



MANAGER'S REPORT FOR NOVEMBER 27, 2013
GENERAL INFORMATION AND RESPONSES TO MAYOR & COMMISSIONER REQUESTS

Places to be this Week...

Tree Lighting Ceremony - The Tree Lighting Ceremony will be held **Friday, November 29 at 4:30 p.m.** at the Main Street Train Station. There will be cookies and a holiday photo booth inside the station.

Village Council Meeting - The Village Council meeting will be held on **December 3 at 7:00 p.m. in the Council Chambers** at Village Hall.

Cooking Oil Collection - Residents can bring their used cooking oil to the back of Village Hall on **Saturday, November 30 from 9:00 a.m. - 12:00 p.m.**

Future Calendar Reminders...

Village Council Meeting - The Village Council meeting will be held on **December 10 at 7:00 p.m. in the Council Chambers** at Village Hall.

Polling Place Changes - The DuPage County Election Commission notified the Village that substantial changes will be made to voting locations starting with the March 2014 elections. All voters whose polling places have changed will be notified soon by postcard. In addition, three weeks before the election *all* registered voters will receive a postcard listing their polling place.

Village Hiring Practices Regarding Employees Receiving Public Pensions - Commissioner Barnett requested information the Village's hiring practices regarding employees already receiving benefits from an Illinois public pension.

Issue

The current structure of the public safety pension system encourages employees to retire after 30 years of service because maximum pension benefits are achieved with 30 years of service. Many public safety employees who have retired after 30 years of service are younger than the traditional retirement age of 65 years and are qualified to work in other public sector positions. Sometimes these retired public safety employees are hired by municipalities into positions in another pension system, usually the Illinois Municipal Retirement Fund.

State Law & Pending State Action

Illinois state law allows individuals who enter a public pension system prior to January 1, 2011 to retire, begin receiving pension benefits and subsequently gain employment that allows them to participate in another public sector pension system. Further, state law provides that for employees entering into a public sector pension system for the first time on or after January 1, 2011 pension benefits will be suspended if they enter into another pension system.

House Bill 3760 was recently filed by Representatives Sandack and Franks. The bill provides that a member or participant of a retirement system or pension fund established under the Code who is receiving a retirement annuity or retirement pension under the Code and becomes employed on or after the effective date of the amendatory Act in a position in which he or she is eligible to accrue service credit or creditable service under any Article of the Code shall have the amount of his or her monthly retirement annuity or retirement pension offset by the amount of his or her compensation, earnings, or salary (whichever is applicable) in the immediately preceding month as certified to the applicable retirement system or pension fund by his or her employer, unless the payment of that retirement annuity or pension is already suspended or terminated under the Code during that period.

Village Hiring Practices

The Village of Downers Grove conducts its hiring processes in accordance with state law and in an open and competitive manner that seeks to employ the best candidate for the job based on professional qualifications and without political influence. The Village actively strives to retain and develop its talented employees to ensure that work will continue to be performed in an efficient and effective manner. The Village Manager is responsible for hiring decisions except positions governed by Illinois statutes for hiring sworn police and fire personnel and the Village Attorney.

The Village’s recent retirement and hiring actions are summarized in the table below. Of the 110 new hires since 2009, two of them are retired public safety employees receiving pension benefits. These employees were hired because they were the best candidates for the positions, possessing the required knowledge, skills and abilities and because the hiring of these employees did not cost the Village more money than hiring other persons not receiving public safety benefits. It is important to note that the retirement from the public safety pension positions and the hiring into IMRF pension positions are independent actions. The Village uses the same competitive selection process for all candidates for all positions.

Village Retirements & New Hires, 2009 to Present

Retirements	36
New Hires	110
New Hires Receiving Pension Benefits from the Village of Downers Grove	2

Note: The total Village staffing was reduced from 366.5 to 332 Full-Time Equivalent Positions during this time.