

*MINUTES OF MAYOR NELSON AND BOARD OF TRUSTEES FOR THE REGULAR MEETING OF
THE VILLAGE OF FLOSSMOOR, ILLINOIS HELD ON FEBRUARY 17, 2025*

VILLAGE HALL

FEBRUARY 17, 2025

7:00 PM

Mayor Nelson called the meeting to order at 7:04 p.m.

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; Finance Director Ann Novoa; Chief of Police Carl Estelle; Commander Tim Filkins; Deputy Chief Keith Taylor; Fire Chief Bob Kopec; Director of Public Works John Brunke; Assistant Director of Public Works Dan Milovanovic; Director of Building & Zoning Scott Bugner; Community Engagement Manager Stephanie Wright; Assistant to the Village Manager/ Communications Manager Nicole Castagna; Acting Village Attorney Karl Ottosen; 150 community members, media, and others.

Mayor Nelson welcomed everyone present who was there to support Carl Estelle and thanked them for coming. Mayor Nelson thanked several Mayors for attending the Village Board meeting and also thanked them for their leadership in the South Suburbs.

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 but noted that only the Zoom audio was working at that time. Mayor Nelson requested that commentators abide by the Village's public comment policy, which includes, but is not limited to, stating their name and address after they approach the podium, acting with decorum, and addressing the comments to the public body as a whole and not a single member of staff. Mayor Nelson asked that speakers limit their comments to five minutes or less per person for a maximum of thirty minutes of public comment time.

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 Bonita Estelle's comments, in summary, were regarding her support for her husband, impending Flossmoor Police Chief Carl Estelle. Bonita Estelle noted her pride for being a Flossmoor resident and being Carl Estelle's wife and discussed Carl Estelle's qualifications, including twenty-five years in law enforcement, working in dangerous communities, and being a graduate of the FBI National Academy. Bonita Estelle explained how Carl Estelle is a dedicated, confident leader, embodies the qualities that the community wants in a police chief, and advocates for the safety and welfare of others. Bonita Estelle noted that it was a bonus to have a tax-paying resident of Flossmoor as Police Chief and that she was looking forward to a bright future characterized by community engagement, trust, and mutual respect and reminded residents that united we stand, divided we fall.

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7:00 PM

Flossmoor resident Michael Morrow's comments, in summary, were on behalf of his father, Retired State Representative Charles G. Morrow III, who could not be present and wanted to provide comment regarding his first cousin, Carl Estelle. Charles Morrow's statement was about how far their family has come, from their grandparents being orphaned at an early age to them cleaning buses and trains and being cooks on those trains, to now being elected officials, to their children holding masters and PhDs, and now with Carl Estelle becoming police chief. He noted that their family was looking on at Carl Estelle from heaven and that their family was very proud of Carl Estelle's accomplishments.

Flossmoor resident Andrea Perry's comments, in summary, were regarding Deputy Chief Taylor being passed over for the police chief position multiple times. Perry discussed Taylor's work history, his qualifications, service as Acting Chief, statements made by past police personnel regarding Taylor, his relationships within and outside the community, the history of the hiring and firing of Jerel Jones, and the contradiction of having Taylor serve as Acting Chief if there was concern about his ability to keep the community safe. Perry disclosed the names of the final four candidates for the police chief position before Jerel Jones was hired and discussed the impact of not hiring Taylor as the more qualified applicant.

Flossmoor resident Pam Jackson's comments, in summary, were regarding her previous thoughts and questions regarding the Village's HR policies and procedures and her dissatisfaction with the responses; Jackson's previous concerns about the community's climate, the steps the Village would take to ensure the success of the next police chief, the dysfunction she observed within the Village Board, her inquiry about the community participating in the police chief search process, and her description of how community input could be obtained. Jackson discussed the appointment of Carl Estelle to police chief, how she expected to hear more from the Village about how Estelle would be addressing certain issues, wished Estelle the best and prayed that the Village would set him up for success.

Flossmoor resident Susan Bass' comments, in summary, were regarding the importance of the community coming back together since it has been so divided, and that it is not about color, religion, or money but was about being kind, having good friends, and being healthy.

Flossmoor resident Keitric Emory's comments, in summary, were regarding emails he sent to Mayor Nelson regarding him being in a photo with Mayor Nelson at the Community Worship Service and that was posted to Mayor Nelson's campaign page, and his request to have the photo removed. Emory noted that he does not campaign in his capacity as a pastor and wanted to know where the line was between Mayor Nelson's social media posts/ event participation as Mayor and as a candidate.

Mayor Nelson responded that she would remove Emory from the photo, that the event was not a political event, and she appreciated his participation in same. Mayor Nelson noted that a campaign event would be where one would 'draw the line' and that she shares community events as the Mayor.

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7:00 PM

Recognitions and Appointments:

Mayor Nelson referred to Agenda Item #1 – A Proclamation Declaring February as Black History Month.

Mayor Nelson invited Dr. Evisha Ford with the iCan Dream Center, Marcus and Katrina Crawford with Angels Athletics, and Destiny Watson with You Matter 2 to join her while she read the Proclamation.

Mayor Nelson explained that every year, Flossmoor features different residents to focus on who are doing great things and who are history makers during Black History Month, and this year, she wanted to focus on the not-for-profit leaders because of the excellent work that they do for the community, families, and youth. Mayor Nelson explained that the iCan Dream Center provides services to families with a family member dealing with an autism diagnosis and other special needs; You Matter 2 does a lot of youth programming and Destiny Watson was the founder of the Juneteenth Parade and Festival; and Angel Athletics provides athletic opportunities and mentorship to young girls. Mayor Nelson thanked them and noted that everyone joining her has made a huge difference in the community and that the Village is better thanks to them.

Mayor Nelson read a Proclamation Declaring February as Black History Month.

Dr. Evisha Ford explained that the iCan Dream Center was almost twelve years old, and that they serve students not being served by the public education system. They have a 100% high school graduation rate for their students who come to them sometimes in their second or third alternative setting. Dr. Ford noted that she was honored to be embraced by the Village of Flossmoor, they serve several students from Homewood-Flossmoor High School and noted that Dunning's held a fundraiser for them. Dr. Ford also acknowledged her family and thanked her team who were in attendance.

Destiny Watson explained that You Matter 2 is ten years old and that they work with sixth to 12th grade students on a year-round basis, giving them access to leadership development, personal development, college, career skills, youth service, culinary, mental health, and art therapy. They were also getting ready to take a group of high school students on a five-day college tour at the end of March and are planning a ten-year anniversary gala in May. Watson noted that her dream was to open a community center to serve the south suburbs, how Flossmoor and Flossmoor Community Church opened their doors to You Matter 2, and how grateful Watson was for everyone's support.

Marcus Crawford thanked God, Mayor Nelson, for recognizing the program, and the community for their support of Angels Athletics. Crawford explained that Angels Athletics was in existence as a basketball program for twenty-two years in the Southland, but he and his wife stepped into the organization ten years ago. Crawford explained how they use athletics as a way to hook them and continue to support their aspirational goals, as far as career aspirations and community involvement. They are a leadership organization through sports and STEAM activities, and the support they get from the community is critical. Crawford noted that any type of programs that get the youth away from the negativities of the phone and the Internet and back into community building, building their bodies, their minds, and their spirits, is critical, and their website is angelsathleticsinc.com.

No vote was required.

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THE VILLAGE OF FLOSSMOOR, ILLINOIS HELD ON FEBRUARY 17, 2025

VILLAGE HALL

FEBRUARY 17, 2025

7:00 PM

Mayor Nelson referred to Agenda Item #2 – Appointment of Carl Estelle as Police Chief. Mayor Nelson called for a motion to Approve the Appointment of Carl Estelle as Police Chief. Trustee Mitros so moved, seconded by Trustee Lofton.

Mayor Nelson explained that Estelle has been the director of police services since August of 2024 and that the position of police chief is a mayoral appointment with a confirming vote by the Board of Trustees. She noted that Estelle has more than thirty years of leadership in law enforcement and village management, decades of progressive experience in law enforcement, community policing and collaborative public safety practices. Mayor Nelson explained that since August, Estelle has been focused on completing many department goals, including filling staff vacancies, implementing new technology and managing department capital projects, in addition to community outreach and special operational planning for Village events. He completed and passed an out-of-state reciprocity program through the Illinois Law Enforcement Training and Standards Board that transferred his credentials from California. He is now able to hold a sworn police position in the state of Illinois. Some of his goals include improving community policing and public trust, reducing crime, and enhancing public safety, improving traffic safety and enforcement, modernizing technology, improving recruitment and advertising, enhancing school safety programs, increasing public engagement, and seeking funding for grants. Mayor Nelson noted that it was her pleasure to nominate Estelle for the position of Police Chief.

Trustee Lofton shared his support for Estelle, highly recommended him for this position, and strongly encouraged everyone's faith and support in him.

Trustee Mitros shared his support for Estelle, his appreciation that Estelle stepped up to the plate, and that he looks forward to seeing what is next.

Trustee Mustafa shared comments that were not about Estelle as an individual or candidate but rather about her opposition to the process that made his hiring possible, and she shared her opinions on how the process was flawed and that she would be voting no on Estelle's appointment. Trustee Mustafa discussed Deputy Chief Taylor's employment history with the Village and questioned why he would be placed as Acting Chief if he was not qualified to serve in that capacity. She discussed her opposition to the creation of the position of director of police services. She discussed how Taylor and Commander Filkins were among the top four candidates who were assessed as qualified to be chief, and discussed the issue of morale in the Police Department.

Mayor Nelson noted that there were many closed sessions regarding the process, and she and Trustee Mustafa discussed the issue of parliamentary procedure at a previous Board meeting.

Trustee Bradley-Scott shared that residents have asked whether the Board has personal objections to the current director of police services, and why no current command staff member, including Deputy Chief Taylor and Commander Filkins, have been promoted to Chief of Police when they were two of the four finalists for police chief, along with Chief Jerrell Jones in 2023, and where Estelle was not a finalist. Bradley-Scott discussed her objection to the recruitment, selection, and planned appointment of Director Estelle as being about the Village's process and not about Estelle. She shared her opinions on how the process was flawed, discussed Deputy Chief Taylor's employment history with the Village, and stated that

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THE VILLAGE OF FLOSSMOOR, ILLINOIS HELD ON FEBRUARY 17, 2025

VILLAGE HALL

FEBRUARY 17, 2025

7:00 PM

the community and police department deserved to know what is preventing Taylor from permanent appointment as Chief. Trustee Bradley-Scott shared her posed questions about Estelle's hiring process, her opposition to Jerel Jones's termination, her opposition to passing overqualified command staff for promotion, and her opposition to the appointment of Estelle to the position of Chief of Police. She discussed how talking with the Village Board in an executive session would help with private collaboration/discussion and that it was concerning that the Board had to discuss such private issues publicly due to the board's unwillingness to meet in an executive session.

Mayor Nelson explained that the Board met on this item several times in closed session, there was a lot of discussion around it, and in regard to she and Trustee Mustafa noting that Estelle was not one of the four finalists in the police chief search, the Illinois Law Enforcement Training and Standards Board informed the Village that they would not transfer Estelle's credentials from California and two years later, the Village found out that they were reversing that decision and that they would transfer those credentials. This issue was discussed with the Board several times. Had the Standards Board informed the Village that Estelle's credentials could transfer to Illinois when the police chief search process started, he would have been a finalist.

Trustee Mustafa asserted that there was a public meeting where Director Estelle was present, and at that meeting the Board approved the job description and also voted to hire him into the position of Director of Police Services, and they did not have a separate executive session to review the job description separately. She asserted that she expressed her preference to have a separate session just to go through the job description.

Trustee Daggett suggested that the executive session minutes for the meetings at issue be released to the public for transparency. He discussed his practice of asking fellow Board members in executive session whether they had hesitation about moving forward, and no one said yes. Daggett also noted his issue with Board members asserting that he took part in a flawed process for the hiring of Estelle. Daggett expressed his support for Estelle as Police Chief, discussed his reasons for the same, and discussed some of his positive interactions with Estelle.

Trustee Driscoll shared his support for Estelle, that he did not hear objections to Estelle as a candidate in executive session, and that employment matters in executive session are supposed to be confidential. Driscoll also noted that the evaluation of other police chief candidates and their rankings were confidential and should not be spoken about in public. Driscoll noted that he worked with a lot of Chiefs of Police in his role as an adjudicator through his law practice, and that Estelle exuded everything that he wanted in a police chief.

Trustee Bradley-Scott disputed what Trustee Daggett stated about the executive sessions and that more discussion was agreed upon but did not occur.

Trustee Mustafa stated that she agreed to continued vetting, due diligence, more information, and agreed to parameters and expectations for the performance of the command staff so it would be known what it would take for them to be promoted.

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

*MINUTES OF MAYOR NELSON AND BOARD OF TRUSTEES FOR THE REGULAR MEETING OF
THE VILLAGE OF FLOSSMOOR, ILLINOIS HELD ON FEBRUARY 17, 2025*

VILLAGE HALL

FEBRUARY 17, 2025

7:00 PM

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

Clerk LoGalbo administered the Oath of Office to Police Chief Carl Estelle.

Mayor Nelson referred to Agenda Item #3 – Consideration of a Resolution Appointing Flossmoor's Police Representative to E-Com's 911 Operating Committee. Mayor Nelson called for a motion to Approve a Resolution Appointing Carl Estelle as Flossmoor's Police Representative to E-Com's 911 Operating Committee. Trustee Daggett so moved, seconded by Trustee Driscoll.

Village Manager Wachtel explained that with the appointment of a police chief, the Village was looking to appoint Chief Estelle to the E-Com Operating Committee. Wachtel explained that each community in E-Com has two representatives on the Operating Committee, traditionally, the police chief and fire chief in each municipality, and with Estelle's appointment to Police Chief, staff are looking to put him on the E-Com Operating Committee.

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 the Consent Agenda (which encompassed Agenda Items 4-5):

- 4. Approval of the Minutes of the Regular Meeting Held on February 3, 2025*
- 5. Presentation of Bills for Approval and Payment as Approved by the Finance Committee (February 17, 2025)*

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

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

Mayor Nelson called for a motion to approve item #4 of the Consent Agenda. Trustee Mitros so moved, seconded by Trustee Driscoll.

Mayor Nelson called for a vote on Consent Agenda item #4. Motion passed by a roll call vote.

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

MINUTES OF MAYOR NELSON AND BOARD OF TRUSTEES FOR THE REGULAR MEETING OF
THE VILLAGE OF FLOSSMOOR, ILLINOIS HELD ON FEBRUARY 17, 2025

VILLAGE HALL

FEBRUARY 17, 2025

7:00 PM

NAYS: None

Mayor Nelson referred to Agenda Item #4 – Presentation of Bills for Approval and Payment as Approved by the Finance Committee (February 17, 2025). Mayor Nelson called for a motion to Approve the Bills for Approval and Payment as Approved by the Finance Committee dated February 17, 2025. Trustee Lofton so moved, seconded by Trustee Mitros.

Trustee Bradley-Scott inquired about the payment of a red-light ticket from Chicago Heights and what the Village's practice was for paying those types of violations.

Village Manager Wachtel explained that the ticket came back to the municipality because it was tied to one of the Village's vehicles and that when it has happened before, the employee pays for the ticket. In this case, the person drove through the red light and received the ticket no longer works for the Village.

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

Reports of Committees, Commissions and Boards:

None.

Action Items:

Mayor Nelson referred to Agenda Item #6 – Consideration of a Joint Funding Agreement and Resolution with IDOT for the Central Business District Roadway, Pedestrian and Streetscape Improvements Project. Mayor Nelson called for a motion to Approve a Joint Funding Agreement and Resolution with IDOT for the Central Business District Roadway, Pedestrian and Streetscape Improvements Project. Trustee Mustafa so moved, seconded by Trustee Daggett.

Public Works Director John Brunke explained that the Central Business District Pedestrian and Streetscape project is on IDOT's March 7, 2025, State Letting. The project was awarded an Illinois Transportation Enhancement Grant (ITEP) from IDOT for \$1,184,456.00 and it will cover 80% of the project's construction costs and 80% of the construction engineering costs up to the not exceed amount of the grant amount. Brunke explained that the 20% matching funds and any other project overages for selections on the project will be the responsibility of the Village. IDOT has submitted the joint funding agreement for the Village's approval, and in order for the project to be awarded by IDOT after the March 7th letting and move ahead for construction processing, the Village Board must approve the agreement by resolution. Brunke explained project construction should begin in May, after the March letting and processing of contracts, and that Public Works plans to hold a resident open house event once the IDOT

MINUTES OF MAYOR NELSON AND BOARD OF TRUSTEES FOR THE REGULAR MEETING OF
THE VILLAGE OF FLOSSMOOR, ILLINOIS HELD ON FEBRUARY 17, 2025

VILLAGE HALL

FEBRUARY 17, 2025

7:00 PM

award has been made and the Village has more information on the contractor and project schedule. The Village has also presented the project plans to the Flossmoor Business Association (FBA) and will continue to regularly communicate with the FBA as the project progresses, and communication with the general public will also be available through emails as normal on their projects and also regular updates in the Village' E-News and the Village's website. Public Works recommended that the Board approve the joint funding agreement for construction work by resolution with IDOT.

Trustee Daggett inquired about the timing of the project and whether grant monies would be in jeopardy. He also thanked Public Works for the communication with the downtown businesses about the project.

Director Brunke responded that funding is still solid for this project and confirmed the August end date.

Mayor Nelson clarified that the planting work might take the Village into September-October.

Trustee Mustafa inquired about Brunke's opinion on how he thought the project bids would come back and in regard to the concrete work.

Public Works Director Brunke opined that he was helpful the pricing was going to come in good based on a few factors, and discussed how the majority of the project is all concrete and that middle of summer is not a bad time to be doing concrete.

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 #7 – Consideration of an Award of Contract to Baxter & Woodman, Inc. for the Central Business District Roadway, Pedestrian and Streetscape Improvements Project Phase 3 Construction Engineering. Mayor Nelson called for a motion to Approve an Award of Contract to Baxter & Woodman, Inc. for the Central Business District Roadway, Pedestrian and Streetscape Improvements Project Phase 3 Construction Engineering. Trustee Daggett so moved, seconded by Trustee Driscoll.

Public Works Director John Brunke explained that as part of the IDOT funding agreement process, the Village must approve the contract for the construction engineering portion of the project before IDOT will award the contract to move ahead with construction. He described the project, and noted it will be utilizing federal ITEP funds for a portion of the construction and construction engineering; and, since federal funds will be used on the project, the Village was required to use the qualifications-based selection process as dictated by IDOT for selecting the engineering firm to complete the work. Brunke explained the RFQ process, what was included in Baxter & Woodman's proposal and that they completed the Phase One and Two engineering for the project, and their work has been very good. He also discussed the sub-consultants and their work on the Project. Public Works recommended that award for phase three construction

*MINUTES OF MAYOR NELSON AND BOARD OF TRUSTEES FOR THE REGULAR MEETING OF
THE VILLAGE OF FLOSSMOOR, ILLINOIS HELD ON FEBRUARY 17, 2025*

VILLAGE HALL

FEBRUARY 17, 2025

7:00 PM

engineering services contract for the Central Business District, Roadway, Pedestrian and Streetscape Improvements Project to Baxter & Woodman, Inc in the not to exceed amount of \$177,755.00.

Trustee Bradley-Scott inquired about Baxter & Woodman being awarded the contract when they did the engineering work.

Brunke explained how it was actually a benefit to the Village that they would be doing the work they drew up the plans for. He also explained what the sub-contractors would be doing on the project and the purpose of the agenda item.

Trustee Daggett inquired whether there is anything that the Village and Village Board can do to help with exposure for more companies to bid on some of the Village's smaller projects and to establish some relationship with more minority owned businesses.

Brunke described the efforts that the Village does to solicit and advertise bids, and he described other possibilities into which they have looked. He also explained the RFQ process.

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:

None.

Mayor Nelson referred to Agenda Item #8 – 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 Daggett lauded Destiny Watson for her work with You Matter 2 and thanked the Village for having the not-for-profit organizations present for the Proclamation.

Acting Village Attorney Ottosen noted that the Village was required to conduct a review of the executive session minutes every six months to determine whether there is any reason to maintain the confidentiality of the executive session minutes, and if not, then they are to be released.

Village Manager Wachtel welcomed Torria Sparkmon as the new administrative assistant in the manager's office. Sparkmon has a long tenured career in administrative support in both the legal field and banking, she is a Flossmoor resident, has raised her three children here, and they welcome her to the team.

*MINUTES OF MAYOR NELSON AND BOARD OF TRUSTEES FOR THE REGULAR MEETING OF
THE VILLAGE OF FLOSSMOOR, ILLINOIS HELD ON FEBRUARY 17, 2025*

VILLAGE HALL

FEBRUARY 17, 2025

7:00 PM

Mayor Nelson noted that veterans of the local VFW Wally Burns Post recognized the Patriot Pen winners, who are students at the area's junior high schools, and that it was really nice to be with them earlier.

Mayor Nelson congratulated Flossmoor resident Dr. Ann Jackson for a successful fundraiser the night of the Board meeting and noted that she would have been present for the Proclamation if not for her fundraiser.

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 Daggett, 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 8:56 p.m.

Respectfully Submitted,



Gina A. LoGalbo
Village Clerk