

## 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.*

## A G E N D A

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, SEPTMBER 27<sup>TH</sup>. 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 26<sup>th</sup> 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 12<sup>th</sup>. 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 31<sup>st</sup>. 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 7<sup>th</sup> 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.

**STAFF PRESENT:** Clerk Janett Conner, Administrator Robert Barber, Chief Greg Smith, Public Works Superintendent Matt Conner, Public Works Crew Leader Jim Pratl and Treasurer Donna Rooney.

**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 19<sup>th</sup> 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 29<sup>th</sup> 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 22<sup>nd</sup>.

## **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:

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Janett Conner  
Village Clerk



**Village of Beecher**  
625 Dixie Highway  
PO Box 1154  
Beecher, Illinois 60401  
Phone: 708-946-2261  
Fax: 708-946-3764  
[www.villageofbeecher.org](http://www.villageofbeecher.org)



President  
Greg Szymanski  
Clerk  
Janett Conner  
Administrator  
Robert O. Barber

Trustees  
Scott Wehling  
Jonathon Kypuros  
Marcy Meyer  
Frank Basile  
Stacy Mazurek  
Todd Kraus

## **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 30<sup>th</sup> 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 3<sup>rd</sup> 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](http://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.

## AUDITOR RFP LISTING SEPTEMBER, 2018

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 75<sup>th</sup> 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. 22<sup>nd</sup> 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  
1775 Legacy Circle  
Naperville, IL 60563
12. Marcie Kolberg  
SKDO, PC  
1605 N. Convent  
Bourbonnais, IL 60914
13. Borschnack Pelletier and Co.  
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

## BUILDING PERMITS - AUGUST 2018

PERMIT #	OWNER NAME	ADDRESS	DATE	DESCRIPTION	COST	VALUE
093-18-08B	Kuhlman	532 Melrose	8/1/2018	Shed	\$70.00	\$2,400.00
094-18-08B	Bugajski	1394 Crooked Creek	8/1/2018	Deck	\$83.44	\$11,000.00
095-18-08B	Karpus	251 Fairway	8/2/2018	Roof	\$55.00	\$10,480.00
096-18-08B	Dewane	112 Bald Eagle	8/3/2018	Roof	\$55.00	\$15,027.00
097-18-08B	Crosby	711 Miller	8/3/2018	Roof	\$55.00	\$23,019.00
098-18-08B	Frejek	319 Mallards Cove	8/3/2018	Roof	\$55.00	\$16,024.00
099-18-08B	Tamme	1416 Rolling Pass	8/8/2018	Fence	\$60.00	\$9,197.00
100-18-08B	Jensen	30112-30116 Autumn	8/8/2018	2-unit roof	\$136.00	\$11,000.00
101-18-08B	Jensen	30097-30099 Autumn	8/8/2018	2-unit roof	\$136.00	\$11,000.00
102-18-08B	Michalesko	1479 Crooked Creek	8/9/2018	Roof	\$55.00	\$6,000.00
103-18-08B	Koontz	29851 Blue Heron	8/9/2018	Deck & concrete patio	\$86.50	\$10,500.00
104-18-08B	Gummalauski	268 Castine	8/13/2018	Concrete Patio	\$137.57	\$8,721.00
105-18-08BEPH	Olthof Homes	301 Camden	8/15/2018	New home	\$3,902.50	\$143,195.00 *W/S deferred
106-18-08BE	Stout	266 Timbers Bluff	8/15/2018	Pool	\$145.00	\$5,500.00
107-18-08BE	Kolosh	1580 Somerset	8/20/2018	Pool	\$145.00	\$6,500.00
108-18-08BEPH	Olthof Homes	307 Camden	8/21/2018	New home	\$3,719.00	\$133,860.00 *W/S deferred
109-18-08B	Steunkel	528 Catalpa	8/22/2018	Roof	\$55.00	\$8,500.00
110-18-08B	Urban	407 Prairie	8/23/2018	Roof	\$55.00	\$7,680.00
111-18-08B	Carraro	1661 Mallards	8/23/2018	Roof	\$55.00	\$8,100.00
112-18-08B	Valdarchi	1454 Crooked Creek	8/24/2018	Fence	\$60.00	\$7,450.00
113-18-08B	Bacon	915 Penfield	8/31/2018	Fence	\$60.00	\$1,000.00

### MONTHLY TOTALS

\$9,181.01 \$456,153.00



# BEECHER POLICE DEPARTMENT

724 Penfield ST Beecher, IL. 60401

email: [gsmith@villageofbeecher.org](mailto:gsmith@villageofbeecher.org)

TX: 708-231-2030

C  
PREVENTION  
I  
M  
E

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 -ADMINISTATION**

**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.

l) 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.

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

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**

<b>Water Meters Repaired 0</b>	<b>Meter’s Installed 4</b>	<b>Service Calls 6</b>
<b>Water Mains Repaired 0</b>	<b>New water Services 2</b>	<b>Shut – Offs 0</b>
<b>Hydrants Replaced 0</b>	<b>Hydrants Flushed 17</b>	<b>Julie Locates 63</b>
<b>Hydrants Repaired 0</b>	<b>Valves Replaced 0</b>	<b>Valves Repaired 0</b>
<b>B – Box Repaired 3</b>	<b>B-Box Replaced 0</b>	<b>Water Complaints 1</b>
<b>Service Lines Repaired 0</b>		

# **Village of Beecher Sewer Department**

## **Monthly Report**

**Month . August**

**Year: 2018**

**Total Gallons. 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



**Village of Beecher**

625 Dixie Highway  
PO Box 1154  
Beecher, Illinois 60401  
Phone: 708-946-2261  
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President  
Greg Szymanski

Clerk  
Janett Conner

Administrator  
Robert O. Barber

Trustees  
Scott Wehling  
Jonathon Kypuros  
Marcy Meyer  
Frank Basile  
Stacy Mazurek  
Todd Kraus

**WATER BILLING REGISTER REPORT**

Billing Period: May-June, 2018

Gallons Pumped	Gallons Billed	Difference	Pumped/Billed Ratio	Water Loss
33,072,000	23,692,000	9,380,000	71.64%	28.36%
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)      **BREAKDOWN OF WATER CHARGES**

Amount billed for water: \$147,112.27      Watermain Replacement Flat Charge: \$6,804.00

# of sewer accounts: 1,699 (decrease of 5)      Watermain Replacement \$1 Rate: \$23,692.00

Amount billed for sewer: \$95,056.47      Over 30,000gl \$1/1,000gl surcharge: \$6,028.00  
( 6,028,000gl billed this period over 30,000)

Amount billed for sewer debt: \$18,319.50

Water Rate for Operations: \$110,588.27  
(Standard rate)

# of accounts on lift station charges: 318 (increase of 5)

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

	July	August
Beecher Rec	0	1,000
Depot	8,000	4,000
Fire Department	62,500	9,500
Firemen's Park Bathroom	3,000	2,000
Food Stand Bathroom	0	6,000
Food Stand Kitchen	1,000	3,000
Girls Softball Field	50,000	157,000
Hydrant Flushing	76,100	153,300
Sipple Field	154,000	294,000
Village Hall	1,000	2,000
 Total	 355,600	 631,800
 Cumulative Total	 355,600	 987,400

## 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 be forwarded shortly, along with pay request # 1, which is due to BWI in Mokena by September 14<sup>th</sup>.

**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

A handwritten signature in cursive script that reads "Raymond M. Koenig".

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

C: Attendees  
Amanda Heller, PE, Baxter & Woodman, Inc.  
John Szwedo, Baxter & Woodman, Inc.  
Jeff Maly, IHC.

I:\Crystal Lake\BEECH\140610-WWTP Improvements\60-Construction\Meetings\Progress\Progress Meeting #3 (9.5.18) final.doc



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**Village of Beecher**

625 Dixie Highway  
PO Box 1154  
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**President**

Greg Szymanski

**Clerk**

Janett Conner

**Administrator**

Robert O. Barber

**Trustees**

Scott Wehling

Jonathon Kypuros

Marcy Meyer

Frank Basile

Stacy Mazurek

Todd Kraus

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**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: AASHITO-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 5<sup>th</sup> 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](mailto:clerk@villageofbeecher.org). Proposals will be considered at the September 10<sup>th</sup> 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. 104<sup>th</sup> 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. 194<sup>th</sup> St.  
Glenwood, IL 60425
9. M & J Asphalt Paving  
3124 S. 60<sup>th</sup> 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



Bid

2017 Crack Sealing Program

Bid Opening Date

13-Apr-17

Time

10:00 a.m.

Behm Pavement Maintenance

3010 IL Rt. 176

Crystal Lake, IL 60014

Item	Description	Unit	Estimated Quantity	Unit Price	Total
1	Crack Filling	lbs.	25000	\$ 1.32	\$ 33,000.00
2	Crack Routing	feet	75000	\$ 0.01	\$ 750.00
3	Est. Total				\$ 33,750.00

Patriot Pavement Maintenance

825 Seegers Rd.

Des Plaines, IL 60016

Item	Description	Unit	Estimated Quantity	Unit Price	Total
1	Crack Filling	lbs.	25000	\$ 1.17	\$ 29,250.00
2	Crack Routing	feet	75000	\$ 0.01	\$ 750.00
3	Est. Total				\$ 30,000.00

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

SKC Construction

PO Box 503

West Dundee, IL 60118

Item	Description	Unit	Estimated Quantity	Unit Price	Total
1	Crack Filling	lbs.	25000	\$ 1.31	\$ 32,750.00
2	Crack Routing	feet	75000	\$ 0.01	\$ 750.00
3	Est. Total				\$ 33,500.00

Hastings Asphalt Services, Inc.

PO Box 87

Harvard, IL 60033

Item	Description	Unit	Estimated Quantity	Unit Price	Total
1	Crack Filling	lbs.	25000	\$ 1.02	\$ 25,500.00
2	Crack Routing	feet	75000	\$ 0.20	\$ 15,000.00
3	Est. Total				\$ 40,500.00

Denler, Inc.

19148 S. 104th Ave.

Mokena, IL 60448

Item	Description	Unit	Estimated Quantity	Unit Price	Total
1	Crack Filling	lbs.	25000	\$ 1.17	\$ 29,250.00
2	Crack Routing	feet	75000	\$ 0.01	\$ 750.00
3	Est. Total				\$ 30,000.00



**VILLAGE OF VILLA PARK**  
**2016 Crack Sealing and Seal Coating Services**  
**Bid Tabulation – Thursday, March 31, 2016, 10:00 AM**

VILLAGE OF VILLA PARK 2016 Crack Sealing and Seal Coating Services Bid Tabulation – Thursday, March 31, 2016, 10:00 AM													
ITEM NO.	DESCRIPTION	UNITS	QUANTITY	Engineer's Estimate		Denler, Inc.		SKC Construction, Inc.		Behm Pavement Maintenance		AVERAGE BID	
				UNIT PRICE	TOTAL PRICE	UNIT PRICE	TOTAL PRICE	UNIT PRICE	TOTAL PRICE	UNIT PRICE	TOTAL PRICE		
1	CRACK SEALING ASPHALT PAVEMENT	POUND	112,500	\$1.33	\$149,625.00	\$1.195	\$134,437.50	\$1.256	\$141,300.00	\$1.370	\$154,125.00	\$1.274	\$143,287.50
2	CRACK AND JOING SEALING PCC PAVEMENT	POUND	0	\$0.00	\$0.00	\$3.850	\$0.00	\$1.470	\$0.00	\$2.500	\$0.00	\$2.607	\$0.00
3	FIBER-ASPHALT CRACK SEALING ASPHALT PAVEMENT	POUND	0	\$0.00	\$0.00	\$1.265	\$0.00	\$1.310	\$0.00	\$1.470	\$0.00	\$1.348	\$0.00
4	SEAL COAT BIKE PATH	SQ YD	0	\$0.00	\$0.00	\$0.780	\$0.00	\$0.870	\$0.00	\$1.100	\$0.00	\$0.917	\$0.00
5	SEAL COAT PARKING LOT	SQ YD	0	\$0.00	\$0.00	\$0.680	\$0.00	\$0.820	\$0.00	\$1.050	\$0.00	\$0.850	\$0.00
6	PARKING LOT PAINT PAVEMENT MARKING - LINE 4"	FOOT	0	\$0.00	\$0.00	\$0.220	\$0.00	\$0.210	\$0.00	\$0.250	\$0.00	\$0.227	\$0.00
7	PARKING LOT PAINT PAVEMENT MARKING - LETTERS & SYMBOLS	SQ FT	0	\$0.00	\$0.00	\$3.000	\$0.00	\$1.950	\$0.00	\$4.500	\$0.00	\$3.150	\$0.00
8	TRAFFIC CONTROL AND PROTECTION - DUPAGE COUNTY	L SUM	0	\$0.00	\$0.00	\$1,000.000	\$0.00	\$500.000	\$0.00	\$7,000.000	\$0.00	\$2,833.333	\$0.00
CALCULATED TOTAL				\$149,625.00		\$134,437.50		\$141,300.00		\$154,125.00		\$143,287.50	

Ogle County				Letting Date: February 9, 2018		Bidder:		Bidder:	
Tabulation of Bids				Road Name: Various		Behm Pavement Maint		Complete Asphalt Service	
				Section: 18-00000-04-GM & 18-20000-01-GM		3010 Rt. 176		1601 Kamar Dr	
				2018 Crack Sealing		Crystal Lake, IL 60014		Pittsfield, IL 62363	
State of Illinois IDOT Representative Joel Graff Not Present				Guarantee		Bid Bond		Bid Bond	
				Engineer's Estimate					
Item No	Item	Unit	Quantity	Unit Price	Amount	Unit Price	Amount	Unit Price	Amount
1	Ogle Co Crack Sealing	Ft	234,212	\$0.440	\$103,053.28	\$0.377	\$88,297.92	\$0.340	\$79,632.08
2	Pine Rock Township	Ft	7,923	\$0.440	\$3,486.12	\$0.377	\$2,986.97	\$0.340	\$2,693.82
			Total		\$106,539.40		\$91,284.90		\$82,325.90
								Award	

Ogle County				Letting Date: February 9, 2018		Bidder:		Bidder:	
Tabulation of Bids				Road Name: Various		Hastings Asphalt Services		Patriot Pav't Maintenance	
				Section: 18-00000-04-GM & 18-20000-01-GM		P. O. Box 87		825 Seegers Rd	
				2018 Crack Sealing		Harvard, IL 60033		Des Plaines, IL 60016	
State of Illinois IDOT Representative Joel Graff Not Present				Guarantee		Bid Bond		Bid Bond	
				Engineer's Estimate					
Item No	Item	Unit	Quantity	Unit Price	Amount	Unit Price	Amount	Unit Price	Amount
1	Ogle Co Crack Sealing	Ft	234,212	\$0.440	\$103,053.28	\$0.460	\$107,737.52	\$0.350	\$81,974.20
2	Pine Rock Township	Ft	7,923	\$0.440	\$3,486.12	\$0.460	\$3,644.58	\$0.350	\$2,773.05
			Total		\$106,539.40		\$111,382.10		\$84,747.25

Ogle County			Letting Date: February 9, 2018		Bidder:		Bidder:	
Tabulation of Bids			Road Name: Various		Countryman, Inc.		Countryman, Inc.	
			Section: 18-00000-04-GM & 18-20000-01-GM		1222 Buchanan St		20502 S. Cherry Hill Rd	
			2018 Crack Sealing		Rockford, IL 61101		Joliet, IL 60433	
State of Illinois			Guarantee		Bid Bond		Bid Bond	
IDOT Representative Joel Graff Not Present			Engineer's Estimate		Unit Price		Unit Price	
Item No	Item	Unit	Quantity	Price	Amount	Unit Price	Amount	Unit Price
1	Ogle Co Crack Sealing	Ft	234,212	\$0.440	\$103,053.28	\$0.379	\$88,766.35	\$0.349
2	Pine Rock Township	Ft	7,923	\$0.440	\$3,486.12	\$0.379	\$3,002.82	\$0.349
			Total		\$106,539.40		\$91,769.17	
								\$81,739.99
								\$2,765.13
								\$84,505.12

Ogle County			Letting Date: February 9, 2018		Bidder:		Bidder:	
Tabulation of Bids			Road Name: Various		SKC Construction, Inc.		SKC Construction, Inc.	
			Section: 18-00000-04-GM & 18-20000-01-GM		P.O. Box 503		P.O. Box 503	
			2018 Crack Sealing		West Dundee, IL 60118		West Dundee, IL 60118	
State of Illinois			Guarantee		Bid Bond		Bid Bond	
IDOT Representative Joel Graff Not Present			Engineer's Estimate		Unit Price		Unit Price	
Item No	Item	Unit	Quantity	Price	Amount	Unit Price	Amount	Unit Price
1	Ogle Co Crack Sealing	Ft	234,212	\$0.440	\$103,053.28	\$0.640	\$149,895.68	
2	Pine Rock Township	Ft	7,923	\$0.440	\$3,486.12	\$0.640	\$5,070.72	
			Total		\$106,539.40		\$154,966.40	

**Perino Bros. Inc.**

**1220 Holland Drive**

**Crete, IL. 60417**

**Ph. 708-672-8400**

**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, Excavate 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 Quail 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,

**Brent Pendry, P.E.**  
**Transportation Engineer**

**BAXTER & WOODMAN**  
Consulting Engineers

main: 815.459.1260 | direct: 815.444.3330

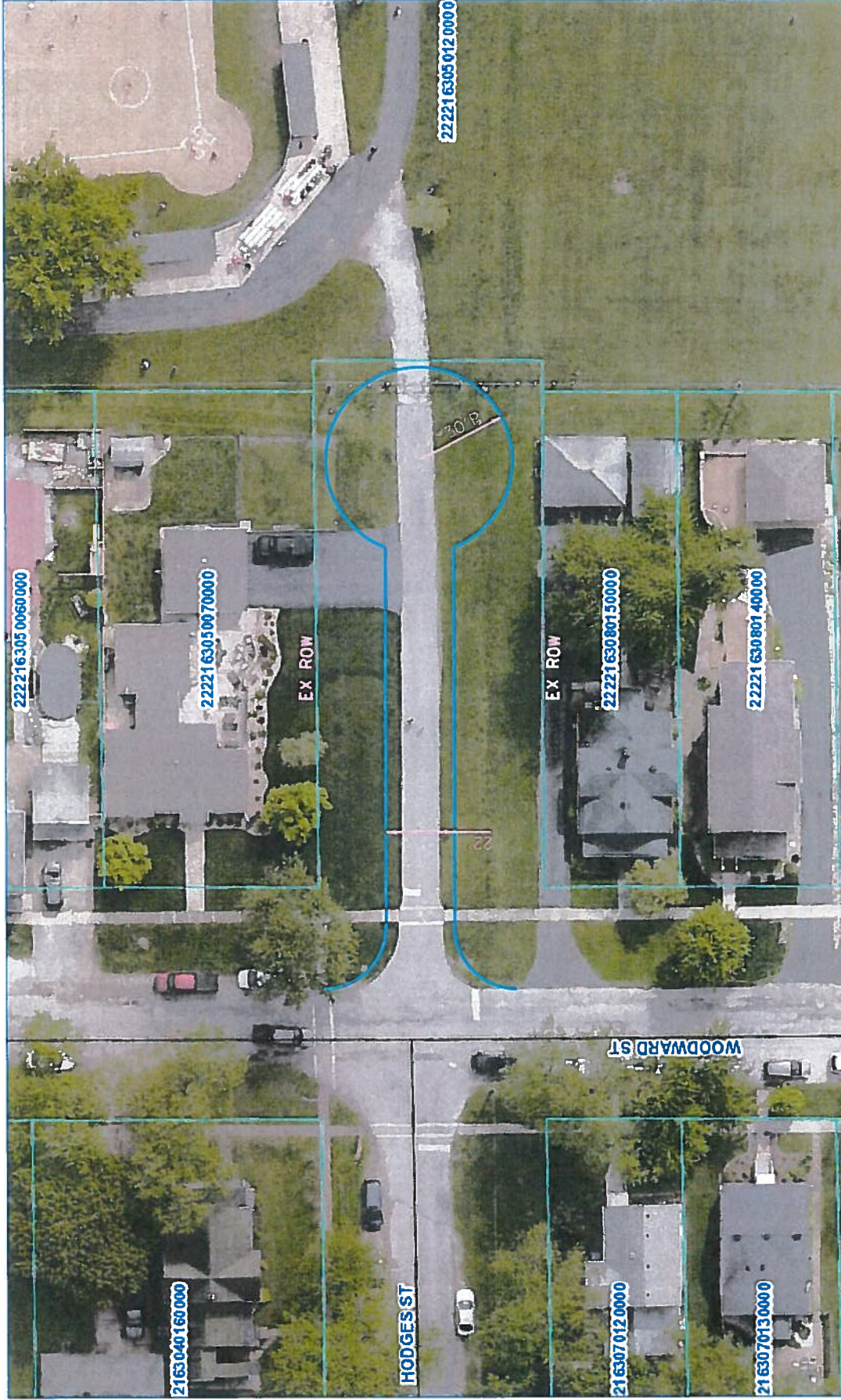
email: [bpendry@baxterwoodman.com](mailto:bpendry@baxterwoodman.com)

[www.baxterwoodman.com](http://www.baxterwoodman.com)

8840 West 192<sup>nd</sup> 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 815-459-1260 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.

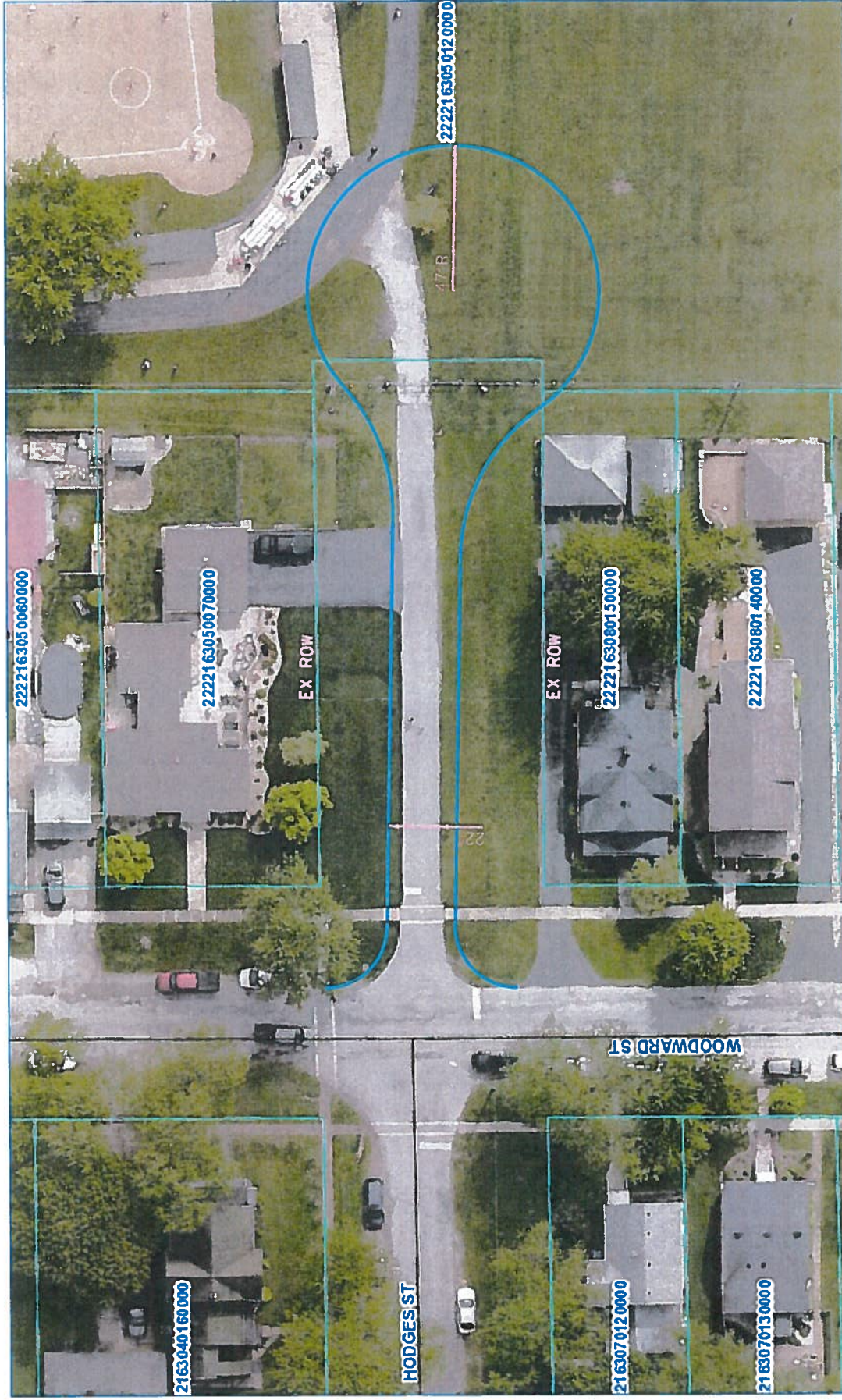




30' RADIUS

HODGES STREET CUL-DE-SAC  
VILLAGE OF BEECHER





47' RADIUS

HODGES STREET CUL-DE-SAC  
VILLAGE OF BEECHER

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

A handwritten signature in black ink, reading "Derek J. Wold". The signature is written in a cursive, flowing style.

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

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

VILLAGE OF BEECHER, IL

ACCEPTED BY: \_\_\_\_\_

TITLE: \_\_\_\_\_

DATE: \_\_\_\_\_

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:

Reconstruct and Widen Hodges Street (11'→22') and Install Cul De Sac	\$	138,000
Install Sidewalk Along North Side of Hodges Street	\$	12,000
Contingency (20%)	\$	30,000
Construction Total	\$	180,000
Engineering Total	\$	28,000
Project Total	\$	208,000



Please contact me if you should have any questions or need additional information.

Sincerely,

BAXTER & WOODMAN, INC.  
CONSULTING ENGINEERS

A handwritten signature in black ink that reads "Raymond M. Koenig". The signature is written in a cursive, flowing style.

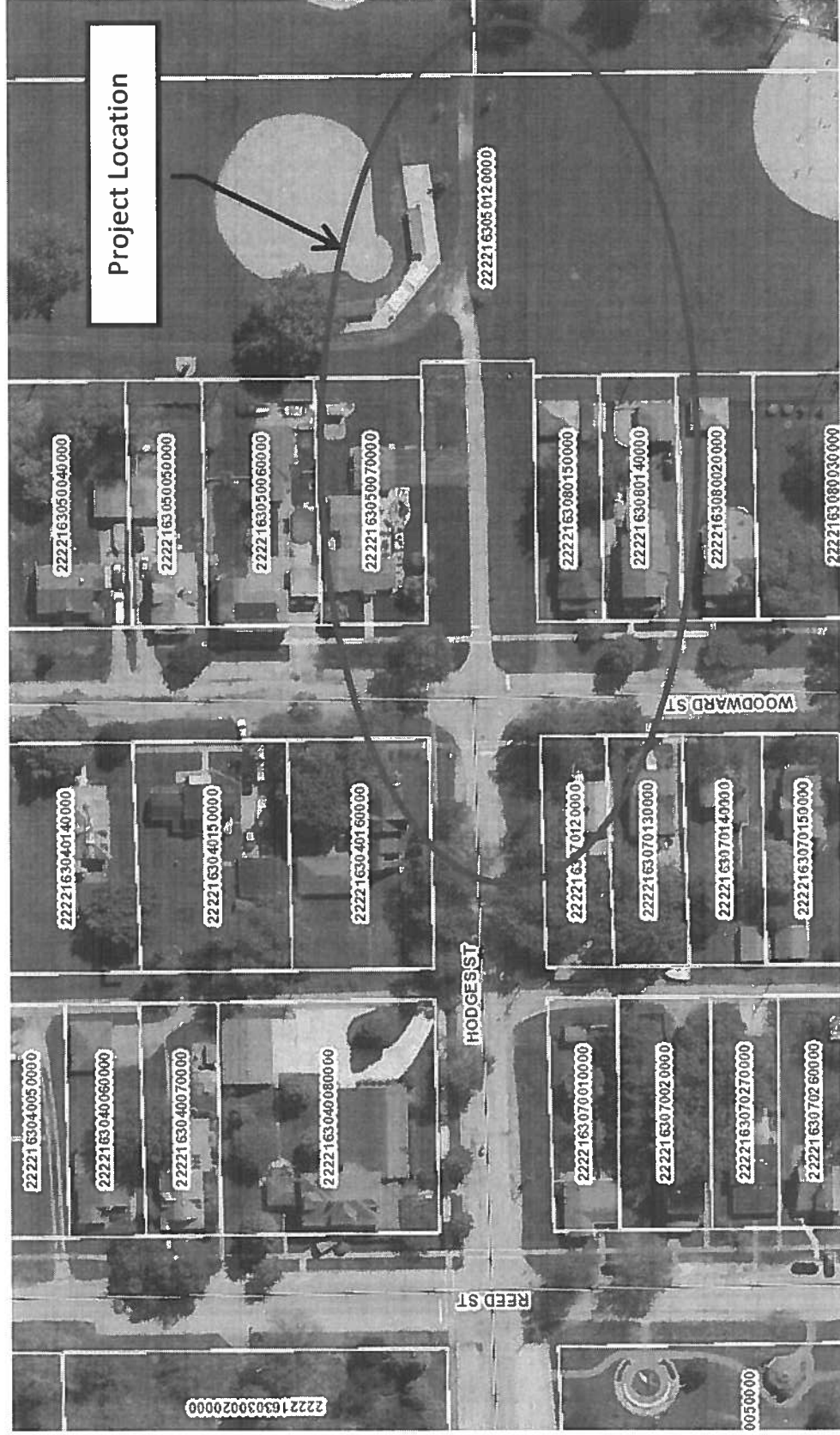
Raymond N. Koenig  
Department Manager

Attachment

I:\Crystal Lake\BEECH\180939-Hodges St Cul De Sac\Contracts\HodgesSt\_LetterEOPC\_8.22.2018.docx



Hodges Street  
Roadway Widening and Cul De Sac Construction



## **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 watermain 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 7<sup>th</sup> 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  
December, 2018  
January, 2019

Public Information Workshop at the Village Hall  
Submit Phase I Plan Report to IDOT  
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
<b><i>June, 2020</i></b>	<b><i>Construction commences</i></b>
<b><i>November, 2020</i></b>	<b><i>Construction complete</i></b>

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.



**BRIDGEWORKS**

## **VILLAGE OF BEECHER + BRIDGEWORKS AUGUST 15<sup>TH</sup>, 2018**

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.

**WWW.GENERATIONS.COM**

**888.519.1187**



## BRIDGEWORKS

### 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](http://WWW.GENERATIONS.COM)

888.519.1187



## BRIDGEWORKS

### 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](http://www.generations.com) for more information.

**WWW.GENERATIONS.COM**

**888.519.1187**

NAME:

# PHIL GWOKE

GENERATION:

## GEN X

ROLE:

KEYNOTE SPEAKER  
and CONSULTANT



A young Phil, circa 1980



View Phil's speaking video here.

*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.generations.com](http://www.generations.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 BRIDGEWORKS 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.



**BRIDGEWORKS**  
bridging the generational divide

[WWW.GENERATIONS.COM](http://WWW.GENERATIONS.COM)

888.519.1187