MEMORANDUM

TO: Village President and Board of Trustees

FROM: Robert O. Barber, Village Administrator

DATE: Friday, September 21, 2018

RE: VILLAGE ADMINISTRATOR MATERIALS FOR VILLAGE BOARD MEETING

BOARD MEETING DATE: Monday, September 24, 2018 at 7:00 p.m.

AGENDA

I. PLEDGE TO THE FLAG

II. ROLL CALL

III. APPROVAL OF MINUTES OF THE PREVIOUS MEETINGS OF THE MONTH

IV. VILLAGE CLERK REPORT

V. RECOGNITION OF AUDIENCE

A. FINANCE AND ADMINISTRATION COMMITTEE - Frank Basile, Marcy Meyer

1. CONSIDER AUTHORIZING A REQUEST FOR PROPOSALS FOR AUDITING SERVICES FOR A THREE YEAR PERIOD BEGINNING THE YEAR ENDING APRIL 30, 2019. Our current three year contract with Lauterbach and Amen is expiring and there is a need to get an auditing firm in place for the next period. Last time we settled on a three year proposal but we can choose any length of time we want. Staff would not recommend less than three or more than five years. Please see the enclosed RFP and list of firms to be solicited.

B. PUBLIC BUILDINGS AND PROPERTIES, PARKS AND RECREATION COMMITTEE - Scott Wehling, Todd Kraus

1. TOT LOT UPDATE. At the last meeting the enclosed material was distributed and there some direction given as to the location of the tot lot. There is $10,000 in escrow for the project and it appears about $18,000 is needed for the equipment ($15,400), cement, plastic border and mulch.
2. UPDATE ON GENERATOR AT THE POLICE STATION. Work is near completion and the Supt. will provide an update.

3. LIONS PARK LIGHTS have been repaired and all are working. There is a street light out at the corner of Miller and Gould and this needs to be repaired by Com Ed. Several complaints were received that it was real dark in the park.

C. PLANNING, BUILDING AND ZONING COMMITTEE - Stacy Mazurek, Jonathan Kypuros

1. BUILDING DEPARTMENT MONTHLY REPORT is enclosed for your review.

2. PLANNING AND ZONING COMMISSION TO MEET ON THURSDAY, SEPTEMBER 27th. The Commission will hold a workshop on a special use permit request for a proposed self-contained crematorium at Hack Funeral Home and continue work on the comprehensive plan.

D. PUBLIC SAFETY COMMITTEE - Todd Kraus, Scott Wehling

1. POLICE DEPARTMENT MONTHLY REPORT is enclosed for your review.

2. E.M.A. MONTHLY REPORT is enclosed for your review.

3. CODE ENFORCEMENT MONTHLY REPORT is enclosed for your review.

4. POLICE DEPARTMENT TO CONDUCT FRAUD PREVENTION SEMINAR FOR LOCAL BUSINESSES at 6:00 p.m. Wednesday, September 26th at Midland States Bank. Skimmers, fake bills, and other fraud prevention issues will be discussed. Please see the enclosed flier.

5. JOINT FIRE AND POLICE OPEN HOUSE is scheduled for 5:30 to 8:30 p.m. on Friday October 12th. Penfield Street will be closed from Maxwell to Woodward during this period due to the large attendance and all of the equipment being displayed at this event.

6. HALLOWEEN TRICK OR TREATING HOURS will be from 4-7 pm on Wednesday, October 31st. The Lions Club will be serving hot dogs in Firemen’s Park from 6-8 pm that night.

7. MOSQUITO SPRAYING UPDATE to be provided by the Supt. The last spraying of the year is coming very soon.

8. CONSIDER A RESOLUTION ESTABLISHING A POLICY FOR THE HIRING OF FULL TIME SWORN POLICE OFFICERS. This policy closely resembles what the Village will have to follow when it goes over 5,000 in population. It establishes a fair, equitable standardized process for the creation of a list of candidates to be hired. An outside service is used to conduct most of the testing with the exception of the oral interviews which are done by a special committee. This committee will be the Public Safety Committee and one resident appointed by
the Village President. The committee Chair will explain this policy in more detail in his report.

E. PUBLIC WORKS COMMITTEE - Jonathan Kypuros, Stacy Mazurek

1. WATER DEPARTMENT MONTHLY REPORT is enclosed for your review.

2. SEWER DEPARTMENT MONTHLY REPORT is enclosed for your review.

3. WATER BILLING REGISTER for the months of July and August are enclosed for your review. We are now getting a better handle on non-billed water since we are now metering an additional 3.08% of unbilled water. The sources of this unbilled water is also enclosed for your review.

4. BEECHER WASTEWATER TREATMENT PLANT UPDATE. Construction is in full swing and an update will be provided at the meeting. Enclosed are the meeting minutes from the last progress meeting.

5. CONSIDER PAYMENT IN THE AMOUNT $489,974.79 TO IHC PENDING RECEIPT OF IEPA LOAN FUNDS AS A PROGRESS PAYMENT #1 ON THE BEECHER WWTP PROJECT.

6. DUNBAR WATERMAIN UPDATE to be provided at the meeting.

7. CRACK SEALING UPDATE. Bids were solicited by advertisement and by direct mail and no bids were received. We were told that the time of the year and the low amount budgeted for the work were the reasons for getting no bids. The Committee has decided to defer the project until the next budget year and take bids in the Spring for a larger dollar amount to be determined later.

8. CONSIDER A MOTION AUTHORIZING THE PAYMENT OF $8,922 TO PERINO BROTHERS CONCRETE FROM THE NANTUCKET COVE ESCROW ACCOUNT FOR THE INSTALLATION OF CONCRETE FOUNDATIONS FOR CLUSTER MAIL BOXES. It has come to our attention that this work was never performed by the developer but when new homes are being built there is no box available to deliver the mail to. The developer installs the concrete and the post office purchases and installs the boxes. The post office is ready to install but someone has to put in the boxes. Since this was a developer responsibility the use of escrow funds is appropriate. It is recommended the motion be approved.

9. GOULD STREET BOARDWALK SEALING UPDATE. Work is complete and only one day of drying time was required. The Supt. can provide an update.

10. CURB AND SIDEWALK REPAIR PROGRAM UPDATE can be provided by the Supt.
11. HODGES STREET CUL-DE-SAC PRELIMINARY DESIGN FOR FIREMENS PARK. Enclosed is a diagram showing a small cul de sac and a larger cul de sac for truck turn-arounds. This is for discussion only at this time.

12. PENFIELD STREET PROJECT UPDATE. Enclosed is a draft of an article for the fall newsletter which provides the tentative schedule of where we are at with this project. Please note that a public information workshop and open house on the project is scheduled for Wednesday, November 7th at 7pm at the Village Hall to engage the residents and businesses that live along Penfield Street.

13. REQUEST FOR CLOSED SESSION TO DISCUSS PERSONNEL: THE HIRING OF TWO FULL TIME AND TWO PART TIME EMPLOYEES IN THE PUBLIC WORKS DEPARTMENT AT THE END OF THE MEETING.

F. ECONOMIC DEVELOPMENT AND COMMUNITY RELATIONS COMMITTEE
   - Marcy Meyer, Frank Basile

1. FALL NEWSLETTER UPDATE. The deadline is fast approaching for articles to be submitted. This is going to be a fairly large newsletter with all of the ads that have been sold. The Clerk can provide a target mailing date at the meeting.

2. QUIET ZONE UPDATE. The Village President and Administrator can provide an update on this project.

3. TIF DISTRICT UPDATE. The feasibility study should be completed in the coming month and then the Village President will have to appoint a TIF Review Board to review the report. This will be discussed further next month.

4. SEQUICENTENNIAL UPDATE. Work is beginning on the book and the committee is currently working on and reviewing an ad purchase policy which will be shared with the Board next month.

5. CONSIDER A MOTION APPROVING AN AMOUNT NOT TO EXCEED $15,000 FOR THE HIRING OF A GUEST SPEAKER TO ENCOURAGE COMMUNICATION BETWEEN GENERATIONS. Enclosed is a proposal from Bridgeworks, Inc. For such a program which is $10,000 plus expenses. It is believed that $15,000 should be more than enough to cover the cost of this program. At this time the Village President is trying to obtain commitments from other local governments and the Chamber and an update will be provided. The Village Board could also propose a lower amount of funding if it so desires if other matching funds are committed or a less expensive speaker is found.
G. VILLAGE PRESIDENT REPORT

1. RESULTS OF MUNICIPAL LEAGUE CONFERENCE AND SESSIONS REPORT

2. CRETE INTERMODAL UPDATE

3. CONSIDER THE APPOINTMENT OF JOSEPH TIERI TO THE BOARD OF POLICE COMMISSIONERS. (This is pending approval of the resolution earlier in the meeting.)

H. OLD BUSINESS

I. NEW BUSINESS

J. ADJOURN INTO EXECUTIVE SESSION (if necessary)

K. ADJOURNMENT
MINUTES OF THE REGULAR MEETING OF THE PRESIDENT & BOARD OF TRUSTEES OF THE VILLAGE OF BEECHER
HELD AT THE BEECHER VILLAGE HALL,
625 DIXIE HIGHWAY, BEECHER, ILLINOIS
SEPTEMBER 10, 2018 -- 7:00 P.M.

All present joined in the Pledge to the Flag.

President Szymanski called the meeting to order.

ROLL CALL
PRESENT: President Szymanski and Trustees Mazurek, Basile, Wehling, Kypuros, Meyer and Kraus.
ABSENT: None.


GUEST: Marge Cook, Joe Falaschetti and Dennis Kennedy.

President Szymanski asked for consideration of the minutes of the August 27, 2018 Board meeting. Trustee Meyer made a motion to approve the minutes as written. Trustee Mazurek seconded the motion.
AYES: (6) Trustees Mazurek, Basile, Wehling, Kypuros, Meyer and Kraus.
NAYS: (0) None.
Motion Carried.

REPORTS OF VILLAGE COMMISSIONS

There was nothing to report for the Beautification Commission.

Trustee Meyer reported that the Fourth of July Commission is still waiting for final bills to come in so she can provide final numbers.

Trustee Mazurek reported that the next Youth Commission event is the On the Square “Back to School Fun”. She suggested those interested should register on the Beecher Youth Commission website soon because space is limited.

Trustee Wehling reported that the next Historic Preservation Commission meeting will be held on September 19th at 6 p.m. at the Depot. The Commission needs some carpentry work done, and will work with Public Works to complete. Some things outside the Depot will need to be covered for the winter.
FINANCE AND ADMINISTRATION COMMITTEE

TREASURER'S REPORT: A copy of the Treasurer's report was provided to the Board for review and Treasurer Rooney was present to answer questions. Trustee Basile made a motion to approve the Treasurer's Report and the Report of Financial Activity in the prior month. Trustee Wehling seconded the motion.
AYES: (6) Trustees Mazurek, Basile, Wehling, Kypuros, Meyer and Kraus
NAYS: (0) None.
Motion Carried.

Variance reports for the preceding month were provided in the packet for review.

A list of bills to be paid was available for review. A summary of the list of bills was provided. Trustee Basile added a $3,360.14 bill that came in late this afternoon for Becker's Automotive for squad car repairs. Trustee Basile made a motion to approve payment of the list of bills with the addition of the bill to Becker's Automotive for $3,360.14, for a total amount of $131,999.44. Trustee Meyer seconded the motion.
AYES: (6) Trustees Mazurek, Basile, Wehling, Kypuros, Meyer and Kraus.
NAYS: (0) None.
Motion Carried.

The Board discussed an intergovernmental agreement with the Beecher Fire Protection District for the construction of a training facility on Village-owned property. The Village President negotiated an agreement with the Fire District for the use of the property east of the Public Works garage on Indiana Avenue. Chief Joe Falaschetti answered questions from the Board about the proposed facility. The design for the facility is still being worked on by the Fire District.

ORDINANCE #1295 – An Ordinance authorizing the Village President and Clerk to sign an Intergovernmental Agreement with the Beecher Fire Protection District for the construction of a training facility on Village-owned property at Town Center Road and Indiana Avenue. Trustee Kraus made a motion to approve Ordinance #1295. Trustee Wehling seconded the motion.
AYES: (6) Trustees Mazurek, Basile, Wehling, Kypuros, Meyer and Kraus.
NAYS: (0) None.
Motion Carried.

The Board considered moving the second Board meeting in October to Monday, October 29th to allow the Village Administrator more time to prepare the agenda since he will be on vacation the week before the meeting date. The Board decided to keep the meeting on October 22nd.

OLD BUSINESS

Trustee Kraus asked about the speaker that was discussed at the Intergovernmental meeting to provide a presentation on how different generations think and communicate and to get other generations more involved in the community. Trustee Kypuros would like this done by the end of the year so it can be incorporated into the comprehensive planning service and would like this
open to the entire community. It was discussed that this would be an advantage to the Chamber of Commerce and maybe they could contribute. President Szymanski felt that $10,000 was a lot of money and should be shared by multiple local agencies. This hasn’t been budgeted by any of the agencies. President Szymanski asked where the money would come from and asked why this needs to be done this budget year when other projects such as sidewalks, etc., need to be done. It was felt by some that this could be advantageous to do during the planning process. This will be considered at the next meeting since it wasn’t on the agenda.

**NEW BUSINESS**

Trustee Meyer reported that she was approached by a resident and asked if the Village has plans to add any more townhomes in town that would be available for seniors. She felt there is a need for this and not enough available. Administrator Barber said that the Village currently has 380 townhome lots ready to go but haven’t been moved upon by the developers. Trustee Meyer will get with Administrator Barber to discuss this.

Clerk Conner and Treasurer Rooney provided a report on the new EPay program being implemented and the advantages to staff and residents. The program is for paying with credit cards and e-checks to the Village.

The full-time and part-time police testing and application process is now available on-line, according to Trustee Kraus.

There being no further business, President Szymanski asked for a motion to adjourn. Trustee Meyer made a motion to adjourn the meeting. Trustee Basile seconded the motion. AYES: (6) Trustees Mazurek, Basile, Wehling, Kypuros, Meyer and Kraus. NAYS: (0) None. Motion Carried.

Meeting adjourned at 7:26 p.m.

Respectfully submitted by:

Janett Conner
Village Clerk
REQUEST FOR PROPOSAL
THREE YEAR CONTRACT FOR AUDITING SERVICES

The Village of Beecher is accepting proposals for the conduct of its audit according to state statute and the auditing, reporting and communications standards in effect on December 30, 2018 for the fiscal years ending on April 30th for fiscal years 2018/2019, 2019/2020, and 2020/2021. In addition to the audit, a management letter to the Village Board pertaining to GAAP and internal controls is also expected. If the selected firm wishes to provide an MD+A as part of the audit, the selected firm will draft an MD+A for review and amendment by Village staff. Proposals should be in lump sum amounts for each of the fiscal years mentioned. The audit shall be presented to the Village Board at its first regular meeting in October. Copies of the audit shall be provided electronically and 20 hard copies to the Village by October 3rd of each year. The contracted firm shall provide electronic submission of the audit to the Illinois Comptroller’s office upon acceptance of the audit. Any required single audits are not a part of this RFP and would be under a separate negotiated fee.

The Village has fourteen funds on its general ledger and an additional thirteen escrow or custodial accounts which are not a part of the general ledger. Accounts payable are made with transfers of funds to a central checking account for payment to vendors. Copies of the current budget, appropriation, annual treasurer report and the prior year’s audit can be viewed online at www.villageofbeecher.org.

Proposals can be submitted to the attention of Robert O. Barber, Village Administrator, Village of Beecher, 625 Dixie Highway, P.O. Box 1154, Beecher, Illinois 60401. Qualifications of the firm and resume’ of designated contact to be responsible for audit can also be included. Proposals must be received by January 4, 2019. The Finance and Administration Committee will review the proposals and make a recommendation to the Village Board which will make its decision prior to April 30, 2019. Any questions pertaining to this RFP can be directed to Robert Barber, Village Administrator at 708-946-2261.
1. Edward T. McCormick  
   Partner  
   Mueller, LLC  
   14300 Ravinia Avenue  
   Orland Park, IL 60462

2. McGladry, LLP  
   20 N. Martingale Road  
   Schaumburg, IL 60173

3. Timothy J. Gavin  
   Klein Hall CPA's  
   3973 75th Street Suite #102  
   Aurora, IL 60504

4. John Wysocki  
   GW and Associates, P.C.  
   311 S. Halsted Street  
   Chicago Heights, IL 60411

5. Crowe Horwath  
   1 Mid America Plaza #700  
   Oak Brook Terrace, IL 60181

6. Clifton Larson Allen  
   833 W. Lincoln Highway, Suite #315W  
   Schererville, IN 46375-1631

7. Sikich  
   1415 W. Diehl Road, Suite #400  
   Naperville, IL 60563

8. Matt Beran, Principal  
   Lauterbach and Amen, LLP  
   27W457 Warrenville Road  
   Warrenville, IL 60555

9. Baker Tilly Virchow Krause, LLC  
   1301 W. 22nd Street, Suite #400  
   Oak Brook, IL 60523

10. BKD, Ltd.  
    1901 S. Meyers Road, Suite #500  
    Oakbrook Terrace, IL 60181-5209

11. Louis G. Karrison  
    Karrison, LLC  
    775 Legacy Circle  
    Naperville, IL 60563

12. Marcie Kolberg  
    SKDO, PC  
    1605 N. Convent  
    Bourbonnais, IL 60914

    200 E. Court St. Suite #608  
    Kankakee, IL 60901

14. Warady and Davis LLP  
    1717 Deerfield Rd., Suite #300  
    South Deerfield, IL 60115

15. Groskruetz, Abraham,  
    Eshleman and Gerretse LLC  
    1949 W. Court St.  
    Kankakee, IL 60901
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**MONTHLY TOTALS**

$9,181.01 $456,153.00
September 12, 2018

Dear Business Partner,

Over the last few weeks we have seen a rise in criminal activity within our community. Lawbreakers have taken it upon themselves to infiltrate our businesses for their own personal gain. I ask you to join me on Wednesday, September 26, 2018 at 6:00 p.m. to discuss techniques to better deter crime in our area. We need to stand together, as well as send the message that Beecher is not an easy target.

The following are topics of discussion:

- Identity Theft
- Credit Card Skimmers
- Counterfeit Money
- Security Assessments / Cameras
- Gas Drive-Offs

Meeting Location: Midland Bank 951 Dixie Hwy
Lower Level Conference
Date: Wednesday September 26, 2018
Time: 6:00 p.m.

Sincerely,

Gregory D. Smith
Chief of Police
RESOLUTION # ______

A RESOLUTION ADOPTING A POLICY FOR THE HIRING OF FULL TIME SWORN POLICE OFFICERS IN THE VILLAGE OF BEECHER

WHEREAS, the Village of Beecher is a non-home rule municipality under 5,000 population and does not have a Village policy pertaining to a formal hiring procedure for full time police officers; and

WHEREAS, State Statute requires a hiring process for full time police officers using a police commission for the fair and equitable hiring of sworn officers in municipalities having more than 5,000 population; and

WHEREAS, the Village Board wishes to adopt a hiring process for full time police officers that closely resembles a commission form since the Village of Beecher’s present population of 4,360 is close to the 5,000 population threshold for a commission process; and

WHEREAS, the Village Board believes it is in the best interest of the residents of the Village of Beecher and the Beecher Police Department to have specific rules and guidelines for the hiring of full time police officers;

NOW THEREFORE BE IT RESOLVED that the attached document “Rules and Regulations of the Board of Police Commissioners of the Village of Beecher, State of Illinois” is hereby adopted as the official policy of the Village of Beecher and the Beecher Police Department for the process of recruitment and selection of full time police officers.

Approved by motion this ____________ day of ____________, 2018.

MOTION: _______________ SECOND: _______________

AYES: _____ NAYS: _____ ABSENT: _____

APPROVED BY ME THIS _______ DAY OF ____________, ____________.

_________________________
Greg Szymanski
Village President

ATTEST:

_________________________
Janett Conner
Village Clerk

Date
RULES AND
REGULATIONS OF THE
BOARD OF POLICE COMMISSIONERS OF THE
VILLAGE OF
BEECHER STATE
OF ILLINOIS

CHAPTER 1 - ADMINISTRATION

SECTION 1 – PURPOSE
It is the purpose and mission statement of the Board of Police Commissioners to evaluate and recommend potential full-time police officer candidates to the Village Board.

SECTION 2 – DEFINITIONS
The word “Board” wherever used shall mean the Board of Police Commissioners of the Village of Beecher Illinois. The word “Officers” shall mean any person holding a permanent office in the Police department of the Village of Beecher, Illinois.

SECTION 3 – CREATION, COMPOSITION, AND RULES:
There is hereby created and established a Board of Police Commissioners for the Village of Beecher, which shall consist of three (3) volunteer, non-paid voting members which shall include two (2) public safety committee members and one (1) resident, all as annually appointed by the Village President with consent of the Village Board. The Board of Police Commissioners shall elect its officers which shall include a Chair and Secretary at its first meeting of each year. The President of the Village shall have the power to remove any member of Board of Police Commissioners with or without cause with approval by the Village Board. The Board shall adopt such rules governing its procedures and regulating its business as if from time to time, it deems proper and necessary, with approval of the Village Board. Board Meetings shall be open to the public except as otherwise permitted by the Illinois Open Meetings Act and the Board shall abide by all laws of the State of Illinois including the Freedom of Information Act as a special Board of the Village Municipal Corporation. Minutes shall be taken of all meetings and filed with the office of the Village Clerk after they are approved.

SECTION 4 – MEETINGS AND QUORUM.
Meetings shall be held as needed as called by the Village President or Chair of the Commission. A majority of the members of the Commission shall constitute a quorum for the conduct of all business. The parliamentary procedure prescribed in Robert’s “Rules of Order” shall be followed as far as applicable.
CHAPTER II - APPLICATIONS

SECTION 1 - RESIDENCE
Applicants for examination must be citizens of the United States and/or an alien admitted for permanent residence to lawfully be admitted for temporary residence and who produces evidence of intention to become a citizen of the United States.

SECTION 2 - APPLICATIONS
Applications for the position shall be filed per the requirements of the testing service contracted by the Commission, and applicants must comply with the testing requirements in every respect. A fee for each application may be charged as prescribed by the Commission.

Every applicant must be of good moral character, of temperate habits, of sound health, and must be physically able to perform the duties of the position applied for. The burden of establishing these facts rests upon the applicant.

The applicant, as part of the application process, shall furnish with their application a copy of their Military Service Record, Discharge Papers, Birth Certificate, a valid driver’s license, High School Diploma or G.E.D. Certificate, a copy of their college/university transcript indicating that a minimum of sixty (60) semester hours of was achieved.

A false statement knowingly made by a person in an application for examination, involvement in any false statement made in any certificate which may accompany such application or complicity in any fraud, shall be regarded as good cause for exclusion from the examination.

SECTION 3 - DISQUALIFICATION
The Commission, by way of contracted testing service, may refuse to examine an applicant or, after the examination, to certify him as eligible:

a) Who is found lacking in any of the established preliminary requirements for the service for which they apply.
b) Who is physically unable to perform the duties of the position to which they seek appointment.
c) Who is addicted to the use of intoxicating beverages or is found to have taken or used drugs and/or narcotics illegally.
d) Who has been convicted of a felony or any misdemeanor involving moral turpitude, as specified in 5/10-2.1-6 of the Commission of Fire and Police Commissioners Act.
e) Who has been dismissed from any public service for good cause.
f) Who has attempted to practice any deception or fraud in their application.
g) Who may be found disqualified in personal qualifications or health.
h) Whose character and employment references are unsatisfactory.
i) Who does not possess a high school education or its equivalent.
j) Who has applied for a position of a police officer and is or has been classified by their Local Selective Service Draft Board as a conscientious objector.
k) Who has been found to have a gang affiliation.
I) Who has been convicted of a misdemeanor crime of domestic violence. The Commission shall notify any applicant, or eligible, deemed disqualified thereunder.

SECTION 4 - DEFECTIVE APPLICATIONS
Defective applications shall be grounds for disqualification for the position sought. The contracted testing service will notify all applicants whose applications are found so defective.

SECTION 5 - PHYSICAL AND MEDICAL EXAMINATIONS
Applicants for original appointment will be subject to a physical aptitude test and shall be required to submit to a thorough medical examination by a licensed physician appointed by the Board.

SECTION 6 - AGE REQUIREMENTS
Applicants shall be over 21 years of age and under 35 years of age unless exempt from such age limitations provided in Section 5/10-2.1-6 of the Fire and Police Commissioners Act.

SECTION 7 - RELEASE OF LIABILITY
All applicants shall execute and deliver to the Commission a release of all liability as the result of taking a “Physical Aptitude Test” in favor of the Village of Beecher on a form to be prescribed by the Commission.
CHAPTER III - EXAMINATIONS

ORIGINAL APPOINTMENTS

SECTION 1 - NOTICE OF EXAMINATIONS
Examinations will be held on the dates fixed by the Commission and advertised in newspapers to cover a suggested 50-mile radius from the Village of Beecher.

Examinations may be postponed, however, by order of the Commission, which order shall state the reason for such postponement and shall designate a new date for said examination.

Applicants shall be notified of the postponement of any examination and of the new date fixed for said examination.

SECTION 2 - EXAMINATIONS
The Commission shall call for examinations to fill vacancies in the class of service in which vacancies are liable to occur. A call for such examinations shall be entered in the Minutes of the Commission and shall include a statement of:

a). The time and place where such examinations will be held.
b.) Applications can be received for at least a two-week period and may terminate on the day before the scheduled Orientation Meeting.

SECTION 3 - TYPE OF EXAMINATIONS
Applicants must attend the orientation program sponsored by the Commission. In addition, applicants will be required to participate in, but not limited to, written, oral, polygraph, psychological, medical/drug testing.

SECTION 4 - EXAMINATIONS - MINIMUM GRADE
The Commission must conduct the following examinations. Examinations noted by * may be conducted at the discretion of the Commission. The sequence of testing may vary at the discretion of the Commission. Failure to achieve the minimum passing grade in any examination disqualifies the applicant from any further participation.

<table>
<thead>
<tr>
<th>Examinations</th>
<th>Grading</th>
</tr>
</thead>
<tbody>
<tr>
<td>Orientation</td>
<td>Attendance Mandatory</td>
</tr>
<tr>
<td>Physical Aptitude Test</td>
<td>Pass or Fail</td>
</tr>
<tr>
<td>Written Test</td>
<td>100 maximum and 70 minimum (1 point=1% on the test score)</td>
</tr>
<tr>
<td>Psychological Examination</td>
<td>Pass or Fail</td>
</tr>
<tr>
<td>Polygraph Test</td>
<td>Pass or Fail</td>
</tr>
<tr>
<td>Background Investigation</td>
<td>Pass or Fail</td>
</tr>
<tr>
<td>Medical Examination</td>
<td>Pass or Fail</td>
</tr>
<tr>
<td>Color and Night Blindness*</td>
<td>Information for correcting any condition</td>
</tr>
<tr>
<td>Oral Test Interview</td>
<td>0-30 points</td>
</tr>
</tbody>
</table>

Any candidate who achieves less than seventy (70) points on the written examination shall be disqualified.
SECTION 5 - PHYSICAL APTITUDE TEST
All applicants will be required to submit themselves to a physical aptitude test and pass all elements of the test. An applicant may provide proof to the Commission on the date of written testing that they have successfully passed the Illinois Training and Standards Board Police Officer Wellness Evaluation Report test within the prior 180 day period. Applicants who fail to provide required proof of successful completion of the wellness evaluation report on the date of testing will be dropped from future consideration in the application process. If the applicant remains on the eligibility list for a period of time in excess of 180 days after passing the test, the applicant may be required to submit to said test again and provide updated proof of passing. Applicants who fail the physical aptitude test, or do not appear for testing without notifying the Commission prior to the test date or Notice Date, will be dropped from any further testing.

SECTION 6 - WRITTEN EXAMINATIONS
Information as to the type of written examination employed by the Commission will be provided as part of the orientation program. All examination papers shall be and remain the property of the Commission, and the grading thereof by the contracted vendor shall be final and conclusive and not subject to review by any tribunal of any kind or description. Candidates who fail to achieve a passing grade will be notified and eliminated for all further consideration.

SECTION 7 – ORAL EXAMINATION
All commissioners shall participate in the Oral Examination except when one Commissioner is absent due to illness or when matters of an emergency nature preclude attendance. In no event shall less than two (2) Commissioners conduct the Oral. Questions shall be asked of the Candidate that will enable the Commissioners to properly evaluate and grade the Candidate on speech, alertness, ability to communicate, judgment, emotional stability, self-confidence, social skill and general fitness for the position. On completion of each Oral Examination the Commissioners will discuss the Candidate’s abilities using the traits listed above.

SECTION 8 - ELIGIBILITY REGISTER

a) The Commissioners will prepare a “Eligibility Register”. A minimum score of seventy (70) cumulative points is required to be on the register. In the event of a tie score, the placement of the tied candidates’ names on the eligibility list shall be determined by lot, in the presence of a quorum of the Commission in whatever manner the Commission deems appropriate.

b) A dated copy of the Final Eligibility Register shall be posted at the Village Hall and on the Village website and shall include the date of expiration of the register which shall two (2) years hence.

c) Applicants shall be appointed from the eligibility list in descending order. Notwithstanding anything to the contrary contained within these rules and regulations, the Commission may, at its discretion, choose to appoint an applicant who has been awarded a certificate attesting to his or her successful completion of the Minimum Standards Basic Law Enforcement Training Course, as provided in the Illinois Police Training Act, ahead of non-certified applicants.

d) Appointment from this Final Eligibility Register is subject to satisfactory passing an Oral Interview, In-depth Psychological Examination, a Polygraph Test, Background
Investigation, and a thorough Medical Examination (which may include a test of the applicant’s vision, hearing, for the presence of communicable diseases as well as a test to screen for the use of drugs and/or narcotics or any other exam required by the Commission). A written Offer of Employment must be presented to the applicant prior to conducting the Psychological and Medical examinations. This is to satisfy requirements of the Americans with Disabilities Act.

SECTION 9 - PROFESSIONAL EXAMINATIONS AND TESTS

a) Each applicant for original appointment shall submit to a Psychological Examination by such psychologist or psychiatrist as the Commission may in writing designate. Such examination shall be without expense to the applicant. Failure of the applicant to take or successfully complete such test shall eliminate the candidate from further consideration.

b) Any applicant for original appointment to the Police Department of the Village of Beecher, will be required to submit to a Polygraph Device Deceptive Test, commonly known as a Lie Detector Test, at such time and place as the Commission may in writing designate. Such test shall be given without expense to the applicant. Failure of the applicant to take or successfully complete such test shall disqualify the applicant to enter upon the duties of the office for which the application for examination was filed.

c) Medical Examinations shall be performed by a licensed physician.

d) Vision tests for color blindness and night vision will be performed by a licensed optometrist.

SECTION 10 - APPOINTMENT

a) All vacancies in the Police Department shall be filled by the Village Board by individuals from the Final Eligibility Register in the order in which their names appear on the register and having met all requirements previously listed.

b) All original appointments to the Police Department shall be subject to the labor agreement currently in effect for police officers.

c) Any person whose name appears on the Final Eligibility Register may decline appointment. It shall be the option of the Commission to strike from or maintain upon the register the name of such candidate without otherwise altering the candidate’s original position on the Final Eligibility Register.

SECTION 11 - CERTIFICATION

a) Final certification of probationary Police Officers shall be subject to successful completion of the Basic Training Course as provided by the Illinois Law Enforcement Training and Standards Commission within the prescribed probationary period. Inability to successfully complete this course shall be grounds for dismissal.
Village of Beecher

Monthly Water Department Report
August 2018

Month/Year

System Pumping Data

Total Gallons Pumped : 16,190,000  Monthly Average : 522,000
Peak Day :  689,000 Gal. August 5, 2018  Date

Well Pumping Data

Well #3 Total Gallons : 5,387,000  Daily Average 174,000
Well #4 Total Gallons : 5,989,000  Daily Average 193,000
Well #5 Total Gallons : 4,814,000  Daily Average 155,000

Chemical Usage

Total Pounds Chlorine used 669.2
Well #3: 211.2  Well #4: 266.0
Well #5: 192.0
Total Pounds Aqua Mag used : 2,535
Well #3: 874  Well #4: 989
Well #5: 672
Total Gallons Flouride used : 0
Well #4: 0  Well #4: 0  Well #5: 0
## Village of Beecher

### Monthly Water Department Report

### August 2018

**Distribution System Data**

<table>
<thead>
<tr>
<th>Task</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Water Meters Repaired</td>
<td>0</td>
</tr>
<tr>
<td>Water Mains Repaired</td>
<td>0</td>
</tr>
<tr>
<td>Hydrants Replaced</td>
<td>0</td>
</tr>
<tr>
<td>Hydrants Repaired</td>
<td>0</td>
</tr>
<tr>
<td>B - Box Repaired</td>
<td>3</td>
</tr>
<tr>
<td>Service Lines Repaired</td>
<td>0</td>
</tr>
<tr>
<td>Meter’s Installed</td>
<td>4</td>
</tr>
<tr>
<td>New water Services</td>
<td>2</td>
</tr>
<tr>
<td>Hydrants Flushed</td>
<td>17</td>
</tr>
<tr>
<td>Valves Replaced</td>
<td>0</td>
</tr>
<tr>
<td>B-Box Replaced</td>
<td>0</td>
</tr>
<tr>
<td>Service Calls</td>
<td>6</td>
</tr>
<tr>
<td>Shut – Offs</td>
<td>0</td>
</tr>
<tr>
<td>Julie Locates</td>
<td>63</td>
</tr>
<tr>
<td>Valves Repaired</td>
<td>0</td>
</tr>
<tr>
<td>Water Complaints</td>
<td>1</td>
</tr>
</tbody>
</table>
Month: August

Year: 2018

Total Gallons: 16.3 MGD

Influent: 18.3 MGD

Daily Maximum: 1.07 MGD

Effluent: 17.9 MGD

Daily Maximum: 1.04 MGD

Minimum: 0.41 MGD

Average Daily Flow: 0.59 MGD

Excess Flow: 0.16 MGD

Chlorine Used (Lbs): 0

Excess Treated: 0 MGD

Rainfall/Precipitation Inches: 3.8 Inches

Return Sludge: 14.9 MGD

Dry Sludge Removed (Cubic Yards): 0

Liquid Sludge Hauled Gallons: 0
**Laboratory Information; Effluent**

5 Day CBOD 2.45 mg/l  
(Daily max) 3 .60 mg/l  
Total Suspended Solids .2.10 mg/l  
(Daily max) .2.60 mg/l  
Ammonia Nitrogen .  
(Daily max).

**Laboratory Information; Influent**

Average BOD 120.5 mg/l  
Average TSS 116.0 mg/l

*Equipment Issues, repairs, maintenance*

*.RAS PUMP #1* out of service 8/13/18, pump removed by Superior Pumping Services, pump scheduled to be replaced 9/18.

* WAS PUMP #1* hour meter replaced

*SECONDARY CLARIFIER #1* taken out of service, inspected, washed down, cleaned, rags removed from sludge collector placed back in service.

*OXIDATION DITCH* weekly maintenance performed.

*.CLARIFIER* monthly maintenance performed.

*BLOWER* monthly maintenance performed.

**Laboratory**

*.Monthly DMR* lab analysis performed and completed.

*Monthly* Final Effluent ammonia nitrogen samples analysis performed and completed by Arro Laboratory Inc.

*Monthly* Upstream/Downstream samples analysis performed and completed by Suburban Laboratories Inc.
*503 sludge samples sent to Arro Laboratory Inc for analysis prior per Synagro to remove liquid sludge from plant late September, early October.

*Monthly DMRS completed and submitted for the month of July 2018

*Plant Process Control*

Have implemented an activated sludge process control monitory analysis consisting of monitoring daily, weekly, monthly aeration tanks solids inventory, mixed liquor suspended solids, settling, Ph analysis, dissolved oxygen analysis, flow adjustments, return sludge monitoring and adjustments, secondary clarifier blankets monitoring, sludge wasting rates adjustments and improvements, microscopic analysis of micro biological activity in the system, balancing sludge digestion in digestors through wasting, decanting, storage.

Sincerely,

John Hernandez Chief Operator WWTP
WATER BILLING REGISTER REPORT

Billing Period: May-June, 2018

<table>
<thead>
<tr>
<th>Gallons Pumped</th>
<th>Gallons Billed</th>
<th>Difference</th>
<th>Pumped/Billed Ratio</th>
<th>Water Loss</th>
</tr>
</thead>
<tbody>
<tr>
<td>33,072,000</td>
<td>23,692,000</td>
<td>9,380,000</td>
<td>71.64%</td>
<td>28.36%</td>
</tr>
</tbody>
</table>

Metered/not billed: 987,400 during period, or 3.08% of water pumped.

This compares to the pumped/billed ratio of 77.06% for the same period last year and the 10 year average of 71%.

# of water accounts: 1,701 (decrease of 3)  
Amount billed for water: $147,112.27

# of sewer accounts: 1,699 (decrease of 5)  
Amount billed for sewer: $95,056.47

Amount billed for sewer debt: $18,319.50

Watermain Replacement Flat Charge: $6,804.00

Watermain Replacement $1 Rate: $23,692.00

Over 30,000g/l $1/1,000g/l surcharge: $6,028.00

Amount charged for lift station usage: $2,449.02

# of refuse accounts: 1,584 (decrease of 11)  
Amount billed for refuse: $55,129.59

New Meter Charges: $875.00

Mosquito Charges: $3,409.83

Accrued Payables/Receivables charged to System: ($-17,790.76)

Total amount billed this period: $323,351.68
## Metered - Not Billed Water Use

<table>
<thead>
<tr>
<th></th>
<th>July</th>
<th>August</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beecher Rec</td>
<td>0</td>
<td>1,000</td>
</tr>
<tr>
<td>Depot</td>
<td>8,000</td>
<td>4,000</td>
</tr>
<tr>
<td>Fire Department</td>
<td>62,500</td>
<td>9,500</td>
</tr>
<tr>
<td>Firemen's Park Bathroom</td>
<td>3,000</td>
<td>2,000</td>
</tr>
<tr>
<td>Food Stand Bathroom</td>
<td>0</td>
<td>6,000</td>
</tr>
<tr>
<td>Food Stand Kitchen</td>
<td>1,000</td>
<td>3,000</td>
</tr>
<tr>
<td>Girls Softball Field</td>
<td>50,000</td>
<td>157,000</td>
</tr>
<tr>
<td>Hydrant Flushing</td>
<td>76,100</td>
<td>153,300</td>
</tr>
<tr>
<td>Sipple Field</td>
<td>154,000</td>
<td>294,000</td>
</tr>
<tr>
<td>Village Hall</td>
<td>1,000</td>
<td>2,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>355,600</td>
<td>631,800</td>
</tr>
<tr>
<td><strong>Cumulative Total</strong></td>
<td>355,600</td>
<td>987,400</td>
</tr>
</tbody>
</table>
PROGRESS MEETING MINUTES
(MEETING NO. 3)

PROJECT: Village of Beecher–2017 Wastewater Treatment Plant Improvements

CONTRACTOR: IHC Construction Companies, LLC.

DATE: September 5, 2018

ATTENDEES: Robert O. Barber, Village of Beecher
John Hernandez, Village of Beecher
Nick Strba, Village of Beecher
Matt Conner, Village of Beecher
Brad Ryan, IHC
Robert Wolanski, IHC
Jeremy Norton, Baxter & Woodman, Inc.
Ray Koenig, Baxter & Woodman, Inc.

Work Completed last period: (August 8, 2018 to September 5, 2018)

IHC -
1. Shop drawing and AIS submittals.
2. Excavating for Amex Nooter.
3. Finished excavating for the Secondary Clarifier Flow Division Box.
4. Set forms and place concrete for the remainder of the center pier of SC #3.
5. Set forms and placed concrete for the base slab of SC #3.
6. Set forms and placed concrete for the base slab of the Secondary Clarifier Flow Division Box.
7. Began setting gang forms for the first wall section of SC #3.
8. Excavate and install aggregate base course for Grade School lift station.

Ruder Electric–
1. Installed temporary lighting in the Sludge Building.
2. Install conduit at Oxidation Ditch.

Amex Nooter–
1. Installed the 20" DI pipe between SC #3 and the Secondary Clarifier Flow Division Box.
2. Stubbed the other 20” lines from the base slab elevation to just outside the slab of the Secondary Clarifier Flow Division Box.
3. Installed the 8” RAS line under the SC #3 slab.
4. Began installing the 6” NPW line north of the Oxidation Ditch.

**Harris Rebar**
1. Installed rebar for the remainder of the center pier and base slab of SC #3.
2. Installed rebar for the base slab of the Secondary Clarifier Flow Division Box.

**Work Scheduled for Next Period** *(September 5, 2018 to October 2, 2018)*

**IHC**
1. Continue excavating for Amex Nooter.
2. Finish gang forms and place concrete for the first wall section at SC #3.
3. Set forms and place concrete for the walls of the Secondary Clarifier Flow Division Box.
4. 4 week look ahead was submitted by IHC at today’s meeting.

**Amex Nooter**
1. Continue installing the 6” NPW line and Chemical feeds.

**Harris Rebar**
1. Install rebar for the first section of wall at SC #3.
2. Install rebar for the walls of the Secondary Clarifier Flow Division Box.

**Forum Topics**
1. Submittal Exchange and AIS update. No notable delays on submittals or AIS documentation. Concrete Mix design and clarifier rebar resubmittal will need more immediate action.

2. Discussion on preventing plant overflow of Oxidation Ditch, which overflowed the plant and ended up dumping sludge and excess flow in the excavation for new secondary clarifier # 3. John Swedo commented that we need to put 1.5 mgd thru the plant before going to the excess flow pond. IHC will complete clean-up of overflowed sludge at no additional cost, but was concerned about this being a reoccurring event. Beecher WWTP staff will increase monitoring of incoming flow during rain events and possibly lower operating levels in the oxidation ditch. IHC will expedite submittals and ordering of the new pump for Trim Creek LS.

3. Matt Conner will coordinate where the Village will want the 54 (2’x2’x6’) concrete blocks delivered to and advise IHC. Blocks need to be delivered to Public Works site on Indiana Avenue.
4. John Hernandez mentioned Synagro will be on site possibly early October to remove sludge. Arrangements for access will need to be coordinated. Synagro will need approximately two days to complete all sludge removal.

5. IHC will be submitting an RFI on possible change in both KVA rating and engine generator pad size.

6. Relocation of ATS was discussed. IHC will send revised sketch and details on all additions/deletions.

7. IHC still needs to submit the following prior to pay request #1 being processed -
   a. Schedule of values
   b. Construction schedule
   c. Anticipated cash flow.

   Brad Ryan said these will forwarded shortly, along with pay request #1, which is due to BWI in Mokena by September 14th.

**Extra Work Order Log**

1. EWO #1 will be needed to provide Surge Protective Devices for MCC #2 and MCC #3. Information was sent to IHC today for price quotation.

2. EWO #2 will be for additional work for connecting NPW to existing 2-inch line at the control building. Work likely to be limited to time and some material for actual connection.

**Substantial Completion date is June 25, 2019. Final Completion date is August 13, 2019.**

The next progress meeting has been set for **Wednesday, October 3, 2018 at 2 PM at Beecher Village Hall.** If there are any questions or corrections with regard to these minutes of the subject meeting, please contact this office.
Very truly yours,

BAXTER & WOODMAN, INC.
CONSULTING ENGINEER

Raymond N. Koenig
Baxter & Woodman, Inc. Consulting Engineers

C: Attendees
   Amanda Heller, PE, Baxter & Woodman, Inc.
   John Szwedo, Baxter & Woodman, Inc.
   Jeff Maly, IHC.
VILLAGE OF BEECHER
REQUEST FOR PROPOSALS
CRACK SEALING VARIOUS VILLAGE STREETS

The Village of Beecher is accepting proposals for the crack sealing of various streets in the Village. All cracks on the streets specified up to 1" in diameter shall be sealed by hot pour crack sealer meeting the following specifications: AASHTO-M173, ASTM D1190, D3405. The sealing process shall be as follows: All vegetation shall be removed from cracks. All cracks larger than 1/4" which have not been previously filled with a crack filler will be mechanically routed and power blown free of dirt and debris. Sealant shall be heated in a kettle approved for this purpose to the temperature specified for the product. The product shall also be applied at the specified temperature. All sealed cracks shall be from 1/8" above grade to at grade and shall be approx. 2.5" in width. Any sinkers shall be refilled. The streets to be crack-sealed are as follows and are located on the attached map and are provided in the order they are to be completed:

1. Unsealed portions of the Preserve at Cardinal Creek Subdivision (Cardinal Creek Boulevard, Trim Creek Lane, Sunset Cove, Bald Eagle, Blue Heron, etc.)
2. 700 Block of Elliott (paved in last 10 yrs)
3. 700 Block of Gould (paved in last 10 yrs)
4. Alley between Woodward, Maxwell, Indiana and Penfield (paved in last 10 yrs)

All proposals are subject to compliance with the Prevailing Wage Act and certified payrolls and waivers of lien shall be provided prior to final payment. A certificate of insurance listing the Village of Beecher as an additional insured party shall also be required. Proposals can be by linear foot and are to be accepted until Wednesday, September 5th at 10:00 a.m. at the Beecher Village Hall, 625 Dixie Highway, P.O. Box 1154, Beecher, IL 60401 or by fax at 708-946-3764 or by e-mail to clerk@villageofbeecher.org. Proposals will be considered at the September 10th meeting of the Beecher Village Board. Notice of award will be made following the meeting and work must be completed by November 16, 2018. The Village reserves the right to reject any and all proposals.
CRACK SEALING RFP LIST 2018

1. Attn: David J. Denler
   Denler, Inc.
   19148 S. 104th Avenue
   Mokena, IL 60448

2. Attn: Keith Vanderwoude
   Perm-A-Seal
   P.O. Box 1216
   South Holland, IL 60473

3. Suburban Sealcoat
   24551 S. Volbrecht Rd.
   Crete, IL 60417

4. Acme Parking Lot Services
   2016 E. 1000N Road
   Kankakee, IL 60901

5. Apex
   P.O. Box 301
   Lansing, IL 60438

6. Attn: Vince
   All-Pro Paving
   P.O. Box 1297
   Frankfort, IL 60423

7. Pavement Maintenance Solutions
   P.O. Box 279
   Crete, IL 60417

8. Lagone Paving
   350 W. 194th St.
   Glenwood, IL 60425

9. M & J Asphalt Paving
   3124 S. 60th Court
   Cicero, IL 60804

10. G and G Asphalt
    1787 Joe Orr Road
    Lynwood, IL 60411

11. H & D Maintenance
    9748 Brandt Avenue
    Oak Lawn, IL 60453

12. Seal-Kote
    951 N. Ridge Ave.
    Lombard, IL 60148

13. Rose Paving
    1539 Bourbon Parkway
    Streamwood, IL 60107

14. Midwest Sealcoat
    1210 Lyon Road
    Batavia, IL 60510
<table>
<thead>
<tr>
<th>Item No.</th>
<th>Item</th>
<th>Delivery</th>
<th>Unit</th>
<th>Quantity</th>
<th>Unit Price</th>
<th>Total</th>
<th>Unit Price</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>HMA Crack Sealing</td>
<td>Lb.</td>
<td>16,500</td>
<td>1.7000</td>
<td>$26,050.00</td>
<td>2.0000</td>
<td>$33,000.00</td>
<td>1.4900</td>
</tr>
<tr>
<td>2</td>
<td>Sweeping</td>
<td>Hr.</td>
<td>16</td>
<td>120,000</td>
<td>$1,920.00</td>
<td>$2,400.00</td>
<td>$2,400.00</td>
<td>$2,400.00</td>
</tr>
</tbody>
</table>

Total Bid: 
As Read: $35,400.00
As Calculated: $26,505.00

33,750.00

Tabulation of Bids

Name of Bidder: SKC Construction
Address of Bidder: P.O. Box 503, West Dundee, IL 60118
Proposal Guarantee Terms: Bid Bond
Approved Engineer's Estimate:

Name of Bidder: Denler, Inc.
Address of Bidder: 19148 S, 104th Avenue, Mokena, IL 60448
Proposal Guarantee Terms: Bid Bond
Approved Engineer's Estimate:

Name of Bidder: Behm Pavement Maint.
Address of Bidder: 3010 Route 176, Crystal Lake, IL 60014
Proposal Guarantee Terms: Bid Bond
Approved Engineer's Estimate:
2017 Crack Sealing Program
13-Apr-17
10:00 a.m.

Behm Pavement Maintenance
3010 IL Rt. 176
Crystal Lake, IL 60014

<table>
<thead>
<tr>
<th>Item</th>
<th>Description</th>
<th>Unit</th>
<th>Estimated Quantity</th>
<th>Unit Price</th>
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<td>Crack Routing</td>
<td>feet</td>
<td>75000</td>
<td>$ 0.01</td>
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<tr>
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Patriot Pavement Maintenance
825 Seegers Rd.
Des Plaines, IL 60016

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**Incorrect Price on Schedule of Prices (listed $250.00)**

SKC Construction
PO Box 503
West Dundee, IL 60118

<table>
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<th>Description</th>
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Hastings Asphalt Services, Inc.
PO Box 87
Harvard, IL 60033

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Dinius, Inc.
19148 S. 104th Ave.
Mokena, IL 60448

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<tr>
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<tr>
<td>1</td>
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<td>6</td>
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<td>FOOT</td>
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**CALCULATED TOTAL**

- $149,625.00
- $134,437.50
- $141,300.09
- $154,125.00
- $143,287.50
### Ogle County

#### Tabulation of Bids

**Letting Date:** February 9, 2018  
**Road Name:** Various  
**Section:** 18-00000-04-GM & 18-20000-01-GM  
**2018 Crack Sealing**

**State of Illinois**  
**IDOT Representative: Joel Graff Not Present**

<table>
<thead>
<tr>
<th>Item No</th>
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<tbody>
<tr>
<td>1</td>
<td>Ogle Co Crack Sealing</td>
<td>Ft</td>
<td>234,212</td>
<td>$0.440</td>
<td>$103,053.28</td>
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<tr>
<td>2</td>
<td>Pine Rock Township</td>
<td>Ft</td>
<td>7,923</td>
<td>$0.440</td>
<td>$3,486.12</td>
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<tr>
<td></td>
<td><strong>Total</strong></td>
<td></td>
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<td></td>
<td><strong>$106,539.40</strong></td>
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**Guarantee**

<table>
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<tr>
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<th>Price</th>
<th>Amount</th>
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<td>$100,000.00</td>
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**Bid Bond**

<table>
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<tr>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>$50,000.00</td>
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</tbody>
</table>

**Award**

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### Ogle County

#### Tabulation of Bids

**Letting Date:** February 9, 2018  
**Road Name:** Various  
**Section:** 18-00000-04-GM & 18-20000-01-GM  
**2018 Crack Sealing**

**State of Illinois**  
**IDOT Representative: Joel Graff Not Present**

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</tbody>
</table>

**Award**

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**Bidder:** Behm Pavement Maint  
**3010 Rt. 176**  
**Crystal Lake, IL 60014**

**Bidder:** Complete Asphalt Service  
**1601 Kamar Dr**  
**Pittsfield, IL 62363**

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**Bidder:** Hastings Asphalt Services  
**P. O. Box 87**  
**Harvard, IL 60033**

**Bidder:** Patriot Pav't Maintenance  
**825 Seegers Rd**  
**Des Plaines, IL 60016**
<table>
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<td>$154,966.40</td>
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September 7, 2018

Village of Beecher
724 Penfield St.
Beecher, IL 60401

Attn: Matt Connor

RE: USPS Mailbox (CBU) Concrete Bases

As Requested we are Quoting Costs for Installation of Concrete Pads for Cluster Mailboxes, as per list by Village of Beecher/ Beecher Post Office, includes:

- All Installs as Per Specifications on Drawings by USPS.
- Layout, Excave out to – 16” Below Grade
- Each Base 4’ x4’, 8” Thick Concrete – w- 8” Stone Compacted Base Below
- Supply / Install #4 Re-bar @ 12” o.c.e.w.
- Supply / Install ½” dia. Galvanized Anchor Bolts.
- Finish to USPS Spec.
- Strip and Backfill Pads. (Final Landscape / Seeding by Others

Eight (8) Locations Total-
1623 Stonington, 270 Camden, 1754 Bucksport, 1758 Wincassett, 1759 Stonington, 300 Stonington, 1711 Quall Hollow, 299 Monhegan.

TOTAL PROPOSED COST.......................... $ 8,922.00

EXCLUSIONS / CONDITIONS

- Exact Locations by V.O.B. / USPS
- All Locations JULIE(d) by PBI prior to start.
- Install / Set up of Mailboxes done as an Extra

Contact Joe Perino with any Questions /Comment on this Proposal 708.774.1743 thanks
Raymond N. Koenig

From: Brent N. Pendry
Sent: Wednesday, September 12, 2018 11:47 AM
To: Raymond N. Koenig
Subject: Beecher Exhibits

Ray,

Link to Beecher exhibits:
\\corp.baxwood.com\Projects\Crystal Lake\BEECH\180939-Hodges St Cul De Sac\10-Initiation\As Sent\Hodges Street-Cul De Sac.pdf

I made 2 exhibits because we would need to get more detailed vehicle information on the ambulances used within the Village for analysis. There isn’t a standard design vehicle for ambulances. A passenger vehicle can circulate a fully paved cul-de-sac with a 30’ radius, but a Single Unit (SU) truck would have to perform a 3-point turn. A SU and most fire engines can circulate a cul-de-sac with a radius of 45’-50’.

When you forward to Bob, please be sure to emphasize the exhibits are meant only to give the Village an idea of the scale of a cul-de-sac. The size, location, shape (center circular, offset circular, hammerhead), etc. would all be reviewed during design.

Thanks,

Bret Pendry, P.E.
Transportation Engineer

516.450.1260 | direct: 516.444.3330
email: bpendry@baxterwoodman.com
www.baxterwoodman.com
8840 West 192nd Street, Mokena, IL 60448

This email and any attachments are confidential and are intended solely for the use of the intended addressee(s). If you have received this email in error, please notify the sender immediately or call 516-459-1260 and delete this email. If you are not the intended recipient(s), any use, retention, dissemination, forwarding, printing, or copying of this e-mail is strictly prohibited. The integrity and security of this message cannot be guaranteed on the Internet. Thank You.
September 14, 2018

Mr. Robert Barber
Village Administrator
Village of Beecher
Beecher, IL 60401

Subject: Village of Beecher – Sludge Land Application Permit Renewal

Dear Mr. Barber:

In accordance with your request, the following is our proposal to provide assistance with renewing the Village of Beecher’s Land Application of Sewage Sludge permit. We understand the initial task of this effort will be to assist the Village with submitting the permit renewal forms to IEPA. The second task will be to review the draft permit and to advise the Village of proposed modifications to the existing permit. Our scope of service is as follows:

SCOPE OF SERVICES

Task 1: Prepare a list of necessary records that the Village must provide and that are necessary to complete the Permit renewal forms. Upon receipt of the information, we will complete the information required on the forms and prepare a cover letter to send to EPA. We will send the draft cover letter and forms to the Village for review and comment. We will incorporate the Village’s comments (if any) and send the final version to the EPA. Subsequent to EPA review of the permit renewal forms, we will follow-up on comments or additional requirements that the EPA may make or request. This Task only includes preparing or assembling information that is required with the original permit renewal application.

Task 2: Review the draft Land Application permit from the EPA. We will advise the Village of any changes to the existing Land Application permit and whether these changes will require process modifications.

The Village shall pay the Engineer for the services performed or furnished a lump sum amount of $5,000.
If you find this proposal acceptable, please sign and return one copy of this letter to our office. The Standard Terms and Conditions apply to this proposal. Please feel free to contact us with any questions you may have.

Sincerely,

BAXTER & WOODMAN, INC.
CONSULTING ENGINEERS

Derek J. Wold, P.E., BCEE
Executive Vice President

C: Raymond N. Koenig, Baxter & Woodman, Inc.

VILLAGE OF BEECHER, IL

ACCEPTED BY: ____________________________

TITLE: ____________________________

DATE: ____________________________

Mr. Robert O. Barber
Village of Beecher

September 14, 2018
121012.70 • Page 2
August 22, 2018

Mr. Robert O. Barber, Village Administrator
Village of Beecher
PO Box 1154
625 Dixie Highway
Beecher, IL 60401-1154

Subject: Village of Beecher – Hodges Street Roadway Improvement

Dear Robert,

We are pleased to assist the Village determine potential improvements to Hodges Street east of Woodward Street.

We understand that numerous vehicles use Hodges Street to drop off patrons of the parks to the east. Due to the narrow 11-foot wide roadway, these users are driving in reverse and/or using the driveway along the north side of Hodges Street to turn around and return west.

We recommend evaluating the existing conditions and completing additional engineering to determine the improvements and associated costs that best fit the Village's goals for the project. This can include analyzing alternatives for the type, size, and location of a proposed cul de sac. The existing right-of-way along Hodges Street, drainage, impacts, and the users intended to be accommodated would be reviewed as part of the alternative analysis. Design plans and specifications would then be developed for the Village's desired improvements.

The following is a summary of assumed work and a budgeting level estimate of costs:

<table>
<thead>
<tr>
<th>Description</th>
<th>Cost</th>
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</thead>
<tbody>
<tr>
<td>Reconstruct and Widen Hodges Street (11'→22') and Install Cul De Sac</td>
<td>$138,000</td>
</tr>
<tr>
<td>Install Sidewalk Along North Side of Hodges Street</td>
<td>$12,000</td>
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<td>Contingency (20%)</td>
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<td><strong>Construction Total</strong></td>
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<td><strong>Project Total</strong></td>
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Please contact me if you should have any questions or need additional information.

Sincerely,

BAXTER & WOODMAN, INC.
CONSULTING ENGINEERS

Raymond N. Koenig
Department Manager

Attachment:

F:\Crystal Lake\BEECH\180930-Hodges St Cul De Sac\Contracts\HodgesSt_LettonEGPC_B.22.2018.docx
PENFIELD STREET RECONSTRUCTION PLANS
(Project still scheduled for a Summer, 2020 Start)

In case you have not heard, the Village has applied for a grant to use federal funds to reconstruct Penfield Street from Dixie Highway west to the Railroad tracks. The project is expected to cost $6 million and includes additional off-street parking, the elimination of several pull in parking spaces along the roadway, replacing the bridge over Trim Creek, decorative street lighting, and new sidewalks and curbs. This project has been in the planning stages for years, and the first part of the project was to replace the watermains under the roadway first. This was completed in 2017. Federal funding will provide $5 million for the project, with the Village having to provide a 20% match of $1 million. The Village’s portion of funding is coming from the 1/2% local sales tax approved in 2008.

To qualify for the grant funding, the Village has been jumping through several hoops that have delayed the design work on this project. For example, the Illinois Department of Transportation (IDOT) tagged the bridge over Trim Creek on Penfield as a possible historic structure, and that it may not be easily replaced. It was up to the Village to prove to IDOT that it was not historically significant. This required a good deal of research and a separate report filed and reviewed by the State. This alone delayed the planning for the project by six months.

The Phase I Planning Report is now nearing completion and the next step is to hold a public workshop with all interested Village residents, but especially those that live or own a business along Penfield Street to unveil the details of the project and to receive comments that can help with the final design of the project and to lessen the impact of the construction phase. This meeting has been tentatively planned for Wednesday, November 7th from 7:00 p.m. to 9:00 p.m. at the Beecher Village Hall, 625 Penfield Street. All of the plan renderings will be made available for inspection at this workshop and residents will be encouraged to ask questions of the engineers and to provide comments. Letters of invitation will be sent out to property owners along Penfield once this date is finalized.

There are many logistic concerns that have to be addressed. For example, the fire department will have to come up with a different way to respond to fire and ambulance calls when the road in front of the station is completely torn out. Access to the post office will also have to be provided during construction. Businesses along Penfield will have to remain open. Students and teachers have to get to the elementary school. Residents living along Penfield need access to their homes.

When is all of this fun going to start? Here is the tentative schedule proposed by the Village:

November 7, 2018 at 7pm  Public Information Workshop at the Village Hall
December, 2018  Submit Phase I Plan Report to IDOT
January, 2019  Selection Process for Design Engineer
April, 2019  
IDOT approves Phase I Report and Engineer for Design

October, 2019  
Design of Project submitted to IDOT for approval

January 2020  
IDOT approves project for bid letting

March, 26, 2020  
IDOT’s bid letting date for projects

April, 2020  
Project bid awarded

June, 2020  
Construction commences

November, 2020  
Construction complete

This schedule is contingent on the State’s approval process and the ability of the federal government to provide the funding at the time it is needed. For example, the Village may get bumped a year if another project on the list is delayed or pushed forward since only a certain dollar amount can be spent on projects each year. In other words, the Village is guaranteed to receive the funding but on the federal government’s schedule.

If you have any questions regarding the Penfield Street reconstruction project, please contact the Village Hall at 946-2261.
The topic of generations can be a hot button issue in almost any community or business. When those two entities combine, a deeper understanding of the perspectives of each generation becomes all the more crucial. How Traditionalists, Baby Boomers, Generation Xers, Millennials and Gen Edgers view the world can often be contrasting. Different values and motivations can often lead to generational clashes in many areas, including business, leadership and community. At Bridgeworks, we seek to understand how generational diversity affects organizations and individuals so that they can reap the rewards of the differences instead of reacting too late and suffering the consequences.

We’re so excited by the prospect of contributing our expertise and research to the Village of Beecher. Our goal is to provide your community with not only awareness of the key characteristics of each generation but deliver practical solutions that they can use the very next day to start bridging gaps.

WHO ARE WE AND WHAT DO WE DO?

At BridgeWorks we help groups leverage a better understanding of the generations into strong and productive relationships. As a part of our presentations, we bring awareness into today’s complex generational setting. Baby Boomers are delaying retirement, Gen Xers are vying for leadership positions, Millennials are still trying to shed harmful stereotypes, and Gen Edgers are trickling into the environment bringing their fierce competitive drive. Parties are feeling the pain as they flex to accommodate distinct workplace preferences, be it feedback style, office layout, compensation models, or flexible schedule policies. We will cut through all the clutter and examine where each generation came from and why they behave the way they do. By presenting the tools to more effectively communicate and collaborate across generational divides, we’ll show you how to turn generational diversity from an obstacle into an opportunity.

Our goal at BridgeWorks, in a nutshell, is to bridge generational gaps. Every member of our team is a true generational expert, and our research hounds are constantly devising strategies for how to better help our clients close the gap. From keynotes to consulting, we’ve developed a suite of generational solutions to help address your most pressing generational needs. Each product we deliver is highly customized and client-specific. BridgeWorks strives to deliver generational research in an informative yet fun and interactive way. We like to consider ourselves witty, smart and relatable, and our deliverables are too.
ACROSS GENERATIONS

This topic is ever-evolving and the establishments who create generational obstacles into ones of opportunities are getting ahead. Learning how to navigate generational differences can lead to better communication, stronger relationships and more success.

As these generational demographics continue shifting the way we work, organizations are facing challenges when it comes to:

- Mitigating intergenerational clashes and misunderstandings
- Evolving traditional recruiting practices
- Adapting the workforce to appeal to five generations of employees
- Developing a succession plan to retain institutional knowledge
- Preventing costly attrition due to outdated practices
- Building a robust pipeline of talent
- Determining effective strategies to retain Millennial and Gen Edge employees

APPROACH

At BridgeWorks, we are known for dynamic, fun and savvy presentations. Generational experts use clips from commercials and TV shows, websites, anecdotes, data from our extensive research, and best practices to make our concepts come alive. Our research team is constantly ensuring that the stats, trends, and content are up to date and relevant.

THE CUSTOMIZATION PROCESS

1. The Kick-Off Call
   There will be an initial call between you and your team and the speaker for the event. The purpose of this call is to lock down the goals and tone of the presentation or workshop. Essentially, we would like you to think about the following questions: What do you want the attendees to take away from their session? How much interaction would be right for this audience? How much do you want the presenter to focus on awareness, actionable takeaways, and entertainment? The framework of the presentation will be a result of this conversation.

2. Interviews
   We interview between 5-7 attendees beforehand to learn more about how and where they see the issues and let those findings drive the content of our sessions to ensure we are addressing the issues that are at the top of people’s minds.

*BridgeWorks will process and synthesize information found in research, interviews, and a conversation with meeting stakeholders to develop a customized program.*

WWW.GENERATIONS.COM
888.519.1187
SOLUTION

PRESENTATION
A highly customized and interactive presentation delivering an understanding of how generational dynamics are impacting the bottom line.
- Kick-off call with key stakeholders
- Interviews with attendees or advisory committee (up to five interviews)
- Customized handout with presentation takeaways
- Customized event marketing assistance, that may include short teaser reel from speaker

OUTCOMES
We pride ourselves on customization but as a starting place, a typical presentation, would accomplish the following...
- Explain who the generations are in today’s workplace and marketplace.
- Explore how generations act and react in times of growth and change.
- Provide solutions for communication, engagement, management, team synergy, and motivation.
- Emphasize the unique perspectives of each generation.
- Identify key trends of the future of the workplace.
- Leave participants with a list of takeaways that they can put into practice the next day.

INVESTMENT
Presentation of up to two hours 10K

NOTE: Investment does not include travel expenses

BridgeWorks has been dedicated solely to the study of generational differences since its inception in 1998 and is the company who wrote the best-selling business books When Generations Collide: Who They Are, Why They Clash. How to Solve the Generational Puzzle at Work (HarperCollins), The M-Factor: How the Millennial Generation is Rocking the Workplace (HarperBusiness) and Managing Millennials For Dummies (Wiley Publishers). Go to www.generations.com for more information.
Phil is a firm believer that with the proper motivation, training, and support system, members of any generation can become capable of remarkable accomplishments.

Around BridgeWorks HQ, Phil is known as the motivator and the historian. As an internationally recognized speaker, Phil has shared his wisdom and inspired audiences in 40 different states and 4 continents to over 100,000 people. Before becoming a speaker, he pursued his passion to help people be their best selves as a high school teacher, college admissions professional, marketing coordinator, corporate trainer and even small business owner. He has maintained strong ties to his local community as a mentor and consultant to young entrepreneurs, and brings his diverse background and skill-set to the BridgeWorks team.

Phil is one of BridgeWorks’ resident Gen Xers, and brings his unique humor, experiences, research, and generational expertise to every keynote, workshop and training session he delivers. He is a firm believer that with the proper motivation, training, and support system, members of any generation can become capable of remarkable accomplishments. With his down-to-earth, relatable style and dedication to presenting research in a digestible, entertaining way, Phil has become a fast favorite with audiences around the country.

Long before becoming a BridgeWorks Gen Expert, Phil owned and ran a coffee shop in Minneapolis. He’s the proud father of a collegiate Gen Edger, and is adjusting to life as an empty-nest Gen Xer.

952-797-9700

READ PHIL’S BLOGS HERE.
www générations.com
WHEN GENERATIONS CONNECT

COMMUNICATING WITH FOUR GENERATIONS OF EMPLOYEES

WHAT IS IT?

Four distinct generations are working together shoulder to shoulder, each with a unique set of attitudes, values and work styles. It used to be that older workers were bosses and younger ones took orders. Now, roles are all over the map and rules are being rewritten. Organizations are feeling the pain of generations as they struggle to manage productivity and morale while maintaining high standards of quality and service in a challenging economy. This program will give you the tools to convert this form of diversity from an obstacle into an opportunity.

KEY TAKEAWAYS

> Explain who the generations are in today’s workplace
> Identify the stereotypes that keep us from understanding other generations
> Present solutions for engagement, team synergy, and motivation for all generations
> Help you develop approaches for communicating across generational divides
> Identify key trends of the future of the workplace

THE BRIDGWORKS TEAM

Our team is comprised of internationally recognized presenters and generational researchers. BridgeWorks literally wrote the book on the topic of generational theory, including the recently published Managing Millennials For Dummies. The Gen Xers on our team represent the often overlooked, “forgotten middle-child” generation with typical Xer passion and wit. And, lastly, our Millennials are a voice for the newest generation to hit the workforce and marketplace. They offer a unique generational lens and a penchant for generational research through a global lens.

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