

**MINUTES
CITY OF DEKALB
CITY COUNCIL COMMITTEE OF THE WHOLE MEETING
AUGUST 22, 2016**

The City Council of DeKalb, Illinois, held a Committee of the Whole meeting on August 22, 2016 in the City Council Chambers of the DeKalb Municipal Building, 200 South Fourth Street, DeKalb, Illinois.

Mayor Rey called the meeting to order at 5:02 p.m.

A. ROLL CALL

Deputy City Clerk Ruth Scott called the roll, and the following members of the City Council were present: Alderman David Jacobson, Alderman Bill Finucane, Alderman Michael Marquardt, Alderman Bob Snow, Alderman Kate Noreiko, Alderman Dave Baker, Alderman Tony Faivre, and Mayor John Rey.

Also present were: City Manager Anne Marie Gaura, Assistant City Manager Patty Hoppenstedt, City Attorney Dean Frieders, Finance Director Cathy Haley, Police Chief Gene Lowery, Fire Chief Eric Hicks, Community Development Director Ellen Divita, Public Works Director Tim Holdeman, Human Resources Director Cris Randall, City Engineer John Laskowski, I&T Technician Jeff Birtell, and Deputy City Clerk Ruth Scott.

B. ITEMS ALSO ON THE REGULAR AGENDA

There were none.

C. CONSIDERATIONS

1. State of the City Presentation.

Mayor Rey opened the presentation, stating the annual State of the City was presented to DeKalb Chamber of Commerce members on July 28, 2016. He stated it was an honor to share the podium that day with two great leaders in the DeKalb community, City Manager Gaura and Northern Illinois University (NIU) President Dr. Doug Baker.

Mayor Rey stated it has been a pleasure working with Dr. Baker for three years building a strong relationship, cultivating cooperation and support throughout the community and NIU. He also reported that many community leaders participated this past week in welcoming the Huskie nation to the City of DeKalb.

Mayor Rey also stated that City Manager Gaura is very professional and sincere in her work for the betterment of the community and dedicated to making DeKalb a better place for all to live and prosper.

Reflecting on Dr. Baker's presentation, Mayor Rey stated that Dr. Baker gave a realistic review of the challenges faced in higher education. Community leaders continue working to support student attraction and retention at NIU. Mayor Rey stated that Dr. Baker pointed to opportunities to the state challenges and had indicated that NIU would be managing its own destiny through a change model involving students, faculty, staff, and the community. A very positive relationship continues to exist with cooperation across both the City and NIU communities.

Mayor Rey reported that the City and NIU Police Departments, led by the City's Police Chief Gene Lowery, and NIU's Police Chief John Phillips, work well together addressing public safety throughout the community. Both the City and NIU continue to maintain positive connections with Kishwaukee College and DeKalb Public School District 428, developing and maintaining a talented work force which is important to the local economy.

Mayor Rey also reported that the DeKalb Public Library, DeKalb Park District, DeKalb Public School District D428, DeKalb County, and the DeKalb Sanitary District are among the other tax entities with whom the City and NIU continue to build relationships, in addition to state and national government representatives.

Mayor Rey acknowledged those present at the State of the City presentation on July 28, 2016, including City Clerk Jennifer Jeep Johnson, Alderman Bill Finucane, Alderman Bob Snow, Alderman Kate Noreiko, Alderman Dave Baker, Alderman Tony Faivre, City Attorney Dean Frieders, Community Development Director Ellen Divita, Management Analyst Jared Heyn, Fire Chief Eric Hicks, Public Works Director Tim Holdeman, Assistant City Manager Patty Hoppenstedt, Police Chief Gene Lowery, Human Resources Director Cris Randall, Management Analyst Lauren Stott, Management Intern Emily Tipps, Principal Planner Jo Ellen Charlton, Economic Development Planner Jason Michnick, Long Range Planner Derek Hiland, City Manager Anne Marie Gaura, and Police Commander Jason Leverton.

Mayor Rey stated that relationships with state legislators, including Representative Bob Pritchard, Representative Tom Demmer, and Senator Dave Syverson, are important. Contact with national legislators is also maintained, including United States Congressman Representative Adam Kinzinger, United States Senator Mark Kirk, who was represented at the State of the City presentation by Outreach Coordinator Rachel Horvath, and United States Senator Dick Durbin. Mayor Rey thanked these individuals for their work for delivery services to the citizens of DeKalb and he thanked each for their efforts.

Mayor Rey framed this presentation in the context of the City's new DeKalb 2025 Strategic Plan, stating the plan was developed over a year and a half and adopted by Council in February of this year.

Mayor Rey briefly reviewed the City's mission statement, core values, and vision statements developed during the Strategic Plan process, stating it lays the framework

from which action plans are derived for City operations and services. The priorities in the Strategic Plan are the result of a collaborative effort that occurred over several months in 2015 and 2016. Further, community input was collected through community conversation meetings, surveys and preformed submissions. The document was created with all of that input and feedback in mind. It represents ideas from hundreds of citizens and input planning from the City Council.

Mayor Rey stated the City began realigning resources within City government in 2014, and continues the effort by keeping an eye on the overall goal of delivering high quality municipal services to the community. He hopes this brief summary helps everyone understand what ideals are being strived for as work towards a vibrant and successful community continues.

Mayor Rey indicated that the Strategic Plan can be found on the City's website. He further stated that the City is focused on building towards the future and cannot be stuck in the past. The City looks forward to taking action that will allow the realization of the visions for the City of DeKalb.

Mayor Rey encouraged citizen participation in the local government and volunteerism. He stated he appreciates the input that many citizens provide to the voluntary roles through various City commissions and committees, of which there are 19 that involve mayoral appointments. He stated that an important part to of serving in local government is listening across the community, drawing consensus from a broad number of sources.

Mayor Rey reported that he is currently reviewing the structure of the Economic Development Commission (EDC) to better serve the needs of the community. He asked that anyone interested in serving on the EDC is welcome to communicate to him their interest. Mayor Rey indicated that further discussion regarding the restructuring of the EDC will take place during this evening's Regular meeting. He stated that the EDC will complement the marketing arm of City government. Recommended appointments will be brought before Council for their approval during the months of August and September.

Mayor Rey recognized the City's Community Development staff team members: Community Development Director Ellen Divita, Principal Planner Jo Ellen Charlton, Economic Development Planner Jason Michnick, and Long Range Planner Derek Hiland. He noted that he values the expertise these individuals bring to their roles within the City. The EDC will assist this team in marketing the community. Mayor Rey stated he envisions selecting seven EDC appointments from various business sectors including agribusiness, banking and finance, industrial business, education, real estate, construction and real estate development, retail tourism hospitality, and an at large appointment representing community organizations.

The focus of this revised EDC will include recommendations for maintaining economic health of the existing community, with the maintenance of the economic health of the

community through attracting job opportunities, broadening the tax base, and enhancing the quality of life in DeKalb. Once seated, Mayor Rey indicated he will place a 90 day goal in front of the EDC to formulate a formal plan within the framework of the 2025 Strategic Plan. Recommendations to improve the community and its overall competitiveness through opportunities and developable sites for future economic development will be a further focus of the EDC, as well as enhancing relationships between the City and the business community.

Mayor Rey reported that the Human Relations Commission (HRC) has a vacancy due to the resignation of member Norden Gilbert. Mayor Rey recognized Mr. Gilbert's diligent service to the HRC since 1991, stating 25 years of service to the community is significant. Mayor Rey indicated that a more formal recognition will be done in the near future.

Mayor Rey stated he first met City Manager Gaura in the fall of 2013, quickly realizing her professionalism, principles, and genuineness would benefit the community. City Manager Gaura's reputation among peers, to being a graduate of NIU's MPA program and a member of Metro West's Council of Governments, serve as a testament of the values she brings to the Manager-Council government in DeKalb. He stated that during the City Manager's presentation this evening, threads of how the City Council's vision guides City priorities, actions, and performance reporting for the future will become evident. Mayor Rey stated that the City Manager will review some of the specific action items that DeKalb has achieved this past year and some of the great things DeKalb has to look forward to.

City Manager Gaura thanked Mayor Rey for his introduction and stated she's excited to share the presentation not only with Council and staff, but also the community as a whole, those in attendance and at home.

City Manager Gaura stated that this year's State of the City address focused on what the City has done and where the City is going. The City serves many roles regarding projects. This presentation will highlight projects and initiatives where the City has been a leader, a partner and a catalyst. The City takes the lead on some projects, and in others work as the catalyst, all the time trying to be a good partner with the business community in guiding projects through the development process.

City Manager Gaura stated the presentation would be split into six sections: the climate of the City, development throughout the community, projects underway or completed, infrastructure reinvestment, collaborative partnerships, and where the City is going.

City Manager Gaura stated that DeKalb is a community headed in a positive direction, made possible by the City's strategies for making sound financial decisions, decreasing crime, and enhancing the quality of life. Sound fiscal practices are a cornerstone to DeKalb's effective City management. The City has worked hard to build its fund balance up to over 25% of its annual operating budget. Local governments that maintain adequate reserves are better positioned to deal with funding issues in

challenging times. In the past two and a half years, the fund balance has grown from 17% to 27% which equates to \$3.5 million more. This has moved the City towards a place of financial security. The City has received several awards from the Government Finance Officers Association (GFOA) that shows DeKalb's dedication of financial excellence. Much of that thanks goes to Finance Director Cathy Haley and the Finance Department, as well as the City Council and Finance Advisory Committee.

City Manager Gaura stated the Police Department has implemented innovative community policing initiatives and as part of that has done extensive community outreach. As a result, the City has seen a decrease in the more serious part one crimes. In 2012, the City saw a 6% decrease in part one crimes. In 2013 there was a 5% decrease, in 2014 an 8% decrease, and in 2015 a 2% decrease, equating to four consecutive years of decreases.

City Manager Gaura also reported that a decrease in the less serious part two crimes has been seen. In 2013 there was an 11% decrease, in 2014 a 7% decrease, and in 2015 an 8% decrease, meaning that over the last seven years, the City has worked towards a decrease of nearly 4,000 part two crimes. The credit goes to the dedication of the men and women of the Police Department under the steady and strong leadership of Police Chief Gene Lowery.

Proactive policing is a big part of the Police Department's activity. The Crime Free Housing and Inspections Bureau was created as a long term strategy to reduce crime by forming partnerships and employing crime prevention strategies with the community. The overall call volume for services at the City's largest apartment complexes has decreased during the tenure of the Crime Free Housing program. The number of calls has decreased by 1,100, which is a 59% reduction.

City Manager Gaura shared photos of properties within DeKalb that have been improved due to the process of Crime Free Housing inspections. The program is making a difference in residential property and maintenance.

City Manager Gaura then reported development within the community, stating it spurs growth, provides employment, and secures DeKalb's place as an anchor community of the region. There are three types of development that includes attraction of new business as well as the retention and expansion of current businesses.

One of the biggest developments in the City has been the 3M project. The 987,000 square foot building was one of this year's major retention and expansion efforts. DeKalb was competing with Atlanta, Georgia on the project and won, made possible by the City working with the property owner to fast-track the construction. 3M had to have guaranteed completion of the entire project within one year, which was done. The City retained over 600 jobs that could have been moved to Georgia if it had not partnered with Venture One to ensure a one year construction schedule. This project will bring 3M's total occupancy in the City to 2.5 million square feet. This building is one of the largest 3M buildings in the world.

City Manager Gaura reported on another project in Park 88 which is the Target upstream distribution center. Target recently completed a \$50 million conversion of its DeKalb regional distribution center into an upstream distribution center that serves the central portion of the United States. Target has hired approximately 300 of the projected 450 employees needed to operate the new facility.

City Manager Gaura also reported on public infrastructure projects that have had a positive impact on the community. The first being the DeKalb Public Library expansion which more than tripled the size of the library. It includes state of the art technology that will help transform DeKalb into a learning lab community. City Manager Gaura recognized Library Director Dee Coover and the library's board for their vision, dedication and commitment on the library expansion.

City Manager Gaura reported on the Lucinda Avenue extension, stating it was part of Dr. Baker's goal to achieving a "10 minute campus" where students could travel from one end of NIU's property to the next within 10 minutes.

A key development of the business community was the DeKalb County Enterprise Zone that supports both industrial and community development through different incentives. The first company to utilize the enterprise zone was Brian Bemis Toyota. It is the City's goal to bring in new business investment and work with existing businesses to spark reinvestment in the community.

City Manager Gaura also reported that Win Aviation had completed their new 30,000 square foot hangar at the DeKalb Taylor Municipal Airport. Win Aviation works across all sectors acquiring military, commercial, and personal use aircraft.

Christ Community Church has begun construction of a \$7.3 million facility on Dresser Road. It will include a 500 seat auditorium and space for young children and students.

City Manager Gaura reported there have been several new small businesses opening along the Sycamore Road corridor that offer a variety of services to community. There have also been several new businesses opening in the downtown area and along Hillcrest Drive as well.

City Manager Gaura reported on projects where redevelopment has taken place. The former Sawyer property along Lincoln Highway is being completely redeveloped and will include several businesses including Dunkin Donuts, Subway, and Marco's Pizza. A Popeye's Chicken is also coming to the community on West Lincoln Highway. An Aspen Dental and multi-use building are being built on Sycamore Road, as well as rebuilds of the Burger King on Lincoln Highway and Wendy's on Sycamore Road. Book World is also planning to occupy space in the Junction Shopping Center. City Manager Gaura stated this is a particularly exciting opportunity for the return of a book store to DeKalb.

Some existing businesses have undergone significant expansions. Fatty's completed

an expansion that included a multi-purpose banquet hall called the Novak Room, a new entrance, and a private patio. Oak Crest Retirement Center has been working to expand its facility, a project made possible in part by \$9 million in industrial revenue bonds in which the City acted as a conduit allowing for a lower interest rate. R.P. Lumber underwent an expansion this year, as well as Brian Bemis Toyota and Brad Manning Ford. These expansions have significantly reinvested in the community.

City Manager Gaura stated that another option for growing local business is relocation. The Fargo Skate Shop relocated and now includes an indoor skate park. The Gaming Goat also relocated. Both business are located in the downtown area.

City Manager Gaura spoke of other projects within the community that show a commitment to community development and a business friendly atmosphere. Proudly DeKalb coordinated the America's Best Communities (ABC) grant application which aimed to improve DeKalb's economy with focus on arts, local food, education, and technology. The projects outlined within the grant submission are still being pursued by Proudly DeKalb and include the ACE Corridor, the Virtual Incubator, DeKalb CoWorks, FoodHub, the STEAM Learning Center, marketing efforts better known as #Proudly DeKalb, and the DeKalb Leadership Institute. City Manager Gaura recognized all the time and effort volunteers put in to Proudly DeKalb and the ABC competition in order to have DeKalb recognized as one of America's best communities.

City Manager Gaura stated that although development is critical, infrastructure is an important foundational element of a strong community. Above and below ground infrastructure projects enhance the community and represent a commitment to continuous improvement. Just as the City is excited when non-City entities invest in the development of the community, it is also grateful when they invest in the infrastructure of DeKalb. Two non-City infrastructure projects that have taken place over the last year include Nicor's downtown improvements and the Union Pacific railroad crossing repairs. While the City understands the inconvenience these improvements may cause, it's important to recognize the investment in the community they symbolize. The Nicor project will be a \$2.3 million investment in DeKalb that includes main, services, meter work, and restorations. The Union Pacific project will come in at an estimated \$500,000 project with work being done to improve the railroad crossings throughout the community.

Above ground projects are also key. A number of improvement initiatives were started by the City over the last year and include the environmental remediation of the Protano property, which is now owned by the City. The City has completed asbestos mitigation work at the property and is prepared to move forward on the demolition of the remaining structures. This work is all being undertaken for the preparation of the ultimate environmental remediation of the entire site to prepare for its redevelopment. This redevelopment is necessary for the revitalization of the South Fourth Street corridor.

City Manager Gaura stated that the City also acquired the Storm property adjacent to the DeKalb Police Station to address future needs such as additional parking. The City

planned proactively to acquire this property to enable it to continue to provide a high quality public safety facility for the benefit of the community.

City Manager Gaura stated that in local government and other areas, partnerships are a major key to success. Partnerships with other agencies allow the sharing of resources and ideas because they provide stronger outcomes for the community. One of the biggest ways the City can help organizations is by the allocation of funding. She stated that the City was proud to allocate \$2 million in TIF funds to DeKalb Public School District 428 for improvements to Founders Elementary School and Clinton Rosette Middle School. In addition, \$250,000 in TIF funding was provided to Stage Coach Theatre for building improvements that build on the focus of the newly created ACE Corridor and emphasizes the importance of the arts in the community.

Long term planning is one of the most important investments a community can make. DeKalb has been busy with a number of planning initiatives to help the City achieve a bright future. The City has been working with a local team and outside consultants to complete a study on the Egyptian Theatre and help secure its long term success. It's important to have the Egyptian Theatre open 365 days a year as it has a positive impact on downtown businesses and the community as a whole.

City Manager Gaura further stated that City staff have also been exploring potential strategies for a collaboration to provide DeKalb with a STEAM Learning Center. This will be a collaborate effort between the City of DeKalb, the NIU Center for P20 Engagement, Proudly DeKalb, and the DeKalb Fire Fighters Historical Foundation.

The City is also working toward an improvement plan for the Annie Glidden North corridor which is an area of the community that has a host of challenges that need to be addressed to encourage reinvestment in the neighborhood. Staff is working to development a plan that will include infrastructure, services, and assessment of other needs.

City Manager Gaura stated there are a number of other partnerships that have taken place over the past year, such as the collaborate purchase of the City's new ladder truck with NIU. Camp Power is another example of a successful partnership among such entities as the City of DeKalb, University Village, the YMCA, and NIU. Camp Power is an eight week camp held each week day for children residing in University Village. It provides daily positive interaction between children and police officers. It's a positive community program that's been expanded to benefit the children in the Pleasant Street neighborhood as well.

City Manager Gaura also stated that, building on the three year success of the Communiversity initiative, she has launched a partnership with the NIU student leaders. She will be meeting with them on a regular basis beginning this fall. The goal is to open a direct two-way communication between students and the City in an attempt to better address their issues and concerns.

Looking towards the future, City Manager Gaura stated the City has many great projects and initiatives on the horizon and in the next year she looks forward to sharing the progress of many of the projects mentioned. The City will be working hard to achieve and implement some of the Strategic Plan initiatives. Further, the City is analyzing its current impact fee structure in order to be a catalyst to facilitate residential growth.

Strategic planning will continue with an economic development plan to guide the City's development and reinvestment strategies. The Fifth Street improvement plan will build on the Stage Coach Theatre improvements to see how outdoor space can be utilized for an ACE Corridor. She also looks forward to implementing City Manager round table discussions to help improve communications with the business community.

City Manager Gaura addressed the City's new marketing strategy, stating great things are happening in DeKalb. The City will use that momentum to aggressively advertise its strengths and opportunities through data driven marketing strategies. The City will target industries of tomorrow to develop a sustainable growth model and continue DeKalb's legacy of innovation.

City Manager Gaura then shared the City's first video marketing piece. She thanked the team at OC Image Works for their hard work developing a high quality advertisement for the City. This commercial will be used as a comprehensive strategy to reach out to consultants, brokers, and investors to showcase the City's world class work force, access to robust infrastructure, affordable quality of life, and opportunities for growth.

City Manager Gaura stated the PowerPoint presentation and video presented would be available on the City's website the following day.

Following City Manager Gaura's presentation, there were no further comments from the Mayor or Council.

2. Personnel Manual and Benefits Handbook.

Human Resources Director Randall provided information on why the Personnel Manual and Benefits Handbook is needed. She stated that in order to thrive, every organization needs to develop a strong foundation built on best practices and procedures that will foster an environment of high performing professionals. The DeKalb 2025 Strategic Plan identifies the vision of efficient quality and responsive services. Achieving the highest possible standards of public administration through sound HR practices will provide support to City staff and enable operating departments to focus on the delivery of core services to better serve the community.

The Personnel Manual and Benefits Handbook overhauls the City's existing HR procedures with the purpose of leading and managing City employees in a productive and safe work environment while ensuring compliance with federal and state laws. It clearly defines expectations and provides supervisors with a standardized guideline to employee engagement for a productive environment.

Human Resources Director Randall further stated that the City requested a legal review of the existing personnel policies and benefits, including those contained within Chapter 3 of the Municipal Code. Policies were also reviewed in light of the new and updated state and federal laws to further address additional areas of legal and operation compliance. The changes are intended to update the policies to more clearly define the City's expectations of its employees and reflect current levels of administration of benefits.

Maintaining the policies in a standalone handbook under the direction and authority of the City Manager will allow the City the flexibility to respond to rapid changes in the law. The City Manager and professional staff have the working knowledge of day to day operations and the legal requirements that affect personnel functions. Having policies that can be adapted to address emerging operational and legal considerations will facilitate the responsive and responsible oversight of City services. She stated a lot of work was put into the documents and it is a fair, sound, professional representation of best practices in employee relations.

Human Resources Director Randall stated that Attorney Ben Gehrt of Clark Baird Smith assisted with the development of the documents. His practice is focused on labor law and he has extensive experience regarding equal employment opportunity, wage and hour schedules, collective bargaining, and other employment laws. She stated that the entire Policy Handbook and Benefits Handbook were made available for Council's review in the agenda packet.

Attorney Gehrt then provided Council with a brief summary of the Personnel Manual and Benefits Handbook, stating it was a long term and challenging project but policies were updated for legal compliance as well as for best practices in the industry. He stated the Personnel Manual now contains a policy regarding accommodations necessary for the Americans with Disabilities Act, as well as the Pregnancy Discrimination Act. Policies were also added regarding the drug free workplace, the use of technology in the workplace and related to that, defining what an employee's reasonable privacy expectations are. A workplace violence policy has been incorporated into the manual, as well as defined hours of work, breaks, and the approval of benefit time, and civil union partners. There's also an updated family and medical leave policy to include federal requirements for military leave. Further, the workplace conduct policy was overhauled.

Attorney Gehrt stated it's important to remember that the Personnel Manual is not a contract for employment. He also stated that the Personnel Manual is very clear regarding conflicts between it and labor contracts. When such conflict arises, the labor contract overrules.

Alderman Noreiko stated the documents are a wonderful step for the City. They're well written and respectful of employees. She further stated she was able to work with Human Resources Director Randall on questions and comments she had regarding the documents and appreciated her professionalism.

Alderman Faivre thanked City staff and Attorney Gehrt for putting the documents together and stated he appreciates all the work that went in to them. He asked if the documents were going to be printed in booklet form and provided to employees or available online. Human Resources Director Randall replied that employees will be trained on the documents and it will be made available electronically on the City's intranet. Employees will also be required to sign a document stating they received an electronic copy of the Personnel Manual and Benefits Handbook.

Alderman Faivre also asked if the documents would be reviewed annually. Human Resources Director Randall stated the documents would be considered "live documents" and monitored to ensure necessary changes in state or federal law, or internal practices, are made. Attorney Gehrt added that his firm will monitor and advise the City when revisions are needed.

City Manager Gaura mentioned that the Human Resources Director would provide Council with any updates to the documents during her report to Council at the end of Council meetings.

Alderman Jacobson stated he appreciates the time and effort put in to the documents and feels it was needed based on the City's aged Municipal Code and other updates. However, procedurally he has reservations in ceding all revisions back to City staff. Because it's coming out of the Municipal Code, revisions should remain the Council's responsibility. He also stated there are some major policy concerns that should be reviewed by Council to see whether or not they make sense, specifically residency requirements. Alderman Jacobson also stated that he's never seen a state or federal law that requires any less than two weeks of action. Attorney Gehrt replied to Alderman Jacobson's comment, stating the State of Illinois can specify when a law is being passed that it will go in to effect at the signature of the Governor. Otherwise, laws typically go in to effect on January 1st.

Alderman Jacobson suggested a clause allowing for the acceptance of an automatic compliance change based on state or federal law, but any other changes should come back to Council.

Mayor Rey asked for clarification from City Manager Gaura that changes regarding the Personnel Manual and Benefits Handbook would be brought back to Council for review and approval. City Manager Gaura replied that this item was brought to Council as a Committee of the Whole item so they would have time to review it in its entirety. Then, after receiving Council input, feedback and direction, City Attorney Frieders would work with Human Resources Director Randall on the changes to Chapter 3. The documents would then be presented at a Regular meeting of Council for adoption.

City Attorney Frieders stated that City staff recognized and forecasted the concerns that Alderman Jacobson has mentioned. Changes concerning cost implication, employee compensation and benefits, and any other major policy issues would be brought to Council for consideration.

Mayor Rey encouraged the Council to be deliberate in their review of the documents as they will be on the next Regular agenda for review.

City Manager Gaura stated that Human Resources Director Randall has offered to meet with any Council member wishing to discuss the documents in further detail.

Alderman Jacobson asked for confirmation on residency requirements, stating he thought requirements only applied to the City Manager, Fire Chief and Police Chief positions.

City Manager Gaura deferred to City Attorney Frieders who stated that Chapter 3 has a list of emergency response positions that's slightly broader than the three positions Alderman Jacobson listed.

Alderman Jacobson stated that's a major policy change that's not noted in the documents under review.

City Frieders stated there's a distinction between living in DeKalb or within a certain response radius of DeKalb and believes it's consistent with current City policy.

Alderman Jacobson stated it's his understanding from the documents that the response radius has been eliminated and is now handled by an employment contract. As he reads it, other than the City Manager, Fire Chief and Police Chief, any other management employee residency requirement is being dropped from the documents.

Assistant City Manager Hoppenstedt replied that in the Police and Fire collective bargaining unit contracts, there are residency requirements stipulated that have been negotiated and speak of the radius and range for those employees to live within certain limits. That has not changed. Also, in the recruiting documents for non-bargaining unit employees, the City does have other positions that are considered emergency responders and that has not changed. The recruitment package includes a radius map and can be found on the City's website. She further stated that the positions listed in the Personnel Manual that require residency within DeKalb are the ones that have been traditionally required to live within city limits.

City Manager Gaura stated that the Personnel Manual does not mirror the collective bargaining unit contracts regarding radius for first responder positions. However, if Council gives direction, that change can be made.

Mayor Rey stated that he would like to underscore the fact that he doesn't think either of the documents are intended to change the City's Municipal Code (Chapter 3). They're to represent what's already there.

Assistant City Manager Hoppenstedt added that these documents will enhance, bring up to date, and supplement a lot of what the City's Municipal Code (Chapter 3) is lacking.

Alderman Baker stated that over his years as Alderman, he's seen positions removed from the residency requirements for various reasons. He believes that management positions should be considered as first responders and in the future would like for those positions to be required to live within the city limits.

Alderman Jacobson stated that in terms of the documents at hand, he agrees they are building on and better defining the Municipal Code (Chapter 3). However, it's also changing where the power of change lies. The documents are ceding power back to City staff to make ultimate changes in most cases. There's a procedural and fundamental change in what the documents entail. Further, he agrees with Alderman Baker regarding residency requirements. He asked that the subject of residency requirements be added to a Committee of the Whole agenda in the near future for further discussion. He added that discussions with other Aldermen have indicated their agreement regarding residency requirements.

Alderman Noreiko stated that recognizing that the City competes against other cities for management staff, if residency requirements are going to be discussed, she would ask for a review of what other cities do be conducted. If the City of DeKalb would be the only city with requirements for management staff to live within city limits, it would negatively impact finding quality staff.

Human Resources Manager Randall stated that equal employment opportunity is an issue. Making people move could cause an undue hardship.

Alderman Baker stated that it would be more practical to have a radius for first responders and perhaps a pay differential for those living within city limits.

Alderman Snow stated that most people required to relocate ask for long term contracts and he doesn't know anyone who's going to move without a contract, especially an at-will employee.

There was a brief discussion between Alderman Faivre and Attorney Gehrt regarding residency requirements and the legal ramifications.

Alderman Jacobson stated that past discussions have been peppered with inaccuracies and claims. In terms of economic development, the City has the opportunity to bring over \$1 million in salaries if management staff and first responders are expected to live within the community. Having employees in DeKalb neighborhoods will assist with economic development.

There was a brief discussion regarding moving costs.

D. PUBLIC PARTICIPATION

There was none.

E. RECESS FOR EXECUTIVE SESSION OF THE CITY COUNCIL.

1. Approval to Hold an Executive Session to Discuss Collective Bargaining as Provided for in 5 ILCS 120/2(c)(2).
2. Approval to Hold an Executive Session to Discuss Pending or Imminent Litigation as Provided for in 5 ILCS 120/2(c)(11).

Neither of these items were acted upon.

F. ADJOURNMENT

MOTION

Alderman Jacobson moved to adjourn the meeting; seconded by Alderman Finucane.

VOTE

All in favor via an 8-0 voice vote. Aye: Jacobson, Finucane, Marquardt, Snow, Noreiko, Baker, Faivre, Rey.

Mayor Rey adjourned the meeting at 6:14 p.m.

RUTH A. SCOTT, Deputy City Clerk

Approved by City Council on September 26, 2016.