

Village of Lombard

*Village Hall
255 East Wilson Ave.
Lombard, IL 60148
villageoflombard.org*



Meeting Minutes

Tuesday, January 5, 2010

7:00 PM

Community Room

Special Meeting Board of Trustees

*Village President William J. Mueller, Village Clerk Brigitte O'Brien
Village Trustees Greg Gron, Richard J. Tross, Zachary Wilson,
Dana Moreau, Laura Fitzpatrick and Bill Ware*

I Call to Order

The Special Meeting of the President and Board of Trustees of the Village of Lombard was called to order by Village President William Mueller at 7:05 pm, Tuesday, January 5, 2010 in the Community Room of the Lombard Village Hall.

II Roll Call

Present: Village President William J. Mueller, Trustee Greg Gron, Trustee Richard J. Tross, Trustee Laura Fitzpatrick, Trustee Dana Moreau, Trustee Zachary Wilson and Trustee Bill Ware

Absent: Village Clerk Brigitte O'Brien

Finance Committee Present:

Mary Cation

Querish Esmail

Tom Guilfoyle

Staff Present:

Village Manager Dave Hulseberg

Director of Community Development Bill Heniff

Director of Public Works Carl Goldsmith

Assistant Director of Public Works Dave Gorman

Director of Finance Tim Sexton

Assistant Director of Finance Brian Koehler

Fire Chief Ed Seagraves

Fire Marshall Jerry Howell

Battalion Chief Mike Torrence

Battalion Chief Chuck Ralis

Battalion Chief Ron Rakosnik

Lt. Paul DiRienzo

Lt. Jeff Holst

Chief of Police Ray Byrne

Deputy Chief of Police Dane Cuny

Deputy Chief of Police Pat Rollins

Executive Coordinator Carol Bauer

FYE 2011 Financial Overview

Village Manager Dave Hulseberg gave a financial overview of the Village of Lombard. He noted the deficit is projected at \$528,000 under what he had expressed in October. He reported the Village needed to make \$2 million in cuts to maintain a 25% fund balance as per policy. He and Director of Finance Tim Sexton have been reviewing various options. One of the major expenses is the pension costs and reported pensions are funded by employees, employers and earnings. Employees are required to contribute a certain amount of their salary toward their pensions. Employers are also required to contribute a certain amount toward employee pensions. Earnings have declined and have contributed to the shortfall. Health insurance premiums have also escalated and the Village is looking at a 22% increase in premiums. He stated staff is looking at various options including higher deductibles for employees. He noted that 75% of employees are covered by union contracts and the Village is somewhat limited as to costs that can be passed onto employees.

Manager Hulseberg felt it was a good time to partially repay the General Fund for the acquisition costs for the Hammerschmidt and Jirsa properties in the amount of \$500,000 from the TIF. He stated the TIF is projected to have a \$1.1 million balance at the end of FY 11 excluding any grants that the Board has not already approved. He recommended the Village take steps necessary to bring the Utility Tax back to the 5% which was reduced by deregulation. This would generate approximately \$100,000 to \$200,000 in revenue.

Manager Hulseberg also noted the Village could increase the fees associated with vehicle stickers. Two options offered for consideration were: Option A - increase passenger stickers from \$15 to \$20 and reduce truck B-plates from \$30 to \$20 which would generate approximately \$95,000. Option B - increase passenger stickers from \$15 to \$30 and keep truck B-plates at \$30 which would generate approximately \$350,000.

Manager Hulseberg indicated the Village Board had previously agreed to annually increase permit fees by the CPI and this would generate approximately \$15,000. He noted it may be necessary to do additional personnel cuts and cuts in programs offered by the Village. He stated these were difficult decisions. He spoke about cuts to the Hotel Motel budget and stated the actual deficit is \$437,000 and asked the Board to advise what cuts they wanted to make in the amount of \$200,000. If \$437,000 in cuts were made, the fund would be balanced. Although Village Board members made suggestions on cuts to this fund, the suggestions were wide-spread and there was no consistency to the suggested cuts. He stated he will forward the suggestions to the Village Board members for their review and information.

President Mueller questioned the recommendations from the Hotel Motel Committee. Manager Hulseberg indicated the bare minimum cuts to the Hotel Motel fund would be \$264,000.

Manager Hulseberg reported water consumption is down. There is a \$300,000 deficit to maintain the fund balance. He spoke about allocating the rebate from the DuPage Water Commission to maintain the 25% fund balance. He noted the deficit is projected to be \$1 million. He noted that significant water rate increases were anticipated. He felt the Village could get through this year.

Trustee Ware questioned the 25% fund balance policy.

Manager Hulseberg stated the Board had passed that policy and he was following the policy.

Trustee Ware questioned if the policy could be changed.

Trustee Wilson questioned borrowing money.

Finance Director Sexton indicated the Village does borrow money anywhere from \$3 million to \$10 million depending on projects.

Manager Hulseberg spoke regarding fund balances and cash on hand. He noted the Village has borrowed from other funds.

Trustee Wilson questioned water consumption and fees.

Finance Director Sexton indicated the Village charges a fee that covers the billing and meter reading and the fee is the same for each resident and not dependent on the amount of water used.

Village Clerk Brigitte O'Brien arrived at 7:20 pm.

Finance Director Sexton stated the Village will be changing water meters in FY 13 as the current meters are older and inaccurate. He noted some residents may have hooked up illegally to the water supply.

President Mueller spoke regarding the Village encouraging residents to conserve water which residents are doing and this generates less revenue for the Village referring to a double-edged sword. He noted the DuPage Water Commission as well as other communities have indicated that water sales are down.

Trustee Fitzpatrick questioned getting water from other sources.

Manager Hulseberg did not see how it could be any less expensive.

President Mueller reported the Village is using less than the water that we are allotted.

Trustee Moreau questioned the sticker fees.

Manager Hulseberg noted staff is looking at cutting programs, shifting money from TIF, looking at the Utility Tax, looking at increasing vehicle sticker fees, looking at cutting personnel, and looking at water rates.

Trustee Wilson questioned the cutting of personnel.

Manager Hulseberg stated if programs are cut, that could also mean personnel as most programs involve personnel.

Trustee Wilson noted he felt personnel should be the last cut and to cut programs, but not necessarily the personnel associated with the programs.

Manager Hulseberg noted the Rain Barrel Programs is \$5,000 and does not really have personnel associated with it, but that it would take a lot of those programs to make up the difference needed. He felt this would be a policy issue for the Board.

Trustee Tross remarked that the Village has been cutting budgets for two years now and this is not just a short down turn in the economy.

Trustee Moreau questioned if the economy was just getting worse and worse.

Finance Director Sexton indicated the economy is down, but not as rapidly as it did earlier.

Trustee Fitzpatrick questioned how the holiday season was.

Manager Hulseberg noted the results of the last holiday season were not as yet in. He spoke of the health care costs and other hits the Village had taken.

President Mueller noted the last several years the Village had not had big hits as far as health insurance increases.

Manager Hulseberg reminded the Board that some large claims had been paid.

President Mueller indicated the Village had lucked out with several years of no large insurance increases.

Director of Finance Sexton stated the Village insurance rates were still significantly lower than other communities and felt part of that was due to low claims.

Trustee Tross questioned the Utility Tax Reserve and if reserves had been used for the General Fund. He stated that originally when the Utility Tax was passed, it was to be used for street reconstruction only. He questioned if that tax was now going to the General Fund. He spoke regarding pension costs and health insurance costs. He suggested staff go back and talk to the unions regarding the increased costs. He questioned when the passenger vehicle and B-truck plate stickers became the same price. He noted he has said for many years that they should be the same fee. He noted that he was told all of these years, that the vehicle sticker fees were based on the Secretary of State classes. He emphasized that the fees for license plates for the State is the same for a passenger car and a B-truck plate. He spoke about the exercise at the Community Forum and the residents recommending increases in vehicle sticker fees. He also noted the Village Board had spoken over the years of eliminating vehicle sticker fees. He spoke about the hard economic times and the \$2.8 million deficit. Trustee Tross noted that he would rather see video gaming in the Village rather than increase vehicle sticker fees. He emphasized that he has for years felt the Village should not subsidize the cost of water for residents and that the fund should be self-liquidating. He felt it was a product the residents purchase and should not be subsidized.

Trustee Ware questioned if the Village can look at passing some of the added health insurance costs to employees.

President Mueller indicated staff can discuss with the unions.

Trustee Moreau felt anytime you talk to the unions, you know what the answer will be.

Finance Director Sexton noted the employees do see cost increases for insurance.

Trustee Ware suggested going to the unions and meeting in the middle.

Trustee Tross questioned the freezing of positions. He felt that would make up the \$600,000 right there.

Trustee Ware questioned the vehicle sticker increases and revenue.

Trustee Tross indicated he was not in favor of increasing sticker fees, but did not say

he would not agree to it.

Trustee Moreau stated the groups at the Community Forum suggested increasing vehicle sticker fees as a means of generating additional revenue for the Village.

Trustee Fitzpatrick questioned deductibles on insurance.

Finance Director Sexton indicated staff was looking at that.

Trustee Fitzpatrick felt to keep premiums low, the Village needed to increase co-payments etc. for employees.

Trustee Moreau asked if Manager Hulseberg wanted feedback on the three points now or later.

Trustee Tross noted staff had gone through and given recommendations to the Board.

Manager Hulseberg noted that if the Board agreed to the recommendation, there was still a \$1 million deficit.

Trustee Tross questioned if the Village was violating any resolutions by taking money out of one pocket and putting it in another. He asked about the Capital Improvement Plan.

Finance Director Sexton indicated there was no shifting of money, the Village had not violated any resolutions and there were no increases in the Capital Improvement Plan.

Trustee Wilson questioned the revenue if passenger car stickers were raised to \$20 and the B-plates stayed the same at \$30.

Finance Director Sexton thought it was about \$150,000.

Trustee Tross suggested each category increase by the same amount.

Trustee Wilson suggested increasing them by \$5.00.

Manager Hulseberg questioned how the Village Board wanted to make up the \$2 million deficit.

Trustee Tross questioned only paying the General Fund \$500,000 for the Hammerschmidt property when the cost was \$1 million.

Manager Hulseberg indicated there was not enough money to pay back the whole amount.

III Public Participation

None

IV Agenda

090809

Budget Presentation - Police Department

Village Manager Dave Hulseberg requested Chief of Police Ray Byrne make a presentation regarding the proposed budget for the Police Department.

Chief Byrne indicated he would review the information distributed to the Village Board members.

Chief Byrne noted the Police Administration fund includes 5.5 FTEs and 1 PTE. They are responsible for providing direction and supervision to personnel through its planning, analysis, inspections, personnel management and fiscal control efforts. This includes wages and benefits for employees.

Chief Byrne reported the Accreditation Planning and Analysis fund includes .5 PTEs. This program is responsible for accreditation status and provides planning for major departmental projects. It also provides crime analysis services and manages departmental recruiting efforts. The position serves as the Village's NIMS Compliance Officer and the Village needs to maintain compliance with NIMS federal mandates to meet government standards. Failure to meet the standards equates to no State or

Federal grant monies.

Trustee Moreau questioned if accreditation was done yearly.

Chief Byrne stated it was done every three years, but there are 500 standards contained in the book and these are done at various intervals throughout the year. He noted a lot of this is policy development, planning and research.

Trustee Ware questioned if some of these duties could be handled by other staff if the part-time position was cut.

Chief Byrne indicated most departments have a fulltime accreditation officer. He stated this employee travels to other departments as well as handling the Lombard Police Department. He felt if the accreditation officer were eliminated, the accountability falls apart.

Trustee Ware felt other departments had dropped accreditation. He questioned if accreditation helped with cutting insurance costs.

Chief Byrne indicated studies show that accredited departments have lower insurance costs and that the Lombard Police Department had a good track record. He felt this was being penny-wise and pound-foolish.

Trustee Ware questioned if this helps in court.

Chief Byrne indicated he thought it did help it court when the Police Department policies and procedures come up.

Trustee Wilson stated he would discontinue accreditation in a heart beat. He felt it was the responsibility of staff to handle and that accreditation was not worth what it cost.

He did not feel there was evidence proving that it was helpful to the department.

Trustee Tross stated before accreditation the staff followed general orders and questioned if this could be challenged. He felt accreditation held the policies and standards to the letter of the law.

Trustee Wilson indicated the policies and procedures are in place and that the staff just needs to enforce them. He felt staff should make sure the officers are following these to the letter of the law. He stated the Village should rely on the chief and deputy chiefs to make sure that everyone was following the rules and regulations. He did not think that accreditation helped with liability.

Chief Byrne read a statement included in a letter from IRMA stating that accreditation did help with liability and reduced losses.

Trustee Wilson felt it should be eliminated immediately and did not feel it would reduce the professionalism of the department. DuComm fees were questioned.

Trustee Wilson questioned the replacement policy for Village vehicles and noted the number of squads cars parked in the lot. He asked about making not only the police vehicles, but all Village vehicles last longer.

Manager Hulseberg noted that the Village has already made some changes in fleet services.

Trustee Ware questioned the \$58,000 overtime for the Taste of Lombard.

Trustee Wilson questioned the mall patrol costs.

Chief Byrne stated the mall patrol was increased and includes not only Yorktown, but also the smaller malls located in the Village. He noted the increase in customers and stated Yorktown does help pay some of the costs for traffic control.

Trustee Ware questioned if the police just walk around the mall.

Chief Byrne stated this includes vehicle patrol of the mall lots as well.

President Mueller stated this includes Eastgate and downtown Lombard and that the officers go into the businesses and talk with the owners as well. They visit many retail establishments.

Chief Byrne highlighted expenses within the police buildings budget. He spoke about donations and grants.

Chief Byrne stated the largest cost center in the Village includes the patrol services budget with fifty sworn officers and six community service officers. He noted that the overtime budget had been cut as well as the training and travel line item. He felt training was important and that the officers needed to have proper training. He stated

the most popular program was the Citizen Police Academy in the amount of \$4,000. Chief Byrne spoke about the Criminal Investigations Division which includes fifteen fulltime officers. Included in this division are officers assigned to Glenbard East and to DuMeg.

Chief Byrne spoke about the Police Records Division which includes 11.5 employees and includes the front desk personnel as well as the records staff. He noted there had been some cuts and a position was on hold.

Chief Byrne spoke about the administrative adjudication program and the cost of \$10,000 versus the \$130,000 in revenue.

Trustee Tross questioned the traffic fines and permit fees.

Chief Byrne noted they were both listed.

Trustee Tross questioned the Traffic Division and the fines imposed on overweight trucks.

Deputy Chief Cuny noted the State had modified the Code.

Trustee Tross questioned if it was worth keeping.

Deputy Chief Cuny stated 1/3 of the activity is truck enforcement. The division also handles safety checks, the Senior Fair and other events.

President Mueller questioned if the Village receives grant money for truck enforcement.

Deputy Chief Cuny stated that the Village receives grant funding for traffic safety programs.

Trustee Wilson questioned the Red Light enforcement program, the \$10,000 for the hearing officer, the overtime for officers to review the red light enforcement tapes.

Trustee Tross questioned how many crossing guards were mandatory.

Trustee Ware questioned if some crossing guards positions could be cut.

Director of Finance Tim Sexton stated that six are part of the TIF Agreement.

Chief Byrne spoke about the Seizure Fund. He stated that what the Police Department receives, is what can be spent. He noted the new police command vehicle was paid for out of that money. He also stated that \$20,000 per year comes out of that and is put toward replacement.

Trustee Fitzpatrick questioned how much the Village receives from DUI arrests.

Chief Byrne stated if the arrest is made under the State code, the Village receives between \$350-\$400 and if it is prosecuted under the Village Code, the Village receives between \$500 - \$1,000.

Trustee Fitzpatrick questioned where the income is shown.

Chief Byrne stated it is listed in fines and revenues in the patrol division.

Trustee Wilson thanked the Chief for the professional presentation.

Director of Finance Sexton stated the biggest increase in the budget is pension costs and health insurance.

090810

Budget Presentation - Fire Department

Village Manager Dave Hulseberg requested Fire Chief Ed Seagraves make a presentation regarding the proposed budget for the Fire Department.

Chief Seagraves noted that all of the Fire Department pensions are listed in fire administration.

Trustee Wilson questioned how many times are fire units needed at events versus how many times they are at events and not needed.

Chief Seagraves noted that the units are often at events and not utilized, but can be used for everything from babies to heart attacks. He talked about the significance of good traffic flow in and out of an event and delays that can occur if there is no good traffic flow.

Trustee Wilson questioned if the service was worth the overtime. He asked if this detracts from services needed elsewhere.

Chief Seagraves stated that a unit can be pulled from an event if it is needed

elsewhere. He stated he can not predict if a unit will be needed at a specific event or not.

Trustee Wilson questioned how many times services were needed while a unit was stationed at an event within the last year and if service were needed at an event, if the Fire Department could just respond.

Chief Seagraves stated certain things are difficult to answer. If a cut is made, it can be minimal. He stated if the unit is not stationed at an event and someone dies, there can be a lawsuit.

Trustee Wilson questioned what happens elsewhere.

Trustee Tross stated the unit is not just to provide immediate emergency response, but also is a public relations tool. He spoke regarding the Jaycees donation of the Rambulance to be used at Glenbard East.

Chief Seagraves spoke regarding the two fire stations and response times. He talked about Glenbard East Homecoming and the traffic which would prohibit a truck from getting in or out. He stated they have off-duty personnel there on overtime. He spoke about the Taste of Lombard and traffic which would cause delays getting equipment in or out. He noted that the hours could be reduced at the Taste of Lombard. He stated at the Taste, it can take a while to find the person in need of medical assistance.

Trustee Tross questioned the over \$8,000 in overtime, the \$42,000 in public education and the \$21,000 junior fire marshal program.

Chief Seagraves spoke regarding the day-to-day maintenance at the fire station and that a lot of that work is done by fire personnel with some contract work.

Chief Seagraves spoke about the fire donations and indicated this was money in and money out. He stated some donations are dedicated to certain programs like Trauma Teddy.

Chief Seagraves spoke about grant money. He noted that all of the air packs were purchased with grant money as well as the portable radios.

Chief Seagraves spoke about the fire rescue services \$4 million budget and stated this includes salaries and equipment. He noted that the fire and rescue minimum staffing has been dropped to 15. He stated there were several firefighters on long-term work comp leaves and noted they had seven out at one time. He stated the Fire Department is a 53-shift department with 11 vacancies plus the normal sick time with people with the flu, etc. He noted that is a great impact on the minimum staffing and that the day-time medic unit has been reduced.

Trustee Tross questioned call-backs when there is a significant alarm.

Chief Seagraves stated that firefighters and lieutenants receive overtime, but that chiefs do not. He spoke about hold-overs when there is a call going on at shift change. He also spoke about specific assignments like posting the fire guard to protect the evidence flow at a fire or taking a fire truck out of state for service.

Trustee Wilson questioned how long firefighters are held over.

Chief Seagraves stated if a firefighter is held over even two minutes, they receive an hour of overtime pay. He stated that hold-overs are normally an hour to an hour and a half. He explained that if an EMS call comes in at 7:45 am, a routine EMS call takes an hour to an hour and fifteen minutes.

Chief Seagraves spoke about the Public Education Program and stated this is a significant program and has one fulltime person assigned to it. He spoke about the overtime budget for these programs. He noted the fire department sees fewer injuries to smaller children and fewer fires caused by children due to these programs. He stated they also do programs at Beacon Hill and Lexington. He spoke of the great public education program in Memphis Tennessee and that prior to them having a public education program, they were losing between 8-12 children per year. They questioned what they could do and implemented the public education program. He noted that within two years of implementing the program, the deaths went to zero. He stated they have since only lost a couple of children. He stated the Fire Department will be recognizing two children for calling 9-1-1. He felt the public education program was

effective.

Trustee Ware questioned the \$71,000 in overtime.

Chief Seagraves noted that one fulltime staff person can not administer all the programs.

Trustee Tross questioned if the overtime was not paid, if the Village would have the programs.

Chief Seagraves stated the Learn Not To Burn trailer takes three people and stated that as a personal contributor toward the trailer, he would hate to see it not being used. He spoke about not everyone being a teacher and not every parent being good in the class room. He did not feel the Village would get any retired firefighters to volunteer to do this.

Chief Seagraves stated the Fire Department will continue to do as much as they can with what is given to them in the budget. He noted that public education is recognized in the union contract.

Trustee Tross questioned public education in the contract.

Chief Seagraves noted that it had been there for twenty years.

Public Education Officer Jim Plunket stated there are 13 part-time firefighters who teach CPR and other programs.

Trustee Wilson questioned teaching fire safety to pre-schoolers and the 700 hours dedicated to the program.

Chief Seagraves talked about the 2,300 hours for the programs and the \$42,000 cost.

Trustee Tross questioned taking a person from the station and decreasing manning.

Chief Seagraves stated the schools have dedicated certain hours during the day for fire department public education classes.

Trustee Fitzpatrick stated she has been in the classroom and was concerned about redundancy. She felt that once the child is taught stop-drop-and-roll, they know it and it does not have to be taught to them again the following year.

Chief Seagraves stated the firefighters are not allowed to volunteer due to the union contract and opens the Village up to litigation.

Trustee Tross spoke regarding the Fire Department and Police Department doing volunteer work in their own capacity. He spoke about Glenbard East functions and Cruise Nights.

Trustee Fitzpatrick felt it was not the firefighters main job to talk to kids and felt the Fire Department should work it out so they do not have to pay overtime.

President Mueller stated he did not want to see Lombard go back to a volunteer fire department.

Public Education Officer Jim Plunket stated there are 3,000 contacts made with pre-school and kindergarten children. He felt that was like talking to 3,000 families. He stated the parents read all of the information sent home in the students' backpacks and it was trying to educate the child and the parent.

Chief Seagraves spoke about the Fire Department Open House. He felt this program was not as constructive as some of the other programs.

President Mueller stated some of the programs are supported by organizations such as the Kiwanis.

Chief Seagraves noted the Open House is about \$7,000. He felt it was better to cut the reinforcement rather than cut the initial contact. He asked the Village Board to give him a target amount and the fire department will design the programs around the number and maintain the programs in the budget given them. He stated they will do the most they can do with what is given to them.

Mary Cation stated she would hate to see children not receive any fire education until 2nd grade.

Trustee Wilson noted that his children came home from school and knew how to call 9-1-1 in the event of an emergency.

Chief Seagraves spoke about the Fire Prevention Bureau and liquor licensing inspections. He noted Yorktown receives a lot of attention because of the size and

amount of people. He reported the inspectors have to be certified and they do plan review. He felt it was good to have firefighters as inspectors as they carry the information from one assignment to the other. He felt there was continuity following an incident.

Trustee Ware questioned the overtime and inquired about hiring retired fire personnel as inspectors.

Chief Seagraves stated they had looked at that. He noted with the part-time inspectors even though they are paid time-and-one-half, there is no sick leave or vacation leave and they are paid only for the hours they work.

Trustee Wilson felt there should be a policy change and there was too much yo-yoing. Trustee Ware commented regarding retired fireman coming back to work part-time. He stated for every category, he sees overtime and felt that something needed to be done about the overtime. He noted that the Fire Department budget contained more than \$700,000 in overtime and that sticks out.

Trustee Moreau questioned if there was a norm versus budget expenditures.

Chief Seagraves stated this varies greatly. He noted that Wheaton and Downers Grove Fire Departments have higher overtime budgets. He spoke about minimum staffing and the number of people on duty. He spoke about the regular salaries and overtime budget.

Trustee Wilson suggested hiring part-time people without benefits.

Trustee Ware suggested looking at contracting with an outside ambulance firm rather than pay out that much in overtime.

Chief Seagraves felt paying an outside ambulance firm would cost just as much if not more. He felt they needed to look at the quality of service. He noted if you replace the daytime ambulance with a contract and one company has low-balled the bid, the quality of service may not be the same.

Trustee Tross suggested cutting the program, cutting the overtime, reducing the level of service and not having a daytime ambulance compared to the \$700,000 overtime budget. He spoke about Fire Prevention, the Fire Marshall and Fire Inspectors and hire-backs.

Chief Seagraves stated that there are different rates of pay.

Trustee Tross spoke about the \$255,000 in the Fire Prevention Bureau budget and the \$700,000 in overtime. He stated it did not include the seven part-time firefighters.

Chief Seagraves talked about the Fair Labor Standards Act and paying an employee who is working for you a different rate of pay if he is not doing firefighter/paramedic work.

Trustee Wilson questioned how the Fire Department budget would look if there were 8-hour shifts.

Chief Seagraves felt the budget would be more as the FLSA comes into play and they would need to add employees and more overtime. He noted the firemen currently work 52 hours per week and are paid for 40 hours.

Trustee Wilson questioned if the Police Department should go on 24-hour shifts with 48 hours off.

Chief Byrne stated this would be a very long day for a police officer.

Chief Seagraves spoke about departments that had tried going to the 8-hour shifts. He noted they spent hundreds of thousands of dollars and then reverted back to the 24-hour shifts. He felt it was a dismal failure. He also felt that Lombard would not be able to change to an 8-hour scheduled based on the union contract.

Trustee Wilson questioned if the failure was because the firefighters hated it.

Chief Seagraves stated that this change causes problems in the work groups and that he felt this change was a big mistake. Even though the departments reverted back to the 24-hour shifts, he felt the department suffered and the employee groups did not respond as well. He felt there would be more overtime with 8-hour shifts because of the hold-overs. He stated they have to send firefighters home on occasion because of the nature of the call. They may be too stressed out. He felt if moving off the 24-hour

shifts were suggested that the Union would not agree. He felt there would always be a need for overtime.

Trustee Tross recommended inviting the unions to come and balance the budget.

Trustee Ware indicated the Village needed to cut to the chase and look at this overtime.

President Mueller stated the bottom line is cutting the overtime. He spoke about changing the format of the system thus providing less service to the residents. He talked about a local community combining the fire and police departments and wound up in court. He stated there was a community in Wisconsin that did that and it is not working out. He talked about cutting costs and balancing the budget. He did not want to change the system and did not want to cut services to the residents.

Trustee Moreau inquired if there were other ideas or options.

President Mueller felt that changing the system may not benefit the community.

Chief Seagraves stated that cheaper is not necessarily better. He stated staff is not throwing out overtime to the firefighters just to give it out. He felt the overtime was less expensive than hiring additional firefighters. He talked about having a reasonable amount of firefighters on duty. He felt if there were insufficient manning on duty, the firefighters as well as the residents would be endangered. He spoke about studying and comparing what other departments do to cover staffing. He stated the Wheaton Fire Department has 15 men with three assigned to each shift on duty and if one calls in sick, they have to call in a firefighter on overtime. He stated their overtime budget is more than Lombard's. He felt Lombard's staffing was reasonable and in the middle of the other departments.

Trustee Tross suggested asking the unions what and where they would like to see the cuts. He spoke about meetings the Village Board has held on the budget. He felt that the non-union employees may look at joining a union.

President Mueller indicated the Village should make contact with the unions. He stated the unions in Roselle did not care and they are laying off police officers in Roselle.

Trustee Tross stated he is not asking staff to take a pay cut, but asking where they want to see the cuts made. He felt staff could help in advising the Board what programs to cut. Maybe staff could suggest what programs were best to be cut.

Chief Seagraves spoke regarding emergency preparedness and equipment. He noted staff only comes in when called.

Chief Seagraves spoke about training and felt it was important to provide training for fire staff.

Chief Seagraves noted the Foreign Fire Service is the most conservative of the Foreign Fire Service groups.

Chief Seagraves spoke about the Fire Investigation Unit and stated it is a combined effort of police and fire. He stated Lombard's Fire Investigation Unit is one of the most highly recognized and felt that due to that, that there are very few arsons in Lombard. He noted the unit determines the facts and is very successful at their investigation.

Chief Seagraves spoke about the emergency medical services. He noted this is a \$2 million budget and that the overtime is \$292,000. He talked about the daytime Medic unit that has been going for 9 years. He spoke about mutual aid assistance from other departments being difficult if fire departments had to respond to calls in Lombard. He felt the overtime was still cheaper than a third ambulance. He stated the ambulance was staffed at ten hours a day six days per week and that was cheaper than two fulltime firemen as there was no additional pay for uniforms, pensions, etc. He noted the Fire Department has reduced staffing to 8 hours per day and no Saturdays. He spoke about cutting Fridays and having only 4 days at eight hours per day. He stated Lombard receives more mutual aid than it gives to other departments.

Trustee Ware questioned who was eligible for overtime.

Chief Seagraves stated from lieutenants and down in the department are eligible for overtime. The three battalion chiefs and the fire chief receive no overtime.

President Mueller stated there is concern over the overtime budget.

President Mueller called for a 10 minute break.

The recessed Special Meeting of the President and Board of Trustees held on Tuesday, January 5, 2010 in the Community Room of the Lombard Village Hall was called to order at 10:10 pm.

Present: Village President William J. Mueller, Village Clerk Brigitte O'Brien, Trustee Greg Gron, Trustee Richard J. Tross, Trustee Laura Fitzpatrick, Trustee Dana Moreau, Trustee Zachary Wilson and Trustee Bill Ware

090811

Budget Presentation - Public Works Department

Village Manager Dave Hulseberg requested Director of Public Works Carl Goldsmith make a presentation regarding the proposed budget for the Public Works Department. Director Goldsmith noted the Public Works budget total was \$17.5 million. He indicated 93% of this was employee costs. He stated the employees combined make up 820 years of service to the Village. The \$1,000 overtime budget is used only in the event that a flex time schedule can not work to cover overtime.

Director Goldsmith spoke about cost center 2712 which covers various Village events. He noted this is \$145,000 for three programs and that costs are being explored. He also spoke about the \$15,000 overtime budget for special events.

Director Goldsmith noted that the Public Works buildings are the oldest buildings that the Village owns. He noted that a fulltime custodial position had been eliminated. Director Goldsmith talked about line item 2715, snow and ice removal. This includes 11 fulltime employees. He stated staff is looking at contractual agreements to reduce costs.

Trustee Ware questioned the use of comp time versus overtime.

Director Goldsmith stated during snow/ice events, the crews are rescheduled to 12-hour shifts. He noted they are working with the union and are looking at a reduction in overtime snow operations costs.

Director Goldsmith stated Public Works receives no grants and thus there is a zero listed in the 2718 cost center.

Director Goldsmith stated there is one employee in the Street Lighting Division, but the cost center includes the cost of maintenance of street lights. He noted the increase in this cost center is due to the increase in electricity.

Director Goldsmith spoke about the Traffic Signals, Signs and Marking cost center. He stated the Village has 6,200 signs and the signs are scheduled on a five-year replacement cycle.

Director Goldsmith spoke about the Urban Forestry cost center. He indicated included in this cost center is the cost of the mosquito abatement contract.

Trustee Moreau questioned stump removal in the Hotel Motel budget.

Trustee Ware questioned if staff was looking at ways of cutting costs.

President Mueller indicated he did not want to go back to the 1970's when trees were removed and then stumps were removed later.

Trustee Tross questioned the storm debris removal coming out of the Hotel Motel budget.

Director Goldsmith indicated he would rather see the Village cut planting.

Director Sexton indicated he thought this came out of the General Fund.

Director Goldsmith spoke about Engineering Administration and one fulltime position had been reduced to a part-time position. He noted there were \$23 million in projects in this next year.

Trustee Tross questioned \$3 million in expenses for engineering contracts. He

suggested this be cut back.

Director Goldsmith indicated he met with the engineers this morning and they will be looking at this.

Trustee Tross questioned the special service area collecting and administering.

Director of Finance Sexton indicated this was a separate account.

Director Goldsmith spoke about the Community Recycling cost center. He noted there are no employees assigned to this cost center, but that the fund partially funds three fulltime employees. He noted the Village receives \$103,000 in surcharges from the refuse contract.

Trustee Tross questioned if there was a separate reserve fund within the General Fund.

Director of Finance Sexton said yes.

Director Goldsmith stated this part of the Public Works budget is \$4.1 million and \$59,000 in overtime.

Trustee Wilson questioned eliminating contract services.

Director Goldsmith indicated the Water and Sewer cost center includes 15 fulltime employees and includes \$600 in overtime.

Director Goldsmith spoke regarding the General Services cost center and the Water Pumping & Treatment cost center which provides 1.6 billion gallons of potable water to the community. This cost center includes 5.5 fulltime employees. He stated the electricity cost last year was \$210,000.

President Mueller questioned the cost of electricity.

Director of Finance indicated \$225,000 projected.

Director Goldsmith spoke regarding Lake Michigan water and the costs that are projected to increase.

Director Sexton indicated 40%. He stated currently the cost is between \$1.60 and \$1.70 per 1,000 gallons. It is anticipated to go to \$2.04. He stated the current rate of \$8.61 is expected to go to \$9.59.

Trustee Tross spoke about the cost of water.

President Mueller noted the Village is paying more for water than they are charging for water. He stated he hoped that Chicago did not sell the water service.

Director Goldsmith spoke about the Water Meter Reading and Maintenance Division.

He indicated the Village contracts out for meter reading.

Trustee Tross questioned who would be paying for the meters and reminded the Village Board of the meters that residents purchased years ago that cost the resident \$55.00.

Director Goldsmith indicated that meters have a useful life of so many years and that the new meters will be precise and residents will pay less. He stated this program is fully funded.

Director Goldsmith spoke about the Glenbard Wastewater Authority cost center and indicated this funds the treatment and processing of wastewater through the Glenbard Wastewater Authority plant.

Trustee Tross questioned if the agreement had been ironed out between Lombard and Glen Ellyn.

Manager Hulseberg indicated yes.

Trustee Tross questioned the rate and if the Village will receive the money in April or May.

Manager Hulseberg stated the overhead fee had been reduced by \$100,000 and there was a water reduction.

Director Goldsmith spoke about the Fleet Services cost center. He stated approximately \$350,000 was for fuel.

President Mueller spoke regarding the Financial Overview. He asked for Village Board direction on the following:

- (1) Agree to repay the General Fund from TIF fund \$500,000 for the Hammerschmidt property - all agreed
- (2) Agree to bring the Utility Tax back up to the original 5%

Finance Director Sexton noted that the Utility Tax was at a flat 5% when first authorized. The State converted the tax to a per-kilowatt-hour tax and then deregulation occurred two years ago when the rates increased but the tax stayed the same. He stated the tax is probably at about 4.7% due to that.

He stated this would bring the tax rate back up to the 5%.

Trustee Tross questioned how the tax appears on the utility bills.

All agreed

(3) Vehicle stickers

Various options regarding Increases in vehicle stickers was discussed including a late fee of \$5 for the first month and \$20 for the next month; increasing passenger car stickers from \$15 to \$20; reducing B-plates to the same as passenger car plates; increasing B-plates from \$30 to \$25; raising all vehicle stickers.

Trustee Tross recommended this be sent to the Finance Committee for review and a recommendation. He stated this would not go in effect until May 2011.

Trustee Wilson questioned the \$5 and \$20 late fees.

Trustee Fitzpatrick questioned the cost of a ticket for no vehicle sticker.

Deputy Chief Pat Rollins indicated the cost is \$75 and can go up to \$250 if a resident does not pay.

Trustee Wilson suggested more severe penalties for the residents who do not pay.

President Mueller questioned if the Village Board wanted to reduce the B-plate stickers from \$30 to \$20.

Trustee Wilson suggested increasing the passenger car sticker and not the B-plate.

Trustee Tross noted that the fees have been based on the Secretary of State categories for license plates and questioned not changing what the Village had used as a basis for all of these years. He asked why all of the vehicle sticker fees not be raised by the same increment.

Director Sexton indicated the biggest complaint is the difference in price for the passenger car plate and the B-truck plate. He noted this was proposed last year as well.

Trustee Ware questioned making them all the same price.

Trustee Gron indicated if stickers fees are going to be increased, that they all be increased to be fair and equitable.

Trustee Ware suggested increasing the passenger car from \$15 to \$20 and the B-plate from \$30 to \$35.

Trustee Tross questioned increasing the fees for the other truck categories including the C-plates, etc. He suggested more consistency and transparency. He noted at the Community Forum that most of the participants agreed to raising vehicle sticker fees.

President Mueller suggested taking a certain percentage or dollar amount and raise them all the same.

Trustee Tross recommended sending this to the Finance Committee.

President Mueller indicated no agreement with proposal one or proposal two at this time.

Trustee Ware questioned if a \$5 increase was sufficient or should the Village Board look at a \$10 increase.

Trustee Wilson suggested increasing the passenger car by \$5 and not increasing the B-plate sticker.

Trustee Tross questioned senior citizen sticker fees.

Trustee Ware asked Trustee Wilson if he was willing to go \$5 and \$5 on the increases.

President Mueller indicated the Village Board agreed to raising the passenger stickers to \$20 and B-truck stickers to \$35.

[100006](#)

[View Attachments](#)

V Adjourment

The Special Meeting of the President and Board of Trustees of the Village of Lombard held on Tuesday, January 5, 2010 in the Community Room of the Lombard Village Hall was adjourned at 10:48 pm.

It was moved by Trustee Moreau, seconded by Trustee Fitzpatrick, adjourn. The motion carried by the following vote:

Aye: 6 - Trustee Greg Gron, Trustee Richard J. Tross, Trustee Laura Fitzpatrick, Trustee Dana Moreau, Trustee Zachary Wilson and Trustee Bill Ware