

Discussion was held on a lodging allowance for Heather Rideout. It was shared that \$100 per day is a general industry standard.

Copelin reported that the Village has received a petition from the Police Labor Union. It was posted as required. Copelin also reported that Sorling Northrup Attorneys legal fees for collective bargaining tasks are billed at up to \$300 per hour, and a new fee structure has been received for 2024. The current rates being charged appear to be reasonable and that should be considered as further discussion of legal counsel is held. Apgar asked if the Village looked for separate legal counsel for specific tasks such as real estate.

Copelin provided further update on the adjudication process for ordinance violations. During the exploration of an Adjudication Court, ordinance violation tickets were rewritten in a way that is currently unworkable. Copelin is working with the Village attorney to restructure the language to bring the appeals back to the Village Board for neutral adjudication.

~~Discussion was held on the performance of Heather White as interim Office Manager. There are concerns with some detail items.~~