

Closed Session Minutes

Nolan made a motion to enter into executive session per 5ILCS 120/2 (C)(1)(21) with 2nd from Smith at pm. **Viva**
Voce: 5-0 Absent: 1 Motion Carried

Smith requested that W. Conrad and B. McCormick be allowed to remain during the first portion of the closed session. This request was approved by the board's stated acceptance. Attorney Taylor also remained for a portion of the closed session.

-Smith read a prepared statement covering: 1) his thoughts on general respect that should be afforded to each other and to employees of the village and 2) his concerns over a discussion that had taken place, after a recent committee meeting, about snow removal and an employee evaluation.

There was general discussion about this matter and it was pointed out that the conversation in question was to be an employee evaluation only and the subject of snow removal had been discussed as a possible "place for improvement" that was to be noted on said evaluation. Other comments that were made during the evaluation discussion were also addressed. Conrad passed out Ordinance 11-3-21 entitled "snow removal" for reference as this is the ordinance that Conrad had been told to abide by during winter weather.

There was then general discussion pertaining to the correct timing in which plowing should occur and depth in which plowing is needed. The speed in which the plow trucks are driven was addressed to which Conrad and McCormick responded the speed driven is between 10-15mph. Issues that arose due to the amount of slush on the roadways was discussed and explained. Plowing from curb to curb was also discussed as a possible place for improvement in the future. Manhole covers were noted as a possible concern to which Conrad reported that he is addressing those issues as the need arises and verifies that all covers are flush to the road when new pavement or repairs are done.

Nolan apologized for statements made that had been taken out of context. Blackstock expressed her offense to Smith not talking with the participants in said "evaluation conversation" and instead talking directly with Conrad about the discussion. Coon expressed his wishes over personally taking issues directly to Conrad and McCormick also.

McCormick then expressed his offense at the denial of his raise and then not being notified after the February board meeting by any of the proper committee chairmen. Blackstock reminded McCormick of the raise he had received in May 2013. Blackstock went on to explain that no review was done so no harm was done because he had received a 7% raise but did explain that she would like to be able to give him more but it cannot be afforded. Blackstock apologized for the perceived nastiness that occurred during the "evaluation conversation".

All members present thanked Conrad and McCormick for the jobs that they do.

-Worlow explained that he had been contacted by Casey's Corporation about possibly obtaining the lot of land adjacent to their property to the West but had stated no specific intentions that were being proposed. There was general discussion about the amount in which to charge Casey's for this property contingent on the receipt of the quit claim deed.

Recommendation: Ask Casey's what they are willing to pay for the property and if they will not make an offer then sell the property for \$500.00.

-Nolan voiced her concerns about part-time, as needed employee, Randy Conrad being paid overtime (one and one-half of pay) for working on Sundays. There was general discussion about this matter.

Recommendations:

In the employee handbook make the following changes:

1.) Add "less than forty (40) hours per week and equal or more than 32 hours per week" to the part-time definition.

2.) Add “when a full-time or part-time employee” to the overtime definition.

-The board then started discussing each employee individually about their annual raise. Clerk Coon will comprise a completely list of these raises at the April 2014 board meeting. The base salaries will also be discussed and decided upon during a closed session at the April 2014 board meeting.

-The board reviewed closed session minutes from the February 17, 2014 closed session with the recommendation being to accept the minutes as written.

Exited closed session at 11:20pm by Blackstock and Nolan.

Recorded by: Stacy Coon, Village Clerk