

Village of Concord Council Minutes

The Village Council of Concord met on November 22, 2022 at 6:15 pm in the Village Commons Meeting Room.

J. Bush called the meeting to order at 6:15 pm, with no public present other than Village Employees present there was no Public Comment.

J. Bush opened the meeting discussing the purpose of the meeting was to complete employee reviews. Bush described the process of a closed meeting and how a closed meeting was an available option for employee reviews if the Village employees wanted to complete their reviews in this manner. Bush asked the Village employees in attendance if they would like to complete their employee reviews in a public or a closed meeting? All Village employees stated they would prefer employee reviews take place in a closed meeting. Bush then asked the Village employees who they would like to be in attendance in their closed meeting to discuss employee reviews? The Village's employees stated they were fine with all Village employees being in attendance.

Motioned by J. Bush, seconded by K. George at 6:17 pm to enter a closed meeting at the request of Village employees for the purpose of completing employee reviews. Motion approved by all.

A closed meeting was conducted to complete employee reviews.

Motioned by J. Bush, seconded by A. Meeks at 6:50 pm to end the closed meeting which occurred at the request of Village employees for the purpose of completing employee reviews. Motion approved by all.

Motioned by J. Bush, seconded by J. Jackson at 7:00 pm to return to an open meeting. Motion approved by all.

Council Members Present: Jeremiah Bush, J. Jackson, T. Norris, T. Thurman, A. Meeks, M. Lovitt and K. George.

Council Members Absent: None

Public Present: K. Wyatt, E. Poleski, B. Raut, D. Saenz, DPW Employee K. Thomas, DPW Employee N. Kidder, Deputy L. Jacobson, DPW Director J. Blossom, Village Treasurer C. Gibbs and Village Clerk J. Lefere.

For their review, Council Members were e-mailed or given: Bills to be Paid in Amount of \$88,453.90; USDA Engineer Payment in the amount of \$15,557.30; Revenue & Expense Report thru 10/31/2022; Concord Area Police Blotter October 2022; December 2022 Village Voice; Employee Compensation Info Email; Employee Reviews Schedule Text; 2023 Proposed Village Budget; October 25, 2022 Village Council Meeting Proposed Minutes; 11-22-2022 Council Meeting Agenda.

Motioned by K. George, seconded by A. Meeks, to accept the minutes from the 10/25/2022 meeting. Motion approved by all.

Public Comments:

E. Poleski gave an update on the County Commissioners meeting. For information on the Jackson County Commissioners meeting go to <https://www.co.jackson.mi.us/365/Jackson-County-Commissioners> and select the news tab.

K. Wyatt commented on the parking lot that was put in on Homer Road and that he has seen usage. He asked what the total cost was for the purchase of the house/land, asbestos removal, demo and asphalt milling parking lot. The total cost was \$92,371.00.

B. Raut discussed the Light Up Concord events that the committee is planning and they goal they are working towards is to draw in people from neighboring communities to have Concord become a destination place during this season.

D. Saenz stated that the Light Up Concord line item in the Townships budget is used for donations to the Light Up Concord fund.

Treasurer C. Gibbs gave an update on finances. Interest on investments is down this year from previous years due the low rates. Interest earned on Village investments this year were around \$22,000.00. The total interest earned over the last five years on Village investment was over \$165,000. The Council thanked C. Gibbs for a great job on investing the Village funds.

The Payment of Bills in the amount of \$88,453.90 was presented. Motioned by A. Meeks, seconded by K. George, to approve the payment of bills in the amount of \$88,453.90. Motion approved by all.

USDA RD Water Main Project Pay Approval in the amount of \$15,557.30 was presented. Motioned by J. Bush, seconded by J. Jackson, to approve the payment of Expense for Water Main Project in the amount of \$15,557.30. Motion approved by all.

J. Bush discussed Village employee reviews were performed during a closed meeting at the employee's request at 6:15pm prior to the regular council meeting. He discussed how valuable the staff is and how the Village has a great team that works well together. He discussed the rate of inflation and that social security is going up by 5.9% as that is the cost-of-living increase. He also noted the average pay increase is at 4.5%. He discussed the ARPA funds the Village receive and that they were intended to be used for bonuses paid to frontline workers who worked throughout the COVID Pandemic and the village's employees would met this criteria. After discussion the Council agreed to the following employee compensation measures:

Motioned by J. Bush, seconded by A. Meeks to increase all staff wages by 3% effective 1/1/2023. Roll call vote – J. Bush – aye, J. Jackson – aye, T. Norris, T. Thurman – aye, A. Meeks – aye, M. Lovitt – aye, K. George – aye. All were in favor. Motion approved.

Motioned by J. Bush, seconded by J. Jackson to add 5 federal paid holidays for all village employees. Roll call vote – J. Bush – aye, J. Jackson – aye, T. Norris – nay, T. Thurman – aye, A. Meeks – aye, M. Lovitt – aye, K. George – aye. All were in favor. Motion approved.

Motioned by J. Bush, seconded by A. Meeks to change the years of service for the number of vacation days allowed. Roll call vote – J. Bush – aye, J. Jackson – aye, T. Norris, T. Thurman – aye, A. Meeks – aye, M. Lovitt – aye, K. George – aye. All were in favor. Motion approved.

Motioned by A. Meeks, seconded by T. Thurman to pay a \$3,000.00 stipend to each village employee from the ARPA Funds for working through the COVID pandemic. Roll call vote – J. Bush – aye, J. Jackson – aye, T. Norris, T. Thurman – aye, A. Meeks – aye, M. Lovitt – aye, K. George – aye. All were in favor. Motion approved.

L. Jacobson discussed his October 2022 Blotter. To view a copy of L. Jacobson's December Concord Area Police Blotter, go to the Village website at www.villageofconcord.com look on the home page – quick links or copies can be picked up in the Village Office.

J. Blossom discussed using ARPA Funds to upgrade furnaces in village buildings. Motioned by J. Bush, seconded by J. Jackson to hire N. Cornstubble to replace four furnaces, install a new AC unit at the Community Center, add duct work in the East apartment, and move and retrofit three furnaces elsewhere in Village buildings and for \$30,500.00 using the ARPA Funds. All were in favor. Motion approved.

J. Bush discussed the 2023 proposed budget and the fund balance. Budget will be approved at the December 13th meeting. Copies of the budget and fund balance information can be viewed on the village website or picked up at the village office.

J. Bush discussed rent increases for the apartments above the village office. Motioned by J. Bush, seconded by A. Meeks to increase the rent for each apartment by \$50.00 per month. Motion approved by all.

J. Bush discussed an increase in the water/sewer/garbage rates due to the rising cost of supplies. Motioned by J. Bush, seconded by K. George to increase the water rates by \$1.00, the sewer rates by \$1.00 the garbage rates by \$1.00, the connection fees by \$500.00 and the turn-n fee to \$75.00 effective on 1/1/2023. All were in favor. Motion approved.


J. Bush discussed changing the meeting date to the 2nd Tuesday of the month instead of the 4th Tuesday. This will be discussed at the next meeting.

J. Bush also stated that farm animals are not allowed in the village even if the land is zoned agricultural.

Council Comments:

A. Meeks discussed the fire hydrant at the Community Center, she was informed that a Pulaski Fire truck was filling up. J. Bush stated that he is okay with them filling up as it will be used to put out a fire.

With no other business to discuss, it was motioned by A. Meeks, seconded by K. George, to adjourn at 8:35 pm. Motion approved by all.



Approved by Jeremiah Bush, Village President



Date