

**MINUTES OF THE BOARD OF TRUSTEES**  
**VILLAGE OF WORTH**  
February 3, 2026

**CALL TO ORDER**

Village President Werner called the regular meeting of the Village of Worth Village Board to order on Tuesday, February 3, at 7:00 p.m.

**ROLL CALL**

Present and responding to roll call were the following:

Village President	Mary Werner
Village Clerk	Bonnie Price
Village Trustees:	Kevin Ryan
	William Nilles
	Luke Adamski
	Brad Urban
	Rich Dziedzic
	Laura Packwood

**Also Present:**

Village Attorney	Katie Nagy
Superintendent of Public Works	Ed Urban
Chief of Police	Tim Denton
Office Manager	Chris Zabinski
Building Commissioner	Bruce Zartler

**The Pledge of Allegiance**

There being a quorum present, the meeting was called to order.

**PRESENTATION BY PAYCOM FOR PAYROLL AND HUMAN CAPITAL MANAGEMENT SERVICES AGREEMENT**

Lauren Bars, Executive Client Relations Representative for Paycom, explained the system and how it can help the Village of Worth and the employees. This is a full-service automation self-service payroll. It automates the payroll process by allowing employees to find and fix errors before payroll submission, helping to increase accuracy and decrease the administrative workload for supervisors so they can instead focus on strategy and engagement. The employee will be able to ask questions on their phone and receive the answer. Worth employees are able to get their W-2 forms, request time off, switch days, use the timecard and overtime, change dollar amounts for FSA and other elected benefits. Lauren explained that the Village has a 9.5 million total annual payroll liability. President Werner explained it is more like 4.5 million per year. Lauren did explain they did some research and that is where the figures were from. Lauren explained that there is a 1% error rate which equals \$45,000.00 for employees being paid for incorrect hours worked, manual data entry, and overpayment on overtime and PTO miscalculations. This system is much faster and will net the village about 1,000 hours a year. She explained all modules talk to each other. The product set includes payroll, direct deposit, scheduling, time and attendance, drug screens, self-onboarding, benefits administration, Cobra, document management and more. The pricing for roughly 85 employees is \$24,534.56 and the one-

time implementation fee is \$3,189.56. Lauren explained this pricing has been reduced and is only good until February 6. Attorney Nagy explained that the board would not be able to approve this until the agreement was reviewed by the attorney and an ordinance be adopted at the February 17 board meeting. President Werner asked where the 1,000 hours came from? It is about 7 or 8 hours a pay period. Trustee Dziedzic stated that we are running pretty efficient and did not see a problem with our current system. President Werner explained that with the new One Big Beautiful Bill Act (OBBBA) allows for certain deductions on overtime and we will have a new box on the W-2's. Chief Denton has been looking for a scheduling tool for a while. Chief Denton explained that scheduling is every day and is on an excel spreadsheet for time off. Trustee Packwood has been using payroll systems for 15 years and cannot believe this is being done manually. Trustee Urban asked what the timeline is. Lauren said the system will be up and running in about 10 weeks. Trustee Packwood stated that 1% error is very low. Chief Denton stated that he will pay Paycom for the first year out of the Asset Forfeiture account. Trustee Ryan asked about the drug screen if they send the employee and is that in the cost, Lauren explained it goes through the village vendor and is not included in the cost. Trustee Packwood asked about the per check fee, what about direct deposit. Lauren explained it is a fee for each employee if it is a check or direct deposit. Office Manager Chris Zabinski explained that during implementation the system will be set up to allocate the money where it belongs. Paycom will create a journal entry which will import into MSI. Chris Zabinski also stated that Paycom will upload all of the history from MSI for future requests. President Wener stated that Lisa keeps 42 spreadsheets. Trustee Nilles explained that with Paycom the employee will be able to corrected their check before the employee gets paid. Lauren explained that the agreement is for 3 years with no increase. Trustee Ryan stated in the contract there is an increase. Trustee Ryan asked Lauren to see if the dollar amount can be extended until the February 17 board meeting. Trustee Rayn asked what the employees will be able to do with all of the free time, Lisa will be able to work 8 hours. Chief Denton explained Lisa does not get paid overtime to work.

## REPORTS OF VILLAGE OFFICIALS

### VILLAGE PRESIDENT

President Werner announced the Middle Eastern Conflict Ceremony to be held on February 22 at Marrs Meyer American Legion from 11- 2 p.m.

### VILLAGE CLERK

No report.

### FINANCE COMMITTEE

Trustee Ryan stated that on the consent agenda is to approve the bill list dated February 3, in the amount of \$244,488.64. The sidewalk project for \$160,000.00 is on this bill list. Without any objection, this will remain on the consent agenda.

Trustee Ryan stated that on the consent agenda is to approve the payroll for the month of January in the amount of \$420,373.25. Without any objection, this will remain on the consent agenda.

Trustee Ryan announced the budget worksheets have been handed out to the department heads and will be returned to finance at the end of the month. We will then start to crunch the numbers.

Lauren from Paycom returned to the meeting and has good news Paycom will extend the price till the February 17 board meeting we will need to issue a check on February 18 for the implementation fees. Trustee Dziedzic cannot believe that the payroll has been deficient and this is the first time he is hearing about it. Chief explained that this has been an issue for a while the last two chiefs have asked and were told we cannot afford it. Trustee Packwood stated that we will save dollars with Paycom. Trustee Ryan stated it is not going to save money it will save an employee taking time out of her personal life. There will be no monetary savings. Trustee Packwood stated it will free up employees to do other things.

President Werner asked the trustees for a consensus on Paycom and if we should proceed, all replied yes except Trustee Dziedzic replied no. President Werner stated that we will place on the consent agenda to direct the Attorney to review the Paycom Agreement and to prepare an ordinance regarding Paycom for the February 17 board meeting.

#### PUBLIC SAFETY

Trustee Nilles announced the Worth FOP Breakfast on February 15 from 8 a.m. – noon at the Marris Meyer American Legion.

Trustee Nilles announced the Worth FOP Polar Plunge to be held on March 14 at the Marris Meyer American Legion. Trustee Nilles asked for monetary donations if you are unable to plunge. All proceeds go to the Special Olympics.

#### PUBLIC WORKS COMMITTEE/BEAUTIFICATION COMMITTEE

Trustee Urban thanked the public works employees for all of the hard work and working in cold and snow.

#### BUILDING/LICENSING/ORDINANCES

Trustee Dziedzic stated that on the consent agenda is to adopt Ordinance 2026-03 An Ordinance authorizing the disposal of personal property. Without any objection, this will remain on the consent agenda.

Trustee Dziedzic stated that on the consent agenda is to adopt Ordinance 2026-04 An Ordinance amending Chapter 3 of the Village of Worth Municipal Code to modify the Village's Vehicle License Regulations. This was discussed at the last board meeting. Without any objection, this will remain on the consent agenda.

Trustee Dziedzic stated that on the consent agenda is to adopt Ordinance 2026-05 An Ordinance approving an amendment to the agreement between the Village of Worth and Lakeshore recycling Systems, LLC for street sweeping services. Without any objection, this will remain on the consent agenda.

#### GOLF COURSE

Trustee Packwood stated that Water's Edge is open for burger nights, every Monday starting February 9. Trustee Packwood announced the upcoming Fish Fry on February 18 from 4-9 p.m. and then every Friday till April 4.

PUBLIC COMMENTS

None

MOTION TO ESTABLISH THE CONSENT AGENDA

Motion made by Trustee Packwood seconded by Trustee Ryan to establish the consent agenda. A roll call followed. Trustee Urban, Nilles, Packwood, Ryan, Adamski, and Dziedzic, (6). Nays: (0). Absent: (0). Abstain: (0). Motion carried.

Consent Agenda  
February 3

Approve the meeting minutes from January 20, 2026

Approve the bill list dated January 20, in the amount of \$244,488.64

Approve the payroll for the month of January in the amount of \$420,373.25

Adopt Ordinance 2026-03 An Ordinance authorizing the disposal of personal property

Adopt Ordinance 2026-04 An Ordinance amending Chapter 3 of the Village of Worth Municipal Code to modify the Village’s Vehicle License Regulations

Adopt Ordinance 2026-05 An Ordinance approving an amendment to the agreement between the Village of Worth and Lakeshore recycling Systems, LLC for street sweeping services

Direct the Attorney to review the Paycom Agreement and to prepare an ordinance regarding Paycom

MOTION TO ADOPT CONSENT AGENDA

Motion made by Trustee Urban seconded by Trustee Nilles to establish the consent agenda. A roll call followed. Trustee Urban, Nilles, Ryan Packwood, Adamski, and Dziedzic, (6). Nays: (0). Absent: (0). Abstain: (0). Motion carried.

ADJOURNMENT

Trustee Adamski moved seconded by Trustee Ryan to adjourn the regular meeting at 8:18 p.m. A voice vote. Motion carried.

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Bonnie M. Price, CMC  
Village Clerk