

**COMMITTEE-OF-THE-WHOLE
MINUTES OF THE MEETING OF THE PRESIDENT
AND THE BOARD OF TRUSTEES OF
THE VILLAGE OF ARLINGTON HEIGHTS
BOARD ROOM
MONDAY, NOVEMBER 14, 2022
7:00 P.M.**

BOARD MEMBERS PRESENT: Mayor Thomas Hayes, Trustees Bertucci, Canty, Grasse, LaBedz, Scaletta, & Schwingbeck

STAFF MEMBERS PRESENT: R. Recklaus, D. Mikula, T. Kuehne, M. Juarez, K. Baumgartner, M. Mattio, M. Rath, J. McCalister, J. Torres, L. Harris, and Various Department Support Staff

OTHERS PRESENT: John Supplitt, Mike Driskell, and Various Arlington Heights Memorial Library Staff

SUBJECTS:

- A. Arlington Heights Memorial Library Budget Review
 - B. Village Budget Overview for 2023 – Randy Recklaus/Tom Kuehne
 - C. Village Budget – Questions from the Village Board
 - D. Review of Department Budgets
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President Hayes called the meeting to order at 7:02 PM.

Arlington Heights Memorial Library Budget Review

Mr. John Supplitt, Treasurer of the Library said in 2018 the Library Board approved its five-year strategic plan consisting of four goals: foster and increase connections across the community, refine digital technology services to enhance ease of use and raise its profile as a technology leader in the community, increase access to Library services and enhance the experience of using the Library, and strengthen the internal work environment for all Library employees to promote professional growth and job satisfaction.

Mr. Supplitt went on to say the Library embarked on efforts to advance two strategies: a cohesive staff culture and a community connection. In an effort to make the Library a welcoming place for all, an internal team was established to identify and advise on inclusion, diversity, equity, and accessibility. As a result, this year the Library created accessibility tools in the Makerspace for circulation and internal use, and honored Juneteenth and National Heritage month's for LGBTQ+, American Natives, Alaskan Natives, and Hawaiian Natives to mention a few. In 2023, the Library plans to have an American Disability Assessment for the building, as well as offer gender-neutral restrooms and wellness rooms. The Library continues to emerge from the pandemic and while not at pre-pandemic levels, there has been a year-to-year increase in visits and program attendance.

With respect to the fiscal year 2023 budget, Mr. Supplitt said the Library uses two funds to account for its revenues and expenditures. The General Fund accounts for Library operations, while the Capital Fund accounts for capital improvements. In 2023, the General Fund budgeted expenditures will exceed

revenue but will be less than the 2022 projected actuals. This decrease can be attributed to budgeted personnel expenses for medical insurance and salaries. Meanwhile, the 2023 Capital Fund projected ending balance is 65% less than that of 2022 in part due to replacement of staff and public computers, continued kids world remodeling project, new lighting in the south parking lot, window replacement in the Makerspace, and the replacement of its chiller cooling tower and pumps. In addition, the Library benefits from generous donations from Friends of the Library and philanthropists from the Arlington Heights Memorial Library Foundation which help the Library meet their goals. Mr. Supplitt reported that for the 13th year in a row the Library proposed a 0% increase in the tax levy.

President Hayes thanked Mr. Supplitt for an encouraging report, a fiscally responsible year, and the great services that the award-winning Arlington Heights Memorial Library has provided. Trustee LaBedz and Trustee Bertucci echoed his sentiments.

Resident Melissa Cayer asked if the Makerspace is paid for by property tax money, mentioned that the Computer & Tech Room is underutilized, and suggested the Library use NOVUS Agenda for their meetings. Mr. Supplitt said that all activities of the Library are funded by property tax dollars, and through the county and state government.

Trustee Bertucci moved, seconded by Trustee LaBedz, that the Committee-of-the-Whole recommend to the Board of Trustees that the Board acknowledge with thanks the proposed budget for the Arlington Heights Memorial Library. The motion passed unanimously.

Village Budget Overview for 2023 – Randy Recklaus/Tom Kuehne

Village Manager Mr. Recklaus said the budget is a culmination of a long planning process, both operationally and financially. In 2022, the Village found itself in the national spotlight due to ongoing discussions with the Chicago Bears over the purchase and redevelopment of the racetrack. He acknowledged that if the project moved forward, it will have a long-lasting impact not only on our local economy and physical environment, but also the identity of the community and that of the surrounding region. The Village has been forced to create new teams and work with industry partners to learn and prepare for what could be a multi-year process in figuring out the best outcome possible for the site. He went on to say that 2022 presented itself with some challenges of required unfunded mandates, such as the lead service line replacement program, process changes for the Police Department related to the safety act, and added demands on bandwidth. While the economy has had an uneven recovery from COVID-19, the Village has seen dramatic increases in revenues. However, inflation and supply chain issues have increased costs, slowed down procurement times for several commodities, and delayed road projects. Despite the challenges, Village staff continued to work on the implementation of the new ERP software with the first module going live in early 2023, implementation of body-worn cameras for all police officers, developed a new website, created new Building & Life Safety processes and enhancements, and implemented a new FOIA processing software. The Village has also continued its commitment to increase infrastructure investment and has successfully obtained a few grants. Mr. Recklaus said he expected 2023 to be much like 2022 in that the economy is unpredictable and the stock market is volatile. He said an economic retraction may occur but believed the Village will see good revenue performance. He commended the Village Board for their wise strategy of investing past budget surpluses to reduce the Village's pension obligations.

As a result, it has reduced resident's property tax burden and has helped put the Village in the good financial position it is today.

Mr. Recklaus said the 2022-2023 strategic priorities discussed and previously set after numerous meetings are used to prioritize projects in the budget process. In 2023, the Village will focus in maintaining a robust Capital Improvement Plan and Core Services despite the presence of large projects, the implementation of the ERP software, and will work with all stakeholders on the potential redevelopment of the Arlington Park Racetrack site, while reviewing carefully the costs and benefits for the community. He went on to say that despite the increase in cost and demands, General Fund expenditures have remained consistent since 2021. Therefore, the Village will continue its aggressive and ambitious infrastructure enhancement projects.

For the fourth year in a row, Mr. Kuehne said the Village is proposing a 0% increase in the property tax levy. He attributed that to solid Pension Fund interest earnings, the establishment of a long-range bond and debt schedule, lower health insurance cost than anticipated, and outperformance of sales and income tax receipts. Mr. Kuehne mentioned that while Cook County has not yet released the second installment of the 2021 tax bills, he anticipated that the Village's portion of the tax bill will remain similar to that of 2021, which is at or below the current 12.2%. He went on to detail the property tax levy.

In regards to the Village's property tax levy, debt services are maintained at or around \$6.5 million per year. An increase in Capital Improvements is planned to demonstrate the continued efforts to improve Village streets and accommodate the annual cost for the state mandated police body-worn cameras. The Police and Fire Pension Funds had good interest earning through 2021. However, the mortality tables were extended for public safety personnel, resulting in an increase of cost for these pension funds.

Mr. Kuehne said that revenues from all funds primarily come from sales and income taxes. The decrease in Intergovernmental revenues is attributed to having received grant money from Rebuild Illinois and the American Rescue Plan with the last installments occurring in 2022. Interest income is derived from Police and Fire Pension Fund investments in the stock market. With the stock market being down 20%, interest income will also see a decrease. Finally, the decrease in transfers-in was due to the prior year receipt of ARPA grant money which was transferred to other funds throughout the Village. As for expenditures, Mr. Kuehne said that the increases are directly related to higher petroleum costs, inflation, and the new Lead Service Line Replacement Fund. On a Departmental basis, 79% of the General Fund expenditures pertain to personal services – wages and benefits. Also, 84% of expenditures go towards Police, Fire, and Public Works. The Police expenditures now include the annual Northeastern IL Regional Crime Lab fees, which were previously accounted for in the Criminal Investigations Fund.

In regards to personnel changes, Mr. Recklaus said the Village has kept staffing levels relatively flat since the Great Recession. However, a request to add 1.5 positions has been made for the coming year. The first position would convert a part-time Administrative Assistant position in the Village Manager's Office to full-time. This request is due to increased customer service demand, higher call volumes, and in anticipation of future major projects. The second, is the addition of an Assistant Planner in the Planning & Community Development Department. With

an increase in workload, upcoming school expansions, and redevelopment of the racetrack, staff has found themselves deprioritizing special programs and projects that are important to the Village.

Mr. Kuehne went over the historical tax trends. Sales and income taxes have seen an unprecedented increase as a result of inflation and higher costs. Local use tax saw a big increase in 2020 due to the pandemic, but has since leveled off, as well as the decrease in telecommunications tax. However, looking back at the Great Recession in 2009, he said the Village will remain cautious and do its best to set the Village up for financial success in the future.

Mr. Recklaus said capital improvement projects have always been a priority to the Village. Mr. Kuehne highlighted that the Water and Sewer Fund's annual investment in water main replacement is \$4.1M in contrast to the \$500,000 in 2016. In 2023, the fund will invest \$2.1M in the residential meter and AMR System replacement project. A new Lead Service Line Replacement Fund has been created to fund the state and federal mandate of removal and replacement of public lead water service lines. This project will have an estimated cost of \$27 million for replacement of the public side of the lead lines, and \$21 million from the house to the b-box. The 2023 proposed budget included a \$4 million investment to start the program. In an effort to reduce cost, the Village will attempt to use in-house staff to complete as much of the work as possible, and will seek grants to partially fund the project which must be completed by 2044. To-date, Public Works is on pace to complete the replacement of 115 lead lines.

Mr. Kuehne said the Capital Projects Fund will continue its investment in the street rehabilitation program and will undertake the annual expense for the Police Department's body worn cameras. In regards to the Municipal Parking Fund, he said the fund has been difficult to budget since the decrease in commuters and revenue loss due to the pandemic. In the past couple of years, the Village has supported the fund by transfers of surplus monies to make up for the loss of revenues. However, a more sustainable solution has to be discussed as the parking garages will continue to need maintenance. The Arts & Entertainment Fund has resiliently recovered and is doing better than pre-pandemic years. Alfresco dining has been a great success and the additional .75% Alfresco food & beverage tax has helped offset the cost of the event. With the Metropolis Theater's working cash flow in the positive, Mr. Kuehne suggested redirecting the Reserve for Restricted Contribution in the amount of \$56,000 to the Reserve for Replacement, as those reserves need a boost to cover upcoming major expenses.

Mr. Recklaus concluded with some of the notable changes to the proposed 2023 budget to include Police overtime due to a bigger police presence at Alfresco dining, continued implementation of the ERP, the addition of 1.5 employees, and the potential development of the Arlington Racetrack property.

Mr. Hayes thanked Mr. Recklaus and Mr. Kuehne for the presentation and expressed his support for converting the part-time Administrative Assistant position in the Village Manager's Office to full-time.

In regards to the Police and Fire Pension mortality tables, Trustee Bertucci asked how many years it was increased. Mr. Kuehne said he would forward Trustee Bertucci the email he received from the Village's actuaries which outlined that information.

Trustee LaBedz asked for a status on the consolidation of Police and Fire Pension Funds. Mr. Kuehne said there are two separate state pension investment funds, and that the consolidation excludes the City of Chicago. Lawsuits have been filed by several police and fire departments against the consolidation. The Village's Fire Pension Fund is not participating in the lawsuit and has consolidated its investments in the consolidated state fund. However, the Police Pension Fund is the largest department to go against the consolidation. Nothing has been decided as of yet, and perhaps 2023 will bring some resolution. In the meantime, the Police Pension Fund is still managing its investments, and has done a good job.

Trustee Baldino inquired about the Affordable Housing Fund and the delays in road construction projects and how that will impact the budget. In regards to the Affordable Housing Fund, Mr. Recklaus said the Housing Commission and the Board endorsed the prioritization of uses for the fund and will now begin to look at potential projects and solicit interest from the development community. As for the delay in road construction projects, Mr. Recklaus said the Village's position is that contractors should honor the agreements made including prices. However, contractors are experiencing an increase in material cost and have a high demand for work, but not enough labor.

Trustee Scaletta commended Village staff on researching and securing grants, and mentioned that the State is in better shape that it has been in recent years, and hopes some of the gains begin to filter down to municipalities.

Resident Melissa Cayer asked if non-profit organizations and government institutions pay taxes. Mr. Kuehne said neither pay property taxes. Ms. Cayer asked if the Board has to approve grant applications and the use of monies received from said grants. President Hayes said any grant funding is money the Village receives from outside sources. While Village staff does not have to go through an approval process to apply for grants, the Board does oversee how grant money is spent.

Review of Department Budgets – Department Representatives

Board of Trustees/Integrated Services/IT/Legal

Ms. Mikula stated that 2022 has been a year full of accomplishments all while working in a busy and challenging environment. In regards to the Board of Trustees, Integrated Services will be onboarding the newly elected Trustees by providing tours, introduction to all Village Departments, and provide all necessary materials. In July, the Village Board will conduct a goal setting session which will result in the creation of the new 2-year strategic priorities to incorporate in business planning. Ms. Mikula said the budget remains at status quo with a slight increase of 1.6%.

Trustee Bertucci suggested creating a new account for higher expenditures rather than including them in the Other Services line item.

Trustee Scaletta suggested eliminating the computers in the Trustee Library as many bring in their personal tablets and phones. Mr. Recklaus said they can be phased out if the Board wished.

Integrated Services

Ms. Mikula highlighted some 2022 accomplishments. She said staff worked with fellow governmental agencies to develop an inter-organization community outreach taskforce to ensure that all residents have equal access to community services and information. Sounds of Summer had record-breaking attendance and sponsorship thanks to the newly created Diamond Record sponsorship level. The Village relaunched its e-newsletter with twice monthly distribution and is working on a new website with a possible launch in January, 2023. The new website will focus on useability, improved search results, and mobile responsiveness and navigation. There is also a new initiative to begin a community survey to collect information on resident satisfaction with Village services and identify resident priorities. Feedback from this survey will help guide the strategic priorities planning process. Lastly, the continued effort on the implementation and training of the ERP system which will consist of four different modules. Ms. Mikula mentioned that the Village is experiencing issues with the Human Capital Management module which includes Human Resources and payroll. She has expressed her concerns and frustrations to Tyler Munis and is currently working on resolving the issue. In terms of the budget, Ms. Mikula said the salary line-item increase is due to the conversion of a part-time employee to full-time.

President Hayes expressed concern over the Tyler Munis issue. Ms. Mikula said the issue primarily is with the implementation consultant and their ability to deliver the training needed. Mr. Recklaus reminded the Board that this is one of four modules and that with any large project, there will be some challenges but is confident the team will resolve the issue.

Trustee Scaletta asked if there are different trainers for each module. Ms. Mikula confirmed that each module has its own trainer.

Trustee Canty complimented the videos on the Village's social media pages and suggested including all Departments for exposure and insight into their function.

Trustee Baldino asked why the ERP Software Replacement line item in the Technology Fund went from \$3 million in 2022 and zero for 2023. Ms. Mikula said the \$3 million represented the total estimated cost, but there will be an encumbrance rollover for ERP functions yet to be completed. She added that there is an annual maintenance fee of \$500,000 during the five-year agreement.

Trustee LaBedz asked what the intention is behind the community survey idea. Ms. Mikula said the purpose of the community survey will be to obtain information and use it as an initial benchmark and reference when setting new strategic goals. Mr. Recklaus added that the survey will not be basic questions on how the Village is doing, but it would include more statistically valuable information.

Trustee Bertucci asked why the Integrated Services medical insurance line item increased by 29%. Ms. Mikula said it is due to the conversion of the part-time administrative assistant to full-time. While it is unknown if the employee will enroll for the Village's medical insurance, it has to be budgeted for.

IT

Ms. Mikula highlighted that in 2022, IT has been working on the replacement of the Village's data center virtual servers, storage and main UPS battery backup systems, and successfully migrated over 60 virtual servers. In preparation for the implementation of the ERP system, the Village has hired an assistant analyst to help with the configuration of the ERP system, upgrade network printers, and customize new forms. In 2023, IT will also focus on improving the Village's security, server and network configuration, and will retire older systems.

In terms of the budget, there was a decrease in part due to realignment with prior year actuals. There was a 20% increase in the other supplies line item to reflect the higher cost of internet, wireless, and licensing fees.

Legal

Ms. Mikula noted that the Village implemented a new FOIA software to electronically route, track, and respond to FOIA request. She added that the new FOIA system is now being managed through the Village Clerk's office. In 2023, Legal will focus on liquor code updates and the Board will be presented with additional new classifications to consider.

In regards to the budget, Ms. Mikula said it is 7.3% less than the prior year. There was an increase in the Village Attorney legal services due to realignment to actual cost.

Human Resources

Ms. Rath said the Village has experienced the effects of the Great Resignation and hiring challenges have continued. Year-to-date, the Village has filled 51 positions including promotions and expected to fill a few more before year-end. A part-time HR generalist was hired to focus and enhance recruitment practices. She highlighted that in 2022, HR continued their DEI efforts and initiatives, participated in over 70 ERP sessions, and prioritized employee training.

As for the budget, Ms. Rath said the addition of the part-time HR generalist resulted in an increase in the General Fund budget. Effective in 2023 and in an effort to curb prescription prices and medical cost in the health insurance fund, the Village will institute a balanced formulary for all Village health plans and increase the staff loss dollar amount. She went on to say that while worker's compensation claims have remained consistent, she believed the severity of the claims has decreased reflective of the number of work days missed. In the upcoming year, Ms. Rath said her department will continue to focus on the DEI initiative including recruitment and retention, strategic flexibility with recruitment practices, and promote wellness benefits, mental health, and psychological safety to fight the day-to-day stress, anxiety and depression.

President Hayes asked based on exit interviews and her assessment, if the higher stress levels are a result of the work environment, home, or a combination. Ms. Rath said she did not have a breakdown of that information. She noted that it could be a result of the level of work and increased expectations. She added that the majority of employees who use the EAP program are males over the age of 50.

Trustee Bertucci asked for more information on the expenditure other charges line item. Mr. Kuehne said that the change is not only in the General Fund, but also includes the Health Insurance Fund and the Worker's Comp Fund.

Trustee Baldino asked if the 105% increase in advertising is due to recruitment advertising. Ms. Rath confirmed and added that it's also due to the increased vacant positions.

Trustee LaBedz noted that the 2020 Worker's Compensation days away is fairly high, and asked if it included COVID leave. Ms. Rath said COVID days were calculated in said figure, however, there is a correlation with the severity of an injury. Trustee LaBedz asked if HR provides training on best practices for work and if there is an estimate of injuries in 2022. Ms. Rath said that in 2022, HR provided supervisors with accident investigation and root cause analysis training. Thus far, there have been 28 injuries in 2022 compared to 43 in 2021.

Trustee Scaletta noted that in 2021, HR interviewed 114 candidates and filled 26 positions. He asked if the Department is interviewing more candidates for one position. Ms. Rath confirmed, and attributed the higher interviews to receiving many highly-qualified applicants. However, she mentioned they began a prescreening process to narrow down which applicants move forward to a formal interview process. Trustee LaBedz asked if there have been applicants close to being hired and then decide they're no longer interested. Ms. Rath said they have had a few candidates accept a job offer then use the offer to negotiate with their current employer. Trustee Scaletta suggested writing a generic offer letter that reads the position is extended as per the terms discussed in the interview.

Resident Melissa Cayer mentioned the consideration of offering cash in lieu of health insurance benefits and to change the pension fund into a retirement fund where both the employee and employer contribute rather than putting property tax money into pension funds.

Finance

Mr. Kuehne said his team has worked diligently on the implementation of the ERP system finance module, and thanked his staff for the countless hours they have invested in this project. The Finance Department will be the first to go live in January 2023. Other achievements include the spending proposal for the American Rescue Plan Act Grant, and the initiation of Purchasing's DEI data collection process. He said the Village may be the first in the State of Illinois to report DEI information on the annual Treasurer's Report.

In regards to the budget, Mr. Kuehne highlighted that 2020 vehicle sticker sales were down due to the pandemic, but they have once again increased. There was also a discussion on passing

credit card surcharges to customers, however Mr. Kuehne said that the Village is currently in good financial standing and suggested a future discussion on this issue. He explained the 17% increase in professional services was due to higher auditing and actuarial contract costs, while the increase in other services is due to higher ambulance billing and DACRA service fees.

Trustee Bertucci requested moving larger expense to its own account in an effort to reduce the dollar amount in other services.

Trustee Baldino asked why the professional service budget nearly doubled in 2022. Mr. Kuehne said the receptionist position was vacant due to a long-term health issue, therefore the Village had to seek temporary help.

Health Services

Mr. McCallister began by stating the 2023 Health Services budget is similar to that of 2022. There is a minor increase of .1%. He mentioned his Department has hired a Disability and Geriatric Social Worker to assist resident with disabilities and the senior population and focus on new programs. In addition, the Supervising Nurse has been working with the Board of Health and in collaboration with Northwest Community Hospital to expand the home visit program. Health Inspectors will be working on quantifying critical code violations in food establishments. Lastly, they are evaluating options for a second special solid waste collection event. The latex paint collection event in September was very successful.

Trustee Canty asked if there are opportunities for different types of recycling throughout the year, rather than special events. Mr. McCallister said there are several programs through the Solid Waste Agency in Northern Cook County, and the Village's Health Department collects plastic bags, mercury thermometers, light bulbs, batteries, and Christmas lights for recycling. Trustee Canty suggested better promotion of those programs and exploring different areas to expand.

Trustee Baldino noted that the petroleum products budget doubled and asked for a status on the purchase of electric vehicles. Mr. Recklaus said one was purchased and is currently in the fleet. They will evaluate the usage and if it's successful, will purchase another.

President Hayes highlighted that the Social Services Division assisted almost 2,000 residents in 2021 and asked if that number is tracking to be higher in 2022. Mr. McCallister did not have the exact number but believed it would be slightly higher as his Department has been very busy.

In regards to Senior Services, Mr. McCallister said the budget is a maintenance budget with no significant changes. He highlighted some accomplishments including the completion of the Senior Center update and plan study, recognition from AARP Age-Friendly Communities, and the successful implementation of MySeniorCenter software which has been very popular amongst the seniors. Going into 2023, the Senior Center will expand outreach and marketing to promote its programs and services, work on rebranding, and collaborate with the Senior Citizen's Commission to create a user-friendly resources database with current information.

Resident Melissa Cayer suggested consolidating Senior Center services to the downtown area.

Building & Life Safety

Mr. Torres said the Building & Life Safety proposed 2023 budget is relatively flat with an increase of 1.8%. He discussed some key operational functions in 2022 included the offering of remote inspections for minor projects or re-inspection instances, produced “how-to” videos on how to apply for a variety of permits, reduced the plan review timeframe, and has continued their efforts to obtain feedback on customer satisfaction. In 2023, the Department will work on the improvement of processing time and improve the Department’s web page.

President Hayes, asked if his Department is fully-staffed. Mr. Torres said they are for the most part, except for a Fire-Inspector, but an offer has been tendered to a potential candidate.

Trustee Schwingbeck asked what percentage of survey feedback is negative. Mr. Torres said 3 out of 30 are negative, with the most common complaint being timeframe to obtain a building permit and lack of information on next-steps.

In regards to virtual inspections, Trustee LaBedz asked how they are being received. Mr. Torres said that the process is still fairly new, so it has its difficulties as they have to direct the person controlling the camera.

Trustee Scaletta praised Mr. Torres and the excellent job he has done since he was hired 2 years ago. Not only with the budget but reorganizing the department. President Hayes echoed Trustee Scaletta’s sentiments.

Fire

Chief Harris began by thanking Mr. Recklaus and the Village Board for giving him the opportunity to join the Village as Fire Chief. He highlighted that the Village’s Fire Department received an ISO 1 rating for the third time and attributed that achievement in part to their community outreach efforts. This year the Fire Department made it a priority to reach out to the underserved population living in apartment complexes by bringing a block party to those residents. In addition, they offered fall prevention programs to seniors and a smoke detector installation program. Other areas of focus included back to basics training, fleet vehicle repurposing due to the delayed procurement times and inflation, and worked with the City of Chicago to create a high-rise policy. In 2023, there will be a focus on collaboration with intercity experts and Fire Departments that can provide their expertise and guidance with NFL stadiums and games and participation in training sessions. The recruitment team will continue their efforts to recruit a diverse pool of applicants through marketing and promotion of entry level firefighter exam amongst community colleges, universities, and trade schools that have a fire service program. Chief Harris also mentioned that the Department has made it a priority to have a succession plan in place.

As far as the budget, Chief Harris said the EMS maintenance line item increased by 18.4% due to the increased power load cot systems costs. Other increases include educational classes provided by Northwest Community Hospital educators, the purchase of Kno2 software to deliver

paramedic reports directly to a patient's hospital chart, and medical supply due to inflation cost and higher use of PPE gear. Chief Harris was especially proud to announce that the Arlington Heights Fire Department is well sought after for FAA training. In order to serve more candidates, more classes will be added resulting in increased cost for educational materials.

President Hayes, Trustee Bertucci, Trustee Canty, and Trustee Scaletta all welcomed the Chief and thanked him for all the hard work he has put in to since joining the Village.

TRUSTEE BALDINO MOVED, SECONDED BY TRUSTEE SCALETTA TO ADJOURN THE MEETING AT 9:52 P.M.