



## MINUTES

President and Board of Trustees  
Village of Arlington Heights  
Board Room

Arlington Heights Village Hall  
33 S. Arlington Heights Road  
Arlington Heights, IL 60005

May 1, 2017

8:00 PM

### **I. CALL TO ORDER**

- A. Oath of Office administered to Thomas W. Hayes as Village President by Village Clerk Becky Hume

Village Clerk Hume administered the Oath of Office to Thomas W. Hayes.

President Hayes thanked the residents for making the Board and Village what it is today. He thanked the residents for their contributions to the quality of life in the village of Arlington Heights. He said his goal was to move forward as a cohesive Board which votes in the way they think is the best for the community. He thanked the Board and the staff for their contributions.

- B. Oath of Office administered to Trustees Glasgow, Rosenberg, Tinaglia and Trustee-elect Richard Baldino by Village President Thomas W. Hayes

President Hayes administered the Oath of Office to Thomas Glasgow.

Trustee Glasgow said this Board shows respect for one another. He loves this Village, takes governing very seriously and cares about the community. The Board works together for what is best for Arlington Heights and he will always do his best to do the right thing.

President Hayes administered the Oath of Office to Bert Rosenberg.

Trustee Rosenberg said he has served 16 years and thanked the residents for their support. He thanked his family, Trustee Scaletta and his wife Sandy. He said he thinks we have one of the finest Villages in the State.

President Hayes administered the Oath of Office to Jim Tinaglia.

Trustee Tinaglia thanked his family. It is a lot of work campaigning and this was a family event. He expressed his gratitude to all his supporters, especially the late Mike Schroeder. He thanked Kelly and Rob at his office. He promised to make the Village better than when he got here.

President Hayes administered the Oath of Office to Richard Baldino.

Trustee Baldino thanked his family, supporters and his wife. He said it is his honor and privilege to serve as Village Trustee and he will do his very best.

## **II. PLEDGE OF ALLEGIANCE**

- A. Presentation of the Colors by Boy Scout Troop  
#32 from First Presbyterian Church

## **III. ROLL CALL OF MEMBERS**

President Hayes and the following Trustees responded to roll: Sidor, Baldino, LaBedz, Glasgow, Tinaglia, Rosenberg, Scaletta and Blackwood.

Also present were: Randy Recklaus, Robin Ward, Mark Burkland, Charles Perkins, Jim Massarelli and Becky Hume.

## **IV. APPROVAL OF MINUTES**

- A. Village Board 4/17/2017 Approved

Trustee Carol Blackwood moved to approve. Trustee Robin LaBedz  
Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Blackwood, Glasgow, Hayes, LaBedz, Rosenberg, Scaletta,  
Sidor, Tinaglia

## **V. APPROVAL OF ACCOUNTS PAYABLE**

- A. Warrant Register 4/30/17 Approved

Trustee Bert Rosenberg moved to approve the Warrant Register in the  
amount of \$1,707,805.15. Trustee Thomas Glasgow Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Blackwood, Glasgow, Hayes, LaBedz, Rosenberg, Scaletta,  
Sidor, Tinaglia

## **VI. RECOGNITIONS AND PRESENTATIONS**

## **VII. PUBLIC HEARINGS**

## **VIII. CITIZENS TO BE HEARD**

Greg Andejascki complained that some of the pot holes on Kensington were filled after he called, but others were left. He was referring to the section between Mariano's and Prospect High School. He said there should be a pot hole guy that goes down every street to fill pot holes. He said it didn't make sense to have crews driving around and not fixing one street completely. He suggested a plan could be developed. The hydrant flushers go to every street. The Village needs a better plan so it is not wasting money.

Mr. Recklaus said the Village has 260 miles of roads to maintain. The Budget for road work was just increased by 46%. The Village has to look at all the needs and do repairs on an as needed basis focusing on the worst ones. There is limited staff so crews can't get to everything every day. The staff does its best and will try to do better. There is a plan in place and the Village is chipping away at improving the roads.

## **IX. OLD BUSINESS**

- A. Report of the Committee-of-the-Whole Meeting Approved  
of May 1, 2017

Mago Grill & Cantina - 107 & 115 W. Campbell  
St.  
Service of Alcohol on Public Property for  
Outdoor Dining

Trustee John Scaletta moved to approve. Trustee Jim Tinaglia Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Blackwood, Glasgow, Hayes, LaBedz, Scaletta, Sidor, Tinaglia

Abstain: Rosenberg

- B. Report of the Committee-of-the-Whole Meeting Approved  
of May 1, 2017

Consideration of recommending to the Liquor  
Commissioner the issuance of a Class "AA"  
Liquor License to Fun Eats and Drinks, LLC, dba

Fox & Hound #65060, located at 910-918 W.  
Dundee Road, Suites A01-A03.

Trustee Robin LaBedz moved to approve. Trustee Mike Sidor Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Blackwood, Glasgow, Hayes, LaBedz, Scaletta, Sidor, Tinaglia

Abstain: Rosenberg

## **X. CONSENT AGENDA**

### **CONSENT OLD BUSINESS**

#### **CONSENT APPROVAL OF BIDS**

A. 2017 Resurfacing Program Approved

Trustee Robin LaBedz moved to approve. Trustee Bert Rosenberg Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Blackwood, Glasgow, Hayes, LaBedz, Rosenberg, Scaletta, Sidor, Tinaglia

#### **CONSENT LEGAL**

A. A Resolution Approving a License Agreement with Egg Harbor Cafe III, Inc. (Egg Harbor Cafe, 140 E. Wing street, use of public sidewalk as outdoor eating area) Approved

Trustee Robin LaBedz moved to approve R17-014/A17-031. Trustee Bert Rosenberg Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Blackwood, Glasgow, Hayes, LaBedz, Rosenberg, Scaletta, Sidor, Tinaglia

#### **CONSENT REPORT OF THE VILLAGE MANAGER**

A. Settlement - Workers' Compensation Claim - Approved

O'Rourke

Trustee Robin LaBedz moved to approve. Trustee Bert Rosenberg Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Blackwood, Glasgow, Hayes, LaBedz, Rosenberg, Scaletta, Sidor, Tinaglia

- B. Destruction of Closed Session Recordings from Approved  
the meetings of 4/20/15, 5/4/15, 5/11/15,  
5/26/15, 7/6/15, 8/3/15 and 9/21/15.

Trustee Robin LaBedz moved to approve. Trustee Bert Rosenberg Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Blackwood, Glasgow, Hayes, LaBedz, Rosenberg, Scaletta, Sidor, Tinaglia

### **CONSENT APPOINTMENTS**

- A. Boards & Commissions Reappointments Approved

Trustee Robin LaBedz moved to approve. Trustee Bert Rosenberg Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Blackwood, Hayes, LaBedz, Rosenberg, Scaletta, Sidor, Tinaglia

Abstain: Glasgow

### **CONSENT PETITIONS AND COMMUNICATIONS**

- A. Permit Fee Waiver - Arlington Heights Memorial Library Approved

Trustee Robin LaBedz moved to approve. Trustee Bert Rosenberg Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Blackwood, Glasgow, Hayes, LaBedz, Rosenberg, Scaletta, Sidor, Tinaglia

## **XI. APPROVAL OF BIDS**

## **XII. NEW BUSINESS**

## **XIII. LEGAL**

- A. A Resolution Approving a License Agreement with Mago AH LLC (Mago Grill and Cantina, 107 and 115 W. Campbell Street, use of public sidewalk as outdoor eating area) Approved

Trustee Robin LaBedz moved to approve R R17-015/A17-032. Trustee Bert Rosenberg Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Blackwood, Glasgow, Hayes, LaBedz, Rosenberg, Scaletta, Sidor, Tinaglia

- B. An Ordinance Amending Chapter 7 of the Arlington Heights Municipal Code (Article added - Article XIV, Conflicts with Certain Home Rule County Ordinances - minimum hourly wages and paid sick leave) Approved

Mr. Recklaus said the Board is looking at whether or not the Village should opt out of the Cook County Ordinances increasing the minimum wage and providing for paid sick time. As this is a philosophical issue versus an operational one, there is no staff recommendation. Home rule authorities can opt out at any time after the County's Ordinance goes into effect. If the Village were to opt out, it is still subject to State and Federal wage laws. Local governments are not included in this legislation, nor are people under the age of 18. The Ordinance requires businesses which receive 6b tax incentives pay the County wage even if their communities opt out. The State of Illinois is currently discussing a statewide minimum wage ordinance at this time. It is not known if it will pass. A 2014 non-binding referenda question was on the ballot and 67% of Arlington Heights residents in Elk Grove and Wheeling Townships supported the statewide minimum wage increase. Mr. Recklaus listed the communities which have opted out already which include Mt. Prospect, Schaumburg, Wheeling and Rolling Meadows.

Many people were in attendance and chose to speak on the issue. The speakers in favor of the Cook County Ordinances were: Mark Michaels, Keith Moens, Ryan Danzinger, Dawn Frenzel, Andrea Johnson, Ann

Gillespie, Angie Hamada, Pedro Zamarripa, Robert Hollenbach, Peg Lane, Sarah Fischer, Bill Slankard, Sue Walton, Joseph Perksy, Erik Varela speaking for Cook County President Toni Preckwinkle, William Warfield, Cook County Clerk David Orr, Joseph Plata, George Motto, James Glimco, Fr. Corey Brost, Lisa Doty, Anand Sandhiniti, Nancy Angelopoulos, Gillian Petrick, and Allison Anderson. Their reasons for not opting out were:

- Research demonstrates that small business won't close.
- If people are paid more, they will spend more in the community.
- Care givers and child care workers are affected.
- Poor employment conditions impact all resident's lifestyles and living conditions.
- The Arlington Economic Alliance is not objective and a commission that considers both worker and business interests should weigh in.
- Financial security is the very basis of life, students are greatly impacted and often are working to help their family pay bills and put food on the table.
- Minimum Wage has not kept up with the cost of living.
- People skip medications and appointments which leads to higher medical costs.
- Productivity is higher when the workforce is healthy.
- Board members should vote in a manner reflecting the referendum outcome.
- Board members should listen to the voices of their constituents.
- 19,000 families in the Village are living on less than \$25,000 a year.
- More people will spend money in the Village if it opts in as people will choose to spend their money in a Village where wages are respectable.
- Single moms are typically minimum wage earners and a vote against an increase is a vote against a living wage.
- Evidenced based research shows that employees spend money where they live and work, improving the economy.
- Racetrack employees struggle on minimum wage.
- Employers often refuse to provide increases.
- Employees have to work multiple jobs and miss time with their families.
- Employers will save money as turnover would diminish.
- The current wages are starvation wages. If you work 60 hours a week at the current minimum wage you earn \$25,000 a year.
- Seniors must choose between eating and medication.
- These laws do not apply to those under 18 years of age.
- Those on minimum wage cannot afford healthcare or transportation.
- If a business cannot support living wages, it should not be in business.
- Low paid citizens are forced to seek subsidies which increase taxes.
- Families in the lowest 10% of earning have gone from no wealth to \$2,000 in debt in the past 50 years.
- Ideology from the 1920's is not the science of the 21<sup>st</sup> century and the old ways of thinking do not hold up.
- Higher minimum wages raise the level of worker productivity.

- Evidence shows that increased wages do not affect prices or profits.
- Support a strong and healthy work force to increase economic development by cooperating with the County.
- Stand up for workers, do not let fears of theories persuade you.
- 75% of Arlington Heights voters supported the sick leave policy and 65% supported the minimum wage increase.
- Sick time should not even need to be discussed; it is a basic human right.
- Increased income would not be disposable; it would be used for food, medicine and transportation.
- Senior care will suffer as there is only one qualified caregiver for every 17 seniors.
- Poverty is rampant and the current business model is not working.
- Vote as your residents have already voted and represent them.
- Be a moral leader and serve those less fortunate.
- The traditions and values of Arlington Heights set it apart.
- Laws are put in place to protect those who cannot fight for themselves.
- The people this would help are those who ride their bikes to work in the pouring rain. They have to go to work sick, listen to your heart.
- Day care workers are minimum wage workers with no time off and are exposed to illnesses every day. They then expose the children to illness because they must go to work sick.
- The increase would be gradual, equaling a couple hundred dollars per person for the first year and \$160 increases for the following years. The money will be spent helping single mothers get out of poverty.
- It is shameful that an affluent area is opting out of paying a decent wage.

Those speaking for opting out were: Al Panico, Steve Rauschenberger, Brian Block and Jon Ridler. Their reasons for supporting opting out were:

- Businesses are already over regulated in Illinois.
- Cook County does not have the standing to enact these laws.
- Villages should focus on law enforcement, fire safety and roads which are their primary responsibilities.
- The Federal and State governments are the appropriate agencies to address minimum wage and sick leave issues. Adding Cook County as a regulator is a mistake.
- Small businesses cannot add dollars like bigger companies can. People don't stay if they are not well paid, let the businesses do what is right without regulation.
- The employment situation will be messed up if it is not State wide or nationwide.
- 84% of the local businesses want the Village to opt out.
- 67% of the local businesses pay more than the minimum wage.
- Commercial properties are taxed 2.5% more than residential properties and there are a lot of mandates on businesses that are not on residents.
- It's an unfair ordinance to the community and small businesses.



- Businesses which already pay more will lose their hiring advantage.

President Hayes clarified that the stated purpose of the Arlington Economic Alliance is to provide recommendations to the Board. They are charged with advising and recommending programs and policies to the Village.

President Hayes said the Board has worked hard to make sure that any and all could weigh in. There has been testimony over three meetings and many emails and phone calls from community have been received. Typically the Board tackles issues regarding police, fire and public works. He said he believes everyone's goals are the same; to make sure our workers have a living wage. There are different ways of achieving that goal. The referendum that was taken in 2014, asked whether or not the minimum wage should be increased in the State. It did not ask if the Village Board should increase the minimum wage in Arlington Heights. He said he believes that this issue rests with a larger governmental body than this municipality or Cook County. It should be decided by the State or Federal Government. He said he was very sympathetic to the arguments tonight and has an immediate family member that works many jobs at minimum wage to make ends meet. Businesses are entitled to uniformity so they know what to expect and to have a patchwork of laws is anti-business and not the right way to go about achieving our common goal. Our businesses would be at a disadvantage. Only 27 lower governments at the local or municipal levels have passed a minimum wage law. He said he believes that business should run as they see fit and local government should not interfere with their rights. Arlington Heights businesses do pay a living wage and provide sick leave and it is a point of pride.

Trustee Glasgow said he gives his employees all the sick time they need. The referenda was statewide and not local. He said he understands the social justice issue. He said he has to take into consideration the fact that Illinois' population is dropping. Illinois is one of the worst states to do business in. The County does not have the expertise to formulate this legislation. The Village is surrounded by communities who have opted out. He said he didn't want to put more pressure on businesses. This is a state issue and better regulated on that platform. Some business owners did not want to come forward so they would not be pilloried in the public forum. People should not be shouted down or talked over. We should be able to talk to one another. He said he was concerned that people were worried about coming forward because of negative repercussions. He questioned if the County has the legal authority to do what it wants to do with the sick leave ordinance. He said he did not think this Ordinance was fair to everyone.

Trustee Sidor said after reading two dozen research articles there was no evidence that there was anything detrimental to small businesses. Homeless people are coming into the public buildings when they are open longer. The residents put the Board up on the dais. The residents have told us what they want Arlington Heights to be. No one can live on \$8.25 in the

Northwest Suburbs. He said he will vote no to opt out.

Trustee LaBedz said this is the most difficult issue she has faced on this Board. She said she believes it would be best passed at the State or Federal level, but doesn't see that anything will happen anytime soon. These ordinances are not perfect, but perfect can't be the enemy of the good. She said she can't wait for the State or Federal government to act. She will vote against opting out.

Trustee Blackwood said as the Past President of the Chamber of Commerce she doesn't like government telling business owners what to do. Businesses that are successful create jobs with fair wages. She said she has to consider what is being presented to her, and what is being presented is fair. The median income of the Village is \$74,700. The proposed ordinance brings people to \$27,000 a year. The community was clear on their opinion. She said she agrees with the Mayor and Trustee Glasgow that this is imperfect, but it is the only option before her. She said she will vote for not opting out.

Trustee Tinaglia said his business was hit hard by the recession and went from 14 employees to 3. He said it is not easy to stay afloat in a competitive market. He said his children are in the workforce, and one is working 3 jobs just to survive. He said this is a philosophical issue. We choose to regulate or over regulate locally or we allow/encourage the larger powers to do their job. This is one the State should tackle and not dump on the 9 of us and the other communities. When a government agency tells business owners to increase their rates and at the same time doesn't include government agencies in the same requirement, it is not fair. It doesn't make any sense. How do you tell some people this is right but not have it apply to all businesses? He said he accepts that residents voted for him, but his philosophical position is that it is not fair unless it is fair for all of Arlington Heights. He said he agrees that there are people who are underpaid, and pledged to be part of any kind of group or program to help find a way to help the people who need help.

Trustee Scaletta said he personally voted yes to increase the minimum wage knowing it would be a statewide issue. He said Arlington Heights is an island bordered by 7 other suburbs. This puts our business community at an unfair advantage. When the City of Chicago increased its minimum wage, employers cut hours and employees. The Village operating budget relies on sales tax and real estate taxes. It's not just as simple as raise your prices because people can shop in any of the other 7 communities. He said he was concerned about the jobs and businesses in the Village. His philosophy is to be fair and equitable to residents and businesses alike. The State or Federal governments need to act, a county by county answer is not appropriate.

Trustee Rosenberg said he was sympathetic to the cause, and doesn't disagree with an increase. The vote was a State referendum, not a local

one. He said residents should take this passion to the State legislature to pass a law. The County continues to try to micro manage the suburbs and passes ordinances that they feel are proper. A new soda tax is coming and there will be tax on the tax. This is the way the County does it. This is a State issue. He said he will vote to opt out.

Trustee Baldino said that he agrees that this should be a Federal or State issue. The decision has fallen to the Village Board tonight. All people know the cost of hiring and training new employees. Retention is a good thing. This is a philosophical issue and he will vote to not opt out.

Trustee Sidor said there are things that could be done in the Village quickly that are 100% under the Board's purview to help businesses. Ordinances for signs, electrical codes and building codes vary from community to community. If you work in every other community, they are all different. He said having a different pay scale would not put the Village at a disadvantage. He said the Village would attract businesses that put their employees first. He said he didn't think there would be a giant exodus of businesses leaving.

President Hayes said each Trustee is making a vote that they think is the best for this community. They have a common goal but there are different ways of getting there.

Trustee Thomas Glasgow moved to approve. Trustee Jim Tinaglia  
Seconded the Motion.  
The Motion: Passed  
Ayes: Glasgow, Hayes, Rosenberg, Scaletta, Tinaglia  
Nays: Baldino, Blackwood, LaBedz, Sidor

#### **XIV. REPORT OF THE VILLAGE MANAGER**

#### **XV. APPOINTMENTS**

#### **XVI. PETITIONS AND COMMUNICATIONS**

The Community Bike Ride is Saturday, May 13th at North School Park at 9 am. Registration is at 8 a.m.

#### **XVII. ADJOURNMENT**

Trustee Robin LaBedz moved to adjourn at 10:46 p.m.. Trustee Jim Tinaglia Seconded the Motion.  
The Motion: Passed  
Ayes: Baldino, Blackwood, Glasgow, Hayes, LaBedz, Rosenberg, Scaletta, Sidor, Tinaglia