

**APPROVED MINUTES - SPECIAL BOARD MEETING
PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF OAK PARK
HELD ON MONDAY, JULY 23RD, 2012 AT 7:00 P.M.
IN ROOM 101 OF OAK PARK VILLAGE HALL**

I. CALL TO ORDER

President Pope called the meeting to order at 7:04 p.m.

II. ROLL CALL

PRESENT: Trustees Brewer, Hedges, Johnson, Lueck, Salzman (7:16) and Tucker; President Pope

ABSENT: None

III. AGENDA APPROVAL

It was moved and seconded to approve the agenda for the meeting. A voice vote was taken and the agenda was approved as presented.

IV. PUBLIC COMMENT

There was no public comment.

V. REGULAR AGENDA

A. Update on the Village's Performance Management Program

Budget and Finance Manager James Harris spoke about developments made regarding this program since the Board approved its reinstatement at the June 4 Board Meeting. He announced the names of staff assigned to the steering committee that was established. The committee has been working on implementing some initial performance measures based on the past measures developed for this program as part of the 2013 budget process. He discussed the recently established naming contest, used as a promotional activity to encourage interest in the program. Mr. Harris stated that he will also begin asking some of the program participants what they would like their services to look like now and in the future in addition to how to improve services currently performed. Once in place, he also wanted the opinion of the Board regarding service improvement and what they see as drivers of success.

Trustee Lueck asked if the departments are aligning their goals with the overall goals of the Board as well as with results of past community surveys. Mr. Harris stated that once the departments complete their visioning of service enhancements and improvements, these will be presented to the Board for input. He added that the first step is creating alignment between the Board and staff; community feedback can be incorporated as this progresses.

Trustee Hedges asked how the program will appear in the budget. Mr. Harris said that there will be a section that describes the structure and scope of the program with baseline measures and visions for each of the departments involved.

Trustee Johnson asked whether there was any thought regarding performance metrics that all departments would try to accomplish as a village. Mr. Harris noted that this would require the intertwining of the various departments and will be explored by getting feedback from the Board regarding what types of measures are most valued in the community.

Trustee Tucker noted that department heads are setting their own goals and asked how combining these with aspirations of the Board or other outside influences would affect that. Mr. Harris stated that department heads are focused on their particular area and may benefit from the perspective of a broader group of people. He added that for this program to be successful, it should begin by allowing departments to focus on their own areas. It will evolve over time to include establishing measures in a particular area that might impact functions of other departments.

Trustee Lueck commented that it appears that the process may be different for every department, citing the Police Department as an example. They have some very concrete determinants of success but other departments' measures of success are not as clear.

President Pope stated that there are certain metrics that may be department specific; others will be all-encompassing and collectively help move the organization forward. He noted that performance level may not be entirely within the control of an individual, but may be influenced by resource allocation. He added that there may be times when the Village cannot afford to be a top performing entity in all areas at the same time due to resource constraints and as these discussions are taking place, encourage people to think about performance in terms of quality of service delivery as well as financial efficiency.

Mr. Harris stated that the focus from a management standpoint is identifying the issues and causes of underperformance and using the budget process to invest in that need. This could be handled financially or by changing policies to allow for activities to be done more effectively. He added that the measures are the first step in the analysis process.

VI. CONSENT AGENDA

*All Ordinances and Resolutions adopted herein are
herewith ordered filed in the Office of the Village Clerk*

- B. Resolution 2012-R-166 entitled RESOLUTION AUTHORIZING A SUBORDINATION OF LIEN: BPIP-070**
- C. Resolution 2012-R-167 entitled RESOLUTION AUTHORIZING EXECUTION OF AN AMENDED TRUST DEED AND AMENDED NOTE TO EXTEND THE DUE DATE FOR REHABILITATION LOAN: CDS-314**

D. Resolution 2012-R-168 entitled RESOLUTION AUTHORIZING A SUBORDINATION OF LIEN, BPIP-028

APPROVE THE CONSENT AGENDA

It was moved and seconded to approve the items under the Consent Agenda.

The roll call on the vote was as follows:

AYES: Trustees Brewer, Hedges, Johnson, Lueck, Salzman and Tucker; President Pope

NAYS: None

ABSENT: None

The Consent Agenda was approved.

VII. MOTION TO ADJOURN TO EXECUTIVE SESSION IN ROOM 130 TO DISCUSS COLLECTIVE BARGAINING AND PENDING LITIGATION

In compliance with the Open Meetings Act, it was moved and seconded to adjourn to Executive Session to discuss collective bargaining and pending litigation in Room 130.

The roll call on the vote was as follows:

AYES: Trustees Brewer, Hedges, Johnson, Lueck, Salzman and Tucker; President Pope

NAYS: None

ABSENT: None

The motion was approved.

The meeting adjourned at 7:48 P.M. Monday, July 23, 2012.

SUBMITTED AND RECORDED IN THE OFFICE OF:

Teresa Powell, Village Clerk

By: MaryAnn Schoenneman
Interim Deputy Village Clerk