

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

VILLAGE HALL

APRIL 1, 2024

7:30 PM

Mayor Nelson called the meeting to order at 7:34 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; Assistant Fire Chief Matt Berk; Deputy Chief of Police Keith Taylor; Police Commander Tim Filkins; Director of Public Works John Brunke; Director of Building & Zoning Scott Bugner; Assistant Finance Director Malea Stubitsch; Community Engagement Manager Stephanie Wright; Assistant to the Village Manager/ Communications Manager Nicole Castagna; Acting Village Attorney Megan Lamb; 67 community members, media, and others.

Mayor Nelson called the meeting to order. 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 at the beginning of the meeting agenda, and that public commenters who signed up to speak would be called from the list they signed in on. She asked that speakers observe the Village's public comment policy of introducing themselves, acting with decorum, addressing their comments to the public body and not a member of staff, and limiting their comments to five minutes per person for a maximum of thirty minutes of public comment time.

Mayor Nelson stated that although the meeting was being held in the public, it was not a public forum. As a public body, the Board does not discuss personnel issues in public and the Board cannot comment on pending litigation based on the advice of counsel.

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 child labor including the history of child labor, current child labor, violations worldwide, Illinois law regarding child labor, child labor as it relates to capitalism, and the exploitation of children.

Flossmoor resident Don Grasse's comments, in summary, were regarding the Flossmoor Police Department ("FPD") and that the FPD has always supported the community and the community has supported the FPD in return. He noted that the Village was going through a rough time now, but that everything was going to turn out fine. He also expressed praise for the Mayor, Board of Trustees, and FPD.

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Flossmoor resident Pam Jackson's comments, in summary, were regarding the termination of the former Chief of Police and her questions and analyzations related to same, including the search process used to hire the former Chief and the process to hire the next one. Jackson discussed opportunities by the Village to share information with the public.

Mayor Nelson stated that the Village recently added a 'transparency' page to the Village's website, which includes financial reports, contracts, the employee handbook, and strategic plans. They were all previously available on the website, but the new page makes finding the resources easier. The Village is also working on an entire website refresh that is scheduled to be completed by the end of May 2024. Also, personnel policies are detailed in the personnel manual located on the Village's website. Mayor Nelson also answered that stakeholder interviews were completed during the previous search for Chief of Police, there was an interview panel with Chiefs of Police from the region, and the Illinois Association of Chiefs of Police was utilized. Mayor Nelson noted she looked forward to meeting with Jackson soon.

Flossmoor resident Troy Holmes' comments, in summary, were regarding his attendance at a recent Public Art Commission meeting and issues he addressed at the meeting. Holmes discussed inequities and opportunities that he had observed, diversity and inclusion with public art in different Flossmoor neighborhoods, acquiring more works from Black artists, and his plans to attend more Public Art Commission meetings. He also thanked the Village Board for selecting Paradise for Ballantrae Park.

Mayor Nelson noted that the Village Board and Staff are also very passionate about public art and work hard for it to be successful in Flossmoor. She appreciated Holmes' passion and involvement with public art.

Flossmoor resident Leonard Harris' comments, in summary, were regarding his motivation to move to Flossmoor and past experiences that he and his family have had living in Flossmoor since 1982. Harris also discussed how over the past ten years, things have been done to make Flossmoor one community and how recent events were changing his viewpoint. Harris opined that the administration wasn't working on behalf of some of the community and that changes in policies and/or people may be in order. He opined that the situation with the Chief was handled very poorly and opined that there have been and will be ramifications from the same.

Flossmoor resident Percy Scott's comments, in summary, were regarding policy questions he had, including how Village employee complaints are handled, procedures for terminating executive level positions, whether the Board heard the Chief's perspective, and in regard to the cancellation of Flossmoor Fest.

Mayor Nelson responded that all Trustees were kept apprised of the issues and she noted that if the Chief wanted to release his personnel information he was free to do so.

Flossmoor resident Valencia Dantzler/Mother Diva's comments, in summary, were regarding her work as a community activist and madam ambassador of house and electronic dance music, her attendance at

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Village Board meetings, her disappointment that there would not be a Flossmoor Fest, Flossmoor's planned 100 year celebrations, and the 2025 mayoral election.

Recognitions and Appointments:

None.

Mayor Nelson referred to the Consent Agenda (which encompassed Agenda Items 1-8):

- 1. Approval of the Minutes of the Regular Meeting Held on March 18, 2024*
- 2. Presentation of Bills for Approval and Payment as Approved by the Finance Committee (April 1, 2024)*
- 3. Consideration of a Resolution Granting Authority to Public Works Director to Enter into a Joint Purchasing Agreement with the State of Illinois for the Fiscal Year 2025 State Bid Rock Salt Purchase*
- 4. Consideration of an Agreement for Services for May 1, 2024 to April 30, 2025 Pursuant to the May 1, 2022 Agreement between the Village of Flossmoor and Paramedic Services of Illinois, Inc.*
- 5. Consideration of a Resolution Requesting Temporary State Highway Closures for the Hidden Gem Half Marathon*
- 6. Consideration of a Resolution Requesting Temporary Cook County Road Closures for the Hidden Gem Half Marathon*
- 7. Consideration of a Resolution Authorizing a License Agreement Between the Village of Flossmoor and the Homewood-Flossmoor Park District (Paradise)*
- 8. Consideration of a Resolution of the Village of Flossmoor, Cook County, Illinois, Protecting the 1% Grocery Tax*

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

Trustee Mustafa requested that items #2 and #4 be pulled off of the Consent Agenda.

Trustee Bradley-Scott requested that items #5 and #6 be pulled off of the Consent Agenda.

Mayor Nelson called for a motion to approve items #1, #3, and #7 of the Consent Agenda. Trustee Mitros so moved, seconded by Trustee Lofton.

Mayor Nelson called for a vote to approve Consent Agenda items #1, #3, and #7. 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 #2 – Presentation of Bills for Approval and Payment as Approved by the Finance Committee (April 1, 2024). Mayor Nelson called for a motion for Presentation of Bills for

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Approval and Payment as Approved by the Finance Committee (April 1, 2024). Trustee Dagget so moved, seconded by Trustee Mitros.

Trustee Mustafa inquired about the legal services category in the bills, and requested detailed information for all legal services from 2023-to date. She noted the amount of legal fees that the Village has spent recently.

Mayor Nelson stated that for the purposes of the April 1, 2024 meeting, they would focus on the bills at hand that needed to be paid and she noted that they could have a more in-depth discussion about it later.

Village Manager Bridget Wachtel discussed the category of unplanned litigation and that the recent charges were related to appeals of administrative adjudication cases.

Trustee Mustafa requested a supplemental statement to understand the legal fees.

Village Manager Bridget Wachtel stated that she will follow up on the other attorney bills listed in the claims list.

Mayor Nelson called for a vote to approve the Approval and Payment as Approved by the Finance Committee (April 1, 2024). 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 #4 – Consideration of an Agreement for Services for May 1, 2024 to April 30, 2025 Pursuant to the May 1, 2022 Agreement between the Village of Flossmoor and Paramedic Services of Illinois, Inc. Mayor Nelson called for a motion to approve an agreement for services for May 1, 2024 to April 30, 2025 pursuant to the May 1, 2022 agreement between the Village of Flossmoor and Paramedic Services of Illinois, Inc. Trustee Mitros so moved, seconded by Trustee Driscoll.

Assistant Fire Chief Matt Berk explained that the Flossmoor Fire Department (“FFD”) was looking to renew the contract with Paramedic Services of Illinois. The existing FY24 budget contains \$677,292 for the provisions of that contract for Firefighter/Paramedics from Paramedic Services of Illinois (“PSI”). In FY24, the FFD again maintained consistent contract staff as many contract departments struggled to recruit and retain qualified candidates. Berk noted that the FFD attributes this to cultural change within the FFD and maintaining a competitive pay scale and benefits. Berk explained that through those efforts, the FFD have successfully retained all of their existing contract staff in a highly competitive labor market. In preparation for the FY25 budget, they conducted a review of similar departments to the FFD to determine the appropriate pay scale to provide their contract employees. Berk explained that by performing that review, they were ensuring that Flossmoor is competitive in the salary package to maintain the ability to attract and retain qualified candidates and he noted that the approach has been successful. Despite the

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increases they continue to see staffing shortages in the region that has never been experienced before. Berk explained that the shortage of first responders continues to affect every type of fire department from volunteer to career, and it is their hope that as the FFD continues to move through this highly competitive time, they can maintain their current staffing. In 2022, the Village agreed to a five-year extension with PSI; this would be year three of that extension, and considering their positive relationship and not having to renegotiate in a market that is experiencing a high inflation rate, the FFD was proposing that they continue to retain PSI at an FY25 amount of \$731,028. Berk noted that the increase will assist in the retention and future recruitment of candidates while covering all administrative costs needed for PSI to manage the contract. Berk requested on behalf of the FFD that the Village Board approve and authorize the Village Manager to execute an "Agreement for Services for May 1, 2024, to April 30, 2025" with PSI. He also noted that the service agreement will allow the Village of Flossmoor to capture a credit for the IRMA premium for contracted services.

Trustee Mustafa inquired whether PSI itemized the different additional fees like the listed payroll tax and workers' comp, noting that the FFD would want that information. She stated that she understands the current market situation and staffing challenges, but she wanted to see a breakdown of the costs.

Assistant Fire Chief Matt Berk responded that Chief Kopec had the details related to the itemized costs. He also noted that \$53,000 increase, approximately \$25,000 was for pay raises.

Mayor Nelson called for a vote to approve an Agreement for Services for May 1, 2024 to April 30, 2025 Pursuant to the May 1, 2022 Agreement between the Village of Flossmoor and Paramedic Services of Illinois, Inc.

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 Items #5 and #6 – Consideration of a Resolution Requesting Temporary State Highway Closures for the Hidden Gem Half Marathon and Consideration of a Resolution Requesting Temporary Cook County Road Closures for the Hidden Gem Half Marathon. Mayor Nelson called for a motion to Approve a Resolution Requesting Temporary State Highway Closures for the Hidden Gem Half Marathon and Approval of a Resolution Requesting Temporary Cook County Road Closures for the Hidden Gem Half Marathon. Trustee Mitros so moved, seconded by Trustee Driscoll.

Assistant Village Manager Jonathan Bogue explained that both items were related to the annual closings for the Hidden Gem Half Marathon. The item for the Illinois Department of Transportation (IDOT) is related to the request for closure of the state highways for the race. He noted that the Cook County closure process does not require the same type of notification, but the Village wanted to have a record of it.

Mayor Nelson noted that this would be the 5th or 6th time that the road closures have been requested for the Hidden Gem Half Marathon.

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Trustee Bradley-Scott inquired about the Kegs & Eggs post-race celebration. She noted that they are separate points and requested that the post-race celebration item related to a road closure be removed from the other road closure items.

Assistant Village Manager Jonathan Bogue explained that the note about the Kegs & Eggs post-race celebration was to be informative about the post-race plans and there is no additional action that was being asked by the Board related to it.

Village Manager Bridget Wachtel elaborated that the Kegs & Eggs post-race party would include local food vendors, entertainment, and would be a shorter event that would end around 1:00 pm. The costs set aside for the event in the FY25 budget would not cause a vote by the Board, but staff could present detailed information for the Board in an upcoming manager's report.

Mayor Nelson called for a vote to approve Resolutions Requesting Temporary State Highway Closures for the Hidden Gem Half Marathon and Requesting Temporary Cook County Road Closures for the Hidden Gem Half Marathon

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 #8 – Consideration of a Resolution of the Village of Flossmoor, Cook County, Illinois, Protecting the 1% Grocery Tax. Mayor Nelson called for a motion to approve a Resolution of the Village of Flossmoor, Cook County, Illinois, Protecting the 1% Grocery Tax. Trustee Daggett so moved, seconded by Trustee Lofton.

Mayor Nelson called for a vote approving the resolution 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*

Reports of Committees, Commissions and Boards:

None.

Action Items:

None.

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Discussion Items:

Mayor Nelson referred to Agenda Item #9 – Discussion of the Water and Sewer Rates for Fiscal Year 2025. Village Manager Bridget Wachtel noted that included in the Board packet was a detailed analysis of rate consideration. Even though Brad Bettenhausen completed the analysis, it was put together as in years past to provide a range of options for the Board's consideration, to adjust the rates to leaving them unchanged to a rate adjustment that is a full accrual method covering operating costs and saving for future capital replacement. Bettenhausen prepared a detailed report for the Board. Wachtel noted that she was recommending, based on Bettenhausen's analysis and their discussion, that the Village adjust its water, sewer, and storm rates to account for the supply increase, the cost of operations, including water loss, and the delinquent accounts that the Village is unable to collect. She noted that the approach is consistent with previous years and that rates are adjusted to cover the village's operating costs, which are reflected in the prepared documents. Bettenhausen also prepared an analysis of the sewer-only accounts, which are eight accounts in total. The quarterly rates haven't been adjusted since 2012 so it's time to adjust them in consideration of inflation, which they recommended an adjustment of \$81 from \$60 per quarter. Wachtel noted that Bettenhausen also prepared an analysis on the Sanitary Sewer Rehabilitation Surcharge Fee which has been a flat fee of \$27 per quarter for many years to account for the repaying of the IEPA loans. Bettenhausen prepared an analysis with respect to increasing the fee by \$1 to save for future capital costs associated with improving the sanitary sewer system, but Wachtel was not recommending increasing that fee at this time, given that the Village was still paying off the IEPA loan among other reasons.

Wachtel introduced Bettenhausen, who has been working with the Village on an interim basis during the Finance Director's leave of absence. Bettenhausen served as Finance Director/Treasurer in Tinley Park for nearly 37 years, as well as served the Illinois Municipal Treasurer's Association in various capacities, including President. Since his retirement, he has been doing consulting work, including various projects for the Village of Flossmoor.

Trustee Bradley-Scott inquired about the IEPA loan and noted that she agreed with the presented recommendations.

Wachtel answered that the Village still had twenty years left on the Phase IV IEPA loan.

Trustee Daggett agreed with the presented recommendations, noting that costs have increased and the Village appears to be going about recouping some of those costs responsibly.

Trustee Driscoll clarified that the recommended option was a pass-through and agreed with the presented recommendations, including keeping costs as low as possible for residents.

Trustee Lofton agreed with the presented recommendations.

Trustee Mitros agreed with the presented recommendations and inquired about some of Bettenhausen's recommendations.

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Bettenhausen discussed the challenges of estimating future costs, noting that five years is about the right time period. One of the advantages of laying out a schedule for five years, then they don't have to worry about rates during that period of time and they can deal with other important matters. He explained how the water and sewer systems are supposed to be self-sufficient, and if not, they are not being maintained adequately.

Wachtel noted that staff have discussed moving toward a rate that is funding capital improvements. Having struggled with the water loss for such a long period of time, staff think that just covering operating costs and the pass through is best for now. Wachtel explained that next year's analysis may be different due to the anticipated impact of the water meter replacement project. Bettenhausen has prepared an analysis with regard to incrementally moving toward the fund being self-sufficient.

Trustee Mustafa discussed why she was leaning toward option C and explained her reasoning with regard to funding for infrastructure. She inquired about the costs per household between options B and C, and noted that she never wants to spend more money for residents than what is prudent.

Bettenhausen answered that he could supply the requested calculations with information about different levels of consumption in volume metrics versus household size.

Mayor Nelson noted that option C would be an increase of 25% for water, an increase of 93% for sewer, and an increase of almost 30% for stormwater. After the Village is able to evaluate how the new water meters do, they can revisit the rate issue.

Bettenhausen explained that older water meters cause a loss of water readings and that replacing the water meters in the Village is a smart, beneficial move.

Trustee Daggett inquired about the new electronic meters and whether residents will be able to see their water usage in real-time.

Public Works Director John Brunke answered that once the project is complete and the portal is online, residents will register in the portal and be able to see what their water usage is in real-time.

Wachtel noted that staff will be coming back to the Board with the municipal code changes that will be needed in accordance with option B. She inquired whether the Board agreed with the increase in the sewer-only accounts, too.

The Board agreed to the rate adjustment for the sewer-only accounts as well.

Mayor Nelson referred to Agenda Item #10 – Discussion of the FY 2025 Preliminary Budget.

Village Manager Bridget Wachtel explained that following the preliminary budget presentation at the March 4, 2024, Board meeting, she outlined some items for immediate consideration to deal with in regard to the operating deficit. Wachtel noted that long term, the Village goes through ebbs and flows of structural

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imbalances between the Village's revenues and expenditures. Wachtel presented options for immediate consideration:

Annual Street Maintenance Program in General Fund - \$150,000. Wachtel discussed other sources of funding for street maintenance projects, including a \$500,000 program set aside. She suggested reducing this line item to zero and allocating an additional \$50,000 in MFT for another phase of crack sealing for FY25.

Trustee Daggett inquired about how many miles the \$150,000 would equate to, what the total amount of planned miles in FY25 was, and the impact of postponing that work.

Public Works Director John Brunke answered that the \$150,000 would equate to about a half mile of resurfacing, including sidewalk replacement and the Village planned to resurface about two miles. Brunke noted that the Village will still have a nice sized program with \$500,000.

Trustee Driscoll agreed with Wachtel's recommendation.

Public Works Director John Brunke explained that the Village Public Works Department will still be doing their in-house patching work to Flossmoor roads.

Trustee Lofton inquired whether Brunke foresaw any issues such as supply chain issues.

Brunke answered that he wasn't aware of any issues and noted that he had heard that prices for asphalt have improved in the region.

Trustee Mitros agreed with Wachtel's recommendation.

Trustee Mustafa inquired about the allocation of the \$50,000 for the crack sealing, whether the \$150,000 was a cost avoidance, and agreed with Wachtel's recommendation.

Wachtel explained that the \$50,000 would come from MFT funds. She added that other road repairs completed by the Public Works Department would still take place.

Brunke explained that pulling back the \$150,000 wasn't really cost avoidance because the work would still be done, but it would be a relief to the General Fund.

Trustee Bradley-Scott inquired about the status of the GIS software and plans for work on Flossmoor Road. She requested that Public Works Department consider the timeline for the Flossmoor Road repairs so students are able to walk on the sidewalks unlike a recent project earlier this school year, and she agreed with Wachtel's recommendation.

Brunke answered that the utilities information was finishing up being added to GIS, and that Village information should hopefully be on line by the summer.

Sidewalk Replacement Program—\$100,000. Wachtel explained that there are many areas in the Village that need sidewalk replacement, but she suggested decreasing the amount in the program by \$100,000 for a short-term impact on the budget. She noted that \$100,000 would replace approximately 307 sidewalk squares, and the Village tries to replace 423 squares per year on average.

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The Board agreed with Wachtel's recommendation.

Trustee Daggett inquired about in-house work on the sidewalks, including whether the Village has a grinder.

Brunke answered that the reduction at issue is just for contracted work, and the Village's in-house work would still continue.

Document Management Scanning - \$50,000. Wachtel explained that last year, the Board approved a document management service for Village records, Laserfiche, due to the large number of documents that needed to be scanned for efficiency purposes. She noted that Staff are just starting this project and anticipate a carryover of some of the \$50,000 funding for FY 24 into FY 25. For short-term relief, she suggested reducing the FY 25 budget to \$0 for a year, noting that it would have a nominal impact on the project's success.

Trustee Lofton agreed with Wachtel's recommendation.

Trustee Mustafa inquired about the purpose of the \$50,000, how it's spent, and the role that Village staff have in the project.

Wachtel answered that the \$50,000 was for the contracted work and that Village staff would assist with the logistics of the records going to/ from the contractor.

Assistant Village Manager Jonathan Bogue explained the structure of how the money is allocated.

Trustee Bradley-Scott inquired about the labor costs and minority contractors.

Wachtel answered that the labor cost was based on the volume of documents, and staff estimated the amount last year based on all of the documents that needed to be scanned.

Bogue noted that staff would have to reach out to the document management company to find out who their contractors are.

Trustee Daggett agreed with Wachtel's recommendation.

Trustee Driscoll agreed with Wachtel's recommendation.

Leaf Collection - \$25,000. Wachtel explained that the Village has been providing 'free' leaf collection for the month of November since 2019. The cost of that program to the Village is approximately \$25,000 via a contract with Homewood Disposal. During the rest of the season, residents pay for the service themselves. It has been difficult to assess the program's usage as Village staff will observe some residences with stickers on their bags during November. Homewood Disposal has been collecting, on average, about 130 tons of leaves, both stickered and unstickered over the 4-week period. Wachtel noted that the Village does not have the staffing resources to count the unstickered bags at curbside on all the collection days, adding that this service could be eliminated due to funding and residents would still have an alternative to purchase yard waste stickers. Wachtel stated that this was an option for the Board, that she was not advocating for or against it, and that it may be difficult to take away the service from residents.

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Trustee Mitros noted that it was hard to judge its popularity given that he hasn't heard from residents about it, that the Village should advertise the program more, and that the Village should keep the program for one more year.

Trustee Mustafa inquired whether Homewood Disposal knows how much to bill the Village and opined that the Village should keep the program for one more year and advertise the program more.

Public Works Director John Brunke answered that it's a flat fee of \$25,000 for the month of November, no matter how much they pick up.

Trustee Bradley-Scott advocated that the Village stop the program because there is no data to support it and residents don't talk about the program.

Trustee Daggett agreed with having empirical data to know how successful the program is, and added that if the Village does more advertising he agrees with the Village keeping the program.

Trustee Mustafa inquired about advertising this year's program as the last year to see what feedback the Village receives and to track the amount of stickers sold.

Wachtel answered that it was a possibility to advertise the program as the last year. She also noted that a lot of leaves remain after November and that the Village isn't the only location that sells the lawn bag stickers.

Trustee Driscoll agreed with Trustee Bradley-Scott that the program should be eliminated, noted that he has never had any feedback from residents on the program, and compared the leaf pick-up program to the popular stick pick-up program.

Trustee Lofton agreed with the proposal for this year to be the last year of the program and then let it go, adding that he hasn't received resident feedback on the program.

Trustee Bradley-Scott added that the Board could be more impactful by spending the \$25,000 in a different way than the leaf program to give residents relief.

Mayor Nelson agreed with Trustee Bradley-Scott that the program should be eliminated this year and see if residents want the program back.

Trustees Mitros and Mustafa added that they were fine with eliminating the leaf program this year.

Retail Coach - \$35,000. Wachtel explained that in FY24, the Village engaged in a contract with Retail Coach to assist with economic development efforts in Flossmoor. The contract will be due in April for renewal. Wachtel did not recommend this option, added that the cost was not even the equivalent of a part time position in the Village, and suggested renewing their contract for another year so staff can continue to explore finding additional retailers.

Trustee Mustafa opined that they renewed the contract with the Retail Coach so they could continue working on their current projects.

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Mayor Nelson noted that economic development is a long-term game and that just last week, they had a very productive meeting with a potential anchor tenant for Vollmer Road, and she would like the project to push forward.

Trustee Bradley-Scott agreed with renewing the contract, and noted that the Retail Coach has a good product and commercial space will take longer to develop.

Trustee Daggett also agreed that commercial real estate is slow and agreed to a one-year contract renewal. He also noted that he appreciated the recent update about Retail Coach's progress and inquired about the recent conversation with a potential business.

Mayor Nelson stated that there was mutual interest and the business will be coming to Flossmoor to do site tours of Chicagoland.

Trustee Driscoll agreed to the renewal of the one-year contract.

Trustee Lofton agreed to the one-year contract renewal, noted that the economic development process takes time, and noted the supplemental economic development work done by Mayor Nelson.

Trustee Mitros agreed to the one-year contract renewal.

Mayor Nelson referred to Agenda Item #11 – Discussion of the FY 2025 Capital Equipment Fund Budget. Mayor Nelson thanked Village staff for the work they do to obtain grants to make the program so robust.

Village Manager Bridget Wachtel explained that the Capital Equipment Fund is a long-established fund and a way for the Village to save and replace all of the various capital equipment in all departments, including some facility maintenance at Village buildings and computer infrastructure. She explained that this Fund is a sinking fund that receives an annual contribution from the General Fund and the Water & Sewer Fund to save for future capital equipment over a ten-year schedule, which includes all equipment valued at \$5,000 or greater. This includes all Village computer equipment and infrastructure. Every piece of equipment is placed on a replacement schedule and saved for over a ten-year period. The schedule goes out for twenty years and longer in some departments. Building maintenance items like roofs, carpets and painting are also included in this Fund. Wachtel explained that no replacement is automatic, and every year Staff evaluate the condition of equipment to determine whether the items actually need to be replaced or can be deferred. Wachtel noted the more recent challenges of obtaining accurate replacement costs.

Wachtel explained how many communities have to take on debt to pay for new equipment or have to use equipment that isn't meeting today's standards. The Capital Equipment Fund is a hallmark program that the Village is very proud of. Wachtel reviewed items that were replaced in the FY24 budget and noted that because of supply chain and delivery challenges, equipment replacement can span more than one fiscal year. She discussed the purchase of four dump trucks for Public Works, generator projects at Public Works and Village Hall, a utility vehicle and a tractor loader for Public Works, Fire Department bay doors, flooring replacement, a computer network upgrade, two police squad cars, portable radios, rifles, a breathalyzer, an ambulance, several copiers, HVAC system work in some areas, and a new roof for the booster station at Kedzie. In FY25, Public Works equipment, including a pickup truck, plow, utility vehicle,

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generators for the Butterfield Lift Station and for portable emergency coverage, two police squad cars, pistol range improvements and HVAC issues, closed camera TV system expansion, ADDs that are in the squad cars, locker space for the increased number of female police officers. The Village will also undergo the rest of a network upgrade and purchase a copier, printers, upgrades for computers in the fire and police vehicles used for dispatching communication, vehicle extrication equipment, Public Works facility patching and sealcoating, equipment in the employee health and fitness area, painting and HVAC work, and front door replacement at Village Hall. Wachtel discussed some of the items that have been deferred in FY25, including a mower in Public Works and the Public Works main floor replacement, and she discussed some new items added to the replacement schedule, including batteries used for Fire Department equipment and items obtained through grants – a drone and thermal imaging cameras.

Trustee Bradley-Scott inquired about the planned HVAC work in the Police Department, HVAC work done in the past at Village Hall, and whether the Fire Department drone requires special licensing that requires a line item. She also inquired about the designation of '19' for the Fire Department vehicles. Wachtel answered that the HVAC work is related to the pistol range being OSHA compliant and that the comprehensive HVAC work in Village Hall complex was done in 2015.

Assistant Fire Chief Berk answered that the Fire Department will be sending staff to the FAA drone training class, and they are waiting until they receive the funds from the County. Berk explained that Flossmoor's Fire Department is designated as Station 19 according to ECOMs and MABAS Box System, so all of the equipment is labeled with the 19.

Trustee Daggett noted that HVAC systems are usually rated for 20-30 years and inquired about whether the Village can take warranties into account for vehicles and whether the retired Village vehicles go to auction. He inquired about whether the jaws of life would be kept as a backup.

Public Works Director Brunke answered that it depends on the state bidders and who is participating in the purchasing cooperative where they get the best prices. Brunke explained that some vehicles go to auction, and some are handed down to other departments.

Berk answered that the Fire Department will not be keeping the old extraction equipment that was purchased in 1998, and he detailed the differences in the equipment.

Trustee Driscoll complimented the presentation and the forecasting that the departments do for equipment needs.

Trustee Lofton inquired about the Police and Fire Department vehicles that will be delivered in FY25.

Wachtel explained that an accounting procedure would take place to carry funds over from FY24.

Trustee Mustafa noted that the information is very comprehensive, and she appreciates their efforts to put everything together. She inquired about FY35 and FY44 in regard to the revised costs and how the costs can be estimated so far into the future.

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Wachtel answered that every year they use today's dollars to project forward every five years, and then they continue to fine tune those numbers every year so the Village isn't surprised in those future years when the prices may have doubled.

Mayor Nelson referred to Agenda Item #12 – Discussion of the FY 2025 Finance and Facilities Plan. Village Manager Wachtel explained that the Finance and Facilities Plan shows where tax dollars have been invested in the community. It accounts for all of the investments that the Village has made across all infrastructure platforms over the last thirty years, such as streets, sidewalks, tree replacement and trimming, water system replacement, sanitary system improvements, facility improvements, storm sewer improvements, etc. Wachtel explained that the Village uses a save-and-spend philosophy, and Staff looks at ways to identify the large capital projects in the Village and how to plan and pay for them. Wachtel discussed planned projects such as water distribution supply improvement projects over the next three years, the demolition of the Sterling Avenue water tower, Vollmer Road pump station and reservoir improvements, lead line replacement, the Flossmoor Road viaduct engineering and construction project, reconstruction and storm sewer work on Brumley Drive, and projects contingent on grant funding like the Central Business District project and the Dartmouth Pedestrian Bridge replacement. Other projects planned include the reconstruction of the Public Works salt storage bin, the rear yard drainage improvement projects, and a resurfacing of Central Drive.

Mayor Nelson thanked Staff for their work, including applying for grants to help out the Village. She also thanked the MWRD, Congresswoman Kelly, Senator Durbin, our State Representatives, Cook County, Chicago Region Trees Initiatives, and volunteers who helped plant the trees.

The Board complimented the Village Directors and Staff for their work and preparation on the report and Village projects.

Trustee Mustafa inquired about the residential drainage improvement program and whether some of the smaller projects could be completed, and she complimented and inquired about the rating system for the projects.

Public Works Director Brunke answered that there may be funds available for some of the projects she noted but not all, and they do not want to drain the designated fund. However, they can reevaluate the projects and rating system to see if they can be completed and improved upon, respectfully.

Trustee Bradley-Scott inquired about communicating with residents about the residential drainage program plans, complimented the Village for taking these issues seriously for residents, how the program is communicated to residents, and inquired whether there could be a loan program to assist with the repairs of the projects on residents' properties like in other towns.

Brunke explained that everything is funding-dependent.

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Wachtel discussed how residents are reporting the drainage issues and some of the considerations for a funding program for the projects.

Other Business:

Trustee Mustafa made a statement about her support for residents' demands for immediate transparency about the termination of Chief Jones. She referenced a statement by Mayor Nelson and stated that Mayor Nelson did not disclose the safety issues to the Board that she referenced in her statement. Trustee Mustafa noted her duty as a Village Board member and cited communications from residents. Trustee Mustafa stated that Mayor Nelson promised to provide information that residents would support and asked what safety issues existed and what has been done to remove them. If there were no safety issues, she requested transparency from Mayor Nelson for the reason for her tie-breaking vote for termination. Trustee Mustafa stated that she supported the residents and Flossmoor and requested an immediate public response from Mayor Nelson.

Trustee Bradley-Scott cited communications she's received from residents and that she is heartbroken that the community feels a divide. The information that residents are seeking is about transparency and safety and she cannot supply them the information they seek. She noted their roles and responsibilities as Board members and that they should be able to answer residents' questions with full transparency. She is leaning on further transparency and communication so that Board members can speak to what has happened with the termination of former Chief Jones and how the Board operates. She noted how the breach of confidence is affecting all of the things that the Board does and that residents are questioning a lot, and they are owed answers to their questions. Trustee Bradley-Scott stated that in a previous meeting, more information would be coming out, and she requested that the information be communicated to the public to help restore their confidence.

Village Manager Bridget Wachtel noted that the Village was in the process of submitting congressionally directed spending requests to our US Senators Durbin and Duckworth. One request is related to work on a pilot for a crisis intervention program.

Mayor Nelson noted that she met with IDOT recently who had been cleaning up the roadways and had collected forty tons of trash in our region. They discussed some of the issues relating to the littering of the roadways, and they encouraged residents to help do their part.

Mayor Nelson noted the Flossmoor community trash pick-up on Saturday, April 6, 2024, by Meijer from 9:00 am to 11:00 am.

Mayor Nelson stated that she had yet to report to the Board on any operating, safety, or material issues, which was outright false. She and Village staff have provided updates to the entire Board at the six-month and nine-month review, and saying anything otherwise is misleading and deceptive. Although they might not agree on the severity, updates had definitely been made to the Board of Trustees. Trustees understand why the Village cannot release personnel records, and to say that the Village cannot would not be prudent and

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would put the Village in a bad situation, which she doesn't want to do. It's the Board's fiduciary duty to protect the Village and also the employees of the Village. If a current or former employee wants to disclose their own personnel record, they are welcome to do so.

Mayor Nelson referred to Agenda Item #13 – A Motion to go into Executive Session to Discuss the Employment of Specific Individuals, Property Acquisition and Litigation. Mayor Nelson called for a motion to go into Executive Session to Discuss the Employment of Specific Individuals, Property Acquisition and Litigation. Trustee Mitros so moved, seconded by Trustee Daggett and passed by a roll call vote. Acting Village Attorney Megan Lamb noted that the purpose of the Executive Session was to discuss employment matters.

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

ABSENT: None

ABSTAIN: None

NAYS: None

Mayor Nelson welcomed residents to stay during executive session and noted that she hoped residents were impressed with the breadth of what the Village is able to accomplish with residents' tax dollars and the help of intergovernmental partners.

The Board entered executive session at 10:20 p.m.

The Board returned to open session at 11:35 p.m.

As there were no other items to discuss, Mayor Nelson called for a motion to adjourn the meeting. Trustee Mitros so moved, seconded by Bradley-Scott 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 11:35 p.m.

Respectfully Submitted,



Gina A. LoGalbo
Village Clerk