

LAW OFFICES

STORINO, RAMELLO & DURKIN

9501 WEST DEVON AVENUE
ROSEMONT, ILLINOIS 60018

(847) 318 - 9500

FACSIMILE (847) 318 - 9509

December 11, 2013
Via Electronic Mail

DONALD J. STORINO
MICHAEL K. DURKIN
RICHARD J. RAMELLO
NICHOLAS S. PEPPERS
THOMAS M. BASTIAN
ANGELO F. DEL MARTO
JAMES E. MACHOLL
BRIAN W. BAUGH
ANTHONY J. CASALE
ANDREW Y. ACKER
PETER A. PACIONE
MELISSA A. MIROBALLI
MATTHEW G. HOLMES

MICHAEL R. DURKIN
THOMAS J. HALLERAN
ERIN C. MORIARTY

JOSEPH G. KUSPER
MARK R. STEPHENS
BRYAN J. BERRY
ANN M. WILLIAMS
LEONARD P. DIORIO
RICHARD F. PELLEGRINO
DONALD J. STORINO II

OF COUNSEL

IN REPLY REFER TO FILE NO.

Mr. Joseph Ryan
Chicago Tribune
18450 Crossing Drive, Suite A
Tinley Park, Illinois 60487
jbryan@tribune.com

EP-1

Re: *Freedom of Information Act Request*

Dear Mr. Ryan:

The Village of Elmwood Park is in receipt of your December 4, 2013 Illinois Freedom of Information Act (5 ILCS 140/1 *et seq.*) ("FOIA") request for the following records:

- A copy of all W2 and/or 1099s issued to John Dalicandro covering the last four years of employment.
- A record of all payments to John Dalicandro in the last 12 months of employment, including a record of payments for unused sick/vacation/comp time, severance, bonuses, car stipends, longevity pay, retirement pay or other one-time payments.
- A record of John Dalicandro's job titles in the last three years of employment.
- A record of the number of years John Dalicandro has worked for the agency.
- The latest contract for John Dalicandro.

In regards to the third portion of your FOIA request, John Dalicandro's job title in the last three years of employment with the Village of Elmwood Park was the Village of Elmwood Park's Village Manager. Relating to the fourth portion of your FOIA request, John Dalicandro worked for the Village of Elmwood Park for 22.5 years.

Enclosed please find records responsive to the second and fifth portions of your FOIA request. However, please be advised that certain information in the records being provided has been determined to be exempt from disclosure under FOIA, and that information has been redacted from the records being provided.

STORINO, RAMELLO & DURKIN

Mr. Joseph Ryan
December 11, 2013
Page 2

Section 7(1)(b) of FOIA provides that “private information” is exempt from disclosure. “Private information” is defined in FOIA as, “unique identifiers, including a person’s social security number, driver’s license number, employee identification number, biometric identifiers, personal financial information, passwords or other access codes, medical records, home or personal telephone numbers, and personal email addresses. Private information also includes home address and personal license plates, except as otherwise provided by law or when compiled without possibility of attribution to any person.” 5 ILCS 140/2(c-5). Consequently, a certain unique identifier, including an employee identification number, has been redacted from the records being provided.

In accordance with Section 7(1)(b) of FOIA, please be advised that the first portion of your FOIA request seeking “[a] copy of all W2 and/or 1099s issued to John Dalicandro covering the last four years of employment” is denied. This portion of your request seeks the disclosure of “private information” under Section 2(c-5) of FOIA because the requested records constitute “personal financial information,” which is exempt from disclosure under Section 7(1)(b) of FOIA. Additionally, this portion of your FOIA request is denied under Section 7(1)(c) of FOIA which provides that, “[p]ersonal information contained within public records, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy ...” is exempt from disclosure. Your request for a copy of John Dalicandro’s W2s and/or 1099s seeks personal information, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy. Consequently, the first portion of your FOIA request is denied.

The person responsible for the decision to deny a portion of your request is the Village of Elmwood Park Freedom of Information Officer, Gina Pesko. In accordance with Section 9(a) of FOIA, you are hereby notified that you have the right to file a request for review regarding the decision made by the Village of Elmwood Park Freedom of Information Officer with the Public Access Counselor at the Illinois Attorney General’s Office. You can file your request for review with the Public Access Counselor by writing to:

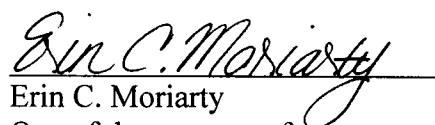
Sarah Pratt, Acting Public Access Counselor
Office of the Attorney General
500 South 2nd Street
Springfield, Illinois 62706
Phone: 312-814-5526
Fax: 217-782-1396
E-mail: publicaccess@atg.state.il.us

STORINO, RAMELLO & DURKIN

Mr. Joseph Ryan
December 11, 2013
Page 3

Also, you are notified that you have the right to judicial review regarding the decision made by the Village of Elmwood Park Freedom of Information Officer pursuant to Section 11 of FOIA.

Sincerely,


Erin C. Moriarty
One of the attorneys for
the Village of Elmwood Park

Enclosures

Payroll Register

Check Dates: 10/28/2011 to 06/22/2012

Village of Elmwood Park (N1398)

Processes: 2011102801 - 2012062201

Pay Periods: 10/08/2011 to 06/15/2012

Dalicandro, John J.													
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	100012	
Emp Id	██████	R	40.00	74.76	2,990.39	FITW	M-2	5,711.64	911.56	IM	8.00	Type	Regular
Salary	6100.38	V	40.00	74.76	2,990.38	MED		5,980.77	86.72	IMRF	269.13	Chk Date	10/28/2011
Rate	76.25				SS					IMRFR	559.80	Net	4,419.78
Freq	B				IL	M-0	5,711.64	285.58				Dir Dep	4,419.78
Totals			80.00		5,980.77	Totals			1,283.86	Totals		277.13	

Dalicandro, John J.													
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	100131	
Emp Id	██████	R	80.00	74.76	5,980.77	FITW	M-2	5,711.64	1,251.45	IM	8.00	Type	Regular
Salary	6100.38				MED			5,980.77	86.72	IMRF	269.13	Chk Date	11/10/2011
Rate	76.25				SS					IMRFR	559.80	Net	4,079.89
Freq	B				IL	M-0	5,711.64	285.58				Dir Dep	4,079.89
Totals			80.00		5,980.77	Totals			1,623.75	Totals		277.13	

Dalicandro, John J.													
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	100238	
Emp Id	██████	R	76.00	74.76	5,681.73	FUTA		5,711.64		IM	8.00	Type	Regular
Salary	6100.38	V	4.00	74.76	299.04	FITW	M-2	5,711.64	982.72	IMRF	269.13	Chk Date	11/25/2011
Rate	76.25				MED			5,980.77	86.72	IMRFR	559.80	Net	4,348.62
Freq	B				SS							Dir Dep	4,348.62
Totals			80.00		5,980.77	Totals			1,355.02	Totals		277.13	

Dalicandro, John J.													
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	100368	
Emp Id	██████	R	80.00	74.76	5,980.77	FUTA		5,711.64		IM	8.00	Type	Regular
Salary	6100.38				FITW	M-2		5,711.64	982.72	IMRF	269.13	Chk Date	12/9/2011
Rate	76.25				MED			5,980.77	86.72	IMRFR	559.80	Net	4,348.62
Freq	B				SS							Dir Dep	4,348.62
Totals			80.00		5,980.77	Totals			1,355.02	Totals		277.13	

Dalicandro, John J.													
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	100501	
Emp Id	██████	R	32.00	74.76	2,392.31	FUTA		5,711.64		IM	8.00	Type	Regular
Salary	6100.38	V	48.00	74.76	3,588.46	FITW	M-2	5,711.64	982.72	IMRF	269.13	Chk Date	12/23/2011
Rate	76.25				MED			5,980.77	86.72	IMRFR	559.80	Net	4,348.62
Freq	B				SS							Dir Dep	4,348.62
Totals			80.00		5,980.77	Totals			1,355.02	Totals		277.13	



Payroll Register

Check Dates: 10/28/2011 to 06/22/2012

Village of Elmwood Park (N1398)

Processes: 2011102801 - 2012062201

Pay Periods: 10/08/2011 to 06/15/2012

Totals 80.00 5,980.77 Totals 1,355.02 Totals 277.13

Dalicandro, John J.												
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	100643
██████	R	80.00	74.76	5,980.77	FUTA		5,711.64		IM	8.00	Type	Regular
Salary	6100.38				FITW	M-2	5,711.64	971.56	IMRF	269.13	Chk Date	1/6/2012
Rate	76.25				MED		5,980.77	86.72	IMRFR	559.80	Net	4,108.59
Freq	B				SS		5,980.77	251.19			Dir Dep	4,108.59
					IL	M-0	5,711.64	285.58				
Totals		80.00		5,980.77	Totals			1,595.05	Totals		277.13	

Dalicandro, John J.												
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	100782
██████	R	76.00	74.76	5,681.73	FUTA		5,711.64		IM	8.00	Type	Regular
Salary	6100.38	V	4.00	299.04	FITW	M-2	5,711.64	971.56	IMRF	269.13	Chk Date	1/20/2012
Rate	76.25				MED		5,980.77	86.72	IMRFR	559.80	Net	4,108.59
Freq	B				SS		5,980.77	251.19			Dir Dep	4,108.59
					IL	M-0	5,711.64	285.58				
Totals		80.00		5,980.77	Totals			1,595.05	Totals		277.13	

Dalicandro, John J.												
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	100932
██████	R	80.00	74.76	5,980.77	FUTA		5,711.64		IM	8.00	Type	Regular
Salary	6100.38				FITW	M-2	5,711.64	971.56	IMRF	269.13	Chk Date	2/3/2012
Rate	76.25				MED		5,980.77	86.72	IMRFR	559.80	Net	4,108.59
Freq	B				SS		5,980.77	251.19			Dir Dep	4,108.59
					IL	M-0	5,711.64	285.58				
Totals		80.00		5,980.77	Totals			1,595.05	Totals		277.13	

Dalicandro, John J.												
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	101077
██████	R	80.00	74.76	5,980.77	FUTA		5,711.64		IM	8.00	Type	Regular
Salary	6100.38				FITW	M-2	5,711.64	971.56	IMRF	269.13	Chk Date	2/17/2012
Rate	76.25				MED		5,980.77	86.72	IMRFR	616.02	Net	4,108.59
Freq	B				SS		5,980.77	251.19			Dir Dep	4,108.59
					IL	M-0	5,711.64	285.58				
Totals		80.00		5,980.77	Totals			1,595.05	Totals		277.13	

Dalicandro, John J.												
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	101234
██████	R	76.00	74.76	5,681.73	FUTA		8,567.45		IM	8.00	Type	Regular
Salary	6100.38	S	80.00	2,990.38	FITW	M-2	8,567.45	1,759.77	IMRF	403.70	Chk Date	3/2/2012
Rate	76.25	V	4.00	299.04	MED		8,971.15	130.08	IMRFR	924.03	Net	5,864.44
Freq	B				SS		8,971.15	376.79			Dir Dep	5,864.44
					IL	M-0	8,567.45	428.37				



Payroll Register

Check Dates: 10/28/2011 to 06/22/2012

Village of Elmwood Park (N1398)

Processes: 2011102801 - 2012062201

Pay Periods: 10/08/2011 to 06/15/2012

Totals 160.00 8,971.15 Totals 2,695.01 Totals 411.70

Dalicandro, John J.													
Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	101382		
Emp Id	██████	P	2.00	74.76	149.52	FUTA	8,567.47	IM	8.00	Type	Regular		
Salary	6100.38	R	78.00	74.76	5,831.25	FITW	M-2	8,567.47	1,759.78	IMRF	403.70	Chk Date	3/16/2012
Rate	76.25	S	80.00	37.38	2,990.40	MED	8,971.17	130.08	IMRFR	924.03	Net	5,864.45	
						SS	8,971.17	376.79			Dir Dep	5,864.45	
Freq	B					IL	M-0	8,567.47	428.37				
Totals			160.00		8,971.17	Totals			2,695.02	Totals		411.70	

Dalicandro, John J.													
Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	101538		
Emp Id	██████	R	80.00	74.76	5,980.77	FUTA	8,567.47	IM	8.00	Type	Regular		
Salary	6100.38	S	80.00	37.38	2,990.40	FITW	M-2	8,567.47	1,759.78	IMRF	403.70	Chk Date	3/30/2012
Rate	76.25					MED	8,971.17	130.08	IMRFR	924.03	Net	5,864.45	
						SS	8,971.17	376.79			Dir Dep	5,864.45	
Freq	B					IL	M-0	8,567.47	428.37				
Totals			160.00		8,971.17	Totals			2,695.02	Totals		411.70	

Dalicandro, John J.													
Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	101683		
Emp Id	██████	P	4.00	74.76	299.04	FUTA	8,567.47	IM	8.00	Type	Regular		
Salary	6100.38	R	76.00	74.76	5,681.73	FITW	M-2	8,567.47	1,759.78	IMRF	403.70	Chk Date	4/13/2012
Rate	76.25	S	80.00	37.38	2,990.40	MED	8,971.17	130.08	IMRFR	924.03	Net	5,864.45	
						SS	8,971.17	376.79			Dir Dep	5,864.45	
Freq	B					IL	M-0	8,567.47	428.37				
Totals			160.00		8,971.17	Totals			2,695.02	Totals		411.70	

Dalicandro, John J.													
Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	101832		
Emp Id	██████	R	80.00	74.76	5,980.77	FUTA	8,567.45	IM	8.00	Type	Regular		
Salary	6100.38	S	80.00	37.38	2,990.38	FITW	M-2	8,567.45	1,759.77	IMRF	403.70	Chk Date	4/27/2012
Rate	76.25					MED	8,971.15	130.08	IMRFR	924.03	Net	5,864.44	
						SS	8,971.15	376.79			Dir Dep	5,864.44	
Freq	B					IL	M-0	8,567.45	428.37				
Totals			160.00		8,971.15	Totals			2,695.01	Totals		411.70	

Dalicandro, John J.													
Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	101990		
Emp Id	██████	COMMI			130.00	FUTA	8,799.93	IM	8.00	Type	Regular		
Salary	6100.38	P	4.00	74.76	299.04	FITW	M-2	8,799.93	1,824.87	IMRF	408.53	Chk Date	5/11/2012
Rate	76.25	R	44.00	74.76	3,289.42	MED	9,208.46	133.52	IMRFR	935.08	Net	6,006.78	
		R	32.00	76.25	2,440.00	SS	9,208.46	386.76			Dir Dep	6,006.78	
Freq	B	S	80.00	38.13	3,050.00	IL	M-0	8,799.93	440.00				



Payroll Register

Check Dates: 10/28/2011 to 06/22/2012

Village of Elmwood Park (N1398)

Processes: 2011102801 - 2012062201

Pay Periods: 10/08/2011 to 06/15/2012

Totals	160.00	9,208.46	Totals	2,785.15	Totals	416.53
--------	--------	----------	--------	----------	--------	--------

Dalicandro, John J.												
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	102139
██████	P	8.00	76.25	610.04	FUTA		8,739.00		IM	8.00	Type	Regular
Salary	6100.38	R	72.00	5,490.35	FITW	M-2	8,739.00	1,807.80	IMRF	411.79	Chk Date	5/25/2012
		S	80.00	3,050.40	MED		9,150.79	132.69	IMRFR	942.53	Net	5,969.23
Rate	76.25				SS		9,150.79	384.33			Dir Dep	5,969.23
Freq	B				IL	M-0	8,739.00	436.95				
Totals		160.00		9,150.79	Totals		2,761.77		Totals		419.79	

Dalicandro, John J.												
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	102289
██████	R	80.00	76.25	6,100.38	FUTA		8,738.99		IM	8.00	Type	Regular
Salary	6100.38	S	80.00	3,050.40	FITW	M-2	8,738.99	1,807.80	IMRF	411.79	Chk Date	6/8/2012
					MED		9,150.78	132.69	IMRFR	942.53	Net	5,969.22
Rate	76.25				SS		9,150.78	384.33			Dir Dep	5,969.22
Freq	B				IL	M-0	8,738.99	436.95				
Totals		160.00		9,150.78	Totals		2,761.77		Totals		419.79	

Dalicandro, John J.												
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	102444
██████	P	6.00	76.25	457.53	FUTA		48,490.14		IM	8.00	Type	Regular
Salary	6100.38	R	114.00	8,693.05	FITW	M-2	48,490.14	15,573.26	IMRF	2,284.88	Chk Date	6/22/2012
		S	427.72	16,307.85	MED		50,775.02	736.24	IMRFR	5,229.83	Net	29,168.06
Rate	76.25	V	332.00	25,316.59	SS		13,811.08	580.07			Dir Dep	29,168.06
Freq	B				IL	M-0	48,490.14	2,424.51				
Totals		879.72		50,775.02	Totals		19,314.08		Totals		2,292.88	

Report Totals												
Employees	1	Code	Hours	Amount	Code	Taxable	Amount	Code	Amount	Chk/Vchr	18	
Female	0	COMMI		130.00	FUTA	157,586.85		IM	144.00	Checks	0	
Male	1	P	24.00	1,815.17	FITW	169,010.13	38,810.02	IMRF	7,957.66	Vouchers	18	
		R	1,356.00	101,819.46	MED	176,967.79	2,566.02	IMRFR	17,764.54	Net	114,415.41	
		S	1,067.72	40,410.61	SS	110,100.00	4,624.20			Dir Dep	114,415.41	
		V	432.00	32,792.55	IL	169,010.13	8,450.48			Chk	0.00	
Totals			2,879.72	176,967.79	Totals		54,450.72		Totals		8,101.66	



Payroll Register

Check Dates: 10/28/2011 to 06/22/2012

Village of Elmwood Park (N1398)

Processes: 2011102801 - 2012062201

Pay Periods: 10/08/2011 to 06/15/2012

Dalicandro, John J.													
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	100012	
Emp Id	██████	R	40.00	74.76	2,990.39	FITW	M-2	5,711.64	911.56	IM	8.00	Type	Regular
Salary	6100.38	V	40.00	74.76	2,990.38	MED		5,980.77	86.72	IMRF	269.13	Chk Date	10/28/2011
Rate	76.25				SS					IMRFR	559.80	Net	4,419.78
Freq	B				IL	M-0	5,711.64	285.58				Dir Dep	4,419.78
Totals			80.00		5,980.77	Totals			1,283.86	Totals		277.13	

Dalicandro, John J.													
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	100131	
Emp Id	██████	R	80.00	74.76	5,980.77	FITW	M-2	5,711.64	1,251.45	IM	8.00	Type	Regular
Salary	6100.38				MED		5,980.77	86.72	IMRF	269.13	Chk Date	11/10/2011	
Rate	76.25				SS					IMRFR	559.80	Net	4,079.89
Freq	B				IL	M-0	5,711.64	285.58				Dir Dep	4,079.89
Totals			80.00		5,980.77	Totals			1,623.75	Totals		277.13	

Dalicandro, John J.													
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	100238	
Emp Id	██████	R	76.00	74.76	5,681.73	FUTA		5,711.64		IM	8.00	Type	Regular
Salary	6100.38	V	4.00	74.76	299.04	FITW	M-2	5,711.64	982.72	IMRF	269.13	Chk Date	11/25/2011
Rate	76.25				MED		5,980.77	86.72	IMRFR	559.80	Net	4,348.62	
Freq	B				SS							Dir Dep	4,348.62
Totals			80.00		5,980.77	Totals			1,355.02	Totals		277.13	

Dalicandro, John J.													
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	100368	
Emp Id	██████	R	80.00	74.76	5,980.77	FUTA		5,711.64		IM	8.00	Type	Regular
Salary	6100.38				FITW	M-2	5,711.64	982.72	IMRF	269.13	Chk Date	12/9/2011	
Rate	76.25				MED		5,980.77	86.72	IMRFR	559.80	Net	4,348.62	
Freq	B				SS							Dir Dep	4,348.62
Totals			80.00		5,980.77	Totals			1,355.02	Totals		277.13	

Dalicandro, John J.													
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	100501	
Emp Id	██████	R	32.00	74.76	2,392.31	FUTA		5,711.64		IM	8.00	Type	Regular
Salary	6100.38	V	48.00	74.76	3,588.46	FITW	M-2	5,711.64	982.72	IMRF	269.13	Chk Date	12/23/2011
Rate	76.25				MED		5,980.77	86.72	IMRFR	559.80	Net	4,348.62	
Freq	B				SS							Dir Dep	4,348.62
Totals			80.00		5,980.77	Totals			1,355.02	Totals		277.13	



Payroll Register

Check Dates: 10/28/2011 to 06/22/2012

Village of Elmwood Park (N1398)

Processes: 2011102801 - 2012062201

Pay Periods: 10/08/2011 to 06/15/2012

Totals 80.00 5,980.77 Totals 1,355.02 Totals 277.13

Dalicandro, John J.													
Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	100643		
Emp Id	██████	R	80.00	74.76	5,980.77	FUTA	5,711.64	IM	8.00	Type	Regular		
Salary	6100.38					FITW	M-2	5,711.64	971.56	IMRF	269.13	Chk Date	1/6/2012
Rate	76.25					MED		5,980.77	86.72	IMRFR	559.80	Net	4,108.59
Freq	B					SS		5,980.77	251.19			Dir Dep	4,108.59
						IL	M-0	5,711.64	285.58				
Totals			80.00		5,980.77	Totals			1,595.05	Totals		277.13	

Dalicandro, John J.													
Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	100782		
Emp Id	██████	R	76.00	74.76	5,681.73	FUTA	5,711.64	IM	8.00	Type	Regular		
Salary	6100.38	V	4.00	74.76	299.04	FITW	M-2	5,711.64	971.56	IMRF	269.13	Chk Date	1/20/2012
Rate	76.25					MED		5,980.77	86.72	IMRFR	559.80	Net	4,108.59
Freq	B					SS		5,980.77	251.19			Dir Dep	4,108.59
						IL	M-0	5,711.64	285.58				
Totals			80.00		5,980.77	Totals			1,595.05	Totals		277.13	

Dalicandro, John J.													
Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	100932		
Emp Id	██████	R	80.00	74.76	5,980.77	FUTA	5,711.64	IM	8.00	Type	Regular		
Salary	6100.38					FITW	M-2	5,711.64	971.56	IMRF	269.13	Chk Date	2/3/2012
Rate	76.25					MED		5,980.77	86.72	IMRFR	559.80	Net	4,108.59
Freq	B					SS		5,980.77	251.19			Dir Dep	4,108.59
						IL	M-0	5,711.64	285.58				
Totals			80.00		5,980.77	Totals			1,595.05	Totals		277.13	

Dalicandro, John J.													
Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	101077		
Emp Id	██████	R	80.00	74.76	5,980.77	FUTA	5,711.64	IM	8.00	Type	Regular		
Salary	6100.38					FITW	M-2	5,711.64	971.56	IMRF	269.13	Chk Date	2/17/2012
Rate	76.25					MED		5,980.77	86.72	IMRFR	616.02	Net	4,108.59
Freq	B					SS		5,980.77	251.19			Dir Dep	4,108.59
						IL	M-0	5,711.64	285.58				
Totals			80.00		5,980.77	Totals			1,595.05	Totals		277.13	

Dalicandro, John J.													
Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	101234		
Emp Id	██████	R	76.00	74.76	5,681.73	FUTA	8,567.45	IM	8.00	Type	Regular		
Salary	6100.38	S	80.00	37.38	2,990.38	FITW	M-2	8,567.45	1,759.77	IMRF	403.70	Chk Date	3/2/2012
Rate	76.25	V	4.00	74.76	299.04	MED		8,971.15	130.08	IMRFR	924.03	Net	5,864.44
Freq	B					SS		8,971.15	376.79			Dir Dep	5,864.44
						IL	M-0	8,567.45	428.37				



Payroll Register

Check Dates: 10/28/2011 to 06/22/2012

Village of Elmwood Park (N1398)

Processes: 2011102801 - 2012062201

Pay Periods: 10/08/2011 to 06/15/2012

Totals 160.00 8,971.15 Totals 2,695.01 Totals 411.70

Dalicandro, John J.												
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	101382
Emp Id	██████	P	2.00	74.76	149.52	FUTA	8,567.47		IM	8.00	Type	Regular
Salary	6100.38	R	78.00	74.76	5,831.25	FITW	8,567.47	1,759.78	IMRF	403.70	Chk Date	3/16/2012
Rate	76.25	S	80.00	37.38	2,990.40	MED	8,971.17	130.08	IMRFR	924.03	Net	5,864.45
						SS	8,971.17	376.79			Dir Dep	5,864.45
Freq	B					IL	8,567.47	428.37				
Totals		160.00		8,971.17		Totals		2,695.02		Totals		411.70

Dalicandro, John J.												
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	101538
Emp Id	██████	R	80.00	74.76	5,980.77	FUTA	8,567.47		IM	8.00	Type	Regular
Salary	6100.38	S	80.00	37.38	2,990.40	FITW	8,567.47	1,759.78	IMRF	403.70	Chk Date	3/30/2012
Rate	76.25					MED	8,971.17	130.08	IMRFR	924.03	Net	5,864.45
						SS	8,971.17	376.79			Dir Dep	5,864.45
Freq	B					IL	8,567.47	428.37				
Totals		160.00		8,971.17		Totals		2,695.02		Totals		411.70

Dalicandro, John J.												
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	101683
Emp Id	██████	P	4.00	74.76	299.04	FUTA	8,567.47		IM	8.00	Type	Regular
Salary	6100.38	R	76.00	74.76	5,681.73	FITW	8,567.47	1,759.78	IMRF	403.70	Chk Date	4/13/2012
Rate	76.25	S	80.00	37.38	2,990.40	MED	8,971.17	130.08	IMRFR	924.03	Net	5,864.45
						SS	8,971.17	376.79			Dir Dep	5,864.45
Freq	B					IL	8,567.47	428.37				
Totals		160.00		8,971.17		Totals		2,695.02		Totals		411.70

Dalicandro, John J.												
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	101832
Emp Id	██████	R	80.00	74.76	5,980.77	FUTA	8,567.45		IM	8.00	Type	Regular
Salary	6100.38	S	80.00	37.38	2,990.38	FITW	8,567.45	1,759.77	IMRF	403.70	Chk Date	4/27/2012
Rate	76.25					MED	8,971.15	130.08	IMRFR	924.03	Net	5,864.44
						SS	8,971.15	376.79			Dir Dep	5,864.44
Freq	B					IL	8,567.45	428.37				
Totals		160.00		8,971.15		Totals		2,695.01		Totals		411.70

Dalicandro, John J.												
Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	101990
Emp Id	██████	COMMI			130.00	FUTA	8,799.93		IM	8.00	Type	Regular
Salary	6100.38	P	4.00	74.76	299.04	FITW	8,799.93	1,824.87	IMRF	408.53	Chk Date	5/11/2012
Rate	76.25	R	44.00	74.76	3,289.42	MED	9,208.46	133.52	IMRFR	935.08	Net	6,006.78
		R	32.00	76.25	2,440.00	SS	9,208.46	386.76			Dir Dep	6,006.78
Freq	B	S	80.00	38.13	3,050.00	IL	8,799.93	440.00				



Payroll Register

Check Dates: 10/28/2011 to 06/22/2012

Village of Elmwood Park (N1398)

Processes: 2011102801 - 2012062201

Pay Periods: 10/08/2011 to 06/15/2012

Totals 160.00 9,208.46 Totals 2,785.15 Totals 416.53

Dalicandro, John J.													
Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	102139		
Emp Id	██████	P	8.00	76.25	610.04	FUTA	8,739.00	IM	8.00	Type	Regular		
Salary	6100.38	R	72.00	76.25	5,490.35	FITW	M-2	8,739.00	1,807.80	IMRF	411.79	Chk Date	5/25/2012
Rate	76.25	S	80.00	38.13	3,050.40	MED		9,150.79	132.69	IMRFR	942.53	Net	5,969.23
						SS		9,150.79	384.33			Dir Dep	5,969.23
Freq	B					IL	M-0	8,739.00	436.95				
Totals			160.00		9,150.79	Totals			2,761.77	Totals			419.79

Dalicandro, John J.													
Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	102289		
Emp Id	██████	R	80.00	76.25	6,100.38	FUTA	8,738.99	IM	8.00	Type	Regular		
Salary	6100.38	S	80.00	38.13	3,050.40	FITW	M-2	8,738.99	1,807.80	IMRF	411.79	Chk Date	6/8/2012
Rate	76.25					MED		9,150.78	132.69	IMRFR	942.53	Net	5,969.22
						SS		9,150.78	384.33			Dir Dep	5,969.22
Freq	B					IL	M-0	8,738.99	436.95				
Totals			160.00		9,150.78	Totals			2,761.77	Totals			419.79

Dalicandro, John J.													
Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	102444		
Emp Id	██████	P	6.00	76.25	457.53	FUTA	48,490.14	IM	8.00	Type	Regular		
Salary	6100.38	R	114.00	76.25	8,693.05	FITW	M-2	48,490.14	15,573.26	IMRF	2,284.88	Chk Date	6/22/2012
Rate	76.25	S	427.72	38.13	16,307.85	MED		50,775.02	736.24	IMRFR	5,229.83	Net	29,168.06
		V	332.00	76.25	25,316.59	SS		13,811.08	580.07			Dir Dep	29,168.06
Freq	B					IL	M-0	48,490.14	2,424.51				
Totals			879.72		50,775.02	Totals			19,314.08	Totals			2,292.88

Report Totals														
Code	Hours	Amount	Code	Taxable	Amount	Code	Amount	Chk/Vchr	18					
Employees	1													
Female	0	COMMI		130.00	FUTA	157,586.85	IM	144.00	Checks	0				
Male	1	P	24.00	1,815.17	FITW	169,010.13	38,810.02	IMRF	7,957.66	Vouchers	18			
		R	1,356.00	101,819.46	MED	176,967.79	2,566.02	IMRFR	17,764.54	Net	114,415.41			
		S	1,067.72	40,410.61	SS	110,100.00	4,624.20			Dir Dep	114,415.41			
		V	432.00	32,792.55	IL	169,010.13	8,450.48			Chk	0.00			
Totals			2,879.72	176,967.79	Totals			54,450.72	Totals			8,101.66		



**A RESOLUTION AUTHORIZING EXECUTION
FOR AGREEMENT FOR VILLAGE MANAGER**

NOW, THEREFORE, BE IT RESOLVED by the President and the Board of Trustees of the Village of Elmwood Park, Cook County, Illinois, as follows:

Section 1. That certain agreement between the Village of Elmwood Park and John J. Dalicandro, a copy of which is attached hereto as Exhibit "A", is hereby approved.

Section 2. The Village President and Village Clerk are hereby authorized and directed to execute and attest, respectively, said agreement.

Resolved this 18th day of December, 2002.

AYES: 5
NAYS: 0
ABSENT: 2


VILLAGE PRESIDENT

ATTEST:


VILLAGE CLERK

AGREEMENT FOR VILLAGE MANAGER

This Agreement, made and entered into this 2nd day of December, 2002, by and between the Village of Elmwood Park, a municipal corporation (hereinafter called "Employer"), and John J. Dalicandro, (hereinafter called "Employee"), both of who understand as follows:

WITNESSETH:

WHEREAS, Employer desires to employ the services of said John J. Dalicandro as Village Manager; and

WHEREAS, it is the desire of the governing board, hereafter called "Village," to provide certain benefits, to establish certain conditions of employment, and to set working conditions of said Employee; and

WHEREAS, Employee desires to accept employment as Village Manager of the Village of Elmwood Park; and

WHEREAS, The parties acknowledge that Employee is a member of the International City/County Management Association (ICMA) and that Employee is subject to the ICMA Code of Ethics;

NOW THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

Section 1: Duties

Employer hereby agrees to employ said John J. Dalicandro as Village Manager of said Employer to perform functions and duties specified in Chapter 2 of the Code of the Village of Elmwood Park, and to perform other legally permissible and proper duties and functions as the Village Board shall from time to time assign.

Section 2: Term

A. Employee agrees to remain in the exclusive employ of Employer until December 31, 2003, and neither to accept other employment nor to become employed by any other employer until said termination date, unless said termination date is affected as hereinafter provided.

B. In the event written notice is not given by either party to this agreement to the other at least 90 days prior to the termination date as hereinabove provided, this agreement shall be extended on the same terms and conditions as herein provided, all for an additional period of one year. Said agreement shall continue thereafter for one-year periods unless either party hereto gives at least 90 days written notice to the other party that the party does not wish to extend this agreement.

C. Nothing in this agreement shall prevent, limit or otherwise interfere with the right of the Village to terminate the services of Employee at any time, subject only to the provisions set forth in Section 4, paragraph A and B, of this agreement.

D. Nothing in this agreement shall prevent, limit or otherwise interfere with the right of the Employee to resign at any time from his position with Employer, subject only to the provision set forth in Section 4 of this agreement.

Section 3: Termination and Severance Pay

A. In the event Employee is terminated by the Village before expiration of the aforesaid term of employment and during such time the Employee is willing and able to perform his duties under this agreement, then in that event Employer agrees to pay Employee a lump sum cash payment equal to the Employee's last 6 months' aggregate salary. Employee shall also be compensated for all earned sick leave, vacation, holidays, compensatory time, and other accrued benefits to date.

In the event the Employee is terminated for cause or for conviction, then, in that event, employer shall have no obligation to pay the aggregate severance sum designated in the above paragraph.

B. In the event Employer at any time during the term of this agreement reduces the salary or other financial benefits of Employee in a greater percentage than applicable across-the-board reductions for all employees of Employer, or in the event the Employer fails to provide to Employee a salary increase which is at least equal to the average percentage increase paid to employees belonging to the collective bargaining units, or in the event Employer refuses, following written notice, to comply with any other provision benefitting Employee herein, then, in that event Employee may, at his option, be deemed to be "terminated" as of the date of such reduction or such lesser increase or such refusal to comply, within the meaning and context of the herein severance pay provision.

Section 4: Resignation

In the event Employee voluntarily resigns his position with Employer before expiration of the aforesaid term of his employment, then Employee shall give Employer 2 months notice in advance, unless the parties agree otherwise.

Section 5: Disability

If Employee is permanently disabled or is otherwise unable to perform his duties because of sickness, accident, injury, mental incapacity or health for a period of four successive weeks beyond any accrued sick leave, Employer shall have the option to terminate agreement, subject to the severance pay requirements of Section 3, paragraph A.

Section 6: Salary

Employer agrees to pay Employee for his services rendered pursuant hereto an annual base salary established annually by the Village payable in installments at the same time as the other management employees of the Employer are paid. In addition, Employer agrees to increase said base salary and/or benefits of Employee in such amounts and to such extent as the Village may determine that it is desirable to do so on the basis of an annual salary review of said Employee made at the same time as similar consideration is given other employees generally.

Section 7: Performance Evaluation

The Village shall review and evaluate the performance of the employee at least once annually in advance of the adoption of the annual operating budget. The Village President shall provide the Employee with a summary written statement of the findings of the Board and provide an adequate opportunity for the Employee to discuss his evaluation with the Board.

Section 8: Outside Activities

Employee shall not teach, consult or perform other non-Employer-connected business without the prior approval of the Village President.

Section 9: Automobile

Employee's duties require that he shall have the exclusive and unrestricted use at all times during his employment with Employer of an automobile provided to him by the Employer. Employer shall be responsible for paying for liability, property damage, and comprehensive insurance, and for the purchase, operation, maintenance, repair, and regular replacement of said automobile.

Section 10: Vacation and Sick Leave

As an inducement to Employee to become Village Manager, at signature hereof, Employee shall be credited with 20 days of vacation leave and 12 days of sick leave on an annual basis.

Section 11: Disability, Health, and Life Insurance

A. Employer agrees to put into force and to make required premium payments for Employee for insurance policies for life, accident, sickness, disability income benefits, major medical, and dependent's coverage group insurance covering Employee and his dependents.

B. Employer agrees to purchase and to pay the required premiums on term life insurance policies equal in amount to 1-1/2 times the annual gross salary of Employee, with the beneficiary to be named by Employee. Additional term life insurance may be purchased by the Employee at his option and cost.

C. Employer agrees to provide hospitalization, surgical and comprehensive medical insurance for Employee and his dependents and to pay the premiums thereon.

D. Employee agrees to submit once per calendar year to a complete physical examination by a qualified physician selected by the Employer, the cost of which shall be paid by the Employer.

Section 12: Dues and Subscriptions

Subject to Employer approval, the Employer agrees to budget for and to pay for professional dues and subscriptions of Employee necessary for his continuation and full participation in national, regional, state, and local associations, and organizations necessary and desirable for his continued professional participation growth, and advancement, and for the good of the Employer.

Section 13: Professional Development

A. Subject to Employer approval, the Employer hereby agrees to budget for and to pay for travel and subsistence expenses of Employee for professional and official travel, meetings, and occasions adequate to continue the professional development of Employee and to adequately pursue necessary official functions for Employer, including but not limited to the ICMA Annual Conference, the state league of municipalities, and such other national, regional, state, and local governmental groups and committees thereof which Employee serves as a member.

B. Subject to Employer approval, the Employer also agrees to budget for and to pay for travel and subsistence expenses of Employee for short courses, institutes, and seminars that are necessary for his professional development and for the good of the Employer.

Section 14: Indemnification

In addition to that required under state and local law, Employer shall defend, save harmless, and indemnify Employee against any tort, professional liability claim or demand or other legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of Employee's duties as Village Manager. Employer will compromise and settle any such claim or suit and pay the amount of any settlement or judgment rendered thereon.

Section 15: Bonding

Employer shall bear the full cost of any fidelity or other bonds required of the Employee under any law or ordinance.

Section 16: Other Terms and Conditions of Employment

A. The Village, in consultation with the manager, shall fix any such other terms and conditions of employment, as it may determine from time to time, relating to the performance of Employee, provided such terms and conditions are not inconsistent with or in conflict with the provisions of this agreement, the Village charter or any other law.

B. All provisions of the Village code, and regulations and rules of the Employer relating to vacation and sick leave, retirement and pension system contributions, holidays, and other benefits and working conditions as they now exist or hereafter may be amended, also shall apply to Employee as they would to other employees of Employer, except as otherwise herein provided.

C. Employee shall be entitled to receive the same provisions governing vacation and sick leave accrual and payment benefit on termination of employment as are accorded department heads.

Section 17: Notices

Notices pursuant to this agreement shall be given by deposit in the custody of the United States Postal Service, postage prepaid, addressed as follows:

EMPLOYER:	Village President Village of Elmwood Park 11 Conti Parkway Elmwood Park, IL 60707
-----------	--

EMPLOYEE:	John J. Dalicandro 1634 Royal Oak Darien, IL 60561
-----------	--

Alternatively, notices required pursuant to this agreement may be personally served in the same manner as is applicable to civil judicial practice. Notice shall be deemed given as of the date of personal service or as of the date of deposit of such written notice in the course of transmission with the United States Postal Service.

Section 18: General Provisions

- A. The text herein shall constitute the entire agreement between the parties.
- B. This agreement shall be binding upon and inure to the benefit of the heirs at law and executors of Employee.
- C. This agreement shall become effective commencing January 1, 2003.
- D. If any provision, or any portion thereof, contained in this agreement is held unconstitutional, invalid or unenforceable, the remainder of this agreement, or portion thereof, shall be deemed severable, shall not be affected, and shall remain in full force and effect.

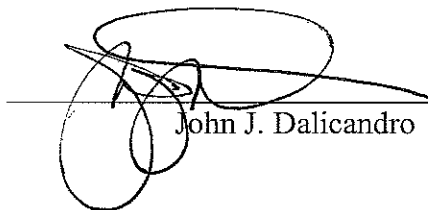
IN WITNESS WHEREOF, the Village of Elmwood Park has caused this agreement to be signed and executed in its behalf by its Village President, and duly attested by its Village Clerk, and the Employee has signed and executed this agreement, both in duplicate, the day and year first above written.


Village President

ATTEST:


Village Clerk

(Seal)


John J. Dalicandro