Minutes Regional Planning Board Closed Session April 12, 2006

233 South Wacker Drive, Suite 800, Chicago, Illinois

I. Call to Order

Mayor Gerald Bennett of Palos Hills and Chair of the Regional Planning Board, called the meeting to order at 10:00 a.m. Members were asked to introduce themselves.

The meeting was held in the offices of the Regional Planning Board, 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), Frank Beal (Executive Director-CM2020), Zenovia Evans (Mayor-Riverdale), Elliott Hartstein (President-Buffalo Grove), Al Larson (President-Schaumburg), Calvin Jordan (Highway Commissioner-Rich Township), Marilyn Michelini (President-Montgomery), Andre Rice (President-Muller and Monroe Asset Management), Raul Raymundo (Executive Director-Resurrection Project), Rae Rupp Srch (former President-Villa Park), Dan Shea (McHenry County Board) Nigel F. Telman (Partner- Sidley Austin), Stephen Schlickman (Executive Director-RTA for CATS) and Ed Paesel (Executive Director-SSMMA for NIPC).

A motion, made by Mayor Al Larson to move the Board to an executive session under Sections 2A and 2C (1) of the open meetings act was seconded by Mayor Elliott Hartstein. All in favor, the motion carried. The purpose of the executive session was to discuss the Transition Committee's report of recommendations for employee benefits.

II. Report of the Transition Committee:

Transition Committee Chair Nigel Telman reported that the Committee, with the help of Karen Greenbaum of Mercer Associates, would be presenting their recommendations beginning first with employee benefits, followed by staffing and finally a financial plan. A packet of material had been distributed that contained a side-by-side comparison of CATS and NIPC benefits. The material and its high-level recommendations along with next steps were being presented for the Board's review and direction to the Committee. Four principles that guided the recommendations, Greenbaum stated, included: (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.

After much discussion, Greenbaum asked that the Board provide direction at least conceptually, as to the employee contribution share from the comparisons that were

outlined. Summed up, NIPC's program was considered too far out of line, but the Board wants to be generous (and also competitive). In the end, consideration must also be given as to how the benefits package would be paid for.

Greenbaum turned the Board's attention to the retirement plans, explaining that NIPC was currently being covered by IMRF with CATS covered by SERS. SERS and IMRF are both reciprocal plans. The retirement plans, Greenbaum continued, are very important to the employees of both agencies, so eliminating this would create a significant challenge for the Regional Planning Board. The Board agreed that IMRF, being funded at 94%, would be the better plan to offer employees.

Greenbaum briefed the Board on the benefit referred to as "retiring medical" that is offered by SERS (but not NIPC) and in Greenbaum's opinion, presents a huge liability and suggested that it not be offered which may result in the loss of some employees. The Board agreed.

Regarding labor relations, Greenbaum reported that preliminary conversations with IDOT indicated that they would have an obligation to offer any union employee a comparable job within the state because of those labor agreements. Otherwise employees who are part of the union would have the option to terminate their state employment and join the RPB.

Life insurance amounts were discussed as well as pre-tax dollars for transit and parking reimbursement.

Finally, paid time off and other benefits were considered, as well as the 7.5 hour work day. Citing abuse, Greenbaum suggested additional review of family medical leave to determine if a better approach to provide protection for those who need it could be found.

It is hoped that after additional work by the Committee, final recommendations would be presented to the Board in June.

III. Adjournment

A motion to adjourn the executive session made by Mayor Marilyn Michelini was seconded by Rae Rupp Srch. All in favor, the motion carried.

/stk 07-25-10

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