

Personnel Meeting: Tuesday 8/25/26 @5:30 pm

Call to Order @ 1730

Roll Call: Butch, Chris, John, Clay Finley

New Business

- Discuss Personnel Polciy
 - John noted the language was added for the HAS to be funded quarterly but asked where the money for it was coming from
 - Chris said it was already located in the budget. This was just adding language regarding the disbursement of the funds.
 - John said he added additional protected classes in Section 2.1
 - He will add one more section and then send to everyone for review
 - Butch said he is fine with what has been currently edited
- Discuss Hiring an Attorney
 - Riley said he met with the city attorney from Belleville and that Clay Finley had reached out indicating interest in the position and Riley invited him to this meeting
 - Clay said he charged \$200/hr for municipalities and schools but his normal rate was \$250/hr
 - He bought his firm from Sparta attorney Alan Farris and represents Sparta, Steeleville, Coulterville, and Gorham
 - John asked him if he had any experience with the EPA
 - Clay responded that he didn't have direct experience but was working with Steeleville and Percy and their joint program for their water district
 - Chris asked if he had any experience with St Clair County since all of his clients were mostly in Randolph County
 - He responded by saying he does also represent a park district in Lebanon and previously had worked in O'Fallon
 - Riley asked if he could come to the monthly board meetings and he said that his current clients do not have him come to every meeting but even if they did, none of them held their meetings on the 1st and 3rd Mondays
 - Butch asked if he had experience working on derelict properties and he responded saying that it is sadly part of the job for a municipal attorney
 - Clay exited the meeting at 1809

- Everyone was in agreement to appoint Clay Finley as village attorney and Riley would call a special meeting for Monday 8/31 to bring it to the full board
- John brought up that since the ICC extension for the Lyons Street railroad crossing was supposed to be done in 2023, it may cost the village more money to get it completed
- Riley said that John, Michelle, and himself met with representatives from Citizens Bank in New Athens as a replacement for the Busey Bank funds. They will offer us more interest than Busey Bank and Michelle liked the idea of the bank being closer if she had to go there
- Riley also wants to modify the nepotism policy to exempt civil servants
 - Butch said we should hold off on that until the attorney situation is figured out
- Riley wants to modify the drug testing ordinance
 - He wants to hire a part time street department worker and Michelle said he needed to be drug tested due to our current ordinances
 - Chris told Riley that he really needed to watch what and how he was talking to village employees
 - Chris also said we may not be able to change the ordinance because it follows the DOT standards in regards to operating machinery including riding lawn mowers and this would be a question for the village attorney when he is appointed
 - He also said now that we know the drug testing requirement is in the ordinances we should be testing every employee whether full or part time upon hire, including the high school summer help
 - John and Butch agree
 - Riley said he will send both part time applicants to get drug tested
- Riley said Kevin was wondering where the money for the carriage rides and Christmas lights were coming from
 - Chris said it should come out of the Spruce Up line item in the budget

Adjourned @ 1900 by John second Butch