



**Village of  
Oak Brook**

1200 Oak Brook Road  
Oak Brook, IL 60523-2255

Website

[www.oak-brook.org](http://www.oak-brook.org)

**Administration**

630.368.5000  
FAX 630.368.5045

**Community**

**Development**  
630.368.5101  
FAX 630.368.5128

**Engineering**

**Department**  
630.368.5130  
FAX 630.368.5128

**Fire Department**

630.368.5200  
FAX 630.368.5251

**Police Department**

630.368.8700  
FAX 630.368.8739

**Public Works**

**Department**  
630.368.5270  
FAX 630.368.5295

**Oak Brook  
Public Library**

600 Oak Brook Road  
Oak Brook, IL 60523-2200  
630.368.7700  
FAX 630.368.7704

**Oak Brook Sports Core**

**Bath & Tennis Club**

700 Oak Brook Road  
Oak Brook, IL 60523-4600  
630.368.6420  
FAX 630.368.6439

**Golf Club**

2606 York Road  
Oak Brook, IL 60523-4602  
630.368.6400  
FAX 630.368.6419

VILLAGE OF OAK BROOK  
1200 OAK BROOK ROAD  
OAK BROOK, IL 60523

**NOTICE OF SPECIAL MEETING  
OF THE  
BOARD OF TRUSTEES**

Date of Meeting: Tuesday, December 17, 2013      Time of Meeting: 6:00 p.m.

Samuel E. Dean Board Room  
of the Butler Government Center  
1200 Oak Brook Road

**AGENDA**

1. CALL TO ORDER
2. ROLL CALL
3. RESIDENT/VISITOR COMMENT
4. ORDINANCES & RESOLUTIONS
  - 1) RESOLUTION 2013-CNTRCT-PW-LOCAL150-EX-R-1321, A Resolution Approving an Agreement By and Between the Village of Oak Brook and the International Union of Operating Engineers, Local 150
  - 2) RESOLUTION 2013-CNTRCT-FD-IAFF-EX-R-1322, A Resolution Approving an Agreement By and Between the Village of Oak Brook and the Associated Firefighters of Oak Brook, International Association of Firefighters Local 4646
5. 2014 IRMA PREMIUM/DEDUCTIBLE LIMIT
6. ADJOURNMENT

**VILLAGE OF OAK BROOK**

In accordance with the provisions of the Americans with Disabilities Act, any individual who is in need of a reasonable accommodation in order to participate in or benefit from attendance at a public meeting of the Village of Oak Brook should contact Blaine Wing, the Village's ADA Coordinator at (630) 368-5022 or for TDD response (630) 990-2131 as soon as possible before the meeting date.

2/17



# VILLAGE OF OAK BROOK

## AGENDA ITEM

Regular Board of Trustees Meeting  
of  
December 17, 2013

**SUBJECT:** Public Works Union Collective Bargaining Agreement (CBA)

**FROM:** Blaine Wing, Assistant Village Manager *BW*

**BUDGET SOURCE/BUDGET IMPACT:** Programs 321, 335, 341, 351, 360, 361, 363 – Public Works

**RECOMMENDED MOTION:** I move to approve, subject to final staff and attorney review, the successor Collective Bargaining Agreement (CBA) with Local 150, and approve resolution R-1321, "A resolution approving an agreement by and between the Village of Oak Brook and the International Union of Operating Engineers, Local 150"

**Background/History:**

The Public Works Union is scheduled to have their membership vote on the proposed agreement prior to Tuesday night's Board meeting. As long as that occurs, the Village has agreed to bring a ratified agreement to the Village Board for approval on Tuesday, December 17<sup>th</sup>. A confidential version of the proposed agreement is attached for Trustees and will be made public at the Village Board meeting.

**Highlights of the Agreement:**

The main highlights, including wages and health insurance, will be shared at the Board meeting. As the agreement is not yet finalized or ratified, it is premature at this time to share this information.

**Recommendation:**

Demonstrating the collaborative environment and mutual respect shown by both the union negotiation team members and management staff, after approximately 11 months, staff is pleased to present the successor Agreement with minimal legal fees. Thus, the Village's senior management staff and the Village's Labor Attorney strongly recommend approving the attached successor Agreement, which saves the Village approximately \$23,000 in potential legal fees, sets reasonable wage rates for the next few years, as well as a few other highlights that will be shared on December 17<sup>th</sup>.

*AM*

RESOLUTION 2013-CNTRCT-PW-LOCAL150-EX-R-1321

**A RESOLUTION APPROVING AN AGREEMENT BY AND BETWEEN  
THE VILLAGE OF OAK BROOK AND THE  
INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 150**

WHEREAS, the Public Works' employees employed by the Village of Oak Brook ("**Village**") that are members of the International Union of Operating Engineers, Local 150 ("**Union**"); and

WHEREAS, the Village and the Union desire to enter into an agreement governing the employment terms for Village those employed members for the period between January 1, 2013 and December 31, 2017 ("**Agreement**"), attached hereto as Exhibit A; and

WHEREAS, the Village President and Board of Trustees hereby find and determine that it is in the best interest of the Village to approve and enter into the Agreement and the Letter Agreement;

NOW, THEREFORE, BE IT ORDAINED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF OAK BROOK, DU PAGE AND COOK COUNTIES, ILLINOIS as follows:

Section 1:     Recitals. The foregoing recitals are incorporated into, and made a part of, this Resolution as the findings of the Village President and Board of Trustees.

Section 2:     Approval of the Agreement. The President and Board of Trustees hereby approve the Agreement by and between the Village and the Union in a form acceptable to the Village Manager and the Village Attorney.

Section 3:     Authorization and Execution of the Agreement. The Village President and Village Clerk shall be, and hereby are, authorized to execute the final Agreement on behalf of the Village after review and approval of the final form of the Agreement by the Village Manager and the Village Attorney.

Section 4:     Effective Date. This Resolution shall be in full force and effect upon passage and approval in the manner provided by law.

[SIGNATURE PAGE FOLLOWS]

APPROVED THIS 10th day of December, 2013.

\_\_\_\_\_  
Gopal G. Lalimalani  
Village President

PASSED THIS 10th day of December, 2013.

Ayes: \_\_\_\_\_

Nays: \_\_\_\_\_

Absent: \_\_\_\_\_

ATTEST:

\_\_\_\_\_  
Charlotte K. Pruss  
Village Clerk



# VILLAGE OF OAK BROOK

## AGENDA ITEM

Regular Board of Trustees Meeting  
of  
December 17, 2013

**SUBJECT:** Fire Union Collective Bargaining Agreement (CBA)

**FROM:** Blaine Wing, Assistant Village Manager *BW*

**BUDGET SOURCE/BUDGET IMPACT:** Programs 700-711-723-731 – Fire Dept.

**RECOMMENDED MOTION:** I move to approve, subject to final staff and attorney review, the successor Collective Bargaining Agreement (CBA) with IAFF Local Union #4646, and approve resolution R-1322, “A resolution approving an agreement by and between the Village of Oak Brook and the Associated Firefighters of Oak Brook, International Association of Fire Fighters, Local 4646.”

**Background/History:**

The Fire Union is scheduled to have their membership vote on the proposed agreement this weekend. As long as that occurs and the proposed agreement is ratified, the Village has agreed to bring the ratified agreement to the Village Board for approval on Tuesday, December 17<sup>th</sup>. (A confidential version of the proposed agreement is attached for Trustees and will be made public at the Village Board meeting.)

**Highlights of the Agreement:**

The main highlights, including language clarifications, wages, and health insurance, will be shared at the Board meeting. As the agreement is not yet finalized or ratified, it is premature at this time to share this information.

**Recommendation:**

Demonstrating the collaborative environment and mutual respect shown by both the union negotiation team members and management staff, after approximately 11 months, staff is pleased to present the successor Agreement with minimal legal fees. Thus, the Village’s senior management staff recommends approving the attached successor Agreement, which saves the Village approximately \$20,000 in potential legal fees, sets reasonable wage rates for the next few years, as well as a few other highlights that will be shared on December 17<sup>th</sup>. The Village’s labor attorneys are currently reviewing the proposed agreement. If there are any substantive changes, staff will call attention to them on Tuesday night.

*BW*

**A RESOLUTION APPROVING AN AGREEMENT BY AND BETWEEN  
THE VILLAGE OF OAK BROOK AND THE  
ASSOCIATED FIREFIGHTERS OF OAK BROOK,  
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 4646**

WHEREAS, the Fire Department employees employed by the Village of Oak Brook ("**Village**") that are members of the Associated Firefighters of Oak Brook, International Association of Firefighters, Local 4646 ("**Union**"); and

WHEREAS, the Village and the Union desire to enter into an agreement governing the employment terms for Village those employed members for the period between January 1, 2013 and December 31, 2015 ("**Agreement**"), attached hereto as Exhibit A; and

WHEREAS, the Village and the Union also desire to enter a side letter of agreement to work together to revise the current Compensatory Time policy before March 15, 2014, and further to issue a one-time only \$500.00 health insurance off-set payment during January of 2015 (minus applicable taxes and normal deductions) to union members currently working in January of 2015 ("**Letter Agreement**"), attached hereto as Exhibit B; and

WHEREAS, the Village President and Board of Trustees hereby find and determine that it is in the best interest of the Village to approve and enter into the Agreement and the Letter Agreement;

NOW, THEREFORE, BE IT ORDAINED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF OAK BROOK, DU PAGE AND COOK COUNTIES, ILLINOIS as follows:

Section 1:     Recitals. The foregoing recitals are incorporated into, and made a part of, this Resolution as the findings of the Village President and Board of Trustees.

Section 2:     Approval of the Agreement. The President and Board of Trustees hereby approve the Agreement by and between the Village and the Union in a form acceptable to the Village Manager and the Village Attorney.

Section 3:     Approval of the Letter Agreement. The President and Board of Trustees hereby approve Letter Agreement by and between the Village and the Union in a form acceptable to the Village Manager and the Village Attorney.

Section 4:     Authorization and Execution of the Agreement. The Village President and Village Clerk shall be, and hereby are, authorized to execute the final Agreement on behalf of the Village after review and approval of the final form of the Agreement by the Village Manager and the Village Attorney.

Section 5:     Authorization and Execution of the Letter Agreement. The Assistant Village Manager and Village Clerk shall be, and hereby are, authorized to execute the final Letter Agreement on behalf of the Village after review and approval of the final form of the Agreement by the Village Manager and the Village Attorney.

Section 6:     Effective Date. This Resolution shall be in full force and effect upon passage and approval in the manner provided by law.

[SIGNATURE PAGE FOLLOWS]

APPROVED THIS 17th day of December, 2013.

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Gopal G. Lalimalani  
Village President

PASSED THIS 17th day of December, 2013.

Ayes: \_\_\_\_\_

Nays: \_\_\_\_\_

Absent: \_\_\_\_\_

ATTEST:

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Charlotte K. Pruss  
Village Clerk



# VILLAGE OF OAK BROOK

## AGENDA ITEM

Regular Board of Trustees Meeting  
of  
December 17, 2013

**SUBJECT:** Risk Management Insurance

**FROM:** Blaine Wing, Assistant Village Manager *BAN*

**BUDGET SOURCE/BUDGET IMPACT:** Risk Management

**RECOMMENDED MOTION:** I move to authorize the Village Manager to select the \$25,000 deductible option for the 2014 calendar year with the Intergovernmental Risk Management Agency (IRMA).

**Background/History:**

In late 2009 the Village Board had staff solicit alternative bids for liability and workers' compensation insurance for the 2010 plan year. Both Mesirow Financial (Mesirow) and the Intergovernmental Risk Management Agency (IRMA) gave presentations. Following that meeting, both Mesirow and IRMA met with the Ad Hoc Risk Management Sub-Committee, which included Dr. Moy (Village Trustee) and Mr. George Klein (Finance Advisory Member).

After a through review was completed by the Sub-Committee, it became clear that the Village had several high claim years (2006 through 2009) due to litigation and workers' compensation (WC) cases. However, by increasing the Village's deductible from \$2,500 to least \$10,000 or higher; the Village could obtain some savings. Additionally, if the Village could reduce our legal claims and better manage our WC cases, the overall liability costs would be less.

I am please to report that by executing the Village's Risk Management Plan, the Village staff has once again been able to reduce legal claims, better manage workers' compensation claims and improve safety during 2013. However, as opposed to last year's \$50,000 deductible, staff is recommending selecting the \$25,000 deductible option for 2014. Then deducting our estimated \$109,407 membership interest income credit, making the Village's premium for 2014 a total \$630,416, which is slightly above last year's premium, but with a deductible that is \$25,000 lower staff feels there will be greater overall savings as there is lower amount to payout on potential claims. While \$630,416 is still a lot of money, as long as the Village continues to reduce our claims we are on track to be below \$600,000 within the next few years!



It is truly worth noting that the Village's current Risk Management plan and employees that are making a concerted effort to be safe has positively impacted the Village's yearly premiums. A lot of credit needs to go to the Village's Department Directors, as well as former HR Generalist Eileen Donahue and current HR Generalist Kate Andris, for their continued efforts in ensuring a safer work environment for all employees. As shown below, by executing the Village's plan significant dollars are being saved.

Year	Premium Before Deductible	Optional Deductible Credit	Interest Income Credit	Payment to IRMA
2006	938,183	0	(182,243)	755,940
2007	889,213	0	(152,615)	736,598
2008	1,079,760	0	(142,954)	936,806
2009	1,146,011	0	(1,154)	1,144,857
2010	1,448,181	(275,154)	(24)	1,173,003
2011	1,306,863	(248,304)	(158,573)	899,986
2012	1,062,342	(201,845)	(156,564)	703,933
2013*	987,498	(286,374)**	(91,800)	609,324
2014	913,362	(173,539)	(109,407)	630,416

\*Corrected figures.

\*\*After a calculation error with the Interest Income Credit was discovered (reduced by \$82,920), the Village changed from a \$25,000 deductible to the \$50,000 deductible option, which provided an additional \$84,529 Optional Deductible Credit. Thus, no budget amendment was needed during the Village's 2013 budget, unless large claims occurred.

As you can see, by following the Risk Management Plan compared to keeping policies (safety, deductible, etc.) and procedures (safety, legal, medical, etc.) the same, the Village has dramatically reduced the Village's risk insurance costs by \$542,587 when comparing what the Village paid in 2010 as to what staff is recommending for 2014.

**Recommendation:**

For 2014, staff is recommending the deductible level be set at \$25,000, while moving forward with additional risk management improvements, in order to maintain a high level of safety as well as reduce the Village's annual premium rate for risk management insurance. Although not the staff's recommendation, if the Board would like to chose the \$50,000 deductible option, there would be an additional \$91,336 savings. However, any claims over \$25,000 would need to be paid for out of this savings. Because of the Village's claim history, and several new pieces of equipment, staff does not feel that the additional savings is worth the risk in 2014. However, if claims continue to be reduced, the \$50,000 deductible option should be reviewed again in the future.