

*MINUTES OF MAYOR NELSON AND BOARD OF TRUSTEES FOR THE REGULAR MEETING OF
THE VILLAGE OF FLOSSMOOR, ILLINOIS HELD ON JULY 1, 2024*

VILLAGE HALL

JULY 1, 2024

7:30 PM

Mayor Nelson called the meeting to order at 7:32 pm.

Village Clerk LoGalbo took roll.

PRESENT: Mayor Nelson, Trustees Bradley-Scott, Daggett, Driscoll, Lofton, Mitros, Mustafa

ALSO PRESENT: Village Manager Bridget Wachtel; Assistant Village Manager Jonathan Bogue; Fire Chief Bob Kopec; Acting Chief of Police Keith Taylor; Commander Tim Filkins; Director of Public Works John Brunke; Director of Building & Zoning Scott Bugner; Finance Director Ann Novoa; Community Engagement Manager Stephanie Wright; Assistant to the Village Manager/Communications Manager Nicole Castagna; Village Attorney Kathi Orr; 68 community members, media, and others.

Mayor Nelson reminded everyone that the Village Board meeting was being streamed via Zoom for the convenience of those unable to attend the meeting in person. She noted that public comment on agenda and non-agenda items would be welcome after some recognitions and reappointments. Public commenters who signed up to speak would be called from the list they signed in on and should step forward to speak at that time. Mayor Nelson asked that speakers observe the Village's public comment policy of introducing themselves, acting with decorum, addressing their comments to the public body at large and not directly to a member of staff, and limiting their comments to five minutes per person for a maximum of thirty minutes of public comment time.

Recognitions and Appointments:

Mayor Nelson referred to Agenda Items #1 & #2 – Consideration of a Reappointment to the Commission and Consideration of a Reappointment to the Public Art Commission. Mayor Nelson called for a motion to Approve the Reappointment of Hillary Barker to the Green Commission and Jeff Stevenson to the Art Commission. Trustee Lofton so moved, seconded by Trustee Daggett.

Mayor Nelson explained that Hillary Barker has been an active member of the Green Commission, and the Village appreciates her service. Mayor Nelson noted that it has been fun to see Jeff Stevenson grow professionally while on the Art Commission and his incredible work that he has done for the Village of Flossmoor as a volunteer on the Art Commission.

Village Board members expressed their appreciation for the volunteers serving on the respective Commissions again and for all of their volunteer work on behalf of the Village of Flossmoor.

Mayor Nelson called for a vote on the motion as presented. Motion passed by a roll call vote.

AYES: Trustees Bradley-Scott, Daggett, Driscoll, Lofton, Mitros, and Mustafa.

ABSENT: None

ABSTAIN: None

NAYS: None

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Citizens Present Wishing to Address the Board:

*Citizens Present Wishing to Address the Board on an Agenda Item & Non-Agenda Item
(It should be noted that in reporting these comments, the Village has not researched the accuracy of any
comments.):*

Flossmoor resident Warren Engelberg's comments, in summary, were regarding his critique of government spending and that questions regarding what the government is spending the money on and how the money is used, should be considered. Engelberg also discussed contracts given to contractors, capitalists, corporations, and their use of the money including donating some of it to political campaigns.

Flossmoor resident Andrea Perry's comments, in summary, were regarding her questioning where the democracy was in the governing and managing of Flossmoor, that a democracy does not exist in Flossmoor, and that there is an abuse of power by those in power who try to hide the truth of what they do and why they do it. Perry provided a definition of an oligarchy/authoritarian government and asserted that Flossmoor currently has that type of government. Perry stated that the Flossmoor oligarchs fired former Police Chief Jerel Jones and that he was previously lauded by Mayor Nelson in an HF Chronicle article. Perry stated her issues with Jones' replacement, including 1) he is not eligible to be a sworn police officer in Illinois, and 2) his last time working as a police enforcement officer was eleven years ago. Perry noted that a new position was created at will that he can be appointed to, that he will not be able to work as a sworn police officer and that he will directly and indirectly supervise all police personnel which is ludicrous and disrespectful to Flossmoor police officers. Perry defined a cabal and described Flossmoor's government as a cabal, encouraged residents to wake up, act, and vote on April 1, 2025, and she recited a quote from the philosopher Plato.

Mayor Nelson responded that the action did not occur in a vacuum and that there had been a lot of input from throughout the Village. Mayor Nelson noted that Perry's comments were appreciated and the opportunity for Perry to hear more about the appointment later on in the meeting.

Flossmoor resident Ashley Gidden's comments, in summary, were regarding her concerns about the handling of the Heather Hill detention basin project near the Heather Hill Elementary School, how the Village of Flossmoor failed to secure the necessary easement for the detention basin project before commencing construction, and that starting construction without proper authorization demonstrates a disregard for citizens having equal transparency, input, and being able to be involved in the project. She stated that the oversight has significantly undermined the trust and confidence of the community and the Village's ability to manage such projects responsibly. Giddens stated that residents expect transparency and adherence to legal procedures, especially for projects that impact public spaces and safety, and that the detention basin with its significant size and depth poses serious safety risks for those who use the nearby playground and school grounds. She noted that the construction should not start earlier than 7:00 am Monday – Sunday; however, the construction has generally started around 5:00 am – 6:00 am even though residents have made the Village aware that the construction project has started before the agreed upon start time. She posed several questions: what is the standard process to approve and secure easements for construction projects within the Village, why was the process not followed for the detention basin project,

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who was responsible for ensuring that all necessary approvals and easements were in place before construction begins, what steps are being taken to hold those responsible accountable for the oversight, what immediate actions will the Village take to rectify the situation and ensure that the project complies with all legal and zoning requirements, and how will the Village prevent such oversights from occurring in future projects. Giddens asked why residents were not adequately informed or consulted about the project and its potential impacts before construction began, what measures would the Village implement to improve community engagement and transparency in future projects. Giddens urged the Village to address the aforementioned issues promptly and take the necessary steps to ensure the safety and wellbeing of the Village's children and that preserving the integrity of the community should be a priority. Giddens requested a detailed follow-up on the actions taken to resolve the aforementioned issues and prevent similar occurrences in the future.

Village Attorney Kathi Orr responded that School District 161 approved the Village's use of the property April 8, 2024, before construction commenced on the Heather Hill detention basin. Orr stated that with regard to work starting at 5:30 am, the Village will have to check on that because it is against Village ordinance. Orr stated that the Village would make sure that the ordinances are followed.

Mayor Nelson stated that she had personally fielded one to two calls about work starting at 6:45 am and if there are any more issues with work starting before 7:00 am, residents could contact the Public Works Department about it.

Flossmoor resident Heidi Cuesta's comments, in summary, were regarding her being a Heather Hill resident since 1993, and the easement approval issue. She noted that she submitted a FOIA to the Village and received a copy of an MWRD grant proposal receipt from May 24, 2024, for one million dollars, and that in the grant proposal it states that the Village has the easement in hand for the property. Cuesta noted that she had personal experience with grant proposals as part of her long-time work with the University of Chicago. Cuesta noted that in the grant proposal there was a question about additional site conditions and Public Works Director John Brunke responded that the Village had the easement in hand, and that in another section Brunke responded that the IGA with the school district that allowed construction for the detention basin had been approved. Cuesta stated that the IGA agreement indicated on the top that the agreement was not valid until it was recorded. Cuesta referenced that in the agenda packet for the Board meeting at hand, there was an email from John Brunke to the Village Manager that essentially stated that in order for the project to move forward the Village was asking the School District 161 for the temporary construction and permanent drainage easements, which means that it needs to be executed during the Village Board meeting at hand. Cuesta stated that she was confused, and questioned whether the contracts were not properly executed until they were signed off on.

Village Attorney Kathi Orr responded that the School Board approved the Village's use of the property on April 8, 2024, that the agreement is valid and that the School Board has approved that the Village is on their land. The approval was being acted upon at the Village Board meeting at hand because the Village awaited the award of the contract because the Village did not want to encumber the school property with a recording if the bids came in over budget or something went wrong. She explained that in regard to the contracts, the contracts are valid, but are not enforceable against property unless recorded. But that does

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not mean that the contracts are invalid. Orr explained that the Village chose to handle it in a way that the Village believed was more protective of the rights of the School District and their property, but the Village did not go on their property without the School District giving the Village permission to do so. Orr added that the contract would not be technically enforceable against the land as a lien against the land until it was recorded.

Flossmoor resident Kevin Dorsey's comments, in summary, were regarding him not speaking at any Village Board meeting for several months, but that he had been observing the Village Board meetings. He noted that he was hopeful to see signs of fair and impartial leadership, and described his qualifications and work experience regarding how he knows about the subject of leadership and administration. Dorsey stated that the Village Board is divided and that based on the divide, important decisions are made without an appropriate vote or consideration of all Board members while applying a deaf ear to the majority of residents of Flossmoor. He spoke of the US Supreme Court and how when the deck is stacked in one's favor, the majority card holders can play their hand freely without priority consideration of their own agenda. Dorsey stated that unlike a US Supreme Court appointment, the Village Board seats do not come with a lifelong term. He explained that he personally lost faith in the leadership of the Village Board and could not pretend that he supported them, which was a considerable factor for him to resign from his appointment on the Community Relations Commission. He stated that if residents want change in the Village administration, to vote for the next mayor and vote for change in the Village Trustees as well because the system is broken, that sometimes it is time for change, and the time is now. Dorsey thanked Village Attorney Orr for her immediate feedback to the questions during public comment because he thought that the format helped to provide knowledge to the residents.

Mayor Nelson referred to the Consent Agenda (which encompassed Agenda Items 3-6):

- 3. Approval of the Minutes of the Regular Meeting Held on June 17, 2024*
- 4. Presentation of Bills for Approval and Payment as Approved by the Finance Committee (July 1, 2024)*
- 5. Consideration of an Ordinance Approving an Intergovernmental Agreement by and between the Village of Flossmoor, Illinois and the Board of Education of School District Number 161, Cook County, Illinois for the Heather Hill Elementary School Detention Basin Project*
- 6. Consideration of an Ordinance Accepting and Approving Plats of Easement and a Plat of Dedication of Land for the Central Business District Roadway, Pedestrian, and Streetscape Improvements Project*

Mayor Nelson called for a motion to approve the Consent Agenda as presented. Trustee Mustafa so moved, seconded by Trustee Daggett.

Trustee Bradley-Scott requested that items #4 and #5 be pulled off of the Consent Agenda.

Mayor Nelson called for a motion to approve items #3 and #6 of the Consent Agenda. Trustee Mustafa so moved, seconded by Trustee Daggett.

Mayor Nelson called for a vote on Consent Agenda items #3 and #6. Motion passed by a roll call vote.

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AYES: Trustees Bradley-Scott, Daggett, Driscoll, Lofton, Mitros and Mustafa.
ABSENT: None
ABSTAIN: None
NAYS: None

Mayor Nelson referred to Agenda Item #4 – Presentation of Bills for Approval and Payment as Approved by the Finance Committee (July 1, 2024). Mayor Nelson called for a motion to Approve the Presentation of Bills for Approval and Payment as Approved by the Finance Committee (July 1, 2024). Trustee Mustafa so moved, seconded by Trustee Driscoll.

Trustee Bradley-Scott inquired about the Carlisle Architect historic building survey charge as a resident had a specific question about what the survey consisted of.

Assistant Village Manager Jonathan Bogue answered that it is an ongoing history project of Flossmoor homes that started around 2019-2020. It involved residents submitting photos during the pandemic of different historic homes and turning them over to the Carlisle Group which specializes in historic homes and historic districts. Bogue explained that the Village made progress on the project slowly throughout the pandemic, and the Village would like to finish up that project and be able to provide a finished product in the GIS format including a process for residents to submit homes in the future.

Mayor Nelson added that the purpose is to highlight the Village's real estate options since the Village has such an incredible collection of homes to choose from.

Trustee Bradley-Scott inquired whether the line item at issue was the only time the Carlisle Group has been paid for work on the project.

Bogue responded that they have been paid other amounts in the past for other submissions and recommendations that they made. Bogue noted that the project is still within budget that has been carried over from year to year.

Trustee Mustafa inquired about the purchase of 1439 Lawrence Crescent, that her understanding was that it was related to the basin project and requested an explanation regarding the amount on the bills in reference to the property. She also inquired who/what agency receives the money that the Village paid for the property expenses. Trustee Mustafa inquired with regard to the chart that Public Works Director John Brunke made regarding the costs of the project and whether the amount of the money for the purchase of the property was added to the cost of the project.

Village Attorney Kathi Orr responded that the property was transferred pursuant to the Local Government Transfer Act. Orr noted that the Village did not have to pay for transfer stamps but the Village had to ensure good title so there was a title policy that was issued by the Park District that the Village agreed to pay, and there is an owner policy to guarantee that the Village owns the property which is always part of the transaction. The charges were strictly recordation charges and title charges: \$425,000.00 was the

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purchase of the property, and \$4,000.00 for all of the title charges. Orr noted that the Park District received the money for the purchase of the land, and Chicago Title received the other \$4,000.00.

Brunke responded that the costs related to the purchase of the property were included as an expense in the chart he made.

Mayor Nelson called for a vote on the motion as presented. Motion passed by a roll call vote.

AYES: Trustees Bradley-Scott, Daggett, Driscoll, Lofton, Mitros, and Mustafa.

ABSENT: None

ABSTAIN: None

NAYS: None

Mayor Nelson referred to Agenda Item #5 – Consideration of an Ordinance Approving an Intergovernmental Agreement by and between the Village of Flossmoor, Illinois and the Board of Education of School District Number 161, Cook County, Illinois for the Heather Hill Elementary School Detention Basin Project. Mayor Nelson called for a motion to Approve an Ordinance Approving an Intergovernmental Agreement by and between the Village of Flossmoor, Illinois and the Board of Education of School District Number 161, Cook County, Illinois for the Heather Hill Elementary School Detention Basin Project. Trustee Daggett so moved, seconded by Trustee Driscoll.

Trustee Bradley-Scott commented that in regard to the intergovernmental agreement and the dates that the resident brought up, she heard Attorney Orr's comments in terms of the timeframe. Trustee Bradley-Scott noted that the Village Board has had a couple of meetings since that date and the work had begun prior to that. She asked if there could be a more detailed explanation regarding why the Village Board is talking about the issue in the meeting at hand.

Public Works Director John Brunke answered that as referenced in the related memo, the School District gave their approval on April 8, 2024, the contract for the basin was approved at the first Village Board meeting in June 2024, construction started about five to six days after the contract was approved and before the next Board meeting. The Village was still waiting for the School District to get the signatures from their President and Secretary which took about 1.5 weeks to obtain, so the Village was not ready for the second Board meeting in June, hence the presentation at the Village Board meeting at hand.

Trustee Bradley-Scott inquired whether the fences going up were part of the construction at the basin site and that they were put up in May of 2024.

Brunke responded that the temporary construction fence is a part of the construction project. Brunke disagreed that the fence was put up in May of 2024 and noted that the fence was installed during the first week of June 2024 since the approval for the contract was not received until June 3, 2024. He noted that he could share daily construction reports regarding the work done.

Mayor Nelson called for a vote on the motion as presented. Motion passed by a roll call vote.

AYES: Trustees Bradley-Scott, Daggett, Driscoll, Lofton, Mitros, and Mustafa.

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ABSENT: None
ABSTAIN: None
NAYS: None

Reports of Committees, Commissions and Boards:

Mayor Nelson thanked the Green Commission which cleaned up the day after the Village Board's previous meeting in preparation for the Juneteenth parade and did a great job.

Mayor Nelson announced that the Art Commission silent auction fundraiser was currently happening, and she encouraged residents to check out the offerings on the Village's website.

Mayor Nelson also noted that there would be a pop-up sculpture tour in Flossmoor on July 13th. Additional information about the tour could be found on the Village's website.

Action Items:

Mayor Nelson referred to Agenda Item #7 - Consideration of the Position of Director of Police Services. Mayor Nelson called for a motion to Approve the Consideration of the Position of Director of Police Services. Trustee Lofton so moved, seconded by Trustee Driscoll.

Mayor Nelson first thanked Acting Police Chief Taylor and Commander Filkins for their support and assistance in managing the Police Department for the past few months. They are extremely valuable members of the Village's team and their willingness to take on additional responsibilities to keep Flossmoor safe is appreciated. Mayor Nelson noted that the position of Police Chief is one of the most important positions in the Village, and the responsibility of filling that role with the right candidate is taken very seriously. As a reminder of Village Code, the Police Chief is a mayoral appointment made with the advice and consent of the Village Board. Mayor Nelson explained that as with all Village employees, the position reports to and is supervised by the Village Manager. Since March 2024, the Village Board, Village Manager and the Mayor have had numerous conversations about how best to fill the role, and after thoughtful review, the decision was made to create a Director of Police Services Position to be filled by a candidate with decades of law enforcement leadership and years of security and municipal management experience. The Director of Police Services will have all of the responsibilities of the current Chief of Police position with the exception that the Director will not be a sworn officer due to the necessity of the candidate's credentials having to be transferred to and accepted by the State of Illinois. Mayor Nelson explained that the position will also serve as the Village's Emergency Management Coordinator of the Village's Emergency Management Agency, and be responsible for the training and deployment of the Village's emergency operations plan and incident action plans for the Village's events. Mayor Nelson stated that the candidate that Village Manager Wachtel plans to hire for the Director position and who Mayor Nelson later plans to appoint as Police Chief has decades of law enforcement experience within the state of California in addition to security and municipal management experience in Illinois. Mayor Nelson explained that to become a sworn police chief in Illinois, the candidate will undergo the out of state reciprocity process immediately, which typically takes about six months to complete. Following the vote of the Village Board, the Village Manager will hire the candidate as the Director of Police Services and then

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Mayor Nelson plans to appoint him as Police Chief as soon as his credentials are fully recognized in Illinois. Mayor Nelson stated that the creation of the process, the selection of the candidate and her intent to appoint him as Police Chief has been vetted with the Village Board and legal counsel. She wanted to be clear with the public about the Village's intention.

Village Manager Bridget Wachtel introduced Carl Estelle, a Flossmoor resident who was in attendance at the Village Board meeting and who applied for the police chief position when it was open in 2022. As his candidacy was evaluated, the Village was focused on a long-term appointment so Estelle was not advanced knowing his tenure would be shorter than that and the Village would have to work with the Training and Standards Board on his reciprocity. With the current vacancy in the police chief position, Estelle was evaluated again, and the Village found that his experience, leadership, management skills, and community building qualities all demonstrated that he is the right person to lead the Flossmoor Police Department. Estelle has decades of progressive experience in law enforcement, community policing, and collaborative public safety practices. Wachtel noted that his experience includes several years as an investigator, as supervisor of investigations, and served six years as Captain of Police for the City of East Palo Alto, California, where he helped to dramatically reduce crime and acts of violence while effectively addressing risk management issues and enhancing the police department's use of technology. Wachtel stated that prior to that, Estelle had eleven years as a special agent supervisor for the California Department of Justice where he was commander of the security detail for the State's Attorney General as well as Task Force Commander responsible for directing criminal investigations utilizing a multi-jurisdictional team of twenty-five law enforcement agents.

Wachtel explained that depending on the investigation, Estelle has supervised anywhere from fifteen to two hundred local, state, and federal law enforcement officers, and that his law enforcement career began as a Police Officer for the city of Oakland, California, where he spent more than a decade patrolling neighborhoods and working in the Special Duty Unit with the Drug Enforcement Agency Taskforce dismantling drug trafficking organizations. In 2017, Estelle moved with his family to Flossmoor. He served as the Assistant Director of Security at Kennedy King College in Chicago, supervising 130 employees from 2017-2019 until he was promoted to the position of Director of Security Operations and Compliance for the City Colleges of Chicago Safety and Security Department. For City Colleges, Estelle managed security for seven campuses and five satellite locations. In 2020, he accepted the position of City Administrator for Country Club Hills, where he manages city services for 16,000+ residents. Wachtel explained that in these previous positions, Estelle was known as a community builder: he has been able to create trusted partnerships with members of the community as he developed and outlined new strategies, improving the quality of life for those he served. Wachtel requested that the Village Board authorize the position of Director of Police Services with the current salary range for department directors and planned to appoint Estelle to the position. Once he receives his out of state reciprocity, they would return to the Village Board for Mayor Nelson to appoint Estelle to the position of Police Chief.

Trustee Mustafa thanked Estelle for coming to the Board meeting and stated that due to the way that the Village Board meeting was structured she would have preferred that it were a two-part meeting with the first part addressing the approval of the position without Estelle present. Trustee Mustafa discussed her favorable opinions about Estelle, thanked him for meeting with the Board, and noted that many of her

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comments were independent of him. Trustee Mustafa noted that the Board was to review a newly created job position for Estelle, and that her comments were regarding the position, regardless of who would have filled the position. She noted her concern that the Board did not have one more Executive Session to discuss any questions about the job description, how it compares to the Chief of Police job description, and that the new job description seems to contradict the Municipal Code. Trustee Mustafa noted that the email from the Village Manager concerned her in that the Director of Police Services has all of the current responsibilities of the Police Chief position except that the incumbent will not be able to exercise police powers for six months. Trustee Mustafa questioned whether they were creating a safety concern by creating uncertainty where Acting Chief's responsibilities begin and where Estelle's would end. Trustee Mustafa cited Municipal Code 29-1-4, noting that it gives all responsibilities to the Police Chief and questioned the reporting structure for the positions in relation to the Municipal Code, citing her concern for creating confusion in the Police Department. Trustee Mustafa questioned whether the Union has responded about the new position/reporting structure, impacts on Commander Filkins, and related salary issues. She discussed potential budget issues, questioned what would happen to work that Estelle does during the time period that he works on his accreditation, and questioned whether there was a contingency plan. Trustee Mustafa noted her concern that the Village has already announced the intention to hire Estelle because the Board was expected to hire Estelle and questioned whether some Trustees were contacted about their votes.

Trustee Mustafa stated that although the Village has been fiscally responsible, the Village does not have money to waste, that the Village spent \$10,000.00 so that top Police Chief candidates could participate in assessments, and questioned why the Village was not accepting the results of the assessment. She questioned why the Village was paying for training for officers to lead and not promote them, and stated her concern for the morale of the Police Department, instability in the Department, and the lack of documented clear objective performance expectations for the Department. Trustee Mustafa discussed Flossmoor resident and HR professional Pam Jackson's suggestions on the Village's HR processes, the 2018 adopted shared principles by the Illinois Association of Chiefs of Police and the NAACP, Flossmoor's commitment of same, that all Village employees and residents should be treated with dignity and respect, and that all Village matters be conducted with transparency and justice. Trustee Mustafa stated that until her questions and concerns could be addressed, she moved to table the discussion of the consideration of the position of Director of Police Services.

Mayor Nelson stated that as a reminder, the Village Board gave the Village Manager unanimous consent to create the position and move forward with the hire in April 2024. Mayor Nelson noted that the Village Manager has been working on the matter which has been an involved process including meetings, feedback, interviews, and investigations and wished that they had received Trustee Mustafa's comments prior to the Board meeting at hand.

Village Attorney Kathi Orr noted that in regard to the issue of the Board going into Executive Session to discuss the job description, the Board could not go into Executive Session unless it was to discuss the specific appointment of a specific person.

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Trustee Mustafa inquired whether the Board could have gone into closed session once the job description was written and it was known that Estelle was the candidate to be considered, and she inquired about her questions in regard to the budget implications.

Village Attorney Orr answered that the job description at issue is a department head and according to Village Code, all employment approvals of any member of staff are strictly through the Village Manager. Orr noted that in regard to the budget questions, she did not think that the new position required a new line item that required a budget amendment.

Finance Director Ann Novoa commented that the table at the back of the budget would have to be amended to include the new position, and that depending on what the salary range would be and given the Police Chief position would still be vacant, it would be a wash in salary.

Village Manager Wachtel noted that the amendment to the table with the positions in the budget could be done independent of the discussion at the Village Board meeting at hand, as is commonly done for other issues.

Trustee Mustafa commented that when Mayor Nelson mentioned that the position was approved by the Board in Executive Session, there were no details, and the credentialing process was not defined. Trustee Mustafa's understanding was that the Board was giving approval to go forward with the due diligence process so that there could be sufficient information to make a decision, but they were not giving approval to hire a person for the position.

Village Manager Wachtel responded that she kept the Board updated during the process.

Trustee Bradley-Scott thanked Estelle for attending the meeting and noted that it was honorable for a person to apply for a job in the community where they live. She explained that it was her understanding when they voted to proceed with the development of the position, they were in the discovery process to understand what the job description would look like, and the Board would further discuss any gaps so they would be on the same page. She noted that some of her comments were not directed at Estelle personally and were in regard to the process leading up to the matter at hand. She stated that the job description and details for the Director of Police Services role was created without the Board's approval. Trustee Bradley-Scott noted that the direction was agreed upon in the May special meeting and Executive Sessions where they discussed the employment of specific individuals in regard to the role and that the Board was to be provided with information beyond announcing an appointment. She stated that as it pertains to municipalities in Illinois and how new positions are created, the Board had a discussion about having the Police Chiefs and Fire Commission weigh in on the non-Chief role, and that since the position would be appointed later on it was her understanding that it did not currently fit as one of the positions that the Village's Commission would not have had an opportunity to weigh in on. Trustee Bradley-Scott stated that in terms of the ordinance and passage of the resolution by any municipal code, the formal legislative action in terms of creating new positions and the authority has not been documented. She stated that before finalizing the addition of any new positions, the Board should have had the opportunity to vote on the terms, language and the budgetary items before coming to the same meeting where Estelle was being appointed.

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She wanted the opportunity to talk further about the sworn police officer duties, the overlapping or lack thereof that Estelle would not be able to perform, and whether they could outline the legal aspect of the community interpretation of what Estelle can and cannot do. She opined that the aspects of authority of what was provided to the Director of Police Services role would be very overlapping, and since the Village has a deficit in the sworn officer department, she inquired how long it would be before the Village could account for the heavy management side of things. Trustee Bradley-Scott stated that the Director of Police Services role, the Acting Chief's role, and the Command role have their positions in terms of what they are set out to do and inquired whether there has been a recalibration of what their job duties are. She asserted that what the Village Manager's office has essentially said is that the current police staff does not meet the criteria to become the Flossmoor Police Chief even though they have been Acting Police Chiefs for several months during the absence of a police chief in 2023 and 2024. Trustee Bradley-Scott inquired what the Village was building for the command staff when the Village provides information where the Village is saying it does not have trust in how the command staff performs. She stated that part of the Director of Police Services job description talks about the position requirements and additional desirable qualifications, some of which are among the ranks of what the police officers have been sent through, and she inquired whether the list should be re-evaluated, whether the Village is spending funding inappropriately where there is not confidence in the type of training that they have, and whether the Village is getting what it pays for in terms of what is being invested in the police officers.

Trustee Bradley-Scott stated that because the information is listed as desirable qualifications and outcomes, she inquired whether the Village is contradicting what is believed and what is practiced. She stated that part of the requirements that were asked from the Village Manager's office to provide is if not this, then what, and those qualifications were supposed to speak to the opportunity areas of what the command staff would have in order to qualify for someone's perception of what they should be and it was outlined as being part of mentorship that any manager would have. Trustee Bradley-Scott stated that the Village Board outlined certain things that they were requiring be outlined in the job description, but the job description does not go into those details. She noted that the Director of Police Services and EMA job duties includes the evaluation process, with the mindset to develop staff competencies to provide excellent service and oversee the annual evaluation process with the mindset to develop future department leaders, and she opined that it was interesting given what was discussed in Executive Session that it was important to outline the details of what was required, wanted, and desired of a Police Chief so that the current staff could arrive to those desires. She stated that what she read in the job duties was that the Director of Police Services oversees the annual evaluation process which at the time of the Executive Session meeting there was no annual evaluation process and she inquired how staff competencies would be developed to provide excellent service and oversee the annual evaluation process, whether that would be a new process, and that with regard to the mindset to develop future department leaders, it was subjective and there needed to be more substantial language around what that would look like.

Village Attorney Orr stated that with regard to what Trustee Bradley-Scott read from the job description, it would be the job of the appointee and not a job of the Village Board. The Village Board creates the position, but in terms of personnel conduct and personnel training, it would be managed by the person filling the position of Director of Police Services and not something that the Village Board should be involved in. Orr noted Trustee Bradley-Scott's reference to the Board of Fire and Police Commission and

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noted that it was not a role of the Commission as they are important in regard to new hires of police officers and appointments of police officers, with the exception of the Chief of Police, the Deputy Chief of Police which is chosen by the Chief per the Village's Code. Orr explained that the role of the Board is to establish the positions, and in terms of the actual responsibilities in the job description, those would be the obligation of the individual filling the position and not something for the Board to participate in, including annual evaluations of personnel.

Trustee Bradley-Scott responded that the Board was told that the items such as competencies would be drawn out, including the mindset to develop future departmental leaders, that the mindset is subjective and she did not see how that could be a formative opportunity.

Mayor Nelson noted that the Board did not discuss creating a list for the department director, that it was outside of the lane of the Board, and that it was the job of the director to come up with the rubric and evaluation process.

Trustee Bradley-Scott responded that she recalled it slightly differently, and that as it pertained to the Police Commission since it was not a hire for the Police Chief directly, she requested further explanation.

Village Attorney Orr responded that the current appointment was for a department head position, not for a police officer, and therefore, it has nothing to do with the Police and Fire Commission. Once the appointment for Police Chief is at issue, that appointment is done by the Mayor with the advice and consent of the Village Board per state law and Village Code.

Trustee Bradley-Scott noted that there was a conversation that was brought to the Village Board about how she came to know about Estelle's appointment and her husband's involvement in the process. Trustee Bradley-Scott asked Estelle whether before the meeting at hand had she and Estelle ever discussed the appointment.

Village Attorney Orr noted point of order, that Estelle was not interviewing at the meeting, and to put him on the spot by asking him a question that does not pertain to the position at issue is not an appropriate question for her to ask as a Trustee. It is out of order and has no relevance to the subject before the Board.

Trustee Bradley-Scott responded that there was a conversation where she was accused of some things and where the issue was brought forth during a Village Board meeting.

Village Attorney Orr responded that the discussion happened in Executive Session, that the issue was brought up at the Village Board meeting during public comment, and that to question a potential candidate whose appointment is under the purview of the Village Manager by Village Code, was inappropriate for Trustee Bradley-Scott to question. Orr explained that she was trying to keep things in line in regard to notifying Board members when they are going outside the lines of what is appropriate for them to discuss, including issues discussed in Executive Session.

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Trustee Bradley-Scott stated that given her inability to go further into the conversation, she would state something in the Village Board meeting at hand that she stated in Executive Session. Trustee Bradley-Scott stated that the manner in which the Board arrived at the conversation, she believed that the residents are expecting more from them including transparency, honesty, and the ability to relate to them as neighbors and somehow the Board has gotten away from being transparent and honest and that it was pitting good people against each other unnecessarily. She stated that the Board cannot ruin peoples' reputations or and be anything but honorable of the people who come before the Board to listen to them, honor them, and respect them at all times. Trustee Bradley-Scott stated that she respected Estelle for applying for the position, that he was someone with integrity, and she respected the fact that he was still standing. Her prayer was that the Board would respect and uplift people in the community, the people the Village does business with, neighbors, and that the Board treats others and each other as they would want to be treated. She wanted to shake Estelle's hand given everything that they know and could not say.

Village Manager Bridget Wachtel stated that the position description for Director of Police Services mirrors the Chief of Police job description with the exception of any sworn police services such as arresting someone, carrying a firearm, pulling someone over with lights and sirens, or being on an unsecured scene. She explained that the Chief Position is by and large an administrative position in both departments although both Police and Fire need to be sworn in their capacities and be able to perform the full functions of Chief, which is the goal the Village is trying to achieve. Wachtel explained that the Director of Police Services position would be a temporary position until Estelle's credentials and certifications could be recognized by the State of Illinois, and it would not be a permanent position. Wachtel confirmed Mayor Nelson's statement that typically the Village's Chief of Police has not had to typically engage in the aforementioned sworn job duties.

Trustee Daggett stated that he would speak candidly, that there were many issues he wanted to discuss, that he normally takes the time to write out his statements to be clear, and apologized if through his candidness he was not as clear. He stated that he has lived in Flossmoor since 2010 and that he chose to run for office in the previous election because his family has benefited from living in Flossmoor, and he felt the responsibility to give back, which has not changed. He explained that every decision he makes as a Trustee is made as a father, husband, neighbor, and resident of Flossmoor, that he has no allegiance to anyone on the Village Board, and that his only allegiance is to the Village of Flossmoor. Numerous residents have approached him for assistance, and he has done everything that he could to help them as his job is to help as much as he could. Trustee Daggett stated that there were questions asked during the Board meeting, and if he were asked directly, he could have answered that he was not called or directly asked what his vote would be. He agreed that the integrity and reputation of individuals needed to be protected, so to ask a question without the ability of someone to answer it, then they would have known, and it was insulting. Trustee Daggett stated that he and Trustee Mustafa had a conversation for over an hour the day prior, and she could have asked him about it. He noted that he was very frustrated because he knew about conversations held in Executive Session that he could not discuss, including questions and issues that have come up during the entire process. He stated that there are some details not finalized because it is the role of the person coming in to handle that work. Trustee Daggett explained that in terms of the decisions he makes regarding the position at issue, whether to do a viaduct project, approve pothole patching, or anything else, he tries to make the best decisions for the Village, and if anyone has a problem about the

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way he votes he would like for them to address the issues with him so they can have a conversation about it. He stated that however his vote goes regarding the issue at hand is his vote, and that he was not anyone's puppet. He often has conversations with staff to ask their insight about issues as he did earlier regarding another issue. Trustee Daggett stated that he has nothing to gain from not going by the rules or being someone's puppet, and that he lives in the Village, his daughters are going through HF High School for the next eight years, and that there are no benefits for him to have backroom deals. He asserted that there are weeks where he spends more than thirty hours working as a Trustee to research issues and meet with people. He stated that he plans to run for office again, and that if people do not think he is serving the Village then they should vote him out. Trustee Daggett stated that while he is Trustee he is doing what he thinks is best for the Village, that he is not a dishonest person, and that it is difficult for him to be on the Board and have those things constantly questioned of him and calling him racist which is not who he is. Trustee Daggett stated that he wanted people to know where he was coming from, that he was trying to be a good citizen and represent the Village well, and that when his time is done on the Board he would be thought of as doing those things. He stated that he had requests of Village Staff that if possible, to make sure that there was a lot of clarity for Staff in the Police Department, and that he was confident with the conversations that he had with Village Staff that it is part of the plan moving forward, but that there is a timeline for the process to follow. He noted that he is a property inspector and sailing captain, not a Police Officer, does not know policing and that it would be ludicrous for him to assert what the duties should look like. Part of the job description, role and qualifications of Estelle is that he has to figure those things out. Trustee Daggett has had some conversations about those issues, and that he is confident that those things will happen going forward. He acknowledged that the situation at hand was not perfect, and that in terms of where they are right now, he believed that it was the best way to move forward for the Police Department as a whole with the time and resources at hand, and where the Village and Police Department are at. He stated that if it turns out he was wrong then he will own his decisions.

Trustee Driscoll noted that Estelle was Director-candidate and welcomed Estelle to Flossmoor. Trustee Driscoll stated that the Board has been through some turmoil on some of the issues, and that as part of the community he apologized that Estelle has been attacked on social media before even being on the job day one, and that some of the so-called experts do not have expertise on these matters and do not know the Board's review of Estelle's record or the conversations with him. Trustee Driscoll stated that he knows a little bit about Police Chiefs in his role as a municipal hearing officer working with about ten to fifteen different chiefs, in his role representing municipalities for over thirty years and interacting with Police Chiefs throughout Illinois, and in his role representing police and fire personnel in employment matters including the Illinois State Police. Estelle's resume is the most unique and strong for the Police Chief position that he has ever seen. Estelle's police work in Oakland, East Palo Alto combined with the DEA, his continued service with the City Colleges, including his administrative knowledge as a City Manager are the perfect storm of qualifications. Trustee Driscoll stated that he has no reservations about moving forward with the plan that was unanimously agreed upon by the Board from his recollection during Executive Session. Trustee Driscoll stated that he has no doubt that Estelle will be an excellent addition to the Flossmoor Police family.

Trustee Lofton confirmed that the Board was present to consider the position of Director of Police Services, and that he took the time to review the overview of what was being requested of the position. He stated that

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it was fitting for the time that the Village is in now and that the position covered the leadership role in the Police Department. Trustee Lofton took the time to review Estelle's background and found many outstanding things he had done on the internet, that he was a very strong police leader which is what the Village was looking for. Estelle has done a lot of things in the administrative wing of police work and while he has not walked the beat in ten years, he put thirty years of his life into protecting people and administering police work. Estelle has worked in Chicago with City Colleges as a police security administrator and leader. Trustee Lofton commented about what Estelle was doing as a city administrator in Country Club Hills, which is another attribute since he knows municipal government. The Police and Fire Departments report to him, and everything that goes on in Country Club Hills, including the weekend productions he manages as well. Trustee Lofton spoke with Mayor Ford to get a picture of Estelle, and Mayor Ford thinks quite highly of Estelle stating that he would stand on a table to say "that's my man." Trustee Lofton found that Estelle is a people person, and he will serve the Village well in whatever the capacity he is in. Until the time that the Mayor appoints a Police Chief, the Village is in good hands with Acting Chief Taylor and Commander Filkins, and that if people do not feel safe, Trustee Lofton wants to know about it.

Trustee Mitros stated that people do not move to Flossmoor because they hate it or because it is run poorly, but instead because the Village is run well. He stated that some disparaging things had been said. Trustee Mitros stated to Acting Chief Taylor and Commander Filkins that it was not about them and that they are knowledgeable, hardworking, and they are part of the Flossmoor family. Trustee Mitros noted that he believed that they were apprised of what the Board was doing and that part of Estelle's role was a mentoring role and that any time someone can gain knowledge it was a good thing. Trustee Mitros heard the Board being accused of being dishonest and engaging in collusion in the vote, and that he was flabbergasted by the accusations and insulted. He stated that he voted and supported Trustees Mustafa and Bradley-Scott and that the things they have stated during the Board meeting were ridiculous. Trustee Mitros stated that Estelle had been thoroughly vetted, and that a Police Chief has to be a good manager and run the Department which Estelle has done as he runs both the Police and Fire Departments in his current position as City Manager. Trustee Mitros noted that no one who has had a lot to say about the position has presented their credentials, and that Village Manager Wachtel has dealt with more Police and Fire Chiefs, FOP negotiations, and more Police and Fire Departments than anyone in the room. Trustee Mitros stated that he has complete faith in their ability to write and execute the job description, in Estelle's ability and that Estelle would be a wonderful addition to the community and do a great job.

Mayor Nelson called for a vote on the motion as presented. Motion passed by a roll call vote.

AYES: Trustees Daggett, Driscoll, Lofton, and Mitros.

ABSENT: None

ABSTAIN: None

NAYS: Trustees Bradley-Scott, Mustafa.

Mayor Nelson referred to Agenda Item #8 - Consideration of the Approval of a Proposal with Quinlan Security Systems for the Village Camera Project. Mayor Nelson called for a motion to Approve a Proposal

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with Quinlan Security Systems for the Village Camera Project as presented. Trustee Daggett so moved, seconded by Trustee Driscoll.

Assistant Village Manager Jonathan Bogue explained that he and Acting Chief Taylor were there to request approval of a proposal with Quinlan Security Systems for the Village Camera Project, and that Quinlan were also present. Bogue explained that the Village has been working on a solution to replace the aging video surveillance system within the municipal campuses. The project has been deferred over multiple budget years, and Village Staff were in the process of moving the project forward and a bid that came in over cost was thrown out earlier in the year. Bogue explained that the current solution the Village has been looking at was for a video solution for the municipal buildings, the downtown business district as well as Village-owned parking lots. He and the Village's IT provider discussed how to restart the camera project, and then Village Staff were connected with Quinlan Securities. Acting Chief Keith Taylor and Bogue met with Quinlan, and they did a security analysis of the Village's facilities and provided them with proposals for installing cameras throughout the Village campuses and in the downtown area. Bogue noted that they received good references from other municipalities who have used Quinlan before including South Holland, the Village of Lincolnwood, and the Village of Lemont. He explained that Quinlan's system is highly scalable, provides remote access, is user friendly and has no reoccurring licensing fees which is rare, and that the cost to implement their solution across the entire municipal campus and downtown area is significantly lower than the one bid that was submitted from last year's RFP, making it a cost-effective choice.

Acting Chief Taylor explained that the Village was advised about the Illinois Attorney General's Organized Retail Crime Grant in August 2023, and that the parameters of the grant provided funding that was to be used for overtime to combat organized retail crime, to use towards a real time crime center for intelligence gathering, for training officers to combat organized retail crime, and to purchase equipment to combat the organized retail crime such as license plate readers and surveillance cameras. The Police Department and the Village Manager's office determined it was best to use the funding for the license plate reader cameras and are grateful that the Board approved the purchase and agreement. Taylor explained that \$38,450.00 of the \$85,000.00 grant award was used to purchase the Flock cameras and for fees for the first year, and that the terms of the grant agreement were from July 1, 2023, to June 30, 2024 for the money to be spent to avoid having to return it. The Village was not notified about the grant until October 2023, and the Village was in receipt of the award funds in January of 2024 which left a short timeline to spend the remaining funds.

Bogue explained that given that information, Village Staff recommend foregoing the RFP process, move forward with Quinlan and expend the grant money. With the \$85,000.00 budgeted and the grant funds available, the Village would be able to move forward with the entire Village Hall campus, downtown business district, and the Village-owned parking lots at a cost of \$129,101.10. Bogue explained that Quinlan Security's proposal was in the Village Board meeting packet. Due to the scalability of the solution, the Village could do the public works facility at a later date and any cameras at Public Works could be imported into the system and added at a later date. If the Board was agreeable to the proposal, the Board would need to waive the competitive bid process, approve the proposal from Quinlan Security Systems in the amount of \$129,101.10 and approve a budget amendment of \$49,101.00. He explained that a budget amendment was needed to account for the grant funds.

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Mayor Nelson inquired about the amount of the proposal that was originally tossed out by the Board.

Acting Chief Taylor responded that the only proposal previously received was \$251,239.07.

Trustee Driscoll stated that the proposal looked good and agreed with it as presented.

Trustee Lofton recognized that because of the timeframe there was not an opportunity to expose the bid to minority bidders, that he knows the Village works hard to bring them into the scope generally and that he does not want the Village to lose grant dollars and would like for minority bidders to be considered in the future.

In response to Trustee Mitros' questions, Bogue responded that different video permissions could be set for different staff members. On their computers, for instance, in the building department they could see the cameras going downstairs and over the counter, and the Fire Department could see cameras within the Fire Department bay area. Bogue also stated that cameras for the Public Works Department would be another \$27,000.00, and that the cameras are different based on the location where they are needed.

Trustee Mitros noted that he was in favor of the proposal.

Trustee Mustafa stated that it was admirable that Village Staff beat the timeframe, that she was in agreement, and that the Village would have Flock and Quinlan.

Bogue stated that Flock and Quinlan do different things and that Flock has an annual cost. He noted that the Village went with Flock because neighboring municipalities use Flock, and they can all share information. The current project is different and that it could be scaled if the Village decides to use different cameras in the future, and they could be imported into the Village's system.

Trustee Bradley-Scott stated that it was always great to become part of the digital age and have information at the finger tip. She inquired whether the recommendation for Quinlan was the only recommendation received and whether the Village was afraid to do an RFP and receive high bids again. Trustee Bradley-Scott inquired whether neighboring municipalities that use Flock cameras also use Quinlan's services, and whether there are other towns that the Village could have received recommendations and competitive bids from.

Bogue responded that the Village received two recommendations that people worked with in the area, and that one was brought on to give the Village a security analysis. The timeline issue caused the Village Staff to expeditiously move through the proposal so the Village could use the grant monies and not give them back. Bogue also noted that Acting Chief Taylor already submitted the grant application for the current year. Bogue stated that there just was not enough time to go through the RFP process and be able to use the grant monies. He noted that there could be other municipalities to ask, but the Village started with a security analysis and there was the issue of the timeline before the funds expired.

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Trustee Daggett thanked them for putting in the hard work on the issue and that any time the Village could grab grant money then they should get it done. Trustee Daggett inquired about the panoramic camera on the library and whether it has a 180 degree swing and whether they are movable or fixed. He also inquired about coverage for the library parking lot. Trustee Daggett also inquired about coverage behind the buildings on Sterling Avenue since they all have back entrances and there are residents that park back there, and whether there was a discussion to put a camera back there. He asked when the cameras would be live.

Mr. Quinlan answered that the cameras being used now are multiple head cameras that are four cameras in one, and can see 360-380 degrees in order to have as much pixel coverage as possible. Mr. Quinlan answered that from the time their company receives the contract, the order could take about four weeks and then another two to three weeks for the system to be deployed.

Bogue responded that Flossmoor Library has their own camera system and that he is pretty sure they have coverage in the parking lot. Bogue noted that the Village would be working with the Flossmoor Library on placing the cameras. Bogue stated that the Village was starting with Village-owned properties, that it was a scalability issue, and that they could add cameras in the future as the server will be expandable.

Mayor Nelson inquired about the service and maintenance line item on the proposals.

Bogue answered that the service and maintenance is an optional line item that can be discussed later, and Village Staff is not currently recommending moving forward with it. The licensing fees are for the life of the cameras, and the warranties for servers are of more concern and that if a camera broke the Village would pay for it to be fixed.

Mayor Nelson called for a vote on the motion as presented. Motion passed by a roll call vote.

AYES: Trustees Bradley-Scott, Daggett, Driscoll, Lofton, Mitros, and Mustafa.

ABSENT: None

ABSTAIN: None

NAYS: None

Discussion Items:

Mayor Nelson referred to Agenda Item #9 – Discussion of a Business Registration Program.

Mayor Nelson stated that the discussion was to obtain the Trustees' initial feedback on the program.

Assistant Village Manager Bogue explained that the idea of a Business Registration Program came up during the budget process, and that the Village currently has no business license or registration requirement. Further, the Village is the only local municipality without one. Bogue explained that there are multiple reasons to consider a business registration program including to ensure that businesses comply with zoning, building, and fire code requirements, build awareness of Village businesses, ensure code compliance inspections are completed, help identify business vacancies and support marketing efforts. Bogue noted that some neighboring municipalities have different fees for fire inspections as well, and that

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Flossmoor does not have fire inspection fees or business registration fees. He explained that there are often grants where businesses request proof of business registration, and since the Village does not have that program the Village cannot provide that documentation. Village Staff surveyed seventeen communities regarding business registration programs and all of the communities that were surveyed had some business registration or licensing program. He explained that non-home rule communities can have a business registration program but not a licensing program, and that the majority of the communities had fees based on the square footage of the businesses with two categories for large and small businesses, and some had a flat fee. Bogue stated that Village Staff were recommending registration fees based on square footage between \$100-\$200 annually, and that the program would be based out of the Building and Zoning Department and supported by the Fire Department and managed by the Village Manager's office as well. Bogue noted that needs for the program would be the financial software to have the process online, and staff time. After the Board's discussion, Staff would bring a formal vote to the Village Board at a later meeting with the goal to start the program on January 1, 2025.

Mayor Nelson inquired whether Village Staff were proposing fire inspection fees as well.

Bogue responded that Village Staff were only recommending the business registration fee which would cover the fire inspections as well but that there had been discussion about fees for return visits for fire inspections.

Chief Kopec explained that the Fire Department inspects every business in the Village on an annual basis where no fee is collected. With the business registration program proposal, the Fire Department is not looking for a Fire Department fee but is looking to build a database of Flossmoor businesses. Kopec noted that due to fire inspections, they have come to learn about businesses that the Village was not aware of and that it puts the Village in a bad position to not know about what businesses are in the community, including for inspection purposes. Kopec noted that there has been a discussion that in the future, the Village may want to consider issuing a fee for multiple return visits due to non-compliance.

Mayor Nelson stated that it seemed unsafe to not know who all of the occupants are, especially if there is a disaster.

Village Attorney Kathi Orr explained that home rule communities can have licensing programs which are very beneficial to communities, and that to have a business registration program is not as good because licenses cannot be pulled. But the contact information that can be obtained from the business registration program is helpful: In an emergency, the Village currently does not have information to know who should be contacted or who should be in charge. Orr noted that a third benefit of having the business registration program is knowing the businesses so that perhaps the Village could do business with them.

Director of Building & Zoning Scott Bugner stated that he had just run across a new business that same day at Flossmoor Commons that the Village was previously unaware of.

Mayor Nelson inquired about the business registration fees in other municipalities.

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Bogue responded that they were most often \$100-\$200 based on business size.

Trustee Lofton noted Village Attorney Orr's suggestion about finding out about businesses that the Village could do business with, and that it was a key to business development to do business locally. He noted that it was important for the Village to know what the businesses are in the community, he agreed with the safety aspect of the program to have a fire inspection to tell them where there could be a hazard, and he thoroughly approved the program.

Bogue noted that the primary purpose of the business registration program is the safety aspect, and secondarily that available commercial properties can be posted in the GIS system to help bring businesses into Flossmoor.

Trustee Mitros stated that he agreed that the Village probably needs a business registration program, and inquired about communities that issue licenses for one year, and whether that was something the Village was looking to do.

Village Attorney Orr responded that the Village cannot issue licenses because Flossmoor is not a home rule community.

Trustee Mustafa requested expansion on the definition of what a business is and confirmation that it would not include a home business or a business with a residential address.

Bugner explained that a business would be considered as a commercial entity that does business in town, with the exception of home businesses or occupations and would only be a commercial business with a commercial address. He noted that a business with a residential address would not be considered a commercial address.

Orr explained that if someone has a home occupation, they can have the business in residential zoning and that if it is not a home occupation it could not be conducted on residential property according to the regulations of the zoning code.

Trustee Bradley-Scott stated that a business registration program is a good look and inquired whether staff could identify how many businesses were under the 5,000 square feet and how many were over the 5,000 square feet. She also inquired about where the Village would start with the process, and whether a landlord would be responsible for notifying tenants so that no one falls off the radar when a new tenant moves in. Trustee Bradley-Scott inquired about the amount of inspections if new businesses were to take over an address such as the new business in Flossmoor Commons, and whether the new business would also have to pay a business registration fee.

Bugner responded that Meijer and a handful of properties such as the Dollar Store and possibly CVS are over 5,000 square feet. He opined that landlords should be responsible for notifying their tenants that they need to register their business with the Village.

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Bogue noted that they estimated that there were about 250 businesses under 5,000 square footage, and that the Village would start with the fire inspection list and the Village's known business list. He explained that there would be a couple of things that the Village would need to put in place before the program started, including software, mailings, how to bring awareness to the business community and the Village would want to give enough time for businesses to become compliant. Bogue noted that the amount of inspections for a rental space would depend on whether there was a modification to the space.

Orr noted that the Village would not be registering the property owner, and that the business would be registered.

Chief Kopec explained that the Fire Department would like to be able to inspect the business before issuing the occupancy and business registration to ensure that everything meets code, obtain owner information, alarm information, and other information to give to the dispatch center. He stated that if there is a new business and it is the same occupancy type, it should be a quick walk through and that each business would register their business and pay the business registration fee.

Trustee Daggett noted the interesting business model of Shops on Sterling where they occupy small spaces, and asked that staff consider a cost saving solution for them in particular. He inquired whether the Village could deny a permit of a contractor hired by a business who has done work in the Village and who has not been a responsible contractor. He also noted that the business registration program is needed and makes sense, and that his concern would be that the Village not view it as an income producing program which does not seem to be the case based on information presented by Village Staff.

Village Attorney Orr responded that no, the Village could not deny a contractor's permit and that the issue is between the property owner and contractor.

Trustee Driscoll stated that he agreed with the proposal and brought up the issue of an occupancy inspection. He also stated that in terms of the Village not being able to impose a penalty as a non-home rule Village if the business does not register, he thinks that most communities impose a penalty and the Village should look further into that issue.

Orr responded that in terms of occupancy, it is a fire code matter so if Chief Kopec finds a fire code issue there would be a citation until it is fixed. Orr noted that there were some businesses that non-home rule communities could license such as tattoo parlors and places of eating given the health issue.

Trustee Mustafa inquired about Trustee Daggett's comment about consolidating businesses at Shops on Sterling and whether the Village could still obtain each business' separate information.

Bogue answered that the Village would still want each one of the owners of the Shops on Sterling to register their business no matter what the payment portion would be for emergency purposes among others.

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Other Business:

Mayor Nelson referred to Agenda Item #10 – A Motion to go into Executive Session to Discuss the Employment of Specific Individuals, Property Acquisition and Litigation.

There was no need to enter into Executive Session.

Trustee Bradley-Scott stated to Trustee Mitros that she has enjoyed her time on the Village Board and that she believes that she has operated with the residents' best interests at heart, and her comments were based on what she has seen, and what was said to her. She was speaking about specific matters, and that Trustee Mitros' comment that he disagreed with her about the honesty Trustee Bradley-Scott was speaking about was a real live situation that Trustee Mitros was a part of. Trustee Bradley-Scott stated that she thinks she has been very supportive of the community, that it is a great town, and with a few minor adjustments she has very few complaints about what is going on and thinks that the Board does a fantastic job generally speaking.

Trustee Bradley-Scott also offered an opportunity that when there is a situation with a divided Board and opinions and processes could be done better, that observation and input is an opportunity for the Board to sit back, take heed of the opportunity, and see how they can do things differently and better. She stated that to say that they are comfortable with the way things are, limits their opportunity of growth and development, that the Village is a forward-thinking town, and that the Board should challenge themselves to be better. She stated that given the Board has been divided on some opportunity areas, the Board should take a holistic review of the community as it pertains to the Village Staff and administration standpoint, and that type of observation and tool would allow them to see from many standpoints from Police, Fire, the Village Manager's office and other departments, how the Village is functioning and how they could do better. With a 360 degree review, it would allow staff past and present to be able to give the Board some feedback on how they operate and their blind spots so that they could improve their functionality, take their most valuable resource, the human resources, and do the best they can. Trustee Bradley-Scott stated that by not looking at opportunity areas, they are saying they are fine where they are and do not need any room for growth. She stated that in looking at a tool like a 360 review, they would be able to measure the entire agency and how they interact and will drive success. It will provide competencies, identify challenges and how to face them, and it will provide a strategic opportunity to direct the Village's future group to see where they would like to go and create some strategies on how to get there. She noted that part of the Village's strategic plan has all of the opportunity areas for one to move forward with the exception of the human capital aspect. She stated that in terms of some things that she believes can be done better, it would be to implement those types of workforce initiatives to find a tool that was mutually beneficial for all stakeholders and she hoped that the Board could take it into consideration and they could work on them to grow and build the community that they know and love and would be able to sustain them for years to come.

Mayor Nelson asked Trustee Bradley-Scott to share ideas she had about specific programs.

Trustee Daggett approached Public Works Director Brunke cleaning up the roads near the Heather Hill detention basin project and Brunke had already contacted the contractor about having street sweeping done in addition to what they are regularly doing, and Trustee Daggett appreciated Brunke being on top of that issue. Trustee Daggett also noted that in regard to the 100-year celebration, the girl's softball team

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that he coached was a part of the celebration, and they loved it. It was a great celebration. Trustee Daggett also noted that he appreciated the discussion about the Business Registration Program well ahead of having an actual vote on it, and they have time to discuss it with local businesses, too.

Trustee Driscoll stated that to everyone who contributed to the Village's 100-year celebration, it was a great evening and they did an excellent job.

Trustee Lofton also stated that the Village's 100-year celebration was fantastic and also applauded all departments and staff for their contributions for the event.

Trustee Mitros also stated that the 100-year celebration was very special and well thought out, and that the Board sponsored the band at Flossmoor Station's celebration the following day which was packed and was Flossmoor Station's biggest night.

Village Manager Wachtel added to the praise and thank yous for the Village's celebration on June 20th, including Stephanie Wright, Johnathan Bogue, Nicole Castagna and all the staff who worked on putting together one of the Village's three new events in 2024. She noted that staff worked hard to make it a seamless evening, topped off by a great finale with the drone show. Wright and Castagna worked very hard to obtain sponsorships for the events to offset the costs of celebrating the Village's birthday.

Mayor Nelson stated that in addition to the amazing work of the departments to work together to make June 20th a memorable night, she thanked the Village's Art, Green, and Community Relations Commission volunteers who participated. Mayor Nelson thanked Alex Ooms from the Flossmoor Fire Department who helped with the car show, Police Officer David Levy who helped organize the Grinders baseball team, Trustee Daggett for coaching the Hurricanes softball team, and Karen Ford from Sutton Ford who loaned cars for the car show.

Mayor Nelson noted that it had been a busy month meeting with developers and interested businesspersons to talk about Flossmoor Road and Vollmer Road, and she would keep everyone up to date as more information became available.

Mayor Nelson stated that Rainbow Cone was opening on July 3rd, and the Village Board was invited to attend.

Mayor Nelson noted that for the Village's 4th of July Parade, Jazmin Rhodes, who represented the State of Illinois at the Jimmy Competition in New York and who was in the production Urinetown, the top production in the State of Illinois, would sing the National Anthem.

Trustee Bradley-Scott stated that she wanted to make a correction to her earlier statement about the fence being put up early at Heather Hill School when she should have said it was the survey flags that were put out before June 2024.

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As there were no other items to discuss, Mayor Nelson called for a motion to adjourn the meeting. Trustee Mitros so moved, seconded by Trustee Driscoll and passed by a voice vote.

*AYES: Trustees Bradley-Scott, Daggett, Driscoll, Lofton, Mitros, and Mustafa.
ABSENT: None
ABSTAIN: None
NAYS: None*

The Regular Meeting was adjourned at 10:07 p.m.

Respectfully Submitted,



*Gina A. LoGalbo
Village Clerk*