

**VILLAGE OF  
STEGER  
BOARD OF TRUSTEES  
REGULAR MEETING AGENDA**

**JANUARY 5, 2015**

- A. CALL TO ORDER
- B. PLEDGE OF ALLEGIANCE
- C. ROLL CALL
- D. AWARDS, HONORS, AND SPECIAL RECOGNITIONS
  - Doing Your Best for Steger Pride Award
- E. MINUTES OF PREVIOUS MEETING
- F. AUDIENCE PARTICIPATION
- G. REPORTS
  - 1. Administrator
  - 2. Department Heads
    - a. Public Infrastructure/Code Enforcement Director
    - b. Fire Chief
    - c. Police Chief
    - d. EMA Chief
    - e. Community Center Director
    - f. HR Director
    - g. Housing Director
  - 3. Attorney
  - 4. Treasurer
  - 5. Trustee/Liaison

6. Clerk

The next Village Board meeting will be Tuesday, January 20, 2015

The Village Hall will be closed Monday, January 19<sup>th</sup> in observance of the Martin Luther King, Jr. Holiday

7. Mayor's Report

H. PAYING OF THE BILLS

I. CORRESPONDENCE

J. OLD BUSINESS:

**ORDINANCE NO. 1085**     **AN ORDINANCE MAKING THE APPROPRIATION FOR THE CORPORATE PURPOSE OF THE VILLAGE OF STEGER, COUNTIES OF COOK AND WILL, ILLINOIS FOR THE FISCAL YEAR COMMENCING ON THE FIRST DAY OF JANUARY, 2015 AND ENDING ON THE THIRTY FIRST DAY OF DECEMBER, 2015 (TABLED 12/1/14)**

Discussion and Consideration of LOCIS 8 Time Entry (Tabled 11/3/14, 11/17/14, 12/1/14 & 12/15/14)

Business License Application of L & R Auto Sales at 3218 Chicago Road pending inspections.

K. NEW BUSINESS:

**ORDINANCE NO. 1087**     **AN ORDINANCE AMENDING CHAPTER 2, SECTIONS 2-32, 2-104, AND 2-127 OF THE MUNICIPAL CODE OF STEGER, ILLINOIS REGARDING THE COMPENSATION OF CERTAIN OFFICIALS OF THE VILLAGE OF STEGER.**

**ORDINANCE NO. 1088**     **AN ORDINANCE REVISING SECTION III OF THE EMPLOYEE PERSONNEL MANUAL REGARDING THE USE OF VACATION TIME FOR THE VILLAGE OF STEGER.**

**ORDINANCE NO. 1089**     **AN ORDINANCE AUTHORIZING REVISIONS TO THE HEALTH INSURANCE PLAN FOR THE VILLAGE OF STEGER**

**ORDINANCE NO. 1090**

**AN ORDINANCE ESTABLISHING A  
COMPENSATION SCHEDULE FOR THE  
EMPLOYEES AND NON-ELECTED OFFICIALS OF  
THE VILLAGE OF STEGER EFFECTIVE JANUARY  
1, 2015.**

Metro Contract

MCSI Collection Contract

Liquor License Application of Mahmood Lakha of 500 Food Mart at 500 West 34<sup>th</sup> Street.

**L. ADJOURN TO CLOSED SESSION – to discuss personnel and contracts**

5 ILCS 120/2 (c) (2) Collective bargaining matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees, pursuant to Section 2(c)(2) of the Open Meetings Act

5 ILCS 120/2 (c) (1) Appointment, employment, compensation, discipline, performance or dismissal of specific employees, pursuant to Section 2(c)(1) of the Open Meetings Act.

**M. RECONVENE FOR ACTION ON ITEMS DISCUSSED IN CLOSED SESSION**

Mayoral Appointments regarding contracts

Mayoral Appointments

**N. ADJOURNMENT**

MINUTES OF THE REGULAR MEETING  
OF THE BOARD OF TRUSTEES OF THE  
VILLAGE OF STEGER, WILL & COOK  
COUNTIES, ILLINOIS

The Board of Trustees convened in regular session at 7:00 P.M. on this 15<sup>TH</sup> day of December, 2014 at the Steger Village Hall in the Fire Department Headquarters with President Peterson in the Chair and presiding and Village Clerk Carmen S. Recupito, Jr. attending.

The Village Clerk called the roll and the following Trustees were present: Buxton, Skrezyna, Kozy, Lopez, Sarek and Perchinski. Also present were Director of Public Infrastructure Dave Toepper, HR Director Mary Jo Seehausen, EMA Chief Tom Johnston, Police Chief Carl Mormann, Fire Chief Nowell Fillion, Community Center Director Diane Rossi, Attorney Amber Munday and Housing Director Alice Peterson.

**AWARDS, HONORS, AND SPECIAL RECOGNITIONS**

Richton Park Deputy Police Chief Gerlach addressed the Board and Steger Police Chief Carl A. Mormann. Deputy Chief Gerlach presented Chief Mormann with a plaque congratulating him on 27 years of dedicated service to the Village of Richton Park. Deputy Chief Gerlach's supervisory staff was in attendance to congratulate Chief Mormann.

**MINUTES**

Trustee Lopez made a motion to approve the Minutes as written as all members have copies. Trustee Sarek seconded the motion. Voice vote all ayes; motion carried.

**AUDIENCE PARTICIPATION**

None

**REPORTS**

**Village Administrator Mike Tilton** was absent.

**Director of Public Infrastructure Dave Toepper** reported the tree program is about 75% complete and should be completed in the next 30-45 days.

The new SCADA system is up and operational, with a few bugs yet to be worked out.

Public Works is prepared for the upcoming winter weather.

**Fire Chief Nowell Fillion** reported that in previous two weeks of December the Fire Department responded to 54 ambulance calls and 10 fire calls. Mutual aid was given 4 times and received twice. There have been 1295 calls thus far in 2014.

Chief Fillion reported that four Department members are now E.M.T.s; Jeff Watson, Matt Weber, Sammy Smith and Monica Harte. Brian Pierce is now enrolled in the E.M.T. program.

Chief Fillion thanked HR Director Mary Jo Seehausen for her assistance in a grant recently received by the Fire Department from the Firemen's Fund for \$8,128.00 that will be used for a new fire cot.

Deputy Fire Chief Baine has applied for a grant for a new ambulance.

**Police Chief Carl Mormann** referred to his weekly reports.

**EMA Chief Johnston** reported thanked Fire Chief Fillion and Lt. Mike Long for assistance; EMA now has a payroll system in place.

**Community Center Director Diane Rossi** reported that Merts has completed work at the Community Center on the air conditioners and electrical service. Repairs to the gym floor will be completed when schedules permit due to the basketball program beginning its season of play. December 15<sup>th</sup> was the "Kids Club" party. Over 110 seniors participated in the Senior Luncheon on December 12<sup>th</sup>.

**Human Resources Director Mary Jo Seehausen** had no report.

**Housing Director Alice Peterson** reported that the BRP has been submitted. Wells Fargo has donated 3605 Morgan to the Village along with \$10,000 to rehab the home.

Mrs. Peterson also reported that December 20<sup>th</sup> is Christmas basket delivery day. The donated food and monetary donations that will be used to fill the baskets have been very generous.

**Village Attorney Amber Munday** reported that she has had conversations with the Village auditor to get from them the language they're suggesting to be used in the finance policy. The process is moving slowly.

### **TRUSTEES' REPORTS**

**Trustee Ryan Buxton** provided the November and mid-December treasurer's reports. His reports are attached.

**Trustee Skrezyna** congratulated Public Infrastructure Director Dave Toepper and Code Enforcement officer Romulus Biris for having passed their state sanitation tests. They are now Health Inspectors and in the New Year will provide health inspections for the Village.

Trustee Skrezyna reported some concerns about trees that have been removed and left on other properties. The Village will discuss the problem with the tree service and see that cut trees are left on the properties they came from before being removed.

**Trustee Kozy** wished everyone Happy Holidays.

**Trustee Lopez** wished everyone Happy Holidays.

**Trustee Sarek** wished everyone Happy Holidays.

**Trustee Perchinski** reported that the Fire Department is doing many great things including obtaining grants and working with other departments to get things done. Trustee Perchinski wished everyone Merry Christmas.

**Clerk Recupito** reported the next meeting of the Steger Village Board will be held on Monday January 5th 2015.

The Village Hall will be closed on December 24th & 25th for the Christmas Holiday.

The Village Hall will be closed on January 1st, New Year's Day.

**President Peterson** wished everyone Happy Holidays.

#### **PAYING THE BILLS**

Trustee Skrezyna made a motion to pay the bills as listed. Trustee Lopez seconded the motion and asked that the Walton Invoice for Miller Woods Clipboards be held and paid at a later date. Roll was called and the following trustees voted aye; Perchinski, Sarek, Lopez, Kozy, Skrezyna and Buxton. Mayor Peterson voted aye. Motion carried.

#### **CORRESPONDENCE:**

None

#### **OLD BUSINESS:**

Trustee Buxton made a motion to table until January 20, 2015, the Discussion on the Finance Policy. Trustee Perchinski seconded the motion. Voice vote all ayes; motion carried.

Trustee Perchinski made a motion to table Discussion and Consideration of LOCIS 8 Time Entry. Trustee Lopez seconded the motion. Voice vote all ayes; motion carried.

Upon recommendation of Building Inspector Dave Toepper, Trustee Kozy made a motion to approve the Temporary Business License Application of Fadi Wireless, Inc. at 3335 Chicago Road, pending final inspections. Trustee Perchinski seconded the motion. Voice vote all ayes; motion carried.

Trustee Perchinski made a motion to adopt ORDINANCE NO. 1086 VILLAGE OF STEGER TAX LEVY FOR CORPORATE PURPOSES. Trustee Buxton seconded the motion. Roll was called and the following trustees voted aye; Perchinski, Sarek, Lopez, Kozy, Skrezyna and Buxton. Mayor Peterson voted aye. Motion carried.

**NEW BUSINESS:**

Trustee Perchinski made a motion to approve RESOLUTION NO. 1064 A RESOLUTION TO ACCEPT PLANNING STAFF ASSISTANCE SERVICES DELIVERED BY THE CHICAGO METROPOLITAN AGENCY FOR PLANNING. Trustee Sarek seconded the motion. Roll was called and the following trustees voted aye; Perchinski, Sarek, Lopez, Kozy, Skrezyna and Buxton. Mayor Peterson voted aye. Motion carried.

Trustee Lopez made a motion to approve RESOLUTION NO. 1071 A RESOLUTION APPROVING THE PURCHASE OF 3001 LOVEROCK AVENUE FROM THE STOUGH GROUP. Trustee Buxton seconded the motion. Roll was called and the following trustees voted aye; Perchinski, Sarek, Lopez, Kozy, Skrezyna and Buxton. Mayor Peterson voted aye. Motion carried.

Trustee Perchinski invited Michelle of Metro to come forward and discuss Paramedics/Billing with the Board. Trustee Perchinski explained that he, Administrator Tilton, Fire Chief Fillion and HR Director Seehausen have been researching cost saving measures for Paramedics services. Metro discussed commission savings by using the Metro service. Metro vice president discussed services and benefits of Metro with the Board. Metro provides "alternates" to be utilized as back up personnel in event of absences. Chief Fillion explained that a good staff is currently used. Metro will work to ensure staff retention. Metro staffers are trained to articulate services for maximum efficiency. A Metro contract will be presented January 5, 2015 and effective February 1, 2015.

Discussion on temporary business licenses-after discussion, Mayor Peterson asked Attorney Amber Munday to work with Director of Public Infrastructure Dave Toepper in writing up a procedure. Attorney Munday recommended a zoning review at the same time. The Board will add a temporary license to the new procedures.

Trustee Perchinski made a motion to table the Temporary Business License Application of L & R Auto Sales at 3218 Chicago Road. Trustee Skrezyna seconded the motion. Voice vote all ayes; motion carried. Public Infrastructure Director Toepper will review the location and another on Union Avenue as suggested by Trustee Perchinski.

**ADJOURNMENT**

Trustee Perchinski made a motion to adjourn to Executive Session to discuss personnel and contracts. Trustee Skrezyna seconded the motion. Voice vote all ayes; motion carried.

**7:37pm**

Minutes of December 15, 2014  
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Trustee Perchinski made a motion to return to Regular Session. Trustee Lopez seconded the motion. Roll was called and the following trustees voted aye; Perchinski, Sarek, Lopez, Kozy, Skrezyna and Buxton. Mayor Peterson voted aye. Motion carried.

**9:07pm**

Trustee Perchinski made a motion to adjourn. Trustee Lopez seconded the motion. Voice vote all ayes; motion carried.

**MEETING ADJOURNED AT 9:08pm.**

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Kenneth A. Peterson, Jr., Village President

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Carmen S. Recupito, Jr., Village Clerk



**APPROPRIATION ORDINANCE  
NO.1085**

AN ORDINANCE MAKING THE APPROPRIATION FOR THE CORPORATE PURPOSE OF THE VILLAGE OF STEGER, COUNTIES OF COOK AND WILL, ILLINOIS FOR THE FISCAL YEAR COMMENCING ON THE FIRST DAY OF JANUARY, 2015 AND ENDING ON THE THIRTY FIRST DAY OF DECEMBER, 2015.

BE IT ORDAINED, by the President and Board of Trustees of the Village of Steger, Counties of Cook and Will, Illinois that:

SECTION 1. That the following sums of money, or as much thereafter as may be authorized by law, as may be needed or deemed necessary to defray all the expenses and liabilities of the Village of Steger, Counties of Cook and Will, Illinois, be and the same are hereby appropriated for the corporate purposes and objects of said Village of Steger, Counties of Cook and Will, Illinois, hereinafter specified for the fiscal year commencing on the first day of January, 2015 and ending on the thirty first day of December, 2015.

**Village of Steger Expenses  
2015**

	<b><u>Total Appropriation</u></b>
<b>CORPORATE</b>	
SALARY-VILLAGE PRESIDENT	14,000
SALARY-VILLAGE CLERK	9,600
SALARY-DEPUTY VILLAGE CLERK	3,000
SALARY-TREASURER	
SALARY-VILLAGE ADMINISTRATOR	85,000
SALARY-TRUSTEE	7,400
SALARY-HEALTH INSPECTOR	1,000
SALARY-HEALTH OFFICER	150
SALARY - LIQUOR COMMISSIONER	2,040
SALARY - CLERICAL	118,000
MAINT.-BUILDING	1,000
MAINT.-TRAFFIC & STREET LIGHTS	35,000
MAINT.-OTHER ELECTRICAL/LIGHTS	1,000
MAINT.-VEHICLES	1,000
MAINT.-OFFICE EQUIPMENT	1,000
MAINT.-MISCELLANEOUS	1,000

**Village of Steger Expenses  
2015**

	<u><b>Total Appropriation</b></u>
MAINT.-COMPUTER SOFTWARE (UPGR)	5,000
MAINT.-COMPUTER HARDWARE	2,000
ELECTRICITY-TRAFFIC & STR LIGHTS	65,000
HEAT	500
GASOLINE & OIL	1,500
PRINTING & SUPPLIES	2,000
OFFICE SUPPLIES	6,000
SHOP SUPPLIES	100
CLEANING SERVICE	7,000
POSTAGE	8,000
TELEPHONE	6,000
CABLE/INTERNET SERVICE	1,400
MAINTENANCE CONTRACTS	1,000
SECURITY SYSTEM	500
MISCELLANEOUS SVCS & SUPPLIES	5,000
RENTAL-EQUIPMENT	3,000
LEGAL SERVICES	80,000
PROFESSIONAL SERVICES OTHER	8,000
VILLAGE NEWSLETTER	8,000
DOG TAG PRINTING EXPENSE	215
PHYSICALS	500
ENGINEERING SERVICES	10,000
CONSULTING SERVICES	150,000
IMPOUNDING FEES	1,000
COMPUTER PROGRAMMING SERVICES	5,000
NOTICES-ORDINANCE	200
NOTICES-REQUEST FOR BIDS	1,000
NOTICES-PLANNING/ZONING HEARINGS	300
NOTICES-ANNUAL TREASURER'S RPT	800
NOTICES-MISCELLANEOUS	500
NEW-TOOLS & WORK EQUIPMENT	19,900
NEW-OFFICE EQUIPMENT/FURNITURE	8,000
NEW-COMPUTER HARDWARE	6,000
NEW-COMPUTER SOFTWARE	2,000
EMPLOYEE TRAINING	2,000
BOOKS/MANUALS	1,000
MEETING/CONFERENCE FEES	5,000
TRAVEL/MEALS REIMBURSEMENT	5,000
ENTERTAINMENT EXPENSE	200

**Village of Steger Expenses  
2015**

	<b><u>Total Appropriation</u></b>
MISCELLANEOUS OTHER	20,000
DUES & SUBSCRIPTIONS	10,000
EXPENSES-ELECTED OFFICIALS	30,000
MUNICIPAL MEETING (IML)	8,000
DRIVING THE DIXIE EXPENSES	2,000
HOLIDAY DECORATIONS/SUPPLIES	500
POLICE PENSION CONTRIBUTION	300,000
STEGER DAYS OF MUSIC-EXPENSES	175,000
PARADE EXPENSE	
LAND PURCHASE RELATED EXPENSES	10,000
DEBT SERVICE EXPENSE (PRINCIPAL)	7,500
DEBT SERVICE EXPENSE (INTEREST)	900
TRANSFER TO FIRE PROTECTIONS	386,908
TRANSFER TO PLAYGROUND	192,711
TRANSFER TO POLICE PROTECTION	1,690,016
TRANSFER TO ROAD & BRIDGE	227,165
TRANSFER TO IMRF	42,911
TRANSFER TO D.A.R.E.	4,000
TRANSFER TO LIABILITY	201,642
TRANSFER TO H.S.E.M.	32,841
TRANSFER TO AUDITING	13,996
TRANSFER TO SCHOOL XING GUARD	7,080
<b>Subtotal Administration</b>	<b><u>4,071,975</u></b>
SALARY-ELECTRICAL INSPECTOR	1,500
SALARY-PLUMBING INSPECTOR	1,000
PRINTING & SUPPLIES	1,000
ENGINEERING FEES	5,000
EMPLOYEE TRAINING	1,000
BOOKS/MANUALS	
MISC. EXPENSES	2,000
<b>Subtotal Building Department</b>	<b><u>11,500</u></b>
LEGAL FEES	10,000
PHYSICALS	2,000
PSYCHOLOGICAL TESTING	2,000
POLYGRAPH TESTING	1,500
POLICE TESTING	1,000
MISCELLANEOUS OTHER	2,000

**Village of Steger Expenses  
2015**

	<u><b>Total Appropriation</b></u>
<b>Subtotal Police and Fire Board</b>	<u><b>18,500</b></u>
GRANT EXPENCES (NON CCDBG)	100,000
<b>Subtotal Grants (Non CCDBG)</b>	<u><b>100,000</b></u>
C.C.B.D.G. ADMINISTRATOR	
C.C.B.D.G. EXPENSE	
<b>Subtotal C.C.B.D.G</b>	<u><b>-</b></u>
PRINTING AND SUPPLIES	1,000
POSTAGE	600
HEARING OFFICER	2,600
C-TICKET EXPENSES	10,000
<b>Subtotal "C" Tickets</b>	<u><b>14,200</b></u>
SALARY-CODE ENFORCEMENT OFFICER	50,000
MAINT.-VEHICLE	2,000
OFFICE SUPPLIES	500
POSTAGE	250
TELEPHONE	800
HEARING OFFICER	4,700
ADMIN BLDG CODE & MOVE EXPENSES	10,000
NEW-UNIFORMS	500
NEW-VEHICLES	
MISC. EXPENSES	6,000
DUES AND SUBSCRIPTIONS	100
<b>Subtotal Adjudication</b>	<u><b>74,850</b></u>
CONSULTING SERVICES	50,000
MISC. EXPENSES	5,000
<b>Subtotal Economic Development</b>	<u><b>55,000</b></u>
SALARY-HUMAN RESOURCES	80000
MAINT-COMPUTER SOFTWARE	1000
MAINT-COMPUTER HARDWARE	650

**Village of Steger Expenses  
2015**

	<b><u>Total Appropriation</u></b>
PRINTING & SUPPLIES	650
OFFICE SUPPLIES	650
POSTAGE	350
TELEPHONE	500
MAINTENANCE CONTRACTS	350
MISCELLANEOUS SVCS&SUPPLIES	350
LEGAL SERVICES	15000
PROFESSIONAL SERVICES OTHER	1000
NEW-OFFICE EQUIPMENT/FURNITURE	1000
NEW-COMPUTER HARDWARE	1700
NEW-COMPUTER SOFTWARE	1000
EMPLOYEE TRAINING	5000
MEETING/CONFERENCE FEES	350
TRAVEL/MEALS REIMBURSEMENT	1000
MISCELLANEOUS OTHER	350
DUES&SUBSCRIPTIONS	800
<b>Subtotal Human Resources</b>	<b><u>111,700</u></b>
<b><u>TOTAL CORPORATE</u></b>	<b><u><u>4,457,725</u></u></b>
<b>FIRE PROTECTION</b>	
SALARY-TRUSTEE	3,700
SALARY-FIRE CHIEF	15,000
SALARY-FIRE INSPECTOR	2,500
SALARY-FIREMEN	86,000
SALARY-PARAMEDICS	107,000
SALARY-CLERICAL	4,940
MAINT-BUILDING	3,500
MAINT-MOTORIZED EQUIPMENT	700
MAINT-TOOLS & WORK EQUIPMENT	2,800
MAINT-RADIOS	1,300
MAINT-AMBULANCE EQUIPMENT	850
MAINT-VEHICLES	6,000
MAINT-MISCELLANEOUS	500
MAINT-COMPUTER SOFTWARE (UPGRD)	1,500
ELECTRICITY	
NATURAL GAS	2,000
GASOLINE & OIL	8,500
PRINTING & SUPPLIES	250
OFFICE SUPPLIES	1,500

**Village of Steger Expenses  
2015**

	<b><u>Total Appropriation</u></b>
SHOP SUPPLIES	2,000
POSTAGE	100
TELEPHONE	6,000
CABLE/INTERNET/AIRCARDS	1,600
AMBULANCE SUPPLIES	4,000
MAINTENANCE CONTRACTS	3,000
SECURITY SYSTEM	700
MISC SUPPLIES / SERVICES	4,000
LEGAL SERVICES	2,000
MEDICAL SERVICES (TESTING)	1,000
PHYSICALS	5,000
KURTZ AMBULANCE SERVICE	250,000
AMBULANCE BILLING SERVICE	15,000
EASTCOM DISPATCH SERVICE	43,000
REQUEST FOR BIDS	50
NEW-UNIFORMS	200
NEW-MACHINERY & EQUIPMENT	6,000
NEW-TOOLS & WORK EQUIPMENT	5,000
NEW-TRAINING EQUIPMENT	500
NEW-PERSONAL EQUIPMENT	3,000
NEW-RESCUE EQUIPMENT	300
NEW-OFFICE EQUIP & FURNITURE	1,000
NEW-COMPUTER HARDWARE	10,000
EMPLOYEE TRAINING	500
FIREFIGHTER TRAINING	500
BOOKS/MANUALS (NON-SUBSCRPTN)	200
MEETING/CONFERENCE FEES	700
TRAVEL/MEALS REIMBURSEMENT	1,000
MISCELLANEOUS OTHER	500
DUES & SUBSCRIPTIONS	9,000
MISC.-GRANT EXPENSES	280,000
9-1-1 EXPENSES	3,300
DEBT SERVICE EXPENSE (PRINCIPAL)	15,000
DEBT SERVICE EXPENSE (INTEREST)	1,500
<b><u>TOTAL FIRE PROTECTION</u></b>	<b><u>924,190</u></b>
 <b>PARKS AND RECREATION</b>	
 SALARY-REC BOARD CHAIRPERSON	 1,200

**Village of Steger Expenses  
2015**

	<b><u>Total Appropriation</u></b>
<b>Subtotal Playground/Recreation</b>	<b><u>1,200</u></b>
SALARY-TRUSTEE (1/2)	1,850
SALARY-SUPERVISOR	38,000
WORKMAN	1,000
SALARY-CLERICAL	60,000
MAINT-BUILDING	50,000
MAINT-MARKING	1,000
MAINT-MOTORIZED EQUIPMENT	2,000
MAINT-TOOLS & WORK EQUIPMENT	800
MAINT-MISCELLANEOUS	3,000
MAINT-COMPUTERS	1,000
ELECTRICITY	600
HEATING	1,200
PRINTING & SUPPLIES	1,000
OFFICE SUPPLIES	5,500
CLEANING SERVICE	13,000
SUPPLIES-ART CLASSES	500
SUPPLIES-SENIOR PROGRAMS	500
SUPPLIES-AFTER SCHOOL CLUB	1,500
INSTRUCTOR-AEROBICS	3,000
INSTRUCTOR-KARATE	1,000
INSTRUCTOR-ZUMBA	1,500
POSTAGE	100
TELEPHONE	3,000
CABLE/INTERNET SERVICE	1,700
MAINTENANCE CONTRACTS	6,500
SECURITY SYSTEM	1,700
MISC SUPPLIES & SVCS	4,000
RENTAL-EQUIPMENT	500
MEDICAL SUPPLIES	100
PHYSICALS	500
NEW-REC EQUIPMENT	6,500
NEW-LIGHTING	1,500
NEW-OFFICE EQUIPMENT/FURNITURE	1,500
NEW-COMPUTER HARDWARE	1,500
NEW-COMPUTER SOFTWARE	500
EMPLOYEE TRAINING	1,000
BOOKS/MANUALS (NON SUBSCRPTN)	600
ENTERTAINMENT EXPENSES	3,500
MISCELLANEOUS OTHER	8,000

**Village of Steger Expenses  
2015**

	<b><u>Total Appropriation</u></b>
DUES & SUBSCRIPTIONS	250
HOLIDAY DECORATIONS/SUPPLIES	1,500
<b>Subtotal Community Center</b>	<b><u>232,400</u></b>
SALARY-TRUSTEE (1/2)	1,850
SALARY-WORKMEN	15,000
MAINT-BUILDING	5,000
MAINT-PARKS/PLAYGROUNDS	15,000
MAINT-MISCELLANEOUS	500
ELECTRICITY	12,000
HEATING	1,200
MAINTENANCE CONTRACTS	200
SECURITY SYSTEM	2,000
MISCELLANEOUS OTHER	2,500
NEW-REC EQUIPMENT	1,000
 <b>Subtotal Parks and Recreation</b>	 <b><u>56,250</u></b>
<b><u>TOTAL PARKS AND RECREATION</u></b>	<b><u><u>289,850</u></u></b>
 <b>POLICE PROTECTION</b>	
SALARY-TRUSTEE	3,700
SALARY-POLICE CHIEF	97,000
SALARY-SERGEANT	218,589
SALARY-PATROLMEN	698,222
SALARY-PART TIME POLICE	140,000
SALARY-DEPUTY CHIEF	78,000
SALARY-CLERICAL	44,128
MAINT-BUILDING	6,000
MAINT-TOOLS & WORK EQUIPMENT	1,000
MAINT-RADIOS	5,000
MAINT-VEHICLES	25,000
MAINT-OFFICE EQUIPMENT	500
MAINT-MISCELLANEOUS	1,000
MAINT-SOFTWARE/UPGRADES	2,500
MAINT-COMPUTER HARDWARE	1,000



**Village of Steger Expenses  
2015**

	<u><b>Total Appropriation</b></u>
HEAT	1,500
GASOLINE & OIL	60,000
PRINTING & SUPPLIES	4,000
OFFICE SUPPLIES	8,000
CLEANING SERVICE	9,600
POSTAGE	1,500
TELEPHONE	12,000
CABLE/INTERNET/AIRCARDS	6,000
RADIO SERVICE/STAR COMM	18,000
MISCELLANEOUS SUPPL/SVCS	3,000
RENTAL EXPENSE	6,000
AMMUNITION,TARGETS,ETC.	3,000
LEGAL SERVICES	15,000
PROFESSIONAL SERVICES-OTHER	1,000
COMPUTER IT	10,000
EASTCOM DISPATCH SERVICES	245,000
NOTICES-HELP WANTED	750
NEW-UNIFORMS	28,200
NEW-TOOLS & WORK EQUIPMENT	20,000
PERSONAL EQUIPMENT	3,000
NEW-OFFICE EQUIPMENT	7,500
NEW-COMPUTER HARDWARE	25,000
NEW-COMPUTER SOFTWARE	1,500
EMPLOYEE TRAINING/CIVILIAN	1,500
BOOKS/MANUALS (NON-SUBSCRPTN)	2,000
POLICE TRAINING	25,000
MEETING/CONFERENCE FEES	3,000
TRAVEL/MEALS REIMBURSEMENT	2,500
MISCELLANEOUS OTHER	750
DUES & SUBSCRIPTIONS	8,000
PRISONER HOUSING	3,500
PRISONER MEALS	200
TRAVEL & COURT COST	100
RECORD DISPOSAL	1,000
GRANT EXPENSES	1,100
9-1-1 EXPENSES	4,000
DEBT SERVICE EXPENSE (PRINCIPAL)	78,390
DEBT SERVICE EXPENSE (INTEREST)	8,750
<b><u>TOTAL POLICE PROTECTION</u></b>	<b><u>1,950,979</u></b>

**Village of Steger Expenses  
2015**

	<b><u>Total Appropriation</u></b>
<b>PUBLIC BENEFIT</b>	
50/50 PROGRAMS-SIDEWALKS	25,000
MISCELLANEOUS OTHER	150,000
<b><u>TOTAL PUBLIC BENEFIT</u></b>	<b><u>175,000</u></b>
<b>WATER AND SEWER FUND</b>	
SALARY-TRUSTEE	3,700
SALARY-DIRECTOR	80,000
SALARY-WATER FOREMAN	45,000
SALARY-WORKMEN	70,000
SALARY-CLERICAL	85,000
MAINT-BUILDING	7,500
MAINT-PATCHING (RESTORATION)	30,000
MAINT-STORM SEWERS	10,000
MAINT-WELLS	5,000
MAINT-PUMPS	5,000
MAINT-RESERVOIRS/TANKS	300,000
MAINT-MAINS	10,000
MAINT-MAINS OUTSIDE CONTRACTOR	75,000
MAINT-HYDRANTS	2,000
MAINT-SEWERS	10,000
MAINT-T.C.B.S.D. SEWER REHAB.	250,000
MAINT-CHLORINATORS	3,000
MAINT-MOTORIZED EQUIPMENT	1,000
MAINT-VEHICLES	7,500
MAINT-MISCELLANEOUS	1,000
ELECTRIC	10,000
ELECTRIC-WATER PUMPING	18,000
HEATING	1,000
GASOLINE & OIL	20,000
PRINTING & SUPPLIES	1,000
OFFICE SUPPLIES	600
SHOP SUPPLIES	3,000
POSTAGE	4,000
TELEPHONE	5,000
CABLE/INTERNET SERVICE	800
MAINTENANCE CONTRACTS	500
SECURITY SYSTEM	2,000
UNIFORM SERVICE	3,500
MISC SUPPLIES & SERVICES	100

**Village of Steger Expenses  
2015**

	<b><u>Total Appropriation</u></b>
RENTAL-EQUIP/TOOLS/ETC	500
CHLORINE	5,000
HYDROFLUESILIC ACID	3,000
OTHER CHEMICALS	20,000
PHYSICALS	1,000
ENGINEERING FEES	10,000
AUDITING & ACCOUNTING	10,000
WATER TESTING FEES	5,000
COMPUTER PROGRAMMING SERVICES	2,000
NOTICES-WATER PUBLICATIONS	700
NEW-EQUIPMENT/WATER SYSTEM	15,000
NEW-HYDRANTS	10,000
NEW-METERS	50,000
NEW-TOOLS & WORK EQUIPMENT	80,000
MEETING/CONFERENCE FEES	550
MISCELLANEOUS OTHER	100
DUES & SUBSCRIPTIONS	1,500
J.U.L.I.E. CORRESPONDENCE	2,500
UNIFORM ALLOWANCE	500
WATER BOND DRAW-DOWN	10,000
<b><u>TOTAL WATER AND SEWER FUND</u></b>	<b><u>1,297,550</u></b>
<b>ROAD AND BRIDGE</b>	
SALARY-SUPERVISOR	50,000
SALARY-WORKMEN	165,000
SALARY-SNOW PLOWING	5,000
MAINT-BUILDING	10,000
MAINT-PATCHING	3,000
MAINT-MARKING	1,500
MAINT-SIGNS	2,500
MAINT-MOTORIZED EQUIPMENT	4,000
MAINT-TOOLS & WORK EQUIP	2,500
MAINT-VEHICLES	15,000
MAINT-MISCELLANEOUS	500
ELECTRIC	100
HEAT	2,000
GASOLINE & OIL	20,000
OFFICE SUPPLIES	1,000
SHOP SUPPLIES	7,500
POSTAGE	3,000

**Village of Steger Expenses  
2015**

	<b><u>Total Appropriation</u></b>
TELEPHONE	3,000
CABLE/INTERNET SERVICE	800
MAINTENANCE CONTRACTS	500
SECURITY SYSTEM	500
UNIFORM SERVICE	3,500
MISCELLANEOUS OTHER	500
PRINTING-VEHICLE STICKERS	2,200
PRINTING-MOTORCYCLE TAGS	215
MEDICAL SERVICES	1,000
PHYSICALS	1,000
NEW-EQUIPMENT PAYMENTS	50,000
NEW-VEHICLE/PAYMENTS	110,000
NEW-TOOLS & WORK EQUIPMENT	15,000
EMPLOYEE TRAINING	1,000
MISCELLANEOUS OTHER	1,000
DUES & SUBSCRIPTIONS	500
UNIFORM ALLOWANCE	200
<b><u>TOTAL ROAD AND BRIDGE</u></b>	<b><u>483,515</u></b>
<b>MOTOR FUEL TAX</b>	
MAINT-STREETS & IMPROVEMENTS	450,000
ROCK SALT/SNOW & ICE	80,000
ENGINEERING FEES	50,000
CONSULTING SERVICES	5,000
MISCELLANEOUS EXPENSE	130,000
<b><u>TOTAL MOTOR FUEL TAX</u></b>	<b><u>715,000</u></b>
<b>IMRF</b>	
F.I.C.A.-VILLAGE CONTRIBUTION	110,000
MEDICARE-VILLAGE CONTRIBUTION	40,000
I.M.R.F.-VILLAGE CONTRIBUTION	130,000
<b><u>TOTAL IMRF</u></b>	<b><u>280,000</u></b>
<b>POLICE PENSION</b>	
POSTAGE	100
LEGAL FEES	3,000
ACCOUNTING & BOOKKEEPING SERVICE	10,000
ACTUARIAL SERVICES	2,200

**Village of Steger Expenses  
2015**

	<u><b>Total Appropriation</b></u>
AUDITING SERVICES	2,200
CONSULTING FEES	22,000
FIDUCIARY INSURANCE	4,000
CONFERENCE/TRAINING FEES	2,000
TRAVEL/LODGING EXPENSE	1,500
MISCELLANEOUS SUPPLIES/SERVICES	2,000
ASSOCIATION DUES	800
POLICE PENSION PAYMENTS	326,000
REFUNDS-RESIGNING OFFICERS	25,000
<b><u>TOTAL POLICE PENSION</u></b>	<b><u>400,800</u></b>
<b>DEBT SERVICE</b>	
DEBT SERVICE EXPENSE (PRINCIPAL)	62,202
DEBT SERVICE EXPENSE (INTEREST)	6,289
<b><u>TOTAL DEBT SERVICE</u></b>	<b><u>68,491</u></b>
<b>D.A.R.E.</b>	
SALARY-DARE OFFICER	8,000
PROMOTIONAL ITEMS/LITERATURE	5,000
AWARDS	500
ACTIVITIES	5,000
MEETING/CONFERENCE EXPENSES	400
MISCELLANEOUS OTHER	1,000
DUES & SUBSCRIPTIONS	100
<b><u>TOTAL D.A.R.E</u></b>	<b><u>20,000</u></b>
<b>LIABILITY INSURANCE FUND</b>	
CASUALTY	161,802
WORKMAN'S COMPENSATION	158,884
UNEMPLOYMENT COMP	14,000
DEDUCTIBLE	10,000
RECOVERABLE EXPENSES	50,000
VH FIRE 2014	
HEALTH INSURANCE	625,000
LIFE & DISABILITY	25,000
DENTAL INSURANCE	35,000
<b><u>TOTAL LIABILITY INSURANCE FUND</u></b>	<b><u>1,079,686</u></b>

**Village of Steger Expenses  
2015**

	<u><b>Total Appropriation</b></u>
<b>HSEM</b>	
SALARY-DEPUTY DIRECTOR	1,400
SALARY-COMMANDER	800
SALARY-DIRECTOR	6,000
WORKMEN	4,000
MAINT-BUILDING	800
MAINT-MOTORIZED EQUIPMENT	400
MAINT-TOOLS & WORK EQUIPMENT	200
MAINT-RADIOS	1,000
MAINT-AIR WARNING EQUIPMENT	1,000
MAINT-VEHICLES	3,500
MAINT-OFFICE EQUIP	200
MAINT-MISCELLANEOUS	100
MAINT-SECURITY SYSTEM	250
HEATING FUEL	1,500
GASOLINE & OIL	4,500
PRINTING & SUPPLIES	100
OFFICE SUPPLIES	300
SHOP SUPPLIES	700
TELEPHONE	3,000
CABLE/INTERNET SERVICE	900
MAINTENANCE CONTRACTS	350
SECURITY SYSTEM	700
MISC SUPPLIES / SERVICES	500
MEDICAL	200
PHYSICALS	2,000
NEW-UNIFORMS	900
NEW-VEHICLES	14,500
NEW-TOOLS & WORK EQUIPMENT	500
NEW-TRAINING EQUIPMENT	100
NEW-RESCUE EQUIPMENT	100
NEW-TRAFFIC DEPT. EQUIPMENT	500
NEW-RADIOS	1,000
EMPLOYEE TRAINING	1,400
MEETING/CONFERENCE FEES	600
MISCELLANEOUS OTHER	400
DUES & SUBSCRIPTIONS	300
DEBT SERVICE EXPENSE (PRINCIPAL)	11,667
DEBT SERVICE EXPENSE (INTEREST)	

**Village of Steger Expenses  
2015**

	<u><b>Total Appropriation</b></u>
<b><u>TOTAL HSEM</u></b>	<b><u>66,367</u></b>
<b>AUDITING</b>	
AUDITING & ACCOUNTING FEES	40,000
<b><u>TOTAL AUDITING</u></b>	<b><u>40,000</u></b>
<b>MUNICIPAL BAND</b>	
SALARY-DIRECTOR	2,300
MISCELLANEOUS SUPPLIES	1,000
<b><u>TOTAL MUNICIPAL BAND</u></b>	<b><u>3,300</u></b>
<b>SCHOOL CROSSING GUARD</b>	
SALARY-SCHOOL CROSSING GUARD	18,200
EMPLOYEE SCREENING	150
NEW TOOLS & WORK EQUIPMENT	125
<b><u>TOTAL SCHOOL CROSSING GUARD</u></b>	<b><u>18,475</u></b>
<b>TIF #1</b>	
MISCELLANEOUS EXPENSE	115,000
<b><u>TOTAL TIF #1</u></b>	<b><u>115,000</u></b>
<b>TIF #2</b>	
MISCELLANEOUS EXPENSE	50,000
<b><u>TOTAL TIF #2</u></b>	<b><u>50,000</u></b>
<b>TIF #3</b>	
MISCELLANEOUS EXPENSE	90,000
<b><u>TOTAL TIF #3</u></b>	<b><u>90,000</u></b>
<b>TIF #4</b>	
MISCELLANEOUS EXPENSE	120,000
<b><u>TOTAL TIF #4</u></b>	<b><u>120,000</u></b>

**Village of Steger Expenses  
2015**

**Total  
Appropriation**

**TOTAL ALL FUNDS**

**12,645,928**



**Village of Steger Revenues  
Fiscal Year 2015**

	<b><u>Total Appropriation</u></b>
<b>CORPORATE</b>	
COOK COUNTY R.E. TAXES	139,590
WILL COUNTY R.E. TAXES	136,277
PROPERTY TAXES - POLICE PENSION	280,000
GENERAL BUSINESS LICENSE	19,944
LIQUOR LICENSE	13,000
DOG LICENSE	2,200
BUS SHELTER AD REVENUE	4,000
GARAGE SALE PERMIT	800
PERSONAL PROPERTY REPLACEMENT TAX	25,000
CABLE FRANCHISE FEE	110,000
SALES TAX	550,215
STATE INCOME TAX	930,000
USE TAX	164,000
IPTIP-INTEREST INCOME	1,995
PULL-TAB & BINGO TAX	2,250
TELECOMMUNICATION TAX	260,000
UTILITY TAX-GAS	120,000
UTILITY TAX-ELECTRIC	220,000
VIDEO GAMING TAX	48,000
PLANNING HEARING	450
INTEREST INCOME	1,600
RENTAL INCOME-VILLAGE PROPERTY	65,000
SALES REVENUE-ZONING MAP/BOOK	20
N.S.F. CHECK FEE	100
MISCELLANEOUS INCOME	15,000
BANK LOAN PROCEEDS	27,444
SALE OF VILLAGE SURPLUS	1,500
CLAIMS/REFUNDS/REIMBURSEMENT	50
STEGER DAYS OF MUSIC	15,000
PARADE REVENUE	
<b>Subtotal Administration</b>	<b><u>3,153,435</u></b>
GENERAL CONTRACTOR LICENSE	9,000
SUB-CONTRACTOR LICENSE	17,000
GEN'L BUSINESS LICENSE APPLICATION	800
SWIMMING POOL PERMIT & INSPECT	200
BUILDING PERMIT	40,000

**Village of Steger Revenues  
Fiscal Year 2015**

	<b><u>Total Appropriation</u></b>
BUILDING INSPECTION	18,000
ELECTRICAL INSPECTION	3,000
PLUMBING INSPECTION	1,600
REOCCUPANCY PERMIT	30,000
SIGN INSPECTION	250
ELECTRICAL PERMIT	4,000
PLUMBING PERMIT	1,200
SIGN PERMIT	1,500
WRECKING/DEMOLITION PERMIT	300
OTHER PERMITS	100
<b>Subtotal Building Department</b>	<b><u>126,950</u></b>
POLICE & FIRE FEES	1,000
<b>Subtotal Police &amp; Fire Board</b>	<b><u>1,000</u></b>
Grant Revenue	100,000
<b>Subtotal Grants (Non CCBDG)</b>	<b><u>100,000</u></b>
Grant Revenue	
<b>Subtotal C.C.B.D.G</b>	<b><u>-</u></b>
C-TICKET REVENUE	45,000
C-TICKET COLLECTION SVC	15,000
<b>Subtotal "C" Tickets</b>	<b><u>60,000</u></b>
ADJUDICATION REVENUE	15,000
ADJUDICATION COLLECTION SVC	1,000
<b>Subtotal Adjudication</b>	<b><u>16,000</u></b>
<b><u>TOTAL CORPORATE</u></b>	<b><u><u>3,457,385</u></u></b>

**Village of Steger Revenues  
Fiscal Year 2015**

	<b><u>Total Appropriation</u></b>
<b>FIRE PROTECTION</b>	
COOK COUNTY R.E. TAXES	120,436
WILL COUNTY R.E. TAXES	117,546
AMBULANCE FEES	175,000
INTEREST INCOME	70
GRANT REVENUE	280,000
9-1-1 REVENUE	3,300
MISCELLANEOUS INCOME	6,000
SALE OF VILLAGE SURPLUS	10,000
TRANSFER FROM CORPORATE	211,838
<b><u>TOTAL FIRE PROTECTION</u></b>	<b><u>924,190</u></b>
<b>PARKS AND RECREATION</b>	
COOK COUNTY R.E. TAXES	37,201
WILL COUNTY R.E. TAXES	36,288
INTEREST INCOME	
TRANSFER FROM CORPORATE	192,711
<b>Subtotal Playground/Recreation</b>	<b><u>266,200</u></b>
REG. FEE-AEROBICS	3,000
REG. FEE-KARATE	1,000
REG. FEE-TUMBLEBEARS	1,000
REG. FEE - ZUMBA	1,500
REG. FEE - BABYSITTING CLASS	600
RENTAL INCOME-COMMUNITY CTR	5,000
RENTAL INCOME-GYM (COMM CTR)	500
I.D. PROGRAM-RESIDENT	4,000
I.D. PROGRAM-NON RESIDENT	2,000
I.D. PROGRAM-SENIOR	4,500
FUNDRAISER	1,000
MISCELLANEOUS INCOME	500
<b>Subtotal Community Center</b>	<b><u>24,600</u></b>
RENTAL-PARKS	250

**Village of Steger Revenues  
Fiscal Year 2015**

	<u><b>Total Appropriation</b></u>
<b>Subtotal Parks and Recreation</b>	<u><b>250</b></u>
<b>TOTAL PARKS AND RECREATION</b>	<u><u><b>291,050</b></u></u>
<b>POLICE PROTECTION</b>	
COOK COUNTY R.E. TAXES	45,168
WILL COUNTY R.E. TAXES	44,124
POLICE FINGERPRINTING	500
COOK COUNTY FINES	7,500
WILL COUNTY FINES	3,000
WILL CTY FINE-POL. VEHICLE FUND	200
WARRANT SERVICE FEE	
TRAINING REIMBURSEMENT	17,000
ADMINISTRATIVE TOWING FEES	40,000
ASSET FORFEITURE	
ASSET SEIZURE	
FOUND/RECOVERED PROPERTY	
INTEREST INCOME	35
GRANT REVENUES	1,100
9-1-1 REVENUE	4,000
SO. HTS. RADIO	6,336
LOAN PROCEEDS	90,000
SALE OF VILLAGE SURPLUS	2,000
TRANSFER FROM CORPORATE	1,690,016
<b><u>TOTAL POLICE PROTECTION</u></b>	<u><u><b>1,950,979</b></u></u>
<b>PUBLIC BENEFIT</b>	
COOK COUNTY R.E. TAXES	9,200
WILL COUNTY R.E. TAXES	8,974
INTEREST INCOME	300
<b><u>TOTAL PUBLIC BENEFIT</u></b>	<u><u><b>18,474</b></u></u>
<b>WATER AND SEWER FUND</b>	
WATER BILLING	700,000
WATER PENALTIES	

**Village of Steger Revenues  
Fiscal Year 2015**

	<b><u>Total Appropriation</u></b>
METER SALES	6,000
WATER TURN-ON FEE	2,500
INTEREST INCOME	2,000
MISCELLANEOUS INCOME	18,000
<b><u>TOTAL WATER AND SEWER FUND</u></b>	<b><u>728,500</u></b>
<b>ROAD AND BRIDGE</b>	
COOK COUNTY R.E. TAXES	18,350
WILL COUNTY R.E. TAXES	114,230
VEHICLE STICKERS	120,000
REPLACEMENT TAXES	2,000
INTEREST INCOME	70
MISCELLANEOUS INCOME	1,700
TRANSFER FROM CORPORATE	227,165
<b><u>TOTAL ROAD AND BRIDGE</u></b>	<b><u>483,515</u></b>
<b>MOTOR FUEL TAX</b>	
M.F.T. ALLOTMENTS	230,000
IPTIP-INTEREST INCOME	1,000
OTHER-INTEREST INCOME	100
MISCELLANEOUS INCOME	42,033
<b><u>TOTAL MOTOR FUEL TAX</u></b>	<b><u>273,133</u></b>
<b>IMRF</b>	
COOK COUNTY R.E. TAXES	119,898
WILL COUNTY R.E. TAXES	117,131
INTEREST INCOME	60
TRANSFER FROM CORP.	42,911
<b><u>TOTAL IMRF</u></b>	<b><u>280,000</u></b>
<b>POLICE PENSION</b>	
COOK COUNTY R.E. TAXES	131,791
WILL COUNTY R.E. TAXES	128,650
INTEREST INCOME	500
POLICE PENSION CONTRIBUTIONS	80,000
<b><u>TOTAL POLICE PENSION</u></b>	<b><u>340,941</u></b>

**Village of Steger Revenues  
Fiscal Year 2015**

	<b><u>Total Appropriation</u></b>
<b>DEBT SERVICE</b>	
COOK COUNTY R.E. TAXES	34,629
WILL COUNTY R.E. TAXES	33,862
INTEREST INCOME	200
<b><u>TOTAL DEBT SERVICE</u></b>	<b><u>68,691</u></b>
<b>D.A.R.E.</b>	
INTEREST INCOME	10
PROGRAM DONATION	6,500
TRANSFER FROM CORP	4,000
<b><u>TOTAL D.A.R.E</u></b>	<b><u>10,510</u></b>
<b>LIABILITY INSURANCE FUND</b>	
COOK COUNTY R.E. TAXES	395,009
WILL COUNTY R.E. TAXES	385,815
VH FIRE 2014	
EMPLOYEE CONTRIBUTION HEALTH	90,000
COBRA-HEALTH INSURANCE	
COBRA-DENTAL INSURANCE	
RETIREE-HEALTH INSURANCE	6,720
INTEREST INCOME	500
MISCELLANEOUS INCOME	
CLAIMS/REFUNDS/REIMBURSEMENT	
TRANSFER FROM CORP	201,642
<b><u>TOTAL LIABILITY INSURANCE FUND</u></b>	<b><u>1,079,686</u></b>
<b>HSEM</b>	
COOK COUNTY R.E. TAXES	16,963
WILL COUNTY R.E. TAXES	16,543
INTEREST INCOME	20
SALE OF VILLAGE SURPLUS	
TRANSFER FROM CORPORATE	32,841
<b><u>TOTAL HSEM</u></b>	<b><u>66,367</u></b>
<b>AUDITING</b>	
COOK COUNTY R.E. TAXES	13,154

**Village of Steger Revenues  
Fiscal Year 2015**

	<b><u>Total Appropriation</u></b>
WILL COUNTY R.E. TAXES	12,840
INTEREST INCOME	10
TRANSFER FROM CORPORATE	13,996
<b><u>TOTAL AUDITING</u></b>	<b><u>40,000</u></b>
<b>MUNICIPAL BAND</b>	
COOK COUNTY R.E. TAXES	1,464
WILL COUNTY R.E. TAXES	1,429

**Village of Steger Revenues  
Fiscal Year 2015**

	<u><b>Total Appropriation</b></u>
<u><b>TOTAL MUNICIPAL BAND</b></u>	<u><b>2,893</b></u>
<b>SCHOOL CROSSING GUARD</b>	
COOK COUNTY R.E. TAXES	5,773
WILL COUNTY R.E. TAXES	5,622
TRANSFER FROM CORPORATE	7,080
<u><b>TOTAL SCHOOL CROSSING GUARD</b></u>	<u><b>18,475</b></u>
<b>TIF #1</b>	
WILL COUNTY R.E. TAXES	115,000
<u><b>TOTAL TIF #1</b></u>	<u><b>115,000</b></u>
<b>TIF #2</b>	
COOK COUNTY R.E. TAXES	10,000
<u><b>TOTAL TIF #2</b></u>	<u><b>10,000</b></u>
<b>TIF #3</b>	
COOK COUNTY R.E. TAXES	69,867
<u><b>TOTAL TIF #3</b></u>	<u><b>69,867</b></u>
<b>TIF #4</b>	
WILL COUNTY R.E. TAXES	100,000
<u><b>TOTAL TIF #4</b></u>	<u><b>100,000</b></u>
<u><b>TOTAL ALL FUNDS</b></u>	<u><b>10,329,656</b></u>



Filed 12-15-14

BUSINESS LICENSE APPLICATION

BUSINESS NAME: L'E R Auto Sales ADDRESS: 3218 Chicago Rd. Steger. IL 60475  
APPLICANT'S NAME: Antoine Lister ADDRESS: 2007 221st.  
CITY: Sauk Village STATE: IL ZIP CODE: 60411  
BUSINESS PHONE: (708) 890-4957 HOME PHONE: (708) 543-7015

TYPE OF BUSINESS: (Please explain your proposed operations, types of products and services include hours of operations and whether your business is wholesale or retail)

I would like to open a small car lot 10 cars or less

STATE TAX NO.: \_\_\_\_\_ THE VILLAGE OF STEGER MUST BE NAMED ON YOUR STATE TAX FORM AS RECEIPT OF SALES TAX

FLAMMABLE MATERIALS?: NO INSIDE: NO OUTSIDE: NO

PARKING SPACES: CUSTOMER: YES HANDICAP: N/A EMPLOYEE: YES

Return completed application, along with \$50.00 fee to the Village Clerk's Office. The completed application will be presented to the Village Board for approval pending inspections. Once your business is set up, you must contact the Village Hall and set up for three (3) inspections (Fire, Building and Health). Once the inspections have been approved, your final business license invoice must be paid. Your final official business license will be hand delivered to your business.

Applicant's Signature: [Signature] Date: \_\_\_\_\_

FOR OFFICE USE ONLY

ZONING OF PROPERTY: \_\_\_\_\_

INSPECTIONS:	BUILDING	DATE: _____	APPROVED BY: _____
	FIRE	DATE: _____	APPROVED BY: _____
	HEALTH	DATE: _____	APPROVED BY: _____

BOARD APPROVAL: DATE: \_\_\_\_\_ 45 DAY TEMPORARY LICENSE EXPIRES: \_\_\_\_\_

INSPECTION FEES: AMOUNT PAID: \_\_\_\_\_ DATE PAID: \_\_\_\_\_ RECEIPT #: \_\_\_\_\_

64001 RM 50.00 12/08/14

**ORDINANCE NO. 1087**

STATE OF ILLINOIS        )  
                                      )  
COUNTIES OF COOK        )  
                                      )  
                                      )  
                                      )

**AN ORDINANCE AMENDING CHAPTER 2, SECTIONS 2-32, 2-104, AND 2-127  
OF THE MUNICIPAL CODE OF STEGER, ILLINOIS REGARDING THE  
COMPENSATION OF CERTAIN OFFICIALS OF THE VILLAGE OF STEGER.**

**WHEREAS**, the Village of Steger, Counties of Cook and Will, State of Illinois (the "Village") is a duly organized and existing municipality and unit of local government created under the provisions of the laws of the State of Illinois, and is operating under the provisions of the Illinois Municipal Code, and all laws amendatory thereof and supplementary thereto, with full powers to enact ordinances and adopt resolutions for the benefit of the residents of the Village; and

**WHEREAS**, the Municipal Code of Steger, Illinois (the "Village Code") is silent with respect to the terms and conditions upon which elected officials are eligible to participate in the Village's group health and life insurance plans; and

**WHEREAS**, elected officials who participate in the Village's group health and life insurance plans currently contribute monthly premiums on the same terms as full-time, non-union Village employees; and

**WHEREAS**, the Village President (the "President") and Board of Trustees of the Village (the "Village Board" and together with the President, the "Corporate Authorities") have determined that the Village Code should be amended to codify the existing Village policy regarding the required contributions of elected officials who elect to participate in the Village's group health and life insurance plans; and

**WHEREAS**, the codification of existing policy contemplated by this Ordinance shall not be construed as an increase or decrease in the salary of any elected official of the Village; and

**WHEREAS**, based on the foregoing, the Corporate Authorities have determined that it is necessary, advisable, and in the best interests of the Village and its residents to amend Chapter 2, Sections 2-32, 2-104, and 2-127 of the Village Code as set forth herein;

**NOW, THEREFORE, BE IT ORDAINED** by the President and the Board of Trustees of the Village of Steger, Counties of Cook and Will, and the State of Illinois, as follows:

**ARTICLE I.  
IN GENERAL**

**SECTION 1.0: Incorporation Clause.**

The Corporate Authorities hereby find that all of the recitals hereinbefore stated as contained in the preambles to this Ordinance are full, true, and correct and do hereby, by reference, incorporate and make them part of this Ordinance as legislative findings.

**SECTION 2.0: Purpose.**

The purpose of this Ordinance is to amend Chapter 2, Sections 2-32, 2-104, and 2-127 of the Village Code to codify existing Village policy regarding the required contributions of elected officials who elect to participate in the Village's group health and life insurance plans.

**ARTICLE II.  
AUTHORIZATION;  
AMENDMENT TO CHAPTER 2, SECTIONS 2-32, 2-104, AND 2-127 OF THE  
MUNICIPAL CODE OF STEGER, ILLINOIS**

**SECTION 3.0: Amendment to Chapter 2, Section 2-32**

That the Municipal Code of Steger, Illinois is hereby amended, notwithstanding any provision, ordinance, resolution, or Village Code section to the contrary, by amending Chapter 2, Section 2-32 as follows:

**Sec. 2-32. – Bond; Oath; salary; benefits.**

The members of the board of trustees shall execute a bond in such amount and with such sureties as is provided by statute, conditioned upon the faithful performance of his duties, take the oath of office prescribed by statute and shall receive such compensation as may be from time to time provided by ordinance. Members of the board of trustees are eligible to participate in the village's group health and life insurance plans on the same terms and conditions as those applicable to eligible, non-union employees of the village.

**SECTION 3.1: Amendment to Chapter 2, Section 2-104**

That the Municipal Code of Steger, Illinois is hereby amended, notwithstanding any provision, ordinance, resolution, or Village Code section to the contrary, by amending Chapter 2, Section 2-104 as follows:

**Sec. 2-104. – Bond; oath; salary; benefits.**

Before entering upon the duties of his office, the president shall give a bond with sureties to be approved by the board of trustees conditioned upon the faithful performance of his duties, in the sum of at least \$3,000.00, or such higher sum as may be directed by the board of trustees or required by state statute. He shall take the oath of office prescribed by statute and shall receive such compensation as may be set from time to time by ordinancethe board. The President is eligible to participate in the village's group health and life insurance plans on the same terms and conditions as those applicable to eligible, non-union employees of the village.

**SECTION 3.2: Amendment to Chapter 2, Section 2-127**

That the Municipal Code of Steger, Illinois is hereby amended, notwithstanding any provision, ordinance, resolution, or Village Code section to the contrary, by amending Chapter 2, Section 2-127 as follows:

**Sec. 2-127. – Bond; oath; salary; benefits.**

Before entering upon the duties of his office, the village clerk shall execute a bond in such amount and with such sureties as is provided by statute, conditioned upon the faithful performance of his duties. He shall take the oath of office prescribed by statute and shall receive such compensation as may be set from time to time by ordinance. The clerk is eligible to participate in the village's group health and life insurance plans on the same terms and conditions as those applicable to eligible, non-union employees of the village.

### **SECTION 3.3: Other Actions Authorized.**

The officers, employees, and/or agents of the Village shall take all action necessary or reasonably required to carry out, give effect to, and consummate the amendment contemplated by this Ordinance and shall take all action necessary in conformity therewith. The officers, employees, and/or agents of the Village are specifically authorized and directed to draft and disseminate any and all necessary forms or notices to be utilized in connection with the intent of this Ordinance. This Ordinance is a declaration of existing law and policy of the Village.

### **ARTICLE III. HEADINGS, SAVINGS CLAUSES, PUBLICATION, EFFECTIVE DATE**

#### **SECTION 4.0: Headings.**

The headings of the articles, sections, paragraphs, and subparagraphs of this Ordinance are inserted solely for convenience of reference and form no substantive part of this Ordinance nor should they be used in any interpretation or construction of any substantive provision of this Ordinance.

#### **SECTION 5.0: Severability.**

The provisions of this Ordinance are hereby declared to be severable and should any provision of this Ordinance be determined to be in conflict with any law, statute, or regulation by a court of competent jurisdiction, said provision shall be excluded and deemed inoperative, unenforceable, and as though not provided for herein, and all other provisions shall remain unaffected, unimpaired, valid, and in full force and effect.

#### **SECTION 6.0: Superseder.**

All code provisions, ordinances, resolutions, rules, and orders, or parts thereof, in conflict herewith are, to the extent of such conflict, hereby superseded.

**SECTION 7.0: Publication.**

A full, true, and complete copy of this Ordinance shall be published in pamphlet form or in a newspaper published and of general circulation within the Village as provided by the Illinois Municipal Code, as amended.

**SECTION 8.0: Effective Date.**

This Ordinance shall be effective and in full force immediately upon passage and approval.

PASSED this 5<sup>th</sup> day of January 2015.

\_\_\_\_\_  
Carmen S. Recupito, Jr., Village Clerk

APPROVED this 5<sup>th</sup> day of January 2015.

\_\_\_\_\_  
Kenneth A. Peterson, Jr., Village President

Roll call vote:  
Voting in favor:  
Voting against:  
Not voting:

**ORDINANCE NO. 1088**

STATE OF ILLINOIS       )  
                                      )  
COUNTIES OF COOK       )  
                                      )  
                                      )  
                                      )

**AN ORDINANCE REVISING SECTION III OF THE EMPLOYEE  
PERSONNEL MANUAL REGARDING THE USE OF VACATION TIME  
FOR THE VILLAGE OF STEGER.**

**WHEREAS**, the Village of Steger, Counties of Cook and Will, State of Illinois (the "Village") is a duly organized and existing municipality and unit of local government created under the provisions of the laws of the State of Illinois, and is operating under the provisions of the Illinois Municipal Code, and all laws amendatory thereof and supplementary thereto, with full powers to enact ordinances and adopt resolutions for the benefit of the residents of the Village; and

**WHEREAS**, the Village President (the "President") and Board of Trustees of the Village (the "Village Board and together with the President, the "Corporate Authorities") are committed to adopting employment policies necessary to ensure the efficient operation of the Village; and

**WHEREAS**, in connection with the foregoing, the Corporate Authorities previously adopted an employee personnel manual (the "Manual") for the Village; and

**WHEREAS**, in order to ensure that the Village is able to continue to provide high quality public services, the Corporate Authorities have determined that it is necessary, advisable, and in the best interests of the Village to revise Section III of the Manual to modify the procedures through which non-exempt, full-time employees may schedule and use vacation time; and

**WHEREAS**, the revision to the Manual contemplated hereby shall not affect those employees of the Village whose terms and conditions of employment are governed by a collective bargaining agreement; and

**WHEREAS**, the revisions to Section III of the Manual are set forth in Exhibit A, attached hereto and incorporated herein; and

**WHEREAS**, all other sections of the Manual shall remain unchanged; and

**NOW, THEREFORE, BE IT ORDAINED** by the President and the Board of Trustees of the Village of Steger, Counties of Cook and Will, and the State of Illinois, as follows:

## **ARTICLE I. IN GENERAL**

### **SECTION 1: Incorporation Clause.**

The Corporate Authorities hereby find that all of the recitals hereinbefore stated as contained in the preambles to this Ordinance are full, true, and correct and do hereby, by reference, incorporate and make them part of this Ordinance as legislative findings.

### **SECTION 2: Purpose.**

The purpose of this Ordinance is to authorize and adopt revisions to Section III of the Manual to modify the procedures through which non-exempt, full-time employees, not covered by a collective bargaining agreement, may schedule and use vacation time, to authorize the President or his designee to take such steps as are necessary to carry out the intent of this Ordinance, and to ratify any actions previously taken that are consistent with the intent of this Ordinance.



**ARTICLE II.  
AUTHORIZATION**

**SECTION 3: Authorization.**

That the Village Board hereby authorizes and directs the adoption of the revised Section III of the Manual as set forth on Exhibit A, with such modifications thereto as shall be approved by the President and the Village Attorney. To ensure that the Policy remains current and effective, the Village Board authorizes the President or his designee to make revisions to Section III of the Manual from time-to-time as needed to remain consistent with the intent of this Ordinance. The revised Section III of the Manual as set forth on Exhibit A shall not affect the benefits awarded to employees who are governed by a collective bargaining agreement. The Village Board further authorizes the President or his designee to execute any and all documentation that may be necessary to carry out the intent of this Ordinance. The officers, employees, and/or agents of the Village shall take all action necessary or reasonably required by the Village to carry out, give effect to, and consummate the intent of this Ordinance. Any and all actions previously performed in connection with carrying out and consummating the intent of this Ordinance are hereby authorized, approved, and ratified by this reference.

**ARTICLE III.  
HEADINGS, SAVINGS CLAUSES, PUBLICATION,  
EFFECTIVE DATE**

**SECTION: 4 Headings.**

The headings of the articles, sections, paragraphs, and subparagraphs of this Ordinance are inserted solely for convenience of reference and form no substantive part of this Ordinance nor should they be used in any interpretation or construction of any substantive provision of this Ordinance.

**SECTION: 5 Severability.**

The provisions of this Ordinance are hereby declared to be severable and should any provision of this Ordinance be determined to be in conflict with any law, statute, or regulation by a court of competent jurisdiction, said provision shall be excluded and deemed inoperative, unenforceable, and as though not provided for herein, and all other provisions shall remain unaffected, unimpaired, valid, and in full force and effect.

**SECTION: 6 Superseder.**

All code provisions, ordinances, resolutions, rules, and orders, or parts thereof, in conflict herewith are, to the extent of such conflict, hereby superseded.

**SECTION: 7 Publication.**

A full, true, and complete copy of this Ordinance shall be published in pamphlet form or in a newspaper published and of general circulation within the Village as provided by the Illinois Municipal Code, as amended.

**SECTION: 8 Effective Date.**

This Ordinance shall be effective and in full force immediately upon passage and approval.

(SIGNATURE PAGE TO FOLLOW)

PASSED this 5<sup>th</sup> day of January, 2015.

Carmen S. Recupito, Jr., Village Clerk

APPROVED this 5<sup>th</sup> day January, 2015.

Kenneth A. Peterson, Jr., Village President

Roll Call Vote:

Voting in favor:

Voting against:

Not voting:

EXHIBIT A

## SECTION III EMPLOYEE BENEFITS

### A. VACATION TIME

Full-time employees shall accrue vacation leave according to the following schedule:

<u>Year</u>	<u>Rate of Accrual Per Pay Period</u>	<u># of Pay Periods Each Year</u>	<u>Total Hrs. Per</u>
0 – 1 Year Employees	1.54	26	40
1 Year & 1 day – 4 Year Employees	3.08	26	80
4 Years & 1 day – 9 Year Employees	4.62	26	120
9 Years & 1 day – 19 Year Employees	6.16	26	160
19 Years & 1 day and Up	7.70	26	200

All employees eligible for vacation benefits should be aware of the following policies:

1. **Vacation accrual** will be calculated per pay period beginning with an employee's date of employment. Vacation accrual shall continue during vacation, recognized holidays, used sick leave, time off due to occupational disability, and any other paid leave. The maximum number of vacation hours which may be accrued by an employee is an amount equal to one and one-half times the number of vacation hours earned in one year.

2. On the years in which an employee earns an additional forty (40) vacation hours based on years of service, the new accrual factor will begin for the said employee one year prior. This is because an employee is owed those forty (40) vacation hours by his or her anniversary date. However, if an employee terminates employment with the Village of Steger on a vacation transitional year, the said employee will owe the Village all time accrued in advance for that additional forty (40) hours of vacation. The vacation transitional years are as listed:

One year and one day – Two years of employment  
Four years and one day – Five years of employment  
Nine years and one day – Ten years of employment  
Nineteen years and one day – Twenty years of employment

3. Persons not employed full-time will not receive any vacation, unless otherwise provided for in the union contract.

4. When an employee leaves the employ of the Village, the employee will receive his accrued vacation unless money (vacation time) is owed to the Village.

5. No more than two (2) weeks of vacation time may be taken at a time unless authorized by the Department Head.

6. A vacation day(s) or half day(s) may be taken with consent of the Department Head. Vacation time cannot be taken in less than half day increments.

7. During the first two (2) weeks of each calendar year, the employee will advise the Department Head of his/her department of the period(s) he/she desires for vacation during the current calendar year. Vacation periods requested during the first two (2) weeks of each calendar year will be scheduled based on seniority on a rotating basis. For purposes of this sub-section, "rotating basis" shall mean that the employee with the highest seniority shall receive a scheduling preference for his or her first requested vacation period for the current calendar year and thereafter all other employees shall receive a maximum of one scheduling preference each calendar year in the order of their seniority. Requests to schedule vacation periods submitted after the second week of January, will be established on a first come, first serve basis for the remainder of the calendar year.

8. Department Heads will have final say as to vacation periods, including the discretion to approve or deny requests for vacation time based upon departmental staffing needs, but will try accommodating the employees requested time period. Only under an extreme emergency will vacations be granted on an immediate basis.

9. To qualify for vacation pay, a full-time employee must have worked for the Village ninety (90) days.

**ORDINANCE NO. 1089**

STATE OF ILLINOIS        )  
                                      )  
COUNTIES OF COOK       )  
                  AND WILL        )

**AN ORDINANCE AUTHORIZING REVISIONS TO THE HEALTH  
INSURANCE PLAN FOR THE VILLAGE OF STEGER.**

**WHEREAS**, the Village of Steger, Counties of Cook and Will, State of Illinois (the "Village") is a duly organized and existing municipality and unit of local government created under the provisions of the laws of the State of Illinois, and is operating under the provisions of the Illinois Municipal Code, and all laws amendatory thereof and supplementary thereto, with full powers to enact ordinances and adopt resolutions for the benefit of the residents of the Village; and

**WHEREAS**, the Village President (the "President") and Board of Trustees of the Village (the "Village Board" and together with the President, the "Corporate Authorities") are committed to ensuring that Village residents receive essential services including, without limitation, police and fire protection services; and

**WHEREAS**, as the current economic climate has impacted the revenue received by the Village, and the cost of providing public services has increased, the Corporate Authorities have determined that it is in the best interests of the Village and its residents to make the following administrative revisions to the Village's health insurance plan; and

**WHEREAS**, in connection with the foregoing, the Corporate Authorities have determined that effective January 1, 2015 all employees eligible for participation in the Village's health insurance plan, exclusive of those employees whose terms and conditions of employment are governed by a collective bargaining agreement, (the "Eligible Employees") shall be required to pay a portion of the monthly premium of

their health insurance plan if they wish to participate in the Village's health insurance plan; and

**WHEREAS**, the required contributions of Eligible Employees are set forth on Exhibit A, attached hereto and incorporated herein; and

**WHEREAS**, to ensure that residents of the Village receive essential services, even in times of economic hardship, the Corporate Authorities have determined that it is in the best interests of the Village and its residents to implement the foregoing change; and

**NOW, THEREFORE, BE IT ORDAINED** by the President and the Board of Trustees of the Village of Steger, Counties of Cook and Will, and the State of Illinois, as follows:

## **ARTICLE I. IN GENERAL**

### **SECTION 1: Incorporation Clause.**

The Corporate Authorities hereby find that all of the recitals hereinbefore stated as contained in the preambles to this Ordinance are full, true and correct and do hereby, by reference, incorporate and make them part of this Ordinance as legislative findings.

### **SECTION 2: Purpose.**

The purpose of this Ordinance is to amend the Village's health insurance plan to reduce the costs that the Village incurs in connection with insurance related expenses to ensure that residents of the Village continue to receive essential services, even in times of economic hardship.



## **ARTICLE II. AUTHORIZATION**

### **Section 3.00 Authorization.**

The Corporate Authorities hereby authorize and approve the health insurance premium contributions from all Eligible Employees of the Village who elect to participate in the Village's health insurance plan in accordance with Exhibit A. The Village Board further authorizes and directs the President or his designee to execute any and all documentation that may be necessary to carry out the intent of this Ordinance. The Village Clerk is hereby authorized and directed to attest to and countersign any documentation as may be necessary to carry out and effectuate the purpose of this Ordinance. The Village Clerk is also authorized and directed to affix the Seal of the Village to such documentation as is deemed necessary. The officers, employees and/or agents of the Village shall take all action necessary or reasonably required to carry out, give effect to and consummate the purpose of this Ordinance and shall take all action necessary in conformity therewith. The officers, employees and/or agents of the Village are specifically authorized and directed to draft and disseminate any and all necessary forms required in connection herewith. This Ordinance shall not affect the health insurance benefits of any employee whose terms and conditions of employment with the Village are governed by a collective bargaining agreement.

## **ARTICLE III. HEADINGS, SAVINGS CLAUSES, PUBLICATION, EFFECTIVE DATE**

### **SECTION: 4 Headings.**

The headings of the articles, sections, paragraphs and subparagraphs of this Ordinance are inserted solely for convenience of reference and form no substantive

part of this Ordinance nor should they be used in any interpretation or construction of any substantive provision of this Ordinance.

**SECTION: 5 Severability.**

The provisions of this Ordinance are hereby declared to be severable and should any provision of this Ordinance be determined to be in conflict with any law, statute or regulation by a court of competent jurisdiction, said provision shall be excluded and deemed inoperative, unenforceable and as though not provided for herein, and all other provisions shall remain unaffected, unimpaired, valid and in full force and effect.

**SECTION: 6 Superseder.**

To the extent that the provisions of this Ordinance are inconsistent with any other Village code provision, ordinance, resolution, rule, proclamation, enactment, pronouncement, document, instrument or understanding governing or in any other way related to the subject matter of this Ordinance such conflicting authority shall be superseded by this Ordinance to the fullest extent permitted by law.

**SECTION: 7 Publication.**

A full, true and complete copy of this Ordinance shall be published in pamphlet form or in a newspaper published and of general circulation within the Village as provided by the Illinois Municipal Code, as amended.

**SECTION: 8 Effective Date.**

This Ordinance shall be effective and in full force immediately upon passage and approval.

(SIGNATURE PAGE TO FOLLOW)

PASSED this 15<sup>th</sup> day of December 2014.

Carmen S. Recupito, Jr., Village Clerk

APPROVED this 15<sup>th</sup> day of December 2014.

Kenneth A. Peterson, Jr., Village President

Roll call vote:  
Voting in favor:  
Voting against:  
Not voting:

EXHIBIT A

**ORDINANCE NO. 1090**

STATE OF ILLINOIS        )  
                                      )  
COUNTIES OF COOK       )  
                  AND WILL       )

**AN ORDINANCE ESTABLISHING A COMPENSATION SCHEDULE FOR  
THE EMPLOYEES AND NON-ELECTED OFFICIALS OF THE VILLAGE OF  
STEGER EFFECTIVE JANUARY 1, 2015.**

**WHEREAS**, the Village of Steger, Counties of Cook and Will, State of Illinois (the "Village") is a duly organized and existing municipality and unit of local government created under the provisions of the laws of the State of Illinois, and is operating under the provisions of the Illinois Municipal Code, and all laws amendatory thereof and supplementary thereto, with full powers to enact ordinances and adopt resolutions for the benefit of the residents of the Village; and

**WHEREAS**, the Village President (the "President") and Board of Trustees of the Village (the "Village Board" and together with the President, the "Corporate Authorities") are committed to adopting employment policies necessary to ensure the efficient operation of the Village; and

**WHEREAS**, in connection with the foregoing, the Corporate Authorities have reviewed the current compensation of Village employees and non-elected officials and, based upon the recommendations of the Village's respective department heads, have determined that certain adjustments are necessary in order for the Village to maintain its ability to attract and retain qualified personnel to provide governmental services; and

**WHEREAS**, the revised compensation schedule of Village employees and non-elected officials, a copy of which is attached hereto and incorporated herein as Exhibit A, shall be effective as of January 1, 2015; and

**WHEREAS**, the Corporate Authorities have determined that it is in the best interests of the Village and its residents to implement the foregoing change; and

**NOW, THEREFORE, BE IT ORDAINED** by the President and the Board of Trustees of the Village of Steger, Counties of Cook and Will, and the State of Illinois, as follows:

**ARTICLE I.  
IN GENERAL**

**SECTION 1: Incorporation Clause.**

The Corporate Authorities hereby find that all of the recitals hereinbefore stated as contained in the preambles to this Ordinance are full, true and correct and do hereby, by reference, incorporate and make them part of this Ordinance as legislative findings.

**SECTION 2: Purpose.**

The purpose of this Ordinance is to adopt a revised compensation schedule for Village employees and non-elected officials effective January 1, 2015 to ensure that the Village remains able to attract and retain qualified personnel to provide governmental services.

**ARTICLE II.  
AUTHORIZATION**

**Section 3.00 Authorization.**

The Corporate Authorities hereby authorize and approve the revisions to the compensation schedule for Village employees and non-elected officials in accordance with Exhibit A. The Village Board further authorizes and directs the President or his designee to execute any and all documentation that may be necessary to carry out the intent of this Ordinance. The Village Clerk is hereby authorized and directed to attest to and countersign any documentation as may be

necessary to carry out and effectuate the purpose of this Ordinance. The Village Clerk is also authorized and directed to affix the Seal of the Village to such documentation as is deemed necessary. The officers, employees and/or agents of the Village shall take all action necessary or reasonably required to carry out, give effect to and consummate the purpose of this Ordinance and shall take all action necessary in conformity therewith. The officers, employees and/or agents of the Village are specifically authorized and directed to draft and disseminate any and all necessary forms required in connection herewith. This Ordinance shall not affect the compensation of any employee whose terms and conditions of employment with the Village are governed by a collective bargaining agreement.

**ARTICLE III.  
HEADINGS, SAVINGS CLAUSES, PUBLICATION,  
EFFECTIVE DATE**

**SECTION: 4 Headings.**

The headings of the articles, sections, paragraphs and subparagraphs of this Ordinance are inserted solely for convenience of reference and form no substantive part of this Ordinance nor should they be used in any interpretation or construction of any substantive provision of this Ordinance.

**SECTION: 5 Severability.**

The provisions of this Ordinance are hereby declared to be severable and should any provision of this Ordinance be determined to be in conflict with any law, statute or regulation by a court of competent jurisdiction, said provision shall be excluded and deemed inoperative, unenforceable and as though not provided for herein, and all other provisions shall remain unaffected, unimpaired, valid and in full force and effect.

**SECTION: 6 Superseder.**

To the extent that the provisions of this Ordinance are inconsistent with any other Village code provision, ordinance, resolution, rule, proclamation, enactment, pronouncement, document, instrument or understanding governing or in any other way related to the subject matter of this Ordinance such conflicting authority shall be superseded by this Ordinance to the fullest extent permitted by law.

**SECTION: 7 Publication.**

A full, true and complete copy of this Ordinance shall be published in pamphlet form or in a newspaper published and of general circulation within the Village as provided by the Illinois Municipal Code, as amended.

**SECTION: 8 Effective Date.**

This Ordinance shall be effective and in full force immediately upon passage and approval.

PASSED this 15<sup>th</sup> day of December 2014.

---

Carmen S. Recupito, Jr., Village Clerk

APPROVED this 15<sup>th</sup> day of December 2014.

---

Kenneth A. Peterson, Jr., Village President

Roll call vote:  
Voting in favor:  
Voting against:  
Not voting:



**EXHIBIT A**



---

*The Municipal Collection Specialist*

## Collection Contract

Chief Carl Mormann  
Village of Steger  
35 W. 34<sup>th</sup> Street  
Steger, IL. 60475

Attached is an agreement for THE MUNICIPALITY's consideration in regards to Municipal Collection Services, Inc. (MCSI) providing collection services. Please contact me if you any questions.

To execute, please make two copies of this agreement, sign and date both copies and return to MCSI. We will execute by signing both, return a copy to the Village of **STEGER** and retain one copy on file here.

We appreciate the Village of **STEGER** considering our collection services and look forward to serving your needs in the future should the decision be to contract with MCSI.

Sincerely,

Matt Regan  
CEO

*7330 College Drive, Suite 108, Palos Heights, Illinois 60463 (708)448-6669 Fax (708)448-1749*

**Collections Contract  
For  
Collection Services**

**WITHIN THE**

***Village of Steger, IL***

**PRESENTED ON: 11/17/2014**

(If not accepted, Offer expires in 60 days)

**PRESENTED BY:**

Municipal Collection Services, Inc.  
7330 College Drive, Suite 108  
Palos Heights, IL 60463  
(708) 448-6669 FAX 448 -1749

# MUNICIPAL COLLECTION SERVICES, INC.

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AGREEMENT, made this \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_ by and between Municipal Collection Services Incorporated, an Illinois corporation (hereinafter referred to as MCSI), and the **Village of Steger**, Illinois (hereinafter referred to as THE MUNICIPALITY).

## WITNESSETH

**WHEREAS**, MCSI is a duly licensed collection agency in the State of Illinois, and;

**WHEREAS**, THE MUNICIPALITY wishes to list certain debts owed to THE MUNICIPALITY with MCSI for collection, and;

**WHEREAS**, MCSI possesses the personnel, experience, expertise and equipment to effectively aid the MUNICIPALITY in collecting its debts through an effective collection process and court actions, if necessary.

**NOW, THEREFORE**, in consideration of the mutual and several promises and covenants herein contained, the parties do hereby agree as follows:

### **1.00 DEBTS LISTED FOR COLLECTION**

**1.01** THE MUNICIPALITY agrees that all of its unpaid fines for municipal violations which have been issued and processed pursuant to its administrative adjudication system where "determination orders" or "findings, decisions, and orders" have been entered by THE MUNICIPALITY, will be listed for collection with MCSI. THE MUNICIPALITY may list other debts or fines for collection with MCSI, during the term of this Agreement, and any fines or other debts listed for collection shall be hereinafter collectively referred to as "DEBTS".

**1.02** THE MUNICIPALITY agrees that the DEBTS will be collected and administered pursuant to all applicable law and all of the terms and conditions contained in this Agreement. Without limiting the generality of the foregoing, MCSI agrees that its employees, contractors and agents shall not represent to the public, through words or actions, that they are employees of THE MUNICIPALITY.

**1.03** All DEBTS will be forwarded to MCSI, using the forms and procedures that are reasonably designated by MCSI, from time-to-time.

**1.04** Upon request of MCSI, THE MUNICIPALITY will provide certified copies of documents necessary for use of MCSI in collection of the DEBTS. THE MUNICIPALITY and MCSI agree that in order for MCSI to effectively collect the DEBTS and provide accurate records of collection activity, to THE MUNICIPALITY, including, but not limited to, amounts collected, accounts closed, and other dispositions of DEBTS; MCSI requires access to THE MUNICIPALITY'S administrative adjudication database. THE MUNICIPALITY hereby agrees to allow MCSI such access, subject to reasonable security measures.

**1.05** MCSI will acknowledge receipt of any DEBTS listed for collection within five days after receipt by MCSI.

## **2.00 COLLECTION OF DEBTS**

**2.01** MCSI agrees to use its best efforts and any lawful means, which in its sole judgment and discretion, that it believes will result in the collection of DEBTS.

**2.02** MCSI will pursue court action to obtain/perfect civil judgments, when in its sole judgment and discretion, it believes, that such actions are advisable and will aid in collection of the DEBTS. THE MUNICIPALITY will provide any additional documents which may be necessary for such court action, and will cooperate with MCSI, as necessary, to pursue court action.

**2.03** In compliance with Illinois law, no DEBT will be referred to an attorney for court action without five days prior written notice to THE MUNICIPALITY of MCSI's intention to do so.

**2.04** If requested by THE MUNICIPALITY, and in its efforts to collect DEBTS, MCSI will assist THE MUNICIPALITY in managing the Local Debt Recovery Program implemented by The Illinois Office of the Comptroller (IOC). MCSI, or its designated technology partner, will prepare and, if allowed to do so by the IOC, will perform the weekly upload of the "add", "change" and "delete" files.

## **3.00 COMPENSATION**

**3.01** No fees will be payable to MCSI by THE MUNICIPALITY until such time as any money is collected on DEBT.

**3.02** At such time as any money is collected, MCSI shall be paid as follows:

**3.02.1** MCSI will be entitled to any costs awarded by a court in the collection of DEBTS. If no additional expense amount is awarded for such costs, this Section 3.02.1 will not apply.

**3.02.2** Thirty percent (30%) of the balance of the amount collected on each DEBT, unless the payment is received from the IOC. However, in the event that THE MUNICIPALITY has added a collection fee to a DEBT before listing it with MCSI, MCSI's fee shall not include any percentage of such collection fee; and no funds collected shall be allocated to the collection fee until the amount of a DEBT, not including the collection fee, has been collected.

**3.02.3** MCSI's fee for any services relating to the Local Debt Recovery Program and for DEBTS collected through the IOC shall be twelve percent (12%) of the amount received by THE MUNICIPALITY, except where THE MUNICIPALITY has added a collection fee to a DEBT, in which case, MCSI's fee shall be as set forth in Section 3.02.2.

#### **4.00 COLLECTION AND PAYMENT**

**4.01** MCSI shall have the exclusive right to collect the DEBTS until such time as it chooses, in its sole direction, to return any DEBT to THE MUNICIPALITY. Any inquiries received by THE MUNICIPALITY concerning any DEBT; including attempts to make payments thereon, shall be referred at the earliest possible time to MCSI.

**4.02** MCSI will deposit any money collected in a separate bank trust account established for that purpose.

**4.03** After deduction of its fees, and costs allowable by this Agreement, MCSI will forward to THE MUNICIPALITY, its share of any amounts collected. Remittance to THE MUNICIPALITY will be made by the 17<sup>th</sup> of the month for any amounts collected by the last day of the preceding month.

**4.04** In the event that any funds are paid to, or collected by THE MUNICIPALITY on any DEBTS, THE MUNICIPALITY will report such collections to MCSI daily for accounting under this Section, and MCSI may deduct its fees and allowable costs, on those DEBTS, from the amount that would otherwise be due to THE MUNICIPALITY under Section 4.03.

#### **5.00 SETTLEMENT OF DEBTS**

**5.01** THE MUNICIPALITY hereby authorizes MCSI to compromise, or reach negotiated settlements on any DEBT. However, unless otherwise authorized by THE MUNICIPALITY in writing, any such settlement shall be in conformance with the minimum amounts set forth herein. The parties agree that no DEBT will be settled, negotiated or compromised for less than fifty percent (50%) of the amount due, unless mutually agreed upon, in writing, between MCSI and THE MUNICIPALITY.

**5.02** Should THE MUNICIPALITY make any settlement or otherwise take any action in derogation of MCSI's exclusive right to collect DEBTS, then MCSI shall be entitled to payment of its fee in full, as delineated in this Agreement, based on the full amount of the DEBT, as listed. Notwithstanding the foregoing, provided that MCSI has not referred the DEBT to the Local Debt Recovery Program implemented by The Illinois Office of the Comptroller (IOC), THE MUNICIPALITY shall have the right to reduce, settle or forgive any DEBT at any time, in its sole and absolute discretion and, in such instances, no fee shall be due to MCSI for any portion of the DEBT so reduced, settled or forgiven.

#### **6.00 INDEMNIFICATION**

**6.01** MCSI agrees to indemnify and hold THE MUNICIPALITY harmless against any and all liability, costs and expenses including reasonable attorney fees, occasioned by claims or suits for loss or damages arising out of the acts, or omissions of the officers, agents, servants or employees of MCSI during the term of this Agreement. Conversely, THE MUNICIPALITY agrees to indemnify and hold MCSI harmless against any and all liability, costs and expenses including reasonable attorney fees, occasioned by claims or suits for loss or damages arising out of the acts, or omissions, of THE MUNICIPALITY, its officers, agents, servants or employees.

**6.02** Further, THE MUNICIPALITY warrants and represents to MCSI that any Debt listed for collection will be a legal and valid debt owed to THE MUNICIPALITY, and that THE MUNICIPALITY, to the best of its knowledge, has not received notice that the DEBT has been discharged in bankruptcy. THE MUNICIPALITY also warrants and represents that it will notify MCSI of any notice of bankruptcy received relative to any DEBT within five (5) business days after THE MUNICIPALITY'S receipt of the same and that it will also inform MCSI of any payments of DEBTS received by THE MUNICIPALITY within five (5) business days after THE MUNICIPALITY'S receipt of the same. In addition to the indemnities listed above, THE MUNICIPALITY agrees to indemnify and hold MCSI harmless against any and all liability, costs and expenses including reasonable attorneys' fees occasioned by claims or suits under the Federal "Fair Debt Collection Practices Act", the Illinois "Collection Agency Act", the Federal Bankruptcy Code, or any other similar consumer protection law, due to the breach of these warranties and representations.

## **7.00 TERM**

**7.01** The term of this Agreement is for a period of 24 months from the date first written above ("Initial Period"). However, this Agreement shall continue, under the same terms and conditions, for up to one (1) additional period of 12 months ("Extension Period(s)") unless either party gives written notice to the other, at least 90 days prior to the end of the Initial Period or any Extension Period, that the party is terminating this Agreement at the end of the Initial Period or the then current Extension Period.

**7.02** Notwithstanding a notice of termination given by either party, THE MUNICIPALITY'S obligation to list DEBTS with MCSI for collection shall continue until the termination of this Agreement.

**7.03** In the event of termination of this Agreement by either party, MCSI shall retain its exclusive right to collect any DEBTS listed prior to the end of this Agreement, for a period of 6 months after the termination date, as provided under the terms of this Agreement; and the terms of this Agreement shall remain in full force and effect with respect to collection by MCSI of these retained DEBTS.

**7.04** At least once per year, MCSI will return to THE MUNICIPALITY such DEBTS which it determines, in its sole judgment and discretion, to be uncollectible.

## **8.00 NOTICES**

**8.01** Any notices to be given pursuant to this Agreement shall be deemed as served when placed in the United States Mail, with postage prepaid, sent by certified mail, return receipt requested; to the address designated, in writing, by either party. Until such time as a different address is designated, notices shall be sent as follows:

If to MCSI:	Municipal Collection Services, Inc. 7330 College Drive, Suite 108 Palos Heights, Illinois 60463
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If to THE MUNICIPALITY:	Village of Steger 35 W. 34 <sup>th</sup> Street Steger, Illinois 60475
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**9.00 ENTIRE AGREEMENT**

This Agreement contains the entire agreement between the parties hereto and supersedes any prior agreements or understandings between the parties. This Agreement may only be altered or modified by written instrument signed by both parties.

**IN WITNESS WHEREOF**, the parties have signed this Agreement effective as of the date first above written.

**VILLAGE OF STEGER, IL  
MUNICIPALITY**

**By:**

Kenneth A. Peterson, Jr.  
Mayor/President (PRINT)

\_\_\_\_\_  
Mayor/President (SIGNATURE)

**Attested:**

Carmen S. Recupito, Jr.  
Clerk (PRINT)

\_\_\_\_\_  
Clerk (SIGNATURE)

**Date:** \_\_\_\_\_, 20 \_\_\_\_\_

**MUNICIPAL COLLECTION SERVICES, INC.**  
An Illinois Corporation

**By:**

Matthew C. Regan  
Chief Executive Officer (PRINT)

\_\_\_\_\_  
Chief Executive Officer (SIGNATURE)

**Attested:**

Frank Regan  
Secretary (PRINT)

\_\_\_\_\_  
Secretary (SIGNATURE)

**Date:** \_\_\_\_\_, 20 \_\_\_\_\_



# VILLAGE OF STEGER

APPLICATION FOR LICENSE TO SELL ALCOHOLIC LIQUOR AT RETAIL

## Application for License to Sell

Beer & Liquor  
(Beer, Liquor, Beer and Liquor)

To the \_\_\_\_\_ of \_\_\_\_\_ and State of Illinois:

The undersigned hereby makes application for a license for the sale at retail of alcoholic liquors under the provision of an Act entitled, "An Act relating to alcoholic liquors."

1. Name Mahmood Lakha Home Phone: 5173 716 9874  
Address 4225 W 79th Place Bus. Phone: 847 679 5391  
Chicago, IL 60652  
If a partnership or corporation, list name and addresses of partners, officers and directors.

Mahmood Lakha  
President & Secretary  
W.O.

2. Citizenship USA Place of birth Karachi, Pakistan  
Time and place of naturalization Chicago, IL

2. Citizenship \_\_\_\_\_ Place of birth \_\_\_\_\_  
Time and place of naturalization \_\_\_\_\_

3. Character of business of applicant is Corporation

4. Length of time in that business 15 Years

5. Amount of goods, wares and merchandise on hand \_\_\_\_\_

6. Location and description of premises or place of business which is to be operated under such license Gas station  
500 W 30th Street, Steger IL 60475

7. The applicant has not made a similar application for a similar other license on premises other than described in this application.

Disposition of such application \_\_\_\_\_

8. Applicant has never been convicted of a felony and is not disqualified to receive a license by reason of any matter or thing contained in this Act. Yes

9. State whether a previous license by any state or subdivision thereof, or by the federal government has been revoked NO

Give reasons therefor \_\_\_\_\_

10. Applicant has received a local license from \_\_\_\_\_ to sell alcoholic liquor at retail.

11. Applicant will not violate any of the laws of the State of Illinois or of the United States in the conduct of his place of business.

12. Applicant has not received or borrowed money or anything else of value, and will not receive or borrow money or anything else of value (other than merchandising credit in the ordinary course of business for a period not to exceed ninety days, as expressly permitted under Section 4 of Article VI hereof), directly or indirectly from any manufacturer, importing distributor or distributor, representative of any such manufacturer, importing distributor or distributor, nor be a party in any way, directly or indirectly, to any violation by a manufacturer, distributor or importing distributor of Section 5 of Article VI of this Act.

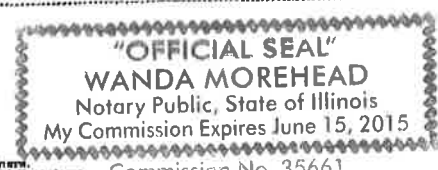
Dated this 18 day of DECEMBER A. D. 2014

Mahmood Lakha  
Applicant

STATE OF ILLINOIS }  
County of COOK } ss.

MAHMOOD LAKHA being first duly sworn upon \_\_\_\_\_  
oath states that \_\_\_\_\_ read the above and foregoing application and knows the contents thereof, and that the same and the facts therein are true.

Subscribed and sworn to before me this 18  
day of DECEMBER A. D. 2014  
Handwritten Signature  
Notary Public



## **LOBBYING SERVICES AGREEMENT**

THIS AGREEMENT, made and entered into as of this 12<sup>th</sup> day of December, 2014, by and between Alfred G. Ronan, Ltd., a consulting firm with offices at 328 S. Oak Park Ave., Suite 1, Oak Park, IL 60302 (hereinafter called "*Ronan*"), and the Village of Steger with its principal offices at 35 W. 34<sup>th</sup> St., Steger, IL 60475 (hereinafter called "*Village*").

### **WITNESSETH:**

WHEREAS, THE VILLAGE OF STEGER wishes to retain Alfred G. Ronan, Ltd. to perform certain lobbying services (hereinafter more particularly described) on behalf of the Village of Steger and its subsidiaries in the State of Illinois; and

WHEREAS, ALFRED G. RONAN, LTD. has represented to the Village of Homewood that it is capable and is willing to undertake the performance of lobbying services in the State of Illinois.

NOW, THEREFORE, in consideration of the payments to be made to Alfred G. Ronan, Ltd., as herein provided, and the mutual agreements herein contained, the parties agree as follows:

#### **1. Terms and Termination.**

- (a) This agreement shall be effective as of January 1, 2015, and shall continue in full force and effect through December 31, 2016, a period of two years; However, either party may terminate this agreement at any time without liability, upon thirty days (30) written notice. In the event of termination, any monthly invoices already billed and owing shall be paid, and the final thirty (30) day period shall be prorated accordingly.
- (b) For and in consideration of Ronan's performance of services in accordance with the terms and conditions of this agreement, the Village shall pay Ronan, a fee of \$4,000 per month, payable upon monthly invoice.
- (c) It is understood and agreed that the compensation recited within this section includes usual and ordinary costs and expenses. If Ronan determines that there is a need to incur extraordinary costs and expenses in the performances of services hereunder, then in that event, Village shall reimburse Ronan for the same, provided the nature, amount and circumstances thereof are fully disclosed to and approved by an authorized representative designated by the Village prior to the time the same are incurred, and upon receipt of a detailed accounting of all such extraordinary costs and expenses.

#### **2. Lobbying Services.**

The Village hereby retains Ronan, and Ronan, hereby undertakes to exercise its best efforts to protect and promote the business, products, reputation and interests of the Village and its Subsidiaries in the State of Illinois performing lobbying services (hereby called "Services"). Such Services shall include, but not be limited to, the following:

Monitoring and keeping the Village apprised on a regular basis of all legislation, bills, amendments, and regulatory activity now pending or proposed, or which may be proposed

during the term hereof, in the Illinois state legislature or in any agency or department of the State of Illinois, pertaining to the business, products, reputation or interests of the Village or its subsidiaries; and

- (i) Providing the Village with information and guidance as to the matters described herein and making recommendations as to appropriate actions which should be taken consistent with the objectives of this Agreement; and
- (ii) Lobbying efforts with Key legislative or regulatory officials and their staffs, on matters pertaining to the business, products, reputation or interests of the Village or its subsidiaries; and
- (iii) On instructions from an authorized representative, undertaking such actions as the Village may deem appropriate and consistent with the objectives of this Agreement, which actions shall include, but not be limited to, appearing and/or testifying at hearings and promote the interests of the Village and its subsidiaries with respect to matters and/or proceedings proposed or pending before legislative, administrative and/or executive governmental bodies.

(b) Ronan shall maintain close liaison and frequent communication with the authorized representatives designated by the Village, particularly during critical periods or on priority items.

3. **Confidentiality.**

Inasmuch as in the rendering of Services hereunder, Ronan, its associates and employees may acquire confidential information and data concerning the business and operations of, or belonging to the Village, and additional information and data will be made available to or developed by Ronan; Ronan agrees to treat and maintain all such information and data as the Village's confidential property and not to divulge it to others at any time or use it for private purposes or otherwise, except as such use or disclosure may be required in connection with performance of the Services or as may be consented to by the Village, unless and until such information becomes a part of the public domain or Ronan legally acquires such information without restriction on disclosure from sources other than the Village or other companies with whom the Village has a business relationship.

4. **Relationship with Other Clients.**

In the event that a possible conflict of interest arises at any time during the term of this Agreement between the interests of the Village or its subsidiaries and those of Ronan's other clients, Ronan agrees to notify the thereof promptly Village and shall, if so directed by the Village refrain from performing services with respect to such area of competing interest. Ronan agrees that the Village shall have the right to terminate this Agreement without liability upon written notice to Ronan, if, in the Village's sole judgment, upon reasonable basis, Ronan's representation of its other clients conflicts with the best interests of the Village's or its subsidiaries.

5. **Independent Contractor.**

Alfred G. Ronan, Ltd is and shall act as an independent contractor in performing Services hereunder.

6. **Non-Assignment.**

This Agreement shall be personal to the parties hereto and no party shall (by operation of law or otherwise) transfer or assign its rights or delegate its performance hereunder; and any such transfer, assignment or delegation shall be void and of no effect.

7. **Miscellaneous.**

- (a) This agreement constitutes the full understanding of the parties and a complete allocation of risks between them and a complete and exclusive statement of the terms and conditions of their agreement relating to Ronan's performing services hereunder and supersedes any and all prior agreements, whether written or oral between the parties. No waiver by any party with respect to any breach or default or of any right or remedy, nor any course of dealing, shall be deemed to constitute a continuing waiver or any other breach or default or of any other right or remedy, unless such waiver be expressed in writing and signed by the party to be bound.
- (b) All provisions of this Agreement are severable and any provision which may be prohibited by law shall be ineffective to the extent of such prohibition without invalidating the remaining provisions.

IN WITNESS WHEREOF, the parties have duly executed this Agreement as of the date first above written.

Alfred G. Ronan, Ltd

Village of Steger

By \_\_\_\_\_  
Alfred G. Ronan  
Title: President

By \_\_\_\_\_  
Ken A. Peterson, Jr.  
Title: Mayor