

**VILLAGE OF LINCOLNWOOD  
PRESIDENT AND BOARD OF TRUSTEES  
REGULAR MEETING  
VILLAGE HALL COUNCIL CHAMBERS  
AUGUST 20, 2019**

**Call to Order**

President Bass called the Regular Meeting of the Lincolnwood Board of Trustees to order at 7:45 P.M. Tuesday, August 20, 2019, in the Council Chambers of the Municipal Complex at 6900 N. Lincoln Avenue, Village of Lincolnwood, County of Cook, and State of Illinois.

**Pledge to the Flag**

The Corporate Authorities and all persons in attendance recited the Pledge of Allegiance.

**Roll Call**

On roll call by Village Clerk Beryl Herman the following were:

PRESENT: President Bass, Trustees Ikezoe-Halevi, Hlepas Nickell, Patel, Klatzco, Sargon

ABSENT: Trustee Cope

A quorum was present.

Also present: Anne Gaura, Village Manager; Charles Meyer, Assistant Village Manager; Steve Elrod, Village Attorney; Heather McFarland, Assistant to the Village Manager; Andrew Letson, Public Works Director; Nadim Badran, Assistant to the Public Works Director; Steve McNellis, Community Development Director; Doug Hammel, Community Development Manager; Jason Parrott, Police Chief; Robert Merkel, Finance Director; Ben Harris, Accountant; Mike Hansen, Fire Chief; Jon Bogue, Management Analyst.

**Approval of Minutes**

The minutes of May 7<sup>th</sup> will be held for a future meeting.

The minutes from the July 16, 2019 Village Board meetings were presented for approval.

Trustee Sargon moved to approve the minutes as amended, seconded by Trustee Patel.

The motion was approved by a voice vote.

**Warrant Approval**

Trustee Klatzco presented the warrants in the amount of \$2,499,528.33 and moved to approve the warrants, seconded by Trustee Sargon.

Upon roll call the results were:

AYES: Trustees Sargon, Patel, Klatzco, Ikezoe-Halevi

NAYS: Trustee Hlepas Nickell

The motion passed.

**President's Report**

**1. Approval of a Recommendation of the Zoning Board of Appeals for Bruce Heller as Chair**

Trustee Sargon moved to approve, seconded by Trustee Patel.

The motion passed by Voice Vote.

**2. Appointment of Sokol Delisi to the Park and Recreation Board for a Three Year Term**

**3. Appointment of Martin Youkhanna to the Zoning Board of Appeals for a Three Year Term**

**4. Appointment of Lidia Zaia-Kaihara to the Traffic Commission for a Two Year Term**

Trustee Patel moved to approve the three, seconded by Trustee Hlepas Nickell. The motion passed by voice vote.

**5. Village Update on Emergency Preparedness**

The Village is currently in the process of reviewing Lincolnwood's Emergency Operations Plan and providing training in emergency preparedness. The update to the Emergency Operations Plan will help guide Village Staff and ensure that the Village is staying in line with best practices. The Village's Department routinely train, but over the next five months staff members will be participating in training as part of the Incident Command System, which is a management system designed to enable effective and efficient domestic incident management by integrating a combination of facilities, equipment, personnel, procedures and communications operating within a common organizational structure. The training for the Incident Command System will help those personnel who oversee the Village's response to emergencies.

The Village has been exploring enhancements to the communications process during emergencies. The Village's reverse 9-1-1 system allows Lincolnwood to contact residents and businesses to provide information during a crisis. Within the last two months the Village has received over 600 additional contacts in the system. The Village currently has 701 email addresses and 456 text-enabled devices that can be contacted in case of emergency along with over 6,200 phone lines that are in the System.

**Consent Agenda**

*If anyone wishes to speak to any matter on the Consent Agenda, a Speaker's Request Form must be completed, presented to the Village Clerk, and the matter will be removed from the Consent Agenda and added to Regular Business.*

**1. Approval of a Resolution Consenting to the Re-Appointment of David G. Eterno and Susan Davis Brunner as Administrative Hearing Officers**

**2. Approval of a Resolution Authorizing the Village Manager to Approve a Business Associate Services Agreement with Paramedic Services of Illinois, Inc.**

**3. Approval of a Resolution Authorizing the Purchase of Seven Motorola Mobile In-Car APX 4500 800 MHz Two-Way Radios Compatible with STARCOM21 and One Multi-Unit Charging Bank for the Amount of \$31,382.63 from Motorola Solutions, Inc., Chicago, IL**

**4. Approval of an Ordinance Amending Article 3 of Chapter 10 of the Village Code to Require Persons to be 21 Years of Age or Older to Purchase Tobacco and to Require that Tobacco Can Only be Sold to Persons 21 Years of Age or Older**

5. **Approval of a Resolution Authorizing the Village Manager to Approve a Third Party Custodian Agreement with Fifth Third Bank and the Bank of New York Mellon**
6. **Approval of a Resolution Authorizing the Execution of an Agreement with All American Exterior Solutions of Lake Zurich, Illinois for the Replacement of the Public Works Facility Roof in the Amount of \$281,475**
7. **Approval of an Ordinance Amending Section 10-2-3 (Class A Local Liquor Licenses) of the Village Code**
8. **Approval of an Ordinance Amending Chapter 7 of the Village Code Requiring the Issuance of a Permit for Vehicles to Operate on Village Owned and Maintained Roadways that are Overweight and/or Oversized as Set Forth in the Illinois Vehicle Code and the Accompanying Resolution Amending the Annual Fee Resolution Regarding Overweight and Oversized Vehicle Permits**

*Item # 9 was removed to Regular Business for discussion as Item #9*

Trustee Hlepas Nickell moved to approve the Consent Agenda as amended, seconded by Trustee Klatzco.

Upon Roll Call the results were:

AYES: Trustees Hlepas Nickell, Klatzco, Ikezoe-Halevi, Patel, Sargon

NAYS: None

The motion passed

### **Regular Business**

#### **9. Approval of a Recommendation by the Plan Commission to Adopt an Ordinance Approving a Special Use to Allow a Day-care Nursery at 3952 West Lunt Avenue**

Trustee Sargon expressed concern regarding traffic. Trustee Hlepas Nickell did research regarding CCDC's enrollment and found that they have spaces available at this time and they hold spaces for Lincolnwood residents. She feels that as this is the case, she would be reluctant to support this recommendation. Trustee Patel expressed concerns over the traffic situation, but since this would be no more than six cars, he would support.

Trustee Patel moved to adopt the ordinance approving the special use, Trustee Klatzco seconded but had questions. The petitioners (John and Mrs. West) addressed the questions.

Trustee Patel asked if this Special Use would be only for this applicant not for this location? Attorney Elrod stated "Yes". President Bass asked for a vote on Trustee Patel's motion.

The vote results were as follows:

AYES: Trustee Klatzco, Trustee Patel, Trustee Ikezoe-Halevi

NAYS: Trustee Sargon, Trustee Hlepas Nickell (Attorney Elrod stated that President Bass needed to vote on this item) President Bass Voted "NAY" The motion failed

## **10. Consideration of a Resolution Adopting the Annual Diversity Month Flag Display Program Guidelines**

This item presented by Mr. McNellis.

### Overview

\*HRC first designated August as “Diversity Month” in 2005 with the display of flags representing the population of Lincolnwood.

\*Program placed flags along Lincoln Avenue

\*In 2014 and 2015 the HRC drafted a revised policy based on feedback from the public, Village Board and Corporation Counsel.

\*In 2015 the program did not occur due to planned construction on Lincoln Avenue

\*For 2015-2016 the HRC continued to review the policy and made a recommendation in December 2016 to have the program continue in August 2017

- During this period the HR also implemented several other programs

\*June 20 2017, the Village Board discussed the continuation of the Diversity Flag Program. It was the consensus of the Village Board to not continue the Diversity Flag Program

\*At the June 4 2019 Committee of the Whole, the Village Board requested that the HRC evaluate the Diversity Flag Program and provide a recommendation on the future of the Program to the Village Board

\*At the June 10, 2019, HRC meeting a discussion was held about the program

\*On July 8, 2019, the HRC made a formal recommendation to the Village Board to reinstate the Flag Program and to consider a policy drafted by the HRC for overseeing the flag program

### Draft Policy

\*The HRC drafted a policy for the Diversity Flag Program in concert with staff, feedback from the public, and Corporation Counsel

\*Components of Policy:

- Only a Lincolnwood resident or business owner may submit an application for a flag to the HRC for review and approval

- The proposed flag must either be the official flag of an entity that is recognized as a Member or Non-Member State of the United Nations, or must have been grandfathered into the flag display program as a result of having been flown as part of the Village’s flag display during August 2014

\*The HRC will verify, via the online website of the United Nations, to ensure that the flag represents a Member or Non-Member State of the United Nations

- If approved:

  - ^HRC will notify the Applicant and the flag will be included in the Program

- If denied:

^HRC will notify the Applicant and return the \$50 deposit

^Denied applications may be appealed to the Village Board

Flags as of 2014

Albania	China	Iran
Argentina	Colombia	Iraq
Armenia	Costa Rica	Ireland
Assyrian	Croatia	Israel
Australia	Cuba	Italy
Austria	Cyprus	Jamaica
Bangladesh	Ecuador	Japan
Belgium	France	Kosovo
Belize	Germany	Lithuania
Bolivia	Greece	Macedonia
Canada	Hungary	Montenegro
Chaldean	India	Norway
Pakistan	Russia	Sweden
Palestine	Scotland	Switzerland
Peru	Serbia	Turkey
Philippines	South Korea	Ukraine
Poland	South Vietnam	United Kingdom
Puerto Rico	Spain	Wales
Romania		

Next Steps

It is requested by the HRC that the Village Board consider reinstatement of the Flag Program and adoption of a policy to administer the Flag program.

The following speakers addressed the Board.

Residents in favor of reinstatement:

Judy Abelson, Caren Ex, Dale Wickum

Residents against reinstatement:

Charles Halevi, Harry Friedman, Jonah Rothman

Trustee Sargon moved to approve the Resolution, seconded by Trustee Patel who discussed the financial impact to the Village of \$3200. Originally funds were donated by residents. Trustee Sargon noted that these costs could be offset by donations. Trustee Ikezoe-Halevi stated that originally there were not sufficient donations and the HRC funded the program, thus the Village covered these costs. She stated that we all live here and we should take the moral high ground. Trustee Hlepas Nickell thanked the HRC for their work. She stated how good it was for her

children to grow up in a community of diversity. She hopes Lincolnwood can get past some of the issues and return to a “Mayberry” feeling.

Upon Roll Call the Results were:

AYES: Trustees Klatzco, Sargon, Patel, Hlepas Nickell, Ikezoe-Halevi

NAYS: None

The motion passed.

## **9. Consideration of a Recommendation by the Plan Commission Regarding Specific Regulations Related to Recreational Cannabis Businesses**

This item presented by Mr. McNellis with use of PowerPoint.

### Background

\*Cannabis Regulation and Taxation Act signed into law on June 25, 2019.

\*This Act legalizes the possession and use of cannabis at dispensaries, permits the expansion of cultivation centers and allows new uses such as craft growers infusers and processors.

\*The permissibility to possess and use, as of January 1, 2020 has already been decided.

\*However, each Municipality is given authority to determine whether or not recreational cannabis businesses should be permitted in their jurisdiction.

\*Municipalities also permitted to determine reasonable regulations, should they choose to permit businesses of these types.

\*Village- Approved 2014 Ordinance (related to the 2013 Compassionate Use of Medical Cannabis Pilot Program Act) regulating Medical Cannabis dispensaries contains the following notable regulations:

- Permitted as a Special Use in B1 and MB (Retail Overlay Zone ) districts
- Not permitted on multi-tenant or multi-use properties
- No outward symbolism (cannabis imagery on signs, message boards, public view of products etc.) permitted
- Cultivation Centers required to maintain 2,500’ buffer from schools and residential lots, effectively prohibiting them in the Village
- Drive-through windows/facilities prohibited
- Hours of operation between 6AM and 8PM only.
- Separation of 250’ from residential lots and pre-existing religious institutions, 500’ from parks, and 1,000 from lots used for pre-existing public or private pre-school through secondary schools, and various child daycare facilities, and one mile from any other existing cannabis dispensary.

A chart of Current Medical Cannabis Buffers was exhibited.

### Referral to the Plan Commission

\*At the July 16<sup>th</sup> meeting, the Village Board referred a proposed text amendment related to cannabis businesses to the plan Commission for a Public Hearing

\*The Plan Commission was requested to answer the question –“If recreational cannabis businesses are permitted, what are the appropriate regulations that the Village Board should consider?”

\*PC was notified that the policy decision, as to whether or not these uses should be permitted or prohibited, is the Village Board's responsibility.

### 2019 Recreational Cannabis Act

\*What authority do local municipalities have, regarding Zoning, and what does the Act prohibit, at the State level?

#### Village Authority

\*Enact reasonable zoning regulations for cannabis businesses that don't conflict with the Act;

\*Require Special Use Permits for cannabis businesses to impose limits on "time, place, manner and number" of operations;

\*Outright ban all cannabis businesses by Ordinance;

\*Regulate consumption in a manner consistent with the Act; and

\*Prohibit, permit and regulate private businesses that allow on-premises consumption

#### Act Prohibits

\*Locating a dispensary within 1,500' of another dispensary;

\*Consumption in public places, on school grounds, in areas where smoking is prohibited by State Law, and in close proximity to persons under 21;

\*Sale to minors (under 21);

Home delivery, and;

\*Advertising that includes imagery of cannabis leaf or buds or imagery that appeals to minors.

### August 7, 2019 Public Hearing

\*Staff presented a series of policy questions, designed to determine appropriate regulations for consideration

\*Liquor store uses offered as a similar concept to a dispensary. Consider similar regulations

\*Plan Commission conducted an in-depth discussion and had the following questions/concerns

- What are the State and Village inspection requirements?
- What are appropriate operating hours?
- Should a Special Use and/or Caps be required?

#### State and Village Inspection Requirements

\*Inspected by the State on a regular basis (every 1-2 weeks) depending on the business type

\*Police and Fire Departments have a right to enter at any time there is a concern

\*Fire Department will inspect annually as part of Business license renewal

#### Operating Hours

\*Initial Staff recommendation: 7AM (consistent with construction hours and for commercial next to residential) to 9PM (consistent with Binny's)

\*Staff further recommended a 9AM start be considered, consistent with both liquor stores in the Village.

\*Restricting hours on a Sunday considered by PC

\*Final determination was that 9AM-9PM was appropriately restrictive

#### Special Use and/Caps

\*Village Attorney noted a Special Use requirement could remove the need for Caps, as a Public Hearing would vet each request, and provide an opportunity to restrict through site-specific limitations.

\*Permitting “by right” rather than a Special Use could lead to greater chance of proliferation

\*”By right” development also doesn’t allow for case-by-case review and consideration of localized conditions

#### Public Comment:

\*Staff received no comments prior to the meeting and only one member of the public spoke on the record at the Public Hearing.

\*Mr. Dennis of Colorado Springs is an employee of a cannabis business:

- Noted 1,000’ buffers from schools are common
- In response to staff noting that on-site consumption is difficult due to insurance issues, he noted high-risk insurers do not cover cannabis businesses
- Conceded no on-site consumption currently in Colorado

#### Plan Commission Recommendation

\*Permit dispensaries in the B-1, B-3 and M-B (Retail Overlay Zone) Zoning Districts as a Special Use;

\*Permit craft growers, infusers and processors in the M-B Zoning District as a Special Use;

\*Prohibit Cultivation Centers;

\*No cap/limitation on the number of dispensaries/craft growers/processors or infusers

\*On-site consumption to be prohibited

\*Parking requirement of 3.3 spaces per 1,000-square feet of gross floor area for dispensaries (similar to a “General Retail Sales and Service” use, as noted in the Village Code);

\*Permitted operating hours not to exceed 9AM to 9PM

Zoning Districts were exhibited.

\*No additional annual inspections or licenses required, other than those the state requires and inspections associated with annual Village Business License renewals;

\*Dispensaries permitted at single-tenant free-standing buildings or at multi-tenant buildings;

\*Follow state requirements regarding prohibitions on advertising cannabis imagery and visual display to the public of cannabis products;

\*Prohibit drive-thru windows and service

\*Consider consolidating medical cannabis and recreational cannabis dispensaries into one definition. If this is not undertaken, the least restrictive of the regulations for medical cannabis and recreational cannabis businesses should be imposed;

\*Prohibit dispensaries at a “Transit Hub”, defined as being a property where three or more bus lines converge (in the Village, this includes Town Center Mall property and the CTA Transit Center at the northwest corner of Kedzie and Devon Avenues).

\*Require that dispensaries /craft growers/infusers and processors maintain the following separation from “sensitive uses” (Plan Commission was unclear regarding whether or not this separation should be from sensitive uses in the Village boundaries only or include those outside the Village)

- 1,000 feet from pre-existing public or private preschool or elementary or secondary school or children’s daycare center/home, group daycare home or part-day childcare facility;
- 20 feet from parks, and;
- 200 feet from religious institutions

Sensitive Land Issues were exhibited.

Exhibits of Buffer Areas in the Village were presented.

President Bass spoke regarding the proposal. He stated that the Plan Commission Chair commented regarding not making Lincolnwood Tessville again. President Bass said that we are looking for high end operators in our community. It is important that we limit the number of licenses. We must combine medical and recreational facilities.

Trustee Sargon stated that we have not had enough input from the community and she would desire that the Village table the item until the meeting of September 17. Trustee Hlepas Nickell also wished for more information from the public.

Trustee Patel wishes for more discussion regarding buffers. Trustee Ikezoe-Halevi would like the public to speak up. We need to think about our children learning that cannabis use is acceptable.

Attorney Elrod clarified advertising limitations.

Chief Parrot addressed the Board. He stated that the state police group wants no home grown. They are looking at tests for cannabis intoxication.

Attorney Elrod reminded the Board that we are looking at allowing, regulating or prohibiting the retail sale of cannabis; not the use of cannabis, which is regulated only by the State, and which will be allowed for adults effective January 1, 2020.

Laurie Moucha addressed the Board regarding dispensaries, she is in favor.

Charles Halevi addressed the Board regarding consideration of banning sale or consumption of vaping products.

Additional discussion ensued.

Trustee Klatzco moved to direct the attorney to draft an ordinance with some limitations such as hours of operation and cap on number of licenses and to bring to the meeting of September 17, seconded by Trustee Patel.

Upon Roll Call the Results were:

AYES: Trustees Klatzco, Patel, Sargon, Hlepas Nickell, Ikezoe-Halevi

NAYS: None

The motion passed

**10. Consideration of an Ordinance Waiving Competitive Bidding and Authorizing an Agreement with Christopher B. Burke Engineering, Ltd., of Rosemont, Illinois in the Amount of \$171,965.55 for the Engineering and Design of the 2020 Roadway Resurfacing Program and a Resolution Requesting Motor Fuel Tax Funds from the State of Illinois for the Purpose of Design Engineering in the Amount of \$175,000**

This item presented by Mr. Letson with use of PowerPoint.

Background

\*Infrastructure Improvement Program identifies a goal of resurfacing all of the Village's streets over a 10 year period

\*In 2018, CBBEL reevaluated all of the Village's streets and worked with staff to develop a 10 year resurfacing program.

- Water main replacements to occur with roadway resurfacing
- Spread work throughout the community while also focusing on congruent areas
- Focus on the worst rated roads first, when possible
- Each year will have about an equal amount of work

\*Proposed Program

- 4.25 miles of roads. 10.4% of the system
- Estimated construction and oversight cost is \$3.5 million

Maps and a list of the 2020 roads to be addressed were exhibited.

#### Scope of Design Work

1. Pavement Investigation
2. Field Reconnaissance
3. Preparation of Plans and Specifications
4. MWRD Permitting
5. IDOT MFT Review
6. Biding Assistance

\*Design cost: \$171,965.55

\*Sufficient funds are available in the Motor Fuel Tax (MFT) Fund

#### Recommended Motion

Move to approve an Ordinance waiving competitive bidding and authorizing an agreement with Christopher B. Burke Engineering Let, of Rosemont Illinois for the engineering and design of the 2020 roadway resurfacing program and a Resolution requesting motor fuel tax funds from the State of Illinois for the purpose of design engineering in the amount of \$175,000.

President Bass asked for discussion....there was none.

Trustee Hlepas Nickell asked a question regarding how resurfacing had been addressed in the past. Mr. Letson was not aware.

Trustee Patel moved to approve the recommended Ordinance, seconded by Trustee Sargon.

Upon Roll Call the Results were:

AYES: Trustees Patel, Sargon, Hlepas Nickell, Klatzco, Ikezoe-Halevi

NAYS: None

The motion passed.

**11. Consideration of a Resolution Approving the Purchase of an Ambulance from Fire Service, Inc. of St. John, Indiana in the Amount of \$236,928.00 and Authorize the Village Manager to Execute the Contract**

This item presented by Chief Hansen.

### Background

- \*Village Board approved 2019/20 budget that included a new ambulance to replace A6, a 2005 ambulance
- \*The oldest ambulance with 11,230 engine hours and over 68,500 miles
- \*Staff budgeted \$256,000
- \*Staff developed Request for Proposal for a Type III (Van Style) that would fit into the Carrington Ambulance Bay
- \*Staff advertised and published RFP on July 25, 2019
- \*Staff opened single proposal on August 9, 2019
- \*Options included:
  - Annual Maintenance while vehicle is under 3 year warranty: \$4,050.00
  - Ford Extended Premium 5 Year warranty, 200,000 miles or 8,000 engine hours: \$5,228.00
- \*Budgeted: \$256,000.00
- \*Ambulance Costs with Options; \$236,928.00
- \*Under Budget: \$19,072.00

### Action Requested of the Board

Move to approve the resolution awarding the purchase of an ambulance from Fire Service, Inc. in the amount of \$236,928.00 and authorize the Village Manager to execute the contract.

Trustee Klatzco asked if prices had been compared. Chief Hansen assured that that was so.

Trustee Sargon moved to approve the Resolution, seconded by Trustee Klatzco.

Upon Roll Call the Results were:

AYES: Trustees Sargon, Klatzco, Ikezoe-Halevi, Patel, Hlepas Nickell

NAYS: None

The motion passed.

## **12. Discussion Regarding the Allocation of Motor Fuel Tax Funds as it Relates to the North Shore Outfall Sewer Project**

This item presented by Mr. Letson.

### Background

- \*On June 18, 2019 the Village Board authorized the execution of a contract with CBBEL for construction oversight services related to the North Shore Outfall Sewer Project
  - \*At the time, it was anticipated that Motor Fuel Tax (MFT) funds would be used
  - \* MFT funds are the Village's share of the State's gasoline tax – due to this IDOT has a role in reviewing MFT expenditures
- An aerial view of the sewer project area was exhibited.

### MFT Review

\*IDOT determined that because work associated with the project would be occurring in the State right-of-way, the project would need to go through the State's special waste review process

- This process can take up to a year to complete

\*Village informed IDOT that it was considering two options:

- Split out the roadway work as a separate project
- Fund the construction oversight using MFT

\*After the contract was awarded, IDOT informed staff that the Springfield office had determined that funding construction oversight would not be allowed

#### Options

\*I Reallocate expenses that are MFT eligible from other funds to the MFT fund

- 1. Road sale purchase - \$51,000 in the General Fund
- 2. Sidewalk replacement program - \$60,000 in the General Fund
- 3. Contractual roadway patching - \$50,000 in the Transportation Improvement Fund
- 4. Design of Street Storage – Stage III - \$145,000 in the Stormwater Infrastructure Fund

\*III Use excess revenue in the Stormwater Infrastructure Fund

- 1. Anticipated that the home rule sales tax will bring in \$300,000 in revenue above what is necessary for debt service on the sewer
- 2. These funds were planned to be used in FY20/21 for design of Street Storage – Stage III

#### Direction Requested

\*How should the Village pay for construction oversight for the North Shore Outfall Sewer project now that MFT funds are unavailable?

- Reallocate expenses from other funds (recommended)?
- Use excess revenue in the Stormwater Infrastructure Fund?

Trustee Hlepas Nickell stated that this process has been a disaster. There is no hard core evidence that this is going to be a success.

Trustee Klatzco spoke of resident's flooding and we can only hope to assist them.

Some additional discussion ensued.

Trustee Klatzco moved to select Option 1, reallocation of expenses from other funds, seconded by Trustee Sargon.

Upon Roll Call the Result was:

AYES: Trustees Klatzco, Ikezoe-Halevi, Patel, Sargon

NAYS: Trustee Hlepas Nickell

The Motion passed.

### **13. Consideration of an Ordinance Amending Chapter 4 of the Municipal Code of Lincolnwood Regarding Appointment of Certain Village Officials and Employees**

This item presented by President Bass. At the direction of members of the Village Board during a Committee of the Whole meeting in July, an ordinance had been drafted by the Village Attorney restoring to the Village Manager the appointment of certain Village officials.

President Bass read a statement regarding information he wanted the public to be aware of. A copy of the statement is attached to these minutes.

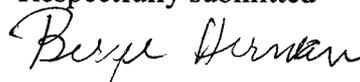


**Adjournment**

At 10:56 PM Trustee Patel moved to adjourn the Village Board meeting seconded by Trustee Sargon.

The motion passed by Voice Vote.

Respectfully submitted

A handwritten signature in cursive script that reads "Beryl Herman".

Beryl Herman  
Village Clerk

President Bass

“Before the discussion regarding the government structure takes place, I feel it necessary to share with the community information that they have not been privy to date.

Prior to the last election the Board was made aware of inappropriate behavior in certain departments of this village. This information compelled the board to execute an internal investigation conducted by a third-party.

Through Village Manager an outside consultant, GovHR, was retained to interview and investigate specific allegations.

As a result of the findings the board further took action in restructuring certain departments and implementing programs and protocols Specific to harassment in the workplace and hires, promotions and dismissals. At no time did this Mayor Fire any Dept. Head!

This Mayor has used above and beyond scrupulous ethical judgment in evaluating situations that most may deem intolerable in a workplace setting.

All hires were performed with staff professionals present and or 3<sup>rd</sup> party independent companies. Any prospective hires were researched, vetted well, and final picks were unanimous. The results of actions taken have exemplified zero tolerance for harassment in the employer/employee workplace. The results are immeasurable.

And a well-trained rank and file, motivated to work hand in hand with the public, interactive, with increased training in areas of cultural sensitivity, and mental illness. And aside from the double digit level one crime reductions. A new minority female deputy chief, a position earned on strong merit. As well as a highly trained experienced chief of police, 25 years with the City of Evanston leading by modeling professional, high level behavior, are now in place.

Lastly a female Village Manager well experienced with solid credentials, for community involvement and integrity. Spending hundreds of hours of time, listening to aggrieved parties and interviews, were not something I looked forward. But it was essential with my name on the door, doing and will continue to do, the appropriate actions at the right time. We have been fortunate to take this village to a new level in success, with economic growth and community safety.

May refer to a redacted report, as proof and contains the delicate details, available by FOIA through our Village Administrator.”