Village of Kincaid

115 Central Ave. Kincaid, IL. 62540

Time- 6:00 P.M.

Monday May 12, 2025

Regular Meeting Minutes

The meeting was brought to order by Mayor Robert Morris.

Roll Call was taken by the Village Clerk. Lawrence- Here, Paso- Here, Dees- here, Nelson- Here.

The pledge of allegiance was recited by all who attended the meeting.

Approval of minutes from April's meetings - Trustee Nelson made a motion to approve April's meeting minutes. It was seconded by Dees. All ayes.

Special Guest- Tyler Anderson with Simpleray - Not present

Regular Meeting:

Old Business -

Appointing new Trustee/Oath of office- Mayor Morris said he was going to appoint a new trustee, and he will need him to come up as soon as we get him appointed. It will be Louis Broccardo; he just needed a motion. Trustee Lawrence made a motion to appoint Louis Broccardo as new trustee; a second motion was made by Dees. Paso - yes, Lawrence - yes, Nelson - abstain, Dees - yes.

Louis Broccardo took the oath of office as a trustee.

New Business-

Elected Mayor swearing in Oath of office - Anthony Pezze took the Oath of office as the new Mayor of the Village of Kincaid.

Elected Trustees swearing in Oath of Office - Dale Adomitis and Kristie Jaeger both took oath of office as new Trustees.

Simpleray - consent for transfer - Tyler Anderson was not present. A motion to table simpleray consent to transfer until the next regular meeting was made by Nelson, it was seconded by Paso. All ayes.

Revise ordinance 903- water shut off - Mayor Pezze said do we still have on file an ordinance for weeds and everything else, Paso responded yes we still have that on record. Pezze asked why ordinance 903 was ever put on. Paso said she believes, if her recollection serves correctly 903 was put on there really to be, to encourage people to take care of their yards, take care of and pay their bills. All things considered Mr. Mayor, I have been looking into this and I think we are going to have to redact that from the 903 but we probably should come up, and I know I have talked to you about coming up with some kind of ordinance that sets up a plan or a process by which people if they get behind in paying their water bill, if they don't get their grass cut or they don't get their junk picked up that there is another method or process for them to follow rather than shutting off water. And that would probably come to some sort of, probably another ordinance that would say your steps of remediation, if you do not clean up your yard or cut your grass or pay your water bill then you know you have so many days in which to do this or to make some kind of initiative towards payment. At that point, instead of ...to me the logical thing is instead of it coming as a thing between the village and the property holder, we need to make some kind of ordinance where it goes to collections or something after a certain time of due process. There is some other municipalities around here that have step by step type of remediation rather than adding it to an ordinance and punishment. She thinks that is probably what we need to do. We need to get ahold of Frank and talk to him about redacting some part of this ordinance because it is not kosher and removing it from the ordinance and setting up a different ordinance that states and follows everyone in the bill collection process that we have in the village for the tax payers to either contest, argue, grieve whatever you want to call it, remediate if they can't pay it right now, set up a process like an ordinance violation. That's what this was meant to do, it was meant to those people who violated ordinances it was meant to...Nelson said it was more on a failure to pay, after a certain time we shut their water off. Paso said it would also be if they didn’t cut their grass, or if they didn't haul their cars off the Blvd. Pezze asked if their water bill was paid in full and even if their grass was high why should we shut their water off? Paso said that was the punishment part of it. Attorney Rahar spoke up and said from what he has recalled, it has been revised several times. The ultimate idea behind it was it was an incentive to keep the properties as Ms. Paso said, this was years ago MR. Pezze. The idea was ultimately we shut your water off meaning the village if you didn't comply with x, y, and z and the list was pretty endless. It has been revised to use Ms. Paso's word I mean just within the last five or six years at least two or three times. Paso said this was November 13, of 2023. Rahar said yes, we changed it back then. Paso said like she said she just thinks we would just be better off if we looked at some other municipalities equivalent to ours and see what process they use. Rahar said that's where this came from, and Kip had mentioned it. Paso said this is very punitive, and it is very discriminatory. Pezze said most of the things we are talking about the grass and junk and all of that, they already have fines on them don't they. Paso responded, yes and time limits. Pezze said then why do we even have 903? Paso stated this was regarding people who have not paid their water bill, and if people can't pay it to begin with adding a fine on doesn't help it just increases the chain. She just thinks we can make something up. Rahar said he doesn't hate the idea, and he has talked to everybody about it here on the board. But if you want to put it on a committee like Kip was talking about and say hey what are the actual structures here. Obviously the ordinance violations have their own structure on how they work. That ordinance specifically if you wanted to modify it and say something, I like the idea. Nelson said it was basically put in place, if someone failed to pay whatever, whether it be a fine for tall grass, or whatever if they failed to pay over a period of time I don’t remember exactly how long after that, just a few weeks and shut the water off. I don't think we have done that for a while and I’m glad we are not. Nelson said there are a few. But the reason I did it is that we need to have it in a committee and break it down and yes if somebody needs it ... Nelson asked if we currently have anyone on payment plans and asked if it was working. Paso said she thinks we need to create some kind of ordinance that allows people due process to grieve if they have an issue and I don't think this addresses that at all. Pezze said he agrees with that, but he doesn’t agree with shutting someone’s water off if they have a water bill that is paid, tall grass shouldn’t matter. Paso said she has been working on this. Rahar asked to put this on a committee, and we can talk about it because we have had this discussion many times.

Discuss Village Foreman - Mayor Pezze said we are not going to hire a village foreman at this time. If anything, we are going to put another man on with a lot less pay and he doesn't know how the rest of the board feels but he doesn't think we need a Foreman to drive around in a truck all day. If we do hire a foreman it will be a working foreman and they will not be sitting here, I know he has jobs to do on the computer and stuff, but he will not to be spending the day in the truck.

Mowing and yard clean up – Pezze said we are going to make a list, and even though we don’t have an officer right now we are going to get citations or abatement orders out to get it cleaned it , it is going to be a slow process but it is going to happen. By the time we left to go over to Chatham and came back this town has gone downhill one hundred percent.

Hiring Police chief and officer- Pezze stated he and Sue met with a couple. It was a chief and he is wanting to bring another officer with him. Beverly was here and we had a pretty good meeting with him, at first we kind of thought we wanted him but the more you crunch the numbers, we can't afford him. No way, we would have had to rob peter to pay Paul and that is no way to do business. So, we are still looking, I have another person that called here, and we are going to post it again and get some more applications put in.

Possible Ordinance on nepotism- People know me from before when I was on this board, I tried twice to get it where family members can’t work or be on the board at the same time. I haven't changed my feelings on that, and you guys can talk it over, but I would like to see an ordinance where we stop the nepotism. No employees or family members can be on the board at the same time; he will leave it up to the board to decide that. He stated it never works out and it didn't work out fifteen years ago when he was on the board, and it didn't work out this time either. Trustee Paso made a motion to have an ordinance against nepotism. Dees seconded the motion, all ayes.

Approval of union contract - Pezze stated everyone has had a chance to go over the contract, he said this is basically the changes that will be made in the initial contract. John Berry teamsters local 916 introduced himself and stated just a quick assign before the vote this evening. If you look at your economic proposal on the first page during negotiations it was discussed about the paid leave for all workers act and it was also mentioned that you guys already have a policy within your Village here. He read that policy, his only mention or thought before the vote is that to ensure that we are in compliance and that our members will be in compliance with the paid leave act for the state of Illinois. He is asking that for this particular article under sick leave --- that we include that our members are allowed to use these hours in two-hour increments.

Pezze said the other changes will be a two-hundred-dollar allowance to purchase steel-toed boots and stuff like that. Also, there is a five-hundred-dollar sign on bonus, the contract will be effective until April 2028. Another change was the callback change from one hour to three hours. Dees asked Beverly if the paper was right, he thought his said something different last time, he thought Tommy was going to be an hour more. John asked if they all just had the proposal in front of them. Beverly stated 24, 25, 26... for Dallas, and Tommy the lead worker is a dollar more an hour. Mr. Berry stated if anyone had any questions they could address him as well so he can answer them, he wants to make sure everyone is on the same page for what is being voted on before we vote. He doesn't want any confusion after the fact. Beverly asked this sick leave, you’re asking for forty hours of sick leave per calendar year, does that eliminate the personal days? John said no it does not, the way that the paid leave act works is that this is not in addition to any time that they already have. The sick time that they have they will have the additional hours to make up the forty hours. Merano stated that now they get five personal days and two sick days that’s forty hours. John said if you would like to make an adjustment we can make an adjustment to that in terms of we can make it two sicks days and three personal days. But at the same time, I do not want to do is take a benefit from our members that they already have with their personal days. Merano stated they already get forty hours it is just broken up. John said sure, and he understands that and so essentially with the paid leave act the forty hours is there and they already have forty hours, but the proposal is that they would be able to use that time in two-hour increments that’s how the paid leave act is right now, it was proposed under sick time because they only get two days of sick time. Nelson asked if there was any stipulation as far as the paid time off carried over. John said no, the paid leave act does not carry over. Nelson said if they don’t use it they lose it. Broccardo said no matter how you say it whether it is sick or PTO you still get forty hours, just if they are sick you can take two-hour increments. John said yes, under the act they can just take it under two-hour increments so if you want to use it as sick time, or personal time or however you want to slice it and dice it, it is still just the forty hours in two hour increments. Beverly said so right now their personal time they use it or lose it, sick time no they can carry it over. Broccardo asked so personal time you’re allowed two hour increments on that also. John said the way they proposed it was under the sick leave because they only receive two days per year. sixteen hours and it's going in the contract. So, to "give them" forty hours that would be an additional three days to make the forty hours of sick time to be used in two-hour increments. Nelson asked if he is asking for a little bit of a notice for that or can they call that am and say I need... John said most contracts would say within reasonable notice and you can put in there and say with one hour notice but at the same time the leave cannot be unjustly denied. If you would like to see language on that to be added in there I can do that as well. Nelson said yes, please. Broccardo asked if Mr. Vacker was not included in this, John said he is not part of the union. He does not pay the union dues. Nelson asked where we are at and what do we need to do, we need a motion to approve? Rahar said yes and what this gentleman is explaining is that there will be a slight modification. John said he does not have a problem providing everything in the future based upon everything we are agreeing upon right now. Beverly said she had a question on article 24 with the dues deduction is this going to start coming out of their IMRF? John said no, so on that back page under deductions you will see there is a union retirement plan that is beneficial to the members. It does not cost the village any money whatsoever it is completely voluntary as to whether or not they want to pay into that out of their own paycheck. So, if they decided to do so then we would provide an authorization card to the village saying this is how much money they would like to have deducted from their paychecks to go into that account. Nelson made a motion to approve the union contract. Paso seconded the motion. All ayes.

Pay raises- Mayor Pezze stated most of this has already been taken care of, but we will take care of the other part in closed session.

Ordinance authorizing expenditures pending passage of the annual appropriation- Rahar stated this is the same on every year. Beverly asked Jared to explain it to the new ones. Jared went on to say that the fiscal year is different than the actual appropriation year. It doesn't make a ton of sense, but it is what we have to do so as Beverly knows better than most of us, without the ordinance allowing this technically the village couldn’t "spend money". So, it is really just an ordinance saying that the village can use village funds until the appropriation gets awarded, which is usually June or July depending on how fast it can get accomplished, which varies just about every year. Beverly said once the auditors are done. Rahar said yes, we wait on the auditors and once they give us the go ahead that is when Beverly and I get together and crunch the numbers and call the county and figure it out. Nelson made a motion to approve an ordinance authorizing expenditures pending passage of the annual appropriations, it was seconded by Adomitis. All ayes.

VISITORS:

VISITORS - A PERSON SHALL BE PERMITTED AN OPPORTUNITY TO ADDRESS OFFICIALS UNDER THE RULES ESTABLISHED BY THE VILLAGE OF KINCAID (3 MINUTES PER PERSON) 5ILCS 120.0.06g

Christian Vacker asked without a foreman who are we going to direct the EL Pruitt’s foreman to, is he going to go to you or to Tommy. Pezze said probably to both, because I will have to meet with all of them because somebody accidentally deleted the laptops with all the information on them. So, he would have to meet with the engineers with EL Pruitt and everybody else involved to be brought up to date on it. And he imagines CJ will still handle some of it with your water license as well as Tommy, it is going to be a joint effort. CJ said and then just to let everyone know Thursday our mosquito spray is getting particle tested so this week we will start spraying for mosquitos.

Tommy Davis said he would just like to thank the new board and Mayor for accepting the contract and he will try and do his best to keep the guys in line. A man is only as good as his workers, and they do pretty good.

Clare Duran asked if the meetings will be set back to seven o’clock like they were before or are they going to stay six o’clock because she thinks we will get a lot more people attending if you change it back to seven like it used to be. Pezze said it is kind of tough; we had the committee meetings with it at seven that means another twenty thirty minutes at least. That’s something that will have to be discussed among the committees and see how they want to do it. Maybe by the next meeting we will know something.

Tim Nelson asked if we are using the Village of Kincaid website. Pezze said as far as he knows, yes. Nelson asked if there was a way to update it as far as, there was some things on Facebook that aren’t on the VillageofKincaid.com, other things that are from 2024 on there that are no longer valid. His only thing is that on the Villageofkincaid.com you have businesses, local businesses but you don’t have anybody that do like lawn mowing or all that type of stuff and there are a lot of people that go on life in the south fork and say does anybody mow, and businesses post on there too. Now not everybody has Facebook, some people are just too cool to have Facebook, but if we had one place like villageofkincaid.com that list these businesses like hometown hounds is not pet grooming anymore. So, if it was able to be updated he thinks it would be a valuable resource for the community that we know there is a place, so we don’t have to go to life in the Southfork and keep scrolling down six months ago about waste removal and junk removal. Pezze said he agrees, and he doesn’t know that and he doesn’t know if Jayme knows if we can put the ordinance book on there. Jayme said she was still waiting on a thumb drive from Frank. Nelson also noticed on different sites on Facebook, because he isn’t cool enough to not have Facebook but that there are people like high school students that can do babysitting or all of this other stuff during the summer, they are about out of school and what a great resource for these young entrepreneurs to list that yes they can do this, they can help with this, they can walk my dogs, they can do all this stuff. Pezze said he thinks we are going to try and do a lot of stuff with it, but first off we need to get that camera going and get it on Facebook. It’s going to take time; he isn’t sure with computers. He plans on being up here in the morning and afternoon. Kip nelson stated we have a new trustee who is excellent at it, make her an administrator. Nelson said if someone needs a little help cutting grass or whatever, it’s good to have it out there; he is full of ideas.

Approval of bills- Trustee Paso made a motion to approve the bills, it was seconded by Nelson. All ayes.

Zoning report – no final zoning report

Approval of treasurer's report- Trustee Nelson made a motion to approve the treasurer’s report, a second motion was made by Dees. All ayes.

The clerk’s report- Jayme stated she gave everyone a copy of her report. After the meeting she would like updated email addresses so she can send the information for the training videos for IML.

Police report- None.

Foreman's report-Tommy said they have a lot of grass to mow, a lot of dirt to deliver, it’s up to the new board if they want to put the dirt on the last of thing we get done and do other things first. Dallas thanked Mike and Sue for letting them fix their backhoe. Tommy stated they had to get two new tires for the truck, one blew out so thank you, it was down for a day or two. CJ said he has been doing a lot of locates for the project out in Bulpitt, they have one street done and half the other one day in a day or two.

Attorney's report- Rahar said not a lot on his agenda. Ordinance violations are not this week but next week so he will have some updates at the June meeting, that’s really all he has. He wants to say thanks to the mayor for his services as well as the trustees that are being replaced. Mike has been very instrumental in a lot of stuff he has to do so appreciates that from both of those gentlemen.

Trustee's report and comments- Nelson asked if he had the committees lined up for them yet, he wanted to bring up, he doesn’t think they did as good as he thought they should have in the past. During our committee meetings that is when we are doing all of our discussions, that is when we are going to air everything out so we can decide that is what gets put on the agenda so that when we come to the actual board meeting it is time to be placed on the agenda all of this stuff has been talked about. We have had so many instances in the past to where we are spending time on all of this to be voted on and that is what the committee meeting is for, and two at least once a quarter we need to break off and have the .. I know it must be announced, and we have to let the village know that we are having a breakout committee meeting, but I think that’s important at least once every quarter. Pezze said your committee meetings don’t really need to be announced. The reason we have to do that is if you have three people on the committee and you have to discuss something with me that makes it a quorum. Nelson responded and said OK, perfect. Paso stated she is glad we are all going to do the IML training. She thinks those are things that are real important to keep us informed and make it a lot of good topics, and once it is all done we can turn in our certificates, so we have something that says we have been trained in everything from sexual harassment to implicit biased to nuisance houses or buildings.

President's report and comments- Mayor Pezze said first off CJ is the tablet on the back bench somewhere, we want to get it and get the data backed up, so we don’t lose it like we did on the computers. CJ said we are going to need someone to get emails for emergency locates. Pezze said no we just want to back it up and save it, like once a week. Jaeger asked if we needed to get another email address? CJ said someone needs a different email that Julie can use to get ahold of someone in case of emergency locates when no one is working. Pezze told CJ to get the tablet to Jaeger so she can get done what she needs, and when it needs backed up she will do it again. Pezze said he wasn’t sure if anyone knows or not, but we do not have a signed water contract with Jeisyville, not updated in quite some time. No one can find it, so he will have to get with Clark and get a new one going and get a set date to go over to their meeting. Rahar said we found the one and basically we are going on a month-to-month basis with them but it has not been updated in quite some time.

Pezze said he wanted to appoint Beverly Merano as treasurer and Jared was going to stay on as the attorney. Zoning right now will be managed in the office until we can figure out for sure what we are going to do or how we are going to do it. Pezze said he did get some information on putting GPS systems in the trucks if you are interested in it, the only two people who returned was Verizon and another company and he printed it out. They are the cheapest so far that is with install, guaranteed for a year and it is actually and English company, but they are based out of the United States. He isn’t sure how many vehicles they want to put it in, but we have three squad cars and two pickups, he thinks its fifteen dollars a vehicle if he remembers right. Paso said she thinks that is a good idea. Paso made a motion, Jayme said she would have to put it on another agenda to be voted on since we are spending money. Pezze said what he would also like is some changes to the permit costs and gave a copy. Rahar asked to put the permit costs on the next agenda as well. Paso asked and said she is a little concerned with the computers/laptops the information on them has been erased or evaporated or wherever it went, do we intend on taking any action towards that? Rahar responded and said we are looking into it, the Mayor got ahold of him and both he and Pezze did some research and he got ahold of a couple other municipal attorneys and the states attorney to see what the best course of action is or if we have a course of action, he requested from Jayme to see if there was a specific ordinance that we have enacted to see if there is a procedure or process that the village has. Probably not, but he was hoping maybe there would be something that relates to what the process procedure is, other than that he would say by June we will have an answer. He knows the states attorney he talked to him on Thursday, and he was like “look this is something we need to look into it but wasn’t sure about how we need to do it, whether or not he could, or whether or not we should so what I don’t want to do is act first and regret it later, we need to do it the right way. Pezze said according to the IML they have the authority or power to delete any information that is pertinent to them but if it is pertinent to the village it should never have been erased. Pezze stated we need to go into a closed session.

Closed Session – Trustee Nelson made a motion to adjourn and go into a closed session; it was seconded by Adomitis.

Pezze read the closed session clause: Meeting to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees. 5 ILCS 120/2(c)(1)

All ayes. The time was 6:54 p.m.

Motion back into open session was made by Nelson, it was seconded by Dees. All ayes. The time was 8:01 p.m.

Roll call- Paso- here, Dees – here, Jaeger- here, Nelson – here, Broccardo – here, Adomitis- here.

Mayor Pezze said we are raising Jayme’s hourly rate to twenty dollars an hour and we are going to reinstate four hundred dollars a month for the water bills, it’s been like that for years and why it stopped is beyond him, it makes no difference it is back now. Beverly, we are going to raise her up to eighteen fifty an hour, she was at fifteen sixty. We are also going to look into a possible fourth employee, we will get it posted and get some applications in. CJ, we talked about you, and we will meet with you tomorrow morning at seven.

Trustee Dees made a motion to approve to give Jayme twenty dollars an hour and reinstate the four hundred dollars a month for the water bills. It was seconded by Jaeger. All ayes.

Trustee Dees made a motion to pay Beverly eighteen fifty an hour. Broccardo seconded the motion. All ayes.

Trustee Paso made a motion to approve hiring and publicizing looking for a fourth person for the street department, Dees made a second motion. All ayes.

Trustee Paso made a motion to adjourn, Adomitis seconded the motion. All ayes. The time was 8:10 p.m.