

Regular Township Meeting  
Executive Session

DATE: September 8, 2009

TIME: 7:00 p.m.

LOCATION: St. Clair Township  
107 Service Street  
Swansea, IL 62226

MEMBERS PRESENT: Tim Buchanan, Supervisor  
Mary Carroll, Clerk  
Mark Burk, Road Commissioner  
Greg Bridgman, Trustee  
Bob Trentman, Trustee  
Dave Barnes, Trustee  
Robert Knee, Assessor

A motion was made by Supervisor Buchanan to go into an executive session to discuss personnel issues. It was seconded by Trustee Bridgman. Roll call vote. All in favor.

Supervisor Buchanan said the executive session was called to address personnel issues with the Road District, and this should not be discussed with anyone outside of this meeting.

Hwy Commissioner Burk said an employee hit a high voltage box in the ground and then hit an AT&T box. The employee is going to get a written reprimand for careless workmanship. Commissioner Burk pointed out there was some grass and weeds, but if the employee cannot see what he is cutting he should investigate or weed eat them. Burk said he talked to the employee and explained to him that he was going to get the written reprimand because he wanted keep him and/or others from getting hurt or killed on the job. He asked the employee to pay attention to everything he does and felt like the reprimand was a way to make sure he is being safe in the future.

Trustee Trentman asked how often the area is mowed. Commissioner Burk said about once a month. He also added that it didn't matter how often it is mowed, if the employee is unsure he should get off the tractor and look if he needs to investigate.

Trustee Trentman asked if they spray around utilities. Commissioner Burk said no, they do not.

Commissioner Burk said this accident was in a residential area and that was another big concern of his. He said the cover went flying and anyone passing by could have been hurt or killed.

Trustee Trentman said, "but the guy could not see it." Commissioner Burk said it doesn't matter. If you are running a piece of equipment it is your responsibility, before you shear down on anything, to make sure you know what is in the clump of weeds before you cut. The employee has been here long enough to know, and he has cut it many times to know there is a box there. He has to be responsible when he is running a piece of equipment.

Trustee Trentman asked if a weed eater guy goes with them. Commissioner Burk said they normally weed eat first, but they didn't. Trustee Trentman asked why the employee did not weed eat first. Commissioner Burk said "I guess he didn't want to weed eat."

Trustee Trentman said that Commissioner Burk is the boss and he should tell them to weed eat first if there is a chance of hitting high voltage. Commissioner Burk said they are not little kids and they understand they need to weed eat before they cut. He said he cannot follow them around. If the employee chooses not to weed eat that is his decision.

Trustee Trentman asked Commissioner Burk what his policy is. Commissioner Burk said if you don't know what is in the weeds you need to go check. Trustee Trentman said, "so the policy is not to weed eat first unless you think there is something there." Commissioner Burk said they are suppose to weed eat first. He said his point is, if they decide not to weed eat they are taking the responsibility they know what is in there. He said he cannot enforce the weed eating because he is not going to be with them 24-7. Trustee Trentman said he thought we should have a policy about weed eating. Everyone agreed this was a good idea.

Supervisor Buchanan mentioned that Commissioner Burk may also want to share the information about the grievance that was filed by the same employee regarding rock hauling.

Commissioner Burk said the employee wants to haul rock from the quarry to the Township facility. We have 5 ton dump trucks and we get four loads a day. He loses a man for the whole day.

He can haul it for \$3.75 a ton through someone else versus \$20 ton if the employees haul it. So the employees are not hauling the rock.

The employee wrote the grievance that states he thinks the employees should haul the rock. Commissioner Burk said they will haul the rock from the plant to the job site. He said they are currently going through the grievance steps to come to a resolution.

Trustee Barnes asked if the employee accepted the latest reprimand regarding the safety issues in connection to hitting the power line. Commissioner Burk said he won't know until tomorrow because the employee is on vacation.

Commissioner Burk said he went out to take pictures and could see the cable on the road was big. He said even if the weeds were ten feet tall, when there is an electric cable this big going into the woods and wraps out five foot and goes into another part of the woods, he should have saw that since it was laying out in the middle of the road. He should have figured there was something wrong and got off the tractor and looked, but he did not.

Commissioner Burk said he attempted to give the employee the written reprimand for the careless workmanship when he came in to the office at end of the day last Thursday at 3:25 p.m. The employee was angry and refused to read or sign the reprimand and stated he would file another grievance. Mark asked Supervisor Buchanan to step in to the office also. The employee said it was 3:30 and he was going home. He asked the employee to stay to get this taken care of, and he would be paid overtime. The employee said he did not want to work overtime, and he was leaving. Commissioner Burk asked him to share with Supervisor Buchanan the fact that he refused to read the reprimand, sign it or stay. The employee said that was right, and he left. The employee was scheduled to be on vacation Friday and part of next week. About an hour later, the employee called Mark and apologized for his actions. He volunteered to come in on Friday (his day off) to sign the reprimand. However, Mark said it could wait until his vacation was over. He is scheduled to be back from vacation on Wednesday and Commissioner Burk expects that he will read and sign the reprimand then.

Trustee Bridgman asked how Commissioner Burk found out about the incident. He said the employee called another employee, Dan, and then Dan told Commissioner Burk. Commissioner Burk then went out to the site.

Trustee Trentman asked if there is just one guy or two when they go out to mow. Commissioner Burk said sometimes there are two, but this

time there was only one guy. Trustee Trentman asked if he had a weed wacker on the truck. Commissioner Burk said he did not carry one with him. He should have weed wacked first, but he just didn't do it this time.

Trustee Trentman asked if there was a master plan of where the utilities are at? No, there was not. They are spread out all over the place. It wouldn't be a bad idea if you could mark them, but those guys have been cutting this grass a long time and they know where they are at. But sometimes you get lax and you forget. Commissioner Burk said it might not be a bad idea of mark them down so when they go out they can review it.

Commissioner Burk said he just wanted to share these things with the Board.

Supervisor Buchanan made a motion we come out of executive session. Trustee Barnes second it. Roll call vote. All in favor.

Respectfully submitted,



Mary Carroll  
Township Clerk

