

Monday July 17, 2017

Board of Trustees,

In the same way the Board must ensure they are hiring a Village Manager who is both competent and capable, it was also incumbent upon me to determine whether the Village leadership is prepared for the very difficult decisions and hard work that will need to be done to move the Village in the right direction. Though I was recruited under the notion that Village leadership was committed to change, the course of my two months in this role have made it clear that this is not the case. Doing the difficult work of moving University Park forward requires a unified front and collective effort to execute a positive vision for the future.

It is impossible for me to be effective in my role within a toxic, distrustful, and antagonistic environment fostered and perpetuated by actions of Village leadership. While the overall environment was simply not conducive to teamwork, five specific incidents serve as telling examples of why these conditions did not exist:

1) Within one week of being appointed to the Village Manager role, trustees demonstrated that they had no regard for proprietary information, as details of a preliminary draft work agreement were distributed to residents before trustees were able to discuss the terms in the appropriate venue - executive session of the Board meeting;

2) Within two weeks of becoming Village Manager a trustee attempted to slander me based on his false assertions concerning my professional background; said trustee then spread this misinformation to residents in a blatant and wanton attempt to discredit me;

3) A trustee publicly admitted to spying on me by conducting surveillance at Village hall to determine whether I was 'working'. Said trustee then publicly declared false statements regarding the number of hours I have worked despite evidence that contradicted his claims. Said trustee declared that I began work on Wednesday July 5th, thus attempting to discredit all work conducted from May 16th to date as evidenced by documented emails and regular reports and updates.

4) Trustees demonstrated no desire to take initiative by participating in the proposed Board retreat initiated to develop a sense of unity and collective effort of the Board;

5) Trustees consistently defended the egregious malfeasance and incompetence that worsened the Village's financial position over the last few years. At the July 11th meeting, a trustee proposed continuing the harmful practice of borrowing from TIFs to paper over the budget deficit, thus demonstrating an unwillingness to halt these fiscally irresponsible practices;

Moreover, there existed an overall lack of urgency to tackle the monumental challenges facing the Village. Despite my repeated declarations that we must move quickly and on one accord so as to begin tackling the mountain of tasks at hand, trustees took little initiative between meetings, and, after two months, could not even come to an agreement on my role as Village Manager. Instead, the process of my approval was dragged out over 4 separate board meetings and one attempted special board meeting, with trustees introducing new provisions and caveats to the proposed agreement at every executive session discussion. Meanwhile, the uncertainty proved detrimental to employee morale as well as slowed down my attempts to move swiftly and decisively toward progress.

To continue working on behalf of the residents under these conditions would only create an environment where battles would exist with every attempt to correct the Village's course. I cannot, in good conscious, work with the various companies, organizations, vendors, and other entities doing business with the Village with the knowledge that Village leadership is not unified in its desire to move forward. I cannot engage external parties to work with the Village if I am not confident that agreements and plans developed would be honored. My own personal sense of integrity will not allow it.

Salary was the least of my concerns. I went above and beyond compromise by reducing salary requirements on three separate occasions. I also went a step further to alleviate cost concerns by refusing to accept benefits of any kind, refusing to accept an expense account or petty cash allowance, refusing to accept the Village vehicle, and refusing any and all perks afforded previous Village Managers. However, these concessions proved insufficient for trustees.

Ultimately, however **my decision has everything to do with the fact that my effectiveness is contingent on having a relationship with the Board based upon trust, mutual respect and a commitment to a positive vision for University Park.** I have more than demonstrated my professionalism, competence, commitment and vision by working even without a formalized agreement, for months in what can only be described as a hostile environment. A mutually respectful relationship cannot be one-sided. The actions of specific board members as well as the continued toxic and dysfunctional relationship between the Board and Mayor (which trickled out to residents) will, as it has done in the past, continue to serve as a black eye for University Park that prevents the best and brightest from seeking to work with, or for, the Village -

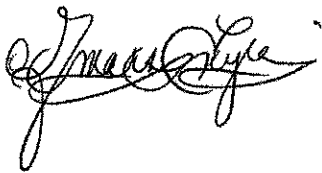
even those like myself, who grew up in University Park and simply wanted to give back to University Park.

At the July 11th Board meeting, a trustee declared that there were other options for Village Manager. It is my recommendation that the Board pursue every mechanism to recruit and retain those other options.

As a final showing of good faith, I will remain on hand to assist with transition efforts with whomever the Board selects once that individual is identified. In the meantime, I will notify all parties to which I have engaged, of my changing role.

I do hope that Village leadership is able to set aside personal interests in order to move the Village forward. This is what the residents deserve.

Respectfully,

A handwritten signature in black ink, appearing to read "Amara Enyia". The signature is fluid and cursive, with a large initial "A" and "E".

Amara Enyia, JD PhD

Dee Jones

From: Vivian Covington <vcovington@university-park-il.com>
Sent: Sunday, July 23, 2017 5:03 PM
To: Tiff
Subject: Fw: Board Letter
Attachments: Board of Trustees Letter July 17, 2017.pdf

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Milton Payton <mpayton@university-park-il.com>
Sent: Sunday, July 23, 2017 2:33 PM
To: Amara Enyia; Vivian Covington; Theaplise Brooks; Curtis McMullan; Paula Wilson; Liz Williams; Oscar Brown
Cc: jwise@montanawelch.com
Subject: Re: Board Letter

Dear Ms. Enyia:

Thank you for your letter of July 17, 2017. In my opinion, it only serves to confirm what I had previously concluded which is that despite your impressive academic credentials, in my opinion; you do not have the background experience, knowledge and/or skills to move our Village forward.

In your letter you stated that "the Board must ensure they are hiring a Village Manager who is both competent and capable". In my opinion, based upon my observations of your performance, your performance has been unacceptable and most certainly not in the best interest of our Village. To wit:

1. You sent a letter to Ms. Johnna Townsend terminating her employment without Board authority. Ms. Townsend contract has to be terminated by an affirmative action by the Board of Trustees which it was not. In addition, in your letter to Ms. Townsend you referenced a transition meeting, which was never followed up on. As a result, significant information could have been gained regarding the status of Village projects. As of this date, you still have not had a transition meeting that we were entitled to.
2. Because you did not discuss the status of bond payments with Ms. Townsend you triggered our bond insurance unnecessarily assuming that the Village could not make the bond payment; thus damaging our ability to sell bonds in the future. The Village had the money for the bond payments. The funds simply had to be wired into the proper account and only the Acting Village Manager and the Clerk had the authority to do so. Had you the proper "transition" discussion, this would have been properly resolved.
3. You were brought to the Board for approval without the Village conducting the required background and drug testing. This, despite, Mayor Vivian Covington's adamant protestations that this should be done for all in Village employees. When Trustee Oscar Brown Jr. attempted to do his own due diligence and contacted you as requested by the ARDC; you responded in an email that, in my opinion, with total disrespect for his position as a Trustee and as his responsibility as a citizen. So, in my opinion your comments, "Within two weeks of becoming Village Manager a trustee attempted to slander me based on his false assertions concerning my professional background; said trustee then spread this misinformation to residents in a blatant and wanton attempt to discredit me" are without merit, prospective or professionalism.
4. Fundamental to the process of authorizing payments is for the Board to approve any payments over \$5,000. Your recent request for the Village to pay \$2.5 million to Blue Lynx without Board authorization is a violation of the fundamental procedures expected from a Village Manager and most certainly contradicts your own criticisms of our previous processes. This is particularly concerning

while the TIF agreements are under forensic review to determine what if any payments are warranted. This is a practice from the past which recently we discovered and had corrected. Your decision contradicts our efforts to move forward by attempting to move us backwards.

5. In addition, your request to pay you compensation of \$20,000 without Board authorization and without a contractual agreement; borders on malfeasance. This, despite Mayor Covington agreement that the "Board will not mind." It is again, the type of things that we have identified and are working to correct.

6. Given your legal background, fundamental errors in your proposed contract contradicted state law. As a simple matter of process, your agreement should have been submitted to for Board's attorney review since you are not licensed as an attorney in the state of Illinois. Again fundamentally, it is the Village's attorney who is chartered with representing the best interest of the Village.

7. Your failure to demonstrate leadership by regularly maintaining office hours at Village Hall has been unacceptable. All employees, police, fire, public works, finance department, etc. even though they attend late-night meetings were activities are expected to show up for work the next day at their scheduled hours. We expect the same to be the case with the Villages leadership to do otherwise is unacceptable.

8. In your letter you stated "Though I was recruited under the notion that Village leadership was committed to change, the course of my two months in this role have made it clear that this is not the case." In my opinion, you are not in a position to make this judgment since you have not attempted once to personally contact me to discuss the Village. Had you taken the initiative to do so, you would have known better. Simply because people may disagree with you, does not mean that that they do not have the best intentions for the Village.

9. In your letter you stated "Within one week of being appointed to the Village Manager role, trustees demonstrated that they had no regard for proprietary information, as details of a preliminary draft work agreement were distributed to residents before trustees were able to discuss the terms in the appropriate venue -- executive session of the Board meeting".

Again, perhaps you are not aware that your proposed agreement was on our agenda for three readings. This meant that if approved by the Board, we would have been obligated to it. It is a public record that (for the sake of transparency) to the general public; they should be able to make comments before is accepted. The proper process should have been that we had three (3) separate readings; since we did not the public would not have had a chance to provide their input. Many of the recently elected Trustees campaigned on greater transparency.

10. "A trustee publicly admitted to spying on me by conducting surveillance at Village hall to determine whether I was 'working'. Said trustee then publicly declared false statements regarding the number of hours I have worked despite evidence that contradicted his claims. Said trustee declared that I began work on Wednesday July 5th, thus attempting to discredit all work conducted from May 16th to date as evidenced by documented emails and regular reports and updates."

While I am certain that Trustee Brooks can speak for himself, this was not what Trustee Brooks said. He was referring to your lack of attendance at Village Hall and compared your availability to a number of previous Village Managers. Not only was Trustee Brooks aware of your lack of attendance at Village Hall, many employees made the same observation and related to the Trustees as well.

11. "Trustees consistently defended the egregious malfeasance and incompetence that worsened the Village's financial position over the last few years. At the July 11th meeting, a trustee proposed continuing the harmful practice of borrowing from TIFs to paper over the budget deficit, thus demonstrating an unwillingness to halt these fiscally irresponsible practices."

Again, your comments while laudable are not backed by a complete understanding of the facts. Having all the facts helps with decision-making. The fact of the matter is, that while in the past money was borrowed from the TIFs it was done without proper authorization and without repayment. This,

however, was rectified by passing a resolution authorizing the borrowing from the TIFs with a repayment schedule and was based on the counseling of our attorneys. This was essential to make payroll and to pay other Village expenses. If we were able to have our tax anticipation warrants renewed, it would not have been necessary. It is a common practice for many municipalities and businesses to solve their cash flow problems with temporary borrowing. If, the Board did not take this action, we would have had mass layoffs of Village employees. If you had discussed this matter with Johnna Townsend or me you would have known this.

12. "Moreover, there existed an overall lack of urgency to tackle the monumental challenges facing the Village. Despite my repeated declarations that we must move quickly and on one accord so as to begin tackling the mountain of tasks at hand, trustees took little initiative between meetings, and, after two months, could not even come to an agreement on my role as Village Manager. Instead, the process of my approval was dragged out over 4 separate Board meetings and one attempted special Board meeting, with trustees introducing new provisions and caveats to the proposed "it at every executive session discussion. Meanwhile, the uncertainty proved detrimental to employee morale as well as slowed down my attempts to move swiftly and decisively toward progress."

Our responsibilities as elected officials are to do what is best for our community. Your original agreement was unacceptable legally, functionally and financially. After the Board reviewed your initial agreement, we submitted the changes that we wanted. You then changed the terms that the Board requested. As a result, it was necessary for the Board to resubmit to you its counter offer which you are rejecting. This is the reason for the delay. In addition, as I mentioned previously, had we follow the proper procedure for approval, we would have done three separate readings at three (3) different Board meetings ... Not to mention the proper process we should have gone through for selecting a Village Manager.

13. "To continue working on behalf of the residents under these conditions would only create an environment where battles would exist with every attempt to correct the Village's course. I cannot, in good conscious, work with the various companies, organizations, vendors, and other entities doing business with the Village with the knowledge that Village leadership is not unified in its desire to move forward. I cannot engage external parties to work with the Village if I am not confident that agreements and plans developed would be honored. My own personal sense of integrity will not allow it."

I too am of the same mindset. I cannot support you because I do not have confidence in your leadership and decision-making skills. Your efforts at communication with the Board of Trustees, in my opinion, have been unacceptable. Had we gone through the proper process for selecting a Village Manager, I would have voted for someone who has the skills for consensus building not one with a thin skin that overreacts when her decisions are challenged.

14. "Salary was the least of my concerns. I went above and beyond compromise by reducing salary requirements on three separate occasions. I also went a step further to alleviate cost concerns by refusing to accept benefits of any kind, refusing to accept an expense account or petty cash allowance, refusing to accept the Village vehicle, and refusing any and all perks afforded previous Village Managers. However, these concessions proved insufficient for trust".

If the financial package was the least of your concerns, you should have accepted the original counter offer which was comparable to the package provided to the previous Acting Village Manager. This is what is financially responsible given the Villages financial condition. To say otherwise, challenges our sensibilities. We didn't just fall off the proverbial turnip truck!

15. "Ultimately, however my decision has everything to do with the fact that my effectiveness is contingent on having a relationship with the Board based upon trust, mutual respect and a commitment to a positive vision for University Park. **I have more than demonstrated my**

professionalism, competence, commitment and vision by working even without a formalized agreement, for months in what can only be described as a hostile environment.”

In my opinion, this letter is testimony to the fact that you lack the “professionalism, competence, commitment and vision” needed to move our community forward. Trust is earned! And, given the email that you sent Trustee Oscar Brown Jr. and this email is testimony, in my opinion, that you lack the qualities necessary for professional Village management.

16. “As a final showing of good faith, I will remain on hand to assist with transition efforts with whomever the Board selects once that individual is identified. In the meantime, I will notify all parties to which I have engaged, of my changing role.”

My recommendation to my fellow Board members would be that we reject your “final showing of good faith” and pay you the prorated equivalent package that the current Acting Village Manager is being compensated. My concern is that given the decisions that have been made to date may further jeopardize our ability to recover from the problems we have now. I certainly would not vote to approve any agreement with you.

Good luck in your future endeavors.

Sincerely,
Milton Payton
Trustee, Village of University Park

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From: Amara Enyia
Sent: Wednesday, July 19, 2017 4:25 PM
To: Vivian Covington; Theaplise Brooks; Curtis McMullan; Milton Payton; Paula Wilson; Liz Williams; Oscar Brown
Cc: jwise@montanawelch.com
Subject: Board Letter

Good afternoon Board members,

Please see the attached letter as my official statement to the Board in response to the Board's voting against an agreement to retain me as Village Manager. I am requesting a special board meeting to be held on **Monday, July 24th** to finalize approval of the Board's proposed salary so that I can be compensated past due amounts for services already rendered. The board may also want to discuss pending lawsuits that may be triggered with the Village attorney as well as the scope of work for my successor.

Please refer any and all inquiries to Village Attorney John Wise and/or Mayor Covington.

Respectfully,

Amara Enyia, JD PhD
University Park Village Manager



aenya@university-park-il.com

Dee Jones

From: Vivian Covington <vcovington@university-park-il.com>
Sent: Friday, August 04, 2017 3:37 PM
To: Tiff
Subject: Fw: Confirm check

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: John Wise <jwise@montanawelch.com>
Sent: Friday, August 4, 2017 1:45 PM
To: Vivian Covington
Subject: FW: Confirm check

Montana & Welch, LLC

John P. Wise
Montana & Welch, LLC
11952 South Harlem Avenue, Suite 200A
Palos Heights, Illinois 60463
jwise@montanawelch.com
(708) 448-7005
(708) 448-7007 Fax

From: Vivian Covington [mailto:vcovington@university-park-il.com]
Sent: Wednesday, July 19, 2017 9:57 PM
To: Dee Jones <djones@university-park-il.com>; Amara Enyia <aenyia@university-park-il.com>; Jacelia Kelly <jkelly@university-park-il.com>; John Wise <jwise@montanawelch.com>; Paula Wilson <pwilson@university-park-il.com>; Theaplise Brooks <tbrooks@university-park-il.com>; Milton Payton <mpayton@university-park-il.com>; Oscar Brown <obrown@university-park-il.com>; Curtis McMullan <cmcmullan@university-park-il.com>; Liz Williams <lwilliams@university-park-il.com>
Cc: Vivian Covington <vcovington@university-park-il.com>
Subject: Re: Confirm check

John and I will get it to everyone tomorrow.

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Dee Jones
Sent: Wednesday, July 19, 2017 8:11 PM
To: Vivian Covington; Amara Enyia; Jacelia Kelly; Vivian Covington; John Wise; Paula Wilson; Theaplise Brooks; Milton Payton; Oscar Brown; Curtis McMullan; Liz Williams
Subject: Re: Confirm check

When will you send the agenda?

Dee

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Vivian Covington
Sent: Wednesday, July 19, 2017 7:45 PM
To: Dee Jones; Amara Enyia; Jacelia Kelly; Vivian Covington; John Wise; Paula Wilson; Theaplise Brooks; Milton Payton; Oscar Brown; Curtis McMullan; Liz Williams
Subject: Re: Confirm check

It had not been confirmed from Dr. Enyia's regarding her contract decision. We did receive a statement from her until today. Based on this statement there will be a Special meeting to be held on Monday July 24th at 6:30 p m

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Dee Jones
Sent: Wednesday, July 19, 2017 3:21 PM
To: Vivian Covington; Amara Enyia; Jacelia Kelly; Vivian Covington
Subject: Re: Confirm check

Sorry, I was not aware. When you, John, and I spoke last Wednesday, during the agenda prep meeting I asked if you would be calling a special meeting to address Amara's contract, you stated you would let me know later, and I heard nothing since.

Respectfully,

Dee Jones, MMC
Village Clerk

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Vivian Covington
Sent: Wednesday, July 19, 2017 2:47 PM
To: Dee Jones; Amara Enyia; Jacelia Kelly; Vivian Covington
Subject: Re: Confirm check

Dee I have stated that since last week.

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Dee Jones
Sent: Wednesday, July 19, 2017 2:21 PM
To: Amara Enyia; Jacelia Kelly
Cc: Vivian Covington
Subject: Re: Confirm check

Amara.

As we are all aware, the Board of Trustees has not approved a salary or a contract that addressed your salary. Therefore, I feel it would be inappropriate for Jacelia to prepare a check based solely on your calculations, without proper process, and Board approval.

Perhaps Mayor Covington will call a special meeting so this matter can be amicably resolved.

Respectfully,

Dee Jones, MMC
Village Clerk
(708) 473-6201

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Amara Enyia
Sent: Wednesday, July 19, 2017 1:37 PM
To: Jacelia Kelly; Dee Jones
Cc: Vivian Covington
Subject: Re: Confirm check

When will it be ready? Has anything been decided with regard to process?

Amara Enyia, JD PhD
University Park Village Manager

aenyia@university-park-il.com

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From: Jacelia Kelly
Sent: Wednesday, July 19, 2017 1:35 PM
To: Amara Enyia
Cc: Vivian Covington
Subject: RE: Confirm check

Hey Amara,

No a check will not be ready for pick up today.

Thanks
Jacelia

From: Amara Enyia
Sent: Wednesday, July 19, 2017 1:23 PM
To: Jacelia Kelly <jkelly@university-park-il.com>

Cc: Vivian Covington <vcovington@university-park-il.com>

Subject: Confirm check

Good afternoon Jacelia,

Can you confirm that my check will be ready for pick up today?

I will be in police contract negotiations for most of the afternoon but will be available afterward.

Thank you,

ACE

Amara Enyia, JD PhD

University Park Village Manager

aenyia@university-park-il.com

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Dee Jones

From: Vivian Covington <vcovington@university-park-il.com>
Sent: Tuesday, June 13, 2017 6:53 AM
To: Atty. Matt Montana and Welch; Amara Enyia; Smith, Stepfon
Subject: Fw: Ordinance Violation/PREPARATION OF AGENDA
Attachments: ORDINANCE VIOLATION STANDING RULE 9.docx

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: gbarnett-brookins <[REDACTED]>
Sent: Tuesday, June 13, 2017 1:34 AM
To: Vivian Covington
Reply To: gbarnett-brookins
Cc: Oscar Brown; Milton Payton; Curtis McMullan; Theaplise Brooks; Theo Brooks; Paula Wilson; lwilliams@university-park-il.com
Subject: Ordinance Violation/PREPARATION OF AGENDA

I have observed that it doesn't appear that the Village Clerk is preparing and disseminating the Board Agendas as described in Chapter 210 Board of Trustees, Section 210-01. of the Standing Rules. Specifically Rule Nine (9)

Upon reviewing the following Meeting Agendas of the May 15th Special Meeting, May 23rd Regular Meeting, and the June 2nd Special Meeting I noticed that the formatting and fonts had changed from the standard Agendas listed in the archives and in my own personal files. In addition, the Notice of Call for the Special Meetings had also changed.

Upon reviewing the May 15th and May 23rd Agenda I noticed some errors and or questionable items listed that required correction. One specifically was the purpose for the Executive Session listed for May 23rd did not meet the Exception Rule for a Closed Meeting.

Upon contacting the Clerk, I was informed that she did not prepare that agenda nor the one done on May 15th.

Upon reviewing our Ordinances and State Statute, it appears that we are in violation.

I am very concerned about the Ordinance Violations that are appearing since the changing of the Board even the though it was just a change In Trustees.

I would greatly appreciate an explanation/response pertaining to this ongoing matter.

(FYI, I have not received a formal response/explanation pertaining to the Violations in question submitted on June 2, 2017)

SEE ATTACHMENT

As Always, Thank You....
Gloria Barnett Brookins

ORDINANCE VIOLATION

The Village government shall consist of a Mayor and six (6) Trustees; and wherever the term "president" shall appear in these Codified Ordinances in reference to the head of Village government, the term "Mayor" is hereby substituted and the Codified Ordinances are hereby amended accordingly. The following Standing Rules shall govern meetings of the Board of Trustees:

Title Four - LEGISLATION

- CHAPTER 210. - BOARD OF TRUSTEES^[6]
 - Sec. 210-01. - Standing Rules.

Standing Rule (Nine) 9

(i) Standing Rule Nine. The President shall set the agenda for each regular meeting and each special meeting, and the Village Clerk shall prepare, post and distribute the agenda, as may be practicable or as required by law.

Dee Jones

From: Vivian Covington <vcovington@university-park-il.com>
Sent: Monday, June 26, 2017 8:06 AM
To: Milton Payton; Paula Wilson; Oscar Brown; Theaplise Brooks; Dee Jones; Liz Williams; Curtis McMullan; Vivian Covington; Gary Richardson; Amara Enyia; John Pate; DerylBolton
Subject: Files missing

I discovered this past Friday that all of the files in the hallway cabinet outside of my office has been removed. I would appreciate knowing who authorized and removed these files. It was important information that should not have been removed without my knowledge.

If no one has information on it. I will make a police report.

Over a year ago all of the locks were changed within the Village. I was told at that time I had the only keys to 4 I was told that was the reason no one could get in to adjust the heat over the winter months or clean it. Only to discover last Friday that was not true. When I asked one of employees from public works how did he get into the office to clean it he stated He had the key. It. Was apparent that I was not told the truth about no one else not having a key. Which brings up I was unable to hold meetings in the office and not have it cleaned unless I was present for over six months.

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

Dee Jones

From: Vivian Covington <vcovington@university-park-il.com>
Sent: Monday, June 05, 2017 7:24 AM
To: Milton Payton; Amara Enyia; Vivian Covington; Atty. Matt Montana and Welch; Dee Jones; Paula Wilson; Gary Richardson; Jacelia Kelly; Oscar Brown; Theaplise Brooks; John Pate; DerylBolton; Brian Chellios; curtis mcmullan; Keely Childress; Vivian Covington
Subject: Email

Good morning everyone

Bless you all for the honor and grace for another day. This is to inform everyone about my email address. If by any chance you have my job email address to refrain from sending emails there. All emails sent there will be deleted. We now have our our email server and address so please send all emails to my University Park email. Thank you all in advance

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

Dee Jones

From: John Pate <jpate@university-park-il.com>
Sent: Sunday, July 30, 2017 3:57 PM
To: Brian Chellios
Cc: Amara Enyia; Vivian Covington
Subject: Fw: Out-of-Office for Training from July 31 - August 18, 2017

Brian,

Please see the trailing e-mail. I forgot to add you to the distribution.

Regards,

John E. Pate, M.S.
Chief of Police
Village of University Park – Division of Police
Phone: (708) 235-4802
Village Cell: (708) 701-1161
E-Mail: jpate@university-park-il.com

***NWU SPSC# 361
ILETSB-EI PER21C# M-221
ILETSB-EI ESTLE21C# E-314***

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From: John Pate
Sent: Sunday, July 30, 2017 3:23 PM
To: Vivian Covington (vcovington@university-park-il.com); Dee Jones (djones@university-park-il.com); Liz Williams; Paula Wilson (pwilson@university-park-il.com); Theaprise Brooks (tbrooks@university-park-il.com); Milton Payton (mpayton@university-park-il.com); Oscar Brown (obrown@university-park-il.com); Curtis McMullan; Amara Enyia
Cc: Gary Richardson (grichardson@university-park-il.com); Neva Jenkins (njenkins@university-park-il.com); Jacelia Kelly

(jkelly@university-park-il.com); DerylBolton; Keely Childress (kchildress@university-park-il.com)
Subject: Out-of-Office for Training from July 31 - August 18, 2017

All,

I will be out of the office attending Northwestern University's Center for Public Safety, Executive Management Program located in Evanston, Illinois from July 31, 2017 to August 18, 2017. I was approved to attend last year, but the class was cancelled due to low enrollment.

Course Description

"The three week Executive Management Program provides intensive instruction for policy making executive and combines management principles with the study of emerging law enforcement issues. Participating executives prepare themselves and their organizations to respond proactively to dynamic public safety environments".

Although I will be out of the office physically, I will be on an active duty status, which means I am able to be recalled to the Village during any emergency or critical incident situation. I will still have access to Village e-mail, office phone voicemail, and direct cell or text from you and others if needed for emergencies or management-level matters. Also, I will be attending all scheduled Board of Trustee Meetings both regular and special as they are called.

For the routine, day-to-day items, your primary contact will be Commander Deborah Wilson. Please direct all management, personnel, critical operations, and other sensitive matters to me directly as needed. If you have any questions, please do not hesitate to ask.

Kindest Regards,

John E. Pate, M.S.
Chief of Police
Village of University Park – Division of Police
Phone: (708) 235-4802
Village Cell: (708) 701-1161
E-Mail: jpate@university-park-il.com

***NWU SPSC# 361
ILETSB-EI PER21C# M-221
ILETSB-EI ESTLE21C# E-314***

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Dee Jones

From: Milton Payton <mpayton@university-park-il.com>
Sent: Tuesday, August 15, 2017 3:52 PM
To: John Pate
Subject: Fw: Separation agreement with Dr. Enyia
Attachments: Amara Enyia-separation-agreement-081517.pdf

FYI

Sincerely,
Milton Payton
Trustee, Village of University Park

The information contained in this communication is confidential and may be legally privileged. It is intended solely for the use of the individual or entity to whom it is addressed and to others authorized to receive it. If you are not the intended recipient, you are hereby (a) notified that any disclosure, copying, distribution, or taking any action, with respect to the content of this information is strictly prohibited and may be unlawful, and are (b) kindly requested to inform the sender immediately and to destroy any copies.

From: John Wise <jwise@montanawelch.com>
Sent: Tuesday, August 15, 2017 1:44 PM
To: Oscar Brown; Milton Payton; Vivian Covington; Paula Wilson; Curtis McMullan; Liz Williams; Theaplise Brooks
Subject: Separation agreement with Dr. Enyia



Best,
John

Montana & Welch, LLC

John P. Wise
Montana & Welch, LLC
11952 South Harlem Avenue, Suite 200A
Palos Heights, Illinois 60463
jwise@montanawelch.com
(708) 448-7005
(708) 448-7007 Fax

From: Amara Enyia [mailto: [REDACTED]]
Sent: Tuesday, August 15, 2017 11:00 AM
To: John Wise <jwise@montanawelch.com>
Cc: Amara Enyia <aenyia@university-park-il.com>; Vivian Covington <vcovington@university-park-il.com>
Subject: Re: separation agreement

Good morning John,

Since the document is a pdf, I don't have the capability of electronically signing it (unless you can make it a "docusign" document. Mayor, can you print out the document and then I can come down and sign/date it. That would probably be the best way to expedite this unless John can send it in another format where I can add my signature electronically.

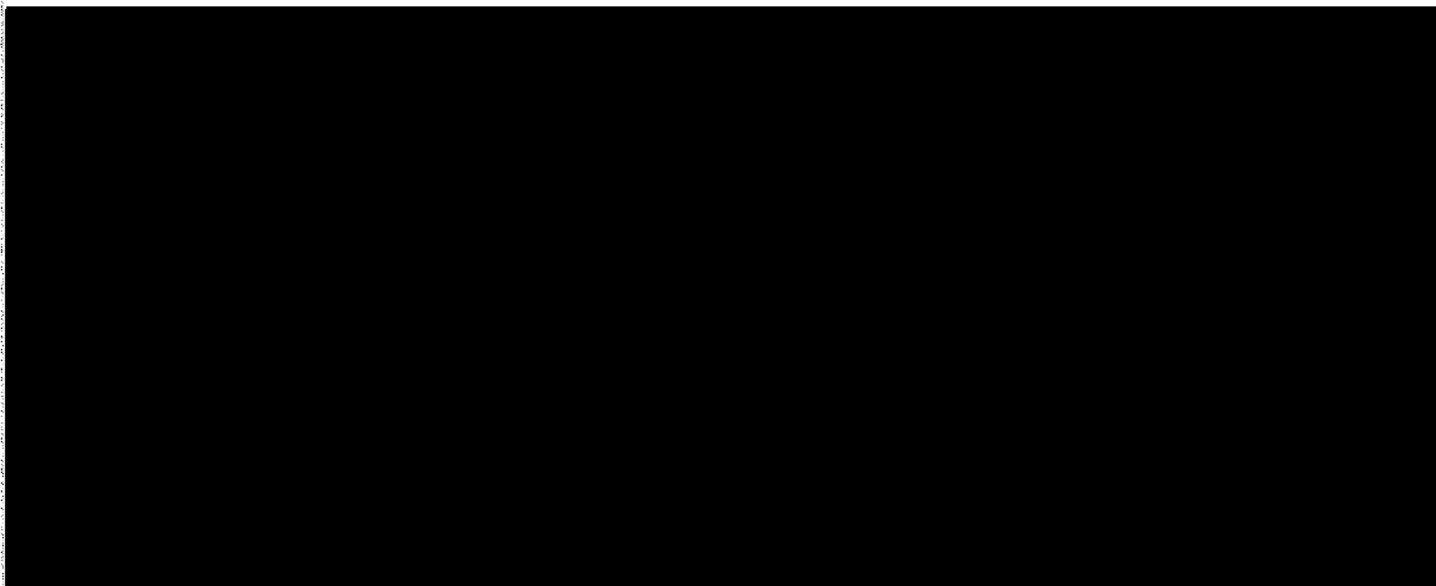
Thanks!

ACE

Amara C. Enyia JD, PhD
Public Policy Consultant
[REDACTED]

On Tue, Aug 15, 2017 at 8:44 AM, John Wise <jwise@montanawelch.com> wrote:

Amara,



Best,
John

Montana & Welch, LLC

John P. Wise
Montana & Welch, LLC
11952 South Harlem Avenue, Suite 200A

Palos Heights, Illinois 60463
jwise@montanawelch.com
(708) 448-7005
(708) 448-7007 Fax

Dee Jones

From: DerylBolton <dbolton@university-park-il.com>
Sent: Wednesday, August 09, 2017 10:49 AM
To: Deborah Wilson
Subject: FW: Transition Period

Deryl Bolton
Director of Information Technology
Village of University Park
708-534-8357 (office)
708-534-2956(fax)



From: Vivian Covington
Sent: Wednesday, August 09, 2017 10:13 AM
To: Dee Jones <djones@university-park-il.com>; Vivian Covington <vcovington@university-park-il.com>; Paula Wilson <pwilson@university-park-il.com>; Amara Enyia <aenyia@university-park-il.com>; Theaplise Brooks <tbrooks@university-park-il.com>; Gary Richardson <grichardson@university-park-il.com>; Milton Payton <mpayton@university-park-il.com>; Oscar Brown <obrown@university-park-il.com>; Jacelia Kelly <jkelly@university-park-il.com>; DerylBolton <dbolton@university-park-il.com>; Brian Chellios <bchellios@university-park-il.com>; Neva Jenkins <njenkins@university-park-il.com>; Liz Williams <lwilliams@university-park-il.com>; Curtis McMullan <cmcmullan@university-park-il.com>; Claudia Webb <cwebb@university-park-il.com>
Subject: Transition Period

This is to inform all of you that with the departure of Village Manager Amara Enyia effective August 8, 2017, until further notice anything that would be directed to the village manager should be directed to Police Chief John Pate.

I am sure that each of you will continue to hold yourselves and your departments responsible and accountable for the deliverance of nothing less than exceptional service to the village and residents that we all serve, and give Chief Pate the respect and support of the Office of the Village Manager that he deserves as he attempts to help move the village forward during this transition period.

Feel free to contact me if you have questions or concerns regarding the message contained in this email.

Mayor Vivian E. Covington

708) 473-6423

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Dee Jones

From: Vivian Covington <vcovington@university-park-il.com>
Sent: Tuesday, June 13, 2017 6:57 AM
To: Tiff
Subject: Fw: Village Manager Report for Review
Attachments: Village Manager Report 6-11-17.pdf; Tentative Scope of Work.pdf

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Amara Enyia <aenyia@university-park-il.com>
Sent: Monday, June 12, 2017 8:36 PM
To: Vivian Covington; Theaplise Brooks; Liz Williams; lizze60466@yahoo.com; Paula Wilson; Curtis McMullan; Milton Payton; Oscar Brown
Cc: Dee Jones
Subject: Village Manager Report for Review

Mayor and Trustees,

Please see the attached Village Manager's report for your review. This is an informal report that outlines the key fiscal, operational, and personnel issues that have been identified and addressed since I was appointed. This report does not contain the day-to-day incidental matters, events, economic development work, relationship-building, etc, but it gives the Trustees an accurate sense of what the most pressing issues are at present and the steps being taken to address those issues.

Moving forward, I will develop a standard template that is more user-friendly for public consumption. At my first Board meeting, I expressed that I would be transparent with residents about the work being done to address the Village's many challenges. I also committed to transparency with the Board. I intend to fulfill that promise.

I'm also in the process of developing a workforce initiative to expand the capacity of Public Works and a refashioned program for youth. I'll have those proposals drafted and ready for review at the end of this week. Chief Pate has also developed an initiative to expand police capacity and will be presenting this information at tomorrow's board meeting.

On an editorial note, given my experience and observations over these last few weeks, I cannot emphasize strongly enough the depth of work necessary to tackle the deep fiscal, operational and infrastructural issues facing the Village. I would like to set up one-on-one or 2-person meetings with each of you to convey the most pressing issues and some recommendations for addressing those issues.


Again, though I intend to read this report at our board meeting, it is informal in its current format and will be presented by template at future Board meetings. Because it is fairly long, I'll have a limited number of copies available at tomorrow's meeting. I have also included a tentative scope of work that allows residents to see the issues that will be addressed during my tenure. There will be opportunities for feedback at subsequent meetings.

Please do not hesitate to reach out should you have questions on any of the aforementioned.

Respectfully,

ACE

Amara Enyia, JD PhD
University Park Village Manager


aenyia@university-park-il.com

VILLAGE OF UNIVERSITY PARK

TENTATIVE SCOPE OF WORK

As Village Manager of University Park, Dr. Enyia will assume all statutorily granted roles and responsibilities as conferred by the University Park municipal code. In addition, this agreement confers on Dr. Enyia the ability to implement a comprehensive reform and turnaround agenda to address both long-standing issues as well strategically address future issues of the village. This turnaround agenda will entail be responsible for four (4) major areas:

1) Human Resource/Staff/Operational Protocol overhaul

This includes development of new organizational charts, job descriptions, structural characteristics, evaluation metrics, and accountability measures for all Village departments, departments heads, and staff.

2) Conduct a full fiscal review, establish updated fiscal protocols, review of financial standing, forensic audits, review of budgets, historic performance and budget projections, for every department of the Village.

This function includes developing up-to-date fiscal protocols for every department including transparency measures and fiscal controls to ensure the highest level of integrity and accountability for village financial affairs.

3) Strategic Planning for every Village department

This function is intensive, yet necessary and includes a full strategic planning process with every Village department to evaluate current operations and performance, and, in conjunction with department staff, create a vision statement and strategic plan to achieve the department's vision statement.

4) Review of existing Village infrastructure (including operational and technological infrastructure) and capacity to efficiently and effectively deliver village services.

In order to operate efficiently and effectively, the Village must ensure it is utilizing technological advancements that create a higher quality of life for residents. Technology and infrastructure enhancements can also create cost-savings for the Village while enhancing service delivery.

5) Review of existing Village, County, State, and Federal programs to identify fidelity to program execution, accountability for use of funds as well as existing bonds and proposed bonds. It will also include identifying potential grants and other opportunities for revenue that can enhance Village operations.

6) Establish an Ethics Board and Develop Ethics Training and Protocol for all departments.

It is crucial that Village employees are aware of their roles and responsibilities as it relates to the ethical delivery of services to Village residents. Ethics training ensures that all departments are functioning free from corruption, cronyism, nepotism, and any other behaviors and practices that otherwise run afoul of good governance, transparency, and the highest ethical standards.

7) Enhance internal and external Village communication protocols and capacity

This function includes internal and external communications protocols. Internally, it will include a review of any existing communications protocols (if any exist) and the establishment of new communications protocols according to the organizational chart and hierarchy developed for every department.

8) Full compliance with any and all local, State or Federal investigations

This includes full compliance with ongoing FBI investigation of Village operations, and any other investigations taking place, and the full delivery of any and all materials requested as part of any such investigation.

9) Re-establishment and/or review and support for volunteer Committees and Commissions

This includes a review of all existing committees and commissions functions, roles, responsibilities, and effectiveness, as well as establishment of previous or new volunteer committees and commissions. It includes development of marketing materials and process for recruitment of residents to serve on and chair the committees and commissions.

10) Create a Government Fellowship Program

There exists a unique opportunity to engage both young people and adults in Village affairs. It's important to breath new life into Village operations and generate excitement, new ideas, and innovations that can enhance Village government and quality of life for residents.

11) Create a Youth Board

Engaging Youth in Village affairs and decision-making creates space for new ideas, a sense of investment and desire to give back, and opportunities for existing Village committees, commissions and staff to access fresh ideas, events, and feedback that can move the Village forward.

12) Review legal matters including pending litigation, lawsuits, and potential cases both for or against the Village

13) Establish regular report-outs of every step of the turnaround process including findings, results of reviews, projections, opportunities and challenges

This includes a period of time designated at every board meeting for a report out on a specific part of the turnaround agenda with an opportunity for public comment. Residents will be notified ahead of time which portion of the turnaround agenda will be discussed so that they can prepare inquiries in advance. Each report out will include any reports, presentations, and verbal testimony of the Village Manager and any relevant department heads.



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Amara C. Enyia (ACE) is a Public Policy expert on city and state policy as well as international affairs/foreign policy with expertise in Central Asia, Africa, Latin America and the Middle East. Dr. Enyia maintains more than 10 years of experience in municipal governance including several years in the City of Chicago Mayor's Office during the Daley Administration, and more than 14 years of experience with public agencies. She writes extensively on issues of education, economic development, fiscal policy and systems

thinking. Dr. Enyia is become a highly sought-after thought-leader and top public policy consultant. Dr. Enyia is a regular radio contributor on WVON 1690 AM where she provides commentary on local, national and international policy and politics. She provides expert political analysis on the weekly politics show *Beyond the Beltway*. She's also a regular guest on WGN Radio and the public affairs show *In The Loop*. Dr. Enyia regularly co-hosts *Aqui Estamos* Spanish language radio where she discusses immigration policy and international affairs. She is a regular contributor to CUSP magazine and pens a regular column for several print publications.

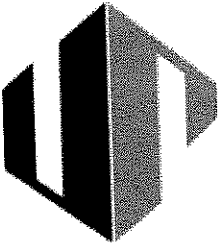
Dr. Enyia is a 2016-2018 Global Leadership Fellow with the Global Strategists Association. In this role she travels around the world engaging with policymakers and conducting workshops and seminars that address the most pressing policy issues through a global lens. In 2016 Dr. Enyia was also nominated for the Marshall Memorial Fellowship, the German Marshall Fund's flagship leadership development program that prepares leaders from both sides of the Atlantic for transatlantic relations. She received Bachelors degrees in Broadcast Journalism, Political Science, and News Editorial with concentrations in History and Philosophy. She also received a law degree focusing on International law and development. She holds a Masters Degree in Education and received a PhD in Education Policy Studies where she specialized in education equity issues, and evaluation methodology. Dr. Enyia is an avid athlete and language enthusiast. She speaks Igbo, Spanish, French and Portuguese.



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Village of

University Park



Vivian E. Covington
MAYOR

Dorothy R. Jones, MMC
VILLAGE CLERK

BOARD OF TRUSTEES

Oscar H. Brown, Jr.
Milton C. Payton
Paula C. Wilson
Elizabeth Williams
Theaplise Brooks
Curtis McMullan II

Dr. Amara Enyia
VILLAGE MANAGER

Devon Dilworth
VILLAGE TREASURER

NOTICE OF CALL

***SPECIAL MEETING
OF THE BOARD OF TRUSTEES OF THE
VILLAGE OF UNIVERSITY PARK***

**TO MEMBERS OF THE BOARD OF TRUSTEES OF THE
VILLAGE OF UNIVERSITY PARK:**

NOTICE, pursuant to Section 210.01(b) of the Codified Ordinances of the Village of University Park (the "Code") and/or 65 ILCS 5/3.1-40-25 made applicable to manager forms of government pursuant to 65 ILCS 5/3.1-5-5, a special meeting of the Board of Trustees of the Village of University Park is hereby called for Monday, July 24, 2017 at 6:30 p.m. at 90 Town Center Drive, University Park, Illinois for discussion and final action related to the following matters:

- 1. Approval of an ordinance fixing the salary of the Village Manager;***

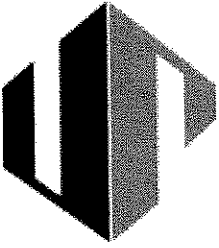
The agenda for the July 24th Special Board Meeting of the Board of Trustees of the Village of University Park is attached hereto for public review.

Thank you.

Dated: July 21st, 2017.

Vivian E. Covington, Mayor
Village of University Park

Village of
University Park



Vivian E. Covington
MAYOR

Dorothy R. Jones, MMC
VILLAGE CLERK

BOARD OF TRUSTEES

Oscar H. Brown, Jr.
Milton C. Payton
Paula C. Wilson
Elizabeth Williams
Theaplise Brooks
Curtis McMullan II

Dr. Amara Enyia
VILLAGE MANAGER

Devon Dilworth
VILLAGE TREASURER

VILLAGE OF UNIVERSTIY PARK
BOARD OF TRUSTEES
Special Board Meeting

Monday, July 24, 2017
90 Town Center Drive, University Park, Illinois
6:30 p.m.

Visitors are always welcome to all public meetings of the Board of Trustees. To comment on an issue, persons wishing to speak will be called upon by the Mayor during Section D, General Public. The interested party will stand, identify themselves and make their comment.

In order to give proper consideration to all items on this agenda, the Mayor will limit participants in a debate and will close off protracted, repetitive, irrelevant or abusive remarks.

AGENDA

- A. CALL TO ORDER.**
- B. ROLL CALL.**
- C. PLEDGE OF ALLEGIANCE.**
- D. GENERAL PUBLIC COMMENT.**

This is a comment forum, and if response is necessary, Board members may elect to respond formally at the next regular Board meeting.

- E. ACTION ITEMS.**

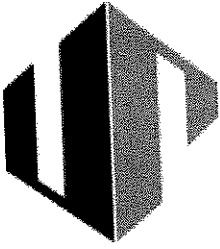
NEW BUSINESS

E-1a: *1st, 2nd & 3rd Readings – An Ordinance of the Village of University Park, Will and Cook Counties, Illinois, to Fix the Salary of the Village Manager.*

- F. EXECUTIVE SESSION:** Appointment, employment, compensation, discipline, performance or dismissal of certain employees, 5 ILCS 120/2(c)(1); Litigation pending and probable.
- G. ADJOURNMENT.**

Village of

University Park



Vivian E. Covington
MAYOR

Dorothy R. Jones, MMC
VILLAGE CLERK

BOARD OF TRUSTEES

Oscar H. Brown, Jr.
Milton C. Payton
Paula C. Wilson
Elizabeth Williams
Theaprise Brooks
Curtis McMullan II

Dr. Amara Enyia
VILLAGE MANAGER

Devon Dilworth
VILLAGE TREASURER

VILLAGE OF UNIVERSTIY PARK BOARD OF TRUSTEES

Regular Board Meeting

**Tuesday, June 27, 2017
7:00 p.m.**

90 Town Center Drive, University Park, Illinois

AGENDA

Visitors are always welcome to all public meetings of the Board of Trustees. To comment on an issue, persons wishing to speak will be called upon by the Mayor during Section E, General Public Comment. The interested party will stand, identify themselves and make their comment.

In order to give proper consideration to all items on this agenda, the Mayor will limit participants in a debate and will close off protracted, repetitive, irrelevant or abusive remarks.

- A. CALL TO ORDER.
- B. ROLL CALL.
- C. PLEDGE OF ALLEGIANCE.
- D. APPROVAL OF MINUTES
- E. GENERAL PUBLIC COMMENT.

This is a comment forum, and if response is necessary, Board members may elect to respond formally at the next regular Board meeting.

Q & A Session with Village Manager

F. ACTION ITEMS.

F-1. UNFINISHED BUSINESS

Resolution of The Village of University Park Will and Cook Counties, Illinois Authorizing the Execution of an Agreement between the Village Of University Park and Amara Enyia for Services as Village Manager.

Village Hall • 698 Burnham Drive • University Park, Illinois 60484-2708
(708) 534-6451 • Fax (708) 534-3430 • Website: www.university-park-il.com

F-2 NEW BUSINESS

F-2a: 1st, 2nd & 3rd Readings – An Ordinance Adopting Prevailing Wage Rates To Be Paid To Laborers, Mechanics And Other Workers Performing Construction Of Public Works For The Village Of University Park.

F-2b: Motion To Approve The Appointment Of Mr. William Hooks To The Board Of Fire And Police Commissioners For A Partial Term That Shall Expire On June 26, 2019.

G. REPORTS OF MAYOR, BOARD OF TRUSTEES, CLERK, MANAGER, APPOINTED OFFICIALS, AND COMMITTEES

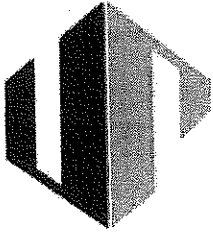
H. ANNOUNCEMENT OF SCHEDULED MEETINGS

I. EXECUTIVE SESSION: (Appointment, employment, compensation, discipline, performance or dismissal of certain employees; Litigation, pending and probable).

J. ADJOURNMENT.

Village of

University Park



Vivian E. Covington
MAYOR

Dorothy R. Jones, MMC
VILLAGE CLERK

BOARD OF TRUSTEES

Oscar H. Brown, Jr.
Milton C. Payton
Paula C. Wilson
Elizabeth Williams
Theaplise Brooks
Curtis McMullan II

Dr. Amara Enyia
VILLAGE MANAGER

Devon Dilworth
VILLAGE TREASURER

VILLAGE OF UNIVERSITY PARK, ILLINOIS BOARD RETREAT

150 North Michigan Avenue
Suite 5300
Chicago IL

Saturday, July 29, 2017

AGENDA

- | | |
|---------------|---|
| 9:00 – 9:45 | - Private Board Breakfast |
| 9:45 – 10:00 | - Break |
| 10:00 - 10:30 | - Collective Visioning "What do you Envision for you? For the Village?" |
| 10:30 - 11:15 | - Roles and Responsibilities of Trustees |
| | - Legislation |
| | - Conduct of Meetings |
| | - Purpose of Executive Session |
| | - Public Interaction between Board members |
| | - Legal Knowledge |
| 11:15– 12:15 | - Municipal Finances |
| | - Use of TIF Funds |
| | - Municipal Bonds |
| | - Lines of Credit |
| | - Economic Development |
| | - Taxation |
| | - Prior financial practices and the current state |
| | - An increase in the tax levy (overall revenue strategy) |
| | - Pending litigation and financial exposure |
| | - Pension and Union issues |
| 12:15 – 1:00 | Lunch |
| 1:00 – 2:00 | - Ethics - Establishing an Ethics Policy |
| | - Policy against receiving gifts from Village vendors |
| | - Policy against private meetings with Village vendors |
| | - Policy prohibiting nepotism |
| | - Separation of Duties |

Board Retreat

July 29, 2017

Page 2

2:00 – 2:15 Break

2:15 – 3:00 The Hard Road Ahead – Light at the End of the Tunnel

3:00 - 4:00 Separations of Duties Between Board and Department Heads

- Role of the Village Manager
- Role of the Police Department
- Role of the Village Attorney
- Role of Outside Counsel

4:00 Adjourn Meeting

Minutes Of The Regular Meeting Of The Board Of Trustees For The Village Of University Park, Will And Cook Counties Illinois, Held Tuesday, June 13, 2017 At #90 Town Center Drive In The Village Of University Park

A. CALL TO ORDER

Mayor Covington called this regular meeting of the Board of Trustees to order at 7:09 p.m.

B. ROLL CALL

Mayor:	Vivian E. Covington	Present
Trustees:	Elizabeth Williams	Present
	Paula C. Wilson	Present
	Theaplise Brooks	Present
	Curtis McMullan	Present
	Milton C. Payton	Present
	Oscar H. Brown, Jr.	Present

Also present were Village Attorney John Wise, Village Manager Amara Enyia, Deputy Fire Chief Brian Chellios, Public Works Director Gary Richardson, Police Chief John Pate, and Village Clerk Dorothy R. Jones.

C. PLEDGE OF ALLEGIANCE

Mayor Covington led the audience in the pledge of allegiance to the Flag of the United States of America.

D. APPROVAL OF MINUTES

Trustee Brown moved, Trustee McMullan seconded a motion to approve minutes of the regular meeting held April 25, 2017

Ayes:	Trustees Williams, Wilson, McMullan, Payton, Oscar Brown, and Mayor Covington.
Nays:	None.
Absent:	None.
Abstained:	Trustee Brooks.

Motion To Approve Carried.

Trustee Payton moved, Trustee Brown seconded a motion to approve minutes of the special meeting held May 3, 2017

Ayes: Trustees Wilson, Payton, Oscar Brown, and Mayor Covington.
Nays: None.
Absent: None.
Abstained: Trustees Williams, Brooks and McMullan.

Motion To Approve Carried.

Trustee Wilson moved, Trustee Payton seconded a motion to approve minutes of the regular meeting held May 23, 2017

Trustee Payton referred to page 2; paragraph 2 under Public Comments and asked Mayor Covington if her statement relating to TIF Transfers was correct.

Mayor Covington re-affirmed that she does not have a voice print, and cannot make TIF transfers.

Ayes: Trustees Williams, Wilson, Brooks, McMullan, Payton, Oscar Brown, and Mayor Covington.
Nays: None.
Absent: None.

Motion To Approve Carried.

E: General Public Comments

Mr. Keith Griffin addressed the Board and voiced his concerns with the proposed contract for the new Village Manager stating that he wants the contract and salary to be in line with that of the former Acting Village Manager, and not \$15,000 per month with our current financial situation; he asked if the Village could employ a firm rather than an individual for the position of Village Manager; he asked if the Village is paying two Village Manager, and why were companies in the Industrial Parks TIF District told to stop cooperating with IRH. He also voiced his concern with going back to Old Plank Bank when they would not give us a loan, and asked why the signatories on banks were being changed.

Mayor Covington responded that we are not paying two Village Managers; that they are not blocking TIF companies from cooperating, however notices were sent to some TIF companies on illegal Village letterhead.

Village Manager Enyia responded that companies in the Industrial Park contacted them regarding IRH, and the proposed salary for her contract, as referenced is incorrect.

Public Comments Continued:

Trustee Payton commented that if we are not paying the former Acting Village Manager, he wants to know if the contract with her had been canceled, if so, when and by whom, because nothing had come before the Board of Trustee for any action. He also stated that the salary proposed for Ms. Enyia is half of \$180,000 because it is for a six month contract. He also voiced his concerns regarding the closed account At Old Plank Bank, and questioned the reasons for going back to that bank.

Village Attorney Wise responded that there is no longer an account with Old Plank Bank, and a motion to amend the inclusion of old plank bank should be made when the item comes up on the agenda.

Ms. Sonja Jenkins voiced her concerns with the salary and the contract of the new Village Manager and asked if the Village will continue with youth programming, and if the community will be able to sustain the salary request of the new Village Manager.

Mrs. Debra Taylor commented on a meeting held at First Baptist Church regarding racism in one of the schools in our district. She thanked Mayor Covington, Trustees Wilson, Brooks, McMullan, and Police Chief Pate for their attendance. She also stated that use of cell phone at a public meeting is inappropriate, and that she would like to know the members of the finance committee since 2014. She also commented on the rash of crime in the community and asked for clarity on petitions circulated within the Village.

Trustee Oscar Brown responded that they had circulated petitions in certain areas regarding violations of the Open Meeting Act, which has been filed with the Office of The Attorney General.

Trustee McMullan responded that he hopes meetings relating to racial issues will continue.

Due to back and forth dialogue between the public and members of the Board, Trustee Payton asked for respect of our public comments resolution.

Mrs. Mary Truss apologized that everyone did not get an invitation to the meeting at First Baptist Church, noting that she along with School Board member Maurice Brown started discussing planning a meeting and did not have time or contact information for everyone. However, they are planning follow up meetings in the near future that will be better publicized.

Ms. Bernice O'Brien asked Trustee Brown what areas did he circulate petition.

Public Comments Continued:

Mayor Covington commented that they too had filed a complaint with the Office of the Attorney General for violation of the open meetings act for the meeting held September 25, 2015.

Ms. Sandra Heard commented that she feels that the Village Attorney should draft the contract for the Village Manager; she referred to the scope of services as drafted by Village Manager Enyia and asked to know how will she fix our financial deficit, and noted that we operate under the Managerial form of government, but it appears that we are outsourcing the functions of the Village Manager. She referred to the State Statute as it relates to bonding of officials, and asked the Village Clerk if the Village Manager or Treasurer had filed a bond with her. She also commented that the Village needs a full time Village Manager, and since the proposed contract is for a six month period she asked if there would be a search for a permanent Manager, and further stated that there is a need to set better standards.

Mayor Covington responded that she has spoken about better standards for years, and that Manager Enyia would be here full time Monday through Friday. She also stated that the former Acting Village Manager would be gone for days, and for the first time she gets daily reports from Manager Enyia. Mayor Covington referred to a lot of attorney bills and stated that Manager Enyia has saved the Village financially by addressing certain legal matters. She also announced that a Town Hall meeting is scheduled for July 8, 2017 and that currently there is no accountability.

Trustee Oscar Brown refuted the statement made by Mayor Covington regarding Johnna Townsend.

Trustee Payton commented that Ms. Townsend adjusted her salary and included contractual days off to travel out of town to take care of her ill parents. However, she took care of Village business when she was off.

Mr. Donzel Franklin proudly announced that six youth in his program carry a 3.6 GPA and represented the Village well. He noted that they had 16 wins with zero loss, and the other team has a record of 11 wins with 4 losses. He also announced that a free Strengthening and Conditioning Camp would be held at Palmer Park from June 26 through July 7, 2017 and that the annual picnic would be held at Craig Park on July 1, 2017. He also congratulated Malik Morgan, a rising star who has maintained a 4.0 GPA since first grade.

Ms. Cher`ese Williams thanked Ms. Amara Enyia for coming back to the community, and stated that with our millions of dollars deficit we need to be fiscally, financially responsible. She asked to know why are we paying the new Village Manager more than previous ones; asked to know the plans moving forward, and asked if the Board has made a strategic plan, and if the Board has done its homework; she asked if there are any checks and balances and when does the salary for the new Village Manager begin, and if we are able to make TIF payments.

Mayor Covington responded that there are no checks and balances, that they were never put into place and there is no employee policy manual; she stated there is no accountability and that we hinge on violating the HIPPA Act by divulging medical information on employees, and that we are now getting a handle on our finances.

Mr. David Sevier addressed the Board and commented on moving the Village forward, stating that based on our financial reports we are in a financial deficit, and paying a salary of this magnitude to the new Village Manager would create problems and Union nightmares. He stated that he is not knocking Ms. Enyia, but noting that the Village must be diligent in handling the situation and be careful with the situation and the impact of decisions made by the Board. He further stated that this is the time for experienced leadership.

Mayor Covington responded that last week Manager Enyia saved the Village over \$20,000 and that the Acting Village Manager was paid \$107,000 and we still spent thousands of dollars on attorney fees, and Manager Enyia has not been paid any money.

Mrs. Gloria Brookins commented that concerns with the contract has nothing to do with Ms. Enyia, but the salary appears to be that of a consultant and not a full-time employee as required by state statute. She also voiced her concerns with potential problems with Unions because employees made vast cuts in salaries. She further stated that we need to stop going back and forth with accusations of right and wrong and get it right; she referred to preparation of the agendas not being done by the Village Clerk and that public comments were moved on the agenda, and that the public has the right to speak and be heard.

Village Manager Enyia thanked the Board and residents for their comments and stated that she has been in this tentative role for less than two weeks, that the salary proposed is less than what it should be; that she averted a bond payment disaster by getting involved; that invoices in excess of \$400,000 have not been paid, although staff is working hard; that we have over \$600,000 in lawsuits because the fire and police pension funds have not been paid.

Public Comments Continued:

Manager Enyia stated that she has a plan to strategically move the Village forward with how the Village should run, stating that there is too much emphasis on salary and not enough emphasis on competency. She stated that she has been here every day, as staff can attest to, or she was on other locations cleaning up the messes. She stated that the Village needs someone with experience and she has 6 degrees, and the ability to look under the hood to see what needs to be done. Additionally she stated that she grew up in University Park and see the results of destruction of paying thousands of dollars to contractors and the inability to make sound decisions, and that the Village has one shot to get this right because this is worse and anything she has seen both here and abroad.

F-1: UNFINISHED BUSINESS

None.

F-2: NEW BUSINESS

F-2a: First, Second, and Readings – An Ordinance Amending Section 222-06 of Chapter 222, of Title Six, of Part Two of the Codified Ordinances of the Village of University Park, Will and Cook Counties, Illinois, Authorizing Signatories on Bank Accounts

Trustee Wilson moved, Trustee Brooks seconded a motion to approve first, second, and third readings of this ordinance.

Trustee Brooks, McMullan and Payton questioned the removal of the designated Trustee as a signatory on bank accounts and voiced their concerns.

Attorney Wise responded that there is no need for four signatories.

Trustee Payton commented that he does not feel that the Treasurer should have the ability to review financials and sign off on them.

Trustee Wilson commented that she does not see why we need a Trustee to sign checks when they do not have knowledge of the day-to-day operation, and not have the Treasurer sign. She further stated that we need to minimize the number of signatories.

Motion To Amend Main Motion:

Trustee Payton moved, Trustee Oscar Brown seconded a motion to amend the ordinance to remove the Treasurer and senior/designated Trustee and have only the Mayor, Clerk, and Village Manager as signatories.

F-2a Continued:

Trustee Wilson asked if the Treasurer would also be the finance director.

Village Manager Enyia responded no

Ayes: Trustees Williams, Wilson, Brooks, McMullan, Payton,
Nays: Trustee Oscar Brown, and Mayor Covington.
Absent: None.

Motion To Approve Carried.

Roll Call On Main Motion As Amended:

Ayes: Trustees Williams, Wilson, Brooks, McMullan, Payton, and Oscar
Brown
Nays: Mayor Covington.
Absent: None.

Motion To Approve Carried

Ordinance Number O2017-13.

F-2b: Resolution of the Village of University Park, Cook and Will Counties, Illinois, Authorizing and Approving the Execution of Business Signature Cards and Related Bank Documents with Midland States Bank, Old Plank Trail Community Bank, N.A., and U.S. Bancorp.

Trustee Payton moved, Trustee Wilson seconded a motion to approve this resolution.

Motion To Amend Main Motion:

Trustee Payton moved, Trustee Oscar Brown seconded a motion to amend the resolution and delete all references of the Treasurer and Old Plank Bank.

Ayes: Trustees Williams, Wilson, Brooks, McMullan, and Payton.
Nays: Mayor Covington.
Absent: Trustee Oscar Brown

Motion To Approve Carried.

Roll Call On Main Motion As Amended:

Ayes: Trustees Williams, Wilson, Brooks, McMullan, and Payton.
Nays: Mayor Covington.
Absent: Trustee Oscar Brown

Motion To Approve Carried

Resolution Number R2017-06.

F-2c: Resolution Of The Village Of University Park Will And Cook Counties, Illinois Appointing Devon Dilworth To The Office Of Village Treasurer.

Trustee Wilson moved, Trustee Brooks seconded a motion to approve this resolution.

Trustee Brooks commented that Treasurer Dilworth needs formal training, and since training has been removed from the budget he wants to see funds allocated for this training.

Trustee Payton voiced his disapproval with the appointment of Mr. Dilworth noting that he is not a CPA and has no financial experience; he feels he is not qualified and did not perform the duties as outlined in an ordinance passed in 2015 with a job description for the treasurer, and that he is disappointed with the past performance of Mr. Dilworth who for five years gave no written or verbal recommendations of the Village's financials.

Ayes: Trustees Wilson, Brooks, McMullan, and Mayor Covington.
Nays: Trustees Williams, Payton, and Oscar Brown.
Absent: None.

Motion To Approve Carried

Resolution Number R2017-07.

F-2d: Administration Of The Oath Of Office Of The Newly Appointed Treasurer.

Accompanied by Mayor Covington, Village Clerk Dee Jones administered the Oath Of Office to newly appointed Treasurer Devon Dilworth.

F-2e: Motion To Approve The Appointment Of Edward Joseph Lovelace To The Board Of Fire And Police Commissioners For A Partial Term That Shall Expire On December 31, 2017

Trustee Brooks moved, Trustee McMullan seconded a motion to approve the appointment of Edward J. Lovelace to the Board of Fire and Police Commissioners to fill the unexpired term of newly elected Trustee Theo Brooks.

Ayes: Trustees Williams, Wilson, Brooks, McMullan, Payton, Oscar Brown, and Mayor Covington.

Nays: None.

Absent: None.

Motion To Approve Carried.

F-2f: Motion To Approve The Appointment Of Christopher Humes To The Board Of Fire And Police Commissioners For A Full Term That Shall Expire On June 12, 2020

Trustee Payton moved, Trustee Wilson seconded a motion to approve the appointment of Christopher Humes to the Board of Fire and Police Commissioners for a full three (3) year term.

Ayes: Trustees Williams, Wilson, Brooks, McMullan, Payton, Oscar Brown, and Mayor Covington.

Nays: None.

Absent: None.

Motion To Approve Carried.

F-2g: Motion To Approve The Re-Appointment Of Bobbie Greer To The Board Of Fire And Police Commissioners For A Full Term That Shall Expire On June 12, 2020.

Trustee Wilson moved, Trustee Oscar Brown seconded a motion to approve the re-appointment of Bobbie Greer to the Board of Fire and Police Commissioners for a full three (3) year term.

Ayes: Trustees Williams, Wilson, Brooks, McMullan, Payton, Oscar Brown, and Mayor Covington.

Nays: None.

Absent: None.

Motion To Approve Carried.

F-2h: Administration Of The Oath Of Office To The Re-Appointed Fire and Police Commissioner Bobbie Greer

Accompanied by Mayor Covington, Fire and Police Commissioners Chair Deborah Young and Trustee Brooks, Village Clerk Dee Jones administered the Oath Of Office to Commissioner Bobbie Greer.

NOTE: Commissioner Humes had to leave the meeting prior to being sworn in, and Commissioner Lovelace was not present at this meeting.

F-2i: Resolution of The Village of University Park Will and Cook Counties, Illinois Authorizing the Execution of an Agreement Between the Village of University Park and Amara Enyia for Services as Village Manager.

Trustee Brooks moved, Trustee Wilson seconded a motion to table this item to after the executive session

Ayes: Trustees Williams, Wilson, Brooks, McMullan, Payton, and Mayor Covington.
Nays: Trustee Oscar Brown.
Absent: None.

Motion To Table Carried.

F-2j: Resolution Of The Village Of University Park, Will And Cook Counties, Illinois Authorizing The Execution Of An Agreement By And Between M & J Underground, Inc. And The Village of University Park For The Sandra & Blackhawk Drive Storm Sewer Improvement Project

Trustee Payton moved, Trustee Brown seconded a motion to approve this resolution.

Trustee Oscar Brown asked if this project was on the approval list of projects, and if the Village had the funds to pay the Village's portion.

Village Manager Enyia responded that the Will County Community Development Block Grant Program (CDBG) agreed to pay \$170,000.00, and the Village's portion \$97,376.00. That the Village Engineer's plan is to draw down the \$170,000 from Will County, once this resolution is approved by the Board, and use a portion of those funds to cover the Village's share.

Trustee Brooks asked if we can guarantee the funds needed for this project.

Village Manager Enyia responded that the Engineer plans to renegotiate a lower price with the contractor.

Trustee Brown asked to know the plan to repay the money.

Village Manager Enyia responded that the Village needs to address additional revenue streams.

Trustee Payton stated that a TAW would help if we got our audits up to date.

Roll Call On F-2j:

Ayes: Trustees Williams, Wilson, Brooks, McMullan, Payton, Oscar Brown, and Mayor Covington.
Nays: None.
Absent: None.

Motion To Approve Carried

Resolution Number R 2017 – 08.

F-2k: Bills List (Paid & Payables)

Trustee Brooks moved, Trustee Payton seconded a motion to approve the following bills payables:

Illinois Risk Management	\$	12,500.00
KS State Bank	\$	48,219.23
WCGL Member	\$	8,521.14
Weldstar Corporation	\$	91.00
Baxter & Woodman	\$	1,273.71
Montana & Welch	\$	24,872.11
Bond Payments	\$	<u>116,338.65</u>
Total:		\$ 199,315.84

Trustee Payton asked if the Village could apply for funding from Will County if we did not renew the membership at this time; clarity on payment to Baxter & Woodman, and requested details of services from Montana & Welch from 2015.

Public Works Director Richardson responded that the Village would need to be a member if we are to receive special rates and funding for special projects and equipment.

Mayor Covington responded that payment to Baxter & Woodman is important because she is holding onto a \$1 million grant that she does not want to lose, where our portion is 50-50.

Motion To Amend Bills Payable

Trustee Payton moved, Trustee Brown seconded a motion to withdraw payment of Montana & Welch pending notification of approved invoices.

Ayes: Trustees Williams, Payton, and Oscar Brown.
Nays: Trustees Wilson, Brooks, McMullan, and Mayor Covington.
Absent: None.

Motion Failed To Carry.

Roll Call On Bills Payable

Ayes: Trustees Williams, Wilson, Brooks, McMullan, Payton, and Mayor Covington.
Nays: Trustee Oscar Brown.
Absent: None.

Motion To Approve Carried

G. Mayor's Report

Mayor Covington delayed her report until the next meeting for presentations by the Azavar Government Solutions and Aqua Water Company.

1) Presentation by Azavar Government Solutions

A representative of Azavar Government Solutions addressed the Mayor and Board of Trustees informing them that their company does utility billing that specializes in finding and correcting GO Codes of utility companies, thereby bringing in thousands of dollars to the municipality. He stated that they ask for a 36 month contract, and the share of the revenue received is divided 55% to municipality and 45% to their company. He further stated that this differs from the gas tax utility.

2) Presentation by Aqua Water Company

Melissa, of Aqua Water Company addressed the Board and gave a PowerPoint presentation of their plans to bring soft water to the Village Of University Park. She stated that Aqua had filed a petition with the ICC for a rate increase to bring this softened water from the Kankakee River to the Village, and stated that construction of the pipe line started in 2016 and is expected to be completed by December 2017. She also stated that their company spent over \$30 million to run the pipeline into University Park and that they anticipate a monthly increase of \$38.95 for this new system. She explained that with the softened water it would eliminate the cost of bottled drinking water, softener and salt.

Melissa also stated that the rate increase would have to be approved by the ICC and would not go into effect until next year probably around March, 2018.

Reports Of Trustees

No comments made.

H. ANNOUNCEMENT OF SCHEDULED MEETINGS

None noted.

I. EXECUTIVE SESSION

Trustee Wilson moved, Trustee McMullan seconded a motion to move into executive session at 10:35 pm.

Ayes: Trustees Williams, Wilson, Brooks, McMullan, Payton, Oscar Brown
and Mayor Covington.
Nays: None.
Absent: None.

Motion To Approve Carried.

The Board returned from executive session at 12:03 AM June 14, 2017, resumed the regular meeting, and took the following action.

Trustee Payton moved, Trustee Oscar Brown seconded a motion to table action on the resolution and contract for services as Village Manager of Amara Enyia to the next Board meeting.

Ayes: Trustees Williams, Wilson, Brooks, McMullan, Payton, Oscar Brown
and Mayor Covington.
Nays: None.
Absent: None.

Motion To Table Approved.

J. ADJOURNMENT

Trustee Payton moved, Trustee Oscar Brown seconded a motion to adjourn the regular meeting of the Board of Trustee at 12:10 AM June 14, 2017.

Motion to Adjourn Carried by Unanimous Voice Vote.

Respectfully Submitted,

Dorothy R. Jones
Dorothy R. Jones, MMC
Village Clerk

Dee Jones

From: Vivian Covington <vcovington@university-park-il.com>
Sent: Friday, May 19, 2017 6:04 PM
To: Amara Enyia
Subject: Fw: Appointment

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Johnna Townsend <jltownsend@university-park-il.com>
Sent: Tuesday, May 16, 2017 11:45 AM
To: Vivian Covington
Cc: Oscar Brown; Milton Payton; Paula Wilson; Theaplise Brooks; Curtis McMullan; Liz Williams; Dee Jones; Norm Neely (NNeely@afscme31.org); Gary Richardson
Subject: RE: Appointment

Mayor Covington,

That is true and I have been investigating what would have caused this to occur? Mr. Neely is aware as well. Who is our attorney contact? I will reach out to them.

You and the Board will be informed.

Respectfully,

Johnna L. Townsend

Johnna L. Townsend, Acting Village Manager

Village of University Park, IL

Wk: 708-235-4813

Cell: 708-475-1803



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From: Vivian Covington
Sent: Tuesday, May 16, 2017 11:37 AM
To: Johnna Townsend <jltownsend@university-park-il.com>; Oscar Brown <obrown@university-park-il.com>; Milton Payton <mpayton@university-park-il.com>; Paula Wilson <pwilson@university-park-il.com>; Theaplise Brooks <tbrooks@university-park-il.com>; Curtis McMullan <cmcmullan@university-park-il.com>; Liz Williams <lwilliams@university-park-il.com>; Dee Jones <djones@university-park-il.com>
Cc: Jacelia Kelly <jkelly@university-park-il.com>; Claudia Webb <cwebb@university-park-il.com>; Keely Childress <kchildress@university-park-il.com>; Gary Richardson <grichardson@university-park-il.com>; Brian Chellios <bchellios@university-park-il.com>; GwenVanarsdale <gvansardsdale@university-park-il.com>; Rawle Belgrave

<rbelgrave@university-park-il.com>; John Pate <jpate@university-park-il.com>; Marlindra Emery <memery@university-park-il.com>; DerylBolton <dbolton@university-park-il.com>; Neva Jenkins <njenkins@university-park-il.com>
Subject: Re: Appointment

I was told all of public works called off today. Is that true?

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Johnna Townsend
Sent: Tuesday, May 16, 2017 9:41 AM
To: Vivian Covington; Oscar Brown; Milton Payton; Paula Wilson; Theaplise Brooks; Curtis McMullan; Liz Williams; Dee Jones
Cc: Jacelia Kelly; Claudia Webb; Keely Childress; Gary Richardson; Brian Chellios; GwenVanarsdale; Rawle Belgrave; John Pate; Marlindra Emery; DerylBolton; Neva Jenkins
Subject: Appointment

Mayor, Trustees and Village Clerk,

I will be in right after my medical appointment.

Sent from my iPhone
Johnna L. Townsend
Village of University Park, Acting Village Mgr
Office: 708-235-4813
Cell: 708-475-1803

Dee Jones

From: Milton Payton <mpayton@university-park-il.com>
Sent: Tuesday, August 15, 2017 3:52 PM
To: John Pate
Subject: Fw: Separation agreement with Dr. Enyia
Attachments: Amara Enyia-separation-agreement-081517.pdf

FYI

Sincerely,
Milton Payton
Trustee, Village of University Park

The information contained in this communication is confidential and may be legally privileged. It is intended solely for the use of the individual or entity to whom it is addressed and to others authorized to receive it. If you are not the intended recipient, you are hereby (a) notified that any disclosure, copying, distribution, or taking any action, with respect to the content of this information is strictly prohibited and may be unlawful, and are (b) kindly requested to inform the sender immediately and to destroy any copies.

From: John Wise <jwise@montanawelch.com>
Sent: Tuesday, August 15, 2017 1:44 PM
To: Oscar Brown; Milton Payton; Vivian Covington; Paula Wilson; Curtis McMullan; Liz Williams; Theaprise Brooks
Subject: Separation agreement with Dr. Enyia

Best,
John

Montana & Welch, LLC

John P. Wise
Montana & Welch, LLC
11952 South Harlem Avenue, Suite 200A
Palos Heights, Illinois 60463
jwise@montanawelch.com
(708) 448-7005
(708) 448-7007 Fax

From: Amara Enyia [mailto:]
Sent: Tuesday, August 15, 2017 11:00 AM
To: John Wise <jwise@montanawelch.com>
Cc: Amara Enyia <aenyia@university-park-il.com>; Vivian Covington <vcovington@university-park-il.com>
Subject: Re: separation agreement

Good morning John,

Since the document is a pdf, I don't have the capability of electronically signing it (unless you can make it a "docusign" document. Mayor, can you print out the document and then I can come down and sign/date it. That would probably be the best way to expedite this unless John can send it in another format where I can add my signature electronically.

Thanks!

ACE

Amara C. Enyia JD, PhD
Public Policy Consultant
aenyia@gmail.com

On Tue, Aug 15, 2017 at 8:44 AM, John Wise <jwise@montanawelch.com> wrote:

Amara,



Best,
John

Montana & Welch, LLC

John P. Wise
Montana & Welch, LLC
11952 South Harlem Avenue, Suite 200A

Palos Heights, Illinois 60463
jwise@montanawelch.com
(708) 448-7005
(708) 448-7007 Fax

Dee Jones

From: Amara Enyia <aenyia@university-park-il.com>
Sent: Tuesday, June 13, 2017 4:47 PM
To: Jacelia Kelly
Subject: Fw: Village Manager Report for Review
Attachments: Village Manager Report 6-11-17.pdf; Tentative Scope of Work.pdf

Amara Enyia, JD PhD
University Park Village Manager

aenyia@university-park-il.com

From: Amara Enyia
Sent: Monday, June 12, 2017 8:36 PM
To: Vivian Covington; Theaplise Brooks; Liz Williams; lizze60466@yahoo.com; Paula Wilson; Curtis McMullan; Milton Payton; Oscar Brown
Cc: Dee Jones
Subject: Village Manager Report for Review

Mayor and Trustees,

Please see the attached Village Manager's report for your review. This is an informal report that outlines the key fiscal, operational, and personnel issues that have been identified and addressed since I was appointed. This report does not contain the day-to-day incidental matters, events, economic development work, relationship-building, etc, but it gives the Trustees an accurate sense of what the most pressing issues are at present and the steps being taken to address those issues.

Moving forward, I will develop a standard template that is more user-friendly for public consumption. At my first Board meeting, I expressed that I would be transparent with residents about the work being done to address the Village's many challenges. I also committed to transparency with the Board. I intend to fulfill that promise.

I'm also in the process of developing a workforce initiative to expand the capacity of Public Works and a refashioned program for youth. I'll have those proposals drafted and ready for review at the end of this week. Chief Pate has also developed an initiative to expand police capacity and will be presenting this information at tomorrow's board meeting.

On an editorial note, given my experience and observations over these last few weeks, I cannot emphasize strongly enough the depth of work necessary to tackle the deep fiscal, operational and infrastructural issues facing the Village. I would like to set up one-on-one or 2-person meetings with each of you to convey the most pressing issues and some recommendations for addressing those issues.

Again, though I intend to read this report at our board meeting, it is informal in its current format and will be presented by template at future Board meetings. Because it is fairly long, I'll have a limited number of copies


available at tomorrow's meeting. I have also included a tentative scope of work that allows residents to see the issues that will be addressed during my tenure. There will be opportunities for feedback at subsequent meetings.

Please do not hesitate to reach out should you have questions on any of the aforementioned.

Respectfully,

ACE

Amara Enyia, JD PhD
University Park Village Manager


aenyia@university-park-il.com

Dee Jones

From: Vivian Covington <vcovington@university-park-il.com>
Sent: Monday, July 31, 2017 9:27 AM
To: Tiff
Subject: Fw: Village Website Appearance

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

Original Message
From: Amara Enyia <aenyia@university-park-il.com>
Sent: Sunday, July 30, 2017 6:18 PM
To: Paula Wilson; Vivian Covington
Cc: Oscar Brown; Liz Williams; Theaprise Brooks; Milton Payton; Curtis McMullan; Dee Jones
Subject: Re: Village Website Appearance

Good evening,

During our on-on-one session, Deryl and I had discussed overhauling the existing web site, both for aesthetic reasons as well as for functionality. Changing the web site would correspond with the new GIS software we were integrating to assist with economic development efforts and work with our infrastructure projects. The Mayor also provided some contact information for an intern that would be able to assist in this endeavor to defray the costs of a new site build-out.

Building a new site would require getting bids from designers that are familiar with what a municipality would need. Once those bids are collected and some mock-ups done, they can be presented for approval.

For now, Deryl can work on putting together a tentative timeline on the new web site that he can present to the Board, but more importantly, I'll have him double check all of the information contained to ensure it is up to date and accurate.

Respectfully,

ACE

Amara Enyia, JD PhD
University Park Village Manager

[REDACTED]
aenyia@university-park-il.com

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From: Paula Wilson

Sent: Saturday, July 29, 2017 12:59 PM

To: Amara Enyia; Vivian Covington

Cc: Oscar Brown; Liz Williams; Theaprise Brooks; Milton Payton; Curtis McMullan; Dee Jones

Subject: Village Website Appearance

Amara/Vivian the appearance of our Village website is unacceptable. University Park has so many black eyes we don't need to have an ugly website. See below.

Dee Jones

From: Paula Wilson <pwilson@university-park-il.com>
Sent: Tuesday, June 27, 2017 2:27 PM
To: Amara Enyia
Subject: Fwd: Community Advisory Panel

FYI. See below

Sent from my iPhone

Begin forwarded message:

From: Vivian Covington <vcovington@university-park-il.com>
Date: June 26, 2017 at 12:43:37 PM CDT
To: "Kahoun, Melissa A." <MAKahoun@aquaaamerica.com>, Paula Wilson <pwilson@university-park-il.com>, Oscar Brown <obrown@university-park-il.com>, Milton Payton <mpayton@university-park-il.com>
Cc: Curtis McMullan <cmcmullan@university-park-il.com>, Theaplise Brooks <tbrooks@university-park-il.com>, Liz Williams <lwilliams@university-park-il.com>, Vivian Covington <vcovington@university-park-il.com>
Subject: Re: Community Advisory Panel

I will make the call on tomorrow at our board meeting. Thank you.

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: vcovington@university-park-il.com
Sent: Monday, June 26, 2017 12:41 PM
To: Kahoun, Melissa A.; Paula Wilson; Oscar Brown; Milton Payton
Cc: Trustee Curtis McMullan. II; Theaplise Brooks; Liz Williams
Subject: Re: Community Advisory Panel

Fyi

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Kahoun, Melissa A.
Sent: Monday, June 26, 2017 12:27 PM
To: Vivian Covington; Paula Wilson; Oscar Brown; Milton Payton
Subject: Community Advisory Panel

Mayor and Trustees,

Aqua would like to put together a Community Advisory Panel regarding the pipeline project. This Community Advisory Panel will be comprised of University Park community members and leaders that will become an integral part of the system improvement planning process. The goal of the group is to provide insights and feedback that will help Aqua to improve service and communication within the community. We are looking for a maximum of about 10-12 people.

Advisory Group member will:

- Become engaged during the planning phases of projects

- Provide insights on how to best communicate with customers
- Help us to address customer concerns, such as changing water sources, rate information and/or cases of hardship
- Serve as an extension for education within our community on important topics, such as the ongoing pipeline project and related water quality and service benefits

If you know of anyone who would like to participate please let me know and I can reach out to them. Please forward this email to Trustees Brooks, McMullan, and Williams. I do not have their email addresses yet.

Thank you for your help and please reach out to me if you have any questions.



AQUA



Melissa Kahoun
Area Manager
Aqua Illinois, Inc.
1000 S. Schuyler Ave
Kankakee, IL 60901
O: 815.614.2032 M: 815.922.5150 F: 815.935.8809

Dee Jones

From: Paula Wilson <pwilson@university-park-il.com>
Sent: Monday, July 17, 2017 2:45 PM
To: Amara Enyia
Subject: Fwd: Dr. Enyia

Sent from my iPhone

Begin forwarded message:

From: Jeffery Duhoski <jduhoski@university-park-il.com>
Date: July 13, 2017 at 8:16:24 PM CDT
To: Vivian Covington <vcovington@university-park-il.com>, Milton Payton <mpayton@university-park-il.com>, Paula Wilson <pwilson@university-park-il.com>, Theaprise Brooks <tbrooks@university-park-il.com>, Curtis McMullan <cmcmullan@university-park-il.com>, Oscar Brown <obrown@university-park-il.com>, Liz Williams <lwilliams@university-park-il.com>
Subject: Re: Dr. Enyia

Good evening Mayor and Trustees:

My name is Jeff Duhoski, I am a Lieutenant on the Fire Department and the President of the Firefighters Union as well as the Firefighters Pension Fund. After attending the board meeting on Tuesday I decided to send this short informational email.

On May 10, 2017 the attorney for the pension fund sent a letter and email regarding a funding issue with the pension fund. A few weeks after this, a meeting was set up with Dr. Enyia at the attorneys office in Hinsdale on June 8, 2017. I was in attendance as was the attorney for the Police Pension Fund. A productive meeting was held, and by the next pay period one of the major issues had been rectified (after almost 18 months). Ongoing items still need to be addressed and corrected, but this was a huge and much appreciated step forward.

In December of 2016 the Firefighters Union had sent a request to begin negotiations for the expiring Collective Bargaining Agreement. No reply had been received by the Union. After being contacted by our attorney, Dr. Enyia scheduled and attended a meeting with us on June 20, 2017. We discussed 9 ongoing issues (one of which was rectified) as well as the status of our negotiations.

In a short period of time Dr. Enyia met with and addressed two very large ongoing situations. These situations include many items that need to be addressed and we have already seen some action taken.

I just wanted to make all of you aware of the work that was done by Dr. Enyia to address these items. Due to their nature, these issues can become costly on the legal side if they are not dealt with. Several thousands of dollars have already been saved on legal costs by what has been accomplished so far. I hope that we can continue to move forward on rectifying these issues in a timely matter.

If you would like to speak with me in greater detail, feel free to call me on my cell at [REDACTED] or email me on my personal email [REDACTED]

Thank you for all of the work that you do and have a great day,

Jeff

Notes Regarding Emaya Enyia's Proposed Agreement

In general, I applaud the initiative being demonstrated here, however, in my opinion, the overall effort to accomplish all of what is listed here within the timeline proposed; if done properly, may be more than can be handled given the current village resources, both financial and human. It would be my suggestion, to scale back and carefully prioritize what is really essential to move the village forward after careful coordination with community and Board objectives.

In my opinion, your objective to create a turnaround agenda would be better served by simply developing a strategic plan which would include departmental strategies. Any properly developed strategic plan would include an assessment and/or benchmarking of the village and individual departments. Many of the individual were components would be better integrated as part of the plan, and then listed as separate work processes.

1. This agreement confers on Dr. Enyia the ability to implement a comprehensive reform and turnaround agenda to address both long-standing issues as well strategically address future issues of the village. This turnaround agenda will entail be responsible for four (4) major areas:

1) Human Resource/Staff/Operational Protocol Overhaul

Note: Any proposed re-organization of the Villages operations should only be recommended after a scientific assessment of the community's priorities and board recommendations. Please outline for the board the methodology that will be used for the strategic planning process.

This includes development of new organizational charts, job descriptions, structural characteristics, evaluation metrics, and accountability measures for all Village departments, department heads, and staff including but not limited to:

- Mayor's Office
- Economic Development
- Finance
- Fire (subject to Police and Fire Commission)
- Information Technology
- Parks and Recreation
- Police (Subject to Police and Fire Commission)
- Public Works
- University Park Golf Club (Currently under lease management agreement)
- Village Clerk
- Village Hall
- Village Manager

Conduct a full fiscal review, establish updated fiscal protocols, review of financial standing, forensic audits, review of budgets, historic performance and budget projections, for every department of the Village.

2) Strategic Planning for every Village department:

Note: As previously stated, any subsequent Strategic Planning should be done only after

Notes Regarding Emaya Enyia's Proposed Agreement

a scientific survey that accurately assesses the community's priorities. Any departmental vision statements and or strategic initiatives should be correlated with the overall vision and mission statement of the village. If a new vision and mission statement is to be created for the community; it should be done so in a comprehensive process that includes all stakeholders.

This function is intensive, yet necessary and includes a full strategic planning process with every Village department to evaluate current operations and performance, and, in conjunction with department staff, create a vision statement and strategic plan to achieve the department's vision statement. This includes short, mid, and long-term timelines, benchmarks, deliverables, and evaluation metrics. In total, 11 strategic plans will be developed for the following departments:

- Economic Development
- Finance
- Fire (subject to Police and Fire Commission)
- Information Technology
- Parks and Recreation
- Police (Subject to Police and Fire Commission)
- Public Works
- University Park Golf Club
- Village Clerk
- Village Hall
- Village Manager

The completed strategic plans will then be consolidated into an overall Village Strategic Plan that will guide execution of the Village's mission moving forward and the Village's Comprehensive Plan.

3) Review of existing Village infrastructure (including operational and technological infrastructure) and capacity to efficiently and effectively deliver village services.

Again, in order to effectively review and plan future village infrastructure; the community's goals and priorities must be first established using a comprehensive and objective process.

4) Strategic Planning for every Village department

This function is intensive, yet necessary and includes a full strategic planning process with every Village department to evaluate current operations and performance, and, in conjunction with department staff, create a vision statement and strategic plan to achieve the department's vision statement. This includes short, mid, and long-term timelines, benchmarks, deliverables, and evaluation metrics. In total, 11 strategic plans will be developed for the following departments:

- Economic Development
- Finance
- Fire (subject to Police and Fire Commission)
- Information Technology
- Parks and Recreation

Notes Regarding Emaya Enyia's Proposed Agreement

- Police (Subject to Police and Fire Commission)
- Public Works
- University Park Golf Club
- Village Clerk
- Village Hall
- Village Manager

The completed strategic plans will then be consolidated into an overall Village Strategic Plan that will guide execution of the Village's mission moving forward and the Village's Comprehensive Plan.

4) Review of existing Village infrastructure (including operational and technological infrastructure) and capacity to efficiently and effectively deliver village services.

In order to operate efficiently and effectively, the Village must ensure it is utilizing technological advancements that create a higher quality of life for residents. Technology and infrastructure enhancements can also create cost-savings for the Village while enhancing service delivery.

A review of existing Village operational infrastructure will include a comprehensive review of Village technological assets and functions, current mechanisms for record-keeping, communications, (print, online, social media, television, etc.), revenue generation, and potential opportunities to enhance service delivery in the following departments:

- Information Technology
- Public Works
- Parks and Recreation
- Finance
- Village Clerk
- Village Manager

5) Review of existing Village, County, State, and Federal programs to identify fidelity to program execution, accountability for use of funds as well as existing bonds and proposed bonds. It will also include identifying potential grants and other opportunities for revenue that can enhance Village operations.

This function includes a review of programs such as TIF, TIF Works (what is this?), NSP (what does this acronym stand for?), and any other existing programs to which the Village is a part. It will include a full review of the terms of agreement for every program as well as assessments of Village performance and any necessary changes to ensure the Village is abiding by the terms of every program. This also includes a review of all bond deals the city has executed as well as and pending bond issuances.

6) Establish an Ethics Board and Develop Ethics Training and Protocol for all departments.

It may be more beneficial to expand the resources on a Human Resources Manual and/or sexual harassment training, which has been a problem in the village. Given all the major problem areas of the village, why would this even be considered at this time?

Notes Regarding Emaya Enyia's Proposed Agreement

It is crucial that Village employees are aware of their roles and responsibilities as it relates to the ethical delivery of services to Village residents. Ethics training ensures that all departments are functioning free from corruption, cronyism, nepotism, and any other behaviors and practices that otherwise run afoul of good governance, transparency, and the highest ethical standards.

As part of the turnaround agenda, Dr. Enyia will develop Ethics training curriculum and manuals for all Village Departments as well as training and review protocols for all Village staff and leadership. As part of the turnaround agenda, all department leaders and staff will be required to participate in ethics training seminars.

The Ethics Board would be comprised of Village Residents and both the Board and Training will also be statutorily built into Village operations.

7) Enhance internal and external Village communication protocols and capacity

This function includes internal and external communications protocols. (What do you mean by communication protocols?). Internally, it will include a review of any existing communications protocols (if any exist) and the establishment of new communications protocols according to the organizational chart and hierarchy developed for every department including:

- Economic Development
- Finance
- Fire (subject to Police and Fire Commission)
- Information Technology
- Parks and Recreation
- Police (Subject to Police and Fire Commission)
- Public Works
- University Park Golf Club
- Village Clerk
- Village Hall
- Village Manager

These communications protocols will ensure higher levels of accountability, transparency, as well as cohesion amongst and between departments to enhance internal Village operations and external execution of the Village's mission and vision. Externally, communications protocols will include engagement with the following (including but not limited to):

- Media (television, print, online, social)
- Other municipal entities and municipal leadership
- Developers, contractors and those seeking to do business with the Village
- Village residents

8) Full compliance with any and all local, State or Federal investigations

This includes full compliance with ongoing FBI investigation of Village operations, and any other investigations taking place, and the full delivery of any and all materials requested as part of any such investigation.

9) Re-establishment and/or review and support for volunteer Committees and

Notes Regarding Emaya Enyia's Proposed Agreement

Commissions

This includes a review of all existing committees and commissions functions, roles, responsibilities, and effectiveness, as well as establishment of previous or new volunteer committees and commissions. It includes development of marketing materials and process for recruitment of residents to serve on and chair the committees and commissions.

10) Create a Government Fellowship Program

Previously proposed but a good idea if effectively implemented

There exists a unique opportunity to engage both young people and adults in Village affairs. It's important to breath new life into Village operations and generate excitement, new ideas, and innovations that can enhance Village government and quality of life for residents. In addition to the turnaround agenda, Dr. Enyia will develop the University Park Government Fellowship program for high school, college, and adults who are looking to gain government experience. The Fellowship program will place college students and adults in universities (with a preference to local students) within Village Departments to assist in departmental operations, garner experience, and contribute their ideas to Village affairs. It increases staff capacity for the Village, opens up the Village as a place of fresh ideas, and creates a pipeline of leadership for the Village. Fellows will help staff committees and commissions, assist in meetings for committees and commissions, assist in communications (particularly grassroots and social media), assist with events, and other duties as to be outlined by specific departments.

11) Create a Youth Board

Previously proposed but a good idea if effectively implemented

Engaging Youth in Village affairs and decision-making creates space for new ideas, a sense of investment and desire to give back, and opportunities for existing Village committees, commissions and staff to access fresh ideas, events, and feedback that can move the Village forward. As part of the turnaround agenda, Dr. Enyia will establish a Youth board designed for young people ages 14-21. The Youth board will function as other committees and commissions and will serve in an advisory capacity to Village leadership.

12) Review legal matters including pending litigation, lawsuits, and potential cases both for or against the Village

Though the Village has retained a law firm, litigator and adjudicator, I bring additional value as a lawyer. I am able to function in the capacity to review our existing caseload, provide advising to our retained law firm, litigator and adjudicator, and otherwise ensure that the Village is adhering to its legal responsibilities. Part of my role will also be to ensure that the Village engages in practices, policies and protocols that limit liabilities that may cost taxpayers money in the form of legal fees.

13) Establish regular report-outs of every step of the turnaround process including findings, results of reviews, projections, opportunities and challenges

Why wouldn't this be part of the communications protocols?

Notes Regarding Emaya Enyia's Proposed Agreement

This includes a period of time designated at every board meeting for a report out on a specific part of the turnaround agenda with an opportunity for public comment. Residents will be notified ahead of time which portion of the turnaround agenda will be discussed so that they can prepare inquiries in advance. Each report out will include any reports, presentations, and verbal testimony of the Village Manager and any relevant department heads.

PLEASE NOTE: Transparency and regular communication are absolutely critical to the turnaround agenda. As Village Manager, I will be reporting every detail of the turnaround including negative findings

IV. Client Relationship and Working Conditions

It is understood that Dr. Enyia currently maintains a roster of additional clients.

Please specify the clients, the work being performed for them and the amount of time spent regarding their services. In my opinion, Dr. Enyia needs to observe the villages hours of operation as all other employees.

Though she typically increases the number of clients on that roster, her agreement University Park means she will not take on any additional clients.

Flexibility is important. It is understood that Dr. Enyia is operating a turnaround agenda, which is different from standard management. It is much more intensive and mandates a high level of flexibility.

Dr. Enyia will provide a schedule a week in advance for the specific days she will be primarily in Village Hall that week.

Please note that there will be meetings and other engagements at different locations, especially for meetings with external partners, vendors, staff, etc. A full-time staffer will be in Village Hall during standard hours.

Does this relate to Dr. Enyia's other clients or the village? Because this would be standard procedure.

So, does this mean that we will be hiring somebody to serve in Dr. Enyia's capacity while she is working with other clients?

Please note that all requested meetings and events must be made at least one (1) week in advance on Dr. Enyia's calendar. This is to allow sufficient time to plan for such meetings or events and to assess whether a meeting or event is feasible. At no time will meetings less than a week in advance be accepted unless with Village trustees or staff.

If this is part of the "communications Protocol" I think it is unduly restrictive for day-to-day business, which would include meetings, community members, developers, vendors, etc. may also have limited availability.

Dr. Enyia places a premium on high touch engagement. She is committed to working closely

Notes Regarding Emaya Enyia's Proposed Agreement

with the Village leadership team through project or policy from planning to implementation. She is highly accessible to clients via in-person, telecommuting, text messaging, email, and remote access. Dr. Enyia believes that extensive research and immersion is essential.

V. Fee Structure

This cost is not acceptable given the salaries of previous village managers, Dr. Enyia's lack of experience in municipal government management; her plans to work on the village only "part-time" due to other clients, and the poor financial condition of the village. The previous village manager's salary was \$85,000 a year. This annualized "Fee" would be equivalent to \$180,000 a year and would be totally irresponsible to the citizens of University Park. A more acceptable "Fee" commensurate with the current acting village manager's salary is necessary. In addition, the proposed six-month term does not appear to be much of a commitment to the village.

\$15,000 (if one payment) or XX and XX of \$7500 if more two payments per month. Checks should be made payable to "Amara Enyia".

Dee Jones

From: Oscar Brown <obrown@university-park-il.com>
Sent: Sunday, June 18, 2017 3:08 PM
To: Milton Payton
Subject: Fwd: Potential Legal Action Regarding our Conversation on Thursday 15th

Read this over and give me your opinion.

Oscar

Sent from my iPhone

Begin forwarded message:

From: Amara Enyia <aenyia@university-park-il.com>
Date: June 16, 2017 at 5:22:58 AM CDT
To: Oscar Brown <obrown@university-park-il.com>
Subject: Potential Legal Action Regarding our Conversation on Thursday 15th

Good morning Oscar,

Again, thank you for your call yesterday. I wanted to make sure I memorialized our conversation so that we are completely clear.

You called me to alert me that you were reporting me to ARDC for "mischaracterizing my qualifications". **You claim you spoke with an officer who advised you that 'there could have been misleading language'**. However, I also called ARDC as well as a second law firm, and spoke to 2 attorneys (whose names I provided to you yesterday), read them the specific wording of the scope of work document that you referenced, as well as the specific role of Village manager. I also explained the circumstances and was told that there was no violation at all - that in fact, everything contained in the paragraph in question falls within the scope of a Village Manager and that in fact, being a lawyer/having a legal background *could be construed as adding value to my role as Village Manager*. **Your recommendation that I 'change the wording' in the scope of work document was found to be unnecessary and I was told that the wording changes from jurisdiction to jurisdiction. You also accused me of handling Village cases in the courtroom (Clorox) which is wholly false.**

You also attempted to continue pursuing the line that the Village is engaging a company, even though I made clear (as evidenced in the audio recordings of our Executive Session) that I already stated that this is not the case, that the document is simply on template letterhead (which

is not a final document) and that any final agreement is between myself as an individual- not a corporation.

Therefore, I want it to be memorialized that you attempted to report me to ARDC under specious pretenses - you were not acting in good faith. Once you gathered additional information from me, you cannot claim that I intentionally mislead anyone - and the attorneys I spoke with did not think so either. It was confirmed that I have evidence that proves the veracity of my words, as contained in the video, audio and written recordings of all Board meetings I have participated in, as well as affidavits I intend to collect from individuals that I have personally spoken with about my work and qualifications. You, on the other hand, have no evidence - just your 'interpretation' and attempts to mischaracterize a document that everyone has access to. I **did inquire as to whether any actions on your part publicly stating such accusations especially in the absence of concrete facts (I was told there would have to be specific video/audio/written evidence) could be an ethical violation on YOUR part.**

I was told that yes - any actions whether verbal, written, or otherwise, to mischaracterize my words, work, or documentation (as you attempted to do - and especially after you and I had our explanatory conversation which would have informed your 'interpretation' yesterday) would actually constitute slander and/or libel as well as knowingly attempting to make a frivolous filing with ARDC. I would have legal standing to sue you on those grounds.

As I mentioned to you yesterday, any written, verbal, or audio correspondence or language that you use to call into question my work or words (specifically after you have already sought information from ARDC and after I sought information from 2 attorneys, plus an outside law firm, and ARDC) **would be knowingly spreading misleading information about my professional work, and knowingly attempting to damage my reputation.**

I want it to be clear to you that I will #1. Report you to ARDC for which you would actually be found to be outside the bounds of legal, ethical, and professional conduct due to your slander/libel, and #2, I will personally sue you and pursue all legal actions against you to the fullest extent of the law. You will be jeopardizing your license if you continue down such a path. I will be on high alert for any words or actions from anyone on the Board or in the Village for such accusations or mischaracterizations and it will be clear from where they emanated. I did inform ARDC that depending upon what happens next, I would be back in touch with them to report on this situation.

As I told you yesterday, from the very beginning, I have engaged you with the utmost professionalism and good faith. I have been more than transparent and demonstrated a willingness to work with you in the best interests of the village. **I find it highly disappointing that your first phone call to me after one month consists of your efforts to derail me, discredit me, and delegitimize me. You were not acting in good faith, and in fact, your actions are a clear example of why the Village of University Park continues down in its slide to destruction - dysfunction, incompetence, malfeasance, and corruption.**

The residents of University Park deserve so much better.

I highly advise you to think long and hard about how you engage with me, and about your role in this Village moving forward. **If you (or any one else, for that matter) continue to expend your energy attempting to derail me, you will be highly, highly disappointed and in fact, you will be damaging not only your career, but your quality of life. I guarantee it. I will be merciless and relentless in ensuring that you, and any other people of ill character - not acting in good faith - are dealt with appropriately; for the sake of this Village - and it will be unlike anything you have ever experienced.**

Please, do not respond to this message as it is simply to put you on notice. My attorney also will have a copy of this correspondence. I hope we do not have to broach this matter again.

Best Regards,

ACE

Amara Enyia, JD PhD

University Park Village Manager


aenyia@university-park-il.com

Dee Jones

From: gbb [REDACTED]
Sent: Friday, May 26, 2017 8:54 PM
To: Milton Payton
Cc: Milton Payton
Subject: Fwd: Re: Amara C. Enyia's Resume

I spoke with someone who knows Amaria very well. He said she is super intelligent and above board.

He wanted to know if Amaria is aware of the fact that the Acting Manager was still in place. What was actually explained to her as to what her role was versus the Acting Manager? Is it a consulting position? I told him she was sworn in as the Manager.

[REDACTED]

He is going to make contact with her and respond back.

Question for You:
Are we paying 2 salaries?
How much?
Was she given a contract?

Will follow up when he contacts me back.

As Always,

Gloria Barnett Brookins
Marketing and Public Communications Strategist

Sent via the Samsung Galaxy S7 Edge, an AT&T 4G LTE Smartphone

----- Original message -----

From: gbb [REDACTED]
Date: 5/20/17 3:38 PM (GMT-06:00)
To: Milton Payton <mpayton@university-park-il.com>
Subject: Re: Amara C. Enyia's Resume

How did she obtain 3 different bachelors degrees in the same year ? I suppose it's possible, highly unlikely. Was she vetted?

As Always,

Gloria Barnett Brookins
Marketing and Public Communications Strategist

Sent via the Samsung Galaxy S7 Edge, an AT&T 4G LTE Smartphone

Dee Jones

From: John Pate <jpate@university-park-il.com>
Sent: Wednesday, August 09, 2017 12:27 PM
To: Dee Jones
Subject: Fwd: Transition Period

Clerk Dee,

Please see the e-mail below. Just an informational awareness message. I want to make sure I received the attorney's opinion on this action in writing in order to prevent any confusion amongst the residents and rank and file.

Thanks,

John E. Pate, M.S.
Chief of Police
Village of University Park – Division of Police
Phone: (708) 235-4802
Village Cell: (708) 701-1161
Fax: (708) 534-8724
E-Mail: jpate@university-park-il.com

NWU SPSC# 361
ILETSB-EI PER21C# M-221
ILETSB-EI ESTLE21C# E-314

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Begin forwarded message:

From: John Pate <jpate@university-park-il.com>
Date: August 9, 2017 at 12:24:51 PM CDT
To: "jwise@montanawelch.com" <jwise@montanawelch.com>
Cc: "mwelch@montanawelch.com" <mwelch@montanawelch.com>
Subject: Fwd: Transition Period

John,

Thank You,

John E. Pate, M.S.
Chief of Police
Village of University Park – Division of Police
Phone: (708) 235-4802
Village Cell: (708) 701-1161
Fax: (708) 534-8724
E-Mail: jpate@university-park-il.com

NWU SPSC# 361
ILETSB-EI PER21C# M-221
ILETSB-EI ESTLE21C# E-314

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Begin forwarded message:

From: Vivian Covington <vcovington@university-park-il.com>
Date: August 9, 2017 at 11:24:12 AM CDT
To: Keely Childress <kchildress@university-park-il.com>, GwenVanarsdale <gvanarsdale@university-park-il.com>, John Wise <jwise@montanawelch.com>, "Atty. Matt Montana and Welch" <mwelch@montanawelch.com>, "Smith, Stepfon" <SSmith@salawus.com>, John Pate <jpate@university-park-il.com>, Rawle Belgrave

<rbelgrave@university-park-il.com>

Subject: Fw: Transition Period

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Vivian Covington <vcovington@university-park-il.com>

Sent: Wednesday, August 9, 2017 10:13 AM

To: Dee Jones; Vivian Covington; Paula Wilson; Amara Enyia; Theaprise Brooks; Gary Richardson; Milton Payto Brown; Jacelia Kelly; Deryl Bolton; Brian Chellios; Neva Jenkins; Liz Williams; Curtis McMullan; Claudia Webb

Subject: Transition Period

This is to inform all of you that with the departure of Village Manager Amara Enyia effective August 8, 2017, until further notice anything that would be directed to the village manager should be directed to Police Chief John Pate.

I am sure that each of you will continue to hold yourselves and your departments responsible and accountable for the deliverance of nothing less than exceptional service to the village and residents that we all serve, and give Chief Pate the respect and support of the Office of the Village Manager that he deserves as he attempts to help move the village forward during this transition period.

Feel free to contact me if you have questions or concerns regarding the message contained in this email.

Mayor Vivian E. Covington

708) 473-6423

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Dee Jones

From: Amara Enyia <aenyia@university-park-il.com>
Sent: Tuesday, May 30, 2017 6:56 AM
To: Paula Wilson; Curtis McMullan; Theaplise Brooks; Oscar Brown; Milton Payton; Liz Williams
Cc: Vivian Covington
Subject: Important Board updates and info for this week
Attachments: 5-29 - 6-2 Tasks and Deliverables.pdf

Good morning Board,

I hope all of you had a restful and enjoyable holiday with family and friends.

Please see the attached list of deliverables for this week. Please note that a timely response from the Board with regard to my work agreement is necessary prior to my correspondence with the Village department heads.

As I'm sure you are aware, time is of the essence on many of the issues that need to be addressed - particularly pending lawsuits against the Village and progress on a sound fiscal plan moving forward. I was able to access the previous Village Manager email address over the weekend. I am especially concerned about non-response (for several weeks and, in some cases, months) on highly critical issues regarding public employee pensions, healthcare benefits for Village employees, issues with the Comptroller's Office, the Labor Board, EastCom, non-payments of existing debt service on existing bonds, and several others. It is imperative that the Board move quickly as I need to know that I have full clearance to proceed with the work that must be done.

In addition to the aforementioned, there are a number of crucial human resource-related protocols that must be addressed this week that set us on the path to developing strategic plans for every department, including:

- 1) Send correspondence to all Village Department Heads to notify them of an all-staff meeting with requests for information they must prepare in advance of the meeting;**
- 2) Arrange to procure Village access keys, vehicle, and files/documents relevant to VM function;**
- 3) Contact former acting VM Townsend for transition meeting;**
- 4) Set date for all-staff meeting/training plus one-on-ones with department heads;**
- 5) Send correspondence to former acting VM Townsend's contact list to alert all contacts that there has been a change in leadership. This will shift all Village correspondence on all matters to me;**
- 6) Execute transfer of signatory privileges and revised signatory protocols by Wednesday of this week;**
- 7) Set up conference call for my anticipated June 15th Settlement Conference with attorneys;**

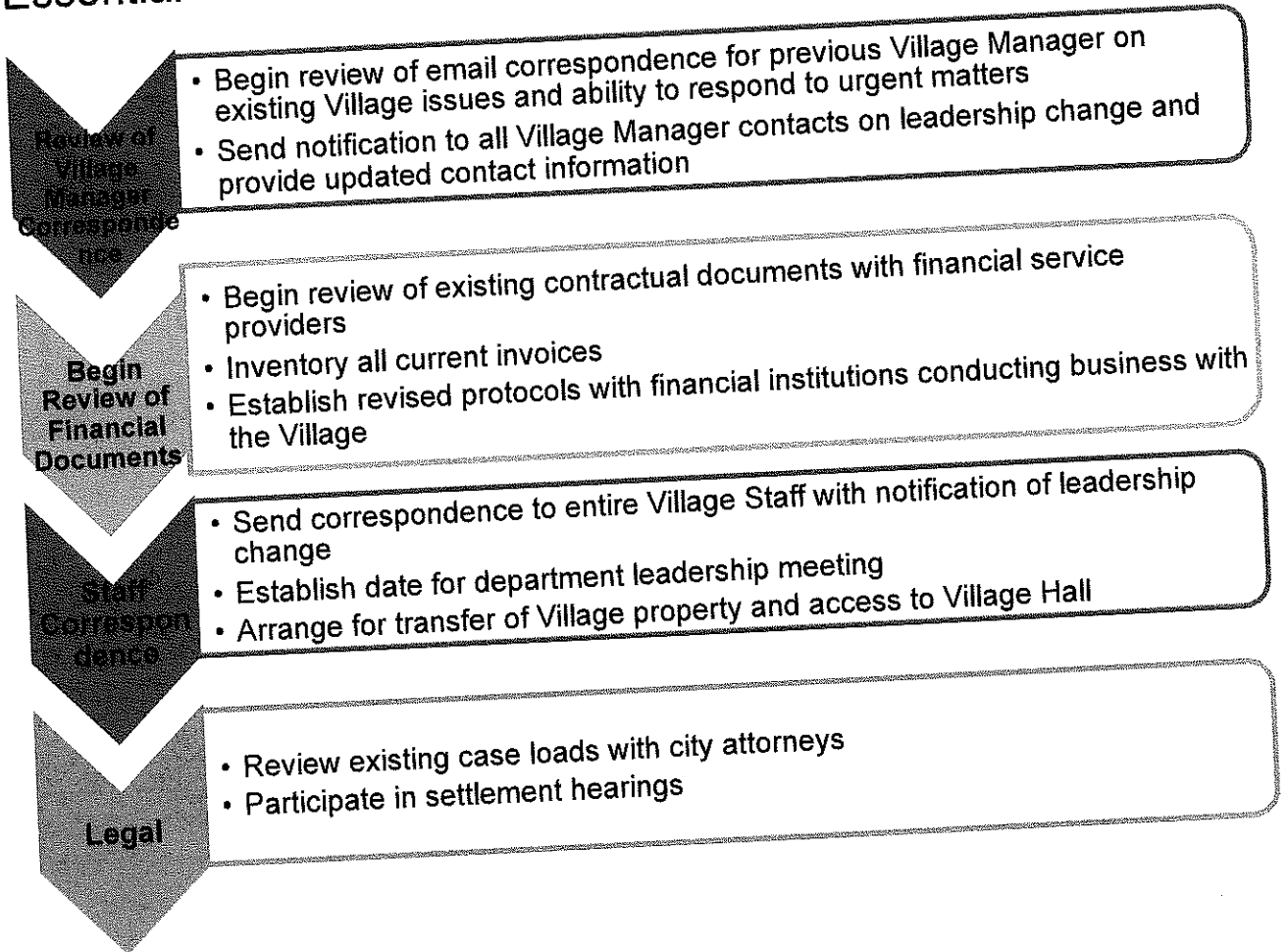
In efforts to ensure full transparency with the work ahead, I will be providing a bi-weekly Memorandum to the Board of Trustees on off-weeks (in between Board meetings) to ensure that you are all fully aware and updated on activities and actions being taken.

Again, my direct phone number is [REDACTED] I am also always open to set up some time with each of you if need be to discuss any matters in more detail. I look forward to an update on the status of my work agreement as well as your feedback (if any) on the aforementioned.

Onward,

ACE

Essential Tasks for May 29th – June 1st



Important Board updates and info for this week

Amara Enyia

Tue 5/30/2017 6:55 AM

To: Paula Wilson <pwilson@university-park-il.com>; Curtis McMullan <cmcmullan@university-park-il.com>; Theaplise Brooks <tbrooks@university-park-il.com>; Oscar Brown <obrown@university-park-il.com>; Milton Payton <mpayton@university-park-il.com>; Liz Williams <lwilliams@university-park-il.com>;

Cc: Vivian Covington <vcovington@university-park-il.com>;

📎 1 attachment

5-29 - 6-2 Tasks and Deliverables.pdf

Good morning Board,

I hope all of you had a restful and enjoyable holiday with family and friends.

Please see the attached list of deliverables for this week. Please note that a timely response from the Board with regard to my work agreement is necessary prior to my correspondence with the Village department heads.

As I'm sure you are aware, time is of the essence on many of the issues that need to be addressed - particularly pending lawsuits against the Village and progress on a sound fiscal plan moving forward. I was able to access the previous Village Manager email address over the weekend. I am especially concerned about non-response (for several weeks and, in some cases, months) on highly critical issues regarding public employee pensions, healthcare benefits for Village employees, issues with the Comptroller's Office, the Labor Board, EastCom, non-payments of existing debt service on existing bonds, and several others. It is imperative that the Board move quickly as I need to know that I have full clearance to proceed with the work that must be done.

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- 6) Execute transfer of signatory privileges and revised signatory protocols by Wednesday of this week;**
- 7) Set up conference call for my anticipated June 15th Settlement Conference with attorneys;**

In efforts to ensure full transparency with the work ahead, I will be providing a bi-weekly Memorandum to the Board of Trustees on off-weeks (in between Board meetings) to ensure that you are all fully aware and updated on activities and actions being taken.

Again, my direct phone number is **(708)793-3470**. I am also always open to set up some time with each of you if need be to discuss any matters in more detail. I look forward to an update on the status of my work agreement as well as your feedback (if any) on the aforementioned.

Onward,

ACE

Update: Important Board info for this week

Amara Enyia

Thu 6/1/2017 9:23 PM

To: Paula Wilson <pwilson@university-park-il.com>; Curtis McMullan <cmcmullan@university-park-il.com>; Theaplise Brooks <tbrooks@university-park-il.com>; Oscar Brown <obrown@university-park-il.com>; Milton Payton <mpayton@university-park-il.com>; Liz Williams <lwilliams@university-park-il.com>;

Cc: Vivian Covington <vcovington@university-park-il.com>;

Good evening Board,

As a courtesy I'm sending an update on the tasks and deliverables I outlined at the beginning of this week, as well as outcomes on accomplishing those tasks. This email is simply a courtesy to ensure you are all up to speed on the progress of our transition. As I mentioned earlier this week I will be sending a bi-monthly memorandum to keep you abreast of Village activities. As always, you are free to call/email/text me at anytime with questions, concerns or ideas.

- 1) **Send correspondence to all Village Department Heads to notify them of an all-staff meeting with requests for information they must prepare in advance of the meeting; DONE.** All Dept. Head meeting confirmed for Mon. June 5. Individual meetings taking place throughout the week of June 5th-10th. For any of you that are interested in seeing the correspondence I sent to staff, please let me know and I will forward the email to you.
- 2) **Arrange to procure Village access keys, vehicle, and files/documents relevant to VM function; DONE.** All materials were transported Thursday 6/1
- 3) **Contact former acting VM Townsend for transition meeting; DONE.**
- 4) **Set date for all-staff meeting/training plus one-on-ones with department heads; DONE.**
- 5) **Send correspondence to former acting VM Townsend's contact list to alert all contacts that there has been a change in leadership. This will shift all Village correspondence on all matters to me; DONE.**
- 6) **Execute transfer of signatory privileges and revised signatory protocols by Wednesday of this week; PARTIALLY DONE.** Upcoming bank visit on Friday 6/2
- 7) **Set up conference call for my anticipated June 15th Settlement Conference with attorneys; DONE.** Conference call executed today with follow-up next week

In addition to the aforementioned I spent several hours on Wednesday night and from 7am to 11am this morning working and negotiating with Michele Martello, Senior VP of Amalgamated Bank of Chicago, Linda Ebrahim, head of Municipal Risk at Dexia, and Kathy Murray of MBIA negotiating for an extension as well as context for our bond payment, as they were prepared to draw on our bond insurance policies today. This would have been **extremely detrimental to the Village**. During separate conversations with them, we went over several key issues with the Village as it relates to our bond status, audits, etc.

I have set up in-person meetings with Michele and Kathy Murray of MBIA. Both are eager to meet with me to discuss our strategy moving forward. I also have a conference call scheduled with Linda Ebrahim to follow up on

our status.


Next week will focus on departmental/HR issues internally. I have one on one meetings throughout the week scheduled with department heads in addition to our all-staff meeting on Monday. I will also be meeting with the attorney for the Fire Fighter's pension as the Village had not paid into the pension for quite some time.

Again, this email is only a courtesy so as to ensure that you are all aware of the activities taking place in my capacity as Village manager. **Please contact me directly** if you have questions or concerns.

I look forward to our Board meeting tomorrow.

ACE

Amara Enyia, JD PhD
University Park Village Manager


aenyia@university-park-il.com

From: Amara Enyia

Sent: Tuesday, May 30, 2017 6:55 AM

To: Paula Wilson; Curtis McMullan; Theaplise Brooks; Oscar Brown; Milton Payton; Liz Williams

Cc: Vivian Covington

Subject: Important Board updates and info for this week

Good morning Board,

I hope all of you had a restful and enjoyable holiday with family and friends.

Please see the attached list of deliverables for this week. Please note that a timely response from the Board with regard to my work agreement is necessary prior to my correspondence with the Village department heads.

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Again, my direct phone number is [REDACTED]. I am also always open to set up some time with each of you if need be to discuss any matters in more detail. I look forward to an update on the status of my work agreement as well as your feedback (if any) on the aforementioned.

Onward,

ACE

Dee Jones

From: Paula Wilson <pwilson@university-park-il.com>
Sent: Wednesday, June 28, 2017 9:07 PM
To: Amara Enyia
Cc: Milton Payton; Oscar Brown; Theaplise Brooks; Curtis McMullan; Elizabeth Williams; Dee Jones
Subject: Letter to Johnna

During last nights meeting Trustee Payton stated that our attorneys sent Johnna a letter via her attorney telling Johnna not to return to work.

Manager Enyia can you please obtain a copy of this letter and share with the board at our next executive session so the board can all know what was said and not hearsay?

Regards,
Paula Wilson
Sent from my iPhone

Dee Jones

From: Milton Payton <mpayton@university-park-il.com>
Sent: Friday, June 02, 2017 5:54 PM
To: Amara Enyia
Cc: Dee Jones; Vivian Covington
(Vivian.Covington@va.gov); Paula Wilson; Oscar Brown; Curtis McMullan; Liz Williams;
Theaplise Brooks
Subject: Notes Regarding Dr. Enyia's Agreement
Attachments: Notes Regarding Emaya Enyia's Proposed Agreement.pdf

Attached for your information as a PDF file are my notes regarding the proposed agreement submitted to us prior to the last board meeting for Dr. Enyia's agreement. Please contact me if you have any questions.

Sincerely,
Milton Payton
Trustee, Village of University Park

The information contained in this communication is confidential and may be legally privileged. It is intended solely for the use of the individual or entity to whom it is addressed and to others authorized to receive it. If you are not the intended recipient, you are hereby (a) notified that any disclosure, copying, distribution, or taking any action, with respect to the content of this information is strictly prohibited and may be unlawful, and are (b) kindly requested to inform the sender immediately and to destroy any copies.

Notes Regarding Emaya Enyia's Proposed Agreement

In general, I applaud the initiative being demonstrated here, however, in my opinion, the overall effort to accomplish all of what is listed here within the timeline proposed; if done properly, may be more than can be handled given the current village resources, both financial and human. It would be my suggestion, to scale back and carefully prioritize what is really essential to move the village forward after careful coordination with community and Board objectives.

In my opinion, your objective to create a turnaround agenda would be better served by simply developing a strategic plan which would include departmental strategies. Any properly developed strategic plan would include an assessment and/or benchmarking of the village and individual departments. Many of the individual were components would be better integrated as part of the plan, and then listed as separate work processes.

1. This agreement confers on Dr. Enyia the ability to implement a comprehensive reform and turnaround agenda to address both long-standing issues as well strategically address future issues of the village. This turnaround agenda will entail be responsible for four (4) major areas:

1) Human Resource/Staff/Operational Protocol Overhaul

Note: Any proposed re-organization of the Villages operations should only be recommended after a scientific assessment of the community's priorities and board recommendations. Please outline for the board the methodology that will be used for the strategic planning process.

This includes development of new organizational charts, job descriptions, structural characteristics, evaluation metrics, and accountability measures for all Village departments, department heads, and staff including but not limited to:

- Mayor's Office
- Economic Development
- Finance
- Fire (subject to Police and Fire Commission)
- Information Technology
- Parks and Recreation
- Police (Subject to Police and Fire Commission)
- Public Works
- University Park Golf Club (Currently under lease management agreement)
- Village Clerk
- Village Hall
- Village Manager

Conduct a full fiscal review, establish updated fiscal protocols, review of financial standing, forensic audits, review of budgets, historic performance and budget projections, for every department of the Village.

2) Strategic Planning for every Village department:

Note: As previously stated, any subsequent Strategic Planning should be done only after

Notes Regarding Emaya Enyia's Proposed Agreement

a scientific survey that accurately assesses the community's priorities. Any departmental vision statements and or strategic initiatives should be correlated with the overall vision and mission statement of the village. If a new vision and mission statement is to be created for the community; it should be done so in a comprehensive process that includes all stakeholders.

This function is intensive, yet necessary and includes a full strategic planning process with every Village department to evaluate current operations and performance, and, in conjunction with department staff, create a vision statement and strategic plan to achieve the department's vision statement. This includes short, mid, and long-term timelines, benchmarks, deliverables, and evaluation metrics. In total, 11 strategic plans will be developed for the following departments:

- Economic Development
- Finance
- Fire (subject to Police and Fire Commission)
- Information Technology
- Parks and Recreation
- Police (Subject to Police and Fire Commission)
- Public Works
- University Park Golf Club
- Village Clerk
- Village Hall
- Village Manager

The completed strategic plans will then be consolidated into an overall Village Strategic Plan that will guide execution of the Village's mission moving forward and the Village's Comprehensive Plan.

3) Review of existing Village infrastructure (including operational and technological infrastructure) and capacity to efficiently and effectively deliver village services.

Again, in order to effectively review and plan future village infrastructure; the community's goals and priorities must be first established using a comprehensive and objective process.

4) Strategic Planning for every Village department

This function is intensive, yet necessary and includes a full strategic planning process with every Village department to evaluate current operations and performance, and, in conjunction with department staff, create a vision statement and strategic plan to achieve the department's vision statement. This includes short, mid, and long-term timelines, benchmarks, deliverables, and evaluation metrics. In total, 11 strategic plans will be developed for the following departments:

- Economic Development
- Finance
- Fire (subject to Police and Fire Commission)
- Information Technology
- Parks and Recreation

Notes Regarding Emaya Enyia's Proposed Agreement

- Police (Subject to Police and Fire Commission)
- Public Works
- University Park Golf Club
- Village Clerk
- Village Hall
- Village Manager

The completed strategic plans will then be consolidated into an overall Village Strategic Plan that will guide execution of the Village's mission moving forward and the Village's Comprehensive Plan.

4) Review of existing Village infrastructure (including operational and technological infrastructure) and capacity to efficiently and effectively deliver village services.

In order to operate efficiently and effectively, the Village must ensure it is utilizing technological advancements that create a higher quality of life for residents. Technology and infrastructure enhancements can also create cost-savings for the Village while enhancing service delivery.

A review of existing Village operational infrastructure will include a comprehensive review of Village technological assets and functions, current mechanisms for record-keeping, communications, (print, online, social media, television, etc.), revenue generation, and potential opportunities to enhance service delivery in the following departments:

- Information Technology
- Public Works
- Parks and Recreation
- Finance
- Village Clerk
- Village Manager

5) Review of existing Village, County, State, and Federal programs to identify fidelity to program execution, accountability for use of funds as well as existing bonds and proposed bonds. It will also include identifying potential grants and other opportunities for revenue that can enhance Village operations.

This function includes a review of programs such as TIF, TIF Works (what is this?), NSP (what does this acronym stand for?), and any other existing programs to which the Village is a part. It will include a full review of the terms of agreement for every program as well as assessments of Village performance and any necessary changes to ensure the Village is abiding by the terms of every program. This also includes a review of all bond deals the city has executed as well as and pending bond issuances.

6) Establish an Ethics Board and Develop Ethics Training and Protocol for all departments.

It may be more beneficial to expand the resources on a Human Resources Manual and/or sexual harassment training, which has been a problem in the village. Given all the major problem areas of the village, why would this even be considered at this time?

Notes Regarding Emaya Enyia's Proposed Agreement

It is crucial that Village employees are aware of their roles and responsibilities as it relates to the ethical delivery of services to Village residents. Ethics training ensures that all departments are functioning free from corruption, cronyism, nepotism, and any other behaviors and practices that otherwise run afoul of good governance, transparency, and the highest ethical standards.

As part of the turnaround agenda, Dr. Enyia will develop Ethics training curriculum and manuals for all Village Departments as well as training and review protocols for all Village staff and leadership. As part of the turnaround agenda, all department leaders and staff will be required to participate in ethics training seminars.

The Ethics Board would be comprised of Village Residents and both the Board and Training will also be statutorily built into Village operations.

7) Enhance internal and external Village communication protocols and capacity

This function includes internal and external communications protocols. (What do you mean by communication protocols?). Internally, it will include a review of any existing communications protocols (if any exist) and the establishment of new communications protocols according to the organizational chart and hierarchy developed for every department including:

- Economic Development
- Finance
- Fire (subject to Police and Fire Commission)
- Information Technology
- Parks and Recreation
- Police (Subject to Police and Fire Commission)
- Public Works
- University Park Golf Club
- Village Clerk
- Village Hall
- Village Manager

These communications protocols will ensure higher levels of accountability, transparency, as well as cohesion amongst and between departments to enhance internal Village operations and external execution of the Village's mission and vision. Externally, communications protocols will include engagement with the following (including but not limited to):

- Media (television, print, online, social)
- Other municipal entities and municipal leadership
- Developers, contractors and those seeking to do business with the Village
- Village residents

8) Full compliance with any and all local, State or Federal investigations

This includes full compliance with ongoing FBI investigation of Village operations, and any other investigations taking place, and the full delivery of any and all materials requested as part of any such investigation.

9) Re-establishment and/or review and support for volunteer Committees and

Notes Regarding Emaya Enyia's Proposed Agreement

Commissions

This includes a review of all existing committees and commissions functions, roles, responsibilities, and effectiveness, as well as establishment of previous or new volunteer committees and commissions. It includes development of marketing materials and process for recruitment of residents to serve on and chair the committees and commissions.

10) Create a Government Fellowship Program

Previously proposed but a good idea if effectively implemented

There exists a unique opportunity to engage both young people and adults in Village affairs. It's important to breath new life into Village operations and generate excitement, new ideas, and innovations that can enhance Village government and quality of life for residents. In addition to the turnaround agenda, Dr. Enyia will develop the University Park Government Fellowship program for high school, college, and adults who are looking to gain government experience. The Fellowship program will place college students and adults in universities (with a preference to local students) within Village Departments to assist in departmental operations, garner experience, and contribute their ideas to Village affairs. It increases staff capacity for the Village, opens up the Village as a place of fresh ideas, and creates a pipeline of leadership for the Village. Fellows will help staff committees and commissions, assist in meetings for committees and commissions, assist in communications (particularly grassroots and social media), assist with events, and other duties as to be outlined by specific departments.

11) Create a Youth Board

Previously proposed but a good idea if effectively implemented

Engaging Youth in Village affairs and decision-making creates space for new ideas, a sense of investment and desire to give back, and opportunities for existing Village committees, commissions and staff to access fresh ideas, events, and feedback that can move the Village forward. As part of the turnaround agenda, Dr. Enyia will establish a Youth board designed for young people ages 14-21. The Youth board will function as other committees and commissions and will serve in an advisory capacity to Village leadership.

12) Review legal matters including pending litigation, lawsuits, and potential cases both for or against the Village

Though the Village has retained a law firm, litigator and adjudicator, I bring additional value as a lawyer. I am able to function in the capacity to review our existing caseload, provide advising to our retained law firm, litigator and adjudicator, and otherwise ensure that the Village is adhering to its legal responsibilities. Part of my role will also be to ensure that the Village engages in practices, policies and protocols that limit liabilities that may cost taxpayers money in the form of legal fees.

13) Establish regular report-outs of every step of the turnaround process including findings, results of reviews, projections, opportunities and challenges

Why wouldn't this be part of the communications protocols?

Notes Regarding Emaya Enyia's Proposed Agreement

This includes a period of time designated at every board meeting for a report out on a specific part of the turnaround agenda with an opportunity for public comment. Residents will be notified ahead of time which portion of the turnaround agenda will be discussed so that they can prepare inquiries in advance. Each report out will include any reports, presentations, and verbal testimony of the Village Manager and any relevant department heads.

PLEASE NOTE: Transparency and regular communication are absolutely critical to the turnaround agenda. As Village Manager, I will be reporting every detail of the turnaround including negative findings

IV. Client Relationship and Working Conditions

It is understood that Dr. Enyia currently maintains a roster of additional clients.

Please specify the clients, the work being performed for them and the amount of time spent regarding their services. In my opinion, Dr. Enyia needs to observe the villages hours of operation as all other employees.

Though she typically increases the number of clients on that roster, her agreement University Park means she will not take on any additional clients.

Flexibility is important. It is understood that Dr. Enyia is operating a turnaround agenda, which is different from standard management. It is much more intensive and mandates a high level of flexibility.

Dr. Enyia will provide a schedule a week in advance for the specific days she will be primarily in Village Hall that week.

Please note that there will be meetings and other engagements at different locations, especially for meetings with external partners, vendors, staff, etc. A full-time staffer will be in Village Hall during standard hours.

Does this relate to Dr. Enyia's other clients or the village? Because this would be standard procedure.

So, does this mean that we will be hiring somebody to serve in Dr. Enyia's capacity while she is working with other clients?

Please note that all requested meetings and events must be made at least one (1) week in advance on Dr. Enyia's calendar. This is to allow sufficient time to plan for such meetings or events and to assess whether a meeting or event is feasible. At no time will meetings less than a week in advance be accepted unless with Village trustees or staff.

If this is part of the "communications Protocol" I think it is unduly restrictive for day-to-day business, which would include meetings, community members, developers, vendors, etc. may also have limited availability.

Dr. Enyia places a premium on high touch engagement. She is committed to working closely

Notes Regarding Emaya Enyia's Proposed Agreement

with the Village leadership team through project or policy from planning to implementation. She is highly accessible to clients via in-person, telecommuting, text messaging, email, and remote access. Dr. Enyia believes that extensive research and immersion is essential.

V. Fee Structure

This cost is not acceptable given the salaries of previous village managers, Dr. Enyia's lack of experience in municipal government management; her plans to work on the village only "part-time" due to other clients, and the poor financial condition of the village. The previous village manager's salary was \$85,000 a year. This annualized "Fee" would be equivalent to \$180,000 a year and would be totally irresponsible to the citizens of University Park. A more acceptable "Fee" commensurate with the current acting village manager's salary is necessary. In addition, the proposed six-month term does not appear to be much of a commitment to the village.

\$15,000 (if one payment) or XX and XX of \$7500 if more two payments per month. Checks should be made payable to "Amara Enyia".

Dee Jones

From: Vivian Covington <vcovington@university-park-il.com>
Sent: Saturday, July 01, 2017 7:23 PM
To: Paula Wilson; Amara Enyia
Cc: Oscar Brown; Theaplise Brooks; Milton Payton; Liz Williams; jwise@montanawelch.com; Dee Jones; Curtis McMullan; John Pate
Subject: Re: Email to Board

Thank you Trustee not sure why Ms.Enyia was excluded originally or our police chief.

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Paula Wilson
Sent: Friday, June 30, 2017 4:54 PM
To: Vivian Covington; Amara Enyia
Cc: Oscar Brown; Theaplise Brooks; Milton Payton; Liz Williams; jwise@montanawelch.com; Dee Jones; Curtis McMullan
Subject: Re: Email to Board

Adding VM Enyia

Sent from my iPhone

On Jun 30, 2017, at 4:43 PM, Vivian Covington <vcovington@university-park-il.com> wrote:

Thank you Trustee. I would like to add that we create a safe center. This would be a place for those to trade from Craig list, lego and any other site of purchase. This site would be a well lit area with security. If the board would like to meet or send suggestions that would be great.

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Oscar Brown
Sent: Friday, June 30, 2017 3:19 PM
To: Vivian Covington; Theaplise Brooks; Paula Wilson; Milton Payton; Liz Williams; jwise@montanawelch.com; Dee Jones; Curtis McMullan
Subject: Fwd: Email to Board

Sent from my iPhone

Begin forwarded message:

From: Oscar Brown <oscarbrownlaw@yahoo.com>
Date: June 30, 2017 at 3:09:47 PM CDT
To: Oscar Brown <obrown@university-park-il.com>
Subject: Fw: Email to Board
Reply-To: Oscar Brown <oscarbrownlaw@yahoo.com>

On Friday, June 30, 2017 3:07 PM, Oscar Brown <oscarbrownlaw@yahoo.com> wrote:

June 30, 2017

Mayor and Board of Trustees

Our Violence problem has gotten out of hand. Strategic and formulated methods are now necessary from us to address this problem; along with immediate action.

It is my suggestion that we meet on July 7, 2017 to discuss relevant solutions to this problem. Furthermore, we should each conduct independent research to provide our take to resolve the issues of violence occurring within our Village. For my part, I have begun to study the issue, and believe the following recommendations maybe helpful.

1. We should address the communities' concerns and hire additional officers.

- Although this is my first concern, it is my belief that traditional officers, may not be enough. This board should review the attached articles *Problem Analysis in Policing*. We should; either by full time, part-time, or by contractor; hire a problem analyst – a person whose education and training has focused on action research and whose function it is to conduct problem analysis – within the police department. I believe this is necessary to get a full handle on the current violence issues we are currently experiencing.
- For immediate action, we should implement our Police Chief's strategy to hire part-time officers to beef up patrols within the community.

2. Use a top-down/bottom-up approach for solutions

- Just I recommend a meeting of our Board and research to be conducted by us on this issue, community involvement should also be a top priority. After our discussion and research we should hold a town hall meeting focused exclusively on the violence issues we are having here in the Village.

3. For immediate action, we should consider and implement the Center for Problem-Oriented Policing Policies on the Topic.

- Attached you will find two articles from the Center for Problem-Oriented Policing 1) Gun Violence Among Serious Young Offenders; 2) Drive-by shootings. It is my recommendation that the Board review the articles and be prepared to discuss them along with other ideas from independent research. We should decide which to implement, if not all of them.

Madam Mayor, the violence must stop. Let's work together for policies and solutions to this violence problems. Let's call a special meeting for this topic only on July 7, 2017 at a time that is convenient for us all.

Oscar H. Brown Jr.

Trustee, Village of University Park

Websites for Articles

<http://www.popcenter.org/library/reading/pdfs/problemanalysisinpolicing.pdf>

http://www.popcenter.org/problems/gun_violence/1

[Center for Problem-Oriented Policing | Problem Guides | Drive-By Shootings](#)

Center for Problem-Oriented Policing | Problem Guides | Drive-By Shootings

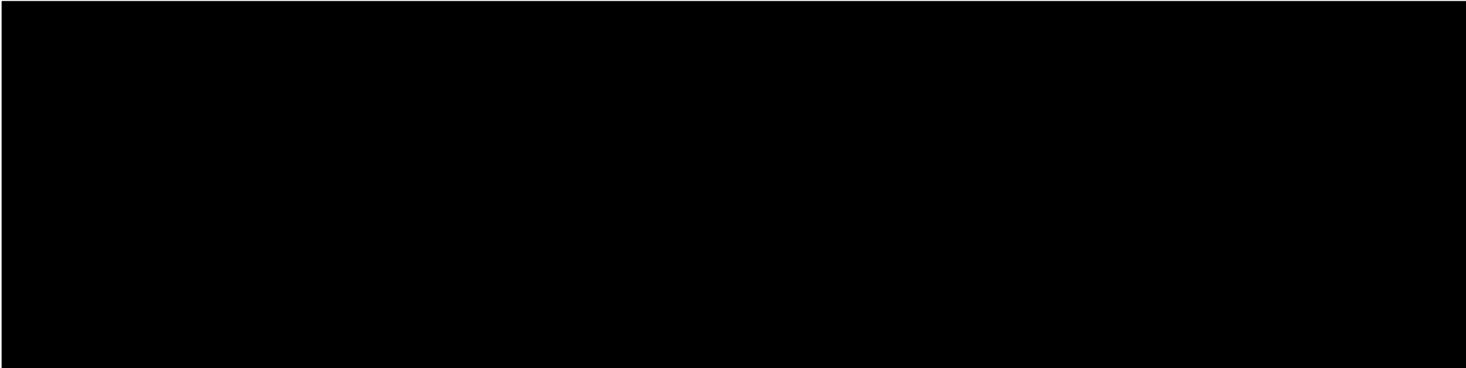
The mission of The Center for Problem-Oriented Policing is to advance the concept and practice of problem-orient...

Center for Problem-Oriented Policing | Problem Guides | Cruising

The mission of The Center for Problem-Oriented Policing is to advance the concept and practice of problem-orient...

Dee Jones

From: Amara Enyia <aenyia@gmail.com>
Sent: Monday, August 28, 2017 11:45 AM
To: Vivian Covington
Subject: Re: Fw: The Village of University Park
Attachments: image002.png




Cheers,

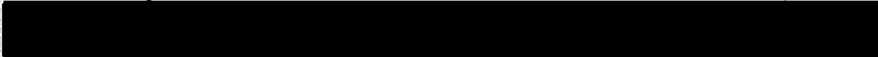
ACE

On Mon, Aug 28, 2017 at 11:25 AM Vivian Covington <vcovington@university-park-il.com> wrote:

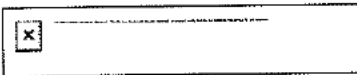
Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: John Wise <jwise@montanawelch.com>
Sent: Tuesday, August 22, 2017 4:46 PM
To: Vivian Covington; Theaprise Brooks; Milton Payton; Oscar Brown; Paula Wilson; Liz Williams; Curtis McMullan
Cc: John Pate
Subject: FW: The Village of University Park

Attached please find correspondence from former attorney Odelson Sterk regarding 



John



John P. Wise

Montana & Welch, LLC

11952 South Harlem Avenue, Suite 200A

Palos Heights, Illinois 60463

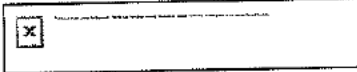
jwise@montanawelch.com

(708) 448-7005

(708) 448-7007 Fax

From: Rose Sikorski [<mailto:rsikorski@montanawelch.com>]
Sent: Tuesday, August 22, 2017 4:40 PM
To: attyburt@aol.com
Cc: 'John Wise' <jwise@montanawelch.com>; Matt <mwelch@montanawelch.com>; 'Felicia Frazier' <ffrazier@odelsonsterk.com>; jpate@university-park-il.com; [REDACTED]
Subject: The Village of University Park

Correspondence from Matthew Welch.



Rosemarie Sikorski, Office Manager

Montana & Welch, LLC

11952 South Harlem Avenue, Suite 200A

Palos Heights, Illinois 60463

rsikorski@montanawelch.com

(708) 448-7005

(708) 448-7007 Fax

--
Amara C. Enyia JD, PhD
Public Policy Consultant

[REDACTED]

Dee Jones

From: Milton Payton <mpayton@university-park-il.com>
Sent: Monday, August 14, 2017 2:44 PM
To: John Wise
Subject: Re: Separation and General Release agreement

John,
Thanks for the update. I support your position 100%.

Sincerely,
Milton Payton
Trustee, Village of University Park

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From: John Wise <jwise@montanawelch.com>
Sent: Monday, August 14, 2017 2:11 PM
To: Oscar Brown; Milton Payton; Paula Wilson; Curtis McMullan; Theaprise Brooks; Liz Williams; Vivian Covington
Subject: Separation and General Release agreement

Dear Mayor and Board of Trustees,



Should you have questions or concerns feel free to contact me.

Best,
John

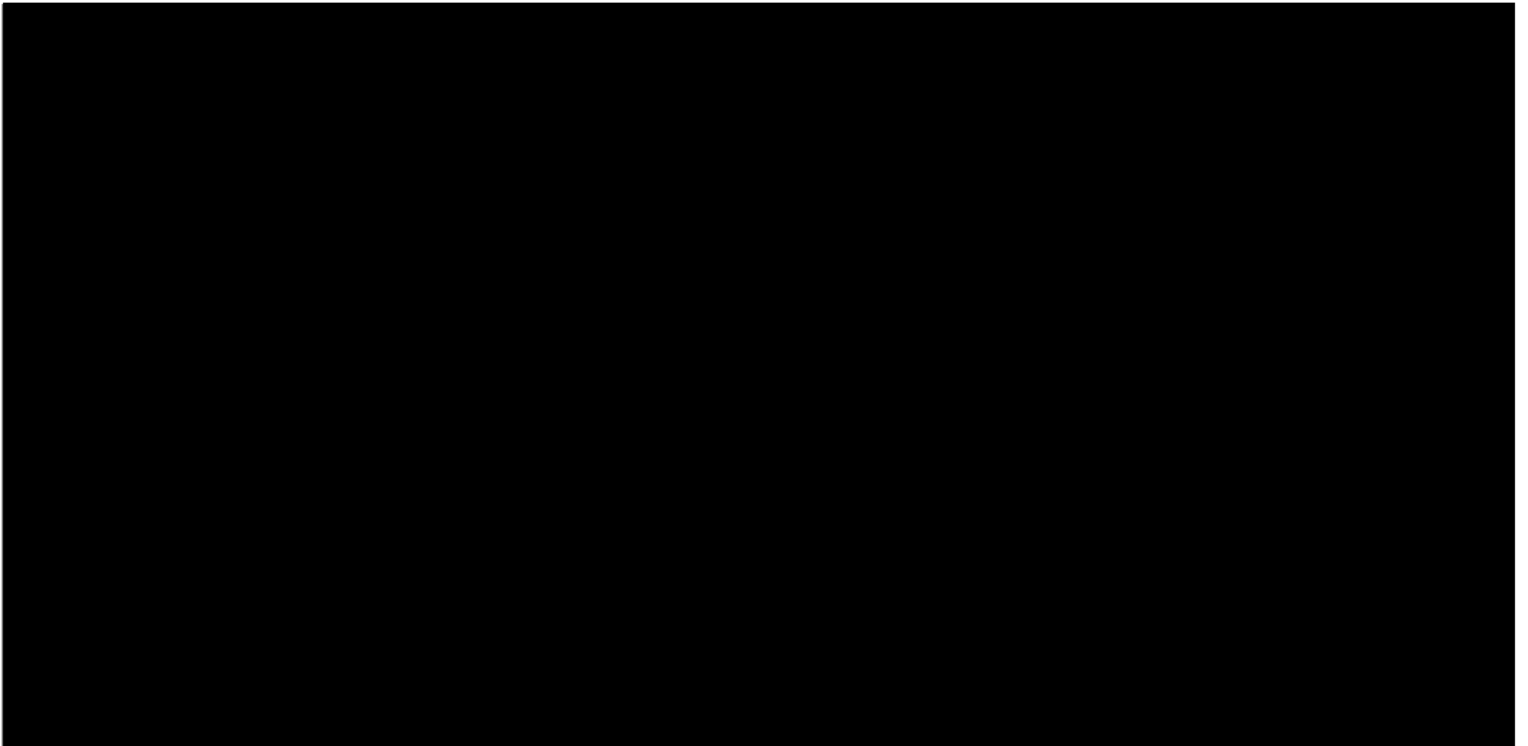
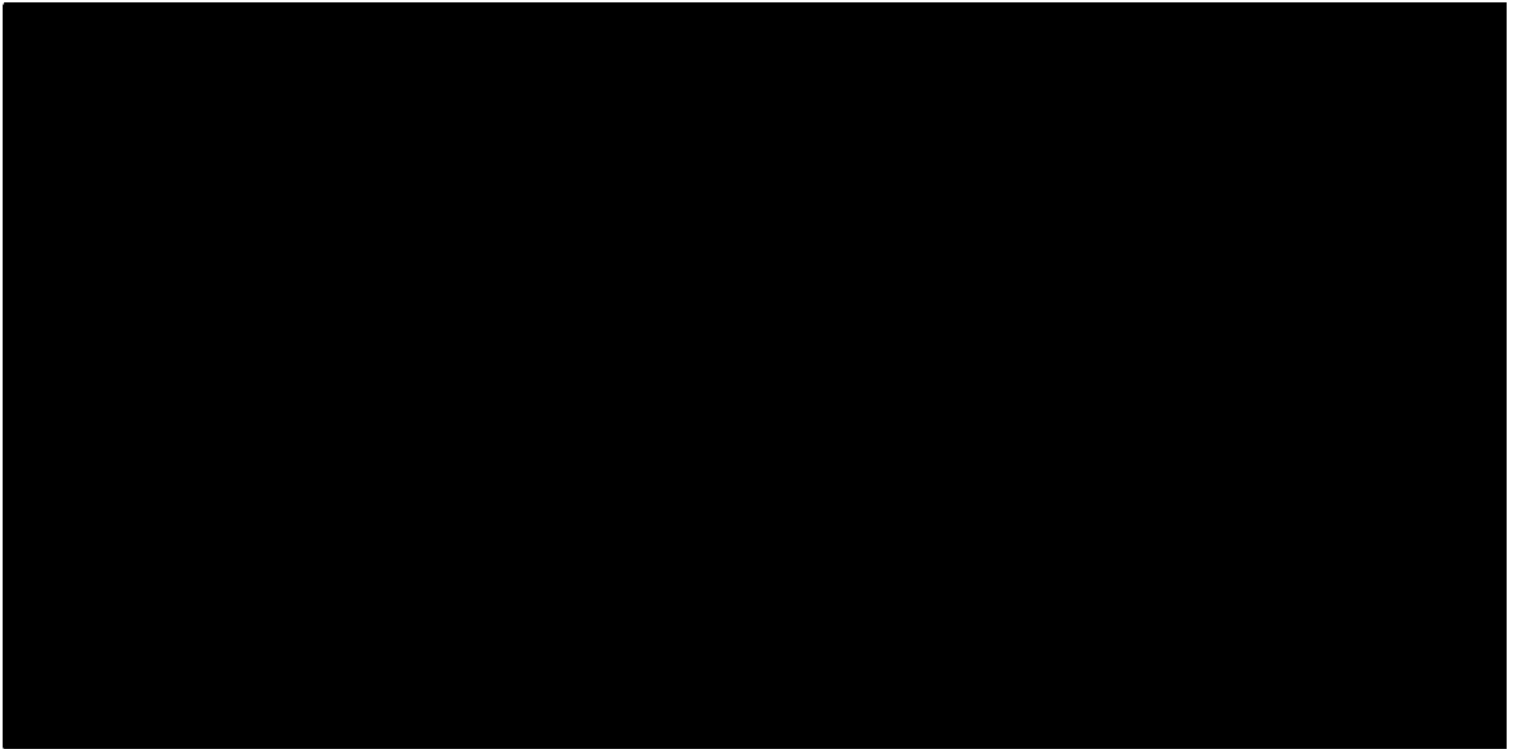
Montana & Welch, LLC

John P. Wise
Montana & Welch, LLC
11952 South Harlem Avenue, Suite 200A
Palos Heights, Illinois 60463
jwise@montanawelch.com
(708) 448-7005

(708) 448-7007 Fax

From: John Wise [mailto:jwise@montanawelch.com]
Sent: Monday, August 14, 2017 1:58 PM
To: 'Amara Enyia' <aenyia@university-park-il.com>; 'aenyia@gmail.com' <aenyia@gmail.com>
Cc: 'Vivian Covington' <vcovington@university-park-il.com>
Subject: RE: Separation agreement
Importance: High

Amara,



Best,
John

Montana & Welch, LLC

John P. Wise
Montana & Welch, LLC
11952 South Harlem Avenue, Suite 200A
Palos Heights, Illinois 60463
jwise@montanawelch.com
(708) 448-7005
(708) 448-7007 Fax

From: Amara Enyia [<mailto:aenyia@university-park-il.com>]
Sent: Thursday, August 10, 2017 11:00 PM
To: John Wise <jwise@montanawelch.com>; aenyia@gmail.com
Cc: Vivian Covington <vcovington@university-park-il.com>
Subject: Re: Separation agreement

Good evening John,

Please see the Separation Agreement with changes that reflect my previous emails to you and our conversation. (I used track changes). This is the final version that I'm comfortable with. I would like to meet with the Mayor tomorrow to sign the document. Let me know if you make any changes by using track changes.

Once this is finalized, I can close out this email account, send the necessary documentation to Chief Pate for his transition, and return all materials. I'd like to do all of this tomorrow afternoon.

I look forward to hearing from you.

Thanks!

ACE

Amara Enyia, JD PhD
University Park Village Manager

aenyia@university-park-il.com

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From: John Wise <jwise@montanawelch.com>
Sent: Thursday, August 10, 2017 1:46 PM
To: Amara Enyia; aenyia@gmail.com
Subject: Separation agreement

Amara,

I received your voice mail you left this morning. I have not received any emails concerning the agreement as mentioned in the message. The last email I received from you was on Tuesday, August 8 at 12:58 p.m.

Please forward the changes, or provide them in a response to this email.

Montana & Welch, LLC

John P. Wise
Montana & Welch, LLC
11952 South Harlem Avenue, Suite 200A
Palos Heights, Illinois 60463
jwise@montanawelch.com
(708) 448-7005
(708) 448-7007 Fax

Dee Jones

From: Amara Enyia <aenyia@university-park-il.com>
Sent: Monday, June 26, 2017 3:23 PM
To: Vivian Covington; Neva Jenkins; John Pate; Jacelia Kelly; Paula Wilson; Theaplise Brooks; Curtis McMullan; Milton Payton; Oscar Brown; Liz Williams
Subject: Re: Summer Camp information


All,

Please be advised that the parent meeting will take place on **Wednesday June 28th at 6:00pm at 90 Town Center.**

Respectfully,

ACE

Amara Enyia, JD PhD
University Park Village Manager


aenyia@university-park-il.com

From: Amara Enyia
Sent: Monday, June 26, 2017 3:04 PM
To: Vivian Covington; Neva Jenkins; John Pate; Jacelia Kelly; Paula Wilson; Theaplise Brooks; Curtis McMullan; Milton Payton; Oscar Brown; Liz Williams
Subject: Re: Summer Camp information

Good afternoon everyone,

Neva and I have been working actively to ensure all contingency plans and refund plans are in place regarding the Summer Camp. We have both been fielding calls from parents and sharing with them the most accurate information about the status of the camp, the refund process, and alternatives for children that had been enrolled.

So that everyone is clear, as the Mayor mentioned, there are several issues I was made aware of regarding safety concerns, staffing levels, transportation issues, and facility issues with the summer camp that led to this decision. I was not involved in the planning process for the camp, as most of it was done prior to my tenure. However, as you are all aware, safety should be our number one priority and it only takes one incident to create a disaster for the Village. I did send a brief statement out on Friday to the Mayor regarding the unauthorized release of parent contact information and copied Police Chief Pate. This unauthorized release of information corresponds with incorrect information that may have been shared.

Our top priority is to ensure a smooth transition for parents and families. Therefore, we will deal with the unauthorized information release and any incorrect information being shared after our parent meeting on Wednesday.

As elected officials, you may be asked several questions regarding the camp, therefore here are a few talking points:


- * **We (the Village) were concerned about general safety, transportation issues, staffing issues, and facility accessibility. We do not want any of our children at risk because of these issues**
- * **All parents received a letter on Friday 6/23 providing information on the camp's end, the reasons, and next steps**
- * **Follow-up phone calls were done Friday 6/23 and have continued and will continue until Wednesday 6/28**
- * **A parent meeting will be held on Wednesday 6/28 at 6:30pm at 90 TownCenter. The purpose of the meeting is to provide the latest information on acquiring refunds, alternative plans for parents whose children were enrolled, and the Parks & Rec plan for the remainder of the summer. Neva Jenkins will lead the meeting and it is only for parents of camp participants.**
- * **Refunds will be calculated at a pro-rated amount for each parent. We have developed an excel spreadsheet that outlines the refund calculation for each parent**
- * **Neva Jenkins is the primary contact person for Parks & Rec while Keely Childress remains on medical leave**
- * **All camp-specific questions should be routed to Neva Jenkins. Village safety/general questions can be directed to the Village Manager**

Please do not hesitate to reach out if need be. Neva and I will continue to provide regular updates on this situation.

Best Regards,

ACE

Amara Enyia, JD PhD
University Park Village Manager


aenyia@university-park-il.com

From: Vivian Covington

Sent: Monday, June 26, 2017 2:16 PM

To: Neva Jenkins; John Pate; Amara Enyia; Vivian Covington; Jacelia Kelly; Paula Wilson; Theaprise Brooks; Curtis McMullan; Milton Payton; Oscar Brown; Liz Williams

Subject: Summer Camp information

Good afternoon Ms. Enyia and Mr. Jenkins. First I would like to say thank for stepping up to the plate and taking this task.

I was made aware by numerous calls of quite a bit of information that was shared on next door this weekend by Mildred. Morgan.

It is quite disturbing to me how outsiders are receiving information that our Board and myself are not privileged to.

We as elected officials are and might be questioned on these topics and I am asking you to share with us with respect of Ms. Enya which is doing a great job working with our staff in many area for composing structure.

1. Is there an Park and Recs Advisory Committee still in Acting status?
2. Do you have any idea how Personal parents phone numbers were released and the total amount collected?
3. Who has the keys to the facility?
4. Are you going to speak to the police department about roping off or will a sign be posted to prohibit anyone from coming on the grounds, until we have it under a safer conditions ?
5. How and when are we going to refund the parents so they can afford to go on to another summer camp or facility?
6. What are the plans of speaking to the parents? Also when you have this meeting please make it clear for parents only. If needed I will attend.

7. What was the total amount collected and were there programs to subsidize any of the camp expenditure?
7. Did you receive calls from parents?

If there is anything else you can add to this subject please feel free to add.

8. Who actually approved the camp to move forward seeing that the facility was not upgraded /repaired for occupancy. I remembers several months ago during the fall this was a issue that many parents attend a board meeting stated their complaints with the park and Recs status on upcoming summer camp no follow up was reported. Neither of you probably cannot address this but it was a issue. Neva I am not sure if that information was shared with you.

Thank you in advance for attention in this matter.

8. Main

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

Dee Jones

From: Neva Jenkins <njenkins@university-park-il.com>
Sent: Friday, August 04, 2017 11:00 PM
To: Paula Wilson
Subject: Re: TOWN HALL AGENDA

No Keely is still on medical leave. Sorry I'm taking so long to respond I haven't been carrying my work phone because I'm out on vacation. I've been checking it at night.

Sent from my iPhone

On Aug 3, 2017, at 3:28 PM, Paula Wilson <pwilson@university-park-il.com> wrote:

Is Keely back?

Sent from my iPhone

On Aug 3, 2017, at 12:36 PM, Neva Jenkins <njenkins@university-park-il.com> wrote:

Ok

Sent from my iPhone

On Aug 2, 2017, at 10:54 PM, Paula Wilson <pwilson@university-park-il.com> wrote:

I haven't heard Keely is back so I'm forwarding?

Sent from my iPhone

Begin forwarded message:

From: Dee Jones <djones@university-park-il.com>
Date: August 2, 2017 at 7:51:18 AM CDT
To: Vivian Covington <vcovington@university-park-il.com>, Oscar Brown <obrown@university-park-il.com>, Milton Payton <mpayton@university-park-il.com>, Paula Wilson <pwilson@university-park-il.com>, Liz Williams <lwilliams@university-park-il.com>, Theaplise Brooks <tbrooks@university-park-il.com>, Curtis McMullan <cmcmullan@university-park-il.com>, Amara Enyia <aenyia@university-park-il.com>, Jacelia Kelly <jkelly@university-park-il.com>, Devon Dilworth <ddilworth@university-park-il.com>, Deryl Bolton <dbolton@university-park-il.com>
Cc: John Pate <jpate@university-park-il.com>, Brian Chellios <bchellios@university-park-il.com>, Gary Richardson <grichardson@university-park-il.com>, Keely Childress <kchildress@university-park-il.com>, Claudia Webb <cwebb@university-park-il.com>, Gwen Vanarsdale <gvansdale@university-park-

il.com>, Diane Humes [REDACTED], John
Wise <jwise@montanawelch.com>
Subject: TOWN HALL AGENDA

Good Morning,

Attached is the agenda for the Town Hall Meeting
scheduled for Saturday, August 19th. Hopefully all
of you can make plans to attend, and bring your
input into how we can all make a difference as we
move the Village of University Park forward.

If you have any questions or concerns, please direct
them to Mayor Covington.

Deryl, please post to the website

Gary & Jacelia please post at #90 TCD and Village
Hall and if possible, Gary can you post on the
message board in the Town Center.

Claudia, please post the date, time & event title on
the message board at Village Hall

As always, THANKS for all that you do.

Respectfully,

Dee

Dorothy "Dee" Jones, MMC, RMC
Village Clerk/Chief FOIA Officer
Village of University Park
698 Burnham Drive
University Park, IL 60484
(708) 473-6201
djones@university-park-il.com

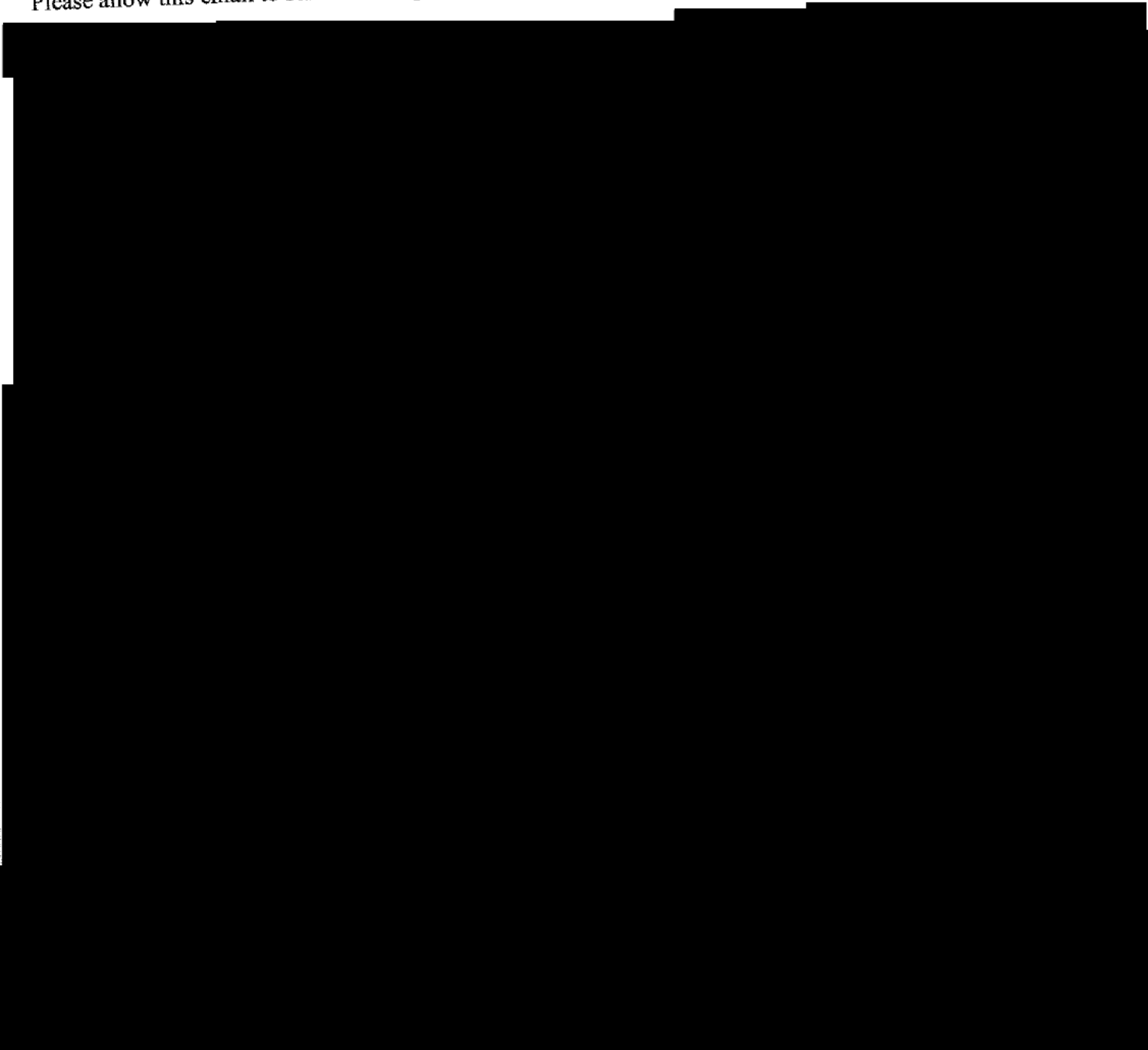
<2017 Town Hall Agenda (08-19).doc>

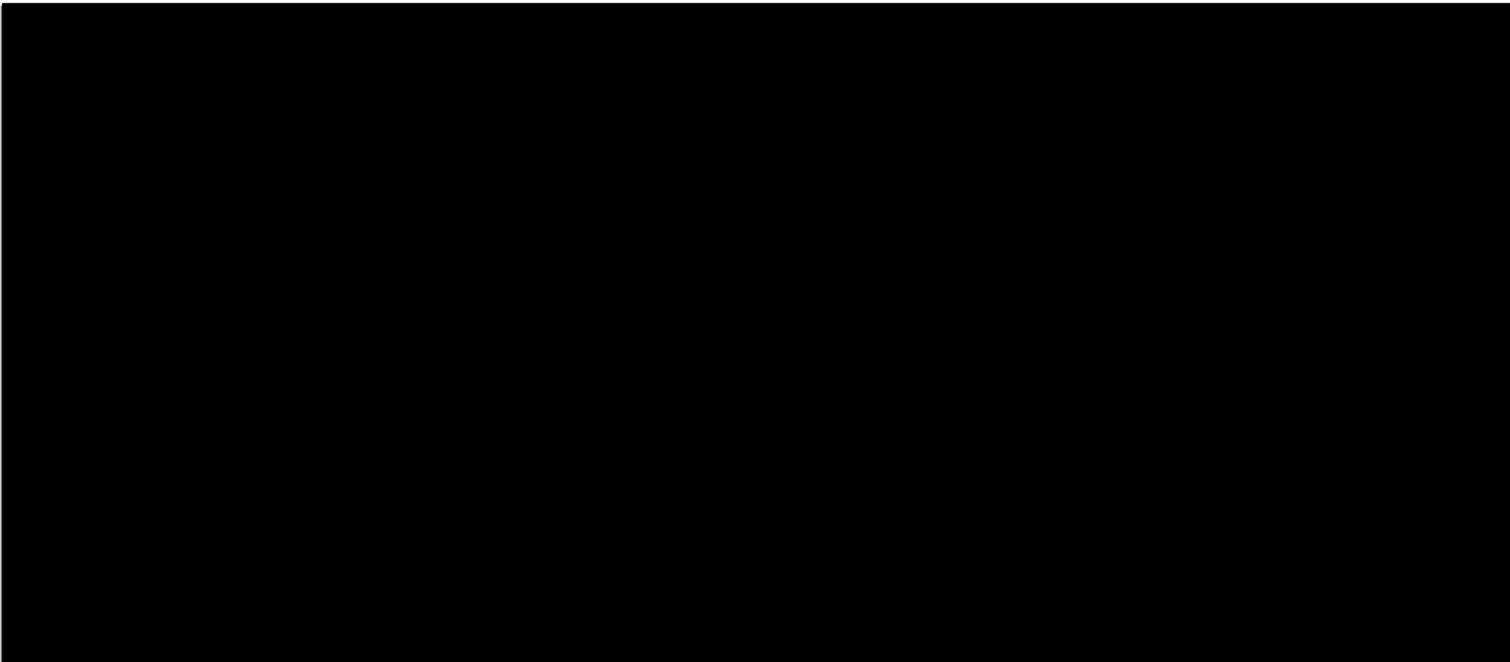
Dee Jones

From: Matthew Welch <mwelch@montanawelch.com>
Sent: Thursday, August 10, 2017 10:42 AM
To: 'John Pate'
Cc: 'John Wise'; 'Vivian Covington'; 'Dee Jones'
Subject: RE: Transition Period
Attachments: OriandPark 4 17 17 BOT.pdf

Chief Pate:

Please allow this email to serve as a response to your request below.





I hope this answers your questions. Please feel free to contact my office to discuss this matter further.

Matt

From: John Pate [mailto:jpate@university-park-il.com]
Sent: Wednesday, August 9, 2017 12:25 PM
To: jwise@montanawelch.com
Cc: mwelch@montanawelch.com
Subject: Fwd: Transition Period

John,



Thank You,

John E. Pate, M.S.
Chief of Police
Village of University Park – Division of Police
Phone: (708) 235-4802
Village Cell: (708) 701-1161
Fax: (708) 534-8724
E-Mail: jpate@university-park-il.com

NWU SPSC# 361
ILETSB-EI PER21C# M-221
ILETSB-EI ESTLE21C# E-314

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Begin forwarded message:

From: Vivian Covington <vcovington@university-park-il.com>
Date: August 9, 2017 at 11:24:12 AM CDT
To: Keely Childress <kchildress@university-park-il.com>, GwenVanarsdale <gvanarsdale@university-park-il.com>, John Wise <jwise@montanawelch.com>, "Atty. Matt Montana and Welch" <mwelch@montanawelch.com>, "Smith, Stepfon" <SSmith@salawus.com>, John Pate <jpate@university-park-il.com>, Rawle Belgrave <rbelgrave@university-park-il.com>
Subject: Fw: Transition Period

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Vivian Covington <vcovington@university-park-il.com>
Sent: Wednesday, August 9, 2017 10:13 AM
To: Dee Jones; Vivian Covington; Paula Wilson; Amara Enyia; Theaplise Brooks; Gary Richardson; Milton Payton; Oscar Brown; Jacelia Kelly; DerylBolton; Brian Chellios; Neva Jenkins; Liz Williams; Curtis McMullan; Claudia Webb
Subject: Transition Period

This is to inform all of you that with the departure of Village Manager Amara Enyia effective August 8, 2017, until further notice anything that would be directed to the village manager should be directed to Police Chief John Pate.

I am sure that each of you will continue to hold yourselves and your departments responsible and accountable for the deliverance of nothing less than exceptional service to the village and residents that we all serve, and give Chief Pate the respect and support of the Office of the Village Manager that he deserves as he attempts to help move the village forward during this transition period.

Feel free to contact me if you have questions or concerns regarding the message contained in this email.

Mayor Vivian E. Covington

708) 473-6423

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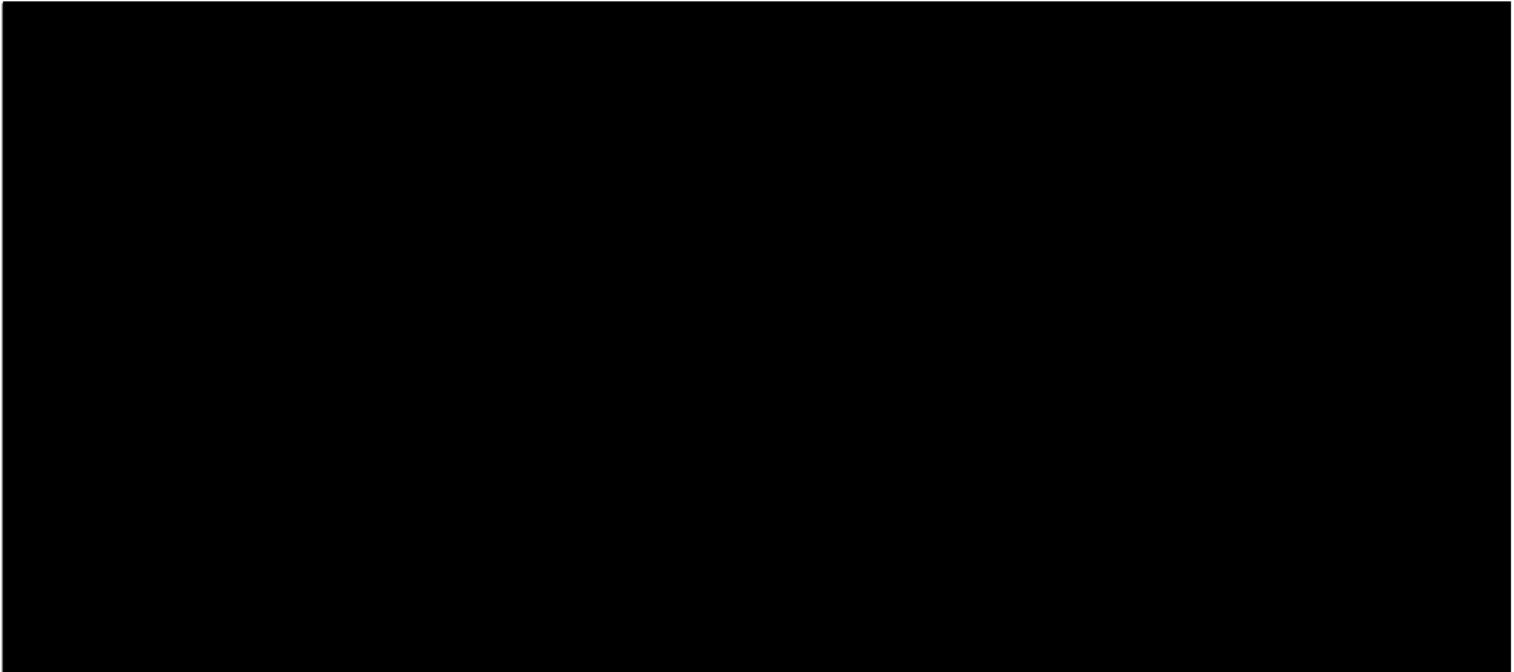
Virus-free. www.avast.com

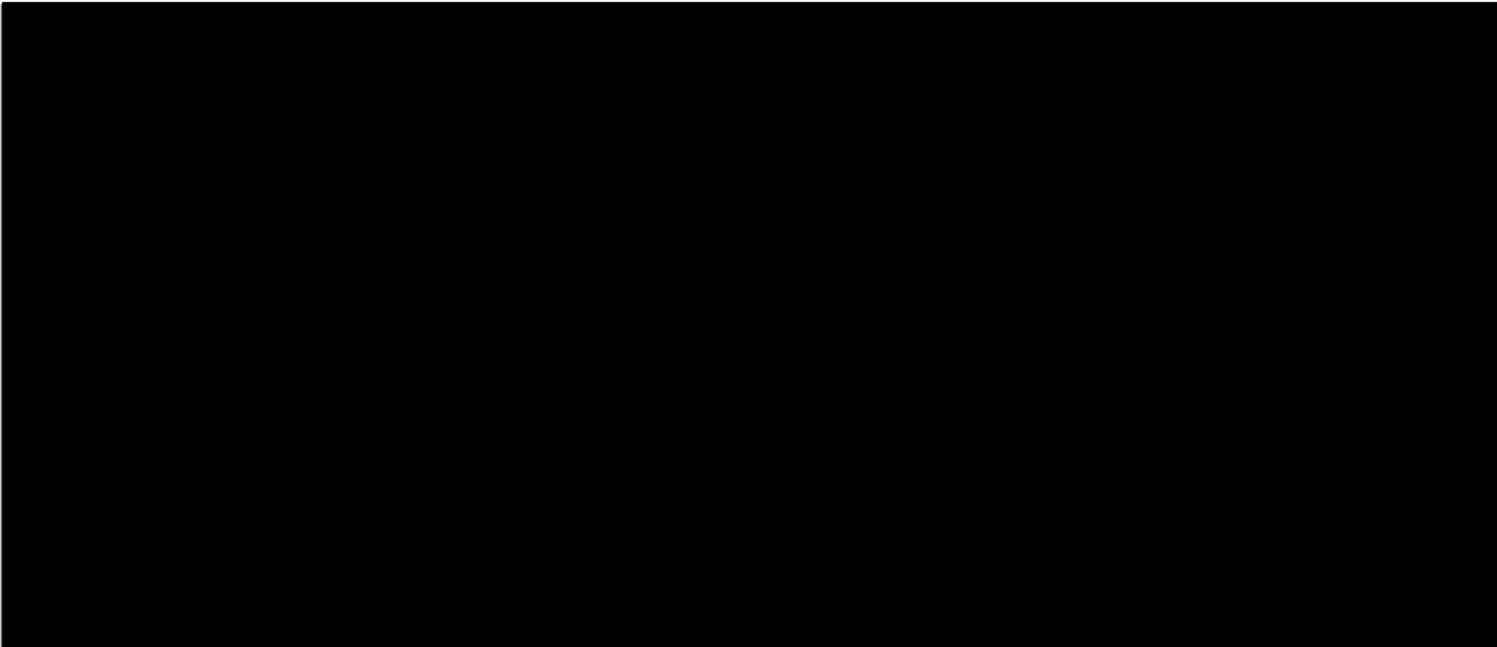
Dee Jones

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Subject: RE: Transition Period
Attachments: OrlandPark 4 17 17 BOT.pdf

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Sent: Wednesday, August 9, 2017 12:25 PM
To: jwise@montanawelch.com
Cc: mwelch@montanawelch.com
Subject: Fwd: Transition Period

John,



Thank You,

John E. Pate, M.S.
Chief of Police
Village of University Park – Division of Police
Phone: (708) 235-4802
Village Cell: (708) 701-1161
Fax: (708) 534-8724
E-Mail: jpate@university-park-il.com

NWU SPSC# 361
I LETSB-EI PER21C# M-221
I LETSB-EI ESTLE21C# E-314

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Subject: Fw: Transition Period

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Vivian Covington <vcovington@university-park-il.com>
Sent: Wednesday, August 9, 2017 10:13 AM
To: Dee Jones; Vivian Covington; Paula Wilson; Amara Enyia; Theaprise Brooks; Gary Richardson; Milton Payton; Oscar Brown; Jacelia Kelly; Deryl Bolton; Brian Chellios; Neva Jenkins; Liz Williams; Curtis McMullan; Claudia Webb
Subject: Transition Period

This is to inform all of you that with the departure of Village Manager Amara Enyia effective August 8, 2017, until further notice anything that would be directed to the village manager should be directed to Police Chief John Pate.

I am sure that each of you will continue to hold yourselves and your departments responsible and accountable for the deliverance of nothing less than exceptional service to the village and residents that we all serve, and give Chief Pate the respect and support of the Office of the Village Manager that he deserves as he attempts to help move the village forward during this transition period.

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Mayor Vivian E. Covington

708) 473-6423

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Dee Jones

From: Curtis McMullan <cmcmullan@university-park-il.com>
Sent: Monday, June 05, 2017 10:33 AM
To: Vivian Covington
Cc: Amara Enyia; Paula Wilson; Theaplise Brooks; Oscar Brown; Milton Payton; Liz Williams
Subject: Re: Update: Important Board info for this week

Good morning Ace,

Thank you for this detailed update of the activities you are involved in and executing.

Please clarify I was not aware of a board meeting tomorrow 6 June.

Warmest regards...

Trustee McMullan

Postscript: I wish I had a cool acronym (ACE), to end all my correspondence.

Sent from my iPhone

On Jun 5, 2017, at 8:16 AM, Vivian Covington <vcovington@university-park-il.com> wrote:

Outstanding and extremely refreshing. I appreciate your report. This is keeping everyone on the same page and aware of happening without interfering with you personally each day.

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Amara Enyia
Sent: Thursday, June 1, 2017 9:23 PM
To: Paula Wilson; Curtis McMullan; Theaplise Brooks; Oscar Brown; Milton Payton; Liz Williams
Cc: Vivian Covington
Subject: Update: Important Board info for this week

Good evening Board,

As a courtesy I'm sending an update on the tasks and deliverables I outlined at the beginning of this week, as well as outcomes on accomplishing those tasks. This email is simply a courtesy to ensure you are all up to speed on the progress of our transition. As I mentioned earlier this week I will be sending a bi-monthly memorandum to keep you abreast of Village activities. As always, you are free to call/email/text me at anytime with questions, concerns or ideas.

- 1) Send correspondence to all Village Department Heads to notify them of an all-staff meeting with requests for information they must prepare in advance of the meeting; DONE. All Dept. Head meeting confirmed for Mon. June 5. Individual meetings taking place throughout the week of June 5th-10th. For any of you that are interested in seeing the correspondence I sent to staff, please let me know and I will forward the email to you.
- 2) Arrange to procure Village access keys, vehicle, and files/documents relevant to VM function; DONE. All materials were transported Thursday 6/1
- 3) Contact former acting VM Townsend for transition meeting; DONE.
- 4) Set date for all-staff meeting/training plus one-on-ones with department heads; DONE.
- 5) Send correspondence to former acting VM Townsend's contact list to alert all contacts that there has been a change in leadership. This will shift all Village correspondence on all matters to me; DONE.
- 6) Execute transfer of signatory privileges and revised signatory protocols by Wednesday of this week; PARTIALLY DONE. Upcoming bank visit on Friday 6/2
- 7) Set up conference call for my anticipated June 15th Settlement Conference with attorneys; DONE. Conference call executed today with follow-up next week

In addition to the aforementioned I spent several hours on Wednesday night and from 7am to 11am this morning working and negotiating with Michele Martello, Senior VP of Amalgamated Bank of Chicago, Linda Ebrahim, head of Municipal Risk at Dexia, and Kathy Murray of MBIA negotiating for an extension as well as context for our bond payment, as they were prepared to draw on our bond insurance policies today. This would have been **extremely detrimental to the Village**. During separate conversations with them, we went over several key issues with the Village as it relates to our bond status, audits, etc.

I have set up in-person meetings with Michele and Kathy Murray of MBIA. Both are eager to meet with me to discuss our strategy moving forward. I also have a conference call scheduled with Linda Ebrahim to follow up on our status.

Next week will focus on departmental/HR issues internally. I have one on one meetings throughout the week scheduled with department heads in addition to our all-staff meeting on Monday. I will also be meeting with the attorney for the Fire Fighter's pension as the Village had not paid into the pension for quite some time.


Again, this email is only a courtesy so as to ensure that you are all aware of the activities taking place in my capacity as Village manager. **Please contact me directly** if you have questions or concerns.

I look forward to our Board meeting tomorrow.

ACE

Amara Enyia, JD PhD

University Park Village Manager


aenyia@university-park-il.com

From: Amara Enyia

Sent: Tuesday, May 30, 2017 6:55 AM

To: Paula Wilson; Curtis McMullan; Theaplise Brooks; Oscar Brown; Milton Payton; Liz Williams

Cc: Vivian Covington

Subject: Important Board updates and info for this week

Good morning Board,

I hope all of you had a restful and enjoyable holiday with family and friends.

Please see the attached list of deliverables for this week. Please note that a timely response from the Board with regard to my work agreement is necessary prior to my correspondence with the Village department heads.

As I'm sure you are aware, time is of the essence on many of the issues that need to be addressed - particularly pending lawsuits against the Village and progress on a sound fiscal plan moving forward. I was able to access the previous Village Manager email address over the weekend. I am especially concerned about non-response (for several weeks and, in some cases, months) on highly critical issues regarding public employee pensions, healthcare benefits for Village employees, issues with the Comptroller's Office, the Labor Board, EastCom, non-payments of existing debt service on existing bonds, and several others. It is imperative that

the Board move quickly as I need to know that I have full clearance to proceed with the work that must be done.

In addition to the aforementioned, there are a number of crucial human resource-related protocols that must be addressed this week that set us on the path to developing strategic plans for every department, including:

- 1) Send correspondence to all Village Department Heads to notify them of an all-staff meeting with requests for information they must prepare in advance of the meeting;**
- 2) Arrange to procure Village access keys, vehicle, and files/documents relevant to VM function;**
- 3) Contact former acting VM Townsend for transition meeting;**
- 4) Set date for all-staff meeting/training plus one-on-ones with department heads;**
- 5) Send correspondence to former acting VM Townsend's contact list to alert all contacts that there has been a change in leadership. This will shift all Village correspondence on all matters to me;**
- 6) Execute transfer of signatory privileges and revised signatory protocols by Wednesday of this week;**
- 7) Set up conference call for my anticipated June 15th Settlement Conference with attorneys;**

In efforts to ensure full transparency with the work ahead, I will be providing a bi-weekly Memorandum to the Board of Trustees on off-weeks (in between Board meetings) to ensure that you are all fully aware and updated on activities and actions being taken.

Again, my direct phone number is [REDACTED] I am also always open to set up some time with each of you if need be to discuss any matters in more detail. I look forward to an update on the status of my work agreement as well as your feedback (if any) on the aforementioned.

Onward,

ACE

Dee Jones

From: Paula Wilson <pwilson@university-park-il.com>
Sent: Friday, September 01, 2017 12:23 PM
To: Smith, Stepfon
Subject: Re: Village Manager: Restoration of Johnna Townsend

Thank you and you have a great weekend too!

Sent from my iPhone

On Sep 1, 2017, at 12:21 PM, Smith, Stepfon <SSmith@salawus.com> wrote:

Hi Paula:

Thanks for the information. [REDACTED]

[REDACTED]

[REDACTED] My cell phone number is [REDACTED] Call me

anytime and have a great holiday weekend!

Best regards,

Stepfon.

From: Paula Wilson [mailto:pwilson@university-park-il.com]
Sent: Friday, September 01, 2017 11:18 AM
To: Smith, Stepfon
Subject: Re: Village Manager: Restoration of Johnna Townsend

Good morning! And thank you. Johnna Townsend was hired on as Acting Village Manager. I wanted to share it with you in the event the Board brought her back.

Sent from my iPhone

On Sep 1, 2017, at 7:11 AM, Smith, Stepfon <SSmith@salawus.com> wrote:

Good morning Paula:

[REDACTED]

From: Paula Wilson [mailto:pwilson@university-park-il.com]
Sent: Thursday, August 31, 2017 6:51 PM
To: Smith, Stepfon
Subject: Fwd: Village Manager: Restoration of Johnna Townsend

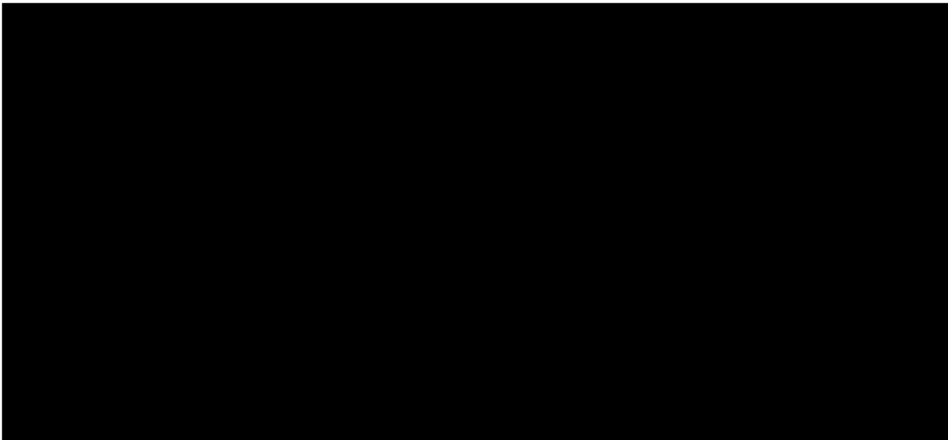
FYI

Sent from my iPhone

Begin forwarded message:

From: "William Martin" <WMartin@henderson-parks.com>
To: "Vivian Covington" <vcovington@university-park-il.com>, "Theaplise Brooks" <tbrooks@university-park-il.com>, "ewilliams@university-park-il.com" <ewilliams@university-park-il.com>, "Oscar Brown" <obrown@university-park-il.com>, "Curtis McMullan" <cmcmullan@university-park-il.com>, "Milton Payton" <mpayton@university-park-il.com>, "Paula Wilson" <pwilson@university-park-il.com>
Subject: Village Manager: Restoration of Johnna Townsend

Mayor Vivian Covington
Trustee Brooks
Trustee Brown
Trustee McMullan
Trustee Payton
Trustee Williams
Trustee Wilson



Kind regards,

William Martin

William C. Martin | Henderson Parks, LLC
140 South Dearborn Street, Suite 1020 | Chicago IL 60603
Phone 312.262.2908 | Fax 312.262.2901
WMartin@henderson-parks.com | www.henderson-parks.com

ATTENTION:

This message and all its attachments are PRIVATE and may contain information that is CONFIDENTIAL and PRIVILEGED.

If you received this message in error, please notify the sender by reply e-mail and delete the message immediately.

Dee Jones

From: Milton Payton <mpayton@university-park-il.com>
Sent: Thursday, June 15, 2017 3:38 PM
To: Oscar Brown; Curtis McMullan II; Theaplise Brooks; Robert Travis
Subject: Re: VILLAGE MANAGER (VM)
Attachments: Resume - Amara Enyia.pdf; Notes Regarding Emaya Enyia's Proposed Agreement.pdf; Enyia - Village of University Park Agreement.pdf

Travis,
In response to your questions:

Was the VM position announce to the public, If so it takes 4 to 6 weeks to receive resumes.
No, the village manager's position, announced to the public. In fact, the contract for the Acting Village Manager Johnna Townsend has not been terminated by the board. This would mean if a contract agreement were approved for Ms. Enyia, at this date, the board would be liable for the cost of both parties. Moreover, if the terms of Ms. Townsend's contract are violated, we would also be obligated to pay her through 2019. In fact, we may have also violated the villages ordinance on the proper procedures for hiring a village manager and department heads.

Was there a reference, background or Security checked.

There was no background check or due diligence done that I am aware of. In my opinion, this is important since I am concerned that given the very impressive resume that was submitted to the board, we should do our proper research to verify all the items. Particularly, since there are six (6) college degrees that were earned in a five-year span three (3) bachelors degrees (2005), Masters degree (2008), JD degree (2009) and PhD (2010) including a other challenging activities and responsibilities. I've included a copy for your information and review. I am in the process of doing my own analysis. Previously, the Mayor has emphasized the need for proper background checks, including a drug test. I have not been informed of any independent due diligence.

Was there a telephone and personal interview.

I cannot speak for other board members, however, although I had met Ms. Enyia previously, there was no opportunity for any personal interviews or by phone.

Villages normally look for VM candidates with 5 to 7 years in a Village Manager position.

I would agree that it is beneficial to have a Village Manager with experience; although I do not believe it is essential. There should be, however, a history of progressive managerial excellence; and the person should have the background and/or capabilities to meet the future needs of the village. In my opinion, the board has not had the opportunity to make that assessment, which should be inextricably coordinated with the expressed desires and priorities of the community.

Was this appointee name with held until the candidate was offered a contract and interviews were conducted.

I can only speak for myself; but I was not aware of the desire to appoint Ms. Enyia until I received my Board packet. There was no Board discussion regarding the replacement of the

Acting Village Manager. Although, on the original special board meeting there was an agenda item to approve a severance package for Ms. Townsend; there was no supporting documentation, since there had been no conversations or negotiations with Ms. Townsend.

Ms. Enyia prepared her own proposed contract "template". Unfortunately, elements of the contract violated state statutes. In addition, I am verifying that the legal entity that Ms. Enyia wanted as the payee in her agreement was involuntarily terminated in 2014. I am trying to verify that another organization was not subsequently established; and to see if Ms. Enyia has passed the bar exam for the state of Illinois. This is because the Mayor has commented publicly about Ms. Enyia's legal work on behalf of the Village allegedly saved us \$20,000 in one week.

For your information, I have also included a copy of the comments regarding the original agreement that we received to be approved by the Board in addition to the original proposed agreement.

Hope this answers your questions.

Sincerely,
Milton Payton
Trustee, Village of University Park

The information contained in this communication is confidential and may be legally privileged. It is intended solely for the use of the individual or entity to whom it is addressed and to others authorized to receive it. If you are not the intended recipient, you are hereby (a) notified that any disclosure, copying, distribution, or taking any action, with respect to the content of this information is strictly prohibited and may be unlawful, and are (b) kindly requested to inform the sender immediately and to destroy any copies.

From: Robert Travis <[REDACTED]>
Sent: Tuesday, June 13, 2017 3:44 PM
To: Oscar Brown; Curtis McMullan II; Milton Payton; Theaplise Brooks
Subject: VILLAGE MANAGER (VM)

Good afternoon, I would like to know the follow:

Did the Mayor go thru the following :

Professional Search Team

Was the VM positon announce to the public, If so it takes 4 to 6 weeks to receive resumes .

Was there a reference ,background or Security checked.

Was there a telephone and personal interview.

Villages normally look for VM candidates with 5 to 7 years in a Village Manager position.

Was this appointee name with held until the candidate was offered a contract and interviews were conducted.

The reason I ask these questions is because of the quick time frame in which this candidate person was appointed

Dee Jones

From: John Wise <jwise@montanawelch.com>
Sent: Tuesday, August 15, 2017 1:44 PM
To: 'Oscar Brown'; 'Milton Payton'; 'Vivian Covington'; 'Paula Wilson'; 'Curtis McMullan'; 'Liz Williams'; 'Theaplise Brooks'
Subject: Separation agreement with Dr. Enyia
Attachments: Amara Enyia-separation-agreement-081517.pdf

Best,
John

Montana & Welch, LLC

John P. Wise
Montana & Welch, LLC
11952 South Harlem Avenue, Suite 200A
Palos Heights, Illinois 60463
jwise@montanawelch.com
(708) 448-7005
(708) 448-7007 Fax

From: Amara Enyia [mailto:aenyia@gmail.com]
Sent: Tuesday, August 15, 2017 11:00 AM
To: John Wise <jwise@montanawelch.com>
Cc: Amara Enyia <aenyia@university-park-il.com>; Vivian Covington <vcovington@university-park-il.com>
Subject: Re: separation agreement

Good morning John,

Since the document is a pdf, I don't have the capability of electronically signing it (unless you can make it a "docusign" document. Mayor, can you print out the document and then I can come down and sign/date it. That would probably be the best way to expedite this unless John can send it in another format where I can add my signature electronically.

Thanks!

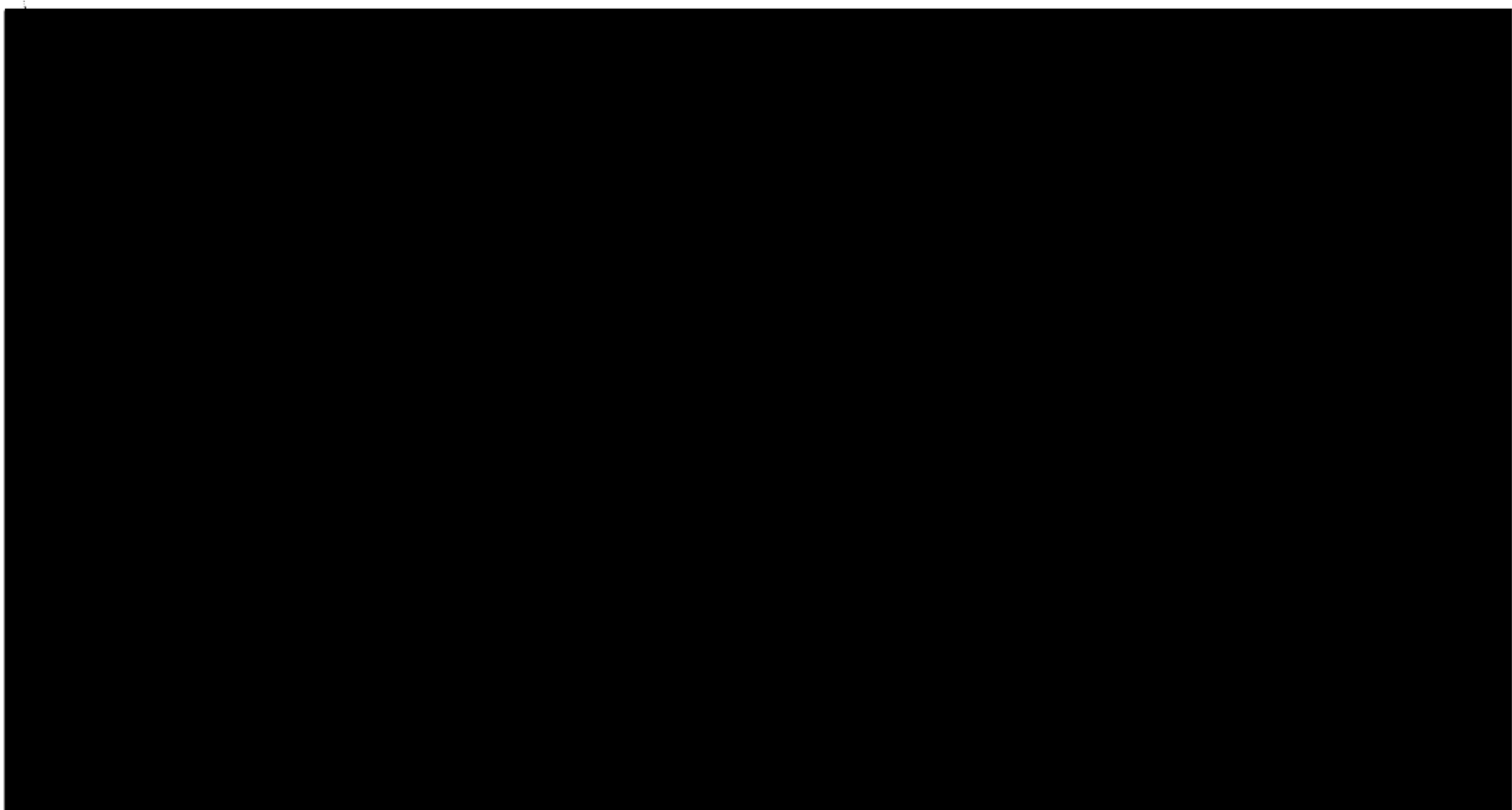
ACE

Amara C. Enyia JD, PhD
Public Policy Consultant



On Tue, Aug 15, 2017 at 8:44 AM, John Wise <jwise@montanawelch.com> wrote:

Amara,



Best,

John

Montana & Welch, LLC

John P. Wise

Montana & Welch, LLC

11952 South Harlem Avenue, Suite 200A

Palos Heights, Illinois 60463

jwise@montanawelch.com

(708) 448-7005

(708) 448-7007 Fax

Dee Jones

From: Vivian Covington <vcovington@university-park-il.com>
Sent: Monday, June 26, 2017 2:17 PM
To: Neva Jenkins; John Pate; Amara Enyia; Vivian Covington; Jacelia Kelly; Paula Wilson; Theapliise Brooks; Curtis McMullan; Milton Payton; Oscar Brown; Liz Williams
Subject: Summer Camp information

Good afternoon Ms. Enyia and Mr. Jenkins. First I would like to say thank for stepping up to the plate and taking this task.

I was made aware by numerous calls of quite a bit of information that was shared on next door this weekend by Mildred. Morgan.

It is quite disturbing to me how outsiders are receiving information that our Board and myself are not privileged to.

We as elected officials are and might be questioned on these topics and I am asking you to share with us with respect of Ms. Enyia which is doing a great job working with our staff in many area for composing structure.

1. Is there an Park and Recs Advisory Committee still in Acting status?
2. Do you have any idea how Personal parents phone numbers were released and the total amount collected?
3. Who has the keys to the facility?
4. Are you going to speak to the police department about roping off or will a sign be posted to prohibit anyone from coming on the grounds, until we have it under a safer conditions ?
5. How and when are we going to refund the parents so they can afford to go on to another summer camp or facility?
6. What are the plans of speaking to the parents? Also when you have this meeting please make it clear for parents only. If needed I will attend.
7. What was the total amount collected and were there programs to subsidize any of the camp expenditure?
7. Did you receive calls from parents?

If there is anything else you can add to this subject please feel free to add.

8. Who actually approved the camp to move forward seeing that the facility was not upgraded /repaired for occupancy. I remembers several months ago during the fall this was a issue that many parents attend a board meeting stated their complaints with the park and Recs status on upcoming summer camp no follow up was reported. Neither of you probably cannot address this but it was a issue. Neva I am not sure if that information was shared with you.

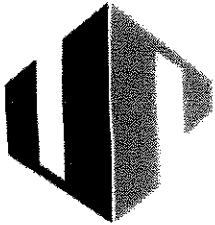
Thank you in advance for attention in this matter.

8. Main

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

Village of

University Park



Vivian E. Covington
MAYOR

Dorothy R. Jones
VILLAGE CLERK

BOARD OF TRUSTEES

Oscar H. Brown, Jr.
Milton C. Payton
Paula C. Wilson
Curtis McMullan II
Theaplise "Theo" Brooks
Elizabeth "Liz" Williams

Devon Dilworth
VILLAGE TREASURER

Johnna L. Townsend
**ACTING VILLAGE
MANAGER**

NOTICE OF CALL

SPECIAL MEETING

***OF THE BOARD OF TRUSTEES OF THE VILLAGE OF
UNIVERSITY PARK***

***Monday, May 15, 2017
7:00 p.m.***

90 Town Center Drive

TO MEMBERS OF THE BOARD OF TRUSTEES OF THE VILLAGE OF
UNIVERSITY PARK:

NOTICE, pursuant to Section 210.01(b) of the Codified Ordinances of the Village of University Park (the "Code") and/or 65 ILCS 5/3.1-40-25 made applicable to manager forms of government pursuant to 65 ILCS 5/3.1-5-5, a special meeting of the Board of Trustees of the Village of University Park is hereby called for Monday, May 15, 2017 at 7:00 p.m. at 90 Town Center Drive for discussion and possible action related to the following matters:

1. Appointment of Amara Enyia J.D. PHD to the office of Village Manager of the Village of University Park, Will and Cook County, Illinois, as provided for under Chapter 220 of the Codified Ordinances of the Village of University Park and Section 5-3-7 of the Illinois Municipal Code.
 - a. Administration of the oath of office of the newly appointed Village Manager.
2. Motion to authorize a severance agreement with former Village Manager Johnna Townsend.
3. Report of Village Manager on appointments to miscellaneous Village offices.
 - a. Appointment of Montana & Welch, LLC as Village Attorney.

Village Hall • 698 Burnham Drive • University Park, Illinois 60484-2708
(708) 534-6451 • Fax (708) 534-3430 • Website: www.university-park-il.com

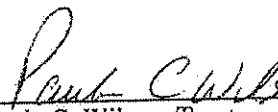
**Special Meeting
May 15, 2017**

- b. Appointment of Stephon Smith J.D., MBA as Village Prosecutor.
- c. Appointment of Joel Brown as Village Adjudicator.
- 4. Motion in support and approval of the appointments to the Village offices set forth in Item 3 above.

The agenda for the May 15th Special Board Meeting of the Board of Trustees of the Village of University Park is attached hereto for public review. Thank you.

Dated: May 12th, 2017.

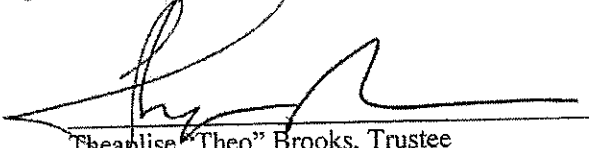
Vivian E. Covington, Mayor
Village of University Park



Paula C. Wilson, Trustee
Village of University Park



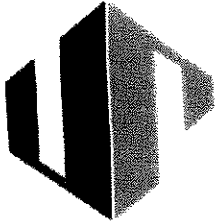
Curtis McMullan II, Trustee
Village of University Park



Theophrastus "Theo" Brooks, Trustee
Village of University Park

Village of

University Park



Vivian E. Covington
MAYOR

Dorothy R. Jones
VILLAGE CLERK

BOARD OF TRUSTEES

Oscar H. Brown, Jr.
Milton C. Payton
Paula C. Wilson
Curtis McMullan II
Theaplise "Theo" Brooks
Elizabeth "Liz" Williams

Devon Dilworth
VILLAGE TREASURER

Johnna L. Townsend
**ACTING VILLAGE
MANAGER**

***VILLAGE OF UNIVERSTIY PARK
BOARD OF TRUSTEES
Special Board Meeting***

Monday, May 15, 2017

**90 Town Center Drive
7:00 p.m.**

Visitors are always welcome to all public meetings of the Board of Trustees. To comment on an issue, persons wishing to speak will be called upon by the Mayor during Section E, General Public. The interested party will stand, identify themselves and make their comment.

In order to give proper consideration to all items on this agenda, the Mayor will limit participants in a debate and will close off protracted, repetitive, irrelevant or abusive remarks.

AGENDA

A. CALL TO ORDER.

B. ROLL CALL.

C. PLEDGE OF ALLEGIANCE.

D. ACTION ITEMS.

1. New Business

a. 1st, 2nd & 3rd Readings – Appointment of Amara Enyia J.D., PHD to the office of Village Manager of the Village of University Park, Will and Cook Counties, Illinois, as provided for under Chapter 220 of the Codified Ordinances of the Village of University Park and Section 5-3-7 of the Illinois Municipal Code.

b. Administration of the oath of office of the newly appointed Village Manager.

- c. 1st, 2nd & 3rd Readings – Authorization of a severance agreement with former Acting Village Manager Johnna L. Townsend.
- d. Report of Village Manager on appointments to miscellaneous Village offices.
 - i. Appointment of Montana & Welch, LLC as Village Attorney.
 - ii. Appointment of Stephon Smith J.D., MBA as Village Prosecutor.
 - iii. Appointment of Joel Brown as Village Adjudicator.
- e. Motion in support and approval of the appointments to the Village offices set forth in Item D (1) (d) above.

E. GENERAL PUBLIC.

This is a comment forum, and if response is necessary, Board members may elect to respond formally at the next regular Board meeting. Additionally, comments will be restricted to items on the agenda.

F. ADJOURNMENT.

Dee Jones

From: Milton Payton <mpayton@university-park-il.com>
Sent: Tuesday, June 06, 2017 3:47 PM
To: EDDIE ROGERS
Subject: University Park Discussion Info
Attachments: Enyia - Village of University Park Agreement.pdf; Notes Regarding Emaya Enyia's Proposed Agreement.pdf; Enyia - Village of University Park Agreement - Revised (1).pdf; Resume - Amara Enyia.pdf

Irma/Ed,

As a follow-up to our phone conversation, attached for your information is a copy of the original proposed agreement for Amaya Enyia for village manager. This was prepared by Ms. Enyia. I have also included a copy of my notes regarding my thoughts on the proposed agreement, which I also circulated to all of the trustees and the Mayor.

Included also is the revised proposed agreement that was submitted for approval at the special meeting that was scheduled for Friday, June 2, 2017. That meeting was canceled by the board after it had been convened because of the objection by Trustee Oscar Brown Junior that the trustees (Oscar at myself) were not properly notified. I did not receive a board packet until six hours before the meeting from the clerk Dorothy Jones. This is, despite having contacted the Mayor and requesting from her a copy of the board packet. Clerk Jones indicated that she did not handle the distribution of information for the special meeting; but that the Mayor handled it.

Please note that these are the only documents that I have received regarding the proposed village manager agreement. The first version had a salary of \$180,000 and the second revised proposed agreement had a salary of \$144,000. I have not seen any additional documentation regarding an even lower salary. Given the village's financial condition and the fact that the former acting village manager only had a salary of \$85,000; it is outrageous.

What is disturbing to me also, is that Ms. Enyia is planning to maintain her residence on the west side of Chicago and still serve her existing consulting clients. As indicated in my notes. I also am concerned that she only wants a six-month agreement initially. In my opinion, this is not much of a commitment to a very troubled community.

Also for your information and scrutiny, attached is a copy of the resume that was submitted to the board by Ms. Enyia. Needless to say, in my opinion, more due diligence ... Is due!

Please let me know if I can be of any additional assistance.

Sincerely,
Milton Payton
Trustee, Village of University Park

The information contained in this communication is confidential and may be legally privileged. It is intended solely for the use of the individual or entity to whom it is addressed and to others authorized to receive it. If you are not the intended recipient, you are hereby (a) notified that any disclosure, copying, distribution, or taking any action, with respect to the content of this information is strictly prohibited and may be unlawful, and are (b) kindly requested to inform the sender immediately and to destroy any copies.