

## Village of Concord Council Minutes

The Village Council of Concord met on November 12, 2024 at 6:15 pm in the Village Commons Meeting Room.

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

Council Members Absent: T. Norris.

Public Present: DPW Director J. Blossom, Clerk C. Niceswander, N. Kidder, D. Tom and Treasurer J. Lefere.

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 A. Meeks at 7:00 pm to return to an open meeting. Motion approved by all.**

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

Council Members Absent: T. Norris.

Public Present: DPW Director J. Blossom, Clerk C. Niceswander, Deputy L. Jacobson, N. Kidder, D. Tom, Treasurer J. Lefere, and K. Wyatt.

For their review, Council Members were e-mailed or given: Bills to be Paid in Amount of \$41,062.38; Revenue & Expense Report thru 10/31/2024; Concord Area Police Blotter October 2024; October 2024 Fire Runs; November Village Voice; 10/8/2024 Village Council Meeting Proposed Minutes; 11/12/2024 Council Meeting Agenda.

**Motioned by K. George, seconded by T. Thurman, to accept the minutes from the 10/8/2024 meeting. All were in favor. Motion approved.**

**Motioned by M. Lovitt to pay bills in \$41,062.38, seconded by J. Bush. All were in favor. Motion approved**

Public Comments: None

A. Meeks discussed the services offered by Fire Recovery USA LLC to get insurance companies to pay for fire and rescue services when the Concord Fire & Rescue Department is called out. At this time our Concord Fire & Rescue Department is seeing little return from insurance companies when we send in requests for payments for these services. Fire Recovery Services are much better at leveraging insurance companies to pay and offer a more itemized bill to insurance companies and as a result we would receive more funds by partnering with Fire Recovery USA LLC. The Village to receive these services from Fire Recovery USA LLC would enter an agreement which would give 35% of all paid out funds to Fire Recovery USA LLC for their service.

**Motioned by J. Bush to enter into a contract with Fire Recovery USA LLC which would only bill non-Village and Township residents insurance companies for fire and emergency services offered by the Concord Fire & Rescue Department, seconded by T. Norris. All were in favor. Motion approved.**

J. Blossom spoke about how the state approved the drilling permit for a test well for the new well on Michigan St. This will be for an exploratory well to ensure the quality of the water before the final plan to put a new well on the site will be decided. If the water meets quality standards and a new well is put in there it will cost the village \$200,000. The \$200,000 price tag is less than it could be as we will reuse the newer pump in the existing well and the pump house already located on site. Leaf pick up ends November 20th. The Village received bids to have the 14 trees removed next year with the low bid of \$9,995.00.

**Motioned by J. Bush to approve the removal of fourteen trees at a cost of \$9,995.00 by Professional Tree Care, seconded by M. Lovitt. All were in favor. Motion approved.**

J. Bush spoke about the Council's consensus that all employees were in good standing and doing an excellent job. Bush thanked K. Thomas for this service with his retiring from the Village this year after 19 years of service. Bush and the Council discussed giving all employees a raise for the cost of living which rose between 3% to 6% depending on the source. After discussion the Council agreed upon giving all five employees a 4% raise effective January 1st. The Council also discussed honoring employees D. Tom's previous years of employment before his rehire. This would allow D. Tom to be eligible for health insurance starting in May 2025.

**Motioned by J. Bush to approve raises and to honor D. Tom's previous years of employment, seconded by J. Jackson. All were in favor. Motion approved.**

Council Comments: None.

With no other business to discuss, it was motioned by J. Bush, seconded by K. George, to adjourn at 7:24 pm. Motion approved by all.

  
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Approved by Jeremy Bush, Village President

12/10/24  
Date