

COUNCIL OF THE CITY OF DIXON, ILLINOIS  
EXECUTIVE SESSION  
MONDAY, NOVEMBER 3, 2014

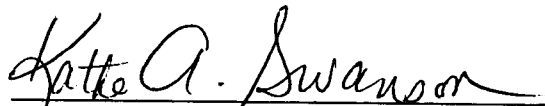
ROLL CALL

The Regular Council Meeting of Monday, November 3, 2014 adjourned into Executive Session at 5:47 p.m. to consider the appointment, employment, compensation, discipline, performance or dismissal of a specific employee. The roll call was: Commissioners Blackburn, Brechon, Considine and Mayor Burke voting aye. Also present were Attorney Rob LeSage, City Administrator David Nord, Water Superintendent Rusty Cox and City Clerk Kathe Swanson.

TO CONSIDER THE APPOINTMENT, EMPLOYMENT, COMPENSATION,  
DISCIPLINE, PERFORMANCE OR DISMISSAL OF A SPECIFIC EMPLOYEE

Attorney LeSage started the meeting by advising the attendees to keep to the topic at hand. Commissioner Blackburn advised he called this meeting to discuss a disciplinary letter he received on a probationary employee in the Water Department. Commissioner Blackburn went over the details of why this employee was drug tested, being due to a minor vehicular accident. At this time, Rusty handed out a listing of the summary of events that took place regarding this event and then explained all the details. Discussion went back and forth between all parties present regarding proper protocol on such a matter involving a probationary employee. It was noted that Paul Greufe was contacted regarding this matter. Attorney LeSage advised that a precedent needs to be set and there is a need for uniformity on drug policies and procedures. He also stated that the City attorneys should be brought in for opinions on such items. Commissioner Blackburn added there also is a need for strict confidentiality on these sensitive subjects. Attorney LeSage lastly reminded everyone present that this is not a Council decision, and the Council cannot override the decision of Commissioner Brechon on this matter.

A motion was read by Commissioner Blackburn at 6:50 p.m. and the roll call was unanimous to reconvene into Open Session.

  
Kathe A. Swanson, City Clerk