

**Minutes**  
**Chicago Metropolitan Agency for Planning (CMAP)**  
**Executive Committee**  
**Closed Session**  
**October 31, 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. (via tele-conference).

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), Marilyn Michelini (Steve Schlickman (ED-RTA, MPO Policy Committee), Dan Shea (McHenry County Board-McHenry County), Nigel F. Telman (Partner- Sidley Austin, City of Chicago), Executive Director Randy Blankenhorn, Chief of Staff Jill Leary and Human Resources Principal Dorianne Preer.

A motion, made by Nigel Telman 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 employee benefits, was seconded by Mayor Elliott Hartstein.

**II. Employee Benefits**

Executive Director Randy Blankenhorn directed the committee to a packet of material (attached) related to employee benefits. The enabling legislation, Blankenhorn stated, indicates that employee benefits shall be maintained. Under the health insurance benefit, two options are shown: proposal (A) assumes a base amount for the employee and a 67/33 split between the agency and the employee for the HMO and a 50/50 split for the PPO for additional family coverage, while option (B) assumes that employees would contribute no more than CATS employees' current contribution for employee and family coverage.

A lengthy discussion ensued regarding the status of CATS (IDOT) Union employees, the spirit of the enabling legislation, current benefits expiration for NIPC employees, comparisons of NIPC and CATS current contributions, and budgetary considerations.

Another element (a combination of both NIPC and CATS) for consideration included Earned Leave (sick, vacation, personal business/floating holidays, holidays and compensatory time).

The Executive Committee recommended that an attorney (preferably pro-bono) take a closer look at the earned leave, particularly compensatory time, to assure compliance with the Fair Labor Standards Act (FLSA).

While salary increases for CATS employees was a recommendation, the increase would be given now for the transition year only and the Board will review and approve budget increases while supervisory and management will evaluate individuals based on a performance measure system in the future.

Revisiting the health insurance benefit, the Executive Committee concurred that Option A be used as a guide in selecting a provider.

Other insurance benefits offered included Dental (at \$48,000 annually), Life and Disability Coverage (\$60,000), Vision (\$20,000) and Employee Assistance Program (EAP) (\$2,000) for a total estimated cost to CMAP of \$528,985.

Based on the discussion, staff will revise the packet accordingly and talk to an employment attorney. Next week's board meeting was cancelled.

### **III. Adjournment**

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

/stk

01-25-2011

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