

**Executive Session of the Board of Trustees of Elk Grove Township  
Elk Grove Township Hall, 2400 S. Arlington Heights Road, Arlington Heights, IL  
December 23, 2019**

**MINUTES**

- I. Call to Order. Supervisor Sweeney called the Executive Session to order at 7:14 p.m. under Section 5 ILCS 120/2 (c) (1) (OMA/Exceptions/The appointment, employment, compensation, discipline, performance, or dismissal of specific employees) of the Open Meetings Act as it relates to Joseph Miller on December 2, 2019.
  
- II. Roll Call. Trustees Niewiardowski, Ingraffia and Keenley – Present. Supervisor Sweeney and Deputy Clerk/Administrator Pioch, Highway Commissioner Niewiardowski and Assessor Carosielli.
  
- III. Update by Supervisor. Supervisor Sweeney provided information and an update for the Board Members regarding Joseph (Joey) Miller’s termination. Two (2) members of a Security Company were present at the time of the termination. The following two (2) weeks an armed security officer was present at the township offices during the time employees arrived and departed as well as in the building during operating hours to ensure there were no issues. There were concerns about Joey because of his erratic behavior that led up to his termination. His behavior and comments raised the level of concern and in order to ensure that other employees were not at risk. Supervisor Sweeney mentioned Administrator Pioch was in the room during the process leading up to and the termination of Joey. Joey was very tense and the armed security personnel were there to take control if anything got out of hand.

After the termination Joey was monitored for 72 hours by the Security Personnel to determine if there were any types of behavior that would cause concern. No issues surfaced. After performing the threat assessment there was no longer a need for security personnel.

Approximately 10 days ago the township received a Notice from an attorney that Joey Miller was claiming he was wrongfully terminated due to a disability. Joey’s background of bad behavior and job performance was discussed with Elk Grove Township counsel Jason Tremblay from Saul Ewing Arnstein and Lehr. Jason is familiar with these types of requests to settle. Supervisor Sweeney advised the Board that in an attempt to move forward to try and ease tensions he made an offer to provide two (2) months severance as a way to have Joey waive liability. Joey was provided with three (3) weeks to accept the severance offer. That deadline will end tomorrow with no response from Joey as of today and if not accepted by tomorrow will be withdrawn.

The Township attorney felt very comfortable with the Township’s position and why the Township was terminating Joey Miller.

IV. Adjourn. There being no further business, a motion to adjourn the Executive Session was made by Trustee Niewiardowski and seconded by Trustee Ingraffia. ***The motion carried 4-0.*** The session was adjourned at 7:23 p.m.

Respectfully submitted,

Paul Pioch  
Elk Grove Township Deputy Clerk