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**NOTICE OF MEETING  
FINANCE COMMITTEE OF THE  
BOARD OF TRUSTEES OF THE VILLAGE OF WILMETTE  
Monday, March 19, 2018 at 6:30 P.M.  
Mallinckrodt Community Center  
1041 Ridge Road, Wilmette, IL 60091**

**AGENDA**

- I. Call to Order**
- II. Approval of Minutes**  
Minutes of the Finance Committee meeting of December 4, 2017
- III. Status Report from the Minimum Wage & Paid Sick Leave Working Group**
  - Review of Minimum Wage Questions the Working Group is Seeking to Answer
  - Review of Paid Sick Leave Questions the Working Group is Seeking to Answer
- IV. Public Comment**
- V. New Business**
- VI. Adjournment**

IF YOU ARE A PERSON WITH A DISABILITY AND NEED SPECIAL ACCOMMODATIONS TO PARTICIPATE IN AND/OR ATTEND A VILLAGE OF WILMETTE PUBLIC MEETING, PLEASE NOTIFY THE VILLAGE MANAGER'S OFFICE AT (847) 853-7509 OR TDD (847) 853-7634 AS SOON AS POSSIBLE.

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**MEETING MINUTES**

**FINANCE COMMITTEE OF THE VILLAGE BOARD**

**MONDAY, DECEMBER 4, 2017**

**7:00 P.M.**

**LAKEVIEW CENTER, 800 GILLSON PARK DRIVE, WILMETTE, IL**

Members Present:           Trustee Dan Sullivan, Chair  
                                   Trustee Senta Plunkett  
                                   Trustee Stephen Leonard

Staff Present:               Mike Braiman, Assistant Village Manager  
                                   John Prejzner, Assistant Director of Administrative Services

**I. CALL TO ORDER**

Trustee Sullivan called the meeting to order at 7:06 p.m. Committee members Sullivan, Plunkett and Leonard were present.

**II. APPROVAL OF MINUTES**

Trustee Leonard moved to approve the minutes of the November 13, 2017 Finance Committee Meeting. The motion was seconded by Trustee Plunkett. A spelling correction of a member of the public was noted. No further discussion occurred on the motion. Voting yes: Trustees Sullivan, Plunkett and Leonard. Voting no: none. **The motion carried.**

**III. PUBLIC COMMENT**

Jon Marshall, 822 Prairie, had a question for Trustee Sullivan regarding a quote in the Pioneer Press about data research. Trustee Sullivan stated while he has not seen the article nor the quote, he stated that one of the purposes of the working group is to synthesize data on minimum wage and sick leave.

Mr. Marshall commented on the proposed nominees for the Working group and stated that they lack perspectives of employees and lean heavily towards employers. Furthermore, they lack qualifications in the public health field.

Mark Weyermuller, 208 Lawndale, stated that there is no representation on the Working Group of tax payers. Mr. Weyermuller would like to see people on the Working Group who are not involved in government.

Jasmina Hauser stated she was disappointed that she was not selected for the working group as her family is affected in several ways.

#### **IV. DISCUSSION OF WORKING GROUP TO STUDY THE COOK COUNTY MINIMUM WAGE AND PAID SICK LEAVE ORDINANCES**

Michael Braiman, Assistant Village Manager, summarized the mandate for the Working Group. The Committee discussed the proposed mandate of the Working Group which is limited in scope and noted that the group is not tasked with making a recommendation on the policy. The working group is tasked with conducting a study of the Cook County Ordinances specifically as they relate to Wilmette, including the impact on businesses, employees, and the Village as an overall economic engine. Due to the unique nature of the Cook County Ordinances, macro-level economic factors and national studies while helpful, as well as new research and/or predictive modeling, are not necessarily relevant to the Village Board's policy making process.

To the extent in which the working group believes these items to be relevant, the Finance Committee has asked the working group to consider in its work, but should not be limited to, the following:

- Input from residents regarding the Cook County Ordinances;
- Input and/or impact of the Cook County Ordinances on employees in Wilmette;
- A thorough discussion with business owners (possibly a survey) to determine the impact of the Cook County ordinances on the Wilmette business community;
- The public health impact of the Cook County Paid Sick Leave Ordinance
- Impact on Wilmette businesses which have additional locations outside of the Village;
- Impact on the Village's ability to fill vacant storefronts; may include input from commercial brokers with experience recruiting businesses on the North Shore as well as local landlords;
- How does the patchwork effect of the Cook County Ordinances impact businesses and employees in Wilmette;
- Review other questions previously submitted by Village Trustees and identify those which may be relevant to the decision making process;
- And provide any additional relevant information to the ultimate question of the impact the Ordinances have upon Wilmette as an entire community.

The working group, to the extent possible, will be encouraged to conduct a bifurcated study for the Cook County Minimum Wage Ordinance and the Cook County Paid Sick Leave Ordinances.

**V. RECOMMENDATION TO THE VILLAGE BOARD TO APPOINT THE FOLLOWING INDIVIDUALS TO SERVE ON THE WORKING GROUP**

Trustee Leonard moved to recommend the following individuals to be appointed to serve on the Working Group:

- John Jacoby, Chair; Village President (1989 – 1997), Village Trustee (1981-1997)
- Brian Fabes, Chief Executive Officer- Civic Consulting Alliance
- John Haser, Director of Administration & Marketing- Anne Kustner Lighting Design
- Cathy Pratt, Executive VP – Retail at Wintrust Bank & President – Wilmette
- George Rafeedie, President & Founder, CoWorkers LLC
- Laura Saleh, Board of Directors- Wilmette/Kenilworth Chamber of Commerce
- Therese Steinken, Former Director of Development of Family Service Center

The motion was seconded by Trustee Plunkett. No further discussion occurred on the motion. Voting yes: Trustees Sullivan, Plunkett and Leonard. Voting no: none. The motion carried.

The appointments will be placed on the December 12, 2017 Village Board agenda for formal approval.

**VI. NEW BUSINESS**

None.

**VII. ADJOURNMENT**

At 7:40 p.m. Trustee Leonard moved to adjourn the meeting. The motion was seconded by Trustee Plunkett. No further discussion occurred on the motion. Voting yes: Trustees Sullivan, Plunkett and Leonard. Voting no: none. **The motion carried.**

Respectfully Submitted,

John Prejzner  
Assistant Director of Administrative Services



**Date:** March 14, 2018  
**To:** Village Board Finance Committee  
**From:** Michael Braiman, Assistant Village Manager  
John Prejzner, Assistant Director of Administrative Services  
**Subject:** Working Group Status Report to the Finance Committee

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### **Background**

Over the course of its last two meetings, the Minimum Wage and Paid Sick Leave Working Group has identified questions to answer in its final report. These questions, developed and approved by the Working Group with input from the public, will provide the foundation for the report submitted to the Village Board on behalf of the Working Group.

To ensure that the Working Group's final report will meet the expectations of the Village Board, the Finance Committee is asked to review the questions and provide further direction or clarification as appropriate.

### **Discussion**

The questions developed by the Working Group are presented below. Each question is followed by a "Why does this matter" statement to clarify why the question is important and what data could be helpful in answering the questions.

## **Minimum Wage**

### ***Question 1***

**Who are the workers (i.e., demographics and why they work) who would be impacted by a change in minimum wage?**

*Why does this matter?*

To understand the employees that will be impacted by the change in minimum wage. The Cook County Ordinance exempts businesses with less than 4 employees, employees under the age of 18, employees working less than 90 days, and has different pay regulations for tipped employees. Understanding the employees impacted by the Ordinance will help answer Question #4 below (what are the impacts on Wilmette employees).

## **Question 2**

**What businesses would be impacted by a change in the minimum wage?**

*Why does this matter?*

To understand the businesses that will be impacted by the change in minimum wage. The Village has approximately 560 licensed businesses and some sectors tend to have more and some fewer minimum wage workers. The Cook County Ordinance exempts businesses with less than 4 employees, employees under the age of 18, employees working less than 90 days, and has different pay regulations for tipped employees. Understanding the businesses impacted by the Ordinance will help answer Question #5 below (what are the impacts to Wilmette businesses).

## **Question 3**

**What is the cost of living in Wilmette and other places where Wilmette's low-wage workers live vs. other regions of the State? What constitutes a "living wage" (in terms of hourly rate equivalent) for workers living in Cook County? How does the current proposed minimum wage rates compare to the generally accepted "living wage" in Cook County?**

*Why does this matter?*

The rationale for a higher minimum wage is that those who work full-time and depend on work to support their families should not, because of a low wage rate, be forced to live in poverty or rely on public assistance; i.e., they should earn a "living wage." The primary rationale for a minimum wage that is different in one region of a state vs. another is that the cost of living (and hence what defines a "living wage") can differ by region.

## **Question 4**

**What is the impact of increasing the minimum wage on employees in Wilmette?**

*Why does this matter?*

The primary rationale for raising the minimum wage for employees is that it will increase the opportunity for work to serve as a path out of poverty and allow those who work to support the basic needs of themselves and their families. A concern with raising the minimum wage for employees could be that some low wage jobs may be lost or the hours of work of some employees may be reduced.

## **Question 5**

**What is the impact of increasing the minimum wage on businesses in Wilmette?**

*Why does this matter?*

The most common concerns with raising the minimum wage is that businesses may be at a competitive disadvantage and higher labor costs will force businesses to reduce employment, close, move, or not open in Wilmette. One rationale for increasing the

minimum wage is that it can enhance the recruitment and retention of good employees who are important to the success of local businesses and the local economy.

### ***Question 6***

#### **What is the impact of increasing the minimum wage on Wilmette as a community?**

##### *Why does this matter?*

There are a number of possible impacts to the community of raising or not raising the minimum wage which may include but are not limited to the following: 1) Raising the minimum wage might lead to increased prices for goods and services and uncertainty whether customers will continue to patronize businesses; 2) Not raising the minimum wage might diminish the perception of Wilmette as a thriving community that values the welfare of its workers; 3) Raising the minimum wage might diminish the perception of Wilmette as an economically attractive place to do business and might present an obstacle to the Village's future economic development efforts and ability to recruit new businesses; 4) Raising the minimum wage would be consistent with the outcome of the 2014 statewide advisory referendum in Wilmette, although the minimum wage rate presented in that referendum (\$10 per hour effective January 1, 2015 on a statewide basis) is different from the minimum wage rates contained in the County's minimum wage ordinance (new data regarding residents' opinion of an increased minimum wage will be provided via a phone survey).

Questions regarding paid sick leave can be found on the following pages.

## **Paid Sick Leave**

### ***Question 1***

**Who are the workers who would be impacted by a change in paid sick leave policy?**

*Why does this matter?*

While the health impacts of paid sick time affect all workers, in some cases concerns are greater for workers who come into contact with customers and those who have children who are sent to schools sick because a parent cannot take a day off of work.

### ***Question 2***

**What is the cost to employers of providing paid sick leave to employees?**

*Why does this matter?*

Employers have voiced concern about the cost of paying employees when they stay home sick.

### ***Question 3***

**What is the increase in cost to employers due to employees who may abuse sick leave?**

*Why does this matter?*

Employers have voiced concern about employees who will take off time when they are not actually sick or caring for a sick family member.

### ***Question 4***

**What is the cost to employers of administering paid sick leave program?**

*Why does this matter?*

Employers have voiced concern about the cost of tracking and administering paid sick leave.

### ***Question 5***

**What is the impact to Village residents, teachers, students, patrons, etc., of providing paid sick leave to employees?**

*Why does this matter?*

The primary reason for mandating paid sick leave is to improve public health.

**Question 6**

**What is the impact to employees of providing paid sick leave?**

*Why is this important?*

A stated benefit of providing paid sick leave is that employees can be healthier or help care for their families (e.g., stay home when a child is sick).

**Question 7**

**What is the impact to employers of providing paid sick leave?**

*Why is this important?*

One concern with paid sick leave is the additional payroll cost to employers. One rationale for requiring paid sick leave is that certain studies show that employers benefit through cost savings from workforce stability, increased productivity, disease and illness prevention, and lower health care costs.

**Question 8**

**What is the impact to the community of providing paid sick leave?**

*Why is this important?*

There are a number of possible impacts to the community of requiring businesses to provide or not provide paid sick leave which may include but is not necessarily limited to: 1) One common concern with requiring businesses to provide paid sick leave is that it could lead to increased costs for goods and services and whether customers will continue to patronize businesses if costs increase 2) One concern with not requiring businesses to provide paid sick leave is the perception it gives to Wilmette as a thriving community which reflects the values of its residents; 3) One concern with requiring paid sick leave is the perception it gives to Wilmette as a place to do business and the impact, if any, on the Village's future economic development efforts and ability to recruit new businesses; 4) One rationale for requiring businesses to provide paid sick leave is that Wilmette residents supported Illinois workers earning up to 40 hours of paid sick leave through a 2016 statewide advisory referendum.