



**MEMORANDUM OF AGREEMENT  
BETWEEN THE VILLAGE OF LYONS AND  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 118**

**WHEREAS**, various employees of the Village of Lyons are members of the International Brotherhood of Teamsters Local 118 and are protected by a collective bargaining agreement; and

**WHEREAS**, as the result of a petition driven initiative, the Village of Lyons is required to submit a Plan of Dissolution which plan must include, among other things, the financial impact to union employees and the village of Lyons residents after dissolution; and

**WHEREAS**, the Village Board of the Village of Lyons recognizes its contractual obligations to union employees regarding benefits previously earned and accrued and to be accrued under the Collective Bargaining Agreement up to the date of dissolution; and

**WHEREAS**, union employees understand the needs of the Village of Lyons to maintain and staff a full workforce up to the date of dissolution; and

**WHEREAS**, the parties hereto acknowledge a need to modify the terms of the existing Collective Bargaining Agreement in effect from June 1, 2012 through December 31, 2013 and thereafter until the date of dissolution.

**NOW THEREFORE**, the Village of Lyons and International Brotherhood of Teamsters Local 118 agree as follows:

1. Upon village dissolution, employees shall be entitled to their accrued vacation time up to (6) six weeks pursuant to Article XII of the Collective Bargaining Agreement.
2. Upon village dissolution, employees shall be entitled to their accrued sick leave up to 165 days plus any additional accrued days up to 30 pursuant to Article XIII of the Collective Bargaining Agreement.
3. Upon village dissolution, employee shall be entitled to accrued personal days up to five days pursuant to Article XIV of the Collective Bargaining agreement.

4. Employees still employed with the Village of Lyons at the date of dissolution shall not be entitled to any medical benefits after the date of dissolution.
5. Abuse of sick time shall be grounds for denial of benefits available under this agreement and the Village of Lyons may, at its sole discretion, request a doctor's note from employees who, in the opinion of the Village Board are abusing sick time.
6. The calculation of benefits under this agreement shall be based on the employee's wages as of December 31, 2013 notwithstanding any change in pay prior to dissolution.
7. The terms of this agreement shall survive the Collective Bargaining Agreement expiring on December 31, 2013.
8. All other terms of the current Collective Bargaining Agreement not modified herein shall remain in effect through December 31, 2013.
9. The benefits inuring to employees under this agreement shall be paid at the time of dissolution.

Corrine Kleisle Dated: 8/6/13  
Corrine Kleisle, Mayor

Paul A. Markwitz Dated: 8/1/13  
Paul A. Markwitz,  
Temasters Local 118

Helen Weimer Dated: 8/07/13  
Helen Weimer

Steward  
Robert Darcangelis Dated:  
Robert Darcangelis  
Steward

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**MEMORANDUM OF AGREEMENT  
BETWEEN THE VILLAGE OF LYONS AND THE  
VILLAGE OF LYONS POLICE DEPARTMENT LOCAL 3684, LAW ENFORCEMENT OFFICERS  
UNION, COUNCIL 82**

**WHEREAS**, various employees of the Village of Lyons are members of the Lyons Police Department Local 3684, Law Enforcement Officers Union, Council 82 and are protected by a collective bargaining agreement; and

**WHEREAS**, as the result of a petition driven initiative, the Village of Lyons is required to submit a Plan of Dissolution which plan must include, among other things, the financial impact to union employees and the village of Lyons residents after dissolution; and

**WHEREAS**, the Village Board of the Village of Lyons recognizes it's contractual obligations to union employees regarding benefits previously earned and accrued and to be accrued under the Collective Bargaining Agreement up to the date of dissolution; and

**WHEREAS**, union employees understand the needs of the Village of Lyons to maintain and staff a full workforce up to the date of dissolution; and

**WHEREAS**, the parties hereto acknowledge a need to modify the terms of the existing Collective Bargaining Agreement in effect from June 1, 2013 through May 31, 2015 and thereafter until the date of dissolution.

**NOW THEREFORE**, the Village of Lyons and the Lyons Police Department Local 3684, Law Enforcement Officers Union, Council 82 agrees as follows:

1. Upon village dissolution an employee who leaves his/her employment with the Village of Lyons Police Department for any reason other than for disciplinary in nature, shall be compensated for any unused vacation, holiday, personal or compensatory time that they have accumulated. Said payment for the above mentioned unused accruals shall be paid to the employee at the same time the Village makes the last payment of wages to the employee.
2. Upon village dissolution, employees shall be entitled to their accrued sick leave up to 1,200 hours if the hire date was prior to 1998 and up to 1,000 hours if the hire date was after 1998 shall be paid to the employee at the same time the Village makes the last payment of wages to the employee.
3. Employees still employed with the Village of Lyons at the date of dissolution shall not be entitled to any medical benefits after the date of dissolution.
4. Abuse of sick time shall be grounds for denial of sick accrual benefits available under this agreement and the Village of Lyons may, at its sole discretion, request

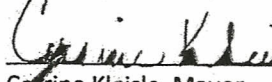
a doctor's note from employees who, in the opinion of the Village Board are abusing sick time.

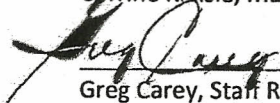
5. The calculation of benefits under this agreement shall be based on the employee's wages as of the dissolution date.

6. The terms of this agreement shall survive the Collective Bargaining Agreement expiring on May 31, 2015.

7. All other terms of the current Collective Bargaining Agreement not modified herein shall remain in effect through May 31, 2015.

8. The benefits inuring to employees under this agreement shall be paid at the time of dissolution.

 Dated 8/12/13  
Carine Kleisle, Mayor

 Dated 8/12/2013  
Greg Carey, Staff Representative

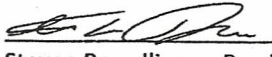
 Dated 8/12/13  
Steven Brendlinger, President

EXHIBIT C

Lyons Dissolution Meeting  
July 25<sup>th</sup>, 2013

Dissolution members present: Jim Brady, Jim Pacello, Joan Smith, John Cinelli, Dan LaGasse, Corrine Kleisle, Sergei Bartishevich, Richard Bogan (Absent: Brian Manktelow and Thea Hall)

MRB group members present: Connie Sowards, Diana Smith

Videographer: Mark DeCracker

Meeting called to order at 6:30pm

The committee will be discussing and voting on tonight certain figures that can be used so that the MRB group can finish their figures.

Diana Smith state that the court order does not change anything in the goal, the approach or work that has been done by the committee already. It does change the level of detail and ability to collect actual figures to move forward. We were awaiting answers from the Comptrollers office on several questions that had been asked, but will need to move forward without them in order to meet the August 20<sup>th</sup> deadline that was given by the court.

**Alternatives to be included in the plan:**

All post dissolutions options included in the published documentation of the sub committees that have been approved by the committee, are also used where ever possible as alternatives if there implementation does not depend on dissolution of the village. - Motion made by John Cinelli, seconded by Joan Smith, Dan LaGasse abstained, all others in favor - passed

**Public Safety:**

1) There are items that were passed as sub-committees that can be used in the overall changes in the village. If the village does not dissolve to make the government more efficient, we would make this request as an alternative if the dissolution plan that is published by the Village does not pass. Motion made by John Cinelli, seconded by Joan Smith, all in favor - passed

2) Co-location of court/pd as well as co-location of admin offices for the purposes of being able to implement the recommendations that the admin sub committee came up with. Motion made by John Cinelli, seconded by ?, Dan LaGasse abstained, all others in favor - passed

**Reserve Accounts:**

(Dept of public works equipment, fire truck reserve, police car reserve, water reserve and sewer fund)

Water reserve, sewer reserve fund would stay intact and go over to Town, Fire truck reserve would go to the new fire district and any money in the public works and police car fund would go to pay off any debt where ever possible that the village currently has.

Motion made by Jim Pacello, seconded by John Cinelli, all in favor - passed



**Unemployment Benefits:**

Need to establish for purpose of financial calculations in the dissolution plan, that the Town will charge the debt district that consists of former village residents with all costs associated with unemployment insurance for former village employees for all those eligible.

Motion made by John Cinelli, seconded by Jim Pacello, all in favor - passed

**Renovation Costs:**

Jim Brady and Jim Pacello to speak with a contractor to obtain an estimate of what the cost of renovation would be.

**Audit:**

Estimate of an auditor - need one to close the book and another to audit the books prior to dissolution

Corrine reported about \$20,000 for audits - (\$16,000 for annual and \$4,000 for additional paperwork for close out)

Motion made by Corrine Kleisle, seconded by Jim Brady - all in favor - passed

**207C Compensation costs:**

Will the committee approve 207C compensation costs for a past police officer to be carried over to the debt district for the village residents? \$53,000 for total costs, \$17,000 reimbursement to village from compensation. Mayor Kleisle is working on retirement for the officer instead of compensation. Motion made Jim Pacello, seconded by Jim Brady - all in favor, passed

Need a provision to continue to try to mitigate this issue - approximately \$10,000. Motion made by Richard Bogan, seconded by John Cinelli, all in favor - passed.

**Insurance Costs:**

Approve the use of previous budget Village and Town NIMER figures less pro-rated cost for Fire District that are in the current budget. (This is a contingency of receiving actual figures from Nimer) Motion by John Cinelli, seconded by John Pacello, all in favor - passed.

**Workman's Compensation:**

Using a figure of 2% of all wages combined for the post dissolution calculations of workmans compensation costs. Motion made by Richard Bogan, seconded by Corrine Kleisle, all in favor - passed

**Water/Sewer Rates:**

Asking for a purpose of final calculations in the dissolution plan that the committee recommendations that the Town conduct a water/sewer rate study at a time it deems necessary, therefore adjusts in water rates will not be projected in the dissolution plan. Motion mad by Richard Bogan, seconded by Corrine Kleisle, Dan LaGasse abstained, all other in favor - passed

**Assets:**

Approval of assumption that the village will give up all the assets to the Town. The town would presumably not question the value of those assets. This will eliminate the need for a formal appraisal, therefore eliminating a dissolution expense.

Village surplus money in the bank - any left over unreserved general funds should be used to pay down outstanding debt where ever possible (there is currently approximately \$1,300,000 now in the bank)

Motion made by Jim Brady, seconded Jim Pacello, all in favor - passed

A motion that we do not include appraisal costs in the final costs was made by Jim Brady, seconded by Richard Bogan, Dan LaGasse and Corrine Kleise abstained - all others in favor, passed

**Retiree's health insurance:**

For the purpose of the calculations does the committee want MRB to use a continuation of the current cost figures for the village retiree's health insurance plans and carry forward with the same plans. The village retirees expenses will remain in the village debt district. Motion made by Richard Bogan, seconded by John Cinelli, Corrine Kleisle abstained, all others in favor - passed

Retired Town employees will be a separate expense as opposed to retired Village employees. Not to be included in the Village debt. Motion made by Richard Bogan, seconded by Joan Smith, all in favor - passed.

Next meeting to be held on August 15<sup>th</sup> at 6:30pm at the Lyons Fire Dept

Respectfully submitted,

Connie Rios  
Lyons Dissolution Scribe

EXHIBIT D

Estimated Payout if the Village of Lyons Dissolves													
August 15, 2013													
<u>Teamsters-A</u>		<u>Sick Hours</u>	<u>Days</u>	<u>Over 165</u>	<u>Total</u>	<u>Vacation Hours</u>	<u>Vac Amt.</u>	<u>Personal Hours</u>	<u>Personal</u>	<u>Total</u>	<u>FICA</u>	<u>Retirement</u>	<u>Total</u>
Helen Weimer	\$17.76	1560	165.00	30.00	\$27,705.60	149	\$2,646.24	38	\$674.88	\$31,026.72	\$2,373.54	\$4,902.22	\$38,302.49
Denise Eaton	\$15.91	604	75.50		\$9,609.64	159.75	\$2,541.62	40	\$636.40	\$12,787.66	\$978.26	\$2,020.45	\$15,786.37
Charles Witt	\$16.39	4680	165.00	30.00	\$76,705.20	142	\$2,327.38	120	\$1,966.80	\$80,999.38	\$6,196.45	\$16,928.87	\$104,124.70
Robert Darcangelis	\$14.40	4176	165.00	9.00	\$60,134.40	348	\$5,011.20	120	\$1,728.00	\$66,873.60	\$5,115.83	\$13,976.58	\$85,966.01
Timothy Jones	\$20.94	669.5	83.69		\$14,019.33	170	\$3,559.80	40	\$837.60	\$18,416.73	\$1,408.88	\$2,909.84	\$22,735.45
Richard Wunder	\$17.67	0	0.00		\$0.00	0	\$0.00	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
David Buisch	\$15.67	42	5.25		\$658.14	88.5	\$1,386.80	24	\$376.08	\$2,421.02	\$185.21	\$307.47	\$2,913.69
Thomas Jelomono	\$15.67	93	11.63		\$1,457.31	21	\$329.07	18	\$282.06	\$2,068.44	\$158.24	\$262.69	\$2,489.37
Benjamin Follette	\$12.53	227.5	28.44		\$2,850.58	112	\$1,403.36	24	\$300.72	\$4,554.66	\$348.43	\$578.44	\$5,481.53
<b>Total</b>					<b>\$193,140.20</b>	<b>\$1,190.25</b>	<b>\$19,205.47</b>	<b>\$424.00</b>	<b>\$6,802.54</b>	<b>\$219,148.21</b>	<b>\$16,764.84</b>	<b>\$34,625.42</b>	<b>\$270,538.47</b>
<b>Teamsters-F</b>													
Thomas Gowen	\$21.18	910	113.75		\$19,273.80	91	\$1,927.38	40	\$847.20	\$22,048.38	\$1,686.70	\$3,483.64	\$27,218.73
<b>Total F</b>					<b>\$19,273.80</b>		<b>\$1,927.38</b>		<b>\$847.20</b>	<b>\$22,048.38</b>	<b>\$1,686.70</b>	<b>\$3,483.64</b>	<b>\$27,218.73</b>
<b>Teamsters-G</b>													
Mark Chadwick	\$21.62	1560	165.00	30.00	\$33,727.20	224	\$4,842.88	40	\$864.80	\$39,434.88	\$3,016.77	\$6,230.71	\$48,682.36
Dave DeWolf	\$18.05	1154.5	144.31		\$20,838.73	192	\$3,465.60	40	\$722.00	\$25,026.33	\$1,914.51	\$3,954.16	\$30,895.00
<b>Total G</b>					<b>\$54,565.93</b>		<b>\$8,308.48</b>		<b>\$1,586.80</b>	<b>\$64,461.21</b>	<b>\$4,931.28</b>	<b>\$10,184.87</b>	<b>\$79,577.36</b>
<b>Non Union</b>													
Denise Darcangelis	\$25.21	622.5	77.81		\$15,693.23	385	\$9,705.85	24	\$605.04	\$26,004.12	\$1,989.31	\$4,108.65	\$32,102.08
Karen DeSain	\$22.39	1137.5	142.19		\$25,468.63	465	\$10,411.35	40	\$895.60	\$36,775.58	\$2,813.33	\$5,810.54	\$45,399.45
Julie Wilkes	\$11.28	246.5	30.81		\$2,780.52	80	\$902.40	23	\$259.44	\$3,942.36	\$301.59	\$622.89	\$4,866.84
<b>Totals</b>					<b>\$43,942.37</b>		<b>\$21,019.60</b>		<b>\$1,760.08</b>	<b>\$66,722.05</b>	<b>\$5,104.24</b>	<b>\$10,542.08</b>	<b>\$82,368.37</b>
<b>Grand Total</b>					<b>\$310,922.29</b>		<b>\$50,460.93</b>		<b>\$10,996.62</b>	<b>\$372,379.85</b>	<b>\$28,487.06</b>	<b>\$58,836.02</b>	<b>\$459,702.92</b>