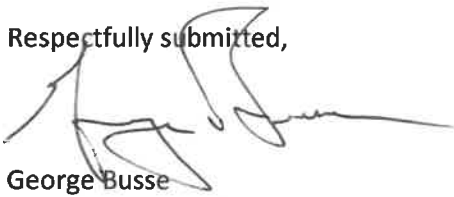


**Executive Session of the Board of Trustees of Elk Grove Township
Elk Grove Township Hall, 2400 S. Arlington Heights Road, Arlington Heights, IL
February 20, 2018**

MINUTES

- I. Call to Order. Supervisor Sweeney called the Executive Session to order under Section 5 ILCS 120/2 (c) (6) (OMA/Exceptions/Employee Compensation) of the Open Meetings Act at 8:53 p.m.
- II. Roll Call. Trustees Koshaba (phone), Satern, Ingrassia and Niewiardowski – Present. Supervisors Sweeney – Present.
- III. Town/GA Employ Compensation 2018-2019. Supervisor Sweeney reminded the Board that last fiscal year staff salary increases, except for the Administrator, were based on a Baseline/Merit System. All Town and GA employees were given a 2% salary increase and, if deemed merited by the Administrator, could be given up to a 4% salary increase. A total increase in excess of 4% required Board approval. Employees were required to do self-evaluations which addressed goal achievement, special accomplishments and any job related difficulties. Each employee's self-evaluation was reviewed in a meeting with the Administrator where goals for the next FY were established. Supervisor Sweeney felt that the first year using this system went well but believes that a truly meaningful evaluation of the system will require a three year period. He recommended that the Baseline/Merit System, as established in FY 2017-2018, be continued in FY 2018-2019. There was Board consensus to continue the Baseline/Merit System as currently established. Supervisor Sweeney request a \$5,000 salary increase for Administrator Pioch. He indicated that his goal was to raise Administrator Pioch's salary to \$115,000 with \$5,000 per year increases until 2020. At \$115,000 Supervisor Sweeney believes Administrator Pioch's salary will be in line to modestly above comparable Township Administrator salary levels. The approximate allocated costs for Administrator Pioch's salary are 95% Town, 2.5% GA and 2.5% Road and Bridge. Clerk Busse spoke highly of Administrator Pioch's performance as Deputy Clerk. The Board agreed with an increase of \$5,000 for the Administrator in FY 208-2019. (Trustee Koshaba departed the meeting at 9:10)
- IV. Adjourn. There being no further business, a motion to adjourn the Executive Session was made by Trustee Satern and seconded by Trustee Niewiardowski. *The motion was passed on a 4-0 roll call vote.* The executive session was adjourned at 9:15 p.m.

Respectfully submitted,



George Busse
Elk Grove Township Clerk