



**CITY OF COUNTRY CLUB HILLS
REGULAR MEETING
OF THE CITY COUNCIL
Monday, February 24, 2020
7:00 pm
Meeting Minutes**

1. A regular meeting of the City Council, City of Country Club Hills, County of Cook, State of Illinois, was held in the City Hall, 4200 w. 183rd Street at 7:07pm The meeting was called to order by the Honorable James W. Ford, Mayor.

A. The Pledge of Allegiance was given by all those in attendance.

2. THOSE ON ROLL CALL ANSWERING PRESENT WERE:

Alderman Lockett, Davis, Glispie, Evans and Mayor Ford

Also present were: City Clerk, Patricia D. Hutson, Atty Tiffany Nelson-Jaworski and Atty John Murphey

ABSENT: Ald. Spivey

3. **Invocation was presented by Pastor Blackmon of Grace Community 4050 Flossmoor Rd in Country Club Hills**

4. Journal of Proceedings;

A. **Approval of Minutes –**

1. Regular City Council Meeting - February 10, 2020

Alderman Lockett moved for Council approval of the minutes of the Administrative Meeting February 10, 2020. Second – Alderman Glispie

Motion carried via voice vote and hereby made a part of the original journal of proceedings this date.

5. Communications and Reports by Mayor Ford:

A. Approval – Wage Schedule Ordinance

Mayor Ford shared the Ordinance is in the Aldermen's packet along with Exhibit I which is a scale listing positions and salaries. Mayor shared the City's Ordinance for salary ranges has not been updated since 2007. Until now the labor unions have been setting the ranges for the employees. Mayor stated the City has to give the unions some guidance because the tax payers and the city can only sustain so much. The City's position ranges have to be based on income and revenue coming into the city, the budget and the market place. Also, we have to be compatible with the surrounding communities. Mayor Ford asked that the council take responsibility to put this document together for the union as a guide as negotiations move forward with the CBA's. Mayor Ford shared with the Aldermen that they collectively know the city's financial situation and would like to tell the union during negotiations what the ranges are. As he looks at surrounding communities everyone has salary ranges except Country Club Hills. Mayor then shared The City Council has the authority to review and salary range annually for any needed changes. Mayor then shared at this time with the situations the City is in it would be advantageous to take a stand and provide guidance to those who are setting salary scales for City employees. Mayor then asked for a motion.

Alderman Lockett motioned for the Wage Schedule Ordinance. Second Ald. Glispie.

Alderman Davis asked to be recognized and shared at the last meeting this item was tabled for discussion. Ald. Davis acknowledged there is a need to do something but, it appears based on looking at the Ordinance it will not have an immediately or major impact because the existing salaries cannot be changes until it is done via budget which will be coming up and the council has not had an opportunity as a council, maybe individually to discuss this. Ald. Davis shared Ald. Glispie is the Chair of the Law and Ordinance Committee and this item had not gone to his committee. Ald Davis inquired as to what the purpose. Ald. Davis shared with something of this magnitude there has been no discussion. Also, Ald. Davis asked if (3) Alderman were needed and Atty Murphey replied with a (2) (2) vote the Mayor votes to break the tie. Atty Nelson-Jaworski asked to be recognized and shared her disagreement. Atty Nelsn-Jaworski then shared section 3.1-40-40 of the municipal code which says when an odd number the vote of the majority of the Ald shall be sufficient to pass an Ordinance. Atty Murphey shared that is in an ordinary case but it also goes on to say that the Mayor breaks the tie. Atty Nelson-Jaworski disagreed and in her opinion as she read the preceding paragraph and restated with an odd number of Ald. the vote of the majority of Aldermen are sufficient to pass an ordinance. She stated the Mayor breaks the tie if it is not needed but the majority is needed. Atty Murphey stated there is a disagreement. Ald Davis appealed to the council as this has not been discussed after tabling. Mayor Ford shared this item has been presented to Ald. Davis Committee the Finance Committee several times and noting is new. Mayor agreed it does not create an immediate relief but it is a step in the right direction.

Mayor stated we have to start some place and at this time we do not have any room for negotiations with the unions as the city does not have a salary range and the tax payers are on the hook for whatever the union comes up with. Having this in place at least gives the city bargaining power to negotiate as the city is using tax payers dollars. The city needs to have the power to negotiate with the union and as a council to try and bring things under control because at this time. Mayor Ford then stated as there is a second he is asking for a roll call.

Ald. Evans then shared she did not believe there was a resolution to the difference of opinions of the Attorney's. Mayor Ford then shared Atty Murphey is the corporate Attorney and Ald. Evans shared there is a disagreement with the legislative Attorney. Ald. Evans would like to hear what the outcome is. Atty Murphey responded if it is challenged then someone may file a lawsuit and we'll see what happens in court if this passes. Atty Nelson-Jaworski shared in addition to a lawsuit that will spend more dollars the city is risking unfair labor practices, grievances and mentioned the Processor VS. the Village of Fox Lake states the concurrence of the majority is needed to pass items listed in 3.1-40-40 relating to (3) affirmative votes of the Aldermen. Mayor shared the corporate Atty has spoken if there are issued they can be challenged late. Mayor then again asked for the Roll Call.

Clerk Hutson then began the Roll Call .

ROLL CALL:

2 - Ayes: Ald. Lockett, Glispie
0 - Naves:
0 - Abstains:
3 - Absent: Ald. Spivey, Ald. Davis-left the Meeting 7:18pm, Ald. Evans- left the meeting 7:19pm

Ald. Evans response was there is no longer a quorum for the meeting as she exited the council chambers. Mayor Ford asked the residents to observe what happens as the city is trying to do something for the benefit of the taxpayers where (2) Aldermen who are paid \$40,000 get up and walk out of the meeting along with their attorney. The meeting ended at 7:19pm due to lack of a quorum.

Meeting ended at 7:19pm

Respectfully submitted



Patricia D. Hutson, City Clerk