

EXECUTIVE SESSION MINUTES
OF THE BOARD OF TRUSTEES
VILLAGE OF SHANNON

SEPTEMBER 2nd, 2025

Meeting Held at Shannon Village Hall

17 E Market St

Shannon, IL 61078

PRESENT: PRESIDENT RYAN SHANER, VILLAGE ATTORNEY KIPP MEYERS, DEPUTY CLERK NICOLE ALLEN, TRUSTEES ALLEN, MILLER, MEINDERS, RUTER, AND MANTHEY.

1. EXECUTIVE SESSION

MOTION BY TRUSTEE ALLEN, 2ND BY MANTHEY, TO CONVENE TO EXECUTIVE SESSION AT 9:02P.M. PURSUANT TO THE REQUIREMENTS OF THE OPEN MEETINGS ACT UNDER EXEMPTIONS 5 ILCS 120/2(C) (1) TO DISCUSS THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF SPECIFIC EMPLOYEES OF THE PUBLIC BODY.

ROLL CALL:

AYES: ALLEN, MILLER, MEINDERS, RUTER, AND MANTHEY

NAYS: NONE

ABSENT: MISIEWICZ

MOTION CARRIED

2. THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF SPECIFIC EMPLOYEES OF THE PUBLIC BODY. (EXEMPTION 1)

CONCERNS ABOUT THE CURRENT POLICE CHIEF WERE DISCUSSED. THE MISUSE OF THE VILLAGES CREDIT CARD CONTINUES (CHARGES EXCEEDING AUTHORIZED LIMITS, CHARGES WITH UNAUTHORIZED VENDORS, NOT TURNING IN RECEIPTS ON TIME), HAVING NON-RESIDENTS RIDE IN THE POLICE CAR WITHOUT REASON AND IN CONTRADICTION TO VILLAGE POLICY, CONTINUING TO MEET WITH RESIDENTS AND NON-RESIDENTS FOR EXCESSIVE PERIODS OF TIME FOR SEEMINGLY NON-SPD PURPOSES DURING WORKING HOURS; AGAINST THE ADVICE OF VILLAGE ATTORNEY, CONTINUED MEETINGS WITH CITIZENS ACTIVELY THREATENING LITIGATION ON MATTERS THAT CONCERN HIS CONDUCT. SPENDING TAX PAYERS MONEY

OUTSIDE OF THE VILLAGE FOR ITEMS THAT COULD BE PURCHASED IN VILLAGE LIMITS. THE BOARD DISCUSSED THE FACT THAT THEY BELIEVED THE CHIEF EXAGGERATED THE NUMBER OF HOURS HE WORKED AND QUESTIONED THE NUMBER OF HOURS VS VACATION HOURS RECORDED. DISCUSSED RESIDENTS CONTINUED COMPLAINTS TO THE VILLAGE ABOUT NOT SEEING THE CHIEF AND HIM NOT BEING AVAILABLE ON MULTIPLE OCCATIONS. THE VILLAGE PRESIDENT NOTED THAT THE DANGEROUS/NUISANCE BUILDING NOTICES THE BOARD APPROVED IN JUNE HAD NOT YET BEEN COMPLETED AND THAT NUISANCE TICKETS HAVE NOT BEEN ISSUED. THE BOARD DISCUSSED THAT IT MIGHT BE NECESSARY FOR THE VILLAGE PRESIDENT TO PROCEED IN TAKING ACTION TO RELEASE THIS EMPLOYEE. **NO ACTION TAKEN**

3. ADJOURN EXECUTIVE SESSION

MOTION BY TRUSTEE RUTER, 2ND BY ALLEN TO ADJOURN THE EXECUTIVE SESSION AT 9:24 P.M. ALL PRESENT VOTED AYE. MOTION CARRIED

SUBMITTED BY NICOLE ALLEN, DEPUTY CLERK

MINUTES OF EXECUTIVE SESSION ITEM #3 ON 7/17/2025 SPECIAL MEETING
AGENDA

Motion made to enter into executive session to discuss the appointment, employment, compensation, discipline, performance, or dismissal of a specific employees by Manthey; 2nd Misiewicz; all vote aye

Entered executive session at 6:08 PM CST to discuss the appointment, employment, compensation, discipline, performance, or dismissal of a specific employee.

Persons Present: Trustees Miles Manthey; Kyle Ruter; Butch Meinders; Marcy Misiewicz; Steve Miller; Talia Allen Village President Ryan Shaner, Village attorney Kipp E. Meyers serving as Village Clerk Pro Tempore, Chief of Police Michael Lewis

Discussion had about performance issues regarding Chief Lewis

Manthey said he had questions from citizens about Lewis's hours on duty and how Lewis spent his time on duty.

Lewis said as the only full time officer in the Village he is required to fulfill many roles in addition to patrol ranging from administrative, to enforcement, to detective. Lewis says he is in Shannon by 9:00 AM every weekday for 11-12 hours. Lewis said he is on patrol for roughly five of those hours.

Lewis advised there is no police coverage on weekends because of a local shortage of qualified part time officers. Lewis said he will not provide weekend coverage in addition to other hours he works. He gave the example of spending extra hours recently due to a string of car burglaries in Pearl City he feared would affect Shannon and waiting extra hours to go off duty to ensure that a vagrant harassing Casey's patrons and employees left the Village.

Lewis stated he was angry about his treatment by the board and that he felt that mistreatment was a result of Village Clerk Denise Bormann making untrue statements about him..

Lewis claimed his contract was violated by not being able to take a squad car to his home in Rock Falls. Lewis said he would not respond to emergency while off duty without squad car as he received a ticket while responding to an emergency in his personal vehicle.

Lewis stated Denise was lying about him not turning in timesheets and he would show board members where they are. He questioned the need to turn in time sheets since he is salaried and the authority of Denise to demand them.

Lewis became angry with trustee Allen when she questioned him about the squad car usage.

Village President advised Allen the board voted 6-0 to allow Lewis to take squad car home when he was initially hired during the previous administration. Former Village President Foust later unilaterally revoked permission for Lewis to take the squad car home. When Shaner took office,

he said he briefly allowed Lewis to take the car home again until other questions about its usage and fuel purchases arose.

Trustee Miller complemented Lewis and said he felt crime and disorder had decreased since Lewis became Chief.

Trustee Ruter said previous Chiefs of Police have had their tenure determined by "how well they get along with Denise" and that she was not the "7th board member".

Lewis apologized for reacting to questions angrily but said he is frustrated by his treatment by the board and feels this is a result of being lied about by Denise.

Lewis said there is nothing he can do to make people see him when he is on duty as much of his time is spent in the office. Lewis said he would park the squad car on street rather than behind the Police Department when he is on duty. Lewis feels lack of physical visibility of the office is part of the problem even though he maintains an "open door" policy for anyone who wants to talk to him.

Reason to keep confidential: pending litigation RJS



Lewis said he turns on his body camera whenever he meets with a citizen [REDACTED] to protect himself [REDACTED]

Lewis repeated he does not trust Denise, feels she is the source of his problems and tries to stay out of office during her office hours

Village President Shaner reiterated that he is direct supervisor of the Police Chief, not the Board, individual Trustees, or the Village Clerk

Motion to leave executive session by Ruter; Misiewicz 2nd all vote aye

The Board returned to open session at 6:43 PM CST no action taken

VILLAGE OF SHANNON
EXECUTIVE SESSION
TUESDAY JULY 1, 2025
9:40 P.M.

PRESENT: SHANER, MEYERS, BORMANN, MISIEWICZ, MILLER, ALLEN, MEINDERS, RUTER, AND MANTHEY

MOTION RUTER, 2ND MISIEWICZ TO ENTER EXECUTIVE SESSION AT 9:40 P.M. TO DISCUSS THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF A SPECIFIC EMPLOYEE OR LEGAL COUNSEL FOR THE PUBLIC BODY. ALL PRESENT VOTED YEA.

WE ARE CONDUCTING INTERVIEWS TO HIRE A DEPUTY CLERK. WE HAVE INTERVIEWED SHARLA HECKMAN, RENEA NORDHOF, AND NICOLE ALLEN.

SHARLA HECKMAN IS LOOKING FOR PART TIME 16-20 HRS PER WEEK, WANTS TO BE ONLY THE CLERK, AND MAIN CONCERN IS LONGEVITY.

RENEA NORDHOF IS ALSO LOOKING FOR PART TIME BUT IS CURRENTLY EMPLOYED AS THE SCHOOL LIBRARIAN FULL TIME FOR THE NEXT SCHOOL YEAR. MAIN CONCERN WOULD BE AVAILABILITY FOR TRAINING.

NICOLE ALLEN WOULD LIKE FULL TIME WITH BENEFITS. SHE WOULD BE WILLING TO CONTINUE TO HELP OUT WITH WATER TESTING AND PUBLIC WORKS WHEN NEEDED.

RYAN WILL BE COMPLETING THE INTERVIEW PROCESS.

DAWN HEKMAN IS RUNNING AN AT HOME BUSINESS SELLING ICE CREAM OUT OF HER SHED WHICH IS A VIOLATION OF THE ZONING ORDINANCE. THIS IS NOT ALLOWED UNDER HER CURRENT R-1 ZONING. [REDACTED]

[REDACTED] RYAN SENT A CEASE AND DESIST LETTER REGARDING THE HOME BUSINESS. WHILE RYAN WAS ON VACATION, KYLE RUTER AND MIKE LEWIS DECIDED IT WOULD BE A GOOD IDEA TO MAKE HER A DEAL, [REDACTED]

CHIEF LEWIS WILL BE WRITTEN UP FOR IT. WE WILL CONTINUE TO GATHER AND DOCUMENT INFORMATION ON CHIEF LEWIS.

MOTION MANTHEY, 2ND RUTER, TO RETURN TO OPEN SESSION AT 10:35 P.M. ALL PRESENT VOTED YEA.

DENISE BORMANN, VILLAGE CLERK



Ryan to keep confidential
Denise Bormann

VILLAGE OF SHANNON
EXECUTIVE SESSION
JUNE 3, 2025
11:17 P.M.

PRESENT: SHANER, MISIEWICZ, MILLER, ALLEN, MEINDERS, RUTER, MANTHEY, BORMANN, MEYERS

MOTION RUTER, 2ND MANTHEY TO ENTER EXECUTIVE SESSION AT 11:17 P.M. TO DISCUSS THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF SPECIFIC EMPLOYEES, OR SPECIFIC VOLUNTEERS OF THE PUBLIC BODY OR LEGAL COUNSEL FOR THE PUBLIC BODY ALL PRESENT VOTED AYE

THINGS NEED TO CHANGE WITHIN THE POLICE DEPT, CHIEF REPEATEDLY TAKES THE NEW SQUAD HOME EVEN THOUGH HE HAS BEEN TOLD NOT TO, GAS IS BEING PURCHASED IN ROCK FALLS, WE STILL HAVE NO MARKINGS OR MAGNETS ON THE NEW SQUAD, THE GRANTS PROMISED HAVE NOT BEEN RECEIVED, TRAVEL EXPENSES ARE A LITTLE EXCESSIVE, AND DEPARTMENT SPENDING IS A BIT OUT OF CONTROL. SQUAD NEEDS TO BE PERMANENTLY MARKED. CHIEF NEEDS TO STAY WITHIN BUDGET. THERE WILL BE A RESOLUTION PRESENTED FOR THESE CHANGES.

MOTION RUTER, 2ND ALLEN TO RETURN TO OPEN SESSION AT 12:07 P.M. ALL PRESENT VOTED AYE.

DENISE BORMANN,



VILLAGE CLERK

Supplemental Narrative - June 3 Executive Session

The Village Board, recognizing the public interest in the resignation of Chief Lewis, has determined it appropriate to provide additional context regarding the June 3 executive session. While the officially adopted minutes for that session remain the permanent and official record of proceedings, the Board acknowledges that those minutes reflect a "10,000 foot overview" of the most essential topics discussed.

To promote transparency and to ensure the public has a clearer understanding of the matters considered, the Board has resolved to adopt a supplemental narrative of the June 3 executive session. This narrative is not a substitute for the official minutes, nor does it alter or amend them in any respect. Rather, it is offered as an accompanying document, intended to summarize in greater detail the topics discussed, the context in which they arose, and the considerations that guided the Board's deliberations.

By adopting this supplemental narrative, the Village affirms its commitment to transparency while maintaining the integrity of the official record.

Chief Lewis' Use of Village Squad Car

- Trustee Talia Allen reported observing Chief Lewis operating the new squad car in the Sterling/Rock Falls area over a past weekend.
- Trustee Miles reported observing Chief Lewis operating the squad car in Milledgeville.
- Village President Shaner and Trustee Meinders discussed the historical usage policy of Village squad cars under President Foust.

Police Department Finances and Expenditures

- The Clerk reported the purchase of over \$500 in gasoline during the past month, all of which was purchased in Sterling/Rock Falls.
- The Clerk reported that Chief Lewis had requested new credit cards, stating his existing card was cracked. Discussion followed that replacement of a credit card should be unnecessary as the gas card is intended to be kept at the Shannon Casey's for Village use.
- The Village President noted that the magnetic markings for the new squad car have not been ordered, and the Chief had seemingly taken no action since the Board's vote to approve the markings.
- The Village President stated that while he has oversight of the Police Department, the Board holds the "pursestrings."
- The Board discussed the issue of Police Department finances, noting a year-to-year spending increase of over 50%. It was noted that the Chief was not employed for the entire duration of the original fiscal year of this year-to-year increase.

- The Village Attorney informed the Board that last year's appropriations for the Police Department totaled \$151,000, while the department's actual spending exceeded \$190,000.

Chief Lewis' Hours, Lack of Oversight, and Spending

- A concern was raised regarding the Chief's practice of spending exorbitant periods of time in the office with both residents and non-residents.
- It was noted that villagers have complained about the Chief's lack of visible presence in Shannon.
- The Village President stated that the Chief is prone to hyperbole, however, he is present at work most "business days," though the majority of that time is spent in his office (and not patrolling); he also makes an effort to attend community events.
- It was noted that the Chief exceeded the approved per diem for training expenses.
- Trustee Allen advocated for the implementation of an approval process for departmental spending.
- The Village President reported that Chief Lewis appeared to have spent over \$1,300.00 on 100 patches for the Police Department; no one has seen these patches, and a discussion ensued regarding the necessity for such a large quantity.
- The Clerk reported that the Chief submitted a time sheet for 203 hours for the past month, an amount significantly higher than his contracted 160 hours. The Chief subsequently recorded the excess 43 hours as comp time without an official approval process for the hours worked over the contracted amount, effectively allowing the Chief to unilaterally decide his work schedule and overtime (without verification).
- There was a consensus among the Board that the Chief had not worked the reported 203 hours in the preceding month.
- The Board discussed that under the previous Village President the Chief did not submit time sheets, but upon instruction to do so, he began noting he was working 50+ hours a week. It was confirmed there is no verification process for these hours.
- Trustee Talia Allen expressed concerns regarding the number of issues related to the Chief and stated the Board should not have to "hand-hold" the Chief.
- The Village President and Clerk noted a history of questionable purchases on the credit card, including one from a vape shop, and that some receipts are still outstanding.
- In response to a query from Trustee Allen, the Village President confirmed that the Chief has previously received both oral and written reprimands.
- It was again noted that the Chief is very rarely seen driving the squad car around Shannon.

Future Employment and Departmental Policy

- Trustee Talia Allen stated the current situation is untenable and suggested a "last call" be made regarding the Chief's employment. She also expressed a desire for a Chief who resides closer to Shannon.

- The Board reiterated the Chief's belief that he could reach Shannon in 28 minutes in a squad car, but it was discussed that said response time was too long to be effective in most critical situations.
- The President reiterated that while supervision falls under him, the Board is fully within its right to pass a resolution for desired changes, and he would act on that resolution and speak with the Chief.
- An extended discussion took place regarding whether to allow the Chief to take the old squad car home or not permit him to take a squad car home at all. The Board discussed whether the Village requires two squad cars and that, ultimately, no squad car should be driven home by the Chief.
- Trustees Allen and Manthey expressed a preference for permanent marking on the squad car, as opposed to the magnets approved by the previous Board (that had not yet been purchased or obtained).
- The Board discussed implementing a policy to confiscate the Chief's keys so that he must "scan" into the Police Department/Village Hall with his key card, thereby creating a trackable record of his hours.
- Trustee Manthey questioned if a Police Chief who cannot be trusted with a credit card is worth retaining. A number of Board members agreed this issue would need to be addressed if the situation does not improve.
- The Board requested improved financial competency and transparency, noting that the current status quo is fiscally irresponsible. A number of Board members agreed that the employment relationship would not continue if changes are not made.
- Trustee Manthey acknowledged the difficulty the Village faced in hiring a Police Chief but asserted that retaining an individual the Board cannot trust is not beneficial. Numerous individuals agreed with this sentiment.
- The Village President inquired if the Board wanted to give the Chief an opportunity to rectify the issues or not. It was agreed that a conversation must occur and that the Chief would be given a final chance to improve his performance and adherence to Village policy.

VILLAGE OF SHANNON
EXECUTIVE SESSION
TUESDAY MARCH 4, 2025
8:35 P.M.

PRESENT: FOUST, MEYERS, BORMANN, MEINDERS, STEVENS, RUTER, SHANER, HARING, AND MISIEWICZ

MOTION RUTER, 2ND MEINDERS, TO ENTER EXECUTIVE SESSION AT 8:35 P.M. TO DISCUSS THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF A SPECIFIC EMPLOYEE OR LEGAL COUNSEL FOR THE PUBLIC BODY.

MUCH DISCUSSION WAS HAD REGARDING WAGE INCREASES FOR EMPLOYEES FOR NEXT FISCAL YEAR. AT FIRST IT WAS SUGGESTED A STRAIGHT 3 % ACROSS THE BOARD, BUT KYLE RUTER AND RYAN SHANER FELT THAT BODI AND BRADY SHOULD RECEIVE A LARGER INCREASE. THEY ARE WORRIED THAT BODI MIGHT RUN FOR ROAD COMMISSIONER AND WE COULD LOSE HIM IF NOT PAYING HIM ENOUGH. BECAUSE PERRI ONLY WORKS ABOUT 24 HOURS A WEEK AND DENISE 10 HOURS A WEEK THEY FELT 3% WAS LARGE ENOUGH. BRADY THEY FELT NEEDED A LARGER BUMP ALSO. MIKE LEWIS WAS CONSIDERED TO GET NO INCREASE DUE TO PERFORMANCE BUT BOARD CALLED HIM IN AND THEY WERE SATISFIED WITH HIS EXPLANATIONS OF HOURS WORKED. HE WENT THROUGH A TYPICAL DAY AND ALSO SAID THAT HE DID GET THE GRANT FOR THE TASERS.

MOTION BY SHANER, 2ND BY RUTER, TO RETURN TO OPEN SESSION AT 9:51P.M. ALL PRESENT VOTED YEA.

DENISE BORMANN,

VILLAGE CLERK

VILLAGE OF SHANNON
EXECUTIVE SESSION
TUESDAY DEC 3, 2024
7:55 P.M.

PRESENT: FOUST, MEYERS, BORMANN, MEINDERS, STEVENS, RUTER, SHANER, HARING, AND MISIEWICZ

MOTION RUTER, 2ND SHANER, TO ENTER INTO EXECUTIVE SESSION AT 7:55 P.M. TO DISCUSS THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF A SPECIFIC EMPLOYEE OR LEGAL COUNSEL FOR THE VILLAGE. ALL VOTED YEA.

KYLE BROUGHT UP CONCERNs REGARDING POLICE CHIEF MIKE LEWIS. THE SQUAD DOES NOT SEEM TO BE MOVING EVERYDAY AND THEREFORE WE ARE QUESTIONING THE HOURS ACTUALLY WORKED. KYLE WONDERS IF IT IS RETALIATION FOR NOT ALLOWING THE SQUAD TO BE DRIVEN HOME. TIME SHEETS ARE TURNED IN BUT DO NOT REFLECT HOURS ACTUALLY WORKED, ALSO COMP TIME IS BEING ACCUMULATED BUT MAYBE NOT CALCULATED CORRECTLY.

CREDIT CARD RECEIPTS ARE NOT BEING PROVIDED FOR EVERY CHARGE, EVEN THOUGH DENISE HAS REQUESTED THEM NUMEROUS TIMES EVERY MONTH.

BOARD WOULD LIKE DETAILED ITEMIZED RECEIPTS TO BE COLLECTED FROM THE CREDIT CARD COMPANY.

BONNIE AND BUTCH WILL MEET WITH MIKE TO GO OVER SOME OF THESE ISSUES.

MOTION BY RUTER, 2ND SHANER, TO RETURN TO OPEN SESSION AT 8:50 P.M. ALL VOTED YEA.

DENISE BORMANN,

VILLAGE CLERK