

VILLAGE OF BARTLETT
VILLAGE HALL, 228 S. MAIN STREET
COMMITTEE AGENDA
February 18, 2025

1. **CALL TO ORDER**
2. **ROLL CALL**
3. **TOWN HALL:** (Note: Three (3) minute time limit per person)

4. **STANDING COMMITTEE REPORTS:**
 - A. **LICENSE AND ORDINANCE COMMITTEE, CHAIRMAN HOPKINS**
 1. Bartlett Park District Paid Leave for All Exemption

 - B. **FINANCE COMMITTEE, CHAIRMAN LAPORTE**
 1. Proposed Budget Presentation

5. **ADJOURNMENT**



Agenda Item Executive Summary

AGENDA ITEM: Bartlett Park District Paid Leave for All Exemption BOARD OR COMMITTEE: COW

BUDGET IMPACT

Amount \$ n/a Budgeted \$

Fund: Corresponding Activity Measure:

EXECUTIVE SUMMARY

The Paid Leave for All Workers Act ("*Paid Leave Act*") was enacted by the State of Illinois in 2023. The Paid Leave Act, generally, requires employers to provide employees with paid leave at a rate of one hour for every 40 hours worked, including part-time employees. The Paid Leave Act specifically and expressly *excludes* park districts from complying with the mandatory paid leave requirements.

The Village of Bartlett ("*Village*") adopted Ordinance 2023-117 on December 19, 2023, opting out of compliance with the Paid Leave Act for Village employees pursuant to the Village's home rule powers. Thus, the Paid Leave Act does not apply to the Village.

Cook County has now adopted its own mandatory paid leave ordinance that applies to all employers within Cook County ("*Cook County Paid Leave Ordinance*"). Village Ordinance 2023-117 expressly exempted the Village from complying with any paid leave ordinance adopted by Cook County, so the Cook County Paid Leave Ordinance does not apply to the Village or Village employees.

While the Cook County Paid Leave Ordinance largely mirrors the State's Paid Leave Act, the Cook County Paid Leave Ordinance does *not* exempt park districts from compliance with its paid leave requirements.

The Bartlett Park District ("*Park District*") has facilities in Cook County and DuPage County. Park District employees working within Cook County may be subject to the Cook County Paid Leave Ordinance, while Park District employees working solely within DuPage County would not. Further, the Park District has indicated that compliance with the Cook County Paid Leave Ordinance would impose a significant financial burden on the Park District.

The Park District has requested that the Village exercise its home rule powers to exempt the Park District from compliance with the Cook County Paid Leave Ordinance. At the February 4, 2025 Board Meeting the request was moved to the Committee of the Whole for further discussion.

ATTACHMENTS (PLEASE LIST)

Memo, Ordinance, Email from Park District Executive Director

RELATIONSHIP TO STRATEGIC PLAN GOAL

Strategic Plan Goal: Maintain Positive Relationships with all taxing bodies

Short Term (1-3 Years): Routine Complex

Long Term (3-5 Years): Routine Complex

ACTION REQUESTED

- For Discussion Only
- Resolution
- Ordinance
- Motion

MOTION: I move to approve Ordinance 2025-_____, an ordinance regarding the applicability of the cook county paid leave ordinance.

Staff: Paula Schumacher, Village Administrator

Date: February 12, 2025



A Professional Corporation
140 South Dearborn Street, Suite 600
Chicago, IL 60603
www.ancelglink.com

Kurt S. Asprooth
kasprooth@ancelglink.com
(P) 312.604.9139
(F) 312.782.0943

MEMORANDUM

To: Paula Schumacher, Village Administrator
From: Kurt S. Asprooth
Erin M. Monforti
Subject: Bartlett Park District Paid Leave For All Exemption
Date: January 10, 2025

The Paid Leave for All Workers Act (“***Paid Leave Act***”) was enacted by the State of Illinois in 2023. The Paid Leave Act, generally, requires employers to provide employees with paid leave at a rate of one hour for every 40 hours worked, including part-time employees. The Paid Leave Act specifically and expressly *excludes* park districts from complying with the mandatory paid leave requirements.

The Village of Bartlett (“***Village***”) adopted Ordinance 2023-117 on December 19, 2023, opting-out of compliance with the Paid Leave Act for Village employees pursuant to the Village’s home rule powers. Thus, the Paid Leave Act does not apply to the Village.

Cook County has now adopted its own mandatory paid leave ordinance that applies to all employers within Cook County (“***Cook County Paid Leave Ordinance***”). Village Ordinance 2023-117 expressly exempted the Village from complying with any paid leave ordinance adopted by Cook County, so the Cook County Paid Leave Ordinance does not apply to the Village or Village employees.

While the Cook County Paid Leave Ordinance largely mirrors the State’s Paid Leave Act, the Cook County Paid Leave Ordinance does *not* exempt park districts from compliance with its paid leave requirements.

The Bartlett Park District (“***Park District***”) has facilities in Cook County and DuPage County. Park District employees working within Cook County may be subject to the Cook County Paid Leave Ordinance, while Park District employees working solely within DuPage County would not. Further, the Park District has indicated that compliance with the Cook County Paid Leave Ordinance would impose a significant financial burden on the Park District.

The Park District has requested that the Village exercise its home rule powers to exempt the Park District from compliance with the Cook County Paid Leave Ordinance. The Park District has indicated that doing so would (1) avoid the uneven application of the Cook County Paid Leave

ANCEL GLINK
January 10, 2025
Page 2

Ordinance to Park District employees working in Cook County compared to those working in DuPage County; (2) eliminate the undue financial burden imposed on the Park District by the paid leave requirements, and (3) put the Park District on a level playing field with all other park districts outside of Cook County.

We have prepared an ordinance for the Village Board to consider that exempts the Park District from compliance with the Cook County Paid Leave Ordinance. The Ordinance also confirms, again, that the Village is exempt from compliance with the Cook County Paid Leave Ordinance. Several other municipalities within Cook County have used their authority in a similar manner to exempt park districts within their jurisdiction from compliance with the Cook County Paid Leave Ordinance.

ORDINANCE 2025 - _____

AN ORDINANCE REGARDING THE APPLICABILITY OF THE COOK COUNTY PAID LEAVE ORDINANCE

WHEREAS, the Village of Bartlett ("**Village**") is an Illinois home rule municipal corporation organized and operating pursuant to Article VII of the Illinois Constitution of 1970, and has the authority to exercise any power and perform any function pertaining to its government and affairs except as limited by Article VII, Section 6 of the Illinois Constitution of 1970; and

WHEREAS, the Cook County Board of Commissioners ("**County**") passed a Paid Leave Ordinance ("**County Ordinance**"), which closely resembles the Illinois Paid Leave for All Workers Act, 820 ILCS 192/1 et seq., effective December 31, 2023, and which requires employers including local taxing bodies to provide certain paid leave to its employees; and

WHEREAS, on December 19, 2023, the Village, pursuant to its home rule authority, adopted Ordinance 2023-117, which exempted the Village from the provisions of the Paid Leave for All Workers Act and any similar Cook County Ordinances regulating paid leave; and

WHEREAS, the Illinois Paid Leave for All Workers Act specifically exempts park districts from compliance with the mandatory paid leave requirements; and

WHEREAS, the County Ordinance does not exempt park districts from compliance with its paid leave obligations, in contrast to the Illinois Paid Leave for All Workers Act; and

WHEREAS, the Bartlett Park District (the "**Park District**") operates in both Cook County and DuPage County, resulting in an uneven application of the County Ordinance to Park District employees; and

WHEREAS, the Park District has requested that the Village use its home rule authority to exempt the Park District from compliance with the County Ordinance to (1) avoid the uneven application of the Cook County Paid Leave Ordinance to Park District employees working in Cook County compared those working in DuPage County; (2) eliminate the undue financial burden imposed on the Park District by the paid leave requirements, and (3) put the Park District on a level playing field with all other park districts outside of Cook County; and

WHEREAS, the Village deems it necessary to exercise its home rule authority in order to maintain the *status quo* with respect to the level of employee leave benefits provided by the Park District before the adoption of the County Ordinance; and

WHEREAS, this Ordinance and any prior applicable Village ordinances prevail over the County Ordinance to the extent they conflict with the County Ordinance pursuant to Section 6(c) of Article VII of the Illinois Constitution; and

NOW, THEREFORE, BE IT ORDAINED by the Village Board of Trustees of the Village of Bartlett, DuPage, Kane, and Cook Counties, Illinois, pursuant to its home rule authority, follows:

SECTION 1: The recitals set forth above are hereby incorporated into and made a part of this Ordinance as if fully set forth in this Section 1.

SECTION 2: The Village hereby determines and declares that the Bartlett Park District is exempt from following the provisions of the County Ordinance for its own employees. The paid leave obligations contained in the County Ordinance regulating paid leave, as well as any subsequent amendments to the County Ordinance, will not apply to employees of the Bartlett Park District.

SECTION 3: The Village hereby reaffirms that the Village is exempt from the Paid Leave for All Workers Act and is exempt from the provisions of the County Ordinance, as established by Ordinance No. 2023-117.

SECTION 4: Any Cook County Ordinance in conflict with this Ordinance is hereby superseded to the full extent of such conflict pursuant to the exercise of the Home Rule powers of the Village.

SECTION 5. In the event a court of competent jurisdiction finds this Ordinance or any provision hereof to be invalid or unenforceable as applied, such finding shall not affect the validity of the remaining provisions of this ordinance and the application thereof to the greatest extent permitted by law.

SECTION 6. All ordinances or parts of ordinances in conflict herewith are hereby repealed; provided, however, that nothing herein contained shall affect any rights, actions, or cause of action which shall have accrued to the Village of Bartlett prior to the effective date of this Ordinance.

SECTION 7. This Ordinance shall be in full force and effect after its passage and approval according to law.

ROLL CALL VOTE:

AYES:

NAYS:

ABSENT:

PASSED:

APPROVED:

Kevin Wallace, Village President

ATTEST:

Lorna Giless, Village Clerk

CERTIFICATION

I, the undersigned, do hereby certify that I am the Village Clerk of the Village of Bartlett, Cook, DuPage and Kane Counties, Illinois, and that the foregoing is a true, complete and exact copy of Ordinance 2025- _____ enacted on February 18, 2025, and approved on February 18, 2025, as the same appears from the official records of the Village of Bartlett.

Lorna Giles, Village Clerk

Jacqueline Cardoza

From: Paula Schumacher
Sent: Monday, February 3, 2025 2:10 PM
To: Daniel Gunsteen; Adam Hopkins; Adam Hopkins Home; Joe LaPorte; Kevin Wallace; Lorna Giles; Raymond Deyne; Raymond H. Deyne (rayaec@aol.com); Renee Suwanski; Renee Suwanski-Home; Scott Skrycki; Stephanie Gandsey
Subject: FW: Cook County Paid Leave Ordinance

Good afternoon,

I received the email below from Kevin Romejko. I did encourage him to attend the board meeting tomorrow and speak at town hall regarding the Cook County exemption ordinance.

Paula

From: Kevin Romejko <KRomejko@bartlettparks.org>
Sent: Monday, February 3, 2025 1:47 PM
To: Paula Schumacher <PSchumacher@bartlettil.gov>
Subject: Cook County Paid Leave Ordinance

CAUTION This e-mail originated **outside** of the Village of Bartlett. **DO NOT** click links or open attachments unless you are expecting the email and know the content is safe. If you have any doubt, contact the sender by phone to confirm.



Hi Paula,

Thank you for your willingness to bring the Ordinance exempting the Park District from the Cook County Paid Leave Ordinance (PLO) back to your Board Tuesday night. I will be sure to be in attendance to speak (if you recommend) and answer any questions.

The Park District estimates the negative financial impact of the Cook County PLO to be approximately \$20,000 annually. As you know, the other large issue with Cook's PLO are the inconsistencies it negatively creates for Park District part-time staff. Only part-time staff working at Villa Olivia would receive the paid leave. Additionally, we have numerous staff who work both at Villa Olivia and other Park District locations within DuPage County. They would only receive the paid leave when working at Villa Olivia. If your Board is looking for a recent example of a municipality exempting a Park District from Cook's PLO, City of Rolling Meadows recently passed an Ordinance to do so.

Please let me know if you think it would help if I reached out to any of your Board prior to tomorrow evening to answer any questions they might have. Again, really appreciate your willingness in bringing this back to your Board.

I'm working from home today, two sick kids, so if you need to reach me via phone please call my cell at 224-545-7720.

Thank you!

-Kevin

Kevin R. Romejko MBA
Executive Director

Bartlett Park District
T. C. White Administration Building
696 W. Stearns Road
Bartlett, IL 60103-4504
(630) 540-4886
(630) 837-6608 Fax
KRomejko@bartlettparks.org

 Think before you print



*** CONFIDENTIAL ***

This e-mail message may contain confidential information from the Bartlett Park District. If you are not the intended recipient, you are hereby notified that any disclosure, copying, forwarding of this message or the taking of any action in reliance upon its contents is strictly prohibited. In such case, you should notify the sender by reply e-mail and delete this message immediately.

The background features a dark blue, textured image of a mountain peak. Overlaid on this are several geometric shapes: a large blue hexagon on the left, a smaller orange hexagon to its left, a medium blue hexagon at the top right, and another medium blue hexagon at the bottom right.

**FISCAL YEAR
2025/26**

**PROPOSED
BUDGET
PRESENTATION**

Budget Timeline

FEB 18th = BUDGET PRESENTATION

- Overview, Revenues, Fund Balances

MARCH 4th = DEPARTMENT REVIEWS

- Police, PDS, Central Services/Information Systems, & Golf

MARCH 18th = DEPARTMENT REVIEWS

- PW, Professional Services, Finance, Administration

APRIL 1st = PUBLIC HEARING

- Adopt the 25/26 Budget
- We are on the Budget Officer System where budget has to be passed before the start of the fiscal year.



BUDGET OVERVIEW

TOTAL REVENUES = \$73,426,927



DOWN \$1,869,538, OR 2.48% FROM FY 2024/25 BUDGET

DUE TO NO LONGER RECEIVING FUNDS FROM THE 2020
IEPA LOAN

TOTAL EXPENDITURES = \$80,740,589

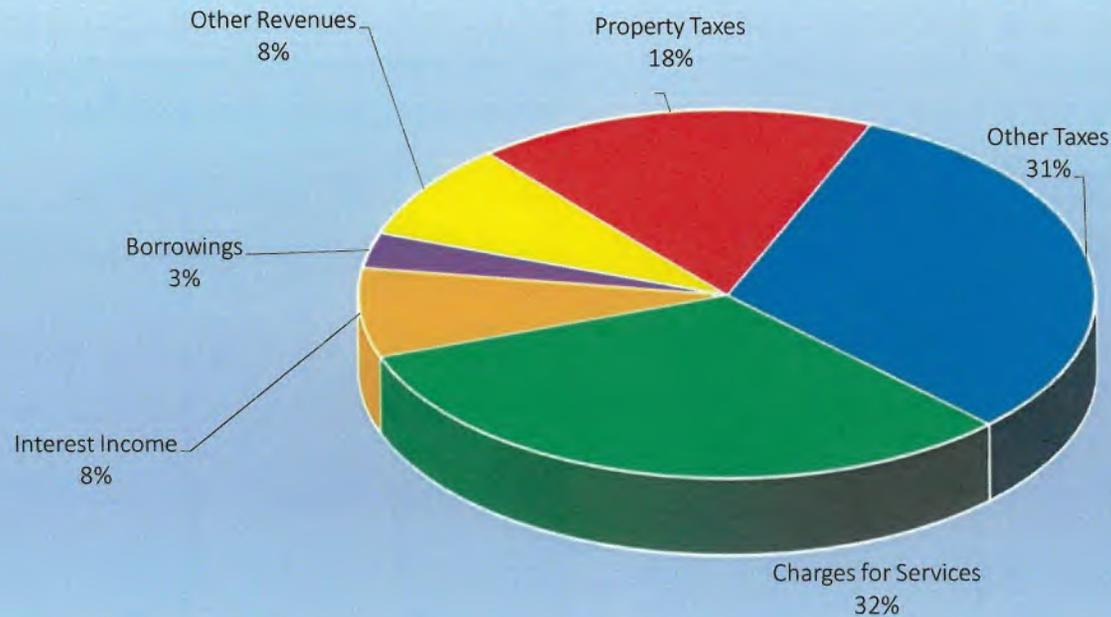


DOWN \$4,870,238, OR 5.69% FROM FY 2024/25 BUDGET

DUE TO THE COMPLETION OF THE WWTP REHABILITATION & THE
DEVON EXCESS FLOW SEWER PROJECTS

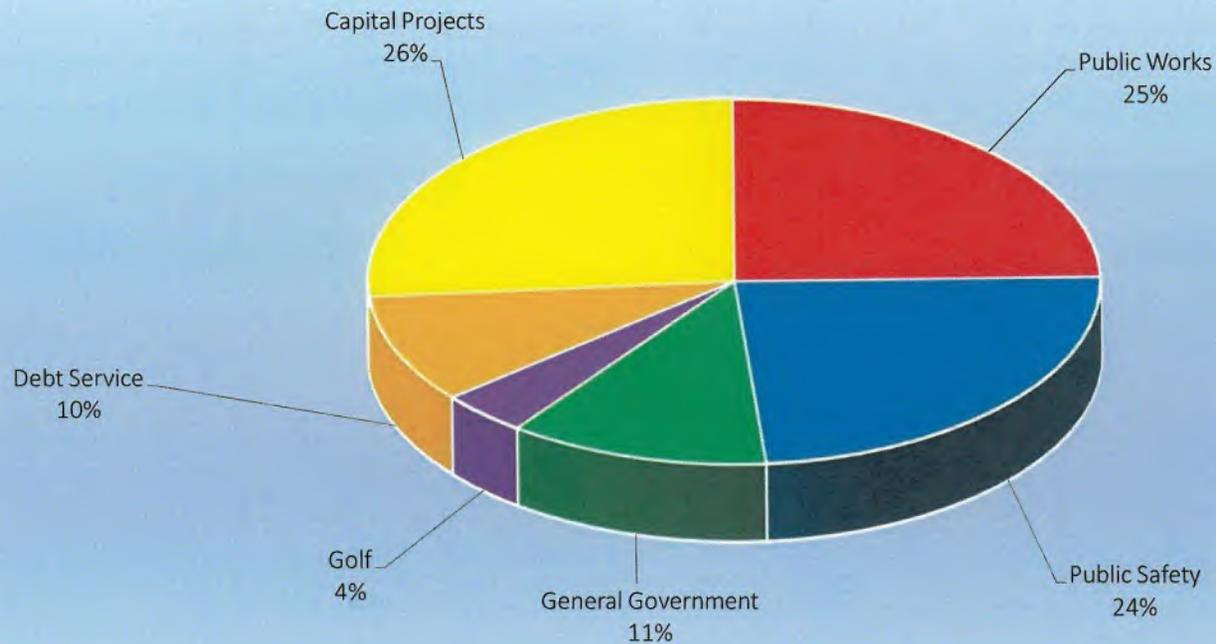
“Where The Money Comes From”

Total Revenue: \$73,426,927



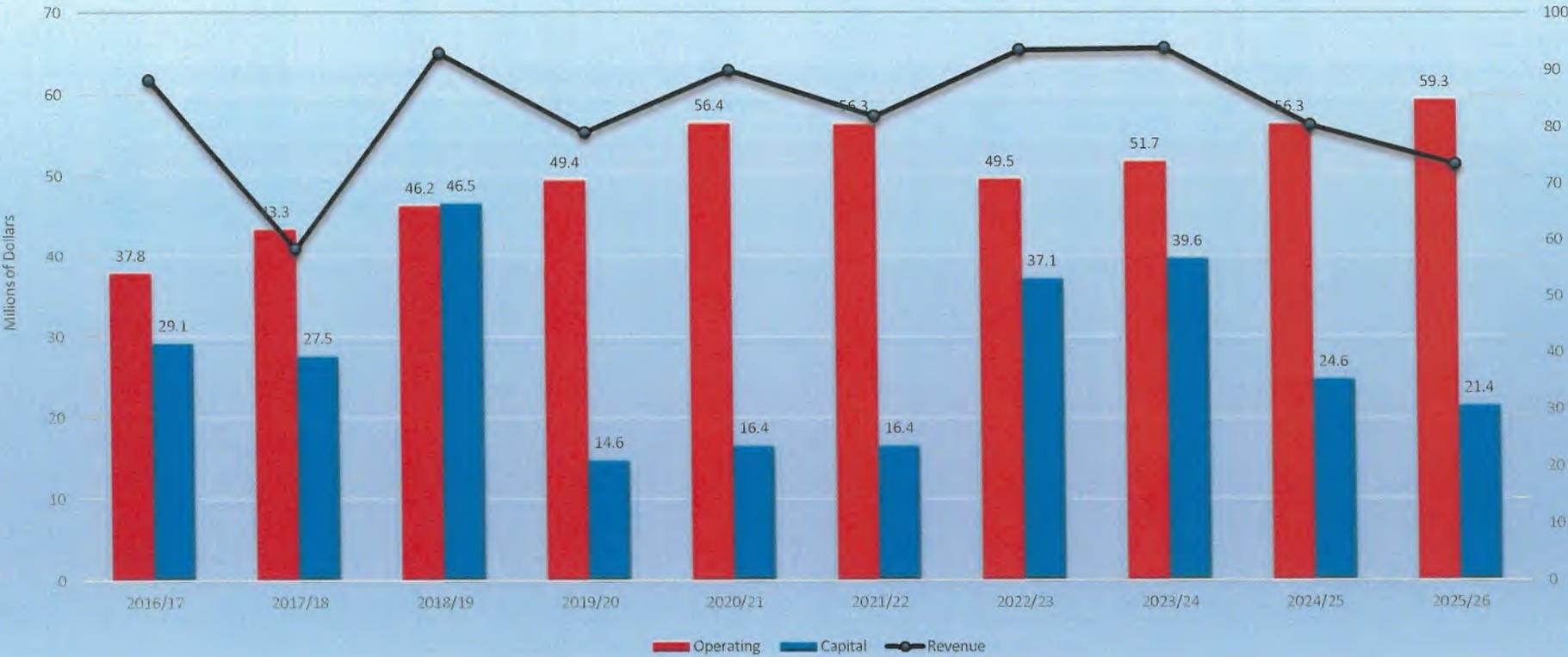
“Where The Money Goes”

Total Expenditures: \$80,740,589

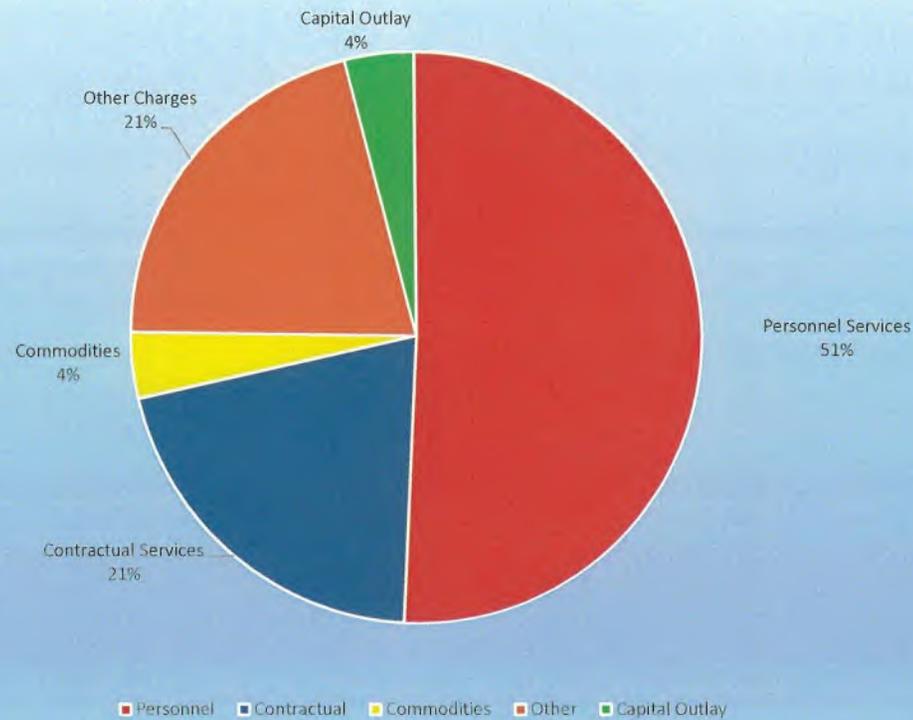


Revenue & Expenditure History

For the last 10 years



Operating Expenditures By Type



FUND ANALYSIS

- GENERAL FUND
- MFT FUND
- WATER FUND
- SEWER FUND
- GOLF FUND
- CENTRAL SERVICES
- VEHICLE REPLACEMENT

GENERAL FUND OVERVIEW

TOTAL REVENUES = \$33,115,154

- Increase of \$818,250, or 2.53% from FY 2024/25 Budget

TOTAL EXPENDITURES = \$31,753,582

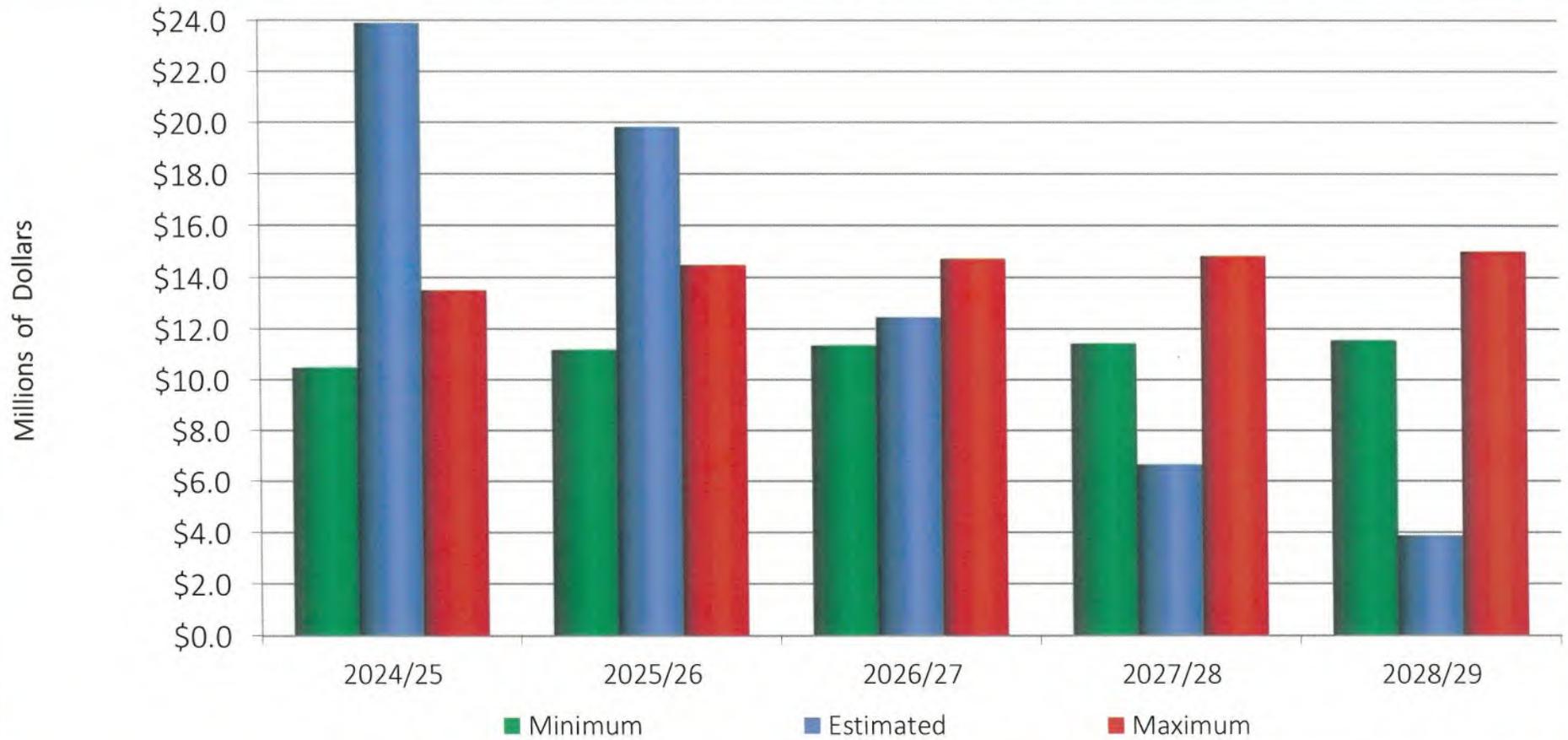
- Increase of \$4,592,047, or 16.91% from FY 2024/25 Budget

NET TRANSFERS = (\$5,427,564)

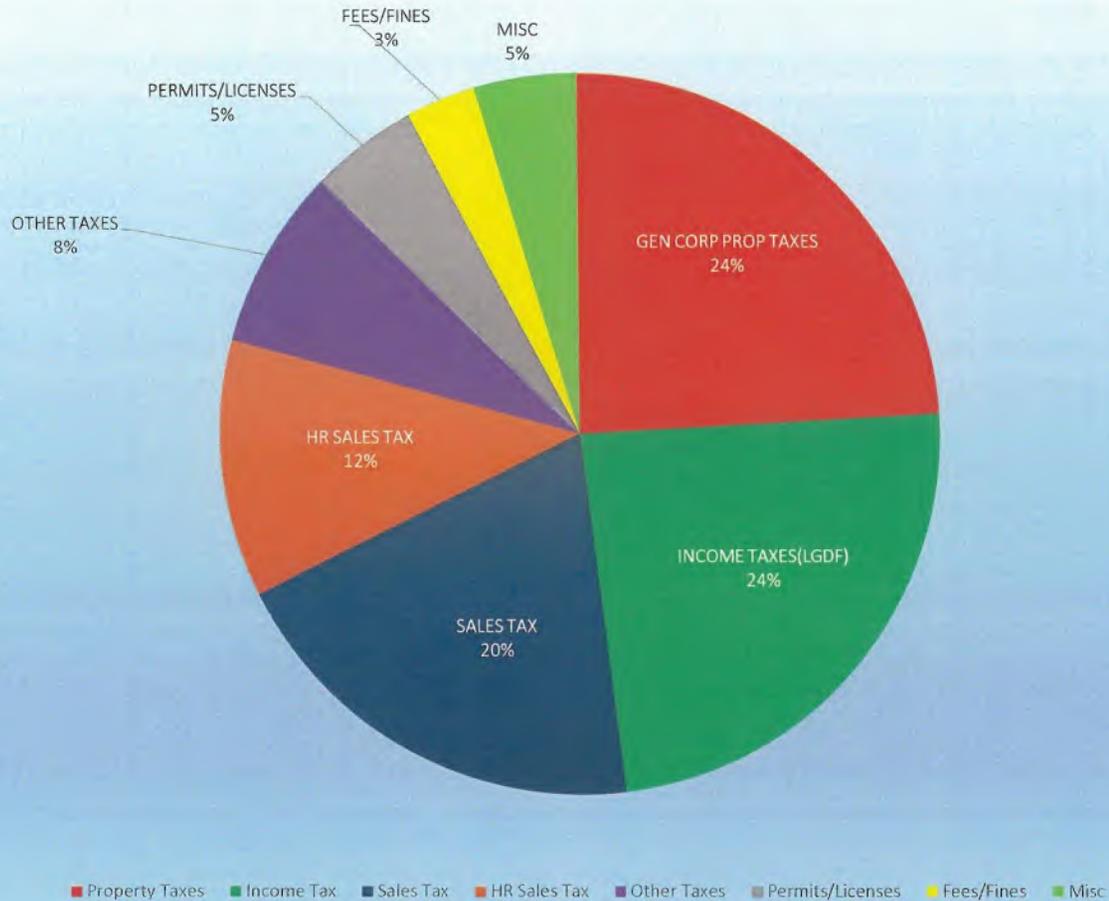
EXPECTED FUND BALANCE = \$20,570,417

- Decrease of \$4,065,992 due to Capital Budget of \$4,153,000, which comes out of the Streets Department Budget

GENERAL FUND BALANCE POLICY



GENERAL FUND REVENUES



General Fund Major Revenues

GENERAL CORPORATE PROPERTY TAXES = \$7,269,094

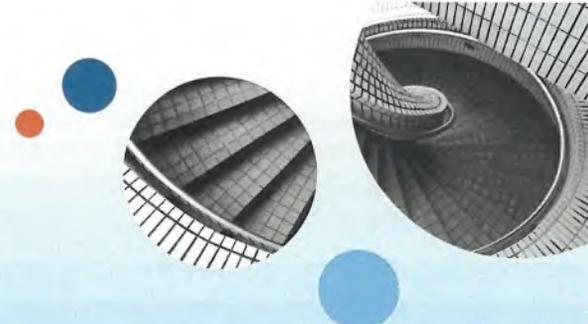
- This is the amount we are proposing for the 2025 levy next October
- No Increase from the 2024 levy
- Last Increase was for the 2023 levy in the amount of \$750,000. This was to capture the taxable value from the closing of the Brewster Creek TIF.

General Fund Major Revenues

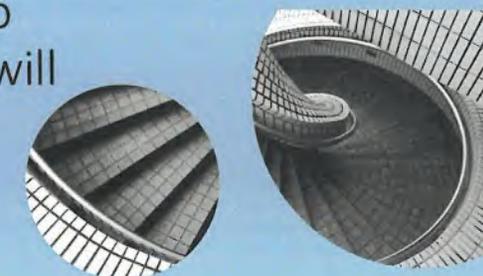
STATE INCOME TAX (LGDF) = \$7,250,000, increase of 225,000, or 3% from FY 2024/25 budget

- State distributes on a per capita basis. Until January 2011, 10% of total state collections were distributed to municipalities/counties. Currently the percentage is at 6.47%.
- IML Per Capita Estimate of \$178.27 and latest population for Bartlett of 41,105

General Fund Major Revenues



SALES TAX = \$5,900,000, increase of 950,000, or 19% from FY 2024/25 budget

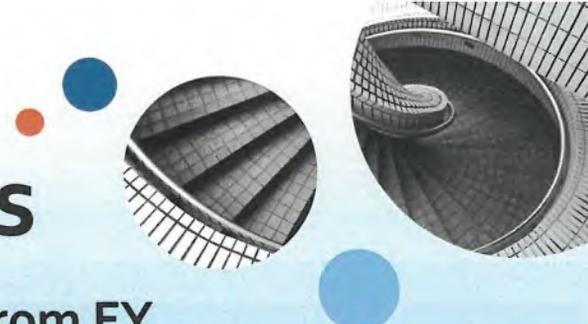
- Village receives 1% of the 6.25% state rate on purchases made within the village.
 - Increase is based on budgeting for a full year of Bartlett Auto Mall sales tax
 - Also based on the Leveling the Playing Field Act 2.0 that went into effect 1/1/25. Some taxes that were collected through local use will now be collected as sales tax.
 - State grocery tax eliminated starting 1/1/26, estimated to lose approx. \$250,000 annually.
- 

General Fund Major Revenues

HOME RULE SALES TAX = \$3,500,000, increase of 500,000, or 17% from FY 2024/25 budget

- Village receives 1% on general merchandise purchases within the village and some online purchases. No grocery or medical.
- Tax is collected by the state and distributed to the municipalities.
- Increase based on trends and what we are currently collecting.
- Home Rule tax began in July 2018

General Fund “Other” Revenues



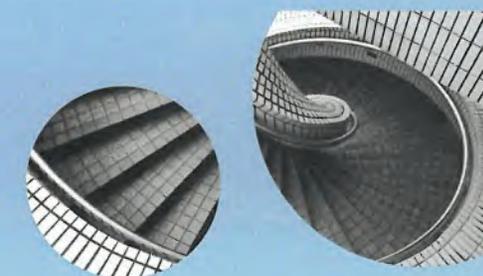
BUILDING PERMITS = \$900,000, increase of 50,000, or 6% from FY 2024/25 budget

- Based conservatively on 120 new residential construction permits at Grasslands and 6 commercial permits.

LOCAL USE = \$800,000, decrease of \$900,000, or 53% from FY 2024/25 budget

- Village receives revenue based on per capita rate and population of 41,105. IML latest update = \$19.60 which is down from \$42.18 last year.
- Down due to the Leveling the Playing Field for Illinois Retail Act

INTEREST INCOME = \$800,000, increase of \$50,000, or 7% from FY 2024/25 budget

- Estimate is up from last year’s budget but down from the current year estimate of \$1.2 million.
 - Federal Reserve has reduced the Fed Rate by 100 basis points in 2024
- 

MOTOR FUEL TAX FUND OVERVIEW

TOTAL REVENUES = \$3,150,000

- Increase of \$965,000, or 44% from FY 2024/25 Budget

TOTAL EXPENDITURES = \$6,200,000

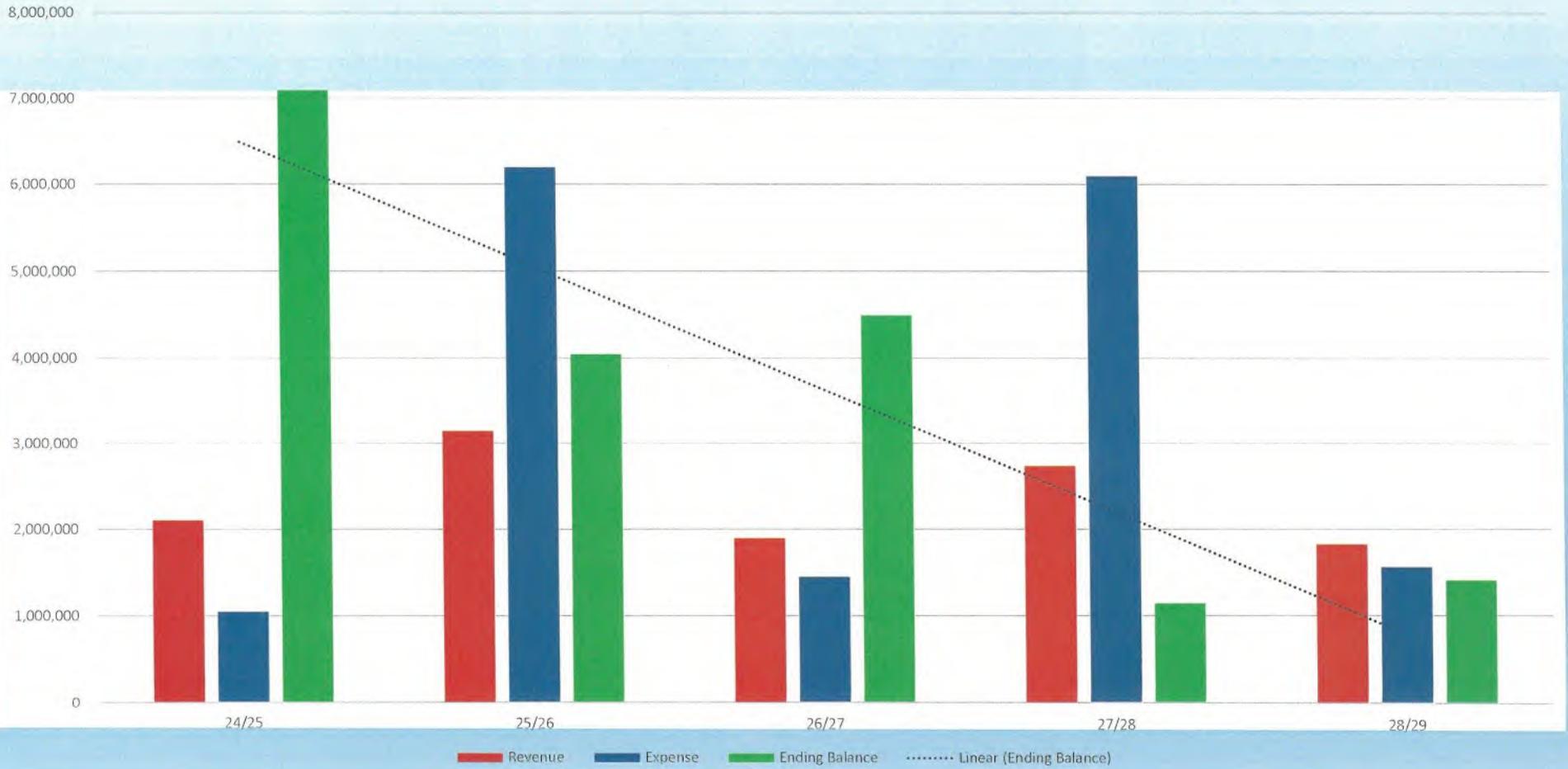
- Increase of \$4,592,047, or 16.91% from FY 2024/25 Budget

NET TRANSFERS = (\$250,000)

EXPECTED FUND BALANCE = \$3,795,211

- Decrease of \$3,300,000 due to increase in capital improvements

MOTOR FUEL TAX PROJECTIONS



MFT Fund Revenues

MFT ALLOTMENTS = \$1,800,000, increase of 10,000, or 1% from FY 2024/25 budget

- State distributes on a per capita basis. IML Per Capita Estimate is \$44.74 for FY 26.

SURFACE TRANSPORTATION PROGRAM GRANT = \$980,000

WATER FUND OVERVIEW

TOTAL REVENUES = \$13,691,000

- Increase of \$140,000, or 1% from FY 2024/25 Budget

TOTAL EXPENDITURES = \$15,550,476

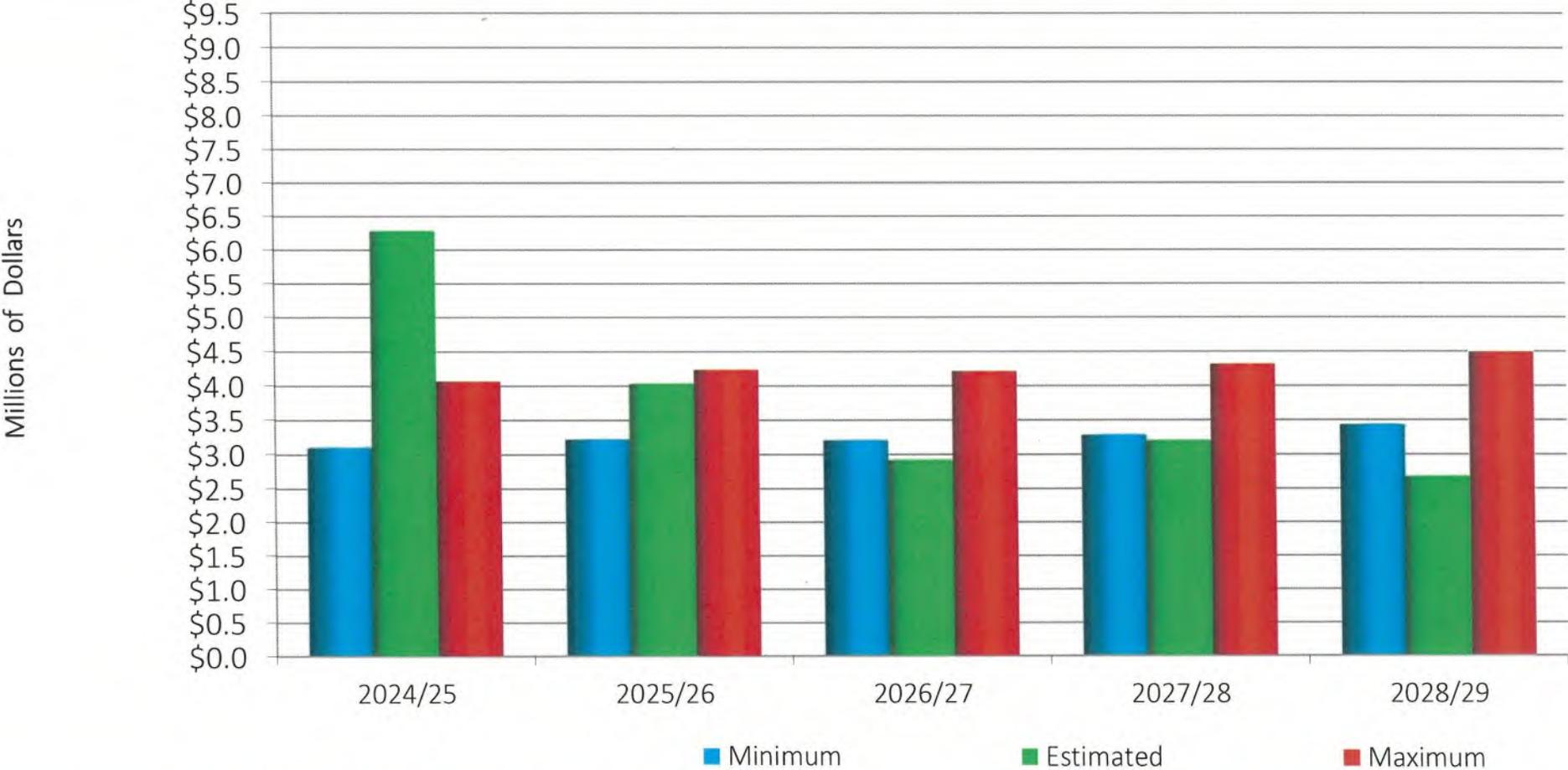
- Decrease of \$3,324,683, or 17.61% from FY 2024/25 Budget

NET TRANSFERS = (\$395,349)

EXPECTED FUND BALANCE = \$4,023,894

- Decrease of \$2,254,825 due to capital improvements

WATER FUND BALANCE POLICY



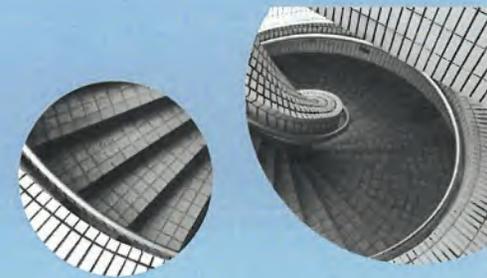
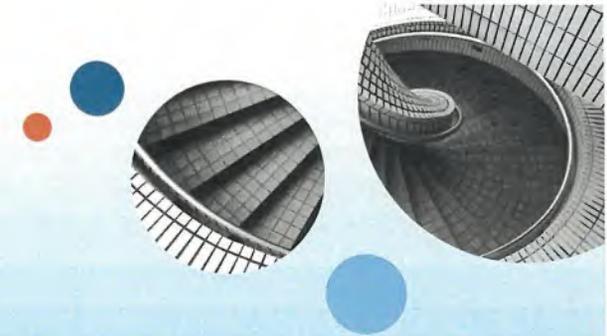
Water Fund Revenues

Charges for Services = \$13,490,000, increase of 90,000, or 1% from FY 2024/25 budget

- Revenue is based upon consumption history with no proposed rate increase.
- The last rate increase was effective May 1, 2023 and was for 3%
- Average residential monthly water bill in proposed budget is \$75.60 based upon 6,000 gallons of usage per month.

INTEREST INCOME = \$200,000, increase of \$50,000, or 33% from FY 2024/25 budget

- Estimate is up from last year's budget but down from the current year estimate of \$335,000.



SEWER FUND OVERVIEW

TOTAL REVENUES = \$7,335,000

- Decrease of \$3,385,000, or 32% from FY 2024/25 Budget

TOTAL EXPENDITURES = \$8,980,033

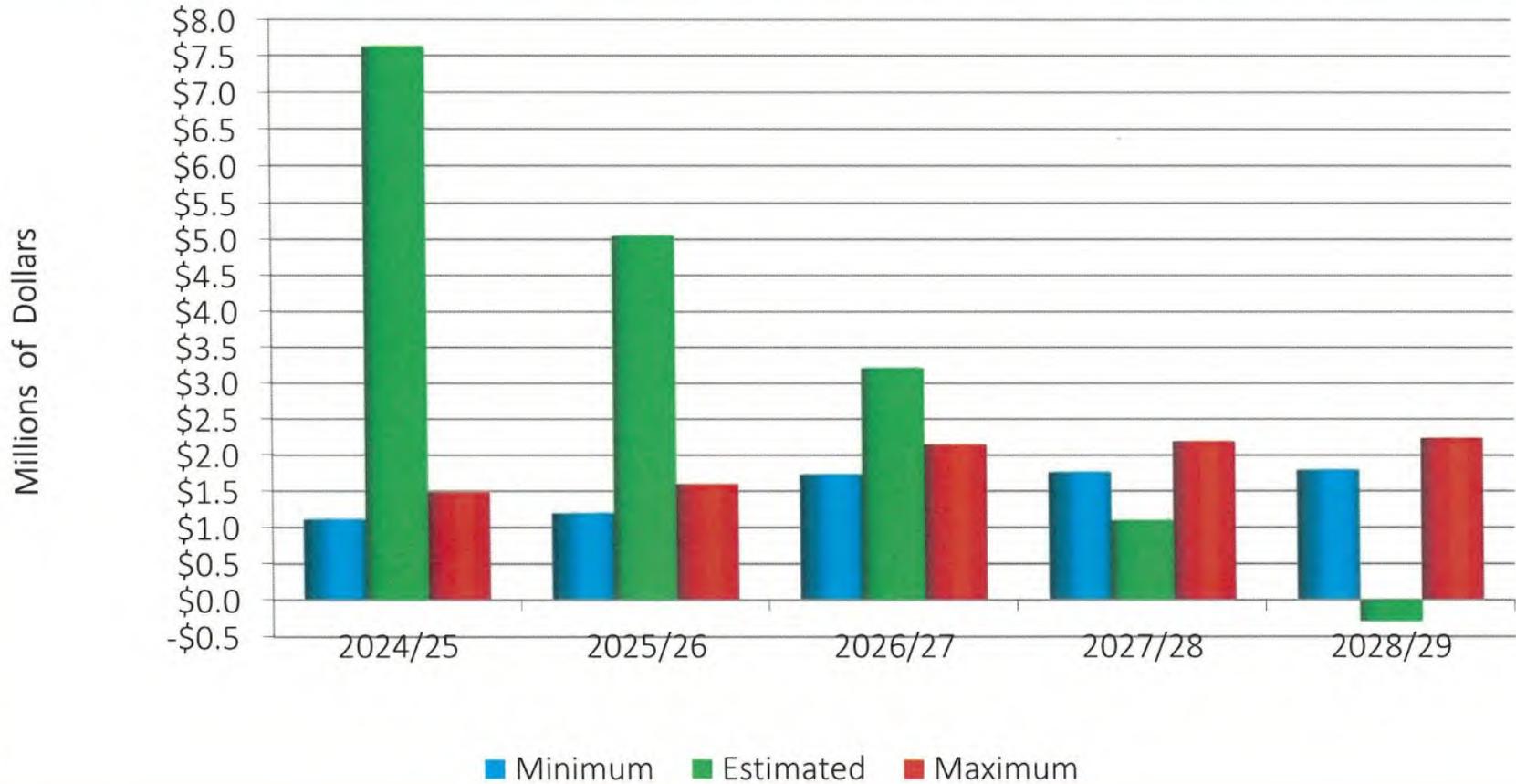
- Decrease of \$5,834,756, or 39.38% from FY 2024/25 Budget

NET TRANSFERS = (\$423,349)

EXPECTED FUND BALANCE = \$5,223,677

- Decrease of \$2,068,382 due to capital improvements and repayment of IEPA Loan

SEWER FUND BALANCE POLICY



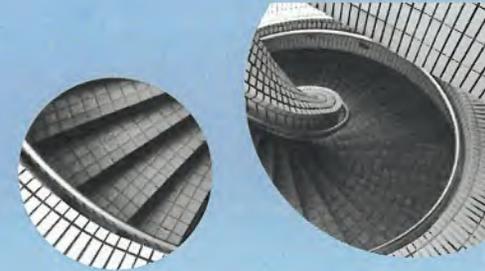
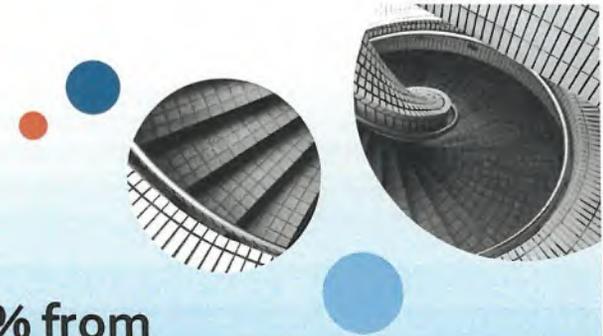
Sewer Fund Revenues

Charges for Services = \$7,190,000, increase of 290,000, or 4% from FY 2024/25 budget

- Revenue is based upon consumption history with no proposed rate increase.
- The last rate increase was effective May 1, 2022 and was for 5.1% for Cook County and 8.6% for DuPage County.
- Average residential monthly sewer bill in proposed budget based upon 6,000 gallons of usage per month is \$25.78 for Cook, \$46.96 for DuPage, & \$19.19 for Kane.

INTEREST INCOME = \$120,000, no change from FY 2024/25 budget

- Estimate is the same as last year's budget but down from the current year estimate of \$450,000.



GOLF FUND OVERVIEW

TOTAL REVENUES = \$3,412,500

- Decrease of \$1,122,600, or 25% from FY 2024/25 Budget

TOTAL EXPENDITURES = \$3,198,677

- Decrease of \$1,167,204, or 26.73% from FY 2024/25 Budget

NET TRANSFERS = (\$68,250)

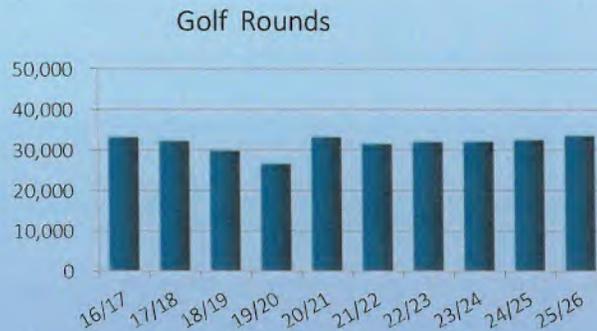
EXPECTED FUND BALANCE = (\$1,066,448)

- Negative balance reduced by \$145,573

Golf Fund Revenues

GOLF COURSE REVENUE = \$1,707,500, increase of 154,000, or 10% from FY 2024/25 budget

- Revenue is based upon estimated golf rounds as well as various rate increases.



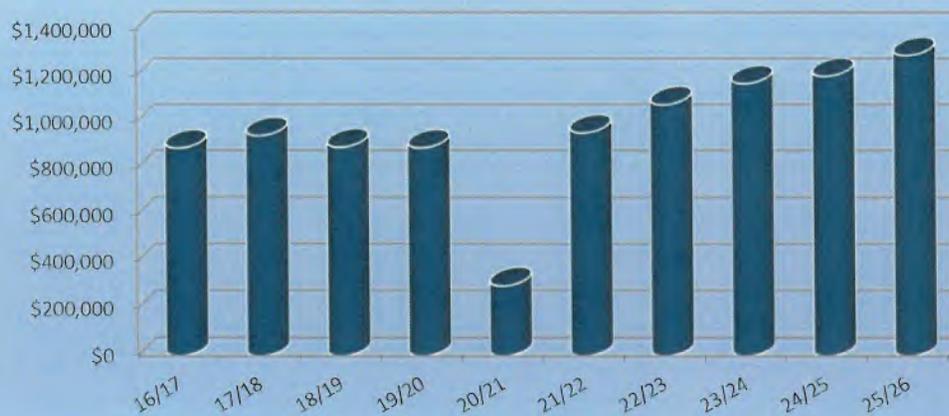
PROSHOP SALES = \$94,000, no change from FY 2024/25 budget

Golf Fund Revenues

FOOD & BEVERAGE REVENUE = \$1,291,000, increase of 63,000, or 5% from FY 2024/25 budget

- Increase in revenue is based on 38-45 weddings, which is 8 more weddings than prior years.

Food & Beverage Sales



Internal Service Funds

CENTRAL SERVICES FUND

- Created an Information Systems Department within the Central Services Fund.
- Moved 11 items out of Central Services to departments in the General Fund, mainly Administration and Police. These items totaled \$174,900.
- Transfers into Central Services were \$1,727,782, no change from the 2024/25 budget.

VEHICLE REPLACEMENT FUND

- There are a total of 8 vehicles scheduled to be replaced in this budget totaling \$850,000.
- Have received all of our vehicles that were on backorder.
- Transfers into vehicle replacement are \$783,132, which is up 14% from the prior year.
- Increased Streets transfer by \$150,000 and reduced the police transfer by \$50,000.

CONCLUSION

- Balanced Budget with the use of fund surplus that is within our budget policy.
- No new taxes or fees.
- No increase to the General Corporate Property Tax Levy.
- No proposed water or sewer rate increases.
- Personnel Costs include a 3.75% cost of living increase for non-union.
- Capital Improvement Projects totaling \$21 million