



MINUTES
President and Board of Trustees
Village of Arlington Heights
Board Room

Arlington Heights Village
Hall 33 S. Arlington Heights Road
Arlington Heights, IL 60007
December 16, 2024
7:30 PM

I. CALL TO ORDER

II. PLEDGE OF ALLEGIANCE

III. ROLL CALL OF MEMBERS

President Hayes and the following Trustees responded to roll: Tom Hayes, Richard Baldino, James Bertucci, Wendy Dunnington, Robin LaBedz, Tom Schwingbeck, Scott Shirley, Jim Tinaglia. Trustee Nicolle Grasse was absent.

Also present were: Randy Recklaus, Emily Rodman, Hart Passman, and Becky Hume.

IV. APPROVAL OF MINUTES

A. Village Board 12/02/2024 Meeting Minutes

Trustee Tinaglia moved to Approve. Trustee LaBedz Seconded the Motion.

The Motion: Passed

Ayes: President Hayes, Trustee Baldino, Trustee Dunnington, Trustee LaBedz, Trustee Schwingbeck, Trustee Shirley, Trustee Tinaglia

Nays: None

Abstain: Trustee James Bertucci

Absent: Trustee Grasse

V. APPROVAL OF ACCOUNTS PAYABLE

A. Warrant Register 12/15/2024

Trustee Bertucci moved to approve in the amount of \$3,297,296.40. Trustee Schwingbeck Seconded the Motion.

The Motion: Passed

Ayes: President Hayes, Trustee Baldino, Trustee Bertucci, Trustee Dunnington, Trustee

LaBedz, Trustee Schwingbeck, Trustee Shirley, Trustee Tinaglia

Nays: None

Absent: Trustee Grasse

VI. RECOGNITIONS AND COMMUNICATIONS

VII. PUBLIC HEARINGS

VIII. CITIZENS TO BE HEARD

Anyone wishing to speak on a subject not on the Agenda should fill out a card, located in the back of the room, and hand it to the Village Clerk. Please limit your comments to three minutes.

IX. CONSENT AGENDA

This Agenda consists of proposals and recommendations that, in the opinion of the Village Manager, will be acceptable to all members of the Board of Trustees. The purpose of this Agenda is to save time by taking only one roll call vote instead of separate votes on each item. Consideration of this Consent Agenda will be governed by the following rules and procedures prior to roll call vote:

1. Any Trustee who wishes to vote "no" or "pass" on any Consent Agenda items should so indicate.

2. Upon the request of any one Trustee, any item will be removed from the Consent Agenda and considered separately after adoption of the Consent Agenda.

3. Citizens in the audience may request that the Board remove any item from this Consent Agenda for separate consideration after adoption of the Consent Agenda.

4. One roll call vote will be taken and will cover all remaining Consent Agenda items.

Trustee Tinaglia moved to Approve. Trustee LaBedz Seconded the Motion.

The Motion: Passed

Ayes: President Hayes, Trustee Baldino, Trustee Bertucci, Trustee Dunnington, Trustee LaBedz, Trustee Schwingbeck, Trustee Shirley, Trustee Tinaglia

Nays: None

Absent: Trustee Grasse

A. A Resolution Waiving Competitive Bidding and Approving the Award of a Contract for Security Fencing Installation at Water Facilities, to American Fence Professionals, of Elk Grove Village, Illinois

R2024-90, A2024-80

B. Resolution Awarding a Contract for Automated Meter Reading System Professional Services for Set-Up, Implementation, and Training

R2024-91, A2024-81

C. A Resolution Waiving Competitive Bidding and Approving an Agreement with Verde Solutions LLC of Chicago, Illinois, and an Ordinance Approving an Amendment to the 2024 Budget for the Installation of Solar Panels at the Public Works Facility

R2024-92, A2024-82, 2024-74

D. Resolution Authorizing Adoption of the Update of the Cook County Multi-Jurisdictional Hazard Mitigation Plan

R2024-93

E. Resolution - Approval to Enter Into the Software as a Service Agreement for Software Services for the Village's Water Meter Infrastructure

R2024-94, A2024-83

F. Ordinance Approving an Amendment to the 2024 Budget for the Installation of Replacement Dimmer Racks at the Metropolis Theater

2024-70

G. Resolution Authorizing Application for Illinois Department of Commerce and Economic Opportunity Grant

R2024-95

H. Ordinance Approving Chapter 28 Text Amendments

2024-71

I. Resolution Approving the Purchase of Granular Deicing Chemicals for the Parking Garages

R2024-96

J. Resolution Approving the Purchase of Liquid Deicer for the Parking Garages

R2024-97

K. Resolution Approving the Village to Enter Into a Network as a Service Agreement with Commonwealth Edison

R2024-98, A2024-84

L. Resolution Approving an Agreement with Municipal GIS Partners, Inc., for GIS Support Services

R2024-99, A2024-85

M. Ordinance - Code Amendment Chapter 13 - Alcohol Liquor Dealers - increasing Class A liquor licenses to facilitate issuance of two liquor licenses by the Liquor Commissioner

2024-72

N. Resolution Authorizing the Police Department to Enter into an Agreement With Axon for ALPR License.

R2024-100, A2024-86

O. Resolution - Purchase of Cardiac Monitors

R2024-101

X. NEW BUSINESS

A. An Ordinance Opting School Districts and Park Districts out of the Cook County Paid Leave Ordinance

Mr. Recklaus said the State of Illinois passed a Paid Leave Act. As of January 1st of 2024, employers are required to provide a bank of 40 hours of paid leave for employees to use

without a stated reason and without notice. When that law was written, park districts and school districts were specifically exempted at the state level. Municipalities were allowed to opt out as long as they did so by January 1st of 2024 and could set their own rules for unpaid leave within their organizations. The Village Board opted out of the regulations at the November 20th, 2023 Board meeting as the Village already provides more than 40 hours of paid leave to our full-time employees and the lack of notice requirements would be detrimental to the 24/7 nature of the Village's operations. That ordinance passed five to three. The Village did not exempt local businesses or other organizations from the Act.

Some government agencies, such as the library, are now subject to the State Act. Other villages like Mount Prospect, Buffalo Grove, Palatine, Hoffman Estates, and Schaumburg opted out for municipal employees as well as all businesses and organizations within their community. Rolling Meadows and Wheeling did the same as Arlington Heights. The deadline for opting out of the State Act passed on January 1, 2024.

Cook County then passed its own ordinance which applies the State rules to school and park districts within Cook County which were previously exempted by the State. The Village has received requests from the Arlington Heights Park District, School District 214, School Districts 25, 21 and 59, and the Salt Creek Park District to opt out of the County ordinance. Their reasons include the imbalance created with the existing collective bargaining agreements where they have generous paid leave benefits, and the operational needs of the schools. The Park District's objections include the unique seasonal nature of their operations and added costs. In both groups, the disparity between these requirements and those of nearby communities who have already opted out, is an issue.

Staff recommends the approval of the ordinance to exempt school and park districts within Arlington Heights from the provisions of the Cook County paid leave ordinance.

President Hayes appreciated the requests and said he was definitely in support of the staff recommendation.

Trustee Shirley asked about the history of the decision not to exempt businesses. Mr. Recklaus explained that last year when the issue came up, he spoke with individual trustees to gauge the interest in going that route. At the time, our Village Attorney suggested that it was more questionable to exempt businesses and there was less comfort in doing that in terms of the State Act. There wasn't support from a majority of the Board to proceed with exempting businesses. Trustee Shirley said he would be in favor of discussing the issue again. He believes that if employees don't like the terms of the employment, they don't have to sign up for that job.

Trustee Tinaglia agreed with Trustee Shirley in that he thinks the Board may want to reconsider exempting businesses. Mr. Passman said he believes that home-rule municipalities can opt in or out as they so choose. The time sensitive issue at this moment is the County ordinance. If action is not taken tonight, the parks and schools will have to begin complying with the County ordinance beginning January 1.

Mr. Recklaus said if the Board wants to consider exempting businesses, another dialogue could happen if that's something the Board wants staff to do in the future. For tonight, we're talking about the schools and parks. Trustee Tinaglia said he's fully in favor of this.

Trustee LaBedz said it appears the law would now affect the schools and the parks, because the businesses were already under State Law.

Cook County Commissioner Scott Britton asked the Board to opt out of this ordinance. The original ordinance passed by the County mirrored the State Law, including exempting schools and parks. Basically, it was a duplicate. Certain commissioners exempted the parks and the schools at the last minute and changes to the ordinance were made without informing the other commissioners or the chair of the committee (him). It is not good government. He shared his displeasure with his colleagues and at the same time was able to obtain an extension of a year, so that the schools and parks could try to find a way to address it. Commissioner Britton brought another ordinance to exempt the schools and parks forward, which was defeated. He said the teacher's unions are not in favor of the ordinance, because teachers are covered by collective bargaining agreements, they already have paid time off, and they knew that their membership would more than likely be affected by this in a negative way because of the huge budgetary impact of giving substitute teachers and other part-time employees time off. For park districts who employ lifeguards, paid time off creates an enormous problem. We can't find substitute teachers as it is and now, and we're going to have people taking even more time off. It is a classic unfunded mandate and will cost the schools and the parks hundreds of thousands of dollars to their budgets that they cannot afford.

Trustee LaBedz continued that she was concerned about the effect it would have on our children, whether in the schools or, whether in the parks, because it is already difficult to find substitute teachers.

Trustee Dunnington said she was recusing herself from this discussion and voting since she's currently working in District 25.

Trustee Bertucci asked if there was anything about businesses being able to be opted out in Cook County. Mr. Recklaus said no, the County is not saying anything about businesses opting out. This only brings the parks and the schools back in, but it does not impact any other entities. If we choose to opt out of our businesses in a later discussion, we still retain the authority to do so. Trustee Bertucci said it may be opportune since there will be at least three new members of the Board after the next election.

Trustee Schwingbeck asked if the Village has received any phone calls in the past year from our businesses indicating that this was an issue. Mr. Recklaus said no, although he did receive 1 today.

Trustee Shirley noted that large businesses don't care about this, but it may impact small businesses to a larger degree. Many small business owners operate on a shoestring.

Park District Board President Mary Fran Leno, School Board District Board Member Arlen Gould and School District 25 Board Member Greg Scapillato spoke in favor of opting out. They cited the unfunded mandate, the combined cost of approximately \$1 million per year of taxpayer dollars, and the challenges of staffing as reasons. This ordinance would affect day camp counselors, lifeguards, substitute teachers, school care program buddies and many other part-time employees. These jobs do not lack the opportunity to take personal or vacation time.

Argie Karafotias said he would appreciate it if the Board took up the consideration of opting out the local businesses in the future.

Bill Manganaro said Commissioner Bratton supported businesses being included in this ordinance. He doesn't agree that the Village should reopen this issue because it's the

right thing to do. But there's also a very pragmatic reason: the Village will require a great deal of goodwill from the State to approve the PILOT legislation, and he doesn't think this is a good time for the Village to risk any goodwill at the State level.

Trustee Tinaglia moved to Approve 2024-73 An Ordinance Opting School Districts and Park Districts out of the Cook County Paid Leave Ordinance. Trustee Bertucci Seconded the Motion.

The Motion: Passed

Ayes: President Hayes, Trustee Baldino, Trustee Bertucci, Trustee LaBedz, Trustee Schwingbeck, Trustee Shirley, Trustee Tinaglia

Nays: None

Abstain: Trustee Wendy Dunnington

Absent: Trustee Grasse

Mr. Recklaus introduced new Planning and Community Development Director Emily Rodman.

Mr. Recklaus reminded residents that Arlington Heights gets its water from Evanston. Recent news stories indicate there may be issues with the quality of the drinking water coming from Chicago. Our residents are unaffected by this issue as ours is derived from a different source.

Mr. Recklaus reported that as a result of the fire and explosion of the Groot garbage truck last Friday, the Fire Department, Police Department, Groot and he have been working together closely to look at the root causes of that incident. More information will be released soon. We are looking at how such a situation could occur and what steps each entity could take to prevent situations like this happening again. The Village's Fire Department was trained on these matters this past February. It's something that we take very seriously.

XI. ADJOURNMENT

Persons with disabilities requiring auxiliary aids or services, such as an American Sign Language interpreter or written materials in accessible formats, should contact Health and Human Service Department at 33 S. Arlington Heights Road, Arlington Heights, IL 60005, healthmail@vah.com or 847/368-5760.

Trustee LaBedz moved to Adjourn at 8:07 p.m. Trustee Tinaglia Seconded the Motion.

The Motion: Passed

Ayes: President Hayes, Trustee Baldino, Trustee Bertucci, Trustee Dunnington, Trustee LaBedz, Trustee Schwingbeck, Trustee Shirley, Trustee Tinaglia

Nays: None

Absent: Trustee Grasse