

VILLAGE OF BETHALTO
COMMITTEE MEETING MINUTES
JULY 28, 2025, 6:00PM
VILLAGE HALL COUNCIL CHAMBERS

Members Present:

Gary Bost	Jeff Mull
Brady Dugger	Rachael Sontag
Maria Perkheiser	
Terri Keister	

Also Present:

Attorney Ken Balsters	Public Works Director Rod Cheatham
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The meeting was called to order by Mayor Gary Bost at 6:00pm in the Council Chambers of Villag Hall.

B-Town restaurant liquor license request

There were no representatives from B-Town restaurant present, so the agenda item was tabled.

Committee structural discussion

Mayor Bost reminded the board that committees are assigned, and individual committee meetings are allowed provided they follow the Illinois Open Meetings Act and would need to be open to the public, posted 48 hours in advance and minutes taken. Trustee Mull noted that in the past, the board rarely held committee meetings and understood the idea by Mayor Winslow to hold all committee meetings together and allow participation by the entire board. There was no further discussion.

Personnel manual changes

Mayor Bost noted that Public Works were currently working 2 men down and that Director Cheatham had some issues noted in the personnel manual that may ease future hiring. Mayor Bost discussed the Return-to-Work Policy that was modeled after the sample given by IML. Mayor Bost noted that the board would need to pass the document presented at the August meeting but that the actual return to work program could be addressed and detailed in the personnel manual.

Director Cheatham stated that the return-to-work policy would go hand in hand with the light

duty, which they would offer if available. Cheatham talked about the need for tuition reimbursement to be added to the manual and spoke of a recent situation in which the Village paid for schooling for an employee to obtain a CDL and the employee failed the drug test rendering him ineligible for a CDL. Cheatham noted the Village should have an avenue to recoup the tuition paid. Trustee Perkhiser agreed but noted that the language should reflect the reason for separation and an employee should not be required to pay back any tuition if the separation was a layoff or other financial decision by the Village.

Cheatham then referenced the nepotism section of the personnel manual. The current personnel manual prohibits relatives of current employees from being hired in the same department. Cheatham noted the challenge of finding qualified employees and the possibility of reducing the employment pool, he referenced several employment articles from EEOC and the State of Illinois Code of Personal Conduct manual stating a government agency could not discriminate based on several factors including ancestry. Cheatham suggested edits to the personnel manual that would not violate these employment policies. There were no questions or further discussion on this topic.

Having no further items for discussion, the meeting was adjourned by Mayor Bost at 6:14pm.

A handwritten signature in black ink, appearing to read "Gary Bost". The signature is stylized with a large, looped "G" and a long horizontal stroke extending to the right.