

*MINUTES OF MAYOR NELSON AND BOARD OF TRUSTEES FOR THE REGULAR MEETING OF
THE VILLAGE OF FLOSSMOOR, ILLINOIS HELD ON NOVEMBER 18, 2024*

VILLAGE HALL

NOVEMBER 18, 2024

7:30 PM

Mayor Nelson called the meeting to order at 7:32 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; Fire Chief Bob Kopec; Director of Police Services Carl Estelle; Acting Chief of Police Keith Taylor; Assistant Director of Public Works Dan Milovanovic; Director of Building & Zoning Scott Bugner; Finance Director Ann Novoa; Assistant to the Village Manager/Communications Manager Nicole Castagna; Acting Village Attorney Karl R. Ottosen; 43 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. Public commenters who signed up to speak would be called from the sheet they signed in on. Mayor Nelson requested that commentors abide by the Village's public comment policy which includes stating their name and address after they approach the podium, addressing the Village Board with decorum, and addressing the comments to the public body as a whole and not a certain member of staff. Mayor Nelson asked that speakers limit their comments to five minutes per person for a maximum of thirty minutes of public comment time.

Mayor Nelson invited Director of Police Services Carl Estelle to provide an update on recent car burglaries and thefts in Flossmoor.

Director Estelle explained that on November 12, Flossmoor sent out an E-Cop alert to let the community know about a streak of burglaries including thefts from and of vehicles. The alert was to remind people to lock their car doors and to stop leaving valuables in plain sight in their cars. On November 9, there were two stolen vehicles from the same house where the doors were unlocked and the keys were kept inside the vehicles. On November 11, there were twelve thefts from vehicles throughout Flossmoor, and on November 13 there were three thefts from vehicles. Director Estelle explained that one of the cars involved in the thefts was found in Chicago Heights with evidence from some of the Flossmoor vehicle thefts inside. He noted that the community cannot continue to leave their car doors unlocked, valuables in plain sight, or keys inside of their vehicles. Director Estelle encouraged residents to remind their family members, friends, and neighbors about these safety reminders as well.

Trustee Lofton inquired about whether it was a team of people who were stealing the vehicles.

Director Estelle responded that the Flossmoor Police Department (FPD) knows that the one stolen vehicle recovered in Chicago Heights had several people in it and that they were connected to other crimes committed in Flossmoor.

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Trustee Mitros noted that he has lived in four houses in Flossmoor and that only one of them never had a car broken into. He described some of his experiences with items being stolen and noted that it was unfortunate that it happens in communities but it happens everywhere.

Trustee Mustafa thanked the FPD and noted the extra hours that FPD spent on this situation. She inquired about the tactical unit referenced by Director Estelle, the increased patrols referenced by Village Manager Bridget Wachtel in her Manager's Report, and concern about the overtime worked by the officers.

Director Estelle explained that in the tactical unit on the night that the car was found in Chicago Heights there were two people working in one car, and that the tactical unit is there to deal with crime in progress and deter crime in certain key areas. Estelle explained that the unit may also respond to calls for service, but are usually not dispatched to be a primary unit and that the tactical unit is in addition to the regularly scheduled officers working that shift. He explained that the increased patrols referenced more patrols by the tactical unit and the regularly scheduled officers. Director Estelle explained that there was an increase in overtime by the staff involved, not everyone volunteers for the overtime, and not the same officers are repeatedly working back-to-back shifts.

Trustee Bradley-Scott inquired about the types of instances where there may be offense to the public, like when someone reported that they observed someone breaking into a car in the south commuter lot and she wanted to know if that was one of the instances in Director Estelle's report. She also inquired about how many instances there have been where a vehicle's glass was broken. Trustee Bradley-Scott inquired about what advice the FPD should give to the public if they see someone breaking into a car or they come in contact with an offender.

Director Estelle said he would need to confirm whether the south commuter lot incident was included in the numbers he provided, and that there were approximately three instances of car break-ins where glass was broken. He also advised that residents do not take matters into their own hands if they see a crime in progress and they should instead call 911 immediately. He also recommended that people try to shop and travel in pairs.

Acting Chief Keith Taylor explained that the FPD was able to recover blood evidence from a couple of forcible entries to vehicle incidents. The evidence will be analyzed by the Crime Lab in the next couple of months and they are hoping that a DNA profile can be obtained from it. If a profile is already in the system, that would help the FPD lead them to a suspect to charge.

Trustee Daggett noted that his neighborhood was also affected by the car break-ins and thefts, and that the E-Cop reminder to his neighbors was timely. He inquired whether there was information to share with the public about people sharing their relevant Ring Camera footage with FPD. He also inquired about whether the overtime and staffing issues that FPD was dealing with was common in other police departments, and if working overtime was routine as a police officer or was out of the ordinary.

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Director Estelle answered that people could call the FPD and then the Ring Camera information would be shared with a police officer on duty. He also noted that many police departments deal with overtime and staffing issues and that working overtime as a police officer is very routine.

Trustee Bradley-Scott inquired about residents sending their Ring Camera footage to the FPD and whether the FPD was considering trying to identify all of the homes with security cameras to try and make a quicker inquiry for access. She noted that a feature for sharing footage to police departments was disabled but that there are other services available to share the information with police departments.

Director Estelle answered that he does not want residents to send Ring Camera footage to FPD as there is no system set up to accept all that video. He would like residents to contact FPD if they have relevant Ring Camera footage and then an FPD Officer will obtain the footage from the resident.

Assistant Village Manager Bogue added that as of last year, Ring Camera turned off the feature where police departments could contact residents for their camera footage and that FPD officers are accustomed to working with residents to obtain Ring Camera footage.

Director Estelle noted that there are currently two openings for police officers in FPD.

Mayor Nelson encouraged the community to share information about the police officer openings.

Recognitions and Appointments:

Mayor Nelson referred to Agenda Item #1 – A Proclamation Declaring November as National Diabetes Month.

Mayor Nelson invited Oliver Calderon and his family to join her while she read the Proclamation. Mayor Nelson explained that November is Diabetes Awareness Month, and one year ago yesterday Oliver was diagnosed with juvenile diabetes. Mayor Nelson noted Oliver's braveness for what he has gone through and to be at the Village Board meeting as an example to everyone else who is dealing with diabetes.

Mayor Nelson read a Proclamation Declaring November as National Diabetes Month.

Mayor Nelson noted that Oliver and his friends were organizing a fundraiser for diabetes awareness and support, and that it was wonderful he was doing this at such a young age. She noted he was a warrior, and that they were all wearing blue because it was the color of diabetes awareness month.

Oliver said that he was having a Willy Wonka Show that he was directing; he and his friends are starring in it, and that the tickets cost \$2.00.

No vote was required.

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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 Andrea Perry's comments, in summary, were regarding her speaking as a 37-year resident and constituent of Flossmoor about her First Amendment right to express her concerns about what the leadership and management of Flossmoor is doing and how they are doing it. She referenced an article about knowing one's rights regarding public comments, and noted that on October 7th her First Amendment right was challenged by the Village Attorney. Perry filed a request for review with the Attorney General's Office regarding the actions taken by the Board on October 7th, case reference number 2024-PAC-83560. She stated that she was shocked regarding the attorney's response to her review, noting that the attorney characterized her public comments as the badgering of a public official, and making unfounded accusations which had the sole purpose of advocating on behalf of her chosen candidate. Perry noted that it was similar to the March 14th Board meeting of former Police Chief Jerel Jones' supporters where the Board heard from many community members speak on behalf of Jones who presented substantive justification not to terminate him, but the Board did not listen to them and terminated him anyway. Perry referenced two speakers statements regarding listening to all constituents.

Flossmoor resident Dr. La'Shawn Littrice's comments, in summary, were regarding her being a nineteen-year resident and putting on record that in June of 2024 she reported to the Flossmoor Police Department that she was being stalked and that to her dismay she has had to return to FPD at least seven times. She stated that no one from FPD called her, that she reached out to the Mayor, and that the only communication with FPD was Dr. Littrice contacting FPD and asked that they do their job. She noted that she filed an order of protection against the person stalking her which was still valid. Dr. Littrice explained that her first update was from Acting Chief Taylor during the Village Board meeting. Dr. Littrice discussed her conversations with the Cook County States Attorney's Office and other municipalities regarding FPD's lack of assistance, which she believed to be intentional. She asserted that her rights were not being acknowledged, and that her personal safety was at risk as the person stalking her was very dangerous, which she stressed to the officers she has spoken with. She noted that the situation was serious for her, and that she felt compelled to distribute the person's picture around so that other people do not get harmed during the process. Dr. Littrice asserted that she pays too much in taxes to be treated by FPD like how she has been treated, regardless if they disagree with that she has spoken about in the past at the Board meetings and she wanted to make sure the Board knew about how she was being treated.

Acting Police Chief Taylor responded that he and Dr. Littrice have spoken on many occasions and that Sgt Merkle and Officer Levy have also responded to her. He explained that about one month ago, he and Dr. Littrice spoke at length at FPD regarding their response and safety measures for her home, so he was surprised about her comments at the Board meeting. Acting Police Chief Taylor explained that he takes complaints that come into the department very seriously, and that they treat everyone's complaints very seriously and investigate and pursue charges when they can. He noted that he would be happy to speak with Dr. Littrice again and anyone else who has issues, and that he cannot sit idly by while someone falsely

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criticizes the efforts of the FPD officers in terms of responding to her concerns. Acting Police Chief Taylor noted that he had checked on Dr. Littrice's case today and noted that the referenced order of protection was expiring the next day.

Mayor Nelson asked Dr. Littrice to please follow up with Acting Police Chief Taylor the following day and noted that she was sorry that Dr. Littrice was dealing with a stalker.

Community member Tom Ricci's comments, in summary, were regarding his support for Dr. La'Shawn Littrice and police neglect in the Southland. He noted that when it comes to police neglecting their communities, the Southland sticks out like a sore thumb. He noted how the UN Human Rights Council came to Chicago and investigated the South and Southwest Suburbs and the deaths of certain individuals. Ricci discussed the police involved matter after a drunk driving incident last year in Oak Lawn. He noted that the situation with Dr. Littrice was a good opportunity to crack down on community safety. He discussed how her order of protection should have been entered earlier, and that her stalker situation is no joke.

Acting Police Chief Taylor stated that orders of protection are issued by judges, not the police department but the police can take a report and give the complainant information on how to obtain an order of protection. He also discussed the enforceability of the order of protection after it is served.

Community member Michael Ben Yosef's comments, in summary, were regarding him being a human rights activist in Chicago and him being asked to attend the meeting. He referenced meetings he attended regarding the death of Madeline Miller, unacceptable behaviors at Homewood-Flossmoor High School, and the unjust firing of former Police Chief Jerel Jones. He was present to support Dr. La'Shawn Littrice who was being stalked by someone still in the streets, and that if Dr. Littrice were a White woman, there would be a sense of urgency to do whatever needed to be done. Yosef asked what it would take for the Village to respond to her situation. He noted that the Board was doing nothing about those types of situations, and that it was disturbing that the Board was getting paid to do nothing. Yosef stated that the Board needed to address the situation with a sense of urgency, and that Dr. Littrice is doing everything to protect her family without the assistance of the Police Chief. Yosef noted that the order of protection should have been done without delay, and that he was standing with Dr. Littrice to ensure that her safety is met with the quickest outcome.

Flossmoor resident Barbara Karstrom's comments, in summary, were regarding her question of who was supposed to be contacted when there is litter in the Heather Hill detention basin and the paving of Flossmoor roadways. She noted that Flossmoor only paved 1.5 miles of roadway this year and wanted to share photos of what the Heather Hill subdivision's roads look like because there are potholes everywhere. Karstrom noted that she understands that the budget is tight, and that the bond money was also for infrastructure and road repairs. She noted that the new software that the Village is paying \$70,000.00 a year for was supposed to prioritize things that need to be repaired, and asked how residents should report potholes to the Village.

Mayor Nelson responded that Karstrom could contact the Public Works Department about the litter in the basin. Mayor Nelson also responded that she will take photos of the issues she sees throughout the Village

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and sends them to Dawn at Public Works to make sure they are on Public Works list of issues to address, and encouraged others to do the same. Mayor Nelson explained that according to a 2017 report, there was about \$18 million worth of road repairs that needed to be made in the Village. When she became Mayor, she asked that the Village start to catch up and implement a crack sealing program to extend the life of the Village's roads by seven years for pennies on the dollar. Mayor Nelson explained that some of the bond money will be going toward roads. There will be some road repairs in 2025 and hopefully a bigger project in 2026; it costs about \$500,000.00 to do one mile of road.

Trustee Daggett inquired whether the Village was still doing hot patch work.

Assistant Director of Public Works Dan Milovanovic responded that in regard to pothole patching, Public Works still has more to do this season since it is a continuous process as sometimes the repairs last and sometimes they do not. He noted that Public Works will keep in mind the issues that were brought during the Village Board meeting.

Mayor Nelson referred to the Consent Agenda (which encompassed Agenda Items 1-11):

- 1. Approval of the Minutes of the Regular Meeting Held on November 4, 2024*
- 2. Presentation of Bills for Approval and Payment as Approved by the Finance Committee (November 18, 2024)*
- 3. Consideration of a Resolution of the Village of Flossmoor, Cook County, Illinois, Approving a Change Order Relating to the 2024 MFT Street Resurfacing Project*
- 4. Consideration of a Resolution of the Village of Flossmoor, Cook County, Illinois, Approving a Change Orders Relating to the Brumley Drive Reconstruction Project*
- 5. Consideration of an Ordinance of the Village of Flossmoor, Cook County, Illinois, Amending the Building Code of the Village of Flossmoor*
- 6. Consideration of an Ordinance of the Village of Flossmoor, Cook County, Illinois, Amending Chapter 150, Article 7 of the Village of Flossmoor Municipal Code*
- 7. Consideration of an Ordinance of the Village of Flossmoor, Cook County, Illinois, Amending Chapter 215 of the Village of Flossmoor Municipal Code*
- 8. Consideration of a Resolution of the Village of Flossmoor, Cook County, Illinois, Approving the Annual GIS Consortium Provider Contract*
- 9. Consideration of the Renewal of an Intergovernmental Agreement for the Provision of Environmental Health Inspectional Services with the Cook County Department of Public Health*
- 10. Consideration of a Resolution of the Village of Flossmoor, Cook County, Illinois, Approving Salary Schedules for Fiscal Year 2024-2025*
- 11. Consideration of a Resolution of the Village of Flossmoor, Cook County, Illinois, Approving the South Suburban Emergency Response Team (SSERT) Joint Task Force Agreement*

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

Trustee Mustafa requested that items #2, #3, #4 and #10 be pulled off of the Consent Agenda.

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Trustee Bradley-Scott requested that item #8 be pulled off of the Consent Agenda.

Mayor Nelson called for a motion to approve items #1, #5, #6, #7, #9, and #11 of the Consent Agenda. Trustee Lofton so moved, seconded by Trustee Daggett.

Mayor Nelson called for a vote on Consent Agenda items #1, #5, #6, #7, #9, and #11. 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 (November 18, 2024). Mayor Nelson called for a motion to Approve the Bills for Payment as Approved by the Finance Committee (November 18, 2024). Trustee Mustafa moved, seconded by Trustee Daggett.

Trustee Mustafa inquired about charges by Baxter & Woodman on page four and whether staff are looking at whether Baxter & Woodman is looking for ways to enlist the services of other engineering firms like minority and women-owned. She would like to encourage the Village to look at ways to share the work. Trustee Mustafa also inquired about project numbers on the general ledger list and encouraged staff to use same.

Village Manager Wachtel responded that looking at a few of the items in the bills, they were contracts approved by the Board and that there is spending authority up to \$25,000.00 without Board approval. She noted that the Village currently works with a handful of firms, and that there was recently an RFQ process to try and bring on new engineering firms. However, the Village was not able to bring on any new firms that had any experience with the particular project. Wachtel explained to add any new firm into their work, they have to go through an RFQ process which includes interviewing the firms in regard to their qualifications in regard to their work, and negotiating contracts for particular projects.

Village Manager Wachtel responded that staff includes detailed information in the ledger about the projects and explained the process for entering and tracking the engineers' billing information.

Trustee Driscoll noted that individual Trustees cannot change the way the Finance Department does a report or provide individual instruction to a Department.

Assistant Village Manager Bogue discussed the internal process for entering and approving invoices.

Trustee Mustafa inquired about payment for lunches for staff for Oaktoberfest.

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Village Manager Wachtel answered that it was for staff who worked the event and did not include administrative staff or directors but covered public works staff and police officers which is tradition of the Village to cover.

Trustee Mustafa inquired about payment to Gallagher, and Village Manager Wachtel answered that it was pending approval this evening.

Trustee Mustafa inquired about Matthew O'Shea consulting and whether the Board would be receiving an update soon.

Village Manager Wachtel answered that during the legislative season, Matthew O'Shea provides updates to her and to the Mayor regarding what is happening in the legislative session. The updates for the Village's projects are provided in the Village Manager reports as progress is made and grants are obtained, such as the Dartmouth Bridge grant.

Trustee Mustafa inquired about Robert Neville and why he was updating the Village map in the Flossmoor Police Department.

Acting Chief Taylor explained that the map, which was out of date, was located in the records room and has been updated to include addresses and had not been updated in a long time.

Trustee Mustafa inquired about the timing of the audit presentation and the levy.

Village Manager Wachtel answered that traditionally the Village has an audit before the levy, and that the audit was extended. The presentation would be at the December 16th meeting and would be irrespective of the adoption of the levy. The Village filed for an extension and is on track to file on time.

Trustee Mustafa inquired about Smith Dawson & Andrews and whether there would be an update on the work that they do.

Village Manager Wachtel answered that there was an update on some information from them in the most recent Manager's Report.

Trustee Bradley-Scott inquired about the request for an audit extension and whether it changed the amount that they auditors would be paid.

Village Manager Wachtel answered that the extension did not affect their contract.

Finance Director Ann Novoa explained that the reason that the final audit field work was so late is solely because of the auditor's schedule and that they could not fit the Village into their schedule. The Village is currently reviewing the draft audit, and the auditors will be at the December 16th meeting to present their report.

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Trustee Daggett inquired about how often the RFQ process for engineers is done.

Village Manager Wachtel answered that in her time with the Village, they have gone through the process two to three times and it depends on whether there is a project that requires it because of federal funding.

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 #3 – Consideration of a Resolution of the Village of Flossmoor, Cook County, Illinois, Approving a Change Order Relating to the 2024 MFT Street Resurfacing Project. Mayor Nelson called for a motion to Approve a Resolution of the Village of Flossmoor, Cook County, Illinois, Approving a Change Order Relating to the 2024 MFT Street Resurfacing Project. Trustee Daggett moved, seconded by Trustee Driscoll.

Trustee Mustafa inquired about wording in the Resolution for the matter and whether it would be the staff or the Board that authorized the work.

Village Manager Wachtel answered that she reads the resolution as the Board ratifying the approval of the work.

Acting Village Attorney Ottosen noted that the resolution is specifically providing the authority for the change order to be from the Board of Trustees.

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 #4 – Consideration of a Resolution of the Village of Flossmoor, Cook County, Illinois, Approving Change Orders Relating to the Brumley Drive Reconstruction Project. Mayor Nelson called for a motion to Approve a Resolution of the Village of Flossmoor, Cook County, Illinois, Approving Change Orders Relating to the Brumley Drive Reconstruction Project. Trustee Bradley-Scott moved, seconded by Trustee Daggett.

Trustee Mustafa inquired about the reference of a sprinkler repair in the change order.

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Assistant Director of Public Works Milovanovic discussed some of the reasons for the change order. He explained that the sprinkler was broken by the contractor, but the Village should have identified the sprinkler so the Village was responsible for the cost.

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 #8 – Consideration of a Resolution of the Village of Flossmoor, Cook County, Illinois, Approving the Annual GIS Consortium Provider Contract. Mayor Nelson called for a motion to Approve a Resolution of the Village of Flossmoor, Cook County, Illinois, Approving the Annual GIS Consortium Provider Contract. Trustee Daggett moved, seconded by Trustee Bradley-Scott. Trustee Bradley-Scott inquired about whether all of the GIS layers were functioning externally. She noted that it was a sizeable investment, and she wanted to check that the Village was on task with the project.

Assistant Village Manager Bogue explained that some of the GIS layers are externally facing and some information like utilities are internally facing. The tree inventory is still being worked on, but a lot of information is posted. Bogue noted that the Village was ahead of schedules on a couple of projects like adding in the PACER information. He explained that he works with Public Works Director Brunke on the project and that progress is going very well with the project. Bogue offered to provide an updated GIS presentation to the Board on a regular basis if they would be interested in that.

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 #10 – Consideration of a Resolution of the Village of Flossmoor, Cook County, Illinois, Approving Salary Schedules for Fiscal Year 2024-2025. Mayor Nelson called for a motion to Approve a Resolution of the Village of Flossmoor, Cook County, Illinois, Approving Salary Schedules for Fiscal Year 2024-2025. Trustee Daggett moved, seconded by Trustee Bradley-Scott. Trustee Mustafa thanked Village Manager Wachtel for her prompt responses prior to the meeting. Trustee Mustafa discussed how the salaries were approved by the Board in April and inquired about the increase provided to staff. She opined on the language of the resolution and that not all positions were evaluated as to whether it was at market and asked whether the staff's salary increases could be reversed since the Village was facing an operating deficit. Trustee Mustafa opined about the potential findings of market analyses of Village positions.

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Village Manager Wachtel responded that the resolution was a housekeeping matter following the Board's discussion regarding a specific position. She explained that the Village has traditionally internally looked at salary comparability across communities about every two years, and that given the Village's financial position there have not been huge changes in salaries over time. She noted that if the Board wanted to invest in a compensation analysis by an independent party, it has been her and her colleagues' experiences that when an organization invests in an independent compensation study, the organization finds they are not over paying staff but instead have significant issues that need to be addressed. Wachtel noted that the Village has some market comparability issues they are dealing with now and the secondary issue of compression between supervisor and staff salaries, and that if the Board was interested in staff bringing a study forward as part of the budget process they could do that.

In response to Trustee Mustafa's question on whether the Board could take away the across-the-board increase given in May, Acting Village Attorney Ottosen opined that Village staff's compensation could be reduced if the Board desired.

Trustee Mustafa inquired about why the resolution draft for the agenda item did not state salary ranges instead of salaries and opined that it was more accurate to state salary ranges.

Acting Village Attorney Ottosen opined about the resolution to update the one salary that was discussed in closed session last month and that it was fine. He suggested that the Board could change the resolution by motion.

Trustee Bradley-Scott asserted that salary ranges shown in the approved budget were different from the salary ranges in the document in the Board packet.

Village Manager Wachtel clarified that the only salary ranges that had changed since the adoption of the budget were the addition of the Director of Police Services and the addition of a full-time property maintenance inspector position. She explained that in disclosure, the Village's salaries are detailed by fund and department for every position within the budget. Wachtel explained that the Village was also compliant with statute to post the total compensation report on the Village's website with the adoption of each annual budget.

Assistant Manager Bogue and Finance Director Novoa confirmed that the salary schedule approved in May of 2024 mirrors the one being proposed, with the exception of the new positions approved in 2024 and the change being presented this evening.

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

AYES: Trustees Driscoll and Mitros.

ABSENT: None

ABSTAIN: None

NAYS: Trustees Bradley-Scott, Daggett, Lofton, and Mustafa.

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The Mayor asked if a Trustee would like to make another motion. Trustee Mustafa moved to approve the resolution with a change in Section (1), removing “salaries” and replacing with “salary ranges.” Trustee Daggett moved, seconded by Trustee Lofton.

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 #12 – Consideration of a Contract Award for the FY25 Sidewalk Replacement Program. Mayor Nelson called for a motion to Approve a Contract Award for the FY25 Sidewalk Replacement Program. Trustee Daggett so moved, seconded by Trustee Mitros.

Assistant Director of Public Works Dan Milovanovic explained that included in the Fiscal Year 2025 Budget is \$100,000 for the Sidewalk Replacement Program. The FY25 sidewalk replacement program includes sidewalk replacement on Flossmoor Road, between Village Hall and Brassie Avenue, and a few miscellaneous locations in the Village. This is the second time this project has gone out for public bid. Milovanovic explained that the initial bid in September did not yield favorable prices for the Village, which led to Public Works staff recommending, and the Board agreeing, that the bids be rejected, and the project be put out to bid again at a later date. On Nov. 6, 2024, bids were opened for the project, and the lowest responsible bidder was M&J Underground, Inc. Their unit price for sidewalk removal and replacement is \$13 per square foot, and in comparison, the lowest rejected bid from September was \$19.55 per square foot. Milovanovic explained that because of the favorable unit prices and the need to replace defective sidewalks, Public Works’ intention is to expand on the proposed scope of work and utilize more of the budgeted amount. M&J Underground has completed sidewalk replacement work in the Village before. Most recently, M&J Underground was contracted by the Village for the FY24 Sidewalk Replacement Program, and their work has always been satisfactory. Public Works recommends that the Mayor and Village Board award the FY 2025 Sidewalk Replacement Program to M&J Underground, Inc. of Monee, Ill., in the amount of \$65,646.50 with approval to extend the contract unit prices to complete additional work as agreed to by the Village and contractor up to the budgeted amount of \$100,000.00.

The Board complimented Public Works for their work on saving money on this project.

Trustee Bradley-Scott asked that the Village be mindful of school children walking to and from school while the sidewalk projects are undertaken, including appropriate communication and precautions.

*MINUTES OF MAYOR NELSON AND BOARD OF TRUSTEES FOR THE REGULAR MEETING OF
THE VILLAGE OF FLOSSMOOR, ILLINOIS HELD ON NOVEMBER 18, 2024*

VILLAGE HALL

NOVEMBER 18, 2024

7:30 PM

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 #13 – Discussion of 2024 Tax Levy Estimate.

Finance Director Ann Novoa presented on the 2024 tax levy estimate. She referenced her report in the Board packet which contained a summary of key components of the Cook County property tax assessment systems and prior tax year EAV details. She explained that the Cook County triennial assessment cycle occurred in the 2023 tax year, and the 2023 reassessment resulted in a 37% increase in the Village of Flossmoor's EAV which translates to about a \$83 million increase. Novoa explained that it was the largest increase in Village history, and only the third time that the EAV has been over \$300 million. She explained that unlike many other taxing bodies, the Village does not take advantage of the anticipated increases in the EAV due to reassessments in determining the tax levy requests. Novoa discussed the relationship between the EAV and the tax rate, and noted that just because the EAV exponentially increases, it does not directly correlate to the Village receiving more revenue. Novoa explained the three tax levy options for the Board's consideration, and their respective impacts on homeowners. She noted her recommendation for option three and her reasoning regarding same.

Village Manager Wachtel noted that option three was in-line with the Village's pursuit of economic development and that for businesses that were only contributing property tax, it was the Village's opportunity to capture the commercial property tax value. The Village only has about three years to capture the assessed value of new property and economic development as a non-home rule municipality, and if the levy is not realized there is no opportunity to go back and capture it in future years. Furthermore, Village Manager Wachtel pointed out that in Finance Director Novoa's report she calculated approximately \$96,000 in unlevied Village costs; these are costs that the Village could justify including in a tax levy, but as a non-home rule community, we cannot levy due to tax caps.

Trustee Bradley-Scott inquired whether there were any union negotiations this year because she recalled the levy being a factor in past negotiations.

Village Manager Wachtel responded that the FOP was the only Village contract. She noted that the levy was part of the revenue source to fund the union contracts, but that there were no union negotiations this year.

Acting Village Attorney Ottosen added that employees and unions look at what the communities do with their tax levies, but that it is more of a factor in arbitrations. The unions will sometimes assert that the entity did not levy all they could.

In response to Trustee Daggett's question, Novoa explained that if the Board chooses option two the Village would be looking at approximately a \$200,000 loss in revenue.

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The Board discussed their support for option three for the levy in order to support the Village's services, but lamented having to choose an option where taxes would rise at all.

Acting Village Attorney Ottosen discussed how Cook County reassesses property differently from other counties in the state.

Trustee Mustafa discussed economic development, and noted the importance of the tax revenue from the levy that helps to fund the Village's services and upkeep of the roads and other infrastructure which is also a part of economic development.

Novoa explained there would be a resolution and ordinance at the December 16th Board meeting, and that no public hearing would need to be held since they were under the 5% threshold for the levy.

Other Business:

Trustee Mustafa thanked those planning the end of the year activities in the Village, including Stephanie Wright.

Trustee Bradley-Scott wanted to note that the Board stayed at 4.5% for the levy when the Board has gone over 5% in the past. She wanted it noted so that residents knew the Board was being mindful of the situation, and that the Board had to make hard decisions that were in the best interests of the Village.

Trustee Bradley-Scott noted the recent meeting of the Southland Career Technical Education Center which is comprised of local superintendents, and that they started a coalition to work with the trades to prepare local high school students for technical careers. She noted that Dr. Thomas would like the opportunity to talk to the Board to help promote the Center and raise money for it from the State Legislature.

Trustee Daggett thanked the Flossmoor Police Department, Director Estelle, and Village Manager Wachtel for their recent responses to him and their hard work.

Trustee Lofton also complimented the Flossmoor Police Department, Director Estelle, and Acting Chief Taylor for their work on issues going on in the Village.

Clerk LoGalbo discussed her recent visit to the newly opened Windcreek Chicago Southland Casino in East Hazel Crest and Homewood and noted that the Village is projected to receive \$80,000.00 in revenue from it in the first year.

Trustee Mustafa noted a letter complimenting Dawn from Public Works regarding her work with the water meter completion project.

Mayor Nelson complimented Assistant Director of Public Works Dan Milovanovic on his swift response to a resident's concern about overgrowth at 189th and Crawford Avenue.

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Mayor Nelson noted that on Sunday, November 24th there would be the community's 52nd annual Thanksgiving gathering. The highlight would be the HF Viking Choir performance.

Mayor Nelson noted that the Village was working to finalize legal documents for two new developments for the Board to review, and that she was meeting with additional developers that week for other projects.

Mayor Nelson referred to Agenda Item #14 – 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. Trustee Mustafa so moved, seconded by Trustee Daggett.

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

The Board entered executive session at 10:07 p.m.

The Board returned to open session at 10:35 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 Trustee 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 10:35 p.m.

Respectfully Submitted,



Gina A. LoGalbo
Village Clerk