

# *Village of Goodfield*

## BOARD MINUTES

### Special Board Meeting – February 10, 2025 @ Village Hall

President Hank Melton called the Special Board meeting to order at 7:00p.m. at the Village Hall. Roll call showed the following Board members present: Terry Nohl, Matt Ginder, Todd Perry, Roger Mullins, Terri Kuebler and Hank Melton. Also present were Attorney Mike Gifford, Engineer David Brown, Public Works Administrator Josh Nohl, Treasurer Emily Zobrist, Chief Lally and 2 visitors from Timberline Campground.

Pledge of Allegiance was said.

The purpose of the Special Board Meeting was to:

1. Review Chapter 8 of the Village Code.
2. Discussion and possible action regarding insurance and indemnity on temporary police car.
3. Discussion and possible action regarding personnel issues.
4. Executive Session, if needed, Pursuant to Sec. (c-1) of the Open Meetings Act 5ILCS 120/2 (c) (1).
5. Discussion and possible action on Policy regarding Employee Disability/FMLA.

#### **Review Chapter 8**

Attorney Gifford summarized the changes made to Chapter 8 zoning code and adoption of new provisions within Chapter 14 concerning the campground. It adds much needed definition and a concept of regulating the campground as a business.

Chief Lally suggested uniform signage for lots in the campground to be added to Chapter 14.403, 2h. The Board directed Attorney Gifford to add language for signage at campground in accordance with discussion of uniform signage, 36-48” off ground, reflective, metal signs for approval at February Regular Board Meeting.

#### **Insurance and Indemnity on Temporary Police Vehicle**

Chief Lally reported that Danvers has offered to loan us their unmarked squad car while Goodfield’s squad car is being repaired. It should take approximately 3-4 days. Motion was made by Ginder, seconded by Mullins to approve the borrowing of Danvers squad car and directing Clerk and Attorney to communicate that the Board has approved indemnification for any loss that Danvers may suffer during that time. Motion passed with the following roll call vote: Nohl – yes, Ginder – yes, Perry – yes, Mullins – yes, Kuebler – yes and Melton – yes.

#### **Executive Session – Sec. 2(c-1) of the Open Meetings Act**

Motion was made by Mullins, seconded by Ginder to enter into Executive Session pursuant to Sec. 2 (c-1) of the Open Meetings Act. Motion passed with the following roll call vote: Nohl – yes, Ginder – yes, Perry – yes, Mullins – yes, Kuebler – yes and Melton – yes.

Board entered into Executive Session at 7:37pm. Dave Brown, Bill Lally and two citizens left the room. Attorney Gifford, PWA Nohl and Treasurer Emily Zobrist stayed for Executive Session.

### **Personnel Issues**

Personnel issues were discussed in Executive Session.

Motion to reconvene and go back into Regular Session was made by Kuebler, seconded by Perry. Motion passed with the following roll call vote: Nohl – yes, Ginder – yes, Perry – yes, Mullins – yes, Kuebler – yes and Melton – yes. Meeting reconvened at 8:01p.m.

No action was taken in Executive Session.

Motion was made by Ginder, seconded by Melton to hire Mason Carr full time immediately. Motion passed with the following roll call vote: Nohl – yes, Ginder – yes, Perry – yes, Mullins – yes, Kuebler – yes and Melton – yes.

### **Policy Regarding Employee Disability/FMLA**

Attorney Gifford summarized Village's responsibility under FMLA. Cost seems prohibitive to hire a firm to manage FMLA. The Village could hire HR personnel or train a current employee. FMLA leave is unpaid. FMLA does basically two things for employees - it gives you the right to take the time off and guarantees you the right to come back. It doesn't guarantee that you will get any money. If employee wants to be paid while on FMLA they have to find a different funding source. Most employers that have a sick pay policy also adopt a policy that runs concurrently with FMLA meaning if you go out on FMLA you automatically go on sick leave. If VOG doesn't adopt that policy the employee still has the right to take the 2 of them together. IL PLAWA is a possibility to pay workers, but that's only 5 days.

With Workers Compensation through IMLRMA they will pay the work comp amount that's due. There are two types of disability TTD (Temporary Total Disability) – meaning person cannot work at all or Partial Disability meaning they can work but with certain restrictions. If you can't find work for them within those restrictions it reverts back to TTD. The insurance company will pay that up to the statutory requirement which is 66 and 2/3%. Attorney suggested we talk to IML to see if they have suggestions for administrative burden of HR/FMLA.

PWA Nohl said the IMRF pension offers temporary and total disability. We are looking into this. It only covers FMLA; if you are getting compensation from Workers Comp it does not cover anything. PWA Nohl asked if FMLA runs 12 weeks per year. Attorney said it runs to the hourly equivalent of 12 weeks per year. You can take it in a solid block or intermittently. If they are still working but have exhausted vacation and personal time can they us FMLA then?

PWA Nohl said Clerk Sheri Martin had called IMLRMA regarding work comp. IML said some cities deposit the work comp compensation but pay the employee their full wage. PWA Nohl asked the Board to approve an additional benefit in the full time employee contract stating that the Village would provide employee salary continuation for employees unable to work due to a workers compensation eligible injury or illness. There was discussion on employee benefits and how it affects tax payers. Trustee Kuebler asked if the money is budgeted to cover the additional benefits. PWA Nohl and Treasurer said the Village does have the money in the budget. Trustee Perry said this is an insurance issue; the Village could obtain an additional disability policy from another company if IMLRMA does not offer additional disability coverage that would cover the 33 1/3% that workers compensation does not cover.

PWA Nohl left the meeting at 9:05p.m.

Trustee Perry made a motion to supplement disability after the 66.66 % for six months and then address it as a Board. There was no second to the motion.

Motion was made by Ginder, seconded by Melton to authorize the Village to extend a supplement to provide full salary for injured employee from injury date until a new policy is in place and takes precedence and to put the topic of Workers Compensation supplement and future policy for injured employee be added to Regular Board Meetings and Special Board meetings to revisit and discuss. Motion passed with the following roll call vote: Nohl – yes, Ginder – yes, Perry – yes, Mullins – yes, Kuebler – yes and Melton – yes.

The Board also instructed Treasurer Emily Zobrist and staff to investigate options for funding sources to pay for proposed added benefits to full time employee package. Attorney Gifford will speak with Chief Lally as far as what Danvers does for FMLA.

Motion to adjourn was made by Melton, seconded by Mullins. Approved by all in voice vote. Meeting adjourned at 9:41p.m.

Respectfully Submitted,

Sheri Martin  
Village Clerk

Approved by Goodfield Village Board on \_\_\_\_\_.