

Minutes
Chicago Metropolitan Agency for Planning (CMAP)
Executive Committee

Closed Session

October 11, 2006

233 S. Wacker Drive, Suite 800, Chicago, Illinois

I. Call to Order

Mayor Gerald Bennett of Palos Hills and Chair of the Chicago Metropolitan Agency for Planning (CMAP), called the meeting to order at 4:00 p.m. Members were asked to introduce themselves.

The meeting was held in the offices of the Chicago Metropolitan Agency for Planning (CMAP), 233 South Wacker Drive, Chicago, Illinois. Those present included: Gerald R. Bennett-Chair (Mayor, City of Palos Hills, southwest Cook County), Rita R. Athas- Vice Chair (Deputy Chief of Staff-Mayor's Office, City of Chicago), Mike Smith-Vice Chair (Mayor-New Lenox, Will County), Elliott Hartstein (President-Buffalo Grove, Lake County), Al Larson (President- Schaumburg, Northwest Cook County) and Executive Director Randy Blankenhorn. Also present was Karen Greenbaum-Mercer & Associates (human resources consulting).

A motion, made by Mayor Mike Smith to move the Executive Committee to an executive session, exception 5 ILCS 120/2(c)(1) of the open meetings act to discuss a matter of personnel, was seconded by Mayor Al Larson.

II. Presentation of Materials

Having been reviewed by CMAP's Transition Committee, materials related to the employees' benefits package were distributed. The Committee had been driven by the following four principles: (1) a rewards package that meets with the spirit of the regional planning act to protect current employees' benefits, (2) enforcing the right behaviors to drive rapid and successful integration of CATS and NIPC into one single regional planning agency, (3) provide cost-effective and sustainable programs, and (4) facilitate the attraction and retention of high performance talent over time.

With Legislative issues that needed to be addressed, a focus on integrating the staffs on January 1, 2007 would be in order. Legislation would be presented in November that would make the Regional Planning Board an IMRF member, since the RPB cannot become a hiring agency until that happens.

Employee performance was also discussed and creating a high-performance culture is desirable. Competitive positioning so as to compete with other government agencies and

the private sector is likewise desirable. Affordable health care and adequate financial security are obligations to be met as well. Based on the interviews that had been conducted with CATS and NIPC staffs, following could be accomplished: an overall philosophy of fairness and consistency, externally competitive-internally equitable, fair and non-discriminatorily legal compliance as well as a high-performance culture with a strong sense of personal initiative, a collaborative cross-functional team environment, an environment that attracts and retains talented professionals who are passionate about the mission of the Regional Planning Board and a foundation of technical excellence where leadership, innovation and knowledge is encouraged.

Comparisons of the two staffs were presented in terms of salaries and employee contributions for medical benefits and work days and paid time off, including vacation accumulations, holidays and sick leave benefits. CATS has a 7.5 hour workday; NIPC 7. Vacation accumulations would likely result in a blend of the two. However, CATS offers 3-4 days of personal leave; NIPC offers 0. Both have the same number of holidays, although the days are different. Sick day carry-overs were also covered. IMRF allows unused sick days to be applied toward service credit. CATS offers a FMLA that needs attention, since it is presently being without documentation. CATS also offers maternity/paternity leave; NIPC does not. Tuition reimbursements and professional dues were also shown.

III. Discussion

After having reviewed the material questions were fielded and the committee discussed, at length, the comparisons and analyses as well as alternatives that were presented. The overarching, high level recommendation of protecting employees' benefits must be considered when considering the benefit package. Review of the salary survey (which has not yet been completed), pay increases might very well be considered as valuable as some of the benefits.

The side-by-side comparisons will be presented to the board. The Executive Committee concurred with the Transition Committee's recommendation that IMRF funded at 94% versus SERS at 54% was a better option, primarily because the underfunded plan could result in a greater liability in the future.

IV. Adjournment

A motion to adjourn the executive session made by Mayor Al Larson was seconded by Rita Athas. All in favor, the motion carried.

/stk

01-26-2011

*Approved as presented, by unanimous vote, March 9, 2011 and authorized for release
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