



City Council

City Council Chambers ♦ 524 West Stephenson Street ♦ Freeport, IL 61032

**COMMITTEE OF THE WHOLE REPORT
SPECIAL MEETING
Monday, August 17, 2015**

1. CALL TO ORDER

The regular meeting of the Freeport, Illinois, Committee of the Whole was called to order by Mayor James Gitz with a quorum being present at 5:00 p.m. on Monday, August 17, 2015, in council chambers.

2. ROLL CALL

Present on roll call: Mayor James Gitz and council members Tom Klemm, Peter McClanathan, Art Ross, Jodi Miller, Patrick Busker, Sally Brashaw, Michael Koester and Andrew Chesney (8).

City Staff Present: Corporation Counsel Sarah Griffin, Finance Director Cynthia Haggard, City Engineer Shaun Gallagher, Public Works Director Tom Dole, Fire Chief Scott Miller, Chief of Police Todd Barkalow, City Clerk Meg Zuravel.

3. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Alderperson Chesney, chairperson of meeting.

4. PUBLIC COMMENTS – AGENDA ITEMS

There was no one signed on the sheet for public comments.

**5. NIDA CONTRACT – PER REQUEST OF ALDERPERSON MILLER AND
ALDERPERSON CHESNEY**

Alderperson Miller stated she asked to have this item added to the Committee of the Whole in order to discuss the clause which stated they are required four month notice should a change be needed to give the notification. At this time she requests a brief discussion to look at how this benefits the City. She stated she struggles with NIDA because she does not have much knowledge on it. She requested to have more detailed reports by the NIDA director and how it relates to Freeport. She would like to know where the \$100,000 investment by the City of Freeport is going each year.

Alderperson Klemm provided he is representative for the City to NIDA as a member of the City Council. He noted there are a lot of good things going on with good discussion at NIDA in regard to the regional subject. He stated NIDA has three openings on committees for NIDA for which Mr. Young communicated to council at his last presentation. Mr. Young was called to the podium and stated there is an opening on the Land Use Development Group, Work Force Development Commission and the Product Development Committee. Mr. Young described the committee responsibilities. He stated a council member can be on each committee. Discussion was held on the date and times on the meetings.

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Discussion was held on making the City of Freeport more business friendly and whether NIDA had all the tools to make deals including TIF districts and Enterprise Zones. Alderperson Chesney stated he is told we don't have the ability to make a good deal in the City of Freeport. Clearly there is generic parameters that we need to set and that those parameters can be expanded based on the individual circumstance. Alderperson Chesney asked Mr. Young when this council can expect a report from NIDA on how you can more effectively procure a deal in the City of Freeport. Mr. Young stated he they have looked at the site priorities and he is working with his team to have something workable in 30-60 days which would be the end of September. Mr. Young explained by going through the scenario of planning and taking a project from the beginning from when a developer walks in to make a deal and that is what they will do by looking at each of the opportunities and the potential challenges we have to fix. Alderperson Chesney asked if we can have September 30th as the deadline to have this presented to the council in order to give you some latitude in the ability to make deals. Mr. Young stated he will come back to council with a report as to what they found and what we need to fix.

Corporation Counsel Griffin stated you will see a tentative item placed on the City Council agenda for this evening and that is only because this is the last night you could have taken action because the contract reads absent 120 day notice it will automatically be renewed. The last date for that notice would be September 2nd. She explained this committee would need to recommend the topic to City Council or it will automatically come off the agenda. Alderperson Chesney asked if there was any recommendation from the Committee of the Whole to put this on the council agenda. Alderperson Miller stated that this item can be taken off the next agenda. Alderperson Chesney agreed. There was mutual agreement by council members.

**6. CHAPTER 290.02 COMPENSATION PLAN PER REQUEST OF ALDERPERSON
MILLER AND ALDERPERSON CHESNEY AT COUNCIL MEETING ON JULY 20, 2015**

Alderperson Miller stated she would like to know how the mayor feels about controlling salary increases and personnel costs. Mayor Gitz stated he asked the Human Resource Manager to look at compensation plans of other municipalities. He stated that does not affect every employee of the City. It effects about 10 positions for the administration and lower level support staff. Chapter 290 does not affect positions covered by the union contracts of the AFSCME union, police or fire. He stated the thinking is that the bounce at six months is geared to our opening salary being at an introductory rate, seeing if that person will fit, and then establishing a baseline later. Not every municipality does that. He explained longevity and COLA increases as it relates to having a well-trained work force. He stated there are merit systems that are objective but they usually stumble on what are the criteria to be applied for the merit increases in lieu of longevity and the subjectivity issue. He asked for the council to crystalize what are the key issues, questions, and what are the areas of focus and he would like to have the responses ready for the September Committee of the Whole.

Alderperson Miller asked if moving forward we need a job scale analysis to see how we compare with other municipalities. Mayor Gitz explained other municipalities and what he would consider comparable for arbitration purposes including East Moline, Galesburg, and Kankakee but it is also useful to look regionally including Sterling, Rock Falls, Dixon, Belvidere and Loves Park. He stated that information will be shared as it is accumulated. Alderperson Chesney stated it would be refreshing to return to a merit based raise and he would leave it up to the department heads to craft whatever parameters it would need to be but to give an automatic seems to not be in reality with the private sector. There has to be some incentive to perform outside of just losing your job. Alderperson

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Koester stated his concerns of going back to the good ole boy and the buddy system. He stated we need to get a system to eliminate that as much as possible. His other concern is that whenever we go after a class of employees and not give pay raises or increase insurance rates it is this class of employees every time. He stated the merit based system cannot probably be incorporated into union contracts. He explained what typically happens with the non-bargaining personnel is that if the budget is low, they don't get anything.

Discussion was held on sick time and accrual of vacation time. It was discussed keeping vacation at the discretion of the Police and Fire Chief in order to encourage promotions. It was understood the council wants to cap vacation and sick day carry over but to make it comparable to subordinates in the case of union contracts. It was also requested to review Kankakee merit concept. Finance Director Haggard stated that it will take time to initiate changes and requested a January 1 effective date.

Mayor Gitz requested additional time to obtain other municipalities surveys and then he will review and discuss items with the Human Resource Manager so they will work to draft the wording to be presented to council for the Committee of the Whole in September. Council was in agreement with this request.

7. CHAPTER 1060, DUMPSTERS AND TRASH CONTAINERS, SECTION 1060.07 (TO ADD A PARAGRAPH FOR REFLECTIVE TAPE) TO BE PRESENTED BY ALDERPERSON KLEMM - AS REQUESTED ALDERPERSON KLEMM AND CHESNEY

This item was postponed from the Committee of the Whole meeting scheduled on August 17, 2015 due to the length of the meeting. The draft wording was reviewed as presented by Alderperson Klemm. He stated that he wanted to bring this forward for safety reasons and because most are painted a dark brown and they are hard to see at night. It was noted that reference to a reflective triangle sign is for "slow moving vehicle". Alderperson Klemm stated he provided a sample ordinance and will have some changes made to it before it is ready for the council meeting but he will provide the amended wording to Corporation Counsel Griffin for the reflective tape and to remove the reference to the reflective triangle sign. Alderperson Busker made a motion to recommend the ordinance to council, seconded by Alderperson Brashaw. Motion prevailed by voice vote without dissent.

8. CHAPTER 1270, FENCES (VARIOUS AMENDMENTS) TO BE PRESENTED BY ALDERPERSON KLEMM - AS REQUESTED ALDERPERSON KLEMM AND CHESNEY

Alderperson Klemm made a motion to refer this to the next Committee of the Whole meeting, seconded by Alderperson Koester. Motion prevailed by voice vote without dissent.

9. PUBLIC COMMENTS – AGENDA OR NON-AGENDA ITEMS

There were no public comments at this time.

10. ADJOURNMENT

Upon a motion duly made by Alderperson Klemm and seconded by Alderperson Brashaw, the meeting was adjourned at 6:08 p.m.

S/ Meg Zuravel

Meg Zuravel, City Clerk