

On Tuesday, July 12, 2022, at 6:00 PM, Mayor Fries-Seip opened the Council meeting with a word of prayer, and the Pledge of Allegiance to the flag was recited by those present.

The regular meeting for the Council of the Village of Monroeville was then called to order.

Present at roll call:	Chris Raftery	and:	Melissa Fries-Seip, Mayor
	Craig Franklin		Tom Gray, Village Administrator
	Joe Galea		Bonnie Beck, Fiscal Officer
	Sue Rogers		Jim Barney, Solicitor
	Bob Whitacre		
	Sam Wiley		

Also attending: Chief Gary Lyons, Administrative Assistant Ann Beck and citizen Marvin Lewis.

The June 2022 financial reports and bank reconciliations were previously distributed to Council via e-mail.

APPROVAL OF AGENDA

Mayor Fries-Seip asked for Council's approval to amend the agenda to include Ordinance 2022-14 and Executive Session to discuss pending litigation. Sam Wiley made a motion, seconded by Craig Franklin, to approve the amended agenda. Motion carried with no discussion.

DISPOSITION OF MINUTES

Sue Rogers made a motion, seconded by Joe Galea, to approve the minutes as presented from the June 14th regular meeting and July 6, 2022 Special Council meeting. Motion carried with no discussion.

APPROVAL OF FINANCIAL REPORTS

Chris Raftery made a motion, seconded by Sue Rogers, to approve the June 2022 financial reports as presented. Motion carried with no discussion.

APPROVAL OF THE MONTHLY CREDIT CARD & THE 2ND QUARTER 2022 CREDIT CARD REPORTS

Sam Wiley made a motion, seconded by Joe Galea, to approve the June 2022 credit card report and the 2nd quarter 2022 credit card report as presented. Motion carried with no discussion.

OPPORTUNITY FOR CITIZENS TO ADDRESS COUNCIL

Marvin Lewis presented his concerns about the increased traffic on Herrick Alley due to the Hamilton Street road closure. Mr. Lewis said the alley is not wide enough for two cars to pass each other. He said there are children in that area, the traffic is creating a hazard and drivers are flying over the speed bumps. Mr. Lewis also addressed his concerns in regards to the collapsed building on N Hamilton Street and the street closure for that area. Mr. Lewis said the building is not going to hit the road if it falls. Mr. Lewis would like to see a one lane street created instead of a complete street closure and that would cut back on the traffic cutting over to Herrick Alley. Tom advised he spoke with Jim Schaffer earlier today. Mr. Schaffer advised Tom that Underground Utilities will be bringing in a series of jersey walls, hopefully sometime this week, based on manpower availability. Mr. Schaffer advised Tom that he has been in contact with demolition contractors and asbestos abatement contractors. The asbestos study showed low level amounts, which will not require any abatement of the property. The structural engineer study showed that the 1900 block area of the building will need to be removed, and there will be no salvage to the Broad Street side of the building. As soon as the jersey walls are in place, the Village will open Hamilton Street to traffic. Mr. Lewis asked if traffic can be rerouted somewhere else if this takes any longer. Mr. Lewis said he measured the alley and the cars are causing trenches due to the alley not being wide enough for cars to pass each other. The fire department, UPS trucks, delivery trucks, etc., are speeding down the alley and tearing up the sidewalks. Mr. Lewis expressed his unhappiness over how long the road closure has taken to be resolved. The Mayor advised that it is out of the Village's hands but hopefully the jersey walls can help resolve the street closure. Mr. Lewis exited the meeting after addressing his concerns.

ADMINISTRATIVE REPORTS

Administrator - Tom presented his report that was in Council's packet. Tom suggested an approach to the employee interaction that was talked about at a prior Council meeting regarding the "stay interviews". Tom suggested that Council meet with the employees in their own domain. Council can find out what it takes for these divisions to function. Tom thinks it would be an advantage for both Council and the employees to engage with one another. Chris asked Tom if Council should go through Tom to set up times. Tom advised no, Council can contact the departments directly and Tom will let the employees know to expect contact. Sam asked for a status of the water meter replacement project. Discussion. Tom said the ARPA funds will help wrap up the rest of the project. The Mayor advised Tom that neither Council nor Village employees are encouraging drivers to utilize Herrick Alley in regards to the Hamilton Street road closure. Tom verified that the delivery trucks cannot be denied delivery service or have restricted hours for delivery. Bob said he has driven in that area and there is room to go around the delivery trucks, with slight

congestion. Joe asked Gary if the area can be patrolled regularly. Gary said the area is a "honey pot" at the four-way stop and has a lot of afternoon activity during the shift change and they will do what they can.

Fiscal Officer - Bonnie presented her report that was in Council's packet. The second half of the ARPA funds were deposited today and as far as the additional cost for the engineering for the Route 20 Waterline Project, Bonnie has been in contact with OWDA. Steps will need to be made to get it paid from the contingency fund so that it's not paid out of the water fund, if the Village can get it approved. In the meantime, Bonnie would like to have Council's approval to sign the letter. Bonnie's letter indicates that per the agreement, the engineering cost (tech services) can't be increased without Council's approval, but the engineers already did. The Mayor asked if the contingency fund is Village money. Bonnie advised the Village took out a loan for \$540,000.00 and there are \$40,000.00 for contingencies, for things that aren't anticipated to happen and that doesn't include change orders. The Mayor asked if anything else has come out of the contingency fund and Bonnie advised no. The Mayor asked why the Village needs permission to use its own money. Bonnie advised the Village isn't asking for permission to use the money, it has to be moved from contingency to the contractor's line item and OWDA has to okay it based on the documentation that the Village provides to them, in order for the contractor to get paid. Bonnie explained the contingency line item would decrease and it would roll into the contractor's line item. Bonnie said tech services would become part of the contractor's pay, as that is a separate line item as well. The Mayor asked if a motion is needed or just the signature. Bonnie advised the signature is what is required at this time. Sam Wiley made the motion, seconded by Sue Rogers, to use contingency funds to cover the additional cost of \$1,868.69. Motion passed with no discussion.

Bonnie would like to commend the Village employees for attending the regular OSHA presentations from AMP, as their safety-mindedness helps keep the OBWC premiums at the lowest they can possibly be, but more importantly it keeps them safe and injury free. Chris asked Bonnie if she wants the employees to be recognized and Bonnie verified. Bonnie said it's a big deal to only have two minor incidents from 2018 to 2022.

Bonnie spoke about the food truck ordinance. Discussion regarding the rules, regulations, amendments and fees. Council decided that the daily charge for hookup will be \$5.00 for electric and \$5.00 for water, and that food truck hours will be from 10:00 AM to 8:00 PM on weekdays and 10:00 AM to 10:00 PM on weekends. Council decided the permit cost will be \$100.00 per year and that food trucks will be required to comply with all Health Department codes and revisions. Bonnie said a motion is required to approve the food truck regulations, the emergency clause and the application. Chris Raftery made the motion, seconded by Sue Rogers, to approve the food truck rules & regulations, the emergency clause and the application. Motion passed with no discussion. Jim thinks that the rules and regulations are part of the Ordinance, so when Council passes the Ordinance, they will be passing the rules and regulations.

Bonnie said Council had previously approved advertisement of the sale of old water meters and six transformers. Bonnie said the bid opening is 7/13/22 and no offers have been made so far. Bonnie said there is interest from someone who wants to purchase the meters and the transformers at a quoted amount of \$2,500.00 to \$3,000.00 and he will pay in cash on the spot, with an employee present to verify the count of the items and the sale. Bonnie said if there are no bids on 7/13/22, then the Village can move forward with the sale and Bonnie will make contact with the prospective buyer.

Bonnie sent Council the new format for the job descriptions and Bonnie asked for Council's approval for the implementation of the new format, as well as approval of the job descriptions that now have the amendments previously discussed by Council. Sam Wiley made the motion, seconded by Craig Franklin, to approve the job descriptions with the new format. Motion passed with no discussion.

Police - Gary presented his report that was in Council's package. Jordan Hanuscin, Nick Meyer and Curtis Silvers recently completed training. The GATSO traffic cameras are back on as of this morning. GATSO will begin issuing second notices to people who have unpaid citations and the second citation will include a late fee. The Police Department received authorization from the court to sell three firearms that were seized during traffic stops. Brian Kelly, aka "Shotgun Kelly", would like to purchase those for \$600.00, with Council's permission. The police department is transitioning from forty-caliber ammo to nine-millimeter ammo. There are advantages as there are more bullets and the ammunition is significantly cheaper. When the officers are shooting, there is better accuracy with a nine-millimeter. There is a vendor that the police department purchased the nine-millimeters from. Part of that is being paid for by the Village and the other part is from the trade-in of the old weapons. The vendor that the police department is going with is allowing the officers to buy their duty weapons back if they want to. The vendor makes a little bit of money on it since he does the paperwork. Sam asked if other employees would be available for that and Gary said it's a good question and it would be up to the vendor. The vendor has made a deal with the police department and if the vendor deals with a civilian then the vendor will go out and sell them for quite a bit more. Gary said in doing the inventory, they have 906 rounds of duty ammo, which are the ones they carry on-duty, and are more expensive. Additionally, they have 96 rounds of the practice ammo. Using the state bid prices of what they swapped the ammo for, Gary is requesting authorization to sell that ammo. Right now, he is looking at selling it to himself, he doesn't plan on keeping all of it and he knows the officers who were wanting the guns were interested also. Gary will make the arrangements to sell, give, gamble, whatever, to distribute the ammunition, instead of selling it to six or seven buyers, he would just go through one. He talked to Jim and Bonnie and there's no issues they can think of. There is no safe

reporting requirement for ammo like there is for firearms exchange. The Mayor asked that per Gary's report, in the section that talks about the guns that were confiscated, there was something there about other guns, was it the ammo that she mis-read or were other guns being considered as well. Gary said there are probably 10-12 guns per judgments that they are waiting on from the court. The Mayor asked if those were the guns Gary is referring to. Gary said he has to go back and look in his packet. Joe and Bonnie advised it's the letter from Gary's packet to Council, which the buyer, Brian Kelly, references the guns that are being sold. Gary verified and said that letter is strictly in reference to the firearms themselves, not the ammunition. The Mayor asked what firearms are being referenced in the top portion of the letter. She asked if the MPD is getting rid of the officers' firearms and then are those going to be the ones bought back by the officer if they choose. Gary advised they are going to transfer ownership of their current duty weapons, the forty-caliber guns, to Brian Kelly. Mr. Kelly is going to write the MPD a check for \$2,400.00, which will be applied toward the purchase of new nine-millimeter guns. Mr. Kelly has agreed that if the officers want to buy their duty weapon, he will sell the duty weapons to the officers at a price of \$290.00 each. Gary said there will also be a charge for the transfer fee and the paperwork that Mr. Kelly has to do. Gary said it's a complicated process that's required by Federal law. The Mayor verified with Gary that clearance was obtained from Jim Barney. Jim advised yes and it's up to Council. Craig Franklin made the motion, seconded by Sam Wiley, for Gary Lyons to trade in the officers' current duty weapons and purchase nine-millimeter duty weapons, for Gary Lyons to purchase the spare ammunition, and to allow the officers to buy back their duty weapons from Brian Kelly at an agreed amount of \$290.00 each. Motion passed with no discussion. The Mayor asked Gary to touch on the Ordinance that was added to the agenda for tonight, 2022-14. Gary wasn't sure what the Mayor was referring to. Bonnie advised that there was a prior purchase order created for the entire purchase of the MPD weapons. Gary said originally, he was going to deal with one vendor in regards to the purchase of weapons, which was Kiesler's. Gary then received an offer from Brian Kelly that was slightly better than Kiesler's for the gun trade-in value. Gary said a few steps needed to occur to make it happen. With Kiesler's, it was a straight trade-in and then a check is written for the remaining amount and the requisition had already been set up for that. Since Gary is now dealing with Brian Kelly, he has to do another step in which Mr. Kelly pays for the firearms, which is then turned over to the Village and then the Village still has to pay Kiesler's \$1,690.00, which was the agreed upon amount after the trade-ins. In order to bridge the gap, payment has to be made to account for everything. The Village had to pay Kiesler's around \$4,090.00 and the Village will get that partially reimbursed at \$2,400.00 from Brian Kelly. Gary feels we will make out a little bit better with Brian Kelly, but because money had to be allocated from the drug funds to make it all work, the drug fund will have to be reimbursed once the check comes in from Brian Kelly. The Mayor asked Gary to have the officers prepare a small blurb about their recent trainings and also asked if Council would be allowed to do ride-a-long's. Gary verified both.

Solicitor – Jim Barney advised there are no updates.

Mayor - The Mayor said she forgot to address Gary's pay increase at a prior meeting, so she asked for a motion to address the pay increase of \$3.00 per hour effective 6/14/22. Chris Raftery made the motion, seconded by Sam Wiley, for a pay increase for Gary Lyons at \$3.00 per hour, effective 6/14/22. Motion carried with no discussion. There's a Finance meeting on 7/19/22 and a Work Session on 7/26/22. If everything is covered on 7/19/22, the 7/26/22 Work Session will be canceled. The Mayor asked Heather to provide an overview of the recent training she attended. Heather advised she attended the Ohio Association of Public Treasurer's conference at the Kalahari. Heather said it was a great opportunity for engagement and networking with other finance people. Heather said the sessions regarding Ohio Ethics Law with Susan Willeke and Council Rules with Mark Altier were really helpful and entertaining. Heather said she is scheduled to attend O.M.C.A. next week at Sawmill Creek in Huron, OH. The Mayor advised she would like to do a luncheon for the employees at the end of July. A date of Wednesday, 7/27/22, was agreed upon.

BOARD AND COMMISSION REPORTS

Bob reported that the HRJFD met on 7/6/22. There were 11 calls in June 2022.

ORDINANCES AND RESOLUTIONS FOR SECOND READING

Ordinance 2022-12 *An Ordinance changing the name of "Milan Street aka River Road" to River Road* was presented for second reading. No discussion.

Resolution 2022-21 *A Resolution authorizing the State Director of Transportation to perform reconstruction on State Route 99 from South to North corporation limits in CY 2024* was presented for second reading. No discussion.

ORDINANCES AND RESOLUTIONS FOR THIRD READING

Resolution 2022-19 *A Resolution establishing a special revenue fund for the accounting of monies from a state opioid settlement agreement* was presented for third and final reading. Sam Wiley made a motion, seconded by Craig Franklin, to adopt Resolution 2022-19 on third reading by title only. Motion carried with no discussion.

Resolution 2022-20 A Resolution authorizing the Mayor and the Fiscal Officer to enter into an agreement with James C. Barney, Esq for the legal counsel services as solicitor for the Village of Monroeville was presented for third and final reading. Sam Wiley made a motion, seconded by Joe Galea, to adopt Resolution 2022-20 on third reading by title only. Motion carried with no discussion.

ORDINANCES AND RESOLUTIONS FOR PASSAGE

Ordinance 2022-13 An Ordinance creating Chapter 720 of Monroeville's Codified Ordinances for the rules, regulations and permitting of mobile food units, and declaring an emergency was presented for passage. Sam Wiley made a motion, seconded by Craig Franklin, to pass Ordinance 2022-13 by title only. Motion carried with no discussion.

Ordinance 2022-14 An Ordinance amending or supplementing certain funds for appropriations Ordinance No 2022-06, and declaring an emergency was presented for passage. Joe Galea made a motion, seconded by Sam Wiley, to pass Ordinance 2022-14 by title only. Motion carried with no discussion.

APPROVAL OF BILL SUMMARY

Sue Rogers made a motion, seconded by Joe Galea, to pay the bills as presented on the bill summary, which included memo expenses and check # 044256 to # 044324 for a total of \$760,586.33. Motion carried with no discussion.

COUNCIL BUSINESS

Bonnie spoke in regards to the random drug testing that was discussed at the meeting on 6/21/22. She said there were several mis-statements during that meeting and she wants to make Council clear on where we stand. There was a comment made that in other departments, employees can complete the drug test and then go ahead and leave, there is nothing the employees have to do to get back to their jobs. Bonnie said the truth of the matter is, all of the employees are very valued and Tom made that very clear when he gave his presentation about the different employees and their job roles. When any employee has to leave the Village to get their random drug test, they have to leave what they are doing at the time and that work isn't getting done while they are gone. This is especially true in the Water and Wastewater Departments, as with two of the employees being Operators of Record, they have to log 40 works hours. When they leave to get a drug test, they have to log out of the system and log back in upon return and they have to make up the time they missed, in order to meet the OEPA standards. Bonnie said it doesn't matter who is called, their job is not being done while they're gone. Bonnie said in 2014, Council passed the drug-free workplace policy. Every employee gets a copy upon hire and they sign a form to acknowledge that they received a copy. Bonnie cited the language that the policy contains and advised all of the employees are subject to this. Bonnie said when an employee is called for a random test, there's no question as to what needs to be done, according to the policy. Bonnie said when this began, Administration and the Police Department weren't sent for random drug testing. Bonnie said it was brought to her attention that we cannot call ourselves a drug-free workplace if we aren't sending all of our employees for random testing, so that is what we started doing. Bonnie said we are following the policy and if Council wants to enlarge the pool, they can do so and that would decrease chances of an employee getting called more than once in a certain time period. Council can choose to have everyone on the payroll randomly tested, which would include Council, our Solicitor, and our Zoning Inspector. Bonnie said we are doing the best we can to follow the policy and some of the comments from the 6/21/22 meeting weren't accurate. One of things mentioned is that the ladies in the office are frustrated by the policy and to clarify, the ladies aren't frustrated by the policy. Heather asked Bonnie if she can segue off of that and Bonnie verified. Heather said that she understands that employees may feel a certain way about the random drug testing and that's fine. Heather apologized for missing the meeting on 6/21/22 as she was out on sick time that day. Heather said she listened to the meeting minutes the next morning and she was disappointed. Heather said the comments that were spoken made it sound as if the ladies in the office are frustrated by the random drug testing, which isn't accurate. Heather said there was an incident that occurred in the Village Administrative Office on 6/1/22, which still hasn't been resolved. Heather said the employees can feel however they want to feel about the random drug testing, but those feelings should be kept at home. Heather feels that if an employee has an issue or questions about the random drug testing, then they should bring that up directly with their immediate supervisor. Heather said that issues should not be taken out on anyone in the Administrative Office, while customers are present. Heather advised if Council needs more information on the incident, she recorded the incident in writing and Council is welcome to request a copy of it. Heather said she was also frustrated with her name being repeatedly referenced in regards to the Monroeville Police Department schedule. Heather advised Gary that she wants to make it very clear that she requests copies of the MPD schedule in advance of calling an officer for a random test. Heather explained that both Jordan Hanuscin and Jordan Eggleston had been selected for a random test. In checking the schedule, Heather found that both Jordan Hanuscin and Jordan Eggleston were scheduled to work together, on the same shift, two Wednesdays in a row. Heather called Jordan Hanuscin on the first Wednesday and he completed his test. She called Jordan Eggleston on the second Wednesday and Gary told her Jordan Eggleston was on a vacation day. Heather said she realizes that the employees have personal appointments after work and sometimes things change. If there's an

accident at the end of an officer's shift, that officer may have to work over, as that is part of the job. The drug testing requirement is also part of the job. Heather said that since Jordan Eggleston was on a vacation day when Heather called him, she had to wait and call him again the next week, when he unfortunately wasn't scheduled to work with anyone, on 6/1/22. Gary had to stay over to cover Jordan while he completed his test and that is when the incident occurred in the Administrative Office. Heather said that is where her frustration stems from and that incident still has yet to be resolved. Gary advised that one of the issues that he and his troops have is the randomness of testing should be expanded to its own, separate policy, as that is what most work places have. Gary said police officers have a very structured life, everything is by policy, by the Ohio Revised Code, by Ordinance, by laws of search and seizure. Police officers are given specific guidelines on how they do everything. Gary said when this drug testing came along, there were no guidelines provided other than the fact that it was a brief e-mail that random drug testing can and will be done. Gary said he wishes something could be worked out better for the police department, as they have a unique job with unique hours and he would love to work with everyone so that we all get along here. Gary said he doesn't want to make anyone's lives here difficult, however, having said that, he feels the policy needs work. Gary said as he shared with the Mayor, he looked up the OBWC guidelines on establishing a drug-free workplace and there are several levels an employer can be on. The highest level requires 25% random drug testing of the employees for the year. Gary said he doesn't understand why we are doing five employees every quarter when we should be doing much less. Gary said he wishes there would be more thoroughness in the random drug testing. Gary said when an officer is tested, someone else has to cover for them. Gary apologized to Heather for his comments on 6/1/22 and Heather thanked him. Gary said he had an appointment at 4:00 PM that day and he had to stay over and cover. Gary said when the program first started, Bonnie would contact Gary and give him a heads-up so that he could plan the schedule around it. Now he isn't notified and that leaves him scrambling to find coverage when an officer is selected. Gary said the manual says that the Village Administrator and the Chief of Police will accompany the employees on the test and it doesn't say random test or standard test, it just says test. Gary knows we have a tough job and he doesn't want to antagonize anybody, but we have to realize the frustration he and his troops are feeling. Heather said when this first started, she wasn't the one who was designated to notify employees, Bonnie just started having her do this a few months ago. Heather said one of the first employees she called was Nick Meyer. Heather said Nick came in the Administrative Office at 7:00 AM and repeatedly questioned Heather of the statistics of being randomly selected for a drug test. Heather said she researched it and looked at several municipalities in Ohio. Heather said what she found was that several municipalities do random drug testing and the word that kept coming up was "safety sensitive and first responders". Those are people who operate equipment, they are operating on people, its police, doctors, nurses, EMT, fire departments, etc., so we're not the only municipality that does random testing. When Heather attended the last two conferences, she questioned other municipalities and they also had random drug testing policies similar to ours, and some of them even test their Council, Mayor and Solicitor for the whole year. Heather said a few days after her conversation with Nick Meyer, she spoke with Lt. Troy Kimball and asked him if Nick or any of the other officers had brought up concerns about the random drug testing. Troy verified neither Nick nor anyone else had addressed any concerns with the random drug testing. Heather said she attempted to be proactive about the issue by doing research and by speaking with Troy to make sure there were no concerns that weren't getting addressed. Gary asked if we are required to test everyone the entire year. Bonnie said we're not on that level, the level we are on does not include legislative authority, it's just the employees. Gary asked what is in the typical guidelines for percentages. Bonnie said she believes ours is 15% randomly per quarter, which is five employees. Gary said quite frankly, he doesn't understand but if the percentages and number requirements had been previously shown to him, he wouldn't have questioned it. Heather advised no one has asked for that information and Nick's complaints were in regards to how it didn't seem statistically possible to be selected that many times. Heather said that is why she asked Troy if there were any concerns, so that she could address them. Heather understands that the police department has a strict work schedule, and she would like to be able to give Gary a heads-up when officers are selected. Heather said she doesn't know if she is authorized to do that but she will ask during the drug prevention training tomorrow with trainer Brenda Kelley. Bonnie told Gary that when we are given the list of selected employees, we ask Gary for his schedule. Bonnie said if any of the part-time officers are selected but aren't scheduled to work during those 90 days, we ask Occupational Health for a different employee name. Bonnie advised as far as coverage goes, both Troy and Gary work first shift so if either of them get called, there's coverage. If either one of the Jordan's works on a Wednesday at the same time, there is coverage. The difficult part is Nick, since he works third shift. He doesn't need coverage if he is getting off his shift and Kathy at Occupational Health makes exceptions to open early if we are sending an employee in at 7:00 AM. Bonnie said every effort is made to accommodate the MPD schedule, while staying in compliance. Bonnie said when Curtis Silvers was selected to work second shift on the last day of the year, his schedule got changed and he came in off-duty, which he was paid two hours of overtime for and we stayed in compliance. Gary said he isn't saying he is completely right in all of this, but the communication needs improvement. Gary wants to be there for his guys and he addresses complaints when they occur. Gary has talked to his troops about the drug testing and their frustrations with it. Gary said the numbers are confusing to him. He said Jordan Eggleston has been selected three times and both Jordan and Gary were frustrated due to the lack of coverage and personal appointments. Gary said it was

immature on his part and it won't happen again and he had the same conversation with Jordan and Nick and everyone else. Gary said no one likes to do it and it's a pain in the butt but they will do it because he tells them to. Bonnie said the policy can be discussed and changed if needed, we can meet as a group to discuss it. The Mayor asked Bonnie to explain more about the level we are at and if the Village gets a benefit with the level we are at. Bonnie advised no, however, all employees take training and follow regulations for OSHA, PERPP, OBWC, etc. Bonnie explained that all testing and notifications are reported. Bonnie said all employees are held accountable and the Village has never had one positive drug test and Council should be proud of that. Bonnie said the Village has a zero-tolerance policy for drugs and alcohol. Bonnie said at the last meeting, someone had asked about liability. Bonnie explained the liability ends at the termination of an employee for a positive test. Bonnie said the issue would be health and life insurance if employees test positive, and are allowed to come back and then have to be re-tested. Our insurance would be affected by that. Gary said that is where he is confused, level one contains no random requirement. Bonnie advised that is correct, however, Village policy says random tests can be done. Gary said there is no policy that addresses percentages. Bonnie advised the Village is part of the FTMC consortium and the FTMC decides the percentages. Bonnie said the Village is on an odd level, as its 4.3 employees per quarter, so it was bumped up to five. Gary said he has every confidence that every one of his troops will pass, and he would like a heads up when officers are selected. Gary doesn't want to have bad feelings on either side and we all need to work together and move on. Gary said there won't be another complaint from his department. Heather thanked Gary for speaking with his staff as she doesn't want the tension either, and doesn't want to feel apprehensive about contacting the officers when they are selected. Sam asked if the Water and Wastewater departments are paid overtime for the hours they have to make up. Bonnie advised those employees don't report it as overtime on their time sheets and if they did, she would pay them. Sam asked if the drug testing can be done in house. Bonnie advised no. The stay interviews that were discussed in a prior meeting were brought up. Sue Rogers provided a sample list of questions she created that could be asked in stay interviews.

EXECUTIVE SESSION

Sue Rogers made a motion, seconded by Joe Galea, to adjourn to executive session for the purpose of discussing pending litigation. Motion carried with no discussion. The meeting adjourned to executive session at 7:43 PM and reconvened at 8:03 PM.

ADJOURNMENT

There being no other business to come before them, Sue Rogers made a motion, seconded by Sam Wiley, to adjourn. Motion carried with no discussion. The meeting adjourned at 8:04 PM.

Heather Alicea, Administrative Specialist

Melissa M. Fries-Seip, Mayor

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