLE THE NIGHT.
OBVIOUSLY IF YOU WANT TO ADOPT GovHR'S RECOMMENDATIONS WE COULD BRING
THOSE BACK TO US LIKE THEY ARE, BUT WE PLAN TO RESPOND TO ANY INPUT WE
GOT TONIGHT AND COME BACK WITH A RECOMMENDATION FROM THE STAFF.
JUST WANT TO OFFER THAT.

>>PRESIDENT SCAMAN: MHM.

AS I INTRODUCED MY COMMENTS I ALLUDED TO SOME OF THE SAME.
ANYBODY ELSE?

>>TRUSTEE ROBINSON: I WOULD LIKE US TO ADOPT GovHR'S
RECOMMENDATION.
50TH PERCENTILE ALLOWS US TO REMAIN COMPETITIVE AND THAT IS REALLY THE
GOAL.
ESPECIALLY SINCE ON THE BENEFIT SIDE THERE ARE WAYS IN WHICH WE ARE
OUTPERFORMING OUR PEER COMMUNITIES.
A SICK TIME WAS AN EXAMPLE RAISED IN REPORT ON HOW OUR SICK TIME
OFFERING IS IN SOME INSTANCES DOUBLE WAS OFFERED IN OTHER COMMUNITIES.
SO IF WE ARE ON PAR AND COMPETITIVE ON THE SALARY PIECE AND AT THE TOP
OF THAT COMPETITIVE SCALE FOR OTHERS I THINK WE ARE WELL-POSITIONED.
I THINK THE 50TH PERCENTILE AS IS IS FINE FOR ME AND I JUST WANTED TO
ADD ANOTHER VOICE TO TRUSTEE PARAKKAT'S REQUEST TO HAVE THIS COME BACK
AND BE REVERSED AND PUT MONEY BACK INTO THE BUDGET, WOULD BE GREAT TO
SEE THAT.

>>PRESIDENT SCAMAN: TRUSTEE ENYIA.

>>TRUSTEE ENYIA: I AGREE WITH THE 50TH PERCENTILE, BUT MY QUICK
QUESTION WAS ABOUT THE - WHAT ANALYSIS - AND I DON'T KNOW IF I MISSED
THIS FROM BRIAN, TRUSTEE STRUCK, WHAT PERCENTAGE OF THESE DIFFERENT
COMMUNITIES DID OFFER MATERNITY/PATERNITY LEAVE JUST AS A QUESTION?

>>KEIRA CHANG: WHAT RACHEL SHARED, THAT WAS NOT A QUESTION
SPECIFICALLY ASKED.

I WILL SAY THAT WE HAVE BEEN DOING SOME INVESTIGATION OF THIS AND SO THERE MIGHT BE MORE POSITION FORTHCOMING AT SOME POINT AROUND PAID PARENTAL LEAVE, BUT IT WAS NOT A PART OF THIS ANALYSIS.

>>PRESIDENT SCAMAN: OKAY.

I AM COMFORTABLE WITH THE 50%, BUT I DO NOT WANT TO - WE CONTRACTED WITH A FIRM TO HELP OUR VILLAGE MANAGER AND STAFF TO PRESENT US WITH A REGULATION AND WE WOULD ALWAYS WANT THEM TO BE ABLE TO PROVIDE SOME ADDITIONAL INSIGHT INTO ANY RECOMMENDATION THAT COMES TO US AT THE BOARD TABLE.

YOU KNOW, SO WITH THAT BEING SAID, I AM COMFORTABLE WITH THE 50, BUT ALWAYS HAPPY TO HAVE OUR VILLAGE MANAGERS ADDITIONAL INPUT, AND WOULD WANT TO MOVE ALONG AS QUICKLY AS POSSIBLE ON IMPLEMENTATION AND SO JUST TO SUMMARIZE, I WAS TAKING NOTES, TO RESPOND TO TRUSTEE PARAKKAT'S QUESTION, IS BERWIN A COMPARABLE PAID PARENTAL LEAVE. YOU SAID KEIRA, THAT WE COULD SEE SOMETHING SPECIFICALLY ON THAT COME FORWARD AT SOME POINT IN THE NEAR FUTURE?

SEPARATE FROM THIS?

EQUITY ANALYSIS BECAUSE IT WAS NOT PART OF THE CONTRACT.

EQUITY ANALYSIS PARTICULARLY FOR THOSE WHO ARE AT THE LOWER END OF ANY RANGE.

THAT'S WHAT I WAS HEARING FROM TRUSTEE WESLEY AND I THINK TRUSTEE STRAW.

IF THERE IS ADDITIONAL ANALYSIS IT SHOULD BE DONE AS TO WHERE THAT START SHOULD BE AND HOW WE HANDLED THE PAPER CEILING.

OTHERWISE IT SOUNDS LIKE WE ARE VERY MUCH IN AGREEMENT WITH THE RECOMMENDATION FROM GovHR.

THANK YOU.

THE BUDGET AMENDMENT I THINK IS A GIVEN, RIGHT?

>>VILLAGE MANAGER: YEAH.

WE ALWAYS DO THE RECONCILIATION.

>>PRESIDENT SCAMAN: WE DO QUARTERLY TREASURY REPORTS AND ALL OF THAT IS ENCOMPASSED IN THAT.

>>VILLAGE MANAGER: WE SYSTEMATICALLY DO BUDGET AMENDMENTS ON A QUARTERLY BASIS AND RECONCILE AT THE END OF THE YEAR.

SO YES.

IF WE DON'T SPEND THE MONEY WE ALWAYS PUT IT BACK IN THE FUND BALANCE.

>>TRUSTEE PARAKKAT: OF THE ISSUE IS THE NEXT 3% IS GOING TO BE ON THE BACK OF WHERE WE END UP IN THE YEAR, RIGHT?

SO UNLESS YOU AMEND IT DOWN, THE BASIS FOR NEXT YEAR'S BUDGET IS GOING TO BE HIGHER.

THAT IS WHAT I'M TRYING TO ADDRESS.

>>PRESIDENT SCAMAN: NOT SURE WHAT WE SUBMITTED TO COOK COUNTY - I'M NOT SURE THAT IS SOMETHING WE CAN REVERSE.

VILLAGE MANAGER JACKSON?

>>TRUSTEE PARAKKAT: IF WE ARE REVISING IT UP AND THAT BECOMES THE BASIS THEN WE HAVE TO BE ABLE TO REVISE IT DOWN AND WOULD THAT BE THE BASIS AS WELL?

>>VILLAGE MANAGER: CAN I GET CLARITY?

I THINK WE'RE TALKING ABOUT THE 250 WE SET ASIDE IN THE FY 24' BUDGET TO BE RESPONSIVE TO THE RECOMMENDATIONS OFFERED BY GovHR.

THAT IS A ONE-TIME ALLOCATION OF FUNDING.

ONCE YOU APPROVE THE PAY PLAN THEN IT BECOME STRUCTURAL.

SO IF WE DON'T SPEND THE ONE \$10 IT GOES BACK INTO THE FUND BALANCE.

SO IF WE SPEND 150 OF IT, 100,000 WILL JUST GO BACK INTO THE FUND BALANCE.

SO WE BUILD A BUDGET BASED UPON OUR NEEDS NEXT YEAR IN ACCORDANCE WITH OUR FINANCIAL POLICIES.

IF IT IS ONE-TIME DOLLARS IT IS NOT ADDED TO THE BASE.

THAT IS THE WAY TO LOOK AT IT.

250 IS ONE-TIME, IT IS NOT ADDED TO OUR BASE.

IT IS A ONE-TIME EXPENDITURE.

DO YOU SEE WHAT I MEAN?

>>PRESIDENT SCAMAN: OKAY.

THE NEXT AGENDA ITEM ON THE AGENDA IS REQUESTING A MOTION TO POSTPONE TO THURSDAY, FEBRUARY 15 IN LIEU OF RECOGNIZING THAT WE ANTICIPATE RECEIVING A LITTLE MORE INFORMATION TO HELP US WITH THAT AGENDA ITEM. BETWEEN NOW AND THEN.

MOTION, PLEASE?

>> SO MOVED.

>> SECOND.

>>PRESIDENT SCAMAN: MOTION BY TRUSTEE WESLEY AND SECONDED BY TRUSTEE STRAW.

CLERK WATERS PLEASE TAKE THE ROLL.

>> TRUSTEE WESLEY.

>> YES.

>> TRUSTEE STRAW.

>> YES.

>> TRUSTEE BUCHANAN.

>> YES.

>> TRUSTEE ENYIA.

>> YES.

>> TRUSTEE PARAKKAT.

>> YES.

>> TRUSTEE ROBINSON.

>> YES.

>> PRESIDENT SCAMAN.

>>PRESIDENT SCAMAN: YES.

THANK YOU.

OKAY.

I SEE WE HAVE LOST TWO TRUSTEES.
ANYBODY WANT TO TAKE A FIVE MINUTE BREAK?
YES?

WE WILL TAKE A BRIEF RECESS IF ANYBODY ELSE NEEDS A MOMENT.
WE WILL COME BACK AT 9:00 P.M..

[RECESS UNTIL 9:00 P.M.]

>>PRESIDENT SCAMAN: WELCOME BACK.

IT IS 9:00 P.M.. OUR NEXT ITEM ON THE AGENDA - I WOULD ENTERTAIN A MOTION TO APPROVE A RESOLUTION APPROVING A FUNDING GRANT AGREEMENT BETWEEN OAK PARK RIVER FOREST COMMUNITY OF CONGREGATIONS IN THE VILLAGE OF OAK PARK TO FUND A SHORT-TERM RESETTLEMENT PROGRAM FOR ASYLUM-SEEKERS RESIDING IN THE VILLAGES TEMPORARY SHELTER PROGRAM AND AUTHORIZING ITS EXECUTION.

MOTION, PLEASE.

>> SO MOVED.

>> SECOND.

>>PRESIDENT SCAMAN: THANK YOU.

VILLAGE MANAGER JACKSON IT.

>>VILLAGE MANAGER: YES, PRESIDENT SCAMAN AND TRUSTEE MEMBERS, KEIRA CHANG, HR DIRECTOR AND ASSISTANT VILLAGE MANAGER WILL HANDLE THIS ITEM.

YES.

>>CLERK: WE HAVE PUBLIC COMMENT.

>>PRESIDENT SCAMAN: PLEASE.

>>CLERK: LINDA FRANCIS.

>>PRESIDENT SCAMAN: LINDA FRANCIS?

THERE YOU ARE.

>>PUBLIC COMMENTER: GOOD EVENING.

LINDA FRANCIS, 430 WISCONSIN AVENUE I AM SPEAKING TO YOU TODAY IS A MEMBER OF THE GRACE EPISCOPAL CHURCH, THE SILENT TASK FORCE, AND A FOUNDING BOARD MEMBER OF (WORD?) LAB THAT PARTNERS WITH EUCLID CHURCHES.

MY FIRST CONCERN IS IN REGARDS OF TREATMENT OF BLACK AND BROWN MEN IN THIS PROCESS.

WHEN THE CALL WAS MADE BY THE VILLAGE, GRACE AND EUCLID STEPPED UP TO SUPPORT THE EFFORT.

GRACE WAS ASKED SPECIFICALLY TO SPORT MEN AND IT WAS OUR UNDERSTANDING THAT WE WERE ONE OF THE THREE VILLAGE SUPPORTED LOCATIONS.

WE CURRENTLY HAVE 25 DOWN FROM 30 MEN WHO HAVE BEEN RESPECTFUL GUESTS WHILE DILIGENTLY LOOKING FOR DAY WORK.

HOWEVER, THEY STILL REQUIRE A LOT OF ADDITIONAL FINANCIAL, PHYSICAL, AND EMOTIONAL SUPPORT AS THEY NAVIGATE A NEW COUNTRY WITHOUT THE

BENEFIT OF SPEAKING THE LANGUAGE OR UNDERSTANDING THE RULES OF ENGAGEMENT.

WE HAVE GOTTEN SOME SUPPORT FROM BEYOND HUNGER AND HOUSING FORWARD, BUT OUR AGING CONGREGATION HAS HAD TO ABSORB THE BULK OF EXPENSES, SUCH AS EQUIPMENT PURCHASES AND INSTALLATION.

WATER, ELECTRIC, HEATING, FOOD, MEDICAL, AND INCIDENTAL COSTS.

WE STARTED WITH A VOLUNTEER COORDINATOR WHO, LIKE EUCLID WAS BURNED OUT AFTER TWO MONTHS.

(NAME?) PARTNERED WITH EUCLID ON A GRANT THAT IS PAYING FOR A PART-TIME COORDINATOR.

THIS RESPONSIBILITY AT GRACE HAS FALLEN LARGELY ON OUR PASTOR AND HAS STRETCHED OUR LIMIT AS A CONGREGATION.

WE REGRETFULLY HAVE TO SET THE MIDDLE OF MARCH AS OUR CLOSING DATE AND WORK ON FINDING A SOFT LANDING FOR OUR GUESTS.

IMAGINE OUR SURPRISE TO LEARN THAT OUR GUESTS WERE NOT BEING CONSIDERED IN THE ORIGINAL REHOMING EFFORTS BECAUSE THEY WERE QUOTE "SINGLE MEN" AND WOMEN AND FAMILIES WERE BEING PRIORITIZED.

TO CLARIFY, OUR GUESTS ARE MOSTLY MARRIED MEN WHOSE FAMILIES ARE EITHER STILL IN THEIR HOME COUNTRY OR ARE CURRENTLY HOMED ELSEWHERE. THIS REMINDS ME OF HOW BLACK AND BROWN MEN HAVE TRADITIONALLY BEEN SEPARATED FROM THEIR FAMILIES AND COMMUNITIES WHEN IT COMES TO SPORT. I WOULD LIKE TO REMIND EVERYONE OF THE HUMANITY AND DAMAGE THAT HAS BEEN DONE WHEN POLICIES HAVE SEPARATED MEN OF COLOR FROM THEIR COMMUNITIES.

WE AT GRACE INITIALLY FELT ABANDONED AND IN THE LAST WEEK OR SO THERE HAS SEEM TO BE A CHANGE OF HEART AND I HOPE THAT THIS CONTINUES.

SECONDLY, I'M CONCERNED ABOUT OUR COMMUNITY'S ABILITY TO WORK TOGETHER EFFECTIVELY AND EFFICIENTLY.

THIS RECENT EMERGENCY EFFORT IS A PRIME EXAMPLE OF THE PARALLEL PLAY APPROACH, RATHER THAN TRUE COLLECTIVE EFFORT IN OAK PARK.

DESPITE BEING BLESSED WITH RESOURCES WE CONTINUE TO BE CHALLENGED WITH WHEN AND HOW TO MARSHAL OUR NONPROFIT, PHILANTHROPIC VOLUNTEER AND MUNICIPAL RESOURCES AT A SET OF GOALS.

THIS REQUIRES MORE THAN JUST FUNDING AND MEETING.

I STRONGLY ENCOURAGE OUR VILLAGE MANAGEMENT TO BUILD WORKING RELATIONSHIPS WITH OTHER ENTITIES AND UNDERSTAND THE POTENTIAL AND THE LIMITATIONS OF THOSE RELATIONSHIPS.

PARTNERSHIP DOES NOT MEAN YOU DICTATE HOW OTHERS DO.

SO IT'S IMPORTANT TO TRUST - THE TRUST AND UNDERSTANDING ARE BUILT AROUND A SHARED AGENDA.

TIME SPENT AVOIDING THIS IS WASTING TIME.

WE MUST LEARN HOW TO WORK TOGETHER.

THIS IS SURELY NOT THE LAST TIME THAT WE WILL NEED TO COME TOGETHER DUE TO A UNFORESEEN CHALLENGE.

THANK YOU.

>>PRESIDENT SCAMAN: THANK YOU.

>>CLERK: THAT IS IT FOR THIS AGENDA ITEM.

>>PRESIDENT SCAMAN: THAT IS ALL FOR THE SUCH AN ITEM?

THANK YOU SO MUCH.

VILLAGE MANAGER JACKSON?

>>VILLAGE MANAGER: KEIRA CHANG.

>>KEIRA CHANG: KEIRA CHANG, HR DIRECTOR, ASSISTANT VILLAGE MANAGER.

THIS IS A FOLLOW-UP TO THE CONVERSATION THAT WAS HELD LAST WEEK AND THE BOARD'S AUTHORIZATION OF THE SUBMITTAL FOR THE GRANT APPLICATION TO THE METROPOLITAN MUNICIPAL - THE METROPOLITAN MAYORS CAUCUS.

FOR THE \$1.944 MILLION.

THIS PARTICULAR ITEM IS THE FUNDING GRANT AGREEMENT FOR THE \$300,000 THAT WILL BE DEDICATED TO RESETTLEMENT EFFORTS FOR SHORT-TERM RENTAL ASSISTANCE THAT OCCUR FOR THE PERIOD BETWEEN JANUARY 16 AND JUNE 30, 2024.

COMMUNITY OF CONGREGATIONS IS HERE AS THE RECIPIENT OF THE GRANT AGREEMENT AND ABLE TO TAKE ANY QUESTIONS IN ADDITION TO STAFF.

>>PRESIDENT SCAMAN: THANK YOU.

OPEN IT UP TO THE BOARD OF.

>>TRUSTEE STRAW: I JUST WANTED TO QUICKLY BEGIN BECAUSE THERE WERE CONCERNS RAISED LAST WEEK AND ONLINE REGARDING I HAD A CONFLICT OF INTEREST.

I WANTED TO SIMPLY PREFACE THE DISCUSSION WITH I RECEIVED A CONTRIBUTION TO MY CAMPAIGN OF \$250 DURING THE LAST CAMPAIGN FROM ONE OF THE VOLUNTEERS INVOLVED IN THIS EFFORT.

MY UNDERSTANDING IS THAT THAT VOLUNTEER IS NOT RECEIVING ANY COMPENSATION AS A RESULT OF HER VOLUNTEER EFFORTS.

I THINK EVERYONE AT THIS BOARD TABLE PROBABLY RECEIVED DONATIONS FROM VOLUNTEERS WHO ARE INVOLVED IN ENTITIES THAT APPLY FOR VILLAGE GRANTS, VOLUNTEERS TO BEYOND HUNGER, HOUSING FORWARD, OTHER ORGANIZATIONS. AND THAT MAKES SENSE BECAUSE THE FOLKS WHO ARE PASSIONATE ABOUT WHAT IS GOING ON IN OUR COMMUNITY ARE GOING TO BE INVOLVED IN VOLUNTEER ORGANIZATIONS AS WELL AS INVOLVED IN POLITICAL ADVOCACY.

I WANTED TO PUT OUT THERE UPFRONT I DID RECEIVE A DONATION FROM BRYN (NAME?), ONE OF THE VOLUNTEERS AND THEY DID CONSULT WITH COUNSEL, JUST TO CONFIRM THAT THAT IS NOT ANY KIND OF LEGAL CONFLICT OF INTEREST AND I RECEIVED ADVICE OF COUNSEL THAT THERE IS NO CONFLICT OF INTEREST IN RECEIVING A CAMPAIGN CONTRIBUTION FOR SOMEONE WHO IS NOT RECEIVING ANY OF THE VILLAGE FUNDS.

>>PRESIDENT SCAMAN: THANK YOU.

A TRUSTEE ENYIA?

>>TRUSTEE ENYIA: I WISH I COULD JUST SAY WHAT HE SAID, BUT SAME. THE SAME INDIVIDUAL WORKED ON MY CAMPAIGN IT TWO YEARS AGO WHEN I FIRST RAN FOR OFFICE.

THE SAME THING.

YEAH, THAT PERSON IS NOT RECEIVING ANY DOLLARS FROM THIS. THIS IS GOING DIRECTLY TO HOUSING INDIVIDUALS THAT ARE GOING THROUGH THIS CRISIS.

SO I WANTED TO MAKE THAT CLEAR.

ALSO I GREW UP ON THE NORTH SIDE OF OAK PARK AND WENT TO UNITED LUTHERAN AS A KID AND WENT TO - I WENT TO FIRST UNITED CURRENTLY AND THOSE ARE CHURCHES AS WELL THAT NEVER GAVE ME ANYTHING OTHER THAN SPIRITUAL SIDE OF THINGS, BUT ALWAYS ADVOCATED FOR THE CHURCHES IN OAK PARK.

THEY DO THIS WORK AND I'VE HAD THE PLEASURE OF WORKING WITH ALL PADS AND THEN BECAME BEYOND HUNGER.

SO JUST ALWAYS PROUD OF THOSE OPPORTUNITIES, BUT DEFINITELY THERE IS A CONNECTION, BUT NOTHING THAT IS IN THE DOLLAR VALUE.

WANTED TO MAKE SURE THAT THOSE CONNECTIONS WERE MADE AND PEOPLE UNDERSTAND THAT NOBODY IS GETTING DIRECT MONEY FROM THIS.

WE ARE SIMPLY PUTTING THOSE FUNDS DIRECTLY TO THE MIGRANTS THAT ARE GOING THROUGH THIS CRISIS.

WANTED TO MAKE SURE THAT THAT IS CLEAR IF YOU EVER HAVE ANY QUESTIONS ABOUT THAT FEEL FREE TO REACH OUT.

>>PRESIDENT SCAMAN: THANK YOU.

ADDITIONAL QUESTIONS FOR THE COMMUNITY OF CONGREGATIONS OR FOR STAFF ON THE AGENDA ITEM?

TRUSTEE ROBINSON?

>>TRUSTEE ROBINSON: I APPRECIATE THOSE DISCLOSURES.

I THINK THAT WE'VE HAD A COUPLE OF CONVERSATIONS NOW ABOUT THEM. EARLIER - THOSE DISCLOSURES EARLIER IN THIS PROCESS I THINK WOULD HAVE BEEN HELPFUL AND IS PART OF OUR STANDARD PRACTICE, RIGHT?

WE HAVE TRUSTEE PARAKKAT LITERALLY LEAVES THE BUILDING WHEN WE'RE DOING A LIQUOR LICENSE, EVEN THOUGH HE DOES NOT STAND TO GET ANY DIRECT BENEFIT, BUT I THINK IN PRACTICE WE HAVE SET THE BAR REALLY HIGH IN TERMS OF OUR ETHICAL POSITION AND THE CELL IS A BOARD MEMBER I WOULD LIKE TO JUST SEE THAT CONTINUE AND SEE THOSE - SEE US ALL REALLY MAINTAIN A REALLY HIGH STANDARD OF ACCOUNTABILITY AND BE VOLUNTARILY FORTHCOMING OF THOSE KINDS OF CONNECTIONS.

I THINK IT WAS ESPECIALLY RELEVANT HERE BECAUSE THERE WAS CERTAINLY CONFUSION ABOUT THE SELECTION OF THE RESETTLEMENT TASK FORCE /COMMUNITY OF CONGREGATIONS AND IT WAS PART OF A NO-BID, NO RFP PROCESS AND SO THAT IS OUTSIDE OF OUR STANDARD PROTOCOL AS WELL. SO WE HAVE SEVERAL INSTANCES ALONG THE TRACK HERE WHERE WE HAVE SORT OF STEPPED OUTSIDE OF WHAT OUR STANDARD PROCESSES ARE AND I THINK THAT THE QUESTIONS ARE NATURAL.

I THINK THE QUESTIONS ABOUT WHETHER OR NOT WE ARE SORT OF ALLOWING - EVEN IF IT IS NOT DIRECT PAYMENTS OR SALARIES, THE BENEFIT OF FUNDING A PROGRAM LED BY FRIENDS I THINK IS A NATURAL QUESTION WHEN WE HAVE AT

MULTIPLE POINTS IN THIS PROCESS KEPT OUTSIDE OF WHAT OUR NATURAL STANDARD PROTOCOL IS.

SO I APPRECIATE THOSE DISCLOSURES, BUT I THINK THIS WAS A LITTLE BIT MORE THAN JUST HAVING A MEMBER OF THE COMMUNITY SUPPORT US.

I THINK THAT THERE WERE SOME REAL GAPS IN THIS PROCESS I THINK LED TO THE POINT OF THERE BEING GENUINE LEGITIMATE QUESTIONS RAISED.

SO I JUST WANT TO START WITH THAT ETHICAL PEACE.

I THINK FOR ME THIS PARTICULAR ITEM FOCUSES ON HOW WE ARE GOING TO ALLOCATE RESOURCES.

NOT WHETHER OR NOT WE WILL.

WE HAVE BEEN A BOARD THAT HAS BEEN LARGELY UNANIMOUS ABOUT PROVIDING SUPPORT TO THE MIGRANT COMMUNITY WHO HAS COME TO BE HERE IN OAK PARK AND SO I THINK A LOT OF THE CONVERSATION AROUND THIS PARTICULAR ALLOCATION OF THE GRANT FOR RESETTLEMENT EFFORTS HAS BEEN FOCUSED ON THE NEED FOR THIS ONE GROUP, THE RESETTLEMENT TASK FORCE AND HOW TO DISTRIBUTE THE GRANT DOLLARS ACCORDING TO THEIR NEEDS.

I WANT TO RE-CENTER THE CONVERSATION ON THE NEEDS OF THE MIGRANTS BECAUSE I THINK THAT IS THE GROUP WE SHOULD BE FOCUSED ON HELPING. AND SO TO THAT END, YOU KNOW, WHEN I ASKED VILLAGE STAFF HOW THEY WERE CHOSEN, THE RESPONSE I GOT WAS THAT IT WAS THE ONLY GROUP KNOWN TO STAFF IN OAK PARK THAT WAS ENGAGED IN RESETTLEMENT.

AND I THINK WE SHOULD BE SELECTING PARTNERS BY DESIGN AND NOT BY DEFAULT AND SO THAT IS WHY I RAISE THE ISSUE OF GOING THROUGH SOME SORT OF MORE ETHICAL PROCESS OF HAVING AN OPEN BID AND EVEN IF THEY END UP BEING THE ONLY GROUP THAT RESPONDS, IT IS STILL IMPORTANT TO ADHERE TO THE PROCESS BECAUSE IT'S A PROCESS THAT IS ESTABLISHED BY HER ORDINANCE.

IT'S A PROCESS THAT WE HAVE USED OVER, AND OVER AND OVER AGAIN ACROSS MULTIPLE FUNDING DECISIONS AND I THINK IT'S A PROCESS THAT WE SHOULD HAVE USED, EVEN IF IT HAD BEEN TRUNCATED GIVEN THE TIME CONSTRAINTS THAT WE ARE UNDER AND THAT WE REALLY HAVE SPEND THIS GRANT MONEY BY JUNE.

I WOULD HAVE LIKED TO SEE SOME MODIFIED VERSION OF IT, BUT WHAT I DO WANT TO SUGGEST IS THAT WE PAUSE THIS DECISION, EVEN IF WE CAN PAUSE IT FOR JUST A WEEK BECAUSE I THINK THAT ALLOWS US TO DO TWO THINGS. ONE IS TO TRY TO ENGAGE IN SOME SORT OF OPEN BID PROCESS WHERE WE ARE SEEING IF THERE ARE OTHER GROUPS THAT EITHER DO NOT MEET THE FISCAL AGENT OR GROUPS THAT ARE ENGAGING IN THIS - LIKE HAVE A BROADER SCOPE. IF THERE ARE OTHER GROUPS DOING THIS.

WE HAVE NOT EVEN ASKED THAT QUESTION, BUT IN ADDITION TO THAT I WANTED TO PROPOSE TO GET THE BOARD'S THOUGHTS ON ASKING THE VILLAGE MANAGER TO COME BACK WITH SOME SORT OF PROPOSAL OR INITIATIVE WHERE WE TALK ABOUT BRINGING THE RESETTLEMENT EFFORTS IN-HOUSE.

WE HAVE NOT TALKED ABOUT THAT YET.

ALL OF OUR EFFORTS AND ALL OF OUR CONVERSATIONS HAVE BEEN FOCUSED ON PROVIDING TEMPORARY HOUSING, TEMPORARY FOOD SERVICES, BUT WE HAVE NOT FOCUSED AT ALL ON WHAT IT MIGHT LOOK LIKE FOR THE VILLAGE TO LEAD A RESETTLEMENT EFFORT AND AS WE HAVE CONTINUED TO HAVE THESE CONVERSATIONS, IT HAS OCCURRED TO ME THAT WE MIGHT BE INTERESTED IN THAT FOR TWO PRIMARY REASONS.

ONE IS THE COLLECTION OF IDENTIFICATION AND LOCATION INFORMATION FOR THE MIGRANT FAMILIES.

THIS CREATES A UNIQUE VULNERABILITY FOR THEM, YOU KNOW, WITH AN UPCOMING PRESIDENTIAL ELECTION WHERE IF YOU'RE LISTENING TO THE CAMPAIGN RHETORIC, THERE'S A LOT OF TALK OF PLANS AND PROMISES TO ENGAGE IN MASS DEPORTATION EFFORTS.

THAT WORRIES ME.

THAT WORRIES ME FOR THE MIGRANT COMMUNITY AT LARGE, BUT FOR THIS MIGRANT COMMUNITY THAT WE HAVE TAKEN EXTRAORDINARY STEPS TO CARE FOR OVER THESE LAST FEW MONTHS HERE IN OAK PARK.

THE VILLAGE IF WE WERE TO UNDERTAKE RESETTLEMENT, THAT INFORMATION WOULD COME UNDER OUR SANCTUARY CITY ORDINANCE AND IT WOULD BE PROTECTED.

AS I UNDERSTAND IT.

THERE ARE NO SUCH PROTECTIONS FOR THE INFORMATION IS ITS HELD BY PRIVATE CITIZEN GROUPS OR NONGOVERNMENTAL ENTITIES.

SO IF WE'RE GOING TO STAND UP A PROGRAM FOR MIGRANT ASSISTANCE WITH REGARD TO RESETTLEMENT I WOULD WANT THOSE INDIVIDUALS TO MAKE IT - MAKE THEMSELVES AVAILABLE TO IT WITHOUT FEAR OF BEING DEPORTED THEY SEE THAT IS A VERY REAL POSSIBILITY JUST IN THESE NEXT FEW MONTHS AS WE GET CLOSER TO THE PRESIDENTIAL ELECTION.

THE SECOND THING IS I FEEL LIKE WE ARE MOVING - HAVING US CONSIDER A IN-HOUSE RESETTLEMENT EFFORT MOVES US AWAY FROM CONCERNS AND CONCERNS THAT I DO SHARE AROUND FUNDING A RESPONSE THAT IS SOLELY FOCUSED ON THE MIGRANT FAMILIES WHEN THERE ARE OTHER GROUPS THAT HAVE THE SAME NEEDS.

THE CONCERNS AROUND PERPETUATING AN INEQUITABLE ALLOCATION OF RESOURCES TO ONE SMALLER GROUP OF INDIVIDUALS IS ONE THAT HAS BEEN RAISED BY TRUSTEE WESLEY AT THIS BOARD TABLE AND ECHOED IN OTHER COMMUNITIES OF COLOR, AND AGAIN, IT'S A CONCERN THAT I HAVE AS WELL. SO WE SEE THIS AND IT HAS BEEN REPORTED EVEN IN LOCAL CHICAGO NEWS OUTLETS.

THE BACKLASH OF THE COMMUNITY IN THE PILSEN AREA, ONE OF CHICAGO'S LARGEST MEXICAN/MEXICAN AMERICAN NEIGHBORHOODS IS AN EXAMPLE WITH CONCERNS THAT LIMITED RESOURCES ARE BEING SOLELY SPENT, AND TO SOME EXTENT IN THAT INSTANCE ANYWAY DIVERTED FROM INDIVIDUALS WHO HAVE MANY OF THE SAME CHALLENGES AS THE MIGRANT COMMUNITY AND HAVE BEEN WAITING YEARS, YEARS, NOT MONTHS FOR WORK PERMITS, HOUSING, LEGAL SERVICES,

AND ADDITIONAL BENEFITS AS THEY TRY TO ESTABLISH THEMSELVES IN THE U.S. AS WELL.

AND I THINK WHEN WE NARROWED THE FOCUS OF THESE SERVICES WE ARE TACITLY AGREEING TO IGNORE THOSE NEEDS AND THAT IS NOT OKAY WITH ME. I THINK THAT WHAT I WOULD LIKE TO SEE, AT LEAST TO START OFF IS UTILIZING THIS GRANT MONEY TO START WITH THE GRANT CRITERIA, RIGHT? SO WE WOULD STILL FOCUS THE GRANT DOLLARS ON THE MIGRANT COMMUNITY HERE IN OAK PARK, BUT THEN WE CAN CONSIDER UTILIZING AND THERE'S ANOTHER AGENDA ITEM AFTER THIS, WE CAN THEN CONSIDER UTILIZING NON-GRANT DOLLARS TO BROADEN THAT EFFORT AND MAKE A PLAN WHERE NO LONGER JUST BEING REACTIONARY, BUT WE ARE BEING PROACTIVE TO DETERMINE HOW AND WHETHER WE WANT TO START A PROGRAM TO SUPPORT INDIVIDUALS WHO ARE WORKING ON ESTABLISHING THEIR IMMIGRATION STATUS.

WHETHER WE WANT TO DEVELOP A PROGRAM TO HELP INDIVIDUALS IN-HOUSE WHO ARE HOMELESS, INDIVIDUALS WHO ARE FACING FOOD INSECURITY, HOUSING AND SECURITY, ETC., BUT DOING IT IN A WAY THAT IS LESS BIASED.

SO THOSE ARE MY THOUGHTS ON IT, FOR THOSE TWO REASONS THE PROTECTION OF OUR SANCTUARY CITY ORDINANCE AND REALLY KIND OF CREATING A MORE BALANCED RESPONSE.

I WOULD LIKE TO SEE WHETHER ANYBODY HAS AN APPETITE FOR JUST A VERY SHORT PAUSE AND TO SEE IF THE VILLAGE MANAGER, WHO I HAVE DISCUSSED WITH THIS HIM SO I'M NOT JUST BRINGING THIS ON MANAGER JACKSON CAN COME BACK WITH WHAT MIGHT BE THE BEGINNINGS OF A BROADER PLAN TO BRING THIS EFFORT IN-HOUSE.

THAT'S IT.

>>PRESIDENT SCAMAN: VILLAGE MANAGER JACKSON?

DID YOU WANT TO.

>>VILLAGE MANAGER: HAPPY TO RESPOND TO ANY BOARD DIRECTION IN THIS REGARD.

IF THERE'S A QUESTION I'M HAPPY TO RESPOND.

>>PRESIDENT SCAMAN: APPRECIATE IT.

I'M HAPPY WITH THE AGENDA ITEM AS IT IS.

I WILL START WITH THAT, BUT I DO WANT TO HEAR WHAT OTHERS HAVE TO SAY. , BUT BEFORE I CAN EVEN ENTERTAIN THE CONVERSATION I NEED TO UNDERSTAND, TRUSTEE ROBINSON HAS SAID THAT SHE HAS SPOKEN WITH YOU ON THIS.

>>VILLAGE MANAGER: I WILL OFFER SOME CONTEXT IN THIS.

I JUST HAVE THE BENEFIT WORKING IN SOME MUCH LARGER CITIES.

MOST OF WHICH IS LONG BEACH, CALIFORNIA.

WE HAD A HEALTH AND HUMAN SERVICES DEPARTMENT AND IN AN EVENT LIKE THIS WE WOULD PROBABLY ASSIGN IT TO THAT DEPARTMENT.

THIS IS WHERE THIS CONVERSATION STARTED LAST FALL DURING THAT PROCESS. WE WERE INVOLVED IN A DISCUSSION THIS SAID, HEY, WE MIGHT WANT TO CONSIDER IF WE CANNOT DECIDE, MAYBE ADDING POSITIONS INTO THE BUDGET,

SOME FUNDING INTO THE BUDGET IF THAT'S THE TYPE OF COMMITMENT WE WANT TO MAKE.

THIS GOVERNMENT RIGHT HERE IS NOT STRUCTURALLY SET UP TO DO THAT. YES, THERE ARE SEVERAL EXIGENCIES IN THIS PROCESS AND THAT'S WHY THE STATE HAS AN EMERGENCY ORDER, THE COUNTY HAS AN EMERGENCY ORDER, CHICAGO HAS AN EMERGENCY ORDER, WE HAVE ONE AND IT HAS PROVIDED INSURANCE AND PROTECTING THE LIVES AND PROPERTY OF THESE FOLKS IN THE VILLAGE.

IN TERMS OF TRYING TO STAND UP A STRUCTURE, IF WE ARE DIRECTED TO DO THAT, WE WILL DO IT, I JUST WANT TO PUT IT IN CONTEXT THAT IT IS NOT AS SIMPLE AS SENDING IT TO A PARTICULAR DEPARTMENT.

WE WOULD HAVE TO DESIGN AND HIRE STAFF, CREATE THE UNIT, BUT CERTAINLY I THINK WE CAN DO IT IF WE ARE DIRECTED IN THAT FASHION.

>>PRESIDENT SCAMAN: I THINK YOU DEFINITELY HAVE THE TALENT AND THE COMMITTED STAFF THAT WOULD DO THAT.

I QUESTION WHETHER WE HAVE THE TIME TO DO THAT.

THE PIECE OF WHAT TRUSTEE ROBINSON IS SPEAKING OF, WHAT TRUSTEE WESLEY HAS CHAMPION IN THAT WE WANT TO BE PROVIDING THE NEEDED SERVICES FOR ALL, PARTICULARLY BLACK LIVES AND OUR MOST VULNERABLE AND ARE HOMELESS AS RELATED TO THIS TOPIC PARTICULARLY IS SOMETHING THAT I DO FULLY SUPPORT.

AND THEY DO WANT TO SEE NEEDED DOLLARS SO THAT ALL THOSE LIVING IN OAK PARK HAVE THE BASIC NEEDS TO LIVE AND THRIVE.

I AM NOT PREPARED TO REALLY TALK ABOUT THAT IS CONNECTED TO THIS AGENDA ITEM NOW.

WE HAVE PARTNER AGENCIES THAT WE CURRENTLY WORK WITH FOR THAT MEANS. HOUSING FORWARD AND BEYOND HUNGER, WAY BACK IN AND MORE WHO PROVIDE WRAPAROUND SERVICES AND SUCH.

I AM VERY, VERY COMMITTED TO HAVING THOSE CONVERSATIONS AND LIFTING UP THOSE ORGANIZATIONS TO WHATEVER EXTENT IS NECESSARY TO SERVE ALL.

SO AS WE MOVE AROUND THE TABLE HERE IF WE CAN UNDERSTAND WHO IS IN SUPPORT OF THE AGENDA ITEM AS IT IS WRITTEN AND WHO WOULD ENTERTAIN A PAUSE, UNDERSTANDING WHAT I'M HEARING FROM VILLAGE MANAGER JACKSON IS THAT WOULD NOT BE A SHORT PAUSE.

VERY UNFORTUNATELY.

DO YOU WANT TO RESPOND THAT FIRST BEFORE I OPEN UP TO THE OTHERS?

>>TRUSTEE ROBINSON: I DON'T KNOW - I THINK IT'S PROBABLY A LITTLE UNFAIR FOR YOU TO ASK FOR US TO GIVE A SPECIFIC TIMEFRAME, BUT THE DURATION OF THE PAUSE TO ME AS I UNDERSTAND IT IN OUR PREVIOUS CONVERSATION, IT WOULD NOT PUSH US OUT OF - IT WOULD NOT NECESSARILY PUSH US OUT OF THE JUNE - THEREFORE MONTH WINDOW FOR THIS PARTICULAR GRANT.

IS THAT CORRECT?

>>VILLAGE MANAGER: WE WOULD BE PUSHING IT, RIGHT?

WE WOULD ACTUALLY HAVE TO HIRE STAFF, DESIGN STAFF, HIRE THE STAFF, RECRUIT THEM, HIRE THEM, PUT THEM INTO PLACE. SO THAT COULD TAKE THREE MONTHS TO DO THAT. RIGHT?

NOW WE'RE GETTING TOWARDS THE END AND WE HAVE NOT MADE THE EXPENDITURES.

>>TRUSTEE ROBINSON: I WAS ON THE GRANT WEBSITE EARLIER. I CANNOT REMEMBER EXACTLY IF THERE IS A DISTINCTION BETWEEN THE PLAN TO SPEND THE DOLLARS AND THE ACTUAL SPEND OF THE DOLLARS. WHAT IS IT EXACTLY THAT NEEDS TO HAPPEN BY JUNE 30?

>>KEIRA CHANG: SERVICES HAVE TO BE PROVIDED BEFORE JUNE 30. WE CAN RECEIVE THE RESETTLEMENT DOLLARS AND THOSE DOLLARS ARE - THEY NEED TO BE SPECIFICALLY FOR THE PAYMENT OF LEASES FOR MONTHS BETWEEN JANUARY 16 AND JUNE 30.

SO IF IT DID IT - IF THE BOARD DIRECTED STAFF TO BRING THIS IN-HOUSE, TO CREATE A PROGRAM IT WOULD TAKE AN AMOUNT OF TIME TO ESTABLISH A PROGRAM AND THEN THE WINDOW FOR WHICH MONTHS COULD BE ELIGIBLE FOR REIMBURSEMENT BY THE STATE WOULD DIMINISH, YOU KNOW, FOR EVERY MONTH THAT IT TOOK TO STAND THAT UP, THAT WOULD BE ONE LESS MONTH THAT WOULD BE ELIGIBLE FOR REIMBURSEMENT THROUGH THE STATE FUNDS.

>>TRUSTEE ROBINSON: OKAY. WHAT ABOUT THE TIME TO DO THIS THE WAY THAT WE STANDARDLY ALLOCATE FUNDS THROUGH AN OPEN BID PROCESS?

>>KEIRA CHANG: I WANT TO BE CLEAR THAT STAFF RECEIVE THE NOTIFICATION FROM THE STATE, WHO WE HAD BEEN WORKING WITH THAT WE NEEDED TO APPLY FOR THE SMASS FUNDING TO PROVIDE TEMPORARY SHELTER ON A THURSDAY.

WE PRESENTED THIS TO THE BOARD THE FOLLOWING TUESDAY AS AN AGENDA ITEM TO PLAN.

SO ANY RFP OR ABILITY TO CONDUCT AN RFP WOULD HAVE NOT BEEN PARTICULARLY EFFECTIVE GIVEN THAT THERE WAS A TWO BUSINESS DAY WINDOW BETWEEN WHEN STAFF WERE NOTIFIED THAT WE HAD TO GO THROUGH THIS PROCESS AND THEN TO ACTUALLY GET APPROVAL FROM THE BOARD TO APPLY FOR THE GRANT, APPLY FOR THE GRANT, RECEIVE THE INFORMATION IN ORDER TO BE ABLE TO ESTABLISH A TEMPORARY SHELTER ON A TIMELY BASIS.

SO WE COULD CERTAINLY GO THROUGH AN RFP PROCESS THAT WOULD DEPEND ON THE AMOUNT OF TIME THAT WE WANTED TO POST THAT RFP FOR.

WE TYPICALLY POST RFPS FOR A COUPLE OF WEEKS.

THREE WEEKS, EVEN FOUR WEEKS FOR LONGER ITEMS OR FOR SOME LARGER ITEMS AND SO ALL OF THAT WOULD DRIVE THAT PROCESS.

I WILL SAY THAT WE DID HAVE CONVERSATIONS WITH CATHOLIC CHARITIES THROUGHOUT THIS RESPONSE AND THEY WERE NOT ABLE TO PROVIDE RESETTLEMENT SERVICES IN THE COMMUNITY.

SO IT'S NOT THAT COMMUNITY OF CONGREGATIONS WAS THE SOLE PERSON WHO WE HAVE EVER TALKED TO ABOUT THIS RESPONSE.

CATHOLIC CHARITIES, WHO HAS OBVIOUSLY BEEN DOING THIS WORK IN THE CITY OF CHICAGO WAS A POTENTIAL PARTNER FOR US THEY WERE UNABLE TO PROVIDE THE SERVICES TO US.

>>TRUSTEE ROBINSON: THE GRANT WEBSITE MAKES IT CLEAR THAT WE CAN DO MORE THAN ONE PARTNER FOR THE ALLOCATION OF EACH TYPE OF FUND. ARE YOU SAYING THAT ALL OF THOSE PARTNERS HAD TO BE LISTED ON THE APPLICATION WHEN IT WAS SUBMITTED?

>>KEIRA CHANG: WE HAD TO IDENTIFY PARTNERS THROUGH THE PROGRAM DESIGN PROCESS AND THAT INCLUDED WHOEVER WE THOUGHT THAT WE COULD WORK WITH.

OBVIOUSLY THE BOARD IS APPROVING THE SUBSEQUENT AGREEMENTS.

SO NONE OF THEM ARE SET IN STONE.

THAT'S A DETERMINATION THE BOARD MAKES, HOWEVER, WE WERE REQUIRED TO SUBMIT POTENTIAL PARTNERS FOR THE PROCESS TO THE STATE.

>>TRUSTEE ROBINSON: RIGHT.

MY QUESTION IS WE CAN WORK WITH ADDITIONAL PARTNERS, RIGHT?

>>KEIRA CHANG: WE CAN ALWAYS REQUEST THAT THE METROPOLITAN MAYORS CAUCUS AMEND OUR PROGRAM DESIGN TO MAKE CHANGES REGARDING THE CATEGORIES OF THE FUNDING OR THE PARTNERS WHO WE ARE UTILIZING FOR THE RESPONSE.

THEY HAVE BEEN A FLEXIBLE PARTNER WITH US.

I THINK I'VE SHARED THIS BEFORE AND HAVE APPROVED OTHER CHANGES TO OUR GRANT, EITHER THE ALLOCATION FOR SPECIFIC DOLLARS, MOVING THEM FROM ONE AREA TO ANOTHER OR PARTNERS THAT WE HAVE USED HAVE BEEN ADDED OR REMOVED FROM AROUND ONE GRANT FUNDING.

>>TRUSTEE ROBINSON: I UNDERSTAND ALL OF THAT AND I APPRECIATE THE INFORMATION.

MY CONCERNS AROUND HOW THIS INFORMATION, THE IDENTIFICATION AND LOCATION INFORMATION FOR THESE INDIVIDUALS AND WHETHER OR NOT THAT EXPOSES THEM TO ADDITIONAL VULNERABILITIES, FOR ME THAT RANKS HIGHER. I DON'T KNOW HOW EVERYBODY ELSE FEELS, BUT THAT IS A VERY, VERY - AM HIGHLY CONCERNED ABOUT THAT AND I AM CONCERNED ABOUT WHETHER OR NOT WE ARE EXPOSING A ALREADY VULNERABLE POPULATION TO OTHER VULNERABILITIES. I ALSO THINK JUST GIVEN MY DESIRE TO SEE US MOVE TOWARDS A RESPONSE THAT IS MORE EQUITABLE, LESS BIASED, LESS NARROW THAT HAS A BROADER FOCUS.

THAT IS MORE IN LINE WITH US WANTING TO HELP INDIVIDUALS WHO ARE DISADVANTAGED, TO ME IT IS HARD BECAUSE WE ARE CHOOSING BETWEEN OPTIONS THAT WE LIKE THE LEAST, BUT I LIKE THAT OPTION THE LEAST. I LIKE CONTINUING IN A EQUITABLE RESPONSE THE LEAST AND THAT IS JUST MY PERSPECTIVE.

>>PRESIDENT SCAMAN: I WONDER IF WE COULD HEAR FROM THE COMMUNITY OF CONGREGATIONS ON THEIR PREPAREDNESS TO BE A PARTNER WITH THE VILLAGE OF OAK PARK ON THIS AGREEMENT?
WELCOME.

>>SPEAKER: THANKS.

>>PRESIDENT SCAMAN: THANK YOU FOR BEING HERE.

>>SPEAKER: I'M CALLING NOW, I'M THE SENIOR PASTOR AND THE PRESIDENT OF COMMUNITY OF CONGREGATIONS. SO I WILL SPEAK TO THE WORK WE'VE ALREADY DONE IN RESETTLING FOLKS. SO FAR WE HAVE RESETTLED 12 TOTAL UNITS.

UNITS IS THE WORD WE USE TO DESCRIBE EITHER A FAMILY OR INDIVIDUAL JUST TO KEEP THINGS CONFIDENTIAL TO YOUR POINT. TOTALING 52 PEOPLE.

WE HAVE WRITTEN TWO CHECKS FROM PRIVATELY RAISED FUNDS TOTALING \$22,600 TO PAY FOR THOSE APARTMENTS.

MANY OF THOSE APARTMENTS HAVE BEEN PROVIDED FREE OF CHARGE THROUGH COMMUNITY OF CONGREGATION CHURCHES OR PRIVATE HOMES, SUCH AS MIKE CONGREGATION.

WE HAVE RAISED CLOSE TO \$42,000 IN PRIVATE FUNDS, THAT IS WHAT IS IN OUR BANK ACCOUNT RIGHT NOW.

WE HAVE ANOTHER 25,000 PLEDGED, TOTAL WE HAVE RAISED ALMOST \$90,000. WE HAVE NINE UNITS.

APARTMENTS THAT HAVE BEEN VETTED IT, WALKED THROUGH BY OUR HOUSING CHAMPION AND THEY ARE READY TO GO.

WE ARE WAITING FOR A DECISION FROM THE BOARD.

WE HAVE ANOTHER 70 UNITS IN THE PIPELINE.

THE PROCESS LOOKS PRETTY STRAIGHTFORWARD.

THE RESETTLEMENT TASK FORCE TO BE CLEAR, NOBODY IS PAID BY THE RESETTLEMENT TASK FORCE.

I AM NOT PAID.

IN A BOARD MEMBER OF COMMUNITY OF CONGREGATIONS IS NOT PAID.

WE HAVE TWO PAID EMPLOYEES.

KITTY AVALOS IS ONE OF THEM SITTING IN THE BACK THERE.

YEAH.

SO ALL THE MONEY IS GOING DIRECTLY TO SERVICE.

WE HAVE ZERO, ZERO OVERHEAD.

NO STAFF, 100% VOLUNTEERS.

WE ARE BRINGING LANDLORDS TO THE TABLE WITH MONEY BY OFFERING THEM A FULLY PAID 12 MONTH LEASE, WHICH IS VERY ATTRACTIVE.

MANY OF OUR LANDLORDS ARE PEOPLE OF COLOR OR FORMERLY MIGRANTS OR IMMIGRANTS THEMSELVES AND WE BELIEVE THAT - WE BELIEVE THE RESETTLEMENT EFFORTS ARE THE BEST VALUE FOR THE MONEY.

WE ALSO BELIEVE THAT THE STABILITY WE PROVIDE WITH A 12 MONTH LEASE IS DESIGNED TO CREATE SELF-SUFFICIENCY AND THAT WOULD NOT NECESSARILY TAKE PLACE IN OTHER MODELS THAT HAVE BEEN CONSIDERED AND WE ARE WORKING WITH FOLKS TO GET THEM WORK PERMITS AND THROUGH THE ASYLUM PROCESS AS QUICKLY AS POSSIBLE.

EVERY FAMILY THAT WE PLACE, WE SURROUND THEM WITH WHAT WE ARE CALLING, OPINIONS, OPINIONS.

THAT'S A GROUP OF PEOPLE HELPING THEM NAVIGATE LIFE IN OAK PARK,
HELPING THEM FIGURE OUT TRANSPORTATION.
HELPING THEM FIND JOBS.
HELPING THEM UNDERSTAND HOW GROCERY STORES WORK AND OUR HOSPITAL
SYSTEM AND PLEDGING TO WALK BESIDE THEM, THOSE 12 MONTHS FROM THE TIME
WE SIGN CONTRACTS.
I CAN ANSWER ANY ADDITIONAL QUESTIONS YOU MIGHT HAVE.

>>PRESIDENT SCAMAN: THANK YOU.
VILLAGE MANAGER JACKSON, IF SOMEONE WERE TO - A LANDLORD WERE TO COME
TO THE VILLAGE OF OAK PARK AND SAY I HAVE AN APARTMENT AVAILABLE, I
HAVE READ IN THE PAPER THE WORK YOU'RE DOING ON ACCURATE RESPONSE,
WOULD WE BE DIRECTING THEM TO THE COMMUNITY OF CONGREGATIONS TO
FULFILL THAT CONTRACT OR COULD IT BE, AS TRUSTEE ROBINSON IS SAYING,
WE COULD ALSO ASSIST THEM RIGHT THEN AND THERE, BUT - DON'T KNOW THE
ORDER OF WHO WANTS TO RESPOND FIRST.

>>VILLAGE MANAGER: I CAN SAY THAT WE WOULD DESIGN A PROGRAM TO
RESPOND TO THAT.
RIGHT NOW WE DON'T HAVE A PROGRAM DESIGNED FOR THAT.
CERTAINLY WE CAN ALWAYS PARTNER, RIGHT?
AND REFER OUT.

SO THE OPPORTUNITY IS THIS.
YOU CAN REFER TO THAT SETTLEMENT TASK FORCE AS A SETTLEMENT FOR
FAMILY, BUT AS FAR AS WHAT TRUSTEE ROBINSON WAS TALKING ABOUT AND
DESIGNING A PROGRAM AND STAFFING IT, WE COULD DO THAT AND BE
RESPONSIVE.

BUT THE QUESTION, IF WE GOT THE DIRECTION WE WOULD DO IT.

>>PRESIDENT SCAMAN: OKAY.
YOU HELPED MATCH, DO HELP MATCH THE APARTMENT OWNER WITH THE
APPROPRIATE UNIT THAT WOULD THRIVE IN THAT LOCATION, SIZE, EVERYTHING?
CAN YOU TALK ABOUT THAT?

>> THAT IS PROBABLY ONE OF THE SECRET SAUCES OF THIS WHOLE THING
FOR US.

WE HAVE RELATIONSHIPS WITH THE MIGRANTS.

WE KNOW THEM.

WE KNOW THEIR NAMES AND STORIES, WE HAVE SPENT TIME WITH THEM.
WE HAVE A CERTAIN LEVEL OF TRUST AND SO WHEN OUR HOUSING COORDINATOR
GOES TO THESE UNITS WE ARE THINKING ABOUT SPECIFIC FAMILIES IN MIND
THAT CAN FIT IN THIS KIND OF UNIT THAT WOULD THRIVE IN THIS LOCATION.
WE HAVE TRIED TO PRIORITIZE FAMILIES WITH CHILDREN THAT ARE ALREADY
ENROLLED IN OUR OAK PARK SCHOOLS BECAUSE ALL REPORTS INDICATE THAT
THOSE CHILDREN ARE THRIVING IN OUR OAK PARK SCHOOLS.

EXCUSE ME.

>>PRESIDENT SCAMAN: ASKED QUESTION FOR MYSELF AND THEN I WILL
TURN IT BACK OVER TO MY COLLEAGUES HERE.

YOU HAVE BEEN HERE FOR A LITTLE BIT AND VILLAGE MANAGER JACKSON, THE PUBLIC COMMENT WITH GRACE, HIS GRACE INCLUDED IN THIS AVAILABLE RESPONSE?

>> WE ARE HOPING TO INCLUDE GRACE.

RIGHT NOW WE HAVE BEEN SOLELY FOCUSED ON FOLKS THAT ARE AT THE YMCA AND CARLTON.

>>PRESIDENT SCAMAN: OKAY.

YEAH.

>>KEIRA CHANG: WE HAD A CONVERSATION WITH THE RESETTLEMENT TASK FORCE AND THE COMMITTEE OF CONGREGATIONS AROUND THE TIMING AT GRACE EPISCOPAL OF WHEN THE SHELTER PROGRAM MAY END.

AT THIS POINT THERE WAS SOME UNCERTAINTY AROUND WHAT THAT DATE WAS GOING TO BE SPECIFICALLY AND I DON'T KNOW, I BELIEVE DEPUTY CHIEF DEAF DEPUTY MANAGER SHELLEY HAS BEEN IN COMMUNICATION WITH FATHER RUMPLE AT GRACE EPISCOPAL AROUND WHEN THAT TIMELINE WILL TAKE PLACE.

WE DID SHARE FATHER RUMPLE'S CONVERSATION WITH THE TASK FORCE AND WE DID CONFIRM TO THEM THAT THEY WOULD NOT BE ELIGIBLE UNDER THE CURRENT PARAMETERS OF ANY TEMPORARY SHELTER PROGRAM THAT MAY BE STOOD UP THROUGH THE GRANT PROCESS.

>>PRESIDENT SCAMAN: OKAY, KEIRA, ONE LAST QUESTION ON GRACE.

IT DID NOT MEAN TO MISLEAD, BUT IT CAME BACK TO ME.

WE ALSO HEARD THAT THERE MAY HAVE BEEN COSTS TO GRACE THAT MAYBE THEY HAVE NOT SUBMITTED FOR REIMBURSEMENT IF IT IS POTENTIALLY FITTING WITHIN THIS GRANT ORDER.

THE COOK COUNTY DOLLARS WE ARE RECEIVING, WE ARE ABLE TO WORK WITH THEM TO SEE WHAT WE CAN OFFER?

>>KEIRA CHANG: THERE IS NO SPECIFIC CONTRACT THAT EXISTS BETWEEN GRACE AND THE VILLAGE.

WHAT THE VILLAGE HAS PROVIDED TO GRACE IS SECURITY THAT THE VILLAGE PAYS FOR DIRECTLY.

WE HAVE HAD HOUSING FORWARD PROVIDE CASE MANAGEMENT SERVICES AND WE DO PAY BEYOND HUNGER TO PROVIDE GROCERIES TO THE SPACE.

IF THE DIRECTION WOULD BE FOR US TO ABSORB ADDITIONAL EXPENSES, THEN WE DO BELIEVE THOSE WOULD BE ELIGIBLE FOR REIMBURSEMENT THROUGH OUR COOK COUNTY, OR OTHER FUNDING BECAUSE THAT FUNDING IS FOCUSED AROUND SHELTER AND FOOD AND FROM OUR UNDERSTANDING OF THE EXPENSES AT GRACE, THAT IS WHAT THEY ARE LOOKING AT IN TERMS OF COSTS THAT THEY HAVE TAKEN ON.

>>PRESIDENT SCAMAN: IF WE COULD ENTERTAIN A CONVERSATION WITH THEM ON THEIR COSTS, ESPECIALLY IF THEY ARE ELIGIBLE FOR THE COOK COUNTY REIMBURSEMENT, I DON'T KNOW WHY WE WOULDN'T DO IT.

SO I WILL ASK YOU TO JUST CONTRIBUTE THAT TO YOUR COMMENTS AND THANK YOU.

FURTHER QUESTIONS FROM THE BOARD?

TRUSTEE PARAKKAT.

>>TRUSTEE PARAKKAT: SOME PRIMARY QUESTIONS.
THE FIRST 14: IS, THE TOTAL COST FOR RESETTLEMENT IS (WORD?)?
>> THAT IS OUR BEST ESTIMATE.
>> HOUSE THAT ESTIMATED?
>> WE ESTIMATED THAT BY THE NUMBER OF MIGRANTS THAT HAVE FILLED
OUT DEMOGRAPHIC DATA WITH US IN TERMS AVERAGE COST OF A TWO BEDROOM
APARTMENT THAT WE HAVE BEEN ABLE TO SECURE SO FAR.
>> IT IS BASED ON WHAT YOU ARE ABLE TO SECURE OR IS IT BASED ON
PRICES IN OAK PARK?
>> SAY THAT AGAIN.
>>TRUSTEE PARAKKAT: IS IT BASED ON PRICES OF APARTMENTS OR
RENTALS IN OAK PARK OR IS IT BASED ON RENTALS THAT YOU WERE ABLE TO
PROCURE REGARDLESS OF WHAT LOCATION?
>> WE HAVE LOOKED BOTH IN OAK PARK AND IN THE SURROUNDING
NEIGHBORHOODS.
SOME OF THE UNITS THAT WE VETTED TODAY WERE IN CICERO AND THE BELMONT
REGION OF CHICAGO.
>>TRUSTEE PARAKKAT: THE 900,000 IS JUST RENTAL COSTS, CORRECT?
>> CORRECT.
>>TRUSTEE PARAKKAT: WHAT HAPPENS TO TRANSPORTATION OR FOOD DURING
THE 12 MONTH PERIOD?
>> THAT IS WHERE THE COMPANIONS BECOME IMPORTANT AND HELP WITH
THOSE ADDITIONAL COSTS.
THAT IS NOT PART OF THE MONEY THAT WE WOULD BE RECEIVING.
THAT IS NOT WHAT THIS GOES FOR.
>> YOU HAVE A PLAN FOR IT, IT IS JUST NOT IN THE \$900,000 IS WHAT
YOU ARE SAYING.
>> CORRECT, IT IS ADDITIONAL.
EXTRACURRICULAR.
>> THE 12 MONTH PERIOD, WHAT WAS THE BASIS OF DETERMINING THAT 12
MONTHS IS THE RIGHT TIMEFRAME?
>> THE 12 MONTH.
WE FELT THEY GAVE A LONG ENOUGH RUNWAY FOR PEOPLE TO KIND OF ESTABLISH
THEMSELVES AND TO SAVE MONEY AND MAKE DECISIONS ABOUT WHAT WILL COME
NEXT.
WE HAD GONE BACK AND FORTH WITH SIX MONTHS, 12 MONTHS.
WE OPTED FOR THE OTHER BECAUSE WE FELT THEY GAVE FOLKS THE BEST SHOT.
>> IN 12 MONTHS THE EXPECTATION WOULD BE THAT PEOPLE ACQUIRE THE
SKILLS AND JOB PERMIT AND ALL THE PAPERWORK REQUIRED TO BE SELF-
SUFFICIENT?
>> WE KNOW SOME FOLKS WILL NOT BE ELIGIBLE TO RECEIVE THAT, BUT
YES, WE THINK THE GOAL THERE IS THAT THEY WILL BE ABLE TO SAVE UP AND
MOVE OR NOT MOVE WHERE THEY WANT TO MAKE A CHOICE ON THEIR OWN AT THAT
POINT THEY WILL HAVE ENOUGH INFORMATION OF TIME AND ENOUGH FASCIA, THE
WORK PERMIT IS CRUCIAL OBVIOUSLY TO BE ABLE TO DO THAT.

>>TRUSTEE PARAKKAT: YEAH, WHAT HAPPENS IF OUR ASSUMPTIONS DO NOT PAN OUT ON THAT REGARD?

WHAT HAPPENS IN 12 MONTHS?

>> I'M SORRY, WHAT HAPPENS?

>>TRUSTEE PARAKKAT: WHAT HAPPENS IF YOUR ASSUMPTIONS DO NOT PAN OUT?

>> I DON'T KNOW THE ANSWER TO THAT QUESTION.

>>PRESIDENT SCAMAN: AT THE SAME THING THAT HAPPENS TO ANYONE WHO CANNOT AFFORD THEIR APARTMENT AFTER 12 MONTHS.

YOU EITHER HAVE TO RELY ON THE KINDNESS OF PEOPLE AROUND THEM OR SEEK SERVICES IN WHATEVER COMMUNITY THAT THEY ARE AT.

THIS IS ALSO WHY I DO VERY DESPERATELY WANT TO BE HAVING THAT MORE HOLISTIC CONVERSATION, BUT EATING OUR TRADITIONAL HOMELESS AS WELL. BUT I THINK WHAT IT DOESN'T IS THERE NOT DIRECTLY COMING BACK TO THE VILLAGE OF OAK PARK FOR ADDITIONAL FUNDS AT THAT TIME.

THEY ARE IN A SYSTEM, WHATEVER COMMUNITY OF AID - -

>>TRUSTEE PARAKKAT: THE FACT REMAINS THAT THERE WILL BE KIDS IN THE SYSTEM OR IN OAK PARK AND AS IT IS THERE ARE A LOT OF PEOPLE STRUGGLING TO STAY IN THIS COMMUNITY AT THE CURRENT PRICE POINTS AND AFFORDABILITY IS A CHALLENGE.

HERE YOU HAVE A POPULATION YOU ARE EXPECTING THEM TO GET UP TO SPEED IN 12 MONTHS AND GET WORK PERMITS AND GET JOBS THAT CAN AFFORD THEM. REAL ESTATE PRICES HERE IN OAK PARK AND SURROUNDING COMMUNITIES, RIGHT?

MY MIND IT LOOKS LIKE A TALL ORDER.

I WISH THE BEST IN TERMS OF THOSE EFFORTS GOING WELL AND WE SHOULD DO EVERYTHING POSSIBLE, BUT MY CONFIDENCE LEVEL AND THAT HAPPENING IN A 12 MONTH TIMEFRAME IS LOW.

>> THIS IS.

,OUR HOUSING COORDINATOR.

>> I WANT TO CLARIFY SOME QUESTIONS BECAUSE YOU WERE ASKING ABOUT WHERE WE GET THAT PRICING FROM.

I'M A REALTOR IN OAK PARK SOME WELL VERSED WITH THE MARKET.

OAK PARK JUST IS NOT AFFORDABLE.

IT IS NOT FOR ANYONE, BUT WHAT WE'RE DOING IS MAKING SURE THAT WE ARE GIVING THEM SUSTAINABILITY.

SO NOT EVERYBODY IS GOING TO BE IN OAK PARK.

THEY ARE GOING TO BE IN THE SURROUNDING COMMUNITIES THAT MIGHT BE MORE AFFORDABLE FOR THEM.

EVERYTHING WE WANTED TO DO HAS EVERYTHING TO DO WITH THEM DIRECTLY.

WHAT THEY WANT, NOT WHAT EVERYBODY ELSE WANTS, BUT WHAT THEY WANT.

WHAT THEY NEED AND THAT IS SUSTAINABILITY.

THAT IS STABILITY BECAUSE YOU CANNOT GET OUT OF SURVIVAL MODE UNTIL YOU HAVE A PLACE OF RESPITE.

SO WHAT WE ARE OFFERING THEM IS A PLACE TO BREATHE, A PLACE TO CALL THEIR OWN, A PLACE TO START LIVING THEIR LIVES THAT THEY CAME HERE TO LIVE.

SO WITH THAT, IT IS FINDING AFFORDABLE APARTMENTS FOR THEM THAT MAY NOT ALL BE IN OAK PARK.

SOME OF THEM MAY AND SOME OF THEM MAY NOT.

ALL THAT PRICING WAS JUST A RANGE, RIGHT?

A RANGE OF WHAT A TWO BEDROOM WOULD COST ANYWHERE FROM CICERO TO OAK PARK.

ANYWHERE FROM BERWYN TO OAK PARK.

ALL OF THESE PLACES THAT ARE OPPORTUNITIES FOR THEM TO THRIVE IN.

IT IS NOT DIRECTLY JUST THE OAK PARK MARKET BECAUSE FOR US TO DO THAT WOULD NOT BE IN THEIR BEST INTEREST.

>>TRUSTEE PARAKKAT: I TOTALLY GET THAT.

I THINK IN A PLACE LIKE BERWYN OR THE LOCAL AREA IS GOING TO BE A STRETCH.

I AM JUST CONCERNED THAT 12 MONTHS DOWN THE ROAD WE ARE NOT HAVING A DIFFERENT CONVERSATION BECAUSE THIS HAS BEEN THE EXTENSION OF THE SAME CONVERSATION WE HAD BACK IN NOVEMBER.

IT WAS A FEW WEEKS, A FEW MONTHS AND NOW WE'RE TALKING ABOUT A YEAR.

IT IS ALL ON THE BACK OF EACH OTHER.

THIS HAS LED US TO THIS POINT AND WE HAVE VERY FEW GOOD CHOICES YOU ARE SAYING.

NONE OF THEM FOR THE PEOPLE WE ARE TRYING TO CARE FOR.

>> I THINK WE ARE MAKING GOOD CHOICES FOR THEM - -

>>TRUSTEE PARAKKAT: THAT IS WHAT EVERY GROUP BEFORE YOU HAD SAID. THE CHOICES WE ARE MAKING ARE THE BEST ONES.

>>PRESIDENT SCAMAN: WE HAVE MORE QUESTIONS FOR MEYER?

>>PRESIDENT SCAMAN: OKAY, THANK YOU.

ANYBODY ELSE?

TRUST ROBINSON?

TRUSTY STRAW?

>>TRUSTEE STRAW: SURE.

I'LL START WITH I WOULD ABSOLUTELY SUPPORT US AS A BOARD LOOKING AT A BROADER OR EQUITABLE PROGRAM REGARDING PROVIDING HOUSING.

I WOULD NOT SUPPORT PAUSING IN THIS EFFORT BEFORE DOING SO.

I THINK THAT PROVIDING THE BROADER AND MORE EQUITABLE RESPONSE TO UNHOUSED INDIVIDUALS IS VITALLY IMPORTANT AND IS PART OF THE EQUITY WORK THAT WE SHOULD BE LOOKING AT AS A BOARD, BUT IF WE ARE REALLY TAKING A BOTH HAND LENS WE CANNOT HAVE IT BE AT THE EXPENSE OF THIS POPULATION AND SO I WOULD ABSOLUTELY LOVE TO HEAR BACK FROM STAFF IN THE FUTURE ON HOW WE CAN EXPAND THESE KINDS OF EFFORTS AS A CREATIVE APPROACH BECAUSE I THINK THERE IS A LOT OF RESEARCH SUPPORTING THAT A HOUSING FIRST APPROACH IS VITAL.

YOU SAID YOU HAVE NINE UNITS VETTED.

HOW MANY INDIVIDUALS WOULD BE RESETTLED IN THOSE NINE VETTED UNITS?

>> HONESTLY IT'S A RANGE BECAUSE THEY RANGE FROM ONE BEDROOMS TO THREE BEDROOMS.

SO THERE IS ANYWHERE FROM FAMILIES OF SEVEN TO FAMILIES OF TWO.

SO IT IS ALL A SPECTRUM.

A RANGE OF NUMBERS.

IT IS A RANGE BECAUSE WE HAVE LOOKED AT A RANGE FROM STUDIOS TO ONE BEDROOMS, TWO BEDROOMS, THREE BEDROOMS.

I CANNOT GIVE YOU AN EXACT NUMBER ON THAT, BUT THAT IS STILL FAMILIES THAT WE HAVE POTENTIAL FAMILIES FOR.

I THINK IT IS ALSO IMPORTANT TO MENTION THAT WE HAVE BEEN THE ONLY RESPONSE TO THIS.

SO WE ARE - SOMETHING THAT WAS BEING ASKED FOR FOR A LONG TIME.

I'M REALLY PROUD OF WHAT WE'VE DONE IN A SHORT AMOUNT OF TIME AND HOW THE FAITH COMMUNITIES HAVE STEPPED UP TO SUPPORT US AND MOST IMPORTANTLY IT IS NOT US, IT IS THE INDIVIDUALS THAT WE ARE SEEKING TO HELP.

>>TRUSTEE STRAW: ABSOLUTELY.

WHAT IS THE WAITING TIME ON RECEIVING A WORK PERMIT AFTER YOU DO AN ASYLUM APPLICATION?

>>PRESIDENT SCAMAN: 150 DAYS AFTER YOU REAPPLY FOR ASYLUM.

IT'S FIVE MONTHS OR SO.

, WHICH GIVES THEM ANOTHER 5-6 MONTHS TO THEN FIND A JOB, ESTABLISH THEMSELVES AND SAVE UP FOR THE FOLLOWING YEAR.

>>TRUSTEE STRAW: THAT GOES TO WHY A YEAR-LONG STABLE HOUSING SITUATION IS IMPORTANT BECAUSE THERE ARE SIGNIFICANT BARRIERS TO GOING THROUGH THE ASYLUM APPLICATION PROCESS IF YOU DO NOT HAVE AN ADDRESS THAT YOU KNOW YOU CAN RELY ON FOR 150 DAYS BECAUSE BY THE TIME YOU ARE ABLE TO APPLY FOR WORK AUTHORIZATION YOU ARE LIKELY AT A NEW ADDRESS. I HAVE DONE ON A PRO BONO BASIS SOME ASYLUM APPLICATIONS AND DOING CHANGE OF ADDRESS FORMS WITH US CIS IS NOT A PICNIC.

SO I THINK YOU SAID THERE HAVE BEEN 11 UNITS WHO HAVE BEEN RESETTLED SO FAR.

12.

CAN YOU SPEAK TO SORT OF, YOU KNOW, IN YOUR EXPERIENCE SO FAR WITH THOSE 12 UNITS HOW THOSE FAMILIES ARE DOING WITH STARTING TO GET SOME OF THAT STABILITY THAT WOULD ALLOW THEM A YEAR OUT TO BE SELF-SUFFICIENT?

>> I DON'T KNOW, IT IS HARD TO TALK ABOUT.

AN HOUR TO TALK ABOUT, BUT I GET EMOTIONAL TALKING ABOUT JUST THE JOY, THE SHEER EMOTION THAT COMES OUT OF SOMEONE WHEN THEY HAVE A PLACE TO CALL THEIR OWN THAT I'VE BEEN ABLE TO WITNESS JUST THE - LITERALLY THE BREATH THAT THEY FEEL THEY CAN TAKE AFTER SO LONG OF BEING IN A SITUATION THAT THEY DID NOT WANT TO BE IN.

NOBODY WANTS TO FEEL LIKE THEY CANNOT MOVE FORWARD, RIGHT?

THAT THEY ARE STUCK AND THEY HAVE BEEN THROUGH SO MUCH ALREADY THAT ALL WE'RE TRYING TO DO IS GIVE THEM A PATH FORWARD. SO THOSE HAVE BEEN SOME OF THE HAPPIEST DAYS OF THIS WHOLE PROCESS FOR SO MANY OF US TO SAY THAT YOU HAVE A HOME NOW. YOU HAVE A PLACE THAT YOU CAN SLEEP AT NIGHT IN YOUR OWN BED. AT FIVE PEOPLE TO A KING SIZE BED IN A HOTEL ROOM. THAT DOES NOT FIT A WHOLE FAMILY. IT HAS PROBABLY BEEN ONE OF THE BIGGEST PLEASURES OF THIS WHOLE THING IS LIKE IT HAS TAKEN HOUSING FOR ME AS A REALTOR TO A WHOLE OTHER LEVEL, TO A WHOLE OTHER EXPERIENCE THAT IS TRULY LIFE CHANGING, FOR SURE AND THAT IS JUST ME, FOR THEM IT'S A WHOLE OTHER THING. SO YEAH.

>>TRUSTEE STRAW: I BELIEVE IT AND THAT REMINDED ME OF A QUESTION I MEANT TO ASK.

YOU ARE WORKING ON THE RENT ASPECT OF IT, HOW DO YOU APPROACH THE FURNITURE AND THE HOME GOODS THAT ARE NECESSARY FOR EMILY TO GET SET UP?

WHAT RELATIONSHIPS EXISTED THERE?

>> WE ARE EXCITED THAT WE HAVE A RELATIONSHIP WITH THE CHICAGO FURNITURE BANK SO WE ARE ABLE TO FURNISH PEOPLE WITH SOME OF THE BASIC NEEDS AND THEN IT HAS BEEN, AGAIN, A TREMENDOUS EFFORT ON THE COMMUNITY THAT HAS STEPPED UP TO SAY, OKAY, THERE ARE OTHER HOME GOODS THAT WE NEED SO THERE IS A STORAGE UNIT AND ONE OF THE CHURCHES THAT STEPPED UP TO BE THE STORAGE FACILITY FOR OTHER HOUSEHOLD ITEMS FOR FOLKS TO GO SHOP AND HAVE SOME DIGNIFIED SHOPPING INTO WHAT THEY WANT TO PICK FOR THEIR HOUSEHOLDS MOVING FORWARD, AND AGAIN, THE (WORD?) PIECE, IF THERE'S ADDITIONAL ITEMS FROM THEIR, THEY CAN HELP THEM WITH THAT, BUT THIS IS A START OF INDEPENDENCE, RIGHT? SO WE TOLD THEM (SPANISH), BIT BY BIT, THINGS WILL COME TOGETHER.

>>TRUSTEE STRAW: SHUT OUT TO I BELIEVE IT IS ST. CHRISTOPHER'S THAT HAS.

>> ST. CHRISTOPHER'S HAS DONE AN AMAZING JOB, TOO.

[CROSSTALK]

>>TRUSTEE STRAW: THAT SPEAKS TO JUST THE BREADTH OF THE COMMUNITY RESPONSE THAT IS GOING ON.

I REALLY APPRECIATE IT.

JUST QUICKLY FOR STAFF, WERE STANDING UP AN OPERATION LIKE THIS INTERNALLY, WHAT KIND OF OVERHEAD WOULD WE EXPECT?

NOT JUST WHEN WOULD WE BE ABLE TO STAND UP, BUT WHAT PORTION OF THE FUNDING WOULD HAVE TO GO TO OVERHEAD AS OPPOSED TO DIRECTLY TO RENTAL? NONZERO?

>> SURE, NOT ZERO.

WE HAVE NOT CONTEMPLATED WHAT THAT WOULD LOOK LIKE SO WE WOULD DESIGN WITH THE PROGRAM WOULD HAVE TO BE AND WHAT THE GOALS OF THE PROGRAM AND WHAT THEY WOULD BE AND WE WOULD HAVE TO IDENTIFY STAFF TO SUPPORT THE EFFORT.

SO I DON'T KNOW WHAT OVERHEAD THAT WOULD CONSIST OF.
IT WOULD CONSIST OF STAFF.

>>TRUSTEE STRAW: THAT IS FAIR.

CERTAINLY I CANNOT EXPECT YOU TO HAVE A PERCENTAGE OFF THE TOP OF YOUR HEAD, BUT SIGNIFICANT STAFF TIME WOULD BE INVOLVED?

>>VILLAGE MANAGER: A SIGNIFICANT STAFF TIME WOULD BE INVOLVED.
I'VE DONE IT BEFORE.

I'VE DONE IT PART OF A REDEVELOPMENT.

CLEARING OUT AN ENTIRE NEIGHBORHOOD AND REALLY MOVING TONS OF FAMILIES.

THE SUPPORT SERVICES AROUND AND THE PARTNERSHIPS IS TIME-CONSUMING, BUT YEAH, IT CAN BE DONE AND IT IS COSTLY, BUT IT CAN BE DONE.

I THINK PART OF THE ANALYSIS IS SCALING, TOO, RIGHT?

SCALING IT SO IT'S APPROPRIATE FOR THE COMMUNITY.

I THINK WE WOULD HAVE TO GO BACK AND LOOK AT IT BASED UPON THE DIRECTION AND COME BACK WITH SOMETHING.

>>PRESIDENT SCAMAN:

>>TRUSTEE STRAW: ALL THAT SAID, I SUPPORT THE MOTION AS IT IS PRESENTED ON THE AGENDA.

I BELIEVE THAT - I BELIEVE THE WORK THAT THE COMMUNITY OF CONGREGATIONS HAS BEEN DOING AND IS DOING IS TRULY COMMENDABLE AND WE WOULD NOT BE ABLE TO REPLICATE IT IN THE SHORT TERM.

I THINK ESPECIALLY AS WE ARE LOOKING AT A SHORT-TERM SHELTER OPTION, IT WILL BE THE BENEFIT - IT WILL BE TO THE BENEFIT OF ANYONE WHO ENDS UP IN THE SHORT-TERM SHELTER FOR US TO HAVE FEWER PEOPLE ENDING UP IN THAT SITUATION AND SO THE OPPORTUNITY TO RESETTLE NINE FAMILIES, YOU KNOW, BETWEEN NOW AND THE END OF FEBRUARY.

>> AS COUNTY AS LONG AS THE FUNDS ARE THERE.

>>TRUSTEE STRAW: ABSOLUTELY.

I THINK IS REALLY SIGNIFICANT.

SO I'M ABSOLUTELY IN SUPPORT OF THIS MOTION AS IT APPEARS ON THE AGENDA.

>>PRESIDENT SCAMAN: THANK YOU.

ANY FURTHER QUESTIONS, COMMENTS, AND -

>>TRUSTEE ENYIA: FIRST I WANT TO ALSO THANK GRACE FOR ALL THE WORK THAT THEY HAVE BEEN DOING AS WELL AS EUCLID METHODIST.

THIS CONGREGATION AND THE CHURCH IS STEPPING UP.

IT WAS INTERESTING TO HEAR PART OF THAT PRESENTATION THAT YOU GUYS GAVE US ABOUT HOW YOU ARE GETTING SOME OF THE HOUSING FROM PEOPLE WHO ARE FORMER IMMIGRANTS AND HAVE BEEN THROUGH THIS PROCESS BEFORE.

I'M A SON OF IMMIGRANTS AND THEY HAVE BEEN THROUGH THIS PROCESS AND WE LIVED IN AN APARTMENT THAT WAS ALMOST ALL IMMIGRANTS. SO I WAS WATCHED BY A HISPANIC BABYSITTER FOR MY FIRST FOUR YEARS OF LIFE.

AND EVERYBODY WORKED TOGETHER TO FIGURE IT OUT.

MY DAD DROVE A TAXI, MY DAD WAS A LIBRARIAN, MY DAD WAS A LIFEGUARD, AND HE WAS A TA ALL AT THE SAME TIME.

HE SLEPT TWO HOURS A DAY AND HE SAID HE KNEW THAT HE WOULD GET TO THE POINT WHERE WE WOULD BE ABLE TO HAVE OUR OWN HOME.

I SAY THAT BECAUSE I KNOW FOR THESE PEOPLE IT IS NOT A HANDOUT.

THESE ARE PEOPLE THAT ARE WILLING TO STEP UP AND DO THOSE THINGS.

YOU JUST HAVE TO HAVE THE OPPORTUNITY.

IF YOU DON'T HAVE A WORK PERMIT IT MAKES IT REALLY HARD TO WORK IN THIS COUNTRY.

YOU CAN WORK UNDER THE TABLE, BUT IT'S NEVER ENOUGH TO SUPPORT YOUR FAMILY AND TO HAVE A HOME, TO MY DAD IT WAS THE MAIN THING HE NEEDED AND HE WOULD BE ABLE TO MAKE THE REST HAPPEN AND I CANNOT TELL YOU ENOUGH HOW MUCH IT CHANGED HIS OUTLOOK ON HOW HE APPROACHED THE NEXT SITUATION.

SO MY DAD AND HIS FRIEND STARTED UP THEIR OWN GROUP THAT WOULD HELP NIGERIANS THAT CAME TO AMERICA AND WOULD HELP THEM UNDERSTAND WHERE THEY NEED TO GO AND WHAT THEY NEEDED TO DO AND NOT EVERYTHING IS CERTAIN.

NOT EVERYTHING IS GOING TO BE A THIS IS A PERFECT SITUATION THAT WE HAVE IN UNDERSTANDING - I KNOW ABOUT THE ROLES AND WHAT IS GOING TO HAPPEN AT 10 O'CLOCK, BUT WHAT THAT MEANS IS WE NEED TO MAKE SURE THAT WE NEED TO GET THAT STEP INTO THEM.

I'M NOT AGAINST ANY OTHER ORGANIZATIONS THAT CAN HELP WITH THIS WORK, BUT THEY ARE VERY ATTUNED TO IT IS HARD TO WORK WITH A STRANGER. THERE'S A LOT MORE TRUST ALREADY BUILT UP IN OUR STAFF AND THE CONGREGATION OF CHURCHES WITH GRACE AND FINDING THAT IN PART OF THIS 150,000 WAS TO HOPEFULLY ADDRESS THE MEN THAT DO NOT HAVE THESE OPPORTUNITIES.

I ALSO UNDERSTAND WHERE YOU'RE COMING FROM, CORY.

I UNDERSTAND WHERE YOU'RE COMING AS WELL BECAUSE THOSE ARE CERTAINLY CONCERNS AND NEVER FORGET ABOUT IT.

YOU SAID WE WORKED THE PADS WHEN WE CAME TO OAK PARK AND WENT TO UNITED LUTHERAN CHURCH AND WORKED WITH HOMELESS PEOPLE EVER SINCE THAT POINT.

WE SERVICED PEOPLE THAT LOOK LIKE ME AND YOU LEAVE IN THE FIRST DAY THAT WE WERE AT UNITED LUTHERAN THERE WAS A GUY, TWO GUYS THAT CAME IN AND ASKED IF THIS IS FOR US, TOO.

BLACK INDIVIDUALS WHO WANTED TO KNOW IF THEY WERE ALLOWED TO BE IN THE CHURCH AND THAT WAS THE FIRST THING THAT WE LOOKED AT THESE PEOPLE AND SAID YEAH, OF COURSE.

WHY WOULD THIS BE ANY DIFFERENT?

THAT WAS THE OUTPUT WE ALL WANTED WHEN WE FIRST SAW THIS HAPPEN WAS ON TO SAY, HEY, WE'RE ONLY HOPING HERE.

NO, WE WANT THIS TO BE SOMETHING WE CAN FIGURE.

HOW DO WE MAKE THIS MORE ESTABLISHED AND IF WE DO RUN INTO THESE SITUATIONS WHERE WE HAVE THIS OVER SPILL OF PEOPLE THAT WE CANNOT ASSIST, HOW DO WE MAKE IT STABLE SO WE CAN ASSIST THEM OR FIND PEOPLE IN GROUPS LIKE THIS THAT ARE GOING TO BE WILLING TO REACH OUTSIDE OF OAK PARK FOR US BECAUSE WE DON'T HAVE THE CONNECTIONS AND EVERY OTHER PLACE.

I USE THAT AS THE BLUEPRINT.

HOW DO WE CONTINUE TO REPLICATE THIS BLUEPRINT, IF THERE ARE OTHER PEOPLE, OTHER ORGANIZATIONS THAT ARE WILLING TO TAKE ON THIS WORK, BRING IT FORTH, I'M HOPING THAT WE CAN ALL FIGURE OUT THIS BECAUSE I DON'T WANT THIS TO BE A, OKAY, WE HELPED OUR 160 NEW NEIGHBORS AND THAT IS IT.

I KNOW THERE IS SOMETHING THAT GOES BEYOND THIS POINT AND I HOPE THAT THEY BECOME THE NEXT GROUP OF PEOPLE WHO SAY, WELL, I'M GOING TO HELP THE NEXT GROUP THAT COMES BEHIND ME BECAUSE PEOPLE HELP ME OUT AND THAT IS WHAT MY DAD ALWAYS TELLS ME IS YOU DO NOT FORGET THIS BECAUSE THIS IS HAPPENED US AND IT CAN HAPPEN TO ANYBODY.

>>PRESIDENT SCAMAN: THANK YOU.

FURTHER COMMENTS?

TRUSTEE WESLEY, I'M SORRY.

IT IS 10 O'CLOCK.

CLERK WATERS HAS REMINDED ME TWICE.

I WOULD ENTERTAIN A MOTION TO EXTEND THE MEETING BEYOND THE 10:00 P.M. THIS EVENING.

>> SO MOVED.

>> SECOND.

>>PRESIDENT SCAMAN: THANK YOU.

ALL IN FAVOR?

>> AYE.

>>PRESIDENT SCAMAN: HEARING NO NAY'S, WE WILL CONTINUE.

WHO IS NEXT?

>>TRUSTEE WESLEY: I WILL GO.

I HAVE A LOT OF NOTES HERE.

I WILL START WITH GRACE EPISCOPAL BECAUSE THAT ONE KIND OF ILLUSTRATES MY ISSUE THAT I HAVE HAD HERE SINCE THIS PROGRAM STARTED, ESSENTIALLY SINCE THE VERY FIRST OF NOVEMBER.

IS THERE A REASON WE CANNOT INCLUDE THE FOLKS AT GRACE EPISCOPAL IN THIS PROGRAM?

>> NOT THAT I'M AWARE OF, NO.

>> THE IMPORTANT THING TO REMEMBER HERE IS THAT WE STARTED AS A RAPID RESPONSE FOR THE EVICTION NOTICE YOU GIVE THEM FOR EVERY 29,

WHICH GREECE WAS NOT A PART OF, ORIGINALLY GENERATE 31ST THEN EXTENDED TO FEBRUARY 29.

SO THIS HAS BEEN AN EVER EVOLVING SITUATION.

SO WITH THAT WE CAN EVOLVE, HOWEVER WITH THE SUPPORT THAT IS NEEDED FROM BOTH YOU AND THE COMMUNITY.

WE ARE NOT SAYING NO, WE'RE JUST NEEDING TO REMEMBER THAT THIS WAS INITIALLY CREATED AS A RAPID RESPONSE TO THE EVICTION NOTICE THAT YOU ALL GAVE.

>>TRUSTEE WESLEY: APPRECIATE THAT.

SO ARE WE GOING TO DO SOMETHING ABOUT THIS ONE?

JUST WANT TO UNDERSTAND BECAUSE IT SEEMS LIKE WE KEEP SAYING, YES, THEY CAN BE INCLUDED, NOBODY IS TELLING ME THAT THEY WILL BE INCLUDED.

>> WE CAN DEFINITELY LOOK INTO IT AND WE CAN DEFINITELY LOOK INTO IT AND SEE HOW WE CAN RESPOND, BUT I KNOW WE HAVE ANOTHER ITEM ON HERE THAT MIGHT BE RELATED.

I'M NOT SURE, I CANNOT SPEAK TO IT, I THINK THE MOTION NEED TO SPEAK TO IT.

>> I APPRECIATE THAT.

SO YEAH, JUST LOOKING AT THIS, RIGHT?

\$300,000, NOT SURE HOW MANY FOLKS ARE OVER AT GRACE.

I FEEL LIKE WE COULD ADD A FEW MORE FOLKS, I DON'T THINK WE NEED ADDITIONAL FUNDS TO DO THAT.

JUST TRYING TO GET AN UNDERSTANDING HERE BECAUSE THE PUBLIC COMMENTER, I AM VERY SENSITIVE TO THE POINTS THAT WERE MADE, ESPECIALLY ABOUT SEPARATING MEN FROM WOMEN AND HOW THE HISTORY OF BLACK MEN IN THIS COUNTRY, HOW THAT HAS BEEN DONE AND I KNOW - I KNOW YOU KNOW THAT AND I'M NOT LECTURING YOU, BUT MAKING THE POINT THAT I AM VERY SENSITIVE TO THAT TOPIC AND HOW THAT HAS BEEN HISTORICALLY DONE AND HOW IT DOES LOOK RIGHT NOW AND IT DOES GIVE ME PAUSE THAT WE WILL END MAY AND COULD END LOOK INTO IT.

NOT WILL END SHALL.

>> THAT CERTAINLY CAN BE A SHOWER.

MAYBE WE CAN OFFER CONTEXT.

KEIRA?

>>KEIRA CHANG: I WAS GONNA SEE THE PARTICIPATION WITH THE TASK FORCE AND THE PEOPLE WHO WANT TO DO THAT, THAT IS BETWEEN THE TASK FORCE AND THE ASYLUM-SEEKERS THEMSELVES. THE VILLAGE DOES NOT REQUIRE THAT ANYBODY WORK WITH ANY OTHER PERSON. IT IS A VOLUNTEER LED EFFORT AND IT IS PEOPLE OPTING INTO THE PROGRAM. THE RESETTLEMENT TASK FORCE AS A SHARED, WE DID HAVE A CONVERSATION WITH THEM LAST TUESDAY ABOUT WHAT WAS NEEDED I GRACE IN TERMS OF A POTENTIAL MARCH 15 AND DATE OF THAT PROGRAM. THAT DATE, I DON'T KNOW THAT IT IS CONFIRMED AS OF THIS MOMENT. THERE WAS FLUIDITY AROUND THAT POTENTIALLY, BUT IT IS CONFIRMED THAT THE MARCH 15 WILL BE THE END DATE OF THAT PROGRAM AND SO WE DID MAKE

AN EMAIL CONNECTION BETWEEN FATHER RUMPLE OVER THERE AND THE TASK FORCE AND I THINK THAT THE VILLAGE HAS MADE THAT CONNECTION, BUT IS NOT FACILITATING THE RELATIONSHIP FURTHER AS OF RIGHT NOW.

>> A GENERAL, AND I'VE SAID AT NAUSEA WITH THIS.

IT IS THE INEQUITY OF THE RESPONSE ALWAYS GETS ME IN THE SITUATION. THERE IS ALWAYS SOMEONE BEING LEFT OUT.

AND ONCE AGAIN, IT'S LIKE WE SELECTED BACK NOVEMBER 1 WE HAD 162 PEOPLE AND DECIDED ALL OF OUR RESOURCES WERE GOING TO GO TO 162 PEOPLE AND NOBODY ELSE AND THAT IS WHAT WE HAVE DONE ASIDE FROM SOME OF THE STUFF WE HAVE DONE AT GRACE WITH JAN HUNDRED AND SO FORTH.

I WANT TO ACKNOWLEDGE THAT AS WELL, BUT THERE ALWAYS SEEMS TO BE A DIFFERENCE THAT WE ARE MAKING AND THAT MAKES ME UNCOMFORTABLE SITTING IN THE SEAT.

IT WOULDN'T MAKE ME UNCOMFORTABLE IN THAT SEAT BECAUSE I DON'T HAVE THE POWER THAT I HAVE SITTING IN THE SEAT, RIGHT?

THAT'S THE DIFFERENCE AND THAT IS WHY IT MAKES ME UNCOMFORTABLE.

WHEN YOU SIT IN THAT SEAT YOU CAN PICK AND CHOOSE WHO YOU WANT TO HELP.

IF YOU LIKE WHEN YOU ARE IN THE SEAT YOU HAVE TO HELP ALL THE PEOPLE THAT YOU CAN HELP THAT IS THE DIFFERENCE IN THE SITUATION FOR ME.

>>PRESIDENT SCAMAN: LET'S CONTINUE THE CONVERSATION.

>>TRUSTEE WESLEY: THE POINT BEING, AND I'M REPRESENTING THE GOVERNMENT AND THE GOVERNMENT CANNOT DISCRIMINATE.

AS A VOLUNTEER YOU CHOOSE WHOEVER YOU HELP OR NOT TO.

IT IS MY POINT.

AND I STAND BY IT.

NEXT.

SO ARE WE WORKING WITH THE CONGREGATIONAL TASK FORCE?

>>VILLAGE MANAGER: YOUR QUESTION MAY HAVE ALREADY BEEN ANSWERED BY KEIRA, BUT AT GRACE, THE TIME IS EXPIRING ON MARCH 15.

THE EMERGENCY ORDER EXPIRES ON FEBRUARY 29.

WHAT SHE WAS DESCRIBING IS THAT WE HAVE NOT PREVENTED ANY COMMUNITY GROUP FROM DECIDING WHETHER OR NOT THEY WANT TO HELP RED.

>> FROM OUR PERSPECTIVE IT WAS UNCLEAR UNTIL JUST NOW WHEN THAT DATE WAS GOING TO EXPIRE OR NOT EXPIRE AND THE SPECIFIC DETAILS OF THE SITUATION THAT WE ARE UNFOLDING AT GRACE EPISCOPAL.

>> FROM YOUR PERSPECTIVE YOU ARE WILLING TO HELP?

>> ABSOLUTELY.

>>TRUSTEE WESLEY: THANK YOU.

>>TRUSTEE ROBINSON: I WANT TO POINT OUT THAT IT WAS THE VILLAGE THAT SAID THEY ARE NOT GOING TO HELP ALL 20 FIREMEN, BUT ONLY 14 OF THE MEN AT THE GRACE.

JUST IN CASE YOU WERE WONDERING WHAT WAS LEFT OUT, IT WAS FROM THE VILLAGES PERSPECTIVE.

>>TRUSTEE WESLEY: I'VE HAD LOTS OF ISSUES WITH LOTS OF PEOPLE.

TRUST ME ON THIS ONE.

>>TRUSTEE WESLEY: WE ARE WORKING WITH THE CONGREGATION AND YOU ARE WORKING WITH THE TASK FORCE, CORRECT?

>> CORRECT.

>>TRUSTEE WESLEY: HOW DOES THAT RELATIONSHIP GO BACK WITH US? WE WORK WITH YOU, YOU WORK WITH THEM.

HOW DOES THAT WORK BACK TO US?

CONFUSED ON THAT BECAUSE WE DO HAVE REPRESENTATIVES HERE, BOTH GROUPS TALKING AND TRYING TO FIGURE OUT WHO IS RESPONSIBLE FOR WHAT AND WHO IS RESPONSIBLE TO US.

>> COMMUNITY OF CONGREGATIONS WOULD BE RESPONSIBLE TO YOU. THEY IN TURN ARE RESPONSIBLE TO US.

HOW IT WORKS IS THAT THEY FIND UNITS, THEY VET UNITS AND THEY HAVE SIGNED LEASES.

WE CUT CHECKS FOR SIGNED LEASES AND WE KEEP DETAILED RECORDS OF ALL OF THE INTERNET BACK OVER TO YOU.

>>TRUSTEE WESLEY: IS THERE ANY DUPLICATE OF EFFORT? ARE YOU FINDING LANDLORD'S WORK AS WELL OR IS THAT SOLELY THE TASK FORCE?

>> AM A MINISTER OF THE GOSPEL, NOT A REAL ESTATE AGENT.

>> FAIR ENOUGH.

YOU MENTIONED THAT YOU SOURCED NINE UNITS SO FAR NO FORGOT THE NUMBER OF ADDITIONAL LANDLORDS.

>> THE NINE UNITS ARE THE UNITS THAT WE SORT OF HAVE READY TO GO. WE'VE ALREADY SECURED 12 UNITS.

>> YOU SECURED 12, GOT NINE READY TO GO.

>> WE HAVE 70 ON THE BURNER.

>> WHAT IS YOUR CONFIDENCE IN THIS HEAVENLY CLOSING?

>> IT REALLY COMES DOWN TO THE FUNDS.

>>TRUSTEE WESLEY: IF YOU HAVE THE FUNDS THOSE 70s WILL CLOSE?

>> THE MONEY SPEAKS LOUDER.

>> I UNDERSTAND THAT IN THIS BOARD HAS THE MONEY'S ON TRENT UNDERSTAND IF WE CUT THE CHECK.

>> WE HAVE A HIGH DEGREE OF CONFIDENCE THAT IF WE HAD THE MONEY WE COULD FIND THE UNITS FOR ALL OF THE FOLKS.

>>TRUSTEE WESLEY: ON YOUR WEBSITE THERE IS A NUMBER, IT IS \$900,000 TO COVER THE HOUSING FOR EVERYONE. IT DOES NOT COVER THE GUYS AT GRACE EPISCOPAL AS WELL OR DO YOU NEED ADDITIONAL FUNDING FOR THAT.

>> WE WOULD NEED ADDITIONAL FUNDING BECAUSE AGAIN, WE STARTED OFF AS A RAPID RESPONSE TO THE FEBRUARY 29 EVICTION DATE, WHICH WAS SOLELY FOR THE YMCA AND THE CARLTON.

>> GOT IT.

OKAY.

SO ONE THING I'M UNCLEAR ON, WHEN THE TASK FORCE SPUN UP, KNOW YOUR WEBSITE SAYS YOU ARE ALL VOLUNTEER ORGANIZATION THAT IS COMPLETELY AND DISCREETLY DIFFERENT FROM THE VILLAGE.

CURIOUS HOW THIS ALL CAME ABOUT FROM THAT MISSION, THAT INITIAL MISSION TO THIS, WHICH IS OBVIOUSLY NOW A WORKING RELATIONSHIP THROUGH A PROXY WITH THE VILLAGE.

>> YOUR QUESTION IS ABOUT THE TIMELINE?

>> THE INITIAL INTENTION.

>> THE EVICTION NOTICE THAT WAS SENT WAS THE GENESIS OF THE TASK FORCE, WHICH COMMUNITY OF CONGREGATIONS, I SAT HERE IN NOVEMBER AND CALLED FOR A CREATION OF A TASK FORCE.

FROM THAT MEETING WE BEGAN TO RALLY SUPPORT FROM PRIVATE DONATIONS. HE SPOKE WITH MULTIPLE FAITH LEADERS, MULTIPLE LEADERS IN MULTIPLE CHURCHES AND SYNAGOGUES.

WE RAISED MONEY, WE STARTED WORKING WITH LANDLORDS AND WE STARTED DOING THE WORK.

AND IT KEIRA, CORRECT ME IF I'M WRONG, WE STARTED MEETING WITH VILLAGE STAFF TO HAVE AN OPEN AND TRANSPARENT DIALOGUE AND I BELIEVE THE FIRST WEEK OF JANUARY TWO BE ON THE SAME PAGE ABOUT THE WORK WE WERE DOING BECAUSE CLEARLY IT WAS IMPACTING THE NUMBERS THAT WERE AT THE CARLTON AND YMCA AND THAT IS KIND OF HOW WE GOT HERE.

>>TRUSTEE WESLEY: THANK YOU.

>> YOU ARE WELCOME.

>>TRUSTEE WESLEY: I HAVE ONE OTHER, AND IT WAS FOR TRUSTY STRAW. FOR ME, RIGHT, YOU MENTIONED THE BALLS AND APPROACH AND HOW THIS SHOULD BE A TEMPLATE FOR FUTURE RESPONSE THAT WOULD BE BORING. AS I MENTIONED TO YOU, PROBABLY A COUPLE HOURS AGO, I WOULD LIKE TO SEE THAT, TOO, BUT - IT HAS BEEN FOUR MONTHS, FIVE MONTHS, WE HAVE NOT MADE ONE MOTION TO SEE THAT. SINCE THIS THING STARTED.

AS A MATTER OF FACT, LAST WEEK WHEN I BROUGHT UP THE FACT THAT WE WERE SPENDING OUR BEST FUNDS INEQUITABLY, WE DID NOT CHANGE THE WAY THAT WE SPENT THEM.

SO MY ONLY POINT THAT IS IN RESPECT OF WHAT IS GOING ON HERE IS THAT I WOULD LIKE TO SEE THIS BOARD SHOW PROOF THAT WE CAN DO THAT AND NOT JUST TALK ABOUT DOING THAT BECAUSE RIGHT NOW I DON'T HAVE FAITH THAT WE WILL DO THAT.

MY THOUGHTS ARE WHEN THE SITUATION RESOLVES WE WILL NOT GO BACK TO IT. THAT IS WHY I'VE BEEN SO VOCAL ABOUT THIS ISSUE AS IT COMES TO THE BOARD BECAUSE THERE ARE PEOPLE WHO HAVE BEEN HERE AND NEED HELP.

LIKE THERE ARE PEOPLE IN GRACE EPISCOPAL THAT WOULD PROBABLY NOT BEEN PART OF THIS CONVERSATION IF IT WASN'T FOR A PUBLIC COMMENTER.

THIS SITUATION HAS CONTINUED TO OPERATE IN THIS WAY FOR THE ENTIRETY OF - SINCE IT STARTED BACK IN NOVEMBER AND IT IS HARD FOR ME AS SOMEONE WHO HAS GONE HIS ENTIRE LIFE WATCHING HIS COMMUNITY BE

DISADVANTAGED SYSTEMICALLY, WATCHING HIS COMMUNITY BE TOLD THAT THERE ARE NO RESOURCES, WATCHING HIS COMMUNITY BE TOLD THAT THERE IS NO WILL AND THEN WATCH WILL SPEND UP LIKE THAT.

WATCH RESOURCES SPIN UP LIKE THAT.

NOT YOU, SORRY, I'M LOOKING AT YOU.

ANYWAY, MY POINT HERE IS THAT THIS IS NOT A FOUR-MONTH ISSUE FOR ME. THIS IS A FIVE-YEAR ISSUE FOR ME AND WHEN I AM HERE AND I'M ASKED TO VOTE TO GIVE MILLIONS OF DOLLARS TO 162 PEOPLE, AND I THINK ABOUT THE MILLIONS OF PEOPLE OR AT LEAST THE THOUSANDS THAT I GREW UP WITH WHO HAVE FOUGHT HARD AND LONG AND NEVER RECEIVED ANYTHING CLOSE TO THAT, AND NEVER EVEN RECEIVED THE ACKNOWLEDGMENT OF BEING TOLD NO FOR THAT. IT MAKES IT REALLY DIFFICULT FOR ME TO HAVE THESE CONVERSATIONS. THAT IS ALL I HAVE.

>>PRESIDENT SCAMAN: TRUSTY STRAW?

>>TRUSTEE STRAW: SO STARTING WITH THAT LAST POINT, YOU KNOW, I AGREE WITH SO MUCH OF WHAT YOU SAID, TRUSTY WESLEY.

I AGREE THAT AS YOU SAID WE SHOULD HELP ALL THE PEOPLE THAT WE CAN AND FROM OCTOBER WHEN I STARTED TALKING ABOUT THIS BEFORE OUR NEW NEIGHBORS WERE HERE IN OUR COMMUNITY I'VE ALWAYS TALKED ABOUT THIS BEING ABOUT CAPACITY BUILDING AND I AM HAPPY TO MAKE A MOTION OR A SECOND ON STAFF COMING BACK TO US USING THIS EFFORT AS A TEMPLATE ON HOW WE CAN BE MORE AGGRESSIVE AROUND HOUSING ISSUES AND THE UNHOUSED POPULATION IN THE VILLAGE.

IT IS ABOUT TIME.

AND I KNOW THAT THERE HAS BEEN A LOT OF STUDYING GOING ON AROUND HOUSING ISSUES AND THE UNHOUSED POPULATION AND I BELIEVE RECOMMENDATIONS ARE GOING TO BE COMING BACK FROM STAFF ON THAT, BUT I THINK THAT THIS PROGRAM IS A MODEL OF HOW HOUSING IS THAT MOST BASIC NEED AND PROVIDES AN OPPORTUNITY FOR FAMILIES TO GET BACK ON THEIR FEET.

I AM ABSOLUTELY IN SUPPORT OF THAT IN MY EARLIER COMMENTS ASKED STAFF TO COME BACK TO US ON HOW WE CAN LOOK AT EXPANDING THIS PROGRAM IN THE FUTURE.

WITH REGARD TO GRACE EPISCOPAL BECAUSE I KNOW, PRESIDENT SCAMAN, YOU ASKED US EACH TO ADDRESS THAT.

I WOULD ABSOLUTELY SUPPORT BOTH, INCLUDING THEM IN THE RESETTLEMENT EFFORTS AND TO THE MORE SPECIFIC POINT YOU RAISED, PRESIDENT SCAMAN, LOOKING AT HOW THE VILLAGE CAN HELP MAKE THEM WHOLE ON SOME OF THE ADDITIONAL COST THEY HAVE INCURRED HOUSING MIGRANTS AND ESPECIALLY GIVEN THE STAFF'S ASSURANCE THAT WE LIKELY WOULD BE ABLE TO RECOUP SOME OF THOSE FUNDS FROM THE COOK COUNTY PROGRAM.

I WANT TO CIRCLE BACK TO THE CONVERSATION THAT THIS BOARD HAD IN EARLY DECEMBER WHERE WE ASKED STAFF TO COME TO US WITH AN OFFRAMP.

WE ASKED STAFF TO WORK WITH MEMBERS OF THE COMMUNITY, WORK WITH OTHER ORGANIZATIONS TO FIND A WAY TO RESPONSIBLY MOVE THIS MIGRANT POPULATION TO A MORE STABLE SITUATION AND OUT OF THE VILLAGES CARE. THIS IS THAT OFFRAMP.

THIS IS THE ONLY PLAN TRULY THAT IS BEFORE US THAT PUTS THIS MIGRANT POPULATION IN A STABLE SITUATION WHERE THEY HAVE A SINGLE ADDRESS FOR LONG ENOUGH TO GO AND GET A WORK PERMIT AND BECOME SELF SUFFICIENT. WE ASKED STAFF TO IDENTIFY AND BRING TO US AND OFFRAMP AND THEY DID. AND I ABSOLUTELY SUPPORT THAT.

I ALSO THINK IS REALLY IMPORTANT FOR US TO CONSIDER AS WE ARE MAKING THIS VOTE THAT THIS IS BY FAR THE MOST EFFICIENT USE OF RESOURCES WE HAVE SEEN THROUGH THIS ENTIRE CRISIS.

WE ARE LOOKING AT \$900,000 FOR A YEAR OF HOUSING AS OPPOSED TO WHEN THE VILLAGE HAS BEEN RUNNING THE SHELTER SITUATION AND GRANTED WE SPUN THAT UP QUICKLY, A BUDGETED AMOUNT OF \$370,000 A MONTH WITH A SHORT-TERM SHELTER OPERATION, LOOKING AT \$1.2 MILLION FOR FOUR MONTHS. THIS IS \$900,000 TO RESETTLE 140 PEOPLE FOR A YEAR AND WE ARE ONLY BEING ASKED TO SIGN OFF ON A GRANT FOR 300,000 OF IT IN THE NEXT MOTION LOOKING TO REALLOCATE 150,000 MORE TO THAT.

SO I JUST WANTED TO CIRCLE BACK TO A COUPLE OF THOSE POINTS BECAUSE THIS IS BEING RESPONSIBLE STEWARDS.

THIS IS FINDING AN OFFRAMP.

THIS IS THE ONLY PROPOSAL THAT HAS BEEN BEFORE THIS BOARD THAT GETS US OUT OF THE EVERY MONTH BEING BACK HERE, ASKING THE QUESTION OF WHAT IS NEXT.

I THINK NOT DOING IT WOULD BE IRRESPONSIBLE.

>>PRESIDENT SCAMAN: I WAS GOING TO GO TO SUSAN NEXT AND FOLLOW-UP IN THAT I HAVE ONE OR TWO THINGS TO CLOSE WITH.
TRUSTY BUCHANAN?

>>TRUSTEE BUCHANAN: JUST QUICKLY.

MOST OF THE BOARD MEMBERS HAVE HAD ONE-ON-ONE CONVERSATIONS OVER THIS ISSUE AND I REALLY APPRECIATED THE ONE ON ONES THAT I'VE HAD WITH MY COLLEAGUES JUST EMPHASIZE THAT WE HAVE REALLY BEEN WORKING ON THIS ISSUE AND THINKING, AND TALKING, AND CONSIDERING ALL OF THE ANGLES AND UNLIKE SOME OTHER ISSUES THAT WE DEAL WITH, I DO NOT STRONGLY DISAGREE WITH MY COLLEAGUES OPINIONS AND JUST CONCERNS THAT THEY HAVE BROUGHT UP.

I THINK THIS IS JUST A REALLY DIFFICULT ISSUE AND WE ARE ALL DOING THE BEST WE CAN TO FIGURE IT OUT, AND HERE I AM BETWEEN TWO PEOPLE WHO HAVE HAD DIFFERENT EXPERIENCES, THE IMMIGRANT EXPERIENCE AND HAVING A HUGE AMOUNT OF EMPATHY FOR WHAT PEOPLE ARE GOING THROUGH AND ON THE OTHER SIDE, SOMEONE WHO HAS SPENT A LIFETIME WITH THE INEQUITY THAT MAKES OUR DRAMATIC ACTION HERE LOOK UNFAIR.

SO I DO APPRECIATE BOTH OF THOSE PERSPECTIVES.

I'M SATISFIED WITH THIS CURRENT PROPOSAL IS A GOOD SOLUTION FOR MOVING FORWARD ON THIS, AGAIN, WHAT I SAY IS A VERY DIFFICULT SITUATION. SO I AM A YES VOTE FOR WHAT IS ON THE TABLE RIGHT NOW.

>>PRESIDENT SCAMAN: I'M NOT SURE THAT WE NEED FOR THEIR VOTES, BUT ANY FURTHER COMMENTS, GRACE? FOR SUPPORT?

>>TRUSTEE BUCHANAN: AM NOT SURE HOW RELEVANT IT IS BECAUSE THIS MONEY IS NOT GOING TO COVER THEM SO IT'S NOT REALLY - AS HAS BEEN SAID IT'S NOT OUR ISSUE. WE ARE PROVIDING MONEY FOR THEM TO RESETTLE WHO THEY CHOOSE TO RESETTLE I ASSUME.

>>PRESIDENT SCAMAN: I MIGHT HAVE A COMMENT DIRECTLY RELATED TO THAT. TRUSTY ROBINSON AND THEN TRUSTEE PARAKKAT.

>>TRUSTEE ROBINSON: YOU KNOW, WE DID HAVE A CONVERSATION AT THE BEGINNING OF DECEMBER ABOUT AN OFFRAMP.

WE ARE NOT ON IT.

WE'VE DEVOTED MOST OF TIME, MORE MONEY, THERE IS A SECOND ITEM TO ALLOCATE \$150,000 OF TAXPAYER MONEY.

I MEAN, NOT ONLY ARE WE ON THE OFFRAMP, BUT WE ARE PICKING UP SPEED ON THE ROAD WE ARE ON.

WE ARE VERY FAR FROM AN OFFRAMP.

WHEN WE ARE ALLOCATING MORE AND MORE BOARD TIME, MORE AND MORE STAFF TIME, MORE AND MORE MONEY, THIS IS THE OPPOSITE OF A AN OFFRAMP AND THAT'S WHY I'M SUGGESTING, WHY DON'T WE JUST GO ALL IN, BRING THE EVER IN-HOUSE IN THIS WAY WE CAN THEN - NOW WE DON'T HAVE ALL THESE CONSTRAINTS AND IN THIS INSTANCE, ANYWAY FOR THE ALLOCATION OF THIS MONEY, JUST SO MUCH CONFUSION ABOUT WHETHER OR NOT THE PARTNER HAD BEEN IDENTIFIED, WHO THE PARTNER WAS, WHAT BOARD MEMBERS KNEW. SOME DID, OTHERS DID NOT.

THAT'S NOT THE WAY WE SHOULD BE MAKING DECISIONS AND SO I'M CONCERNED THAT THIS IS REALLY DAMAGING THIS BOARDS DYNAMIC AND HOW WE MAKE DECISIONS IS IMPORTANT TO ME IN THE WAY THAT THIS HAS PLAYED OUT DOES NOT UPHOLD THAT.

IT DOES NOT UPHOLD A HEALTHY OR PRODUCTIVE WAY TO ALLOCATE MONEY.

I HAD A COUPLE OF FOLLOW-UP QUESTIONS FOR THE PASTOR.

YOU MENTIONED THAT SOME OF YOUR CLIENTS WERE FORMERLY MIGRANTS.

NOT SURE WHAT YOU MEANT BY THAT.

>> AND MEANT IMMIGRANTS THEMSELVES WERE FORMERLY IMMIGRANTS THEMSELVES.

>> I'M SORRY, ARE YOU SAYING THAT THOSE ARE INDIVIDUALS THAT WOULD BE RESETTLED UNDER THIS 300,000?

>> NO, NO.

>>TRUSTEE ROBINSON: I WANTED TO CLARIFY, THE SMASS GRANT HAS A SPECIFIC CRITERIA AND THEN I WANTED TO MAKE SURE YOU ARE AWARE OF THAT.

YOU ARE TALKING MY CLIENTS WERE FORMERLY CLIENTS.

>> I WAS TALKING ABOUT LANDLORDS.

>> NONETHELESS, YOU UNDERSTAND THAT THERE IS A VERY SPECIFIC ELIGIBILITY REQUIREMENTS?

>> WE DO.

>> THAT IS PART OF THE SMASS CRITERION IS A PART OF YOUR CONTRACT.

>> WILL REVIEW THE CONTRACT IN DETAIL.

>>TRUSTEE ROBINSON: YOU MENTIONED ALSO THAT THERE WERE SOME RENTAL UNITS THAT HAD ALREADY BEEN SECURED.

WE PLAN TO RETROACTIVELY BILL THE VILLAGE UNDER THIS CONTRACT?

>> I BELIEVE THAT IS ALLOWED UNDER THE CONTRACT THAT WE CAN REIMBURSE OURSELVES FOR EXPENSES IN JANUARY.

>>TRUSTEE ROBINSON: I DEFINITELY DO NOT THINK THAT WE SHOULD ALLOW FOR RETROACTIVE BILLING UNDER THIS CONTRACT.

THINK WE HAVE A VERY SPECIFIC CONTRACT THAT WE ARE CONSIDERING.

I DO SEE THAT THE CONTRACT CALLS FOR THE IMMEDIATE RELEASE OF \$150,000.

I'M ASSUMING THAT'S BECAUSE THAT IS WHAT WORKS FOR WHAT THE RESETTLEMENT TASK FORCE, WITH THE FRAMEWORK IS THAT YOU HAVE SET UP, CORRECT?

THAT IS THE PURPOSE OF THE IMMEDIATE RELEASE OF \$150,000.

PAUL, IS THAT WITHOUT ANY INVOICES BEING SUBMITTED?

>>VILLAGE ATTORNEY: PART OF THAT IS INTENDED TO REIMBURSE FOR THE PAST.

THAT IS ALLOWED UNDER THE GRANT.

EVERYTHING IS DEPENDING ON THE INVOICES WE RECEIVED.

>> EVENNESS, THE VILLAGE SHALL PAY ONE HALF OF THIS AMOUNT TO GRANTEE ON OR BEFORE FEBRUARY 16, WHICH EQUALS \$150,000.

THAT WOULD BE DONE ONLY ONCE WE RECEIVED THE APPROPRIATE PAPERWORK?

>>VILLAGE ATTORNEY: RIGHT.

>>TRUSTEE ROBINSON: NO ADVANCE PAYMENTS THEN?
IS ACCURATE?

>>VILLAGE ATTORNEY: ALL BASED ON THE INVOICES WE RECEIVE.

>>TRUSTEE ROBINSON: PASTOR I APPRECIATE EQUIVOCATION.
ARE YOU GOING TO ADD SOMETHING?

>> WANT TO CONFIRM THAT THE SECURITY HAS NOT BEEN THAT THEY HAVE BEEN PAID FOR OR A LEASE HAS BEEN SECURED.

WE HAVE BEEN VETTED, THEY HAVE BEEN SEEN, THEY HAVE BEEN SECURED AND IN THAT WAY WE HAVE HAD TALKS WITH THE LANDLORD.

I JUST WANT TO MAKE SURE BECAUSE I THINK YOU'RE GOING IN A DIFFERENT DIRECTION THAN WHAT SECURE MEANS THAT WAS EMPLOYED AND I DON'T MEAN TO

TALK OVER YOU, BUT JUST IN THE SENSE OF - YOU WERE TALKING ABOUT THE RETROACTIVE STUFF AND IT IS PART OF THE CONTRACT, BUT WE CAN USE OR BE REIMBURSED FOR WHAT WE ALREADY SPENT, BUT JUST TO CLARIFY THAT THOSE NINE UNITS HAVE NOT BEEN PAID FOR AT ALL YET.

>>TRUSTEE ROBINSON: OKAY.

I GUESS THAT IS DIFFERENT THAN THE ANSWER THE PASTOR JUST GAVE. ARE YOU RETROACTIVELY BILLING THE VILLAGE UNDER THIS CONTRACT? TO THE EXTENT ALLOWED?

>>VILLAGE ATTORNEY: YES.

I HAVE TO CORRECT SOMETHING.

KEIRA WILL HELP WITH SOMETHING I SAID.

>>KEIRA CHANG: I WANT TO CLARIFY AROUND THE \$150,000.

THE WAY IT IS STRUCTURED IS THAT \$150,000 COULD BE PROVIDED TO THE TASK FORCE IMMEDIATELY AND THEN SUBSEQUENT REIMBURSEMENTS - THAT \$150,000 WILL REIMBURSE THE TASK FORCE FOR THEIR FIRST \$150,000 IN EXPENSES.

SO IT IS STARTUP FUNDING SO THEY ARE ABLE TO IMMEDIATELY SIGN LEASES AND MAKE PAYMENTS TO PROVIDERS TO HOUSING PROVIDERS FOR SERVICES BETWEEN JANUARY 16 AND JUNE 30 PURSUANT TO THE TERMS OF THE GRANT. SO THE \$150,000 WOULD BE AVAILABLE, OF COURSE, DOCUMENTATION WOULD NEED TO SUPPORT ALL OF THE \$150,000 OF EXPENSES FOR THAT MONEY THAT WAS PUT FORTH AND ANY FUNDING THAT REMAINED, THAT THERE WAS NOT APPROPRIATE DOCUMENTATION FOR THAT WOULD BE RETURNED TO THE VILLAGE AND WOULD NOT BE ELIGIBLE FOR REIMBURSEMENT.

THEY WOULD GET THE ADDITIONAL \$150,000 REMAINING OF THE GRANT.

SO IF EXPENSES, LEASE PAYMENTS EXCEED THE \$150,000 THAT HAS ALREADY BEEN GRANTED, THAT WOULD BE GIVEN ON A REIMBURSEMENT BASIS.

>>TRUSTEE ROBINSON: SO PASTOR, YOU ARE AWARE OF THE DAY AS WELL?

>>TRUSTEE ROBINSON: THIS HAS BEEN OUR FIRST OPPORTUNITY TO HAVE A COMMUNITY OF CONGREGATIONS AND THE TASK FORCE HERE TOGETHER FOR US TO BE ABLE TO ASK QUESTIONS I DON'T KNOW TO WHAT EXTENT YOU ARE AWARE, THERE HAS BEEN SIGNIFICANT CONFUSION, WHICH HAS CREATED SIGNIFICANT FRUSTRATION, CERTAINLY ON MY PART AND I THINK IT'S FAIR TO SAY ON THE PART OF OTHER MEMBERS OF THIS BOARD AND THAT IS UNFORTUNATE, RIGHT? AGAIN, THIS IS NOT HOW WE WANT TO DO THIS EFFORT FROM MY PERSPECTIVE. WE WANTED IT TO BE PROACTIVE AND NOT REACTIONARY AND HERE WE ARE, AGAIN, BEING REACTIONARY AND AFTER FOUR MONTHS OF BEING REACTIONARY I AM DONE BEING REACTIONARY.

THAT IS WHERE MY FRUSTRATION IS COMING FROM AND I WANT TO CLARIFY THAT BECAUSE IT'S NOT ABOUT WHETHER THE RESETTLEMENT TASK FORCE IS DOING A GOOD THING.

IT IS ACTUALLY NOT AT ALL WHAT THIS PARTICULAR AGENDA ITEM IS ABOUT. SO I WANTED TO PROVIDE THAT CLARIFICATION BECAUSE SOME OF THAT HAS GONE ON HERE YOU MAY OR MAY NOT BE AWARE.

SO THEN THE LAST THING FOR ME IS I APPRECIATE THE CLARIFICATION ABOUT IT GOING 100% TO RENTAL PAYMENTS.

I NOTICED THAT THE SERVICES THAT ARE LISTED IN THE CONTRACT ARE BROADER THAN THAT, PAUL.

WONDERING IF WE CAN MODIFY IT TO BE IN LINE WITH WHAT PASTOR HAS JUST DESCRIBED AND TAKE OUT THE PAYMENTS THAT WOULD BE, LET'S SEE, IN RELATION TO THE LEASE OF PROPERTIES.

I FIND THAT TERM TO BE VAGUE AND I DON'T KNOW WHAT THAT MEANS. THAT IS LISTED SEPARATELY FROM RENTAL ASSISTANCE.

SO IF WE ALL HAVE THE SAME UNDERSTANDING THAT THIS IS ONLY SUPPOSED TO GO TO RENTAL ASSISTANCE, CAN WE HAVE THE CONTRACT IF I THAT.

>>VILLAGE ATTORNEY: IT IS MEANT TO BE SYNONYMOUS, BUT I CAN MAKE THAT CHANGE.

>> THAT WOULD BE GREAT.

DO YOU HAVE ANY ISSUE IF WE SPECIFY THE LANGUAGE WITH UNDERSTANDING IS THAT YOU SHOULD HEAR TONIGHT THAT IT'S JUST TO GO TO RENTAL ASSISTANCE?

>> AS LONG AS THAT WING WHICH STILL ALLOWS US TO SIGN LEASES, THAT IS FINE.

>>TRUSTEE ROBINSON: THIS GIVES BACK TO THE ISSUE OF WHETHER THERE ARE PAYMENTS GOING TO ANYONE THAT IS WORKING ON THIS EFFORT AND IF THEY ARE NOT AND IS JUST GOING TO RENTAL - -

>> I WISH.

>> I THINK THE BEST WAY TO HAVE A SUCCESSFUL RELATIONSHIP IS IF WE ARE ALL STARTING AT THE SAME PLACE AND REALLY CLEAR. MORE THAN ANYTHING I WANT TO SEE THIS EFFORT BE SUCCESSFUL AND IF WE CAN GET THAT MODIFICATION - - NO ISSUE?

>> I WANT TO CLARIFY BECAUSE AGAIN, I DON'T WANT THERE TO BE ANY CONFUSION ABOUT WHAT THAT MEANS.

AS LONG AS A SECURITY DEPOSIT AS PART OF THAT TERMINOLOGY AS WELL I AM FINE WITH THAT, I JUST WANT TO MAKE SURE THAT THAT IS NOT SOMETHING THAT WILL BE CONFUSED LATER ON.

>> I THINK THAT IS FAIR.

PAUL, I DON'T KNOW IF YOU HEARD THAT LAST POINT.

>>VILLAGE ATTORNEY: ON THE BOTTOM OF PAGE 1, 3.1.

>> WHAT MAIA WAS SAYING, SHE WANTED TO ENSURE THAT IT INCLUDED A SECURITY DEPOSIT.

>>VILLAGE ATTORNEY: I THINK THAT ENCOMPASSES THAT.

>>TRUSTEE ROBINSON: PERFECT.

>>PRESIDENT SCAMAN: TRUSTEE PARAKKAT.

>>TRUSTEE PARAKKAT: YES, SO JUST WANT TO SAY THAT I AGREE WITH SUSAN WHEN SHE SAYS EVERYBODY AT THIS BOARD TABLE I KNOW HAS WORKED REALLY HARD ON THIS ISSUE, WHATEVER SIDE OF THE ISSUE WE ARE ON NOW, WELL OVER 75% OF HER TIME, THE LAST FOUR MONTHS HAVE BEEN SPENT AROUND TRYING TO FIGURE OUT HOW TO APPROACH US AND HOW TO DO ALL THIS.

I THINK ONE THING I WILL SAY IS THERE WAS SOME MENTIONS ABOUT THIS WAS PROMPTED BY VILLAGES ACTION AND THAT IS WHAT GOT THIS STARTED, RIGHT? ENCOURAGE YOU TO THINK ABOUT WHERE IT STARTED.

AND WORK FROM THERE AS THE STARTING POINT AND I KNOW THAT THE ACTION OF BRINGING - CHERRY PICKING A FEW PEOPLE AND BRING THEM HERE AND THAT PROMPTED A BOARD DECISION ON OUR PART, WHICH KIND OF CASCADED INTO ALL THE DECISIONS THAT WE HAVE HAD SINCE.

WITHIN THE CONTEXT OF THOSE TWO DECISIONS, A LOT OF GREAT WORK HAS BEEN DONE BY INDIVIDUALS AND INSTITUTIONS.

YOURSELF INCLUDED.

HOUSING FORWARD, MANY INSTITUTIONS HAVE DONE THAT.

>> I WANT TO BE CLEAR THAT COMMUNITY OF CONGREGATIONS WAS NOT RESPONSIBLE OR BRING ANYBODY INTO OAK PARK.

ONE OF OUR CONGREGATIONS IS GOOD SHEPHERD LUTHERAN CHURCH.

>> I DID NOT SUGGEST THAT.

I'M SAYING THAT THAT ACTION TOOK PLACE AND THAT WAS THE STARTING POINT.

I'M RESPONDING TO SPECIFIC COMMENTS THAT YOU GAVE IMPLICATION THAT IT WAS THE STARTING POINT.

THERE WAS AN ACTION THAT STARTED THIS.

THE VILLAGE RESPONDED, IN MY OPINION, POORLY BY MAKING A DECISION TO MAKE THE INEQUITABLE RESPONSE PERMANENT TO SOME EXTENT NOW WE'RE SEEING THE RESPONSE TO THAT.

THE GREAT WORK THAT IS DONE SINCE IT'S GOTTEN US TO THIS POINT WHERE WE HAVE VERY LIMITED CHOICES.

OUR OPTIONS ARE VERY LIMITED.

SO THEN WHAT YOU DO?

REGARDLESS OF WHAT YOUR POSITION IS, YOU HAVE TO CENTER THE DECISION AROUND THE 100 OR 50 CELL LIVES AT STAKE, PLUS THE 55,000 PEOPLE OUT THERE WHO HAVE PUT US IN THE SEATS.

HOW DO WE MAKE THAT DECISION?

THAT'S A TOUGH SITUATION THAT WE PUT OURSELVES IN.

SO MAKING POOR CHOICES ALONG THE WAY WE HAVE GOTTEN TO THIS POINT.

SO AT THIS STAGE, THAT IS THE FRUSTRATION AND THERE ARE NO CLEAR ANSWERS AND WE'RE TRYING TO WORK WITH AN IMPERFECT WORLD AND ALL OF THAT, RIGHT?

THAT IS WHERE WE'RE AT.

>> WE ARE IN THE SAME BOAT.

>> WE DON'T KNOW WHAT THE FUTURE HOLDS, WHICH AGAIN IS CENTERING AROUND LIVES.

YOU CANNOT GUESS, BUT YOU CAN TRY TO GET AS MUCH INFORMATION AS POSSIBLE AND THAT WAS MY LINE OF QUESTIONING AS WELL.

WHAT THIS STAGE, WITHOUT CHOICES I THINK IN THIS INSTANCE WE WILL HAVE TO JUST TRUST YOU GUYS AS THE OPTION AND GO WITH IT IS WHAT YOU ARE

SUGGESTING AND I DON'T REALLY SEE A DIFFERENT CHOICE AT THAT POINT FOR US.

FROM THAT PERSPECTIVE, LOOKING AT ALL OF THOSE FACTORS IN THE OPTIONS AVAILABLE IN FRONT OF US, I WOULD SAY YOU ARE PROBABLY OUR BEST BET.

>> THANK YOU.

>> AM NOT HAPPY MAKING THE DECISION.

I WILL MAKE THAT CLEAR.

I'M NOT LOOKING AT THIS FOR APPLAUSE, BUT IN SAYING THIS IS THE ONLY DECISION THAT WE HAVE.

>>PRESIDENT SCAMAN: OKAY.

REALLY QUICK, A TECHNICALITY.

IF WE ARE OFFICIALLY THIS EVENING ADOPTING, LACK OF BETTER WORD HERE, THE GENTLEMAN AT GRACE CHURCH, WITH THE OPPORTUNITY WITH THEIR PARTNER, WITH THE METROPOLITAN MAYORS CAUCUS, WHO HAS BEEN KIND AT LOOKING AT OUR NEEDS AND BUDGET, TO EVALUATE WHETHER WE SHOULD RAISE THIS \$300,000 IN OUR RELATIONSHIP WITH METROPOLITAN MAYORS CAUCUS A LITTLE BIT.

THIS IS BASED ON WHAT FINDING A SPECIFIC NUMBER OF APARTMENTS BETWEEN NOW AND JUNE AND KNOWING THAT THE STATE DOLLARS ARE ONLY GOING TO PAY FOR FOUR MONTHS.

DO WE NEED TO RECALCULATE THAT NUMBER?

>> I WOULD LIKE STAFF TO BE ABLE TO TALK ABOUT HOW WE GOT HERE BECAUSE THEY HAVE BEEN TALKING TO THE COMMUNITY OF CONGREGATIONS AND TASK FORCE ABOUT THE SPECIFIC ISSUE.

>>KEIRA CHANG: YES.

WE CAN ALWAYS ENGAGE WITH THE METROPOLITAN MAYORS CAUCUS AROUND OUR GRANT REQUEST.

THE \$300,000 IS FOR A LIMITED PERIOD OF TIME.

IT IS ONLY FOR SERVICES PROVIDED PRIOR TO JUNE 30.

WE CAN CERTAINLY SPEAK WITH METROPOLITAN MAYORS CAUCUS ABOUT IF THE POOL OF FOLKS WHO WOULD BE ELIGIBLE FOR THAT SERVICE CONTINUES TO EXPAND.

IF THEY ARE ABLE TO REPROGRAM ANY ADDITIONAL FUNDING FOR US.

>> SO WE CAN START WITH THIS AND AS WE HAVE SUCCESS WITH THE PROGRAM AND THE NEED IS STILL EXISTING, WE WOULD ENTERTAIN GOING BACK TO THE METROPOLITAN MAYORS CAUCUS AND ADJUSTING THAT REQUEST?

>>KEIRA CHANG: WE CAN SPEAK WITH THEM, THEY MAKE ULTIMATELY THE DECISIONS ON THE FUNDING AND WHAT THEY WISH TO FUND AND WILLINGNESS TO DO REPROGRAMMING OR ALLOCATE ADDITIONAL.

>>PRESIDENT SCAMAN: RIGHT.

I UNDERSTAND THIS IS A SITUATION WHERE THEY HAVE THE SAME GOAL AS WE DO AND THEY ARE, YOU KNOW, ALSO VERY INVESTED IN OUR SUCCESS HERE SO WE CAN SEE HOW THIS COULD POTENTIALLY BE A MODEL SHARED WITH OTHER IMMUNITIES.

I WILL SAY THAT TRUSTEE BUCHANAN REALLY DID SAY VERY WELL THAT EVERY SINGLE MEMBER OF THIS BOARD IS INVESTED IN OUR STAFF AND THE VOLUNTEERS, COMMUNITY OF CONGREGATIONS, OUR COMMUNITY AN AWFUL LOT OF TIME INTO THIS AND THE ONE-ON-ONE CONVERSATIONS HERE HAVE BEEN FRUITFUL AND TO REALLY EMBRACE THE BREADTH AND PERSPECTIVE THAT IS REPRESENTED SO WHERE MAKING AS THOUGHTFUL OF A DECISION AS POSSIBLE KNOWING THAT THERE REALLY IS NO PERFECT RESPONSE AND EVERYTHING THAT TRUSTEE WESLEY IS SAYING IS LARGELY DRIVING - IT IS ALIGNED WITH - THE GOALS WE HAVE AS A BOARD AND THE WORK WE WANT TO DO IS FOR THE SAME PURPOSE.

HOW EXACTLY WE BRING THAT TO THE BOARD AGENDA, SPECIFICALLY AROUND OUR OWN HOMELESS, BUT ALSO JUST THOSE PROACTIVE MEASURES THAT YOU WANT TO TAKE AN AVERAGE TO OUR BLACK COMMUNITY AND TO OUR MOST VULNERABLE RESIDENTS IS, I THINK THAT IS SOMETHING THAT WE DEFINITELY HAVE TO ACT ON AND HOLD OURSELVES ACCOUNTABLE FOR AND I DO NOT BLAME ANYONE FOR NOT NECESSARILY TRUSTING WHETHER WE ARE SINCERE ABOUT THAT UNTIL WE SEE IT AND - BUT I'M PROUD OF THIS BOARD AND I'M PROUD OF THE AGENDA WE ARE WANTING TO - - AND THE SKILL SET TO GET THERE.

>>VILLAGE MANAGER: I WAS TRYING TO GET STAFF TO CLARIFY A FEW THINGS THAT HAVE COME UP IN THE CONVERSATION SO WE HAVE THE REGISTRY AS IT RESENTS THE STAFF'S EFFORTS IN THIS PROCESS AND THAT WORK WITH COMMUNITY OF CONGREGATIONS AND SO I'M ASKING DEPUTY VILLAGE MANAGER LISA SHELLEY TO DO THAT FOR US, BUT BEFORE SHE DOES THAT I WANT TO POINT OUT, JUST LIKE CONTEXT PURPOSES THAT THIS PAST SUMMER I APPOINTED SOMEONE AS A SPECIAL ASSISTANT TO THE VILLAGE MANAGER TO WORK ON THE UNHOUSED SITUATION.

WE WERE ALSO WORKING ON AN ALTERNATIVE CALL RESPONSE MODEL. TO PROACTIVELY ADDRESS ALL OF THESE ISSUES, SOME OF WHICH ARE COMING UP TONIGHT.

SO WILL MAKE SURE THAT WE ACKNOWLEDGE THAT, BUT THAT WORK WAS UNDERWAY AND THAT THERE HAS BEEN A LITTLE BIT OF A DIVERSION AND I JUST WANTED TO POINT THAT OUT, BUT ONE OTHER THING RELATED TO THE GRACE ISSUE, JUST WANT TO MAKE SURE IT'S CLEAR ABOUT WHAT IS ACTUALLY OCCURRED RECENTLY BECAUSE WE'RE IN CONVERSATIONS WITH THE COMMUNITY OF CONGREGATIONS AND THE TASK FORCE REGULARLY.

>> LISA SHELLEY, DEPUTY VILLAGE MANAGER, TWO THINGS, YES, WE ARE IN CONVERSATION JUST THIS PAST WEEK WITH GRACE ABOUT GATHERING THOSE EXPENSES FROM THE SHELTER THAT WE COULD POTENTIALLY SUBMIT AND COVER THROUGH SOME OF OUR GRANTS, ESPECIALLY WITH COOK COUNTY. THAT IS IN PROGRESS AND IS CONVERSATIONS ARE CONTINUING, AND RELATED TO THE CONVERSATION ABOUT GRACE AND HOUSING, IT IS IMPORTANT, AS WAS DESCRIBED HERE TODAY THAT COMMUNITY OF CONGREGATIONS BEGIN WITH THAT AT THE YMCA IN THE CARLTON BECAUSE OF THE NOTICE. FROM THERE THEY FORGED RELATIONSHIPS, WHICH THE VILLAGE IS NOT PART OF, IT IS INDEPENDENT FOR INDIVIDUALS WHO ARE INTERESTED AND THEN THEY

TRY TO PARTNER THEM WITH LOCATIONS AND BECAUSE THEY STARTED THERE WE HAD A CONVERSATION TODAY, EVEN ON OUR CALL, SOME OF THOSE ARE ALREADY IN PROCESS.

I DID NOT KNOW FROM THE CONVERSATION HERE THE TABLE IF WE WANTED TO FOCUS SOLELY ON GRACE.

I DIDN'T KNOW IF THAT MEANT THAT WHETHER IS THIS ITEM ARE THE NEXT ITEM, IF YOU ARE SETTING ASIDE FUNDING SPECIFICALLY FOR GRACE.

SO THE OPPORTUNITY - YOU WOULD HAVE TO LEAVE IT TO THE EXPERTS LOOKING FOR THE HOUSING, MIGHT BE VERY DIFFERENT IN LOOKING FOR HOUSING FOR THEM BASED ON WHAT IS IN PROCESS.

SO YOU MIGHT WANT TO EARMARK OR SET ASIDE THAT SOME OF THOSE FUNDS ARE JUST FOR POTENTIALLY GRACE BECAUSE WHAT DID OCCUR, AND AGAIN I WILL LOOK TO SEE IF ANY OTHERS WANT TO QUICKLY, BUT WHAT I'VE HEARD FROM OUR CONVERSATIONS IS THERE IS NO GUARANTEE THAT IT WOULD GO TO GRACE. IS A LOT IN PROCESS RIGHT NOW AND I'M SURE THAT IS LOOKING AT WORKING WITH LANDLORDS AND YOU JUST DON'T KNOW WHERE WE WILL LAND.

JUST HOPING THAT THE EXPECTATION FOR EVERYBODY IN THE ROOM IS SOME OF IT IS FOR GRACE - - MAYBE WE SHOULD YOUR MARKET OR SET ASIDE A PORTION OR SOMETHING TO THAT EFFECT.

JUST WANT TO MAKE SURE IT IS CLEAR.

I DON'T KNOW WHAT PORTION AND I DON'T KNOW IF YOU KNOW WHAT THAT IS OFF THE TOP YOUR HEAD, BUT MAYBE JUST A PORTION AND WE CAN LOOK AT THAT.

>> THE ONLY THING I'M TRYING TO SAY HERE THOUGH IS THAT WHILE WE HAVE THESE RELATIONSHIPS WITH COOK COUNTY AND THE METROPOLITAN MAYORS CAUCUS, AND HE NEEDS THAT HELP US ALL REACH THE SAME GOAL THAT WE HAVE THAT WE CAN GET REIMBURSED FOR, WE MAY AS WELL GO FOR THEM, BUT I DEFINITELY APPRECIATE THE CONTEXT AND KNOW THAT EVERYBODY IS DOING A FANTASTIC JOB AND REALLY APPRECIATE THE REMINDER THAT THE RESPONSE LAST SUMMER WAS REALLY A QUICK ONE AND STAFF DESERVES A LOT OF CREDIT FOR HOW THAT WAS A DAILY CONVERSATION AT THAT TIME, TOO.

I WILL JUST SAY WHAT I'M RESPONDING TO A TRUSTEE WESLEY IS SOCIETIES RESPONSE TO BLACK LIVES HAS NEVER BEEN ENOUGH.

THAT I JUST TAKE AS REALITY, BUT - SO I AGREE WITH - EVERYTHING YOU'RE SAYING, LISA, AND I KNOW TRUSTEE WESLEY WANTS TO CONTRIBUTE MORE, BUT AGAIN, THANK YOU FOR THE CLARIFICATION AND I KNOW THE CONVERSATIONS WILL CONTINUE TO BE HAD SO WE CAN WORK TOGETHER.

>>TRUSTEE WESLEY: I APPRECIATE THAT, LISA.
HOW MANY PEOPLE ARE AT GRACE, AGAIN?

>> COUNTING I THINK THERE ARE 24 AND 14 OF THOSE INDIVIDUALS ARE THE INDIVIDUALS WHO ARRIVED IN NOVEMBER 4 AND OCTOBER 31.
THEN WE HAD 14 OVER GRACE.

THERE WERE A FEW MORE, BUT THEY GOT RESETTLED.

>> SO WE MOVED 14.

>> THERE ARE 14 THERE NOW FROM OUR ORIGINAL.

>>TRUSTEE WESLEY: WERE THEY INCLUDED IN THIS, IN THE INITIAL WITH THE TASK FORCE ABOUT THOSE 14 THAT INITIALLY CAME THROUGH THE VILLAGE THAT WE - DID WE INCLUDE THEM IN THE TASK FORCE RESETTLEMENT OR NO?

>> (SPEAKER AWAY FROM MIC).

>>TRUSTEE WESLEY: JUST TRYING TO UNDERSTAND THE FOLKS, WHERE THEY ORIGINATED FROM, HOW THEY GOT TO WHERE THEY ARE AND WHERE THEY MIGHT STILL BE IN THE PROCESS.

>> THE DOLLARS YOU SEE IN THE AGENDA ITEM RELATED TO THE GRANT WAS BASED OFF OF A CALCULATION FOR THE CARLTON IN THE YMCA AT THIS POINT.

>>TRUSTEE WESLEY: WITH ARTICULATION BE DIFFERENT THAN THE CALCULATION BASED AROUND GRACE?

>> (SPEAKER AWAY FROM MIC).

>>TRUSTEE WESLEY: I'M ASKING WITH THE PER UNIT COST BE DIFFERENT?

>> NOT NECESSARILY THE PER UNIT, ALTHOUGH WE DO HAVE MORE FAMILIES ACT GRACE AND THE YMCA THEN WE HAVE A SINGLE MAN - I'M SORRY, AT THE CARLTON IN THE YMCA THERE ARE MORE FAMILIES, WHICH WOULD MEAN BIGGER UNITS VERSUS SINGLE FOLKS THAT ARE SMALLER UNITS AND GENERALLY LESSER AMOUNT FOR INDIVIDUAL FOLKS.

>>TRUSTEE WESLEY: DO SEE A BIGGER CHALLENGE SETTTLING FOLKS AT GRACE VERSUS FOLKS AT THE YMCA AND CARLTON?

>> NO.

AGAIN, WE HAVE THE UNITS, IT IS ABOUT THE FUNDS.

IF WE HAD THE FUNDS WE CAN MAKE IT HAPPENED.

>>TRUSTEE WESLEY: GOT IT, THANK YOU.

>>PRESIDENT SCAMAN: IF WE DON'T HAVE ANY LAST COMMENTS THAT I WOULD ASK THE CLERK TO PLEASE TAKE THE ROLL.

>> I'M SORRY, WITH THE AMENDMENTS TO THE CONTRACT THAT TRUSTEE ROBINSON HIGHLIGHTED AND VERY GOOD.
MHM.

>> PLEASE TAKE THE ROLL, THANK YOU.

>> TRUSTEE STRAW.

>> YES.

>> TRUSTEE WESLEY.

>> ABSTAIN.

>> TRUSTEE BUCHANAN.

>> YES.

>> TRUSTEE ENYIA.

>> YES.

>> TRUSTEE PARAKKAT.

>> YES.

>> TRUSTEE ROBINSON.

>> YES.

>> PRESIDENT SCAMAN.

>>PRESIDENT SCAMAN: YES.

OKAY, ENTERTAIN A MOTION - WAY OF A MOTION BY TRUSTEES AND YOU AND A STRAW TO DIRECT VILLAGE STAFF TO DRAFT AN AGREEMENT FOR BOARD CONSIDERATION WITH THE OAK PARK RIVER FOREST COMMUNITY OF CONGREGATIONS TO PROVIDE \$150,000 IN THE VILLAGE GENERAL FUNDS TO THE COMMUNITY OF CONGREGATIONS TO PROVIDE SHORT-TERM RENTAL ASSISTANCE TO ASYLUM-SEEKERS.

MOTION, PLEASE?

YEAH, MOTION, PLEASE?

>> SO MOVED.

>> SECOND.

>>PRESIDENT SCAMAN: OKAY.

WE HAVE PUBLIC COMMENT ON THIS?

IF WE COULD PLEASE HAVE THAT PUBLIC COMMENT.

NOW.

>>CLERK: (NAME?)?

>>PRESIDENT SCAMAN: THANK YOU.

>>PUBLIC COMMENTER: FIRST WELL GOOD EVENING TO ALL OF YOU.

(SPANISH).

I AM PART OF THE INTEGRAL GROUP AT THE CARLTON HOTEL OF IMMIGRANTS.

(SPANISH).

I WOULD LIKE TO THANK YOU ALL.

FOR TAKING US INTO YOUR COUNTRY AS BROTHERS AND SISTERS.

(SPANISH).

I WOULD LIKE FOR YOU TO HELP US, NOT TO GO BACK, NOT TO RETURN, BUT PROCEED TO GO HIGHER.

(SPANISH).

AND I AM REFERRING TO IN THE SHELTER - BECAUSE IN THE SHELTER THERE ARE MANY ILLNESSES.

WE HAVE CHILDREN.

(SPANISH).

IF YOU CAN HELP US IN RESOURCES AND HOUSING, BUT THE PEOPLE WE'RE TALKING ABOUT HERE.

AND HOUSING - NOT NECESSARILY IN OAK PARK, NOT CHICAGO.

WE ARE COUNTING ON YOUR ASSISTANCE AND HELP.

(SPANISH).

WE WOULD LIKE TO HAVE A PROMPT ANSWER BECAUSE WE DO HAVE CHILDREN.

(SPANISH).

WE WOULD NOT WANT THEM TO GET SICK.

IN THE SHELTERS, MANY ILLNESSES HAVE SHOWN UP.

(SPANISH).

ON THE 29TH WE HAVE TO LEAVE THE HOTEL, WE HAVE TO LEAVE THE GYM.

(SPANISH).

WE DON'T EVEN KNOW WHAT IS GOING TO HAPPEN TO US.

(SPANISH).

THE ONLY THING I CAN TELL YOU IT WOULD NOT LIKE TO GO TO A SHELTER.

HELP US A LITTLE BIT MORE WITH HOUSING ON THE SUBJECT YOU ARE TALKING ABOUT.

IS YOUR HAND OVER YOUR HEART, WE ARE COMING FROM DIFFERENT COUNTRIES. IT TOOK ME EIGHT MONTHS TO GET TO THIS COUNTRY.

THANK GOD.

THANK YOU VERY MUCH, HAVE A GOOD EVENING.

>>PUBLIC COMMENTER: GOOD EVENING, JEFFERSON MARTINEZ. IT IS A PLEASURE TO BE WITH THIS SUCCESSFUL ENJOYS PEOPLE. I WOULD LIKE TO GIVE MY WILLINGNESS AS A PARENT. I WOULD LIKE TO GIVE A LITTLE DIFFERENT PERSPECTIVE. CAN I ASK A QUESTION?

MRS. ROBINSON IS SPECIFICALLY.

WHAT YOU SEE WHEN YOU LOOK BACK AROUND AND SEE THESE FAMILIES?

>>PRESIDENT SCAMAN: YOU DON'T HAVE TO ANSWER.

>>PUBLIC COMMENTER: I WANT TO ESTABLISH CERTAIN THINGS, ESPECIALLY ABOUT THESE PEOPLE WHO HAVE (WORD?). THEY HAD A LOT OF DIFFICULTIES ON THEIR WAY HERE. WHO IN TURN HAVE MADE IT VARIES WISE, VERY STRONG, VERY INDEPENDENT. I THINK THESE ARE PEOPLE - THEY DESERVE OPPORTUNITY BECAUSE I HAVE A LOT OF OPPORTUNITY TO PROGRESS.

AS MY FRIEND SAID, WE ARE VENEZUELAN, WE ARE VERY THANKFUL.

WE WANT TO CONTINUE TO ADVANCE.

I THINK TO STOP THIS WOULD BE TO GO BACK, TO RETURN AND BELIEVE WHAT I SAY FROM OUR PERSPECTIVE I WANT TO LET YOU KNOW OR AS YOU CAN SEE IT, IT WOULD BE A LOSS.

WE ARE A GAIN.

YOU CAN BET ON US THAT WE WANT TO GET AHEAD, GET AN OPPORTUNITY FOR OUR PEOPLE, FOR OUR FAMILIES.

WE WANT TO SUCCEED.

THE OPPORTUNITY WILL NOT BE IN VAIN.

THANK YOU VERY MUCH.

>>PRESIDENT SCAMAN: DOCTOR WALKER, THE INTERPRETER?

>>PRESIDENT SCAMAN: NO WORRIES.

>>TRUSTEE ROBINSON: IS NOT OFTEN THAT I'M ASKED A DIRECT QUESTION IN PUBLIC COMMENT.

GOING TO TAKE THIS OPPORTUNITY AND WONDERING IF YOU COULD TRANSLATE?

YES, HE IS DOING IT.

SO THE QUESTION AS I UNDERSTOOD IT IS WHAT DO I SEE WHEN I SEE THESE INDIVIDUALS AND WHEN I SEE YOU ARE BEFORE ME, AND THAT GIVES ME A VERY UNIQUE OPPORTUNITY TO SHARE SOMETHING THAT REALLY - I HAVE NOT BEEN ABLE TO SHARE UP TO THIS POINT.

I SEE MY FAMILY.

I SEE THE EFFORTS OVER GENERATIONS OF MY PARENTS, MY GRANDPARENTS, MY GREAT-GRANDPARENTS, MY AUNTS, MY UNCLES, WHO I DO NOT STAND ON THEIR SHOULDERS WHEN THEY SIT HERE.

BRING THOSE EFFORTS WITH ME.

TO THIS SEAT, TO THE TABLE, EVERY SINGLE WEEK, EVERY AGENDA ITEM.
JUST THIS ONE RELATED TO THE SUPPORT OF YOU ALL.

I CAN ENSURE YOU AS THE ONLY LATINA HERE AT THE BOARD TABLE,
NOTWITHSTANDING CLERK WATERS, AND TALKING ABOUT THE TRUSTEES
THEMSELVES.

THIS HITS IN A PARTICULARLY SENSITIVE SPOT TO ME.

SO I VERY MUCH BRING MY FAMILY'S EXPERIENCE, MY FAMILY'S EFFORT, MY
FAMILY'S SACRIFICE, MY FAMILY'S LOVE HERE WITH ME EVERY SINGLE WEEK.
FOR ME, THIS IS NOT ABOUT WHETHER OR NOT I WANT TO SUPPORT YOUR EFFORT
TO GET ESTABLISHED HERE IN THIS COUNTRY.

FOR ME, THIS IS ABOUT BALANCING THAT WITH WHAT THE RESPONSIBILITY'S
AND DUTIES ON CHARGED WITH HERE IS A TRUSTEE TO PROTECT THE INTEREST
OF THIS COMMUNITY AT LARGE.

SOMETIMES FOR ME THOSE ARE IN TENSION.

THOSE DO NOT NATURALLY LINE UP AND IS A WOMAN OF COLOR, AS A WOMAN OF
LATIN DISSENT, IT IS PARTICULARLY PAINFUL WHEN THOSE DO NOT LINE UP.
I CAN ENSURE YOU IT IS PARTICULARLY PAINFUL WHEN THOSE DO NOT LINE UP.
SO I HOPE THAT ANSWERS YOUR QUESTION OF WHAT I SEE WHEN I HAVE YOU
HERE - WHEN I SEE YOU HERE, I WANT TO SAY IT IS MY HONOR IN PARTICULAR
TO HAVE YOU JOIN US HERE AT OUR MEETINGS.

IT IS MY HONOR IN PARTICULAR TO HEAR MY NATIVE FAMILIES LANGUAGE ON A
RECORDED MEETING.

I HAVE PUSHED FOR LANGUAGE ACCESS FOR SO LONG AND NOW FOR THIS TO BE
AN OPPORTUNITY FOR THAT TO HAPPEN IS SUCH A JOY FOR ME.

THAT IS WHAT I SEE WHEN I SEE YOU ALL HERE.

>>PRESIDENT SCAMAN: OKAY.

SO IS THERE ANY OTHER PUBLIC COMMENT?

OKAY, THANK YOU VERY MUCH FOR SHARING YOUR STORIES.

VILLAGE MANAGER JACKSON.

I CAN TURN THIS OVER TO THE TWO TRUSTEES THAT HAVE REQUESTED.

OKAY?

>>VILLAGE MANAGER: I THINK THAT WOULD BE THE BEST APPROACH.

YES.

WHO WOULD LIKE TO START US OFF ON YOUR INTENTIONS FOR THE REQUEST OF
\$150,000 FOR ADDITIONAL SHORT-TERM RENTAL ASSISTANCE TO ASYLUM-SEEKERS
THIS EVENING AND HOW THAT MIGHT BE USED DIFFERENT THAN THE
METROPOLITAN MAYORS CAUCUS DOLLARS OR IN ADDITION TO?

>>TRUSTEE ENYIA: IT IS IN ADDITION TO.

THIS WAS FIRST BROUGHT UP AS AN OPPORTUNITY TO BE A MORE DIRECT PATH
TO RENTAL ASSISTANCE AND TO BE DIRECTLY USED IN THAT MANNER BECAUSE WE
DO KNOW THERE ARE SPECIFIC DATES THAT ARE COMING UP.

ANOTHER - PART OF THAT DISBURSEMENT THAT IS HAPPENING IS \$150,000, BUT
WE KNOW THE GOAL TO HOPING THIS GROUP IS A LOT HIGHER THAN THAT.

SO HELPING THEM GET THESE EXTRA FUNDS WILL HELP THEM DIRECTLY IN A MANNER THAT ALLOWS THEM TO FEEL SAFE, TO FEEL MORE HUMANIZED AND TO GIVE THEIR FAMILIES SOME BREATHING ROOM, BUT ALSO WE ARE ALSO IN THAT UNIQUE OPPORTUNITY AS WE HAVE HEARD BEFORE FROM GRACE AND FROM EUCLID METHODIST ABOUT SITUATIONS WHERE THERE ARE PEOPLE WHO HAVE BEEN LEFT OUT.

I AM NOT AGAINST FIGURING OUT IF THOSE FUNDS CAN BE USED IN THAT SAME MANNER, BUT WE WERE RAISED TO HEAR THESE OTHER SITUATIONS THAT HAVE NEVER BEEN ADDRESSED AND I DON'T KNOW IF WE HAVE A PLAN, I WOULD LIKE TO BACK AN OPPORTUNITY IN THE PLAN TO HELP OTHERS BECAUSE I DO UNDERSTAND THAT AND THAT HAS ALWAYS BEEN A MISSION, BUT AS VILLAGE MANAGER JACKSON SAYS, IT IS TO TAKE TIME.

I DON'T WANT THIS TO GO BY AND PASS WITHOUT THIS UNDERSTANDING THAT WE ALL HAVE A COMMITTED FOCUS ON THIS.

SO WHEN WE DO HAVE SOMETHING THAT IS ACTIONABLE AND WE CAN GO ON, I WOULD LOVE TO, YOU KNOW, PUT EFFORT IN THAT PART AS WELL.

SO I DON'T WANT THAT TO BE FORGOTTEN AND FOR THIS TO BE SOMETHING THAT IS A SET IT AND FORGET IT.

I DO WANT US TO MOVE FORWARD WITH OTHER OPTIONS, TOO, BUT I THINK RIGHT NOW WE KNOW EXACTLY HOW THIS WOULD BE USED.

WE KNOW EXACTLY THE IMPACT THIS WOULD HAVE ON THIS GROUP AND IF WE CAN GET CLARIFICATION LATER ON HOW WE CAN HELP OUT BLACK INDIVIDUALS THAT ARE IN OUR VILLAGE RIGHT NOW THAT ARE BEING AFFECTED, THAT ARE UNHOUSED.

HOW CAN WE BUILD THE RESILIENCY AROUND THAT AS WELL?

THIS IS THE FRAMEWORK FOR WHAT WE DO, CAN WE START ADDRESSING IT AND HOW SOON CAN WE START ADDRESSING SOMETHING AND THAT ISN'T A YOU NEED TO ANSWER IT NOW.

I ALREADY KNOW THIS IS NOT SOMETHING WE PLAN ON TALKING ABOUT, BUT I DO KNOW THAT WE ARE STANDING UP A DEPARTMENT AND WE ARE GOING TO HAVE CERTAIN OPPORTUNITIES IN THE FUTURE, BUT I WILL MAKE SURE THAT WE DO PUT THAT OUT THERE ON THE TABLE AND I WANT TO MOVE FORWARD WITH THIS, BUT THAT IS ME.

IF THAT IS THE WILL OF THE BOARD, GREAT.

I DO KNOW EVERYBODY HAS A CHOICE HERE AND IT'S YES OR NO.

>>TRUSTEE STRAW: I WANT TO SPEAK A LITTLE BIT MORE TO WHY ADDITIONAL FUNDING OUTSIDE OF THE SMASS GRANT IS IMPORTANT. WE TALKED A LOT IN THE LAST ITEM THAT THAT GRANT, THOSE FUNDS ARE RESTRICTED TO SERVICES THROUGH JUNE 30.

MY UNDERSTANDING THROUGH DISCUSSIONS WE HAVE HAD WITH THE TASK FORCE OF THE BOARD TABLE IS THE WAY THEY ARE BRINGING LANDLORDS TO THE TABLE IS BY OFFERING OFFERING RENT MONEY UP FRONT.

I THINK AS A RESULT THAT LIMITATION OF JUST FOUR MONTHS OF SERVICES BEING OFFERED UNDER THE SMASS GRANT IS GOING TO BE A SIGNIFICANT LIMITATION WHERE THEY ARE HAVING TO PAIR SMASS MONEY WITH THE FUNDS

THAT THEY HAVE RAISED TO BE ABLE TO DO LEASES AND WHEN THEY RUN OUT OF TWO THIRDS OF EACH OF THOSE LEASES BEING FUNDS THAT THEY HAVE RAISED, THEY CANNOT SIGN LEASES UNTIL THEY RAISE MORE MONEY.

THESE FUNDS BEING UNENCUMBERED TO THE BACK EIGHT MONTHS OF A LEASE GIVES THEM THAT STARTUP FUNDING TO SIGNIFICANTLY REDUCE THE BURDEN ON OUR SHELTER TERM BECAUSE WITHOUT UNENCUMBERED FUNDS THEY ARE IN A SPACE WHERE THEY ARE REALLY LIMITED IN HOW MANY LEASES THERE ABLE TO SIGN.

WITH ANY PACE.

SO THAT TO ME IS ONE OF THE REASONS WHY PROVIDING ADDITIONAL UNENCUMBERED FUNDS OTHER THAN THAT THEY WOULD BE GOING SPECIFICALLY TO RENTAL ASSISTANCE UNDER AN AGREEMENT MUCH LIKE THE ONE THAT WE JUST SAW, EXCEPT WITHOUT THAT JUNE 30 LIMITATION ON IT.

WE COULD MAKE IT A ONE YEAR LIMITATION OR SOMETHING ALONG THOSE LINES, BUT THAT IS THE REASON WHY IT IS SO VITAL.

ALSO WANTED TO TALK A LITTLE BIT ABOUT THE SOURCE OF THE FUNDS BECAUSE I THINK IS REALLY IMPORTANT THAT WE LOOK AT WHAT WE BUDGETED FOR THIS RESPONSE AND WHAT WE HAVE ACTUALLY SPENT OUT OF VILLAGE FUNDS AS OPPOSED TO COOK COUNTY FUNDS AND SMASS FUNDS.

TO THIS POINT WE'VE APPROPRIATED \$650,000 IN VILLAGE FUNDS AND I DO NOT - I'M NOT ANTICIPATING THIS \$150,000 APPROPRIATION AS BEING IN ADDITION TO, BUT RATHER A REALLOCATION OF FUNDS THAT HAVE PREVIOUSLY BEEN APPROPRIATED TO THE MIGRANT RESPONSE.

MY UNDERSTANDING FROM THE MEMOS THAT WE HAVE RECEIVED TO DATE FROM STAFF IS THAT THE VAST MAJORITY OF WHAT HAS BEEN SPENT IS ALL WITHIN EITHER THE SMASS PHASE 1 GRANT FUNDING OR THE \$350,000 OF REIMBURSEMENT.

I BELIEVE WE ARE IN RANGE OF \$100-\$150,000 OVER THAT MAYBE AT THIS POINT, BUT CERTAINLY NOWHERE NEAR THE \$650,000 THAT HAS BEEN APPROPRIATED IN MY UNDERSTANDING IS THERE'S AN EXPECTATION THAT ADDITIONAL REIMBURSEMENT FROM COOK COUNTY WILL BE FORTHCOMING FOR EXPENSES THROUGH FEBRUARY 29.

I WOULD CERTAINLY APPRECIATE INPUT FROM STAFF ON THOSE BUDGET NUMBERS, BUT THAT IS MY EXPECTATION THAT THIS \$150,000 REQUESTED THAT I AM NOT IN FACT COMING HERE REQUESTING THAT WE ALLOCATE \$150,000 ABOVE AND BEYOND WHAT HAS ALREADY BEEN ALLOCATED TO THE MIGRANT RESPONSE, BUT RATHER UNDERSTANDING THAT WHAT WE ALL HOPED FOR AND EXPECTED AT THE BEGINNING OF THIS RESPONSE, THAT THE STAY IN THE COUNTY WOULD COME THROUGH AND WOULD SUPPORT OUR EFFORTS HAS BEEN OUR EXPERIENCE TO DATE AND SO THAT PROVIDES US WITH AN OPPORTUNITY TO REALLOCATE SOME OF THE FUNDS THAT WE HAVE ALREADY ALLOCATED TO THIS RESPONSE, TO THIS PROGRAM SPECIFICALLY.

>>PRESIDENT SCAMAN: VILLAGE MANAGER JACKSON, ANYTHING YOU CAN SPEAK TO AS FAR AS THE FUNDING SOURCE?

>>VILLAGE MANAGER: I WILL LET KEIRA SPEAK TO THEM NUMBERS AND I WILL SAY OF THE TOP, WE DO ANTICIPATE SEEKING AND GETTING THE REIMBURSEMENT FOR THE MONEY THAT WE HAVE SPENT THAT WAS PREVIOUSLY ALLOCATED, THE 150+ THE 500 FROM THE COUNTY. ASSOCIATED WITH OUR EMERGENCY RESPONSE EFFORTS. THAT I THINK IT IS A FAIR ASSUMPTION IN TERMS OF THE ACTUAL BUDGET NUMBERS KEIRA CAN SPEAK TO THOSE.

>>KEIRA CHANG: WE PROVIDED FINANCIALS LAST WEEK ON FEBRUARY 6. TO THAT DATE WE WERE ESTIMATING \$770,000 WAS THE COST OF PROVIDING SERVICES FOR NOVEMBER, DECEMBER, AND JANUARY. \$400,000 OF THAT IS EMBRACEABLE THROUGH THE SMASS GRANT ROUND ONE FUNDING.

WE HAVE RECEIVED A CHECK FOR \$340,000 OF THAT ALREADY WE ANTICIPATE THAT WE WILL GET THE BALANCE OF ANOTHER \$59,000 VERY SOON.

WE HAVE A COMMITMENT FROM COOK COUNTY FOR \$350,000 THAT WILL COVER EXPENSES THAT WERE NOT PREVIOUSLY COVERED IN DECEMBER 2023, ALREADY UNDER THE SMASS ROUND ONE FUNDING.

ANOTHER \$15,000 THAT WAS NOT SUBMITTED SIMPLY DUE TO THE TIMING OF WHEN WE WERE INVOICED AND THE FACT THAT THE \$400,000 WAS ALREADY EXPENSED.

THAT WILL BE REIMBURSED IN ADDITION TO ONGOING OPERATIONAL EXPENSES RELATED TO FOOD AND SHELTER THROUGH THE MONTHS OF JANUARY AND FEBRUARY OUT TO THAT \$350,000 CAP AND AS MANAGER JACKSON SAID, WE HAVE THE ABILITY TO APPLY FOR ADDITIONAL FUNDS AS THE RESPONSE IS ONGOING.

>>VILLAGE MANAGER: IT JUST TO CLOSE OUT MY REMARKS ON THIS, YOU KNOW, IT WAS STATED BY TRUSTEE STRAW, I WOULD JUST ASK THAT IF THE BOARD IS GOING TO DIRECT US TO WORK ON THIS THAT THE AGREEMENT TERMS WOULD BE SIMILAR TO THE TERMS IN THE STATE GRANT. SO THAT WOULD BE THE ONLY OTHER THING I WOULD ADD.

>>PRESIDENT SCAMAN: OKAY.

SO ALL OF THOSE RELATIONSHIP PIECES THAT WE THEN ARE ABLE TO HOLD ACCOUNTABLE IS WHAT WE ARE REFERRING TO? THANK YOU.

ANY QUESTIONS OR COMMENTS FROM MY COLLEAGUES?

>>TRUSTEE WESLEY: I DON'T KNOW WHAT I CAN SAY THAT I HAVE NOT ALREADY SAID 10 MINUTES AGO, BUT BASICALLY WHAT I SAID 10 MINUTES AGO. WE ARE BACK HERE AGAIN.

I HUNDRED 50,000 MORE TO PEOPLE.

I WOULD LIKE TO SEE US TAKE THIS PROGRAM AND EXPAND IT TO MORE PEOPLE. WE HAVE ABOUT 100 HOMELESS KIDS IN OUR OAK PARK SCHOOLS THAT WERE THERE AT THE START OF THE SCHOOL YEAR.

THERE WAS NO OUTREACH TO THEM.

THERE WAS NO PROGRAMMING FOR THEM.

THERE IS NO PROGRAMMING FOR THEM NOW.

AGAIN.

JUST CANNOT CONTINUE TO MAKE A DIFFERENCE IN PEOPLE IN OUR COMMUNITY LIKE THIS.

I AM FINE WITH THE PROGRAM THAT IS EXPENSIVE TO THE ENTIRE COMMUNITY FOR ALL FOLKS WHO FIND THEMSELVES IN A SIMILAR SITUATION TO THIS. I CANNOT VOTE FOR ANOTHER PROGRAM THAT GIVES MONEY TO 132 PEOPLE.

>>TRUSTEE ROBINSON: KEIRA, DID YOU SAY THERE WAS A POSSIBILITY TO GO BACK TO THE STATE AND ASK FOR MORE MONEY UNDER THE GRANT?

>> YES, THERE'S ALWAYS THE OPPORTUNITY TO GO TO THE SAY OR THE METROPOLITAN MAYORS CAUCUS AND REQUEST MORE FUNDING.

>> AND CURIOUS WHETHER YOU CAN MAKE THE CASE TO SAY THAT THE PARTNER IDENTIFIED IN THE APPLICATION AND SORT OF SHARE ALL OF THE FINANCIAL AND BUDGET - MAYBE SUBMIT A BUDGET FROM EITHER THE COMMUNITY OF CONGREGATIONS OR THE TASK FORCE.

IT WOULD BE HELPFUL FOR ME TO SEE A BUDGET IN WRITING, TOO, BUT I'M WONDERING IF YOU THINK YOU COULD GO BACK AND MAKE A GOOD CASE FOR AN ADDITIONAL 150 WITH THE UNDERSTANDING THAT THE PARTNER WE HAVE IDENTIFIED IS SORT OF COME BACK TO US WITH A NUMBER THAT IS, YOU KNOW, HIGHER THAN THE 300,000, BUT CERTAINLY NOT IT IS NOT AN EXTRA \$300,000 AND GIVEN THE COMMUNITY WE ARE WORKING WITH, THIS IS MORE IN LINE WITH THE NEED FOR THAT COMMUNITY THAT WE ARE TRYING TO RESETTLE.

>>KEIRA CHANG: YES.

WE CAN GO BACK TO THE METROPOLITAN MAYORS CAUCUS AND REQUEST ADDITIONAL FUNDING.

I WANT TO BE CLEAR THAT WE HAVE HAD MANY CONVERSATIONS WITH THE METROPOLITAN MAYORS CAUCUS AND THE GRANT ADMINISTRATOR AROUND USING THE FUNDS FOR ANY ACTIVITIES AFTER JUNE 30.

THEY HAVE NOT DEMONSTRATED ANY FLEXIBILITY ON THIS ISSUE.

IT IS A VERY CLEAR END OF THE GRANT PROGRAM AS IT HAS BEEN DEFINED. WHY THAT DAY IS CHOSEN, YOU KNOW, IT COULD REFER TO THE STATES FISCAL YEAR.

IT COULD RELATE TO A LOT OF THINGS THAT WE DO NOT HAVE KNOWLEDGE OF, BUT THAT IS A CLEAR DELINEATION THAT THE STATE HAS MADE AND THAT THE METROPOLITAN MAYORS CAUCUS AND THE GRANT ADMINISTRATORS HAVE MADE CLEAR TO US.

WE CAN REQUEST FUNDING, HOWEVER, IF THE METROPOLITAN MAYORS CAUCUS IS ABLE TO GRANT US ADDITIONAL FUNDING FOR THE PURPOSE OF RESETTLEMENT, I BELIEVE IT WOULD STILL FALL WITHIN THAT REQUIRED WINDOW OF USE OF JANUARY 16 TO JUNE 30 BASED ON THEIR MANY CONVERSATIONS WE HAVE HAD AROUND THE ONGOING RESETTLEMENT NEEDS THAT WOULD EXIST AFTER JUNE 30.

>>TRUSTEE ROBINSON: OKAY.

THAT WOULD BE MY PREFERENCE, AND HEARING THE WORDS FROM BOTH TRUSTEES WHO BROUGHT THIS FORWARD, I UNDERSTAND THE IMPETUS FOR THIS, HOWEVER, I DO - FOR THE REASONS I STATED BEFORE, I THINK WE HAVE TO FIGURE OUT A MORE ESTABLISHED BROADER EFFORT FOR THIS.

IF WE COULD FIT IT UNDER THE GRANT UMBRELLA THAT GIVES US SPECIFIC CRITERIA TO USE IT FOR THE MIGRANT COMMUNITY, BUT I THINK HER TAX DOLLARS IS A DIFFERENT CONVERSATION AND I'M NOT COMFORTABLE WITH THAT AT THIS TIME.

>>PRESIDENT SCAMAN: ANY OTHER QUESTIONS OR COMMENTS?

>>TRUSTEE PARAKKAT: THIS ONE IS A LOT SIMPLER FOR ME.

I HAVE NOT YET VOTED IN FAVOR OF USING TAXPAYER DOLLARS FOR THIS RESPONSE AND I AM NOT PLANNING TO START TODAY. MY VOTE WILL BE A NO.

>>PRESIDENT SCAMAN: ANY OTHER QUESTIONS OR COMMENTS?

OKAY.

I AM IN SUPPORT OF THIS.

AGAIN, I WOULD BE INTERESTED IN CONTINUING THE CONVERSATIONS THAT - IT IS VERY INTERESTING THE IDEA, THE IDEA OF SPENDING THIS PROGRAM TO ASSIST ALL PEOPLE.

I DON'T THINK THAT'S NECESSARILY FAIR, COMMUNITY OF CONGREGATIONS, EVEN THOUGH YOUR ROLE AS A MISSIONARY, YOU ARE DOING THIS FOR FREE AND YOU ARE VOLUNTEERING, BUT WHAT WE HAVE SEEN IS THE COMMUNITY WRAP THEIR ARMS AROUND, AND MAYA IS AN EXCELLENT EXAMPLE, ALL THE MIGRANTS AND WANTING TO HELP AS MANY AS POSSIBLE.

I KNOW MANY OF THE VOLUNTEERS WOULD SHARE THAT PASSION FOR ALL PEOPLE THAT ARE IN FRONT OF THEM.

WE DO HAVE A PARTNERSHIP WITH HOUSING FORWARD AND WE DO SUPPORT A RAPID REHOUSING, LONG-TERM RENTAL ASSISTANCE.

IT HAS ALWAYS BEEN HARDER.

HARDER THAN IT SHOULD BE.

IT HAS ALWAYS BEEN HARDER.

AND PARTICULARLY FOLLOWING COVID, THE WAY THAT HOUSING FORWARD PIVOTED AND WORKED TO PURCHASE AGAIN SPEAKS TO HOW SPECIAL THIS COMMUNITY IS AND THE STRONG PARTNERSHIPS THAT WE OF GOD.

I DO STILL JUST CONCEDE THAT IT IS NOT ENOUGH.

I DO THINK THOUGH AND WANT TO WORK WITH OUR VILLAGE MANAGER ON HOW BEST TO ACCOMPLISH OUR GOAL IN PARTNERSHIP WITH - - WITH THE AGENCIES THAT WE HAVE THAT HAVE THE EXPERTISE, SPECIFICALLY FOR THE UNHOUSED, WHICH REQUIRES A DIFFERENT SKILL SET.

A SKILL SET FOR THOSE WRAPAROUND SERVICES THAT REALLY NEED TO BE CULTURALLY COMPETENT.

WE REALLY TALK ABOUT HOW WE NEED TO DO THINGS DIFFERENTLY.

IT ALSO MEANS TRULY UNDERSTANDING GETTING TO KNOW THE SAME WAY - AND MAYA AS YOU ARE DOING WITH THE MIGRANT HERE, ANY PERSON AS TO WHY THEY ARE HOMELESS.

SO I DON'T NECESSARILY SEE THIS IS THE PROGRAM THAT IS ACTUALLY APPROPRIATE FOR RESPONDING TO ALL NEEDS.

I CAN SEE MATCHING THE DOLLAR AMOUNT FOR SURE AND POTENTIALLY EVEN EXCEEDING, BUT IT IS A DIFFERENT APPROACH, IT IS A DIFFERENT SKILL SET, THEY ARE DIFFERENT PARTNERS.

- SO WITH THAT I AM RECOGNIZING THAT WITHOUT THIS ADDITIONAL FUNDING WE ARE SETTING OURSELVES UP FOR SOME FAILURE BEFORE WE EVEN START. BECAUSE THE METROPOLITAN MAYOR DOLLARS ONLY GO TO THE END OF JUNE AND SO THE ONLY WAY YOU'RE EVEN ABLE TO MAXIMIZE THAT MONEY AVAILABLE IS IF WE FIND ALL THOSE APARTMENTS LIKE TOMORROW AND THAT IS JUST NOT REALISTIC OR FAIR AND IT STILL ONLY GIVES FOUR MONTHS PLUS THE SECURITY DEPOSIT AND WE'VE ONLY HEARD TONIGHT THAT YOU AT LEAST NEED FIVE MONTHS TO GET THAT WORKERS PERMIT AND THEN TO AT LEAST DO EVERYTHING WE CAN TO NOT BE IN THIS SITUATION AGAIN YOU WANT ENOUGH TIME THAT PEOPLE CAN, AS YOU SAID, SAVE UP AND FIND THAT JOB, FIND A COMMUNITY TO SUPPORT THEM AND SO THAT IS THE REALITY. IT TAKES TIME.

WHEN I LOOK AT HOUSING FORWARD UNTIL ASSISTANCE PROGRAM IT GOES FROM 4 TO 24 MONTHS, RECOGNIZING THAT SOMETIMES SOMEBODY WILL NEED MUCH MORE - 12 MONTHS EVEN PRESUMABLY IN THAT TIMEFRAME THEY HAVE CASEWORKERS THAT ARE WORKING WITH THAT FAMILY OR INDIVIDUAL THAT IS GOING TO MAKE THE DIFFERENCE FOR THEM IN THEIR LIVES.

, BUT YEAH, ALL THAT SAID, WE LEARNED FROM COVID AND WE KNEW BEFORE COVID AND IT CERTAINLY STILL IS THERE ARE NOT ENOUGH BEDS AVAILABLE FOR OUR HOMELESS.

THERE IS ALWAYS A WAITING LIST AND, YOU KNOW, THIS EXPERIENCE IS REALLY JUST GROWN MY EMPATHY FOR ALL OF THE INDIVIDUALS WHO WORK AT HOUSING FORWARD AND THE STRESSFUL LIVES THAT THEY HAVE CHOSEN TO MAKE A DIFFERENCE IN OUR WORLD.

THAT IS JUST AMAZING.

THERE IS NO FURTHER COMMENT, WE WILL TAKE THE ROLL. OKAY, WHO WANTS TO GO FIRST?

>>TRUSTEE STRAW: I DON'T KNOW WHETHER YOU CALL IN OR MAYA ARE BETTER TO RESPOND TO THIS.

ANY SUCCESS AROUND GETTING LANDLORDS TO TAKE SIX MONTHS INSTEAD OF 12 MONTHS UPFRONT TO STRETCH THOSE SMASS DOLLARS FURTHER?

>> THAT DOES NOT REALLY BRING ENOUGH LIMOS TO THE TABLE ANYTHING FOR ONE THING WE HAVE ON OUR SIDE IS GETTING TO SEE WHAT IS NOT WORKING IN OTHER AREAS AND THAT 3-6 MONTHS THAT CATHOLIC CHARITIES STARTED OUT AT SIX MONTH AND WENT DOWN TO THREE, THAT STILL DOES NOT GIVE ENOUGH TIME TO CREATE STABILITY, RIGHT?

IT IS A BOTH/AND SITUATION.

BOTH BRINGS LANDLORDS TO THE TABLE AND ALLOWS THEM THE TIME TO GET THAT STABILITY.

>>TRUSTEE STRAW: OKAY.

WAS JUST CURIOUS BECAUSE TRYING TO MAKE SURE THAT WE'RE STRETCHING THAT \$300,000 IS MUCH AS POSSIBLE, GETTING PEOPLE RESETTLED, BUT I

CERTAINLY APPRECIATE THAT BECAUSE THE FUNDRAISING IS GOING TO TAKE SOME TIME.

>> IT IS NOT OFF THE TABLE, IT IS JUST WHERE WE FOUND SUCCESS, AND AGAIN, IF WE KNOW SOME FOLKS ARE A LITTLE MORE ESTABLISHED THAN OTHERS.

SO AGAIN, YOU HAVE TO TAKE THOSE THINGS INTO FACTOR, BUT IN TERMS OF THE SPEED IN WHICH WE CAN GET FOLKS BECAUSE EVEN AT 12 MONTHS IT IS STILL HARD TO FIND LANDLORDS.

>> WE ARE IN THE MARKETPLACE.

WE DON'T HAVE A SPECIAL EXEMPTION FROM THE HOUSING CRUNCH THAT EVERYBODY ELSE IS EXPERIENCING.

>>TRUSTEE STRAW: AND THAT THE LANDLORDS MEAN HESITANCE AS I UNDERSTAND IT IS LACK OF CREDIT HISTORY AND LACK OF INCOME.

>> THERE IS A VARIETY OF REASONS I'VE ENCOUNTERED THROUGHOUT THE WAY, BUT THOSE ARE DEFINITELY SOME OF THEM.

>>TRUSTEE STRAW: OKAY.

>> THE RESTRICTIONS ON THE GRANT, THE DATE RESTRICTIONS ON THE GRANT OR A SIGNIFICANT RESTRICTION AND THAT'S WHY THIS \$150,000 IS REALLY HELPFUL BECAUSE I GIVES US THE OTHER EIGHT MONTHS.

ONE THING I'M NOT WILLING TO DO FROM COC'S PERSPECTIVE IS EXPOSE US TO THAT MUCH RISK.

WE'RE NOT GOING TO BE SIGNING LEASES FOR CONTRACTS THAT WE CANNOT FULLY PAY FOR IN THAT MOMENT.

THAT'S FINANCIALLY RESPONSIBLE AND WE CANNOT PUT OURSELVES IN THAT POSITION.

SO THAT \$150,000 GIVES US A LOT OF HEAD START ON BEING ABLE TO SIGN THESE CONTRACTS RIGHT AWAY.

>> I THINK IT'S IMPORTANT TO POINT OUT THAT THE \$300,000 WHEN WE TAKE THAT AND DIVIDED UP BY THE AVERAGE OF A TWO BEDROOM AND OUR GOAL IS TO FIND TWO BEDROOMS LESS THAN THAT, BUT IF WE ARE WORKING BASED OFF OF THE AVERAGE OF RIDES TO THE AREA, THAT ONLY LEAVES US AT LIKE 10 OR 11.

>> WE HAVE ESTIMATED WITH THE 450, THE 300+ THE 150 THAT WE WOULD PROBABLY BE ABLE TO DO SOMEWHERE AROUND 12 TO 13 ADDITIONAL UNITS.

>> THAT IS STILL NOT EVERYBODY.

SO JUST KEEP THAT IN MIND.

>> AND THAT WOULD LEAVE THE MONEY - THAT WILL BE PART OF THE 300 IN OUR ACCOUNT THAT WE POTENTIALLY WOULD BE TURNING BACK OVER TO.

>> THAT YOU CANNOT SPEND UNTIL YOU FUND RAISE.

>> ANYWAY, THANK YOU.

>>TRUSTEE STRAW: THANK YOU.

>>PRESIDENT SCAMAN: ANY LAST COMMENTS?

OR QUESTIONS?

TRUSTEE WESLEY.

>>TRUSTEE WESLEY: I'M A LITTLE CONFUSED.

ARE WE SAYING THAT THE \$300,000 DOES NOT WORK WITHOUT THE \$150,000?
IN ADDITION TO FIGURE THIS OUT.

>>PRESIDENT SCAMAN: IS THAT IN RESPONSE TO WHAT I SAID?

>>TRUSTEE WESLEY: JUST NOW, IT SEEMS LIKE THE PROGRAM - THE
\$300,000 GRANT DOESN'T SEEM LIKE IT ACTUALLY WORKS WITHOUT ANOTHER 150
ON TOP TO SOMEHOW DO SOMETHING.

I'M JUST TRYING TO.

>> WE HAVE TO COMBINE THE 300 WITH THE PRIVATE DONATIONS THAT WE
HAVE ALREADY RAISED BECAUSE WE CAN ONLY USE THE 300 FOR EXPENSES UP TO
JUNE 30.

WE ARE SIGNING LEASES RIGHT NOW AND THEY GIVES US MARCH, APRIL, MAY,
JUNE.

THAT'S IT.

AND THERE'S NOT A LOT OF LANDLORDS THAT ARE COMING TO THE TABLE
EXCITED ABOUT SIGNING A FOUR MONTH LEASE TO SOMEBODY THEY CANNOT DO A
BACKGROUND CHECK ON.

>>TRUSTEE WESLEY: FAIR.

THAT MAKES SENSE.

350 AND 150 AND THAT.

>> PLUS THE MONEY WE ALREADY RAISED.

>>TRUSTEE WESLEY: THAT IS \$90,000?

>> YEAH.

WE HAVE SPENT 22,000 OF THAT SO WE ARE IN THE HIGH-60S.

>>TRUSTEE WESLEY: THAT GETS US ALL THE WAY TO THE END FOR
EVERYONE?

>> NO, NO, NO IT DOESN'T.

>>PRESIDENT SCAMAN: YOU ARE STILL GOING TO FUND RAISE?

>> WE WILL CONTINUE TO FUND RAISE.

I'M TELLING YOU WHAT WE HAVE RIGHT NOW.

>> AGAIN, SORRY, AGAIN, IT IS IMPORTANT TO UNDERSTAND THAT
BECAUSE WE ARE ONLY LEFT UNTIL JUNE, THE LONGER IT TAKES FOR US TO
FUND RAISE, THE LOWER THAT THAT SMASS GETS US.

SO AGAIN, IT IS KIND OF LIKE WITHOUT ALL OF IT OUT ONCE WE CANNOT DO
ANYTHING FOR EVERYONE.

IT WILL NOT BE EVERYTHING FOR EVERYONE UNLESS IT IS ALL AT ONCE THAT
WE NEED TO COVER IF WE WERE TO BUDGET FOR EVERY SINGLE PERSON THAT WE
ARE TRYING TO RESETTLE WE WOULD NEED ALL OF THAT AT ONE TIME TO BE
ABLE TO REALLY - IN COMBINATION WITH THE GRANT DO IT.

>>TRUSTEE WESLEY: GOT IT.

THANK YOU.

I DON'T THINK I UNDERSTOOD IT THAT WAY DURING THE FIRST DEBATE.

>>PRESIDENT SCAMAN: TRUSTEE PARAKKAT.

>>TRUSTEE PARAKKAT: WOULD IT WORK OF THE 150 WAS A LOAN?

>>PRESIDENT SCAMAN: I WOULD NOT RECOMMEND THAT.

I WAS TALKING A NONPROFIT IN OUR COMMUNITY THAT WAS ADVANCED A LOAN THROUGH A FOUNDATION AND, YOU KNOW, THAT IS A SIMILAR GAMBLE AND LIABILITY AND YOU DO NOT WANT TO EVEN SIGN THE LEASE UNTIL YOU HAVE BEEN GIVEN THE ENTIRE AMOUNT.

>> I SUSPECT MY BOARD WOULD NOT SUPPORT THE DECISION.

>>TRUSTEE PARAKKAT: IS JUST A QUESTION.

>> IT IS A FAIR QUESTION.

>>PRESIDENT SCAMAN: I'M JUST BEING HONEST.

IT WAS BASED OUT OF A FAIRY RELATABLE CONVERSATION, DIFFERENT GROUP TODAY.

IF NO FURTHER QUESTIONS THAN I WOULD ASK THE CLERK WATERS TO PLEASE TAKE THE ROLL.

>> TRUSTEE ENYIA.

>> YES.

>> TRUSTEE STRAW.

>> YES.

>> TRUSTEE BUCHANAN.

>> YES.

>> TRUSTEE PARAKKAT.

>> NO.

>> TRUSTEE ROBINSON.

>> NO.

>> TRUSTEE WESLEY.

>> NO.

>> PRESIDENT SCAMAN.

>>PRESIDENT SCAMAN: YES.

CONGRATULATIONS, AND THANK YOU AGAIN FOR THE WORK YOU DO AND THE COMMUNICATION WITH STAFF IS VERY MUCH APPRECIATED AND FOR STAFFS COMMITMENT.

THE WHOLE IDEA IS TO GO FORWARD IN TRUE PARTNERSHIP AND RESPECTFULLY WORKING WITH EACH OTHER.

OKAY.

CALL TO BOARD AND CLERK.

CLERK WATERS, WOULD YOU LIKE TO START US OFF THIS EVENING?

>>CLERK: SURE.

I WOULD JUST LIKE TO TAKE A QUICK SECOND TO WISH MY GRANDMOTHER A HAPPY 90TH BIRTHDAY.

>> OH MY GOODNESS.

>>CLERK: SHE HAS CARED FOR MANY CHILDREN HERE IN THE VILLAGE OF OAK PARK.

SHOUT OUT TO GRANDMA JOE.

AND ALSO EARLY VOTING DOES START MARCH 4 AT 9:00 A.M..

>>PRESIDENT SCAMAN: WOW.

>>TRUSTEE ENYIA: I KNOW IT IS LATE.

I APOLOGIZE.

I WAS NOT HERE LAST WEEK AND I WOULD HAVE DONE THIS LAST WEEK.
I WANTED TO GIVE A SPECIAL SHOUT OUT TO IRVING MIDDLE SCHOOL.
THEY CREATED THIS WALL TUBE LIKE EXCELLENCE I JUST WANTED TO MAKE SURE
THAT I GOT TO SAY THESE NAMES OF SOME REALLY IMPORTANT PEOPLE, PAST
AND PRESENT.

ELLIS COLEMAN, I HAD THE PLEASURE OF COACHING HIM AT ONE POINT.
HE'S A FORMER OLYMPIAN.

FAITH JULIAN, PERCY JULIAN, GERALDINE McCULLOUGH, MR. LARRY HIGGS.
I KNOW HIS FAMILY VERY WELL.

HE'S ONE OF THE MONITORS OVER AT JULIAN AND HE HAS RAISED TWO
FANTASTIC KIDS AND STAYED IN THE COMMUNITY AND ALWAYS BEEN VERY
SUPPORTIVE.

JOHN REGISTER, MONTA GRIFFIN, FAITH JEFFERSON JONES, SHERILYN REED,
MARJORIE VINCENT, AARON PERCHEM, WILLIE MAE JACKSON AND CHRISTINA
WATERS.

I AM SITTING HERE WITH TWO GREAT BLACK MEN AND I AM ALWAYS
APPRECIATIVE OF ALL THAT YOU BRING AND I DID NOT FORGET YOU UP THERE
EITHER MR. ROBINSON.

YOU HAVE RAISED FANTASTIC KIDS AND YOU HAVE A GREAT WIFE.

THANK YOU ALL FOR WHAT YOU DO AND ALWAYS AS I SAID, IT TEACHES ME WHAT
RIGHT LOOKS LIKE AND I AM HONORED TO BE IN SUCH GREAT COMPANY.

I REALLY APPRECIATE ALL OF YOU AND I THANK YOU.

THANK YOU ALL AND I HOPE ALL OF YOU ARE ENJOYING YOUR BLACK HISTORY
MONTH.

I KNOW IT IS A SHORT MONTH, BUT IT IS SOMETHING I CARRY A LOT OF PRIDE
IN.

>>PRESIDENT SCAMAN: THANK YOU.

>>TRUSTEE WESLEY: RIGHT BACK AT YOU, TRUSTEE ENYIA.

APPRECIATE THAT.

I WANT TO HIGHLIGHT THE PERCY JULIAN, THE JULIAN LEGACY MUSEUM AT THE
LIBRARY IDEA BOX THAT STARTED ON FEBRUARY 4. BECAUSE UNTIL MARCH 4. IF
YOU HAVE NOT GONE TO SEE IT, I HIGHLY RECOMMEND IT.

IT IS AN AMAZING EXHIBIT.

IT REALLY DOES HIGHLIGHT THE JULIAN FAMILY LEGACY AND NOT JUST PERCY
JULIAN, BUT THE ENTIRE FAMILY.

I ALSO TO TELL STAFF, OH, GAVEL.

NICE.

ALSO WANT TO TELL STAFF THAT I APPRECIATE YOU.

I KNOW IT HAS BEEN A ROUGH COUPLE OF MONTHS.

IT HAS BEEN ESPECIALLY FOR ME, BUT I DO REALLY APPRECIATE ALL THE WORK
YOU DO AND ANY HIDING A MOTION FOR ME IS NOT DIRECTED AT YOU, JUST THE
TOPIC.

I ALSO WANT TO ACKNOWLEDGE THE WORK, MANAGER JACKSON, THAT YOU
MENTIONED EARLIER ABOUT THE COMMUNITY HOMELESS INITIATIVE THAT WE ARE
WORKING ON.

THE COMMUNITY ALTERNATE MENTAL HEALTH RESPONSE, AS WELL AS - I KNOW THERE WAS 1/3 ONE - OH, THAT COMMUNITY RACIAL EQUITY ASSESSMENT AS WELL.

I REALLY APPRECIATE THE WORK THAT HAS GONE INTO THOSE.
I JUST WANTED TO ACKNOWLEDGE AND ELEVATE THOSE AS WELL.

>>PRESIDENT SCAMAN: AND THE HOUSING STUDY.

>>TRUSTEE WESLEY: ABSOLUTELY THE HOUSING STUDY.

>>PRESIDENT SCAMAN: TRUSTEE ROBINSON?

TRUSTEE PARAKKAT?

>>TRUSTEE PARAKKAT: SHOUT OUT TO MY FATHER WHO TURNED 86.
HAPPY BIRTHDAY TO HIM.

HE TURNED 86 YESTERDAY AND MY MOTHER HAD A SURGERY ON THE SAME DAY.
SO I WISH HER A HEALTHY RECOVERY SOON.
SHE IS DOING WELL AT THIS POINT.
SO I AM GLAD.

ON THE HEAVY TOPICS WE DISCUSSED TODAY, IT HAS BEEN WEIGHING HEAVILY ON ME AND ONE OF THE STRUGGLES I HAVE IS ABOUT WHAT HAPPENED AND OF OCTOBER AND EARLY NOVEMBER, WHICH STARTED THE WHOLE CHAIN OF EVENTS THAT GOT US TO THIS POINT AND I HAVE YET TO SEE ANY DISCUSSION ABOUT HOLDING PEOPLE ACCOUNTABLE FOR SOME OF THOSE ACTIONS AND HOW WE CAN PREVENT SOMETHING LIKE THAT HAPPENING IN THIS COMMUNITY AGAIN AND THAT IS AN IMPORTANT DISCUSSION I HAVE AND I WANT TO RAISE THAT.
IT IS SOMETHING I WOULD LIKE TO SEE HAPPEN IN A REASONABLE TIMEFRAME.
I KNOW WE'RE IN THE MIDDLE OF A CRISIS TRYING TO SOLVE THIS AND THAT'S WHY I'VE NOT BEEN PUSHING FOR, BUT THAT'S SOMETHING I WOULD LIKE TO SEE AS SOON AS WE POSSIBLY CAN.

>>TRUSTEE STRAW: I WOULD LIKE TO JOIN MY COLLEAGUES IN CELEBRATING BLACK HISTORY MONTH.
WE'VE GOT SOME IMPORTANT VILLAGE EVENTS TO THAT AND THE COMING UP THIS WEEK, BUT ALSO THE IDEA BOX EXHIBIT IS ABSOLUTELY WORTH YOUR TIME.
I WOULD ALSO LIKE TO HIGHLIGHT THAT TODAY IS TO GROW FOR ANOTHER 20 MINUTES - MY DAUGHTER WAS FIRST TO NC, HAVING A PANCAKE DINNER.
REVEREND READ IS HERE IN ATTENDANCE.
THANK YOU FOR COMING AFTER YOUR PANCAKE DINNER.
AND I THINK THAT WE ARE - IT IS ALSO WORTH MENTIONING THAT WE ARE MOVING INTO THE SEASON OF LENT FOR FOLKS OF THE CHRISTIAN FAITH AND IT IS, YOU KNOW, WE HAVE BEEN DEALING WITH A LOT OF HEAVY ISSUES HERE AT THE BOARD TABLE, BUT THIS IS ALSO A SEASON OF CONTEMPLATION FOR A LOT OF PEOPLE AND SO I THINK THAT IT IS WORTH US ALL TAKING SOME TIME OVER THE NEXT STRETCH TO REALLY LOOK INWARD AND THINK ABOUT WHERE WE'RE GOING AND WHAT WE'RE DOING AND HOW WE CAN BE THE BEST VERSION OF OURSELVES.

WE GET TO THE END OF THE LENT SEASON AND ENTER A SEASON OF REAL JOY AND I'M HOPEFUL THAT WE TOO ARE GOING TO LEAVE A HEAVY SEASON INCOME INTO A SEASON OF JOY.

WE HAVE A LOT OF EXCITING THINGS COMING UP ON OUR BOARD CALENDAR THAT WE ARE GOING TO BE ABLE TO MOVE INTO.

>>PRESIDENT SCAMAN: OKAY.

THANK YOU.

I WILL FOLLOW SUIT WITH BLACK HISTORY MONTH EVENTS.

LAST WEEK WE HAD OR TWO WEEKS AGO WE HAD THE KUMBA KIDS DANCE AND THEY ARE PERFORMING SATURDAY, FEBRUARY 17 AT LINCOLN SCHOOL AT 2:00 P.M. AND SATURDAY, FEBRUARY 24 AT LONGFELLOW SCHOOL AT 2:00 P.M.. STUDENTS WHO COME FROM LINCOLN, LONGFELLOW, HATCH, JULIAN, AND OAK PARK RIVER FOREST HIGH SCHOOL FOR A GOOD MANY YEARS I HAD AFRICAN DRUM STUDENTS THAT PARTICIPATED IN THAT.

I MAY HAVE EVERY SINGLE PERFORMANCE ON VIDEO SOMEWHERE.

AND IT IS VERY WORTH IT, TYPICALLY IT CAN MAKE ME CRY.

HOW WONDERFUL THE KIDS ARE IN THE PROGRAM AND FOR A GOOD NUMBER OF YEARS WAS THE ONLY BLACK HISTORY PERFORMANCE IN OUR COMMUNITY.

ALL VOLUNTEER RUN.

WOULD ENTERTAIN A MOTION TO ADJOURN QUACKS SO MOVED QUACKS SECOND.

>>PRESIDENT SCAMAN: MOTIONED BY TRUSTEE STRAW AND SECONDED BY TRUSTEE ENYIA.

ALL IN FAVOR?

>> AYE.

>> HAVE A GOOD NIGHT.