

NOTICE - VILLAGE OF TINLEY PARK
MEETING OF THE COMMITTEE OF THE WHOLE

NOTICE HEREBY GIVEN that a regular Committee of the Whole Meeting of the Village of Tinley Park, Cook and Will Counties, Illinois will be held on Tuesday, December 16, 2025, beginning at 5:45 PM in Council Chambers, located in the Tinley Park Village Hall, 16250 South Oak Park Avenue, Tinley Park, Illinois 60477.

THE AGENDA IS AS FOLLOWS:

1. CALL MEETING TO ORDER
2. ROLL CALL
3. CONSIDER APPROVAL OF MINUTES OF THE COMMITTEE OF THE WHOLE MEETING HELD ON DECEMBER 2, 2025.
4. DISCUSS RENTALS THROUGHOUT THE VILLAGE.
5. DISCUSS AN AGREEMENT BETWEEN THE VILLAGE OF TINLEY PARK AND CLEAR WAVE FIBER FOR FIBER OPTIC RIGHT OF WAY WORK.
6. DISCUSS A CONTRACT BETWEEN THE VILLAGE OF TINLEY PARK AND MUNICIPAL GIS PARTNERS FOR GEOGRAPHIC INFORMATION SYSTEM (GIS) CONSORTIUM SERVICES.
7. DISCUSS THE PURCHASE OF PROPERTY FROM JAMES FUENTES AT 17236 AND 17240 OAK PARK AVENUE.
8. DISCUSS AN AGREEMENT FOR EXECUTIVE RECRUITMENT PROFESSIONAL SERVICES FOR THE POSITION OF FINANCE DIRECTOR WITH MGT IMPACT SOLUTIONS LLC.
9. RECEIVE COMMENTS FROM THE PUBLIC

ADJOURNMENT

NANCY M. O'CONNOR, VILLAGE CLERK

ROLL CALL

MINUTES
Meeting of the Committee of the Whole
December 2, 2025 – 5:45 p.m.
Village Hall - Council Chambers
16250 S Oak Park Ave.
Tinley Park, IL 60477

Item #1 - At 5:51 p.m. the regular meeting of the Committee of the Whole was called to order.

Item #2 - Clerk O'Connor called the roll. Present and responding to roll call were the following:

Members Present: M. Glotz, Village President
N. O'Connor, Village Clerk
W. Brady, Village Trustee
W. Brennan, Village Trustee
M. Mueller, Village Trustee
K. Shaw, Village Trustee
C. Sullivan, Village Trustee

Members Absent: D. Mahoney, Village Trustee

Staff Present: P. Carr, Village Manager
H. Lipman, Assistant Village Manager/Interim Assistant Finance Director
T. Tilton, Police Chief
S. Klotz, Fire Chief
M. Coleman, Community Development Director
C. Zemaitis, Assistant Public Works Director
D. Framke, Marketing Director
M. DelGaldo, Village Attorney

Others Present: Nick Bava, Principal, Sikich, LLP

Item #3 - CONSIDER APPROVAL OF THE MINUTES OF THE COMMITTEE OF THE WHOLE MEETING HELD NOVEMBER 18, 2025 – Motion was made by Trustee Brennan, seconded by Trustee Shaw to approve the minutes of the Committee of the Whole meeting held on November 18, 2025. Vote by roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

Item #4 – ADJOURN TO EXECUTIVE SESSION TO DISCUSS –

A. THE ESTABLISHMENT OF RESERVES OR SETTLEMENT OF CLAIMS AS PROVIDED IN THE LOCAL GOVERNMENTAL AND GOVERNMENTAL EMPLOYEES TORT IMMUNITY ACT, IF OTHERWISE THE DISPOSITION OF A CLAIM OR POTENTIAL CLAIM MIGHT BE PREJUDICED, OR THE REVIEW OR DISCUSSION OF CLAIMS, LOSS OR RISK MANAGEMENT INFORMATION, RECORDS, DATA, ADVICE OR COMMUNICATIONS FROM OR WITH RESPECT TO ANY INSURER OF THE PUBLIC BODY OR ANY INTERGOVERNMENTAL RISK MANAGEMENT ASSOCIATION OR SELF INSURANCE POOL OF WHICH THE PUBLIC BODY IS A MEMBER.

Motion was made by Trustee Shaw, seconded by Trustee Brady at 5:52 p.m. to adjourn to Executive Session. Vote by roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

At 6:23 p.m., the Committee of the Whole reconvened in open session.

Item #5 – RECEIVE AUDIT PRESENTATION FROM SIKICH, LLP – Nick Bava, Principal, Sikich, LLP, presented the Auditor’s Communication to the Board of Trustees and Management for fiscal year 2025 ending April 30, 2025. The Independent Auditor’s Report noted a Clean, Unmodified Opinion. The American Rescue Plan Act (ARPA) and Cook County spending came back with no findings. President Glotz asked if members of the Committee had any questions. There were none.

Item #6 – DISCUSS 1988 LIMITED SALES TAX BONDS – This item was discussed at the December 2, 2025, Finance Committee. President Glotz asked if members of the Committee had any questions. There were none. Motion was made by Trustee Shaw, seconded by Trustee Sullivan to recommend the 1988 Limited Sales Tax Bonds be forwarded to the December 16, 2025, Village Board meeting. Vote by roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

Item #7 – DISCUSS AMENDMENT TO PAY SCALES ORDINANCE – PAY PLAN UPDATE DECEMBER 2025 – The amended Pay Scales Ordinance was provided. President Glotz asked if members of the Committee had any questions. There were none. Motion was made by Trustee Brady, seconded by Trustee Sullivan to recommend Amendments to Pay Scales Ordinance – Pay Plan Update December 2025, be forwarded to the Village Board. Vote by roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

Item #8 – DISCUSS 2026 REGULAR SCHEDULE FOR VILLAGE BOARD AND COMMITTEE OF THE WHOLE – The proposed 2026 Committee of the Whole and Village Board meeting schedule included meetings on March 17 and November 3, both of which are election days. The 2026 Open Meetings Act prohibits public bodies from meeting on election days; therefore, the schedule will be revised to remove these dates.

Motion was made by Trustee Brennan, seconded by Trustee Mueller to remove the March 17 and November 3, 2025, meeting dates from the 2026 Regular Schedule for Village Board and Committee of the Whole. Vote by roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

President Glotz asked if members of the Committee had any questions. There were none. Motion was made by Trustee Sullivan, seconded by Trustee Brady to recommend the 2026 Regular Schedule for Village Board and Committee of the Whole be forwarded to the Village Board. Vote by roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the motion carried.

Item #9 – RECEIVE COMMENTS FROM THE PUBLIC – President Glotz asked if there were any comments from the public. There were none.

Motion was made by Trustee Sullivan, seconded by Trustee Brennan, to adjourn the Committee of the Whole. Vote by roll call. Ayes: Brady, Brennan, Mueller, Shaw, Sullivan. Nays: None. Absent: Mahoney. President Glotz declared the meeting adjourned at 6:31 p.m.

Rental Discussion

Trustee Shaw



Interoffice Memo

Date: December 16, 2025
To: Village Board of Trustees
From: Walker Steinke, Assistant to the Village Manager
Cc: Patrick Carr, Village Manager, Hannah Lipman, Assistant Village Manager/Interim Finance Director

Subject: Summary of ROW License Agreement with Clearwave Fiber

The Village has been approached by Clearwave Fiber, a regional telecommunications provider, seeking a non-exclusive license to install and operate fiber-optic facilities within the public right-of-way. The proposed agreement grants Clearwave the ability to place underground and aerial fiber infrastructure subject to the Village's permitting, construction, restoration, and mapping requirements. The Village retains full regulatory authority, including the right to require relocations for public projects, and Clearwave is responsible for all installation, maintenance, restoration, and relocation costs. The company must maintain a \$100,000 performance bond and carry the required insurance naming the Village as an additional insured.

The agreement is structured as a five-year term with optional five-year renewals contingent on compliance. Overall, this agreement allows for additional broadband investment in the community while preserving strong municipal control over the right-of-way.

MASTER RIGHT-OF-WAY LICENSE AGREEMENT

This Master Right-Of-Way License Agreement (hereinafter the “Agreement”) is made and entered into as this _____ day of _____, 2025, by and between the **VILLAGE OF TINLEY PARK , ILLINOIS**, an Illinois Municipal Corporation (hereinafter the “Village”) and **DELTA COMMUNICATIONS, LLC d/b/a CLEARWAVE FIBER**, an Illinois Limited Liability Company (hereinafter the “Licensee”). Village and Licensee are at times collectively referred to hereinafter as the “Parties” or individually as the “Party.”

RECITALS

WHEREAS, Village owns or controls various public ways within the corporate limits of Village, including but not limited to highways, roads, streets, lanes, alleys, paths, curbs, sidewalks, bridges, overpasses, underpasses, tunnels, parks, parkways, playgrounds, waterways, easements, or other public ways and public rights-of-way (hereinafter “Public Ways”); and,

WHEREAS, Licensee desires to utilize portions of the Village’s Public Ways for the installation of communications facilities, including, without limitation, fiber-optic cabling, aerial pole attachments, conduits, access manholes, pull vaults, and other similar equipment, devices and appurtenances (the “Facilities”), in certain sections of said Village’s Public Ways; and

WHEREAS, the Village has agreed to grant to Licensee a non-exclusive privilege and license to use the Village’s Public Ways (the “License Premises”), and to apply for site-specific permits for subsequent uses of the Public Ways, all in accordance with and subject to the terms, conditions, and limitations of this Agreement; and

WHEREAS, the Village has the right and power to regulate and permit the installation, attachment, operation and maintenance of communications facilities upon public property and in the Public Ways within its municipal boundaries; and

WHEREAS, regulation of the deployment of communication facilities within Village’s Public Ways can be accomplished through the use of site-specific permitting, managed and controlled by the Village; and

WHEREAS, the Village has agreed to grant to Licensee a non-exclusive privilege and license to use the License Premises described above, and to apply for site-specific permits, all in accordance with and subject to the terms, conditions and limitations of this Agreement;

NOW, THEREFORE, for and in consideration of the mutual covenants, and obligations contained herein and other good and valuable consideration received by each party, the sufficiency of which is hereby acknowledged, the parties agree as follows:

1. Incorporation of Recitals. The foregoing recitals are hereby incorporated into this Agreement in their entirety.

2. Grant of License. The Village hereby grants to Licensee a non-exclusive license, privilege and permission to enter upon the Village's Public Ways and to use the License Premises described above, in accordance with the Village's Right-of-Way Permit approval process (hereinafter the "License"), for the purposes hereinafter set forth, subject, however, to the terms, conditions and limitations of this Agreement. The License herein granted shall be subject to all existing utility easements, if any, located within the Village's Public Ways, or any other easements, conditions, covenants or restrictions of record.

3. Term. This Agreement shall commence as of the date of this Agreement and shall continue for a period of five (5) years, unless otherwise sooner terminated as provided for herein. This License Agreement may be renewed for successive five (5) year terms provided that the Licensee is in material compliance with this Agreement at the time of each renewal. This Agreement may be renewed upon the mutual written agreement of both parties.

4. Fees. For so long as: (a) the Village imposes a simplified municipal telecommunications tax (35 ILCS 636/5) (or any successor tax) as permitted by law, and (b) the Licensee collects and remits said tax on the applicable services provided by Licensee, no fees or other amounts shall be due to the Village from the Licensee for the use and occupancy of the License Premises or for the site-specific permits. The Village may increase the simplified municipal telecommunications tax at any time during the term of this Agreement, and the Licensee shall collect and remit any such taxes to the Village in accordance with applicable law.

5. No Interest in Land. Licensee understands, acknowledges and agrees that this Agreement does not create an interest or estate in Licensee's favor in the License Premises. The Village retains legal possession of the full boundaries of its right-of-way and this Agreement merely grants to Licensee the privilege to use the License Premises described above throughout the term of this Agreement.

6. No Vested Right. Notwithstanding any expenditure of money, time and/or labor by Licensee on or within the License Premises, this Agreement shall in no event be construed to create an assignment coupled with an interest or any vested rights in favor of Licensee.

7. Limited Scope of License. The purpose of the License is for Licensee's use and enjoyment of the License Premises to construct, install, operate, inspect, maintain, repair, upgrade, replace and remove its Facilities.

8. Location. In addition to the License Premises described above, the Licensee shall provide the Village with an accurate map certifying the proposed locations of its Facilities within the Public Ways each time it submits a site-specific permit application. The Licensee shall provide an updated map each time any location changes are made to the Facilities. Unless otherwise stated on a permit issued by the Village, the Licensee shall not locate the Facilities so as to unreasonably interfere with the use of the Public Ways by the Village, by any utility, by the general public or by other persons authorized to use or be present in or upon the Public

Ways. The Village agrees, to the fullest extent permitted by applicable law, to hold any information provided by Licensee confidentially provided that Licensee designates such information as confidential and otherwise complies with the procedures necessary under applicable law to protect the disclosure of such information. Where possible, the Village agrees to notify Licensee in advance of any requested disclosure of such information so that Licensee may take the appropriate steps to preserve the confidentiality of such information.

9. Permitting and Installation. As a condition precedent to its right to access, use or attach any of its Facilities in the License Premises, the Licensee shall submit a site-specific permit application for each location. Each permit application shall include all siting, design, and construction information required by the Village's code of ordinances (the "Village Code"). For Licensee's initial build within the Village, the Village shall permit Licensee to apply for a blanket building permit. Village shall not unreasonably withhold or condition approval of any permit application, and shall provide approval, conditional approval, or denial within forty-five (45) days of submission by Licensee (if construction required) or fifteen (15) business days thereafter if no construction is required. Unless otherwise provided by law, the Village reserves the right to refuse to approve or authorize any permit application when it reasonably determines that space in a Public Way is inadequate to accommodate the Licensee's Facilities. All terms and conditions contained in this Agreement shall be incorporated into each individual permit obtained for each location. The installation, operation and maintenance of the Facilities shall comply with all applicable parts of the Village Code, statutes, laws or regulations.

a. The Licensee, in the performance and exercise of any of its authorizations and obligations under this Agreement shall not unreasonably obstruct or interfere in any manner with the Village's Public Ways, existing utility easements, private rights of way, sanitary sewers, sewer laterals, watermains, storm drains, gas mains, poles, aerial and other existing telecommunications facilities without the express written approval of the Village or the other owners, including franchisees, of the affected property. Licensee shall complete all construction and installation in a good and workmanlike manner, and at no expense to Village. Installation will be undertaken in the name of, or pursuant to contracts or agreements with Licensee.

b. In the event that it is necessary to install the Facilities on different Public Ways, or in a different location on a Public Way other than the License Premises due to unforeseen circumstances encountered prior to or during installation, the License Premises may be changed and the applicable permit may be amended by mutual agreement of Licensee and the Village, which agreement shall not be unreasonably denied or conditioned by the Village, and shall be provided within ten (10) days of Licensee's written request, failing which the Village shall be deemed to have approved the request.

10. Performance Bond. Prior to performing work in the Village right-of-way, Licensee shall secure a blanket performance bond in a form and in an amount as set forth in this section. The performance bond, which shall be issued by a corporation duly licensed to conduct

surety business in the State of Illinois, shall be continuously maintained in accordance with this Section at the Licensee's sole cost and expense and will be applicable to all jobs performed by Clearwave Fiber on an annual basis. The performance bond shall serve as security for the faithful performance by the Licensee of all the obligations arising under or related to this Agreement and any permit issued in relation to this Agreement. The dollar amount of the performance bond shall be set at \$100,000.

11. Restoration. On completion of any installation activity, and, subject to appropriate weather conditions, within thirty (30) days, Licensee agrees to, at its sole cost and expense, restore the Public Ways and other affected property, improvements, or facilities to a condition reasonably equivalent to that which existed prior to commencing the work. This shall include (a) replacing and grading all topsoil removed or disturbed in connection with such installation, (b) restoring all disturbed, removed, or damaged fences, roads, alleys, driveways, parkways, and similar improvements to at least as good a condition as existing immediately preceding the Installation, and (c) reseeding all grass removed in connection with any Installation.

12. Relocation of Facilities for Village. Upon receipt of at least sixty (60) days advance written notice, the Licensee shall, at its sole cost, relocate in or remove from the License Premises, any Facilities of Licensee when lawfully required by the Village by reason of traffic conditions, public safety, street abandonment, highway and street construction, change or establishment of street grade, installation of sewers, drains, gas or water pipes, or any other type of public structures or improvements. The Licensee shall in all cases have the right of abandonment of part or all of its Facilities. The Village will reasonably endeavor to provide a place to which the Facilities may be relocated, but if no such place is available, then Licensee must relocate the Facilities off the Public Way at its expense. The Village shall not be liable for any costs associated with any such relocation, rerouting or removal of Licensee's Facilities. If Licensee reasonably requires additional time to complete any relocation or removal, the Village will afford Licensee such additional time requested by Licensee provided Licensee uses reasonable efforts to complete all such work in a timely manner.

13. Relocation For Third Party. The Licensee shall, on the request of any third party holding a lawful license or permit issued by Village, protect, support, raise, lower, temporarily disconnect, or relocate in the License Premises as necessary any Facilities of Licensee, provided: (a) the expense of such is paid by said third party benefiting from the relocation, including, if required by the Licensee, making such payment in advance; (b) the Licensee is given reasonable advance written notice to prepare for such changes; and (c) such request does not require unreasonable efforts on the part of Licensee, and would not be reasonably likely to cause damage to or interference with Licensee's Facilities. For purposes of this section, reasonable advance written notice shall be no less than ninety (90) days in the event of a temporary relocation, and no less than one hundred twenty (120) days for a permanent relocation.

14. Transferability of License. The Licensee's right, title, or interest in the License shall not be sold, transferred, assigned, or otherwise encumbered, other than to an entity controlling, controlled by, or under common control with the Licensee, without prior written notice to Village. Licensee may transfer any permit upon thirty (30) days' advance notice to the Village, subject to Village approval in writing, and upon such transfer the transferee shall become responsible for all obligations of Licensee under this Agreement.

15. Termination. This Agreement and the License herein granted to Licensee may be terminated by Village, if after written notice by Village to Licensee of the occurrence or existence of a default or material breach of this Agreement; provided, however, that prior to such termination Licensee may take steps to cure, or commence good faith efforts to cure, such default or material breach within forty-five (45) days after delivery of such notice.

16. Removal or Abandonment Upon Termination. At such time as this Agreement and the License herein granted to Licensee is terminated, Licensee shall remove its Facilities located in the License Premises within a reasonable amount of time. With respect to any removal, Licensee shall repair all damage caused in connection with removal and shall restore the areas affected by the Facilities to the condition and appearance in which they were found prior to installation of the Facilities, reasonable wear and tear and damage by casualty excepted.

17. Insurance. Licensee shall maintain at all times during the term of this Agreement, at Licensee's sole cost, a policy or policies of comprehensive general liability coverage from an insurance company licensed with the State of Illinois or other insurer approved by Licensee with at least One Million Dollars (\$1,000,000) per occurrence and Two Million Dollars (\$2,000,000) aggregate limit. Such policy or policies shall provide that the coverage afforded thereunder shall not be canceled, terminated or materially changed until at least thirty (30) days written notice has been given to Village. Licensee shall name Village as additional insured and shall furnish Village with a certificate evidencing insurance in force as required herein prior to utilizing the License Premises.

18. Maintenance. During the term of this Agreement, Licensee shall, at Licensee's sole cost and expense, maintain its facilities in the License Premises in good condition and in compliance with any applicable requirements of law. If any Facilities, or work performed in connection therewith, is reasonably determined by the Village to fail to comply with this Agreement, the Village may require Licensee to correct such Facilities or work within a reasonable time after receipt of written notice of the same. If Licensee fails to do so, then the Village shall have the right to perform such maintenance, and Licensee shall pay 120% of the Village's direct, verifiable and reasonable costs in doing so.

19. Reservation of Rights. The Village hereby reserves the right to use the License Premises and all adjacent property of the Village in any manner that will not interfere with the exercise by Licensee of the rights granted hereunder. The Village has the right to grant other

non-exclusive easements over, along, on, or across the License Premises, except that any such other easements will be subject to this Agreement and the rights granted hereby.

20. Compliance with Law. Licensee shall adhere to and comply in all material respects with all ordinances, laws, rules and regulations that may pertain to or apply to the License Premises and the Licensee's use thereof. Licensee agrees and warrants that it has procured or shall procure any licenses, permits or like permission required by law, if any, to conduct or engage in the use of the License Premises described herein, that Licensee will procure all additional licenses, permits or like permission hereinafter required by law during the term of this Agreement, and that Licensee will keep the same in full force and effect during the term of this Agreement.

21. Indemnification. To the fullest extent permitted by Illinois law and without regard to the availability or unavailability of any insurance, the Licensee shall defend, indemnify and hold harmless the Village from any loss, damage, liability, cause of action, fine or judgement, together with all direct, verifiable, and reasonable costs and expenses related thereto (including reasonable expert witness and attorneys' fees), that may be incurred as a result of bodily injury, sickness, death or property damage or as a result of any other claim or suit of any nature whatsoever arising from or in any manner connected with Licensee's use or occupancy of the Village's improvements or right-of-way associated with such improvements by the Licensee or its employees, agents, or contractors arising out of the rights and privileges granted under this Agreement, and other applicable law. The Licensee has no obligation to indemnify or hold harmless against any liabilities and losses as may be due to or caused by the negligence or willful misconduct of the Village or its employees or agents. Neither party will be liable for consequential, indirect, punitive, incidental, or special damages (including lost revenues, loss of equipment, interruption or loss of service, or loss of data) for any cause of action, whether in contract, tort or otherwise, even if the party was or should have been aware of the possibility of these damages, whether under theory of contract, tort (including negligence), strict liability or otherwise, however caused, based on any theory of liability. The indemnification provisions set forth in this Section of the Agreement shall remain in effect for any claims based on occurrences during a license period.

22. Notices. Any notice required or permitted under this Agreement shall be in writing and shall be sufficient if personally delivered or mailed by certified mail, return receipt requested, addressed as follows:

To Village:

Village of Tinley Park
16250 S. Oak Park Avenue
Tinley Park, IL 60477

Attn: Office of the Mayor

With a copy to:

Del Galdo Law Group, LLC
1441 S. Harlem Avenue
Berwyn, Illinois 60402
Attn: Michael T. Del Galdo

To Licensee:

Delta Communications LLC, d/b/a Clearwave Fiber
P.O. Box 808
Harrisburg, IL 62946

With Copy to:

Clearwave Fiber
P.O. Box 1229
Pooler, GA 31322
Attn: Legal Department
legal@clearwavefiber.com

Notices mailed in accordance with the provisions of this paragraph shall be deemed to have been given on the third business day following mailing. Notices personally delivered shall be deemed to have been given upon delivery.

23. No Joint Venture or Partnership. This Agreement shall not be construed so as to create a joint venture, partnership, employment, or other agency relationship between the parties hereto.

24. Third-Person Beneficiaries. There are no third-person beneficiaries of this Agreement.

25. No Personal Liability. No official, director, officer, agent or employee of Village shall be charged personally or held contractually liable under any term or provision of this Agreement, or because of their execution, approval or attempted execution of this Agreement.

26. Joint and Collective Work Product. This Agreement is and shall be deemed and construed to be a joint and collective work product of Village and Licensee, and as such, this Agreement shall not be construed against one party as the otherwise purported drafter of the same by any court of competent jurisdiction in order to resolve any inconsistency, ambiguity, vagueness or conflict, if any, in the terms or provisions contained herein.

27. Force Majeure. Without limiting any other provision of this Agreement, should any event, whether foreseen or unforeseen, outside the reasonable control of Licensee (a "Force Majeure Event") prevent Licensee from timely complying with any provision of this Agreement, the relevant obligation shall be suspended until the earlier of the cessation of the Force Majeure Event, the time at which Licensee fulfills the relevant obligation, or the date upon which Licensee and the Village agree to an alternative resolution.

28. Severability. The terms of this Agreement shall be severable. In the event any of the terms or provisions of this Agreement are deemed to be void or otherwise unenforceable, for any reason, the remainder of this Agreement shall remain in full force and effect.

29. Change Of Law; Rights Under Laws. If any federal, state, or local laws or regulations (including, but not limited to, those issued by the FCC or its successor agency) and any binding judicial interpretations thereof (collectively, “Laws”) that govern any aspect of the rights or obligations of the Parties under this Agreement shall change after the effective date of this Agreement and such change makes any aspect of such rights or obligations inconsistent with the then effective Laws, then the Parties agree to promptly amend this Agreement as reasonably required to accommodate and/or ensure compliance with any such legal or regulatory change. This Agreement is not intended to in any way limit or waive either Party’s present or future rights under applicable state and federal law.

30. References in Agreement. All references in this Agreement to the singular shall include the plural where applicable, and all reference to the masculine shall include the feminine and vice versa. If either reference shall be declared invalid, such decision shall not affect the validity of any remaining portion that shall remain in full force and effect.

31. Section Headings. Section headings are inserted for convenience only and in no way limit or define the interpretation to be placed upon this Agreement.

32. Binding Agreement on Parties. This Agreement shall be binding on the parties hereto and their respective successors and permitted assigns.

33. Entire Agreement. This Agreement and its exhibits constitute the entire agreement and understanding between the parties and supersedes any prior agreement or understanding relating to the subject matter of this Agreement.

34. Amendment. This Agreement may be changed, modified or amended only by a duly authorized written instrument executed by the parties hereto. Each party agrees that no representations or warranties shall be binding upon the other party unless expressed in or writing herein or in a duly authorized and executed amendment hereof.

35. Multiple Counterparts. This Agreement may be executed in multiple counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

36. Police Powers. Nothing in this Agreement shall be construed as an abrogation by the Village of any of its police powers to adopt and enforce applicable ordinances necessary for the health, safety and welfare of the public. Licensee shall comply with all applicable laws and ordinances enacted by the Village pursuant to such police power. Violation of Village ordinances by Licensee shall constitute a breach of this Agreement.

[Signature Page follows]

IN WITNESS WHEREOF, each of the parties hereto has caused this Agreement to be executed by its duly authorized representatives as of the day and year first above written.

VILLAGE OF TINLEY PARK, ILLINOIS:

By: _____

Name: _____

Title: _____

Date: _____

LICENSEE:

By: _____

Name: _____

Title: _____

Date: _____



Interoffice Memo

Date: December 16, 2025
To: Village Board
From: Anthony Ardolino, Director of Information Technology
Cc: Patrick Carr, Village Manager, Hannah Lipman, Assistant Village Manager/Interim Finance Director

Subject: GIS Agreement and Annual Renewal.

The Village is part of a GIS Consortium where GIS services are provided to the Village by Municipal GIS Partners. Municipal GIS Partners (MGP) provides GIS professional services on the consortium's behalf. The agreement with MGP provides 1,648 direct support hours of which approximately 15 days per month an on-site resource is present at the Village.

This agreement is for a one-year term, the Village can terminate this contract with, or without cause, at any time upon ninety (90) day written notice.

The proposed renewal cost is \$249,411.12 and covers the period January 1, 2026, through December 31, 2026.

Funding is budgeted in the approved FY26 operating budget via the accounts 01-16-000-72652, 60-00-000-72652, 63-00-000-72652, 64-00-000-72652



Attachment 1 – Tradition Statement of Work

To GIS Consortium Service Provider Contract

About Municipal GIS Partners (MGP)

MGP (the Consultant) is the Service Provider to the GIS Consortium (GISC). It is necessary that each GISC member enter into an annual agreement with the Consultant (GISC Service Provider) to maintain their standing as a GISC member.

GISC Membership includes:

- Complete Geographic Information System (GIS) program staffing with technology cost distribution across GISC members
- Access to all membership solutions and products
- Participation in collaborative opportunities to share ideas and solutions

The Included Services section below expands on services provided by this agreement.

General Purpose

The Consultant will manage, develop, operate, and maintain all or part of the Village of Tinley Park (the Municipality) GIS program, as directed by the Municipality. Additionally, the Consultant will identify opportunities for continued program development and enhancement.

Program Staffing

The Consultant provides all the requisite staffing and skillsets required to manage the Municipality program, including:

- Technical professionals supporting the Municipality's program needs
- Advanced technical support staff for analysis, system integration, and escalation
- Systems analysts for ensuring product, solution, and infrastructure performance
- Professional program managers for ensuring service levels

Direct Program Hours

Services related to the fulfillment of Municipality requests, execution of planned projects, and maintenance of the Municipality program required to support the system.

Team Access During Normal Working Hours

The Consultant typically works Monday through Friday 8:00AM to 5:00PM. The Municipality has direct access to the staff assigned to the Municipality. Alternatively, the Municipality can call the Consultant's general telephone number or submit an email to Consultant's service desk for service.

Emergency Event Support

The Consultant will support Municipality emergency events within a reasonable timeframe of notification and work to staff the event for its duration. These services are not limited to normal business hours.

The Service Level section below expands on the program staffing services included in this agreement.

Direct Program Hours

Pursuant to the GISC membership agreement and bylaws all members must contract for a service level consistent with the allocation practices as prescribed by the GISC. The direct program staffing allocation for the Municipality for this agreement period is:

Agreement Period: January 1, 2026, through December 31, 2026

Direct Program Hours: 1,648.00

{Onsite presence: Average of 15.45 days per month; estimated based upon 90 percent of the direct program hours, provided the Municipality and Consultant shall consult with each other in good faith from time to time on the advisability of flexible work arrangements whereby the program hours may be completed off-site, particularly in circumstances where the assigned staff and program are meeting or exceeding expectations.}

Fees and Expenses

The fee for the direct program hours set forth above is **\$20,784.26** per month. The total contract value for the agreement period is **\$249,411.12**. Such fee does not include taxes or any reimbursable out-of-pocket expenses that may be incurred by the Consultant.

Included Services

This section identifies the professional staffing, products and solutions, and business structures included in this service agreement. The Municipality is responsible for identifying and prioritizing the aspects of the services that are most important. The Consultant is responsible for implementing those priorities and communicating progress.

Program Management

The Consultant provides the required staffing and organization with the skills and expertise to manage, develop, and maintain the system per the Municipality's priorities which includes GISC shared infrastructure, platforms, products, and solutions. Services include:

1. Consulting and reporting with all Municipality departments
2. Project identification, management, and delivery
3. User training and onboarding
4. Resource management and scheduling

Data Management

The Consultant is responsible for the GIS and related data based on priorities as directed by the Municipality, including data creation, management, and delivery.

Primary Layers:

Addresses, parcels, buildings, streets, railroads, water utilities, sewer utilities, municipal boundary, zoning districts, planned unit developments, variances, TIF districts, special use permits, annexations, signs, trees, recreation areas, bike paths, water features, school districts, emergency response boundaries, refuse collection, and legislative districts.

Municipality Priority Layers

The Consultant's local government data model has over 260 standard layers. Included in this service is the identification, creation, and management of layers as directed by the Municipality.

Data Quality

One of the primary accountabilities of the Consultant is to ensure that Primary and Municipality Priority layers are of high-quality. Practices employed include:

1. Daily data quality reporting and alerting
2. Mistake proofing databases, processes, and productivity tools
3. Address Verification to identify discrepancies between Municipality ERP and department systems
4. Formation and support of key data stakeholder teams
5. Data management documentation for Municipality layers

Products and Solutions

GISC Membership includes unlimited access to the products and solutions developed by the Consultant for the GISC and its members. The Consultant is accountable for:

1. Collaboration with third party vendors and partners
2. Deploying shared solutions for the Municipality
3. Integration with ERP and department systems
4. Identifying and communicating new solution opportunities
5. Managing existing solutions to agreed service levels
6. Infrastructure monitoring, alerting, and mitigation
7. Patching, updating, and securing shared infrastructure
8. Researching and evaluating opportunities for development
9. Resource planning and scheduling
10. Scalability planning and right sizing
11. Technical documentation
12. Testing and quality certification

Solution List

The following are the primary products and solutions provided by the Consultant through membership in the GISC:

1. **Address Pre-Check**: A tool to standardize address data in Municipality systems and workflows

2. **Address Verification**: A product to assess and score community address quality across department systems
3. **Asset Management and Manager Dashboards**: A solution that enables the Municipality to manage and visualize infrastructure data and maintenance
4. **Community Map Viewer**: A publicly accessible map viewer designed for residents and businesses
5. **Community-Portal**: An address-based portal that integrates and organizes department data for staff, residents, and local businesses
6. **Local Government Data Model**: A database standard developed for, and in partnership with, members of the GISC
7. **myGIS**: A secure staff accessible mapping system to discover and analyze all Municipality GIS data
8. **Project Sharing Catalog**: A resource that showcases available projects and solutions for collaboration, visibility, and reuse across teams
9. **Real-Time Solutions**: A resource that showcases available projects and solutions for collaboration, visibility, and reuse across teams
10. **Story Maps**: A tool to consume and visualize data from real-time sensors and assets

Service Level Agreement

The Consultant is responsible for managing the quality and availability of GISC infrastructure and solutions. These parameters are determined by GISC Board policy and included in these services.



Interoffice Memo

Date: December 10, 2025

To: Village Board

From: Pat Carr, Village Manager

Subject: Property Purchase and Sale Agreement

Staff is recommending approval for the purchase of the properties at 17236 S. Oak Park Avenue for \$350,000.00 and 17240 S. Oak Park Avenue for \$150,000.00.



Interoffice Memo

Date: December 9, 2025

To: Patrick Carr, Village Manager

From: Angela Arrigo, HR Director

Subject: MGT Executive Recruitment Professional Services - Finance Director Position

Over the last couple of years, we have engaged in staffing leasing agreements to supplement department operations during periods of high workload and staffing vacancies through MGT. MGT has successfully filled many vacancies with temporary professional level staff to meet our needs. We have also previously engaged MGT for the executive recruitment of the Assistant Finance Director position. Since this recruitment did not result in hiring a final candidate, we have placed this executive recruitment on hold status and anticipate re-visiting this with MGT in the near future. The intent is to move forward with filling the Finance Director vacancy first which will allow the Finance Director to have direct input in filling department vacancies including the Assistant Finance Director position. We are seeking to engage MGT to fill the position of Finance Director. Attached is the executive recruitment proposal with a total cost of \$26,000, plus travel and any additional advertising costs.

I am seeking authorization to move forward with these professional executive recruitment services.



Proposal

NOV 20, 2025

Finance Director

Village of Tinley Park, Illinois

Submitted by:

MICHELE MORAWSKI
CLIENT SERVICES MANAGER
790 FRONTAGE ROAD
SUITE 213
NORTHFIELD, IL 60093
224.415.3791
MMORAWSKI@MGT.US



Scope of Work

Project Approach & Methodology

A typical recruitment and selection process requires a significant investment of time and effort. A substantial portion of this involves administrative tasks such as advertisement placement, reference checks, and candidate due diligence.

We believe our experience and ability to professionally administer your recruitment will provide you with a diverse pool of highly qualified candidates for your position search.

Our clients are informed of the progress of their recruitment throughout the entire process. We are always available by mobile phone or email should you have a question or need information about the recruitment.



Success Stories

"The coordination by the consultant helped to alleviate the workload of internal staff. Consultant was willing to customize the process based on the City's needs."

PHASE 1 – POSITION ASSESSMENT, ANNOUNCEMENT, & BROCHURE

MGT treats each executive recruitment as a transparent partnership with our client. We believe in engaging with stakeholders early in each recruitment process to fully understand the challenges and opportunities inherent in the position. Understanding the organizational culture is critical to successful recruitment. We gain this insight and information through meetings (one on one and in small groups), surveys, and a review of relevant information. This information is reflected in a polished marketing piece that showcases the organization and the area it serves.

INFORMATION GATHERING

- One-on-one or group interviews with stakeholders identified by the Village.
- Surveys can be used for department personnel and/or the community to gather feedback.
- Conversations/interviews with department heads.

A combination of the items listed above can be used to fully understand community and organizational needs and expectations for the position.

Development of a **POSITION ANNOUNCEMENT** to be placed on websites and social media.

Development of a thorough **RECRUITMENT BROCHURE** for Village review and approval.

Agreement on a detailed **RECRUITMENT TIMETABLE** – a typical recruitment takes between 90 to 120 days from the time you sign the contract to the appointment of the finalist candidate.

PHASE 2 – ADVERTISING, CANDIDATE RECRUITMENT, & OUTREACH

We make extensive use of social media as well as traditional outreach methods to ensure a diverse and highly qualified pool of candidates. Our website is well known in the local government industry – we typically have 17,000+ visits monthly to our website and career center. Additionally, our weekly jobs listings are sent to over 8,000 subscribers.

Phase 2 will include the following:

- MGT consultants will personally identify and contact potential candidates.
- Develop a database of potential candidates from across the country unique to the position and to the Client, focusing on:
 - Leadership and management skills.
 - Size of organization.
 - Experience in addressing challenges and opportunities also outlined in Phase 1.
 - The database will range from several hundred to thousands of names. An email campaign will be sent to each potential candidate.
- Placement of the Position Announcement:
 - Public sector online Career Centers.
 - **Social media:** LinkedIn (posted on MGT Executives LinkedIn news feeds to reach over 50,000 connections), Facebook, and Instagram.
 - MGT will provide the Client with a list of advertising options for approval.

PHASE 3 – CANDIDATE EVALUATION & SCREENING

Phase 3 will include the following steps:

- Review and evaluation of candidates' credentials with consideration to the criteria outlined in the Recruitment Brochure.
- Candidates will be narrowed down to those that meet the qualification criteria.
- Candidate evaluation process:
 - Completion of a questionnaire explaining prior work experience.
 - Live Video Interview (45 minutes to 1 hour) conducted by consultant with each candidate selected for further consideration.
 - References provided by the candidate are contacted.
 - Internet/Social Media search conducted on each candidate selected for further consideration.

All résumés will be acknowledged and inquiries from candidates will be personally handled by MGT, ensuring the Client's process is professional and well regarded by all who participate.

PHASE 4 – PRESENTATION OF RECOMMENDED CANDIDATES

Phase 4 will include the following steps:

SCOPE OF WORK

- MGT will prepare a Recruitment Report presenting the credentials of those candidates most qualified for the position.
- MGT will provide an electronic recruitment portfolio which contains the candidates' materials along with a "mini" résumé for each candidate so that credentials are presented in a uniform way.
- The Client will receive a log of all applicants and may review résumés if requested.
- Report will arrive in advance of the Recruitment Report Presentation.

MGT will meet with the Client to review the recruitment report and provide additional information on the candidates.

PHASE 5 – INTERVIEWING PROCESS & BACKGROUND SCREENING

Phase 5 will include MGT completing the following steps:

- Develop the first and second round interview questions for Client review and comment.
- Coordinate candidate travel and accommodations.
- Provide Client with an electronic file that includes:
 - Candidates' credentials.
 - Set of questions with room for interviewers to make notes.
 - Evaluation sheets to assist interviewers in assessing the candidate's skills and abilities.

Background screening will be conducted along with additional references contacted:

MGT BACKGROUND SCREENING

✓ Social Security Trace & Verification	✓ County/Statewide Criminal Search
✓ US Federal Criminal Search	✓ Civil Search
✓ Verified Enhanced National Criminal Search	✓ Bankruptcy, Leans, and Judgements
– National Sex Offender Registry	✓ Motor Vehicle Record
– Most Wanted Lists: Federal Bureau of Investigation (FBI), Drug Enforcement Agency (DEA), Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF), Interpol	✓ Education Verification – All Degrees Earned
– Office of Foreign Assets Control (OFAC) Terrorist Database Search	Optional: Credit Report – Transunion with score (based on position and state laws)
– Office of the Inspector General (OIG), General Services Administration (GSA), System for Award Management (SAM), Food and Drug Administration (FDA)	Optional:
– All felonies and misdemeanors reported to the National Database	– Professional License Verification
	– Drug Screen
	– Employment Verification

SCOPE OF WORK

MGT will work with you to develop an interview schedule for the candidates and coordinate travel and accommodation. MGT consultants will be present for all the interviews, serving as a resource and facilitator.

MGT will coordinate a 2-Step Interview process. The first-round interviews will include four to five candidates. The second-round interviews will include two or three candidates. MGT will supply interview questions and an evaluation form.

In addition to a structured interview, the schedule can incorporate:

- Tour of Client facilities.
- Interviews with senior staff.

PHASE 6 – APPOINTMENT OF CANDIDATE

- MGT will assist you as much as requested with the salary and benefit negotiations and drafting of an employment agreement, if appropriate.
- MGT will notify all applicants of the final appointment, providing professional background information on the successful candidate.

Project Timeline

Based on our experience in conducting similar projects, we anticipate the proposed project can be completed within 14 weeks of project initiation as illustrated in **Exhibit 1**.

Exhibit 1. Proposed Schedule

WORK PLAN TASKS	WEEK													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Phase 1: Interviews & Brochure Development														
Phase 2: Advertising, Candidate Recruitment, & Outreach														
Phase 3: Candidate Evaluation & Background Screening														
Phase 4: Presentation of Recommended Candidates														
Phase 5: Interview Process & Additional Background Screening														
Phase 6: Appointment of Candidate														

Full Scope Recruitment Price

Summary of Costs	Price
Recruitment Fee	\$22,000
Recruitment Expenses (not to exceed) Expenses include candidate due diligence efforts on presented candidates and background screenings for up to four finalists.	\$2,000
Advertising <i>*Advertising costs over \$2,000 will be placed only with client approval. If less than \$2,000, client is only billed for actual cost.</i>	\$2,000*
TOTAL:	\$26,000**

****Consultant travel expenses are not included in the price proposal. If the consultant is requested to travel to the client, travel costs will be estimated at time of request. Only actual expenses will be billed to the Village for reimbursement.**

Possible in-person meetings could include:

- Recruitment brochure interview process
- Presentation of recommended candidates
- Interview Process

Any additional consultant visits requested by the Village (beyond the three visits listed above) will be billed at \$225/hour. The additional visits may also result in an increase in the travel expenses billed.

*This fee does not include travel and accommodation for candidates interviewed.

RECOMMENDED OPTIONAL SERVICE:

Our Classification and Compensation team can conduct a review and analysis of the job description, qualifications, and classification, and provide comparable insights using reliable compensation and job data sources. This analysis helps ensure the position's skill requirements and salary range are aligned with the broader market. **Cost: \$900**

Payment for Fees & Services

- **1st Invoice:** Contract Award (40% of the Recruitment Fee).
- **2nd Invoice:** Presentation of Candidates (40% of the Recruitment Fee & expenses incurred to date).
- **Final Invoice:** Completion of Recruitment (20% of the Recruitment Fee plus all remaining expenses).

Proposal pricing is valid for 90 days. Payment of invoices is due within 30 days of receipt.

Our Guarantee – Full Scope Recruitment

MGT is committed to assisting our clients in the selection and appointment of a suitable candidate. In today's competitive hiring market, it is critical to move expeditiously to interview candidates and make key hiring decisions; failure to do so may result in the loss of desirable candidates. If the client has not responded to multiple requests for decisions and/or guidance within six weeks of candidates being presented for interview or following finalist interviews, MGT may choose to cancel the contract and bill the client for work completed to date.

It is MGT's goal to provide the client with well-qualified candidates for their hiring needs. If the client rejects the list of qualified candidates and/or fails to negotiate in good faith and comes to terms with hiring a candidate and instead chooses to readvertise the opportunity, MGT reserves the right to charge additional consulting fees commensurate with the additional work requested. If the Client hires more than one candidate introduced by MGT as a result of this recruitment process during the subsequent twelve-month period, an additional placement fee equivalent to 50% of the recruitment fee will apply for each additional hire.

Upon appointment of a candidate, MGT provides the following guarantee: should the selected and appointed candidate, at the request of the Village or the employee's own determination, leave the employ of the Village within the first 12 months of appointment, we will, if desired, conduct one additional recruitment for the cost of expenses and announcements. Reimbursable expenses may be incurred should the recruitment process require the consultant to travel to the Village. To engage in this guarantee, the request must be made within thirty days of the employee's departure.

HIRING OF ADDITIONAL CANDIDATES

If the Village hires more than one candidate introduced by MGT as a result of this recruitment process during the subsequent twelve-month period, an additional placement fee equivalent to 50% of the recruitment fee will apply for each additional hire. The guarantee stated above will only apply to the initial candidate hired by the Village.



Maureen Barry Senior Consultant



Maureen Barry, Senior Consultant at MGT, brings over 30 years of combined experience in local government from both public and private sectors. Since 2020, she has led over 60 searches for lead and specialized positions, with a focus on Finance and Community/Economic Development across the U.S. Midwest, East, and West. Previously, Maureen spent 13 years as a Municipal/Financial Advisor and 15 years directly in municipalities, managing HR functions and providing public finance and economic development solutions. She excels in understanding diverse community cultures, emphasizing comprehensive planning and consensus-building. Maureen is known for her client-centric approach, clear communication, and commitment to quality outcomes.

Areas of Expertise

- Management Resources Consulting for Public Organizations
- Recruitment and Selection for Lead and Specialized Positions
- Human Resources Management in Municipalities

Education

- M.P.A., Indiana University
- B.A., Political Science, University of Dayton
- Qualified Municipal Advisor Representative (Series 50) with the Municipal Securities Rulemaking Board (inactive)
- Certified Independent Professional Municipal Advisor by the National Association of Municipal Advisors (inactive)

Speaking Engagements

- Speaker on various public finance and economic development topics at seminars and conferences sponsored by the following organizations from 2008-2024: Illinois City/County Management Association, Illinois Government Finance Officers Association, Illinois Municipal Treasurers Association, Illinois Tax Increment Association, and The Legacy Project, among others.

Memberships & Affiliations

Illinois City/County Management Association (ILCMA)
International City/County Management Association (ICMA) – Conference Scholarship 1995
Illinois/Government Finance Officers Association (IGFOA and GFOA)
Women in Public Finance (WPF) – Chicago Chapter Board member, 2024 President
Lambda Alpha International (LAI), Ely Chapter, Chicago (Land Use Economics and Development)
National Association of Municipal Advisors (NAMA)
Illinois Tax Increment Association (ITIA)
Council of Development Finance Agencies (CDFA)
Illinois Municipal Treasurers Association (IMTA)
The Legacy Project (Advancing Women in Local Government)
Rotary Club of Wilmette Harbor – Past President, Past Foundation Board & Committee Chair, Board Member
Rotary District 6440 – Past District Treasurer, Finance Committee/Chair, Grants Committee

Professional Experience

Stern Brothers & Co., Director/Municipal Advisor, 2019-2020
Ehlers & Associates, Inc., Senior Municipal Advisor/Vice President, 2008-2019
Village of Wilmette, IL, Assistant Village Manager, 2004-2008
City of Evanston, IL, Assistant to the City Manager, 2000-2004
City of Glendale, AZ, Management Assistant/Intern, 1995-2000
Montgomery County Parks & Grounds, Intern, 1992



Charlene Stevens

Vice President



Charlene Stevens brings over 20 years of municipal management expertise to her role as Vice President at MGT. With a distinguished career that spans rural, suburban, and urban settings across Minnesota, Kansas, and Pennsylvania, Charlene has led more than 80 executive recruitments nationwide. Her experience includes significant roles in civic engagement, community visioning, workforce development, and downtown revitalization. Charlene is known for her professionalism and commitment to public service. She has held numerous leadership positions throughout her career and across the country. A dedicated mentor and advocate for inclusive environments, she excels in stakeholder engagement and has successfully managed projects involving park expansions, greenspace preservation, and workforce training initiatives.

Charlene leads MGT's Recruitment Services and directly conducts recruitments and general consulting services. She is a frequent speaker at state and national conferences.

Areas of Expertise

- Executive Recruitment
- Strategic Planning
- Civic Engagement
- Community Visioning
- Community Engagement
- Staff Mentoring Programs
- Stakeholder Engagement
- Park Expansions and Greenspace Preservation
- Workforce Training Initiatives
- Municipal Management

Education

- Master of Public Administration, University of Kansas
- Bachelor of Arts, International Relations, Pomona College

Training & Instruction

- Instructor, International City and County Management Association (ICMA), Emerging Leaders Development Program and Mid-Career Institute
- Presenter and Speaker for ICMA, MCMA, and State Association and Affiliate Groups

Memberships & Affiliations

International City/County Manager Association (ICMA), Current Member, Past Regional Vice President, Past Committee and Task Force Chair

Minnesota City/County Managers Association (MCMA), Current Member

League of Minnesota Cities, Past Board Member

Coalition of Greater Minnesota Cities, Past Board Member

Women in Public Service Wichita/Sedgwick County, Kansas, Founding Member

Professional Experience

Cottage Grove, MN, City Administrator, 2015-2018

Willmar, MN, City Administrator, 2011-2015

Sedgwick County, KS, Assistant County Manager, 2006-2011

Lower Gwynedd, PA, Assistant Township Manager, 1999-2006

Buckingham, PA, Assistant Township Manager, 1997-1999

City of Wichita, KS, Neighborhood Assistant, 1995-1996

Finance Recruitment Client List 2022 to Present

State	Client	Position Title	Population	Year
Connecticut	Financial Accounting Foundation	Government Accounting Standards Board - Board Member	Multi	2025
		Government Accounting Standards Board - Part-Time Board Member	Multi	2024
		Government Accounting Standards Board - Senior Research	Multi	2022
		Government Accounting Standards Board - Senior Technical Advisor	Multi	2022
Florida	Boca Raton	Finance Services Director (Professional Outreach)	95,787	2023
	Cooper City	Finance Director (Custom)	33,972	2023
	DeFuniak Springs	Finance Director	7,000	2023
	Lake Worth Drainage District	Finance & Administration Director (Professional Outreach)	800,000	2024
	Pinellas County	Financial Manager - Pinellas County Utilities Department (Professional Outreach)	970,600	2023
	Pinellas Park	Assistant Administrator, Management & Budget	52,137	2025
	West Palm Beach	Assistant Chief Financial Officer	117,000	2023
	Augusta	Chief Financial Officer	200,000	2025
Georgia	Adams County	Finance Manager (Virtual)	Multi	2022
Illinois	Addison Park District	Finance Manager (Virtual)	Multi	2022
	Antioch	Finance Director (Professional Outreach)	14,231	2024
	Bensenville	Finance Director	20,703	2024
	Champaign County	Budget Director	206,542	2023
	Charleston	Comptroller (Professional Outreach)	20,141	2023
	Chicago Botanic Garden	Controller	8,687	2023
		Senior Accountant, Grants	8,687	2024
	Collinsville	Finance Director	25,838	2022
	Crest Hill	Finance Director (Professional Outreach)	21,169	2024
	Decatur	Chief Financial Officer (Professional Outreach)	76,178	2023
	Des Plaines	Assistant Finance Director	58,364	2025
	Glen Ellyn	Finance Director	27,000	2022
	Huntley	Finance Director (Virtual)	27,207	2024
	La Grange	Finance Director	15,610	2023
	La Grange Park	Finance Director/Village Treasurer	13,579	2023
	Lake County	Director of Finance/Chief Financial Officer	703,462	2025
	Lake Forest	Finance Director	19,375	2024
	Lake Villa	Finance Director (Virtual)	8,774	2023
	Lincolnwood	Finance Director	12,590	2025
	Matteson	Assistant Director of Finance (Virtual)	18,664	2025
	McHenry County	Assistant Finance Director	318,000	2023
	Metra	Chief Audit Officer	2,700,000	2024
	Northbrook Park District	Director of Finance & Technology (Professional Outreach)	37,000	2022
	Oak Park	Chief Financial Officer (Virtual)	52,000	2024
	Olympia Fields	Finance Director (Professional Outreach)	4,821	2024
	Pace Suburban Bus	Accountant I - Fixed Asset	Multi	2023
	Palatine	Finance Director	67,908	2024
	River Grove	Financial Analyst (Professional Outreach)	10,134	2024
	Rochelle	Director of Finance/Budget Officer	9,446	2025
	Rock Island	Director of Finance (Professional Outreach)	39,684	2023
	Skokie	Risk Manager (Professional Outreach)	67,824	2023
	Tinley Park	Assistant Finance Director	56,831	2025
	Vernon Hills	Finance Director	25,911	2022
	Villa Park	Finance Director (Virtual)	22,038	2022
	Wauconda	Finance Director (Professional Outreach)	14,125	2023
	West Chicago	Finance Director	27,221	2022
	West Dundee	Finance Director	8,000	2025
	Westmont	Finance Director (Virtual)	24,767	2022
				2024
	Wheeling	Deputy Finance Director	38,878	2024
	Woodridge	Director of Finance	33,256	2023
Iowa	Dubuque	Budget Manager	59,700	2023
		Finance Manager	59,700	2023
	Ottumwa	Finance Director	25,350	2022
	Spencer	Finance Director	11,451	2025
Kansas	Lawrence	Finance Director	101,211	2023
Kentucky	Paducah	Director of Finance	24,850	2025
Maryland	Westminster	Director of Finance	18,522	2022
Massachusetts	Brookline	Finance Director	58,732	2022
	New Bedford	Chief Financial Officer	95,032	2023

		Treasurer Collector	95,032	2023
Michigan	East Lansing	Finance Director (Limited)	48,500	2022
	Grand Rapids	Deputy City Comptroller	200,217	2024
	Pontiac	Finance Director	60,984	2024
	Royal Oak	Finance Director	59,112	2022
	Traverse City	Finance Director/City Treasurer (Virtual)	15,559	2023
Minnesota	Blaine	Assistant Finance Director	67,939	2025
	Buffalo	Finance Director/Assistant City Administrator	15,855	2024
	League of Minnesota Cities	Chief Financial Officer (Limited)	Multi	2025
	Savage	Finance Director (Professional Outreach)	32,465	2024
	St. Paul Park	Finance Director	5,544	2023
				2025
Missouri	Metropolitan St. Louis Sewer District	Assistant Treasurer	Multi	2023
Nebraska	Lincoln	Finance Director	290,000	2022
North Carolina	Cumberland County	Finance Director/Chief Financial Officer	336,000	2024
	North Topsail Beach	Finance Officer	1,100	2025
Ohio	Cleveland	Chief Financial Officer (Limited)	381,009	2024
Pennsylvania	Centre Region Council of Governments	Finance Director (Virtual)	97,000	2023
	Delaware Valley Trusts	Chief Financial Officer	Multi	2023
	Williamsport Municipal Water Authority/Sanitary Authority	Director of Finance	Multi	2023
South Carolina	Hilton Head Island	Assistant Finance Director	38,097	2025
Virginia	Roanoke	Finance Director	100,220	2024
	Virginia Department of Taxation	Property Tax Director	Multi	2023
Washington	Chehalis	Finance Director (Professional Outreach)	7,645	2023
	Yakima	Director of Budget and Finance	97,000	2024
Wisconsin	Belleville	Finance Director (Professional Outreach)	2,659	2023
	Cottage Grove	Finance Director	9,740	2022
	Elm Grove	Finance Director	6,513	2024
	La Crosse	Director of Finance	52,680	2022
	Saukville	Finance Director (Professional Outreach)	4,448	2024
		Finance Director/Treasurer (Professional Outreach)	4,448	2023
	Sheboygan County	Finance Director	118,034	2023
	Waukesha	Finance Director	71,158	2022
	Williams Bay	Treasurer (Professional Outreach)	3,001	2023

**Let us know how we
can assist you.**

Reach out to us today by contacting Michele Morawski,
at 224.415.3791 or mmorawski@mgt.us.

PUBLIC COMMENT