

**Troy Township Salary Review Committee Meeting**  
**Tuesday, July 24, 2012**  
**6:00pm**  
**25448 Seil Road**  
**Shorewood, IL 60404**

Committee Chairman and Trustee John Theobald called the meeting to order at 6:00pm.

The Pledge of Allegiance was recited.

Chairman Theobald stated the purpose of the meeting:

Illinois Compiled Statute 60 ILCS 1/Art. 65 Compensation and Fees of Township Officers Section 60 ILCS 1/Art. 65-20 states: "compensation of township officers shall be set by the township board at least 180 days before beginning of the terms of officers." This is a requirement for every township in the State of Illinois and a process every township is currently going through; it is not unique to Troy.

Troy Township established a Salary Committee which will review and make a recommendation to the Township Board for the compensation of township officers for the 2013-2017 term so that the Troy Township Board can officially adopt a compensation resolution to comply with what is required by Illinois State Statute. The Salary Committee will have its first meeting on Tuesday, June 24, 2012 at 6:00pm at the Troy Township Community Center, 25448 Seil Road, Shorewood.

In Attendance:

Committee Chairman & Trustee John Theobald  
Highway Commissioner Thomas Ward (arrived at 6:10pm)  
Administrator Jennifer Dylak – Acting as Secretary

Clerk Jim McFarland  
Supervisor Joseph D. Baltz

Absent: None

Chairman Theobald opened the meeting for public comments.

Resident Ed Murphy commented on the salary levels and health care contribution levels of the elected officials noting there are two elected officials that are required to spend close to if not full time hours working in their positions. Mr. Murphy feels strongly that a township is an extremely expensive organization to run relative to its elected officials. Mr. Murphy finds it offensive that the cost of health insurance is 2% of paid salary; noting that in many private industries and many other government offices the contribution is 15% to 25% of the cost. Mr. Murphy suggested that the health insurance contribution of 2% should be addressed when revising the salary and benefit structure of the township elected officials.

Several other residents in the audience echoed Mr. Murphy's disapproval of the 2% health insurance contribution commenting that it is too low compared to their experience in the private sector.

Audience Member Trustee Brett Wheeler spoke to inform the audience that as the Chairman of the Township's health insurance committee, changes were made at the policy renewal effective July 1, 2012

which reduced the township's premium costs by about 37%. Additionally he noted that more changes are being examined for not only policy structure but also employee contributions possibly to be effective January 1, 2013.

Supervisor Baltz read his original recommendation dated July 17, 2012: Given the current economic climate of Troy Township, Will County, the State of Illinois and the United States of America, as the Supervisor of Troy Township it is my recommendation to the Salary Review Committee that the salaries and benefits of the Troy Township Officials be frozen for the term of 2013-2017 and remain as they were for the 2009-2013 term. Supervisor Baltz added that the elected officials pay the same as the employees towards health insurance which is currently 2%; the same as what is paid by Will County employees.

Adding some general comments, Supervisor Baltz welcomed everyone in attendance to Troy Township; noting that he has been fortunate enough to be the Supervisor of Troy Township since 1984 and has lived in Troy Township his entire life. The background of Troy Township is that of a conservative township. Troy Township is highly thought of and the elected officials have won awards from the state of Illinois. The township provides road work, fair assessments, a conservative board, programs for seniors, expos, shredding events, plus much more. Residents are welcomed to the township and encouraged to participate in our events; more residents who volunteer for the township like Ed Murphy are needed. The township's track record is the proof and Supervisor Baltz is very proud of everything that has been accomplished by Troy Township. Our township has a small budget; is trying to be fiscally responsible and is providing services to the tax payers. Referring to the last newsletter, less than 2% of a property's tax bill is paid to the township.

Regarding compensation, you must take into consideration that you need to attract the right people to the position; people like Highway Commission Ward who grew up living the township life with his father who served as Highway Commissioner for many, many years. You need to attract good, conscientious people like our Assessor. Freezing the salary of the Assessor and the Highway Commissioner would be extremely difficult for these two positions which require more than full time hours.

Audience comments were made and their objections are stronger about the current benefit structure and 2% contribution than to that of specific salary figures.

Supervisor Baltz reminded that the salaries which are to be adopted go through the year 2017 and that health insurance costs have already been cut by 37%. He reminded that the elected officials contribute the same percentage towards insurance as employees (currently 2%) which is exactly the same contribution that is required of Will County employees.

Resident Claude Towery commented and asked that the board please consider the audiences' comments in their review.

Mr. Murphy commented that he could understand that certain positions that are near full time should be offered different consideration than those which are not. Mr. Murphy asked Supervisor Baltz if he has full time employment; Supervisor Baltz confirmed that he does. Mr. Murphy asked if Supervisor Baltz was letting the tax payer pay for his health insurance; Supervisor Baltz confirmed that he does. Supervisor Baltz stated that at the time the salaries and benefits were established for the prior term, he was retired from full time employment.

Clerk McFarland commended the audience members for attending the meeting and showing an interest in the township. He reminded that the salary committee is here to make a recommendation to the board to set the salaries and benefits for the next term, for whoever is elected. Clerk McFarland echoed Supervisor Baltz's initial recommendation and motioned that the committee recommend the board to freeze the salaries and benefits of the elected officials for the 2013-2017 term with the addition of stating the insurance cost to be the same as what the employee contributes. No second was made to Clerk McFarland's motion and the motion died.

Supervisor Baltz commented that, as Mr. Murphy suggested, the committee look only at reviewing the salary and benefit packages of the Assessor and Highway Commissioner. Supervisor Baltz motioned to freeze the salaries and benefits of all elected officials except for the Highway Commissioner and the Assessor. For both the Assessor and Highway Commissioner their salary would be frozen for year one of the new term and then each increased by \$4,000.00 per year for years two, three and four; with the health insurance contribution being the same as what the employee contributes. Written documentation of the proposal was distributed, a copy is attached. No second was made to Supervisor Baltz's motion and the motion died.

Clerk McFarland expressed concern for where the funds for the increase would come from. Supervisor Baltz explained that it would be worked out in the budget. He further commented that this would help the Township retain good full time people. Further discussion was had and questions were asked by the audience.

Clerk McFarland clarified that there are only three elected officials that are eligible to receive health insurance benefits; those are the Supervisor, Assessor and Highway Commissioner. Supervisor Baltz noted that currently Assessor Anderson does not take the township's health insurance.

Administrator Dylk clarified that the reduction in health insurance premium was truly a reduction in the actual premium cost of the policy not due to a reduction in users. She further clarified that the current motion on the table stated that the elected officials would pay the same contribution for insurance as the employees would pay. Because the motion and what would be a salary resolution did not name a specific percentage, if the employee's contribution changed, so could the elected official's contribution. Supervisor Baltz confirmed that was correct and part of his motion.

Clerk McFarland again asked for clarification of how the increase would be funded and also stated he would like to see a comparison for the Highway Commissioner similar to what was distributed by the Assessors group. Highway Commissioner Ward encouraged the committee to take all factors into consideration, not just miles of road but consider types of roads, road construction & condition, population, areas of curb, gutter, sidewalks, etc.

Clerk McFarland stated that he would only support Supervisor Baltz's first recommendation to freeze all salaries, due to these hard economic times using the example of the 700 Caterpillar employees currently out of work. He complimented Assessor Anderson and Highway Commissioner Ward on the great job that they do, but at this time can not support a salary increase to the elected officials.

Audience member and Township Assessor Kim Anderson commented that she finds Supervisor Baltz's step-proposal of a gradual increase to be most logical. Reviewing prior years, historically in years where the board has passed a zero increase, the term following you see an unusually large increase. She noted that a smaller, gradual, cost of living increase over a four year period makes the most sense.

Mr. Murphy suggested that if considering an increase for these two positions, use a CPI Urban Population Group and use a cap of 4% or 5%, giving the lesser of the two as the increase.

Supervisor Baltz acknowledged that yes, the economy can be a factor and understands the cause for concern in the future and the budget.

Mr. Towery encouraged the committee to give consideration to the discrepancies between the private sector and the public sector and asked that they make efforts to more align the two so that there is not such a discrepancy between them.

Chairman Theobald asked for any other comments.

Clerk McFarland again presented a motion to freeze the salaries and benefit of the elected officials from the 2009-2013 term to the 2013-2017 term with the same contribution to health insurance as the employees. No second was made to Clerk McFarland's motion and the motion died.

Supervisor Baltz thanked Mr. Murphy for his suggestions and made a motion to freeze the salaries of the elected officials with the exception of the Assessor and Highway Commissioner whose salary would have no increase in year one of the term and then would receive a yearly increase the last three years equal to the lesser of 5% or the CPI Urban Index with the elected officials making the same contribution to health insurance as the employees. Commissioner Ward seconded the motion. Vote: McFarland – Nay; Theobald – Nay; Baltz – Aye; Ward – Aye. The motion is not carried.

Administrator Dylík asked if there was any additional information or research that could be performed to assist the committee in making a decision.

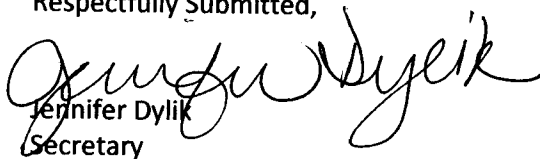
Clerk McFarland confirmed that no, there was no additional information that she could provide. If any increase should be considered he would need more data to justify an increase especially in this tough economic climate.

Chairman Theobald suggested that board workshop be set for Monday, August 20, 2012 prior to the August board meeting. The committee tentatively agreed for a 6:00pm meeting. Supervisor Baltz noted that there is a Will County Supervisor's survey currently being conducted. It will be shared once complete.

Motion made by Chairman Theobald; seconded by Clerk McFarland to adjourn.


Meeting adjourned at 7:03pm.

Respectfully Submitted,

  
Jennifer Dylík  
Secretary

July 17, 2012

To: Troy Township Salary Review Committee

From: Joseph D. Baltz, Supervisor 

Given the current economic climate of Troy Township, Will County, the State of Illinois and the United States of America, as the Supervisor of Troy Township it is my recommendation to the Salary Review Committee that the salaries and benefits of the Troy Township Officials be frozen for the 2013-2017 term and remain as they were for the 2009-2013 term.



**2013-2017 New Term Recommended Salaries**  
**May 20, 2013 to May 14, 2017**  
**For Assessor: January 1, 2014 to December 31, 2017**

Supervisor	Current	\$35,000
	Recommended for 2013-2017	\$35,000
Road & Bridge Treasurer	Current	\$1,000
	Recommended for 2013-2017	\$1,000
Town Clerk	Current	\$15,000
	Recommended for 2013-2017	\$15,000
Assessor	Current	\$65,000
	Recommended for 2014	\$65,000
	Recommended for 2015	\$69,000
	Recommended for 2016	\$73,000
	Recommended for 2017	\$77,000
Highway Commissioner	Current	\$65,000
	Recommended for 2013-2014	\$65,000
	Recommended for 2014-2015	\$69,000
	Recommended for 2015-2016	\$73,000
	Recommended for 2016-2017	\$77,000
Trustees	Current	\$6,000
	Recommended for 2013-2017	\$6,000

The Assessor will continue to receive \$300.00 per month for mileage.

The Highway Commissioner will continue to have a township vehicle.

Continued from the previous term, health insurance is offered to the Supervisor, Highway Commissioner and Assessor and their spouse and dependents if elected by these individuals and is only for their term in office. The individual's contribution towards the health insurance premium will be equal to that which is established for township employees to contribute. Health insurance includes health and dental coverage. Vision coverage is offered to the Supervisor, Highway Commissioner and Assessor and their spouse and dependents if elected by these individuals and is only for their term(s) in office. Vision insurance is offered at no cost to these individuals.

All elected official positions are qualified to participate in the Illinois Municipal Retirement Fund.