

June 20, 2023
Minutes of the Regular Meeting of the City Council
Palos Heights, Illinois

I. CALL TO ORDER

The Mayor called to order the regular meeting of the City of Palos Heights City Council at 7:00 p.m. in the City Administrative Center, 7607 W. College Drive, Palos Heights, IL

II. INVOCATION

The Mayor led the invocation and Pledge of Allegiance.

III. ROLL CALL

Roll call indicated the following were present:

<i>Mayor</i>	Robert Straz	<i>Ward 1</i>	Jeffrey Key & Donald Bylut
<i>City Clerk</i>	Thomas Kantas	<i>Ward 2</i>	Jack Clifford & Robert Basso
<i>City Treasurer</i>	James Daemicke	<i>Ward 3</i>	Heather Begley & Brent Lewandowski
<i>City Attorney</i>	Tom Brown	<i>Ward 4</i>	Michael McGrogan and Jerry McGovern

IV. SPECIAL PRESENTATIONS

None

V. CONSENT AGENDA

A. Approval of Minutes: 1. City Council Meeting –June 6, 2023.

B. Approval of Payroll and Voucher List for the period ending June 16, 2023.

C. Approval of a Special Event Permit request from Saints Joachim and Anne Armenian Church to conduct their Annual Church Picnic on July 23rd, 2023, from 12 p.m. to 5 p.m

Alderman Clifford moved to approve the Consent Agenda seconded by Alderman McGovern.

On roll call, the motion to approve the consent agenda was:

Ayes (8) Basso, Begley, Bylut, Clifford, Key, Lewandowski, McGovern, McGrogan
Nays (0) None

With eight affirmative votes the motion carried.

VI. OPENING OF SEALED BIDS

123rd Street Culvert Replacement

Schwartz Construction Group	\$447,863.05
Airy's Inc.	\$422,550.00

Both bids included insurance and bonds.

Alderman Bylut moved to refer the bids to Roads and Construction for consideration seconded by Alderman Begley. The motion carried by unanimous voice vote.

VII. REPORTS OF CITY OFFICIALS

A. Mayor: Announced that the 4th of July activities will take place including the parade down Harlem Avenue. The Mayor cautioned residents against the use of illegal fireworks and particularly now during the dry season.

B. City Clerk: No Report

C. Treasurer:

Delivered the Treasurer's Report for the period ending May 31, 2023.

General Fund:
Beginning cash balance \$5,879,122
Revenues \$1,053,501
Expenses \$835,643
Other \$6,704
Ending cash balance \$6,103,684

Total of All Funds:
Beginning cash balance \$27,761,925
Revenues \$1,865,427
Expenses \$1,722,342
Other \$71,868
Ending cash balance \$27,976,878

The Treasurer reported that funds borrowed by the Library while waiting for property tax

funds to be disbursed by Cook County have been repaid in full.

Alderman McGovern to approve the Treasurer's Report for the period ending May 31, 2023 seconded by Alderman Bylut. The motion carried by unanimous voice vote.

D. City Attorney: No Report

VIII. COMMUNICATIONS

None

IX. CITIZENS WISHING TO ADDRESS THE COUNCIL

Harlan 7640 West 135th Street addressed the City Council sought to address Adam Jasinski and asked the City Council regarding the City drainage plan and specifically if his water is supposed to run through the rear of his neighbor's property.

X. REPORTS OF STANDING COMMITTEES

A. Finance: Chairperson Alderman McGrogan

- Alderman McGrogan moved to approve an agreement with McGrath Human Resources Group to conduct a classification and compensation study seconded by Alderman Key.

Alderman Bylut stated that the Finance Committee was split on the vote and that he contacted the referenced submitted by McGrath. Alderman Bylut contacted the City of Woodstock to gain further information. Alderman Bylut stated that Woodstock is larger and that there are 111 non union employees which pertain to the McGrath report. The cost to Woodstock in 2019 was thousands of dollars less than the figure submitted to Palos Heights for this proposal. A call to an alderman in Woodstock indicated that the work done by McGrath has yielded no complaints. Alderman Bylut stated that the cost may be excessive and that further consideration is necessary.

The Mayor stated that newly enacted Illinois state law will require employers to include additional information and that the McGrath study will provide a safe haven for these new requirements. The Mayor stated that the City does have a considerable number of employees which is why the study was requested.

Alderman Key stated that the human resources officer from Woodstock found that the study was indeed necessary.

Alderman McGrogan stated that upon his review of the study McGrath submitted its work in the city of Berkely. That study involved the reclassification of certain job titles. The study did not

indicate why the changes were necessary. Alderman McGrogan stated that it is difficult to reclassify job titles or eliminate positions after those employees have provided years of work to the City. Alderman McGrogan stated that the City can conduct this work with its own personnel without having to resort to this study. The City personnel and elected officials are capable of doing the work and that the McGrath study is a waste of resources.

The Mayor stated that the City's strong financial position is due in part to the work of consultants and experts hired to advise the City over the years.

Alderman Begley stated that the members of the City Council are not experts in the field of human resources and that the study cost is under \$40,000.00; the City should not rely on anecdotal evidence to make sound decisions. Alderman Begley stated that whether or not another consultant should be considered is legitimate but that the City requires an expert to conduct this work.

Alderman McGrogan stated that if the study concludes that the City should hire a dedicated human resources position to fill the role it will cost the City additional funds.

Alderman McGovern stated that the City Administrator should be allowed to utilize the study from McGrath in order to assess the human resources needs of the City in a more efficient way. If the City Administrator feels that this is necessary, the Council should allow it.

Alderman Lewandowski stated that the transparency laws and requirements for job classifications have evolved over the years and that there were multiple bidders for this job. Alderman Lewandowski stated that this is an opportunity for a professional, independent review of City human resources policy that will be a benefit to the City.

Alderman McGovern stated that this study will serve as a road map for the future.

Alderman Bylut stated that he is not certain that McGrath was in fact the low bidder in the process. McGrath was the company the City Administrator was most comfortable with proceeding forward. Alderman Bylut stated he wants to ensure that this is the most financially sound way to proceed and that further investigation may be necessary to determine the utility of this project.

Alderman McGovern stated that further review is not necessary and will enable the City to operate more efficiently.

Alderman Key stated that the City Administrator has indicated that this study is necessary to ensure that the City complies with legal regulations and that having City personnel do this work is not an efficient use of resources. Alderman Key stated that the funding for this project has been budgeted and approved by the City Council for this specific purpose.

Alderman McGrogan stated that just because the funding has been approved in the budget does not require the City to spend the money on consultants.

Alderman Key stated that during the budget process if the Council does not wish to spend money on consultants that issue should be addressed at that time.

Alderman McGrogan stated that perhaps the City should identify other companies to do this work at less cost. Alderman McGrogan stated that in the past the City has not indicated a need for this type of study.

Alderman McGovern stated that the report involves much more than changing titles and that the City Administrator evaluated the strength of the proposal submitted by McGrath.

On roll call, the motion to approve the agreement was:

Ayes (5) Begley, Key, Lewandowski, McGovern, Mayor
Nays (4) Bylut, Basso, McGrogan, Clifford

With five affirmative votes the motion carried.

- B. Public Safety: Chairperson Alderman Basso - No Report
- C. Municipal Grounds and Property: Chairperson Alderman Begley - No Report
- D. Planning and Zoning: Chairperson Alderman McGovern - No Report
- E. Recreation: Chairperson Alderman Key

- Alderman Key moved to approve the OSLAD Grant Agreement for Palos Pool improvement project seconded by Alderman Bylut.

On roll call, the motion to approve the agreement was:

Ayes (8) Basso, Begley, Bylut, Clifford, Key, Lewandowski, McGovern, McGrogan
Nays (0) None

With eight affirmative votes the motion carried.

- Alderman Key moved to approve annual payment to TimeClock Plus, LLC. In the amount of \$6,201.64 for administrative services to the Parks and Recreation Department seconded by Alderman Bylut.

On roll call, the motion to approve the payment was:

Ayes (8) Basso, Begley, Bylut, Clifford, Key, Lewandowski, McGovern, McGrogan
Nays (0) None

With eight affirmative votes the motion carried.

- Alderman Key moved to approve JSD Professional Services, Inc. payment #4 and #5 in the amount of \$9,663.64 for work completed on the Orchard Park project seconded by Alderman Bylut.

On roll call, the motion to approve the payment was:

Ayes (8) Basso, Begley, Bylut, Clifford, Key, Lewandowski, McGovern, McGrogan
Nays (0) None

With eight affirmative votes the motion carried.

- Alderman Key reported on upcoming Independence Day events in the City taking place on July 3rd and 4th. Additionally there will be live music events on July 6th and 7th.

G. Roads and Construction: Chairperson Alderman Clifford -

- Alderman Clifford m Motion to approve the fourth and fifth final payment to Lindahl Brothers, Inc. for the 2022 MFT Resurfacing project totaling in the amount of \$53,369.48 seconded by Alderman Lewandowski.

On roll call, the motion to approve the payment was:

Ayes (8) Basso, Begley, Bylut, Clifford, Key, Lewandowski, McGovern, McGrogan
Nays (0) None

With eight affirmative votes the motion carried.

- Alderman Clifford moved to approve final payment to Brother's Asphalt Paving, Inc. for the construction of the Ridgeland Ave medians in the amount of \$21,089.65 seconded by Alderman Lewandowski.

On roll call, the motion to approve the payment was:

Ayes (8) Basso, Begley, Bylut, Clifford, Key, Lewandowski, McGovern, McGrogan
Nays (0) None

With eight affirmative votes the motion carried.

- Alderman Clifford moved to approve payment for design engineering services for the 123rd Culvert Replacement project to Morris Engineering in the amount of \$10,030.00 seconded by Alderman Lewandowski.

On roll call, the motion to approve the payment was:

Ayes (8) Basso, Begley, Bylut, Clifford, Key, Lewandowski, McGovern, McGrogan
Nays (0) None

With eight affirmative votes the motion carried.

- Alderman Clifford reported on road work on Oak Park Avenue and that residents have been notified. The completed project will be a significant benefit.

H. License, Permits & Franchises: Chairperson Alderman Lewandowski- Reported that vehicle stickers are now on sale and double on July 17th. Veterans are reminded that there is a waiver program.

I. Water and Sewer: Chairperson Alderman Bylut - No Report

XI. REPORTS OF SPECIAL COMMITTEES

A. Business/Economic Development: Chairperson Alderman Key: Reported that on July 20th the City will host its 20th annual Classic Car Show and encouraged residents to attend this event which runs from 5 to 9 pm.

B. Cable TV: Chairperson Alderman McGovern: No Report

XII. OLD BUSINESS

None

XIII. NEW BUSINESS

Alderman Clifford urged the Council to address contentious issues respectfully.

XIV. CITIZENS WISHING TO ASK QUESTIONS REGARDING THIS EVENING'S BUSINESS

None

XV. EXECUTIVE SESSION

Alderman Begley moved to convene into executive session to discuss a matter pertaining to collective bargaining seconded by Alderman Key. The motion carried by unanimous voice vote.

XVI. RETURN TO REGULAR SESSION

Alderman Begley moved to reconvene into regular session seconded by Alderman Key. The motion carried by unanimous voice vote.

Alderman McGovern moved to approve collective bargaining agreement and authorize Mayor and City Clerk to sign same seconded by Alderman Clifford.

On roll call, the motion to approve the agreement was:

Ayes (8)	Basso, Begley, Bylut, Clifford, Key, Lewandowski, McGovern, McGrogan
Nays (0)	None

With eight affirmative votes the motion carried.

XVII. ADJOURNMENT

The Mayor requested a motion to adjourn at 7:48 PM which passed unanimously.

Thomas Kantas
Palos Heights City Clerk