

**: OFFICIAL PROCEEDINGS :****: OF THE CITY OF PEORIA, ILLINOIS :**

A Special Meeting of the City Council of Peoria, Illinois, was held October 20, 2015, at 6:00 P.M., at City Hall, Council Chambers, 419 Fulton Street, with Mayor Ardis presiding, and with proper notice having been posted.

**ROLL CALL**

Roll Call showed the following Council Members were physically present: Akeson (Arrived at 6:02 P.M.), Grayeb, Jensen, Johnson, Moore, Riggenbach, Spain, Turner, Mayor Ardis – 9.  
Absent: Montelongo - 1.

**INVOCATION & PLEDGE OF ALLEGIANCE**

Mayor Jim Ardis requested a moment of silent prayer or silent reflection, and then he led the Pledge of Allegiance.

**PETITIONS, REMONSTRANCES & COMMUNICATIONS – CITY OF PEORIA****PRESENTATION**

**(15-340) Communication from the City Manager with a Request to Receive and File a PRESENTATION by the NAACP SUBCOMMITTEE ON POLICE AND FIRE DIVERSITY Regarding Recommendations to Diversity Peoria Police and Fire Personnel.**

City Manager Ulrich reported that the Peoria Police Department and the Peoria Fire Department met with the NAACP to address the City's hiring practice. He introduced Mr. Al Hooks and Dr. Rita Ali, co-chairs of the NAACP Subcommittee on Police and Fire Diversity, who provided a presentation regarding recommendations to diversify the Peoria Police and Fire Personnel.

Mr. Hooks provided statistics of minority hires by the City, noting that as of June 2015, the workforce had over 630 employees of which 18% were minorities. He reviewed the composition of the Committee on Police and Fire Diversity and the creation of the Subcommittee commissioned to review the City's hiring practices for Police and Fire.

Mr. Hooks reviewed the Subcommittee's process beginning with the creation and establishment of a vision. He reported that the Police Department currently had 18.6% minority hires and the Fire Department had 14% minority hires. According to the U.S. Census data, he said those percentages should be increased by 40%, which was the recommendation of the Subcommittee with a goal to achieve within a 10-year timeframe.

Mr. Hooks reviewed the issues that contributed to the low representation of minorities on the Police and Fire Department.

Assistant Police Chief Mike Eddlemon reviewed the Police Department's hiring process. He remarked that approximately half of the applicants were lost between the application process and the actual testing process. He said in order to address the situation, it was recommended for the Police Department to offer testing more than once a year.

Division Chief of Fire Prevention Phil Maclin provided an overview of the Fire Department's outreach services citing the number of job fairs the Department attended. He remarked that the Department currently tested every two years; however, he said the Department proposed to test twice a year. He remarked that testing was a stringent process, noting that from the recent test, out of 241 who participated, only 116 passed. He said the Department's goal was to insert additional testing components in order to increase the success rate.

Mr. Hooks provided additional statistics as to the number of minorities who participated in the Police and Fire application process for 2010, 2012, 2013 and 2014. He reported that out of the Subcommittee meetings, the Police Department prepared a comprehensive plan that would address the issue of minority hiring. He said the Fire Department needed more candidates, and he reviewed the issues that affected the candidate pool. He said the Police and Fire Departments candidate selection processes did not provide minorities consideration. He reviewed the point system utilized by the Fire Department, noting that this system was State mandated.

Mr. Hooks reviewed the need to provide experience for potential candidates, and he recognized the Police Department's Explorers' Program. He remarked on the importance to have diversity in the Explorer ranks.

Dr. Rita Ali provided a booklet to the City Council, noting that the initial pages of the handout were narratives followed by supplemental information. She reviewed the Subcommittee's recommendations developed to assist the City in achieving the 10-year vision of having the Police and Fire workforce mirror the demographics of the City. With the pass-fail examination for Police Officer applicants, she said it was recommended that no one have access to the actual test scores. She said the scores would be maintained by the consultant, and the applicant would be informed whether they passed or failed the exam. She reported that the Police Department had begun the development of an ongoing, high priority recruitment plan.

Assistant Police Chief Eddlemon and Captain Lisa Snow provided an overview of the Police Department's recruitment plan. Captain Snow reported that social media was being used to reach out to young people. She said they would be reaching out to the community to determine the best process to recruit. Assistant Police Chief Eddlemon said it was the Department's goal to create their own pool of Police Officers and make those candidates a part of the City at an early age beginning with Explorers' Program.

Dr. Ali recommended the Fire Department develop a similar recruitment plan as the Police Department to reach out to the youth in the City. She continued to review the recommendations of the Subcommittee noting the recommendation for a semi-annual testing frequency for Police and Fire, for which she said there was already an agreement. She said the Police and Fire Commission approved the reassignment of the 30-point system in the Fire Department selection process. She said it was the Subcommittee's recommendation that Police Officer

candidates receive an extra five points for established residency within the City of Peoria. Recommendation #6, she said, was to establish a Public Safety Explorers' Program within District 150. Fire Captain James McCoy reviewed Houston's C.A.S.E.Y. Program, and Assistant Police Chief Eddlemon reviewed the Police Cadet Program. He said the Cadet Program would provide Cadets the opportunity to work at the Police Department approximately 20 hours per week and to assist with special events. Fire Captain Tony Ardis reviewed the Fire Department's goal to engage with the District 150 high schools. He provided how the program would work and what it would entail.

Dr. Ali said there would be annual performance goals, monitoring and reporting. She said semi-annual progress reports to the public and the City Council would be required with the first report due June 2016. Finally, she said it was recommended that all interview and criteria panels be diverse and inclusive in terms of race, gender, and rank. She said this was currently implemented in the Police Department, but not in the Fire Department.

Dr. Ali said the Subcommittee unanimously supported the recommendations outlined, which was supported by the Committee on Police & Fire Diversity. She said it was the Committee's belief that if the recommendations were adopted, supported, monitored, and maintained, there would be a workforce that would mirror the demographics of the City of Peoria. She said it was their hope to obtain the support of the City Council, to establish a City Ordinance that included project recommendations, to implement the recommendations, and to monitor and report the progress.

Mayor Ardis thanked Dr. Ali and Mr. Hooks and the Committee for their efforts in this matter. He said he believed the Committee would see strong support from the Council on the project.

Council Member Spain expressed his appreciation for the efforts of everyone involved in this project. He remarked on the strength of the presentation and information. He said the Committee had his full support in implementing the recommendations.

Council Member Akesson congratulated the Committee for an excellent presentation, and she said they had her full support. She inquired whether there was a complementary budget recommendation and funding source for the initiatives. Dr. Ali said there was a detailed budget provided within the Exhibits of the report that was distributed. She said there was a detailed budget for both the Fire and the Police initiatives. Mr. Hooks remarked that it would cost approximately \$25,000.00 per cadet.

Council Member Moore complimented on the excellent presentation. She commented that the pedigree of the individuals on the Subcommittee and those on the entire Committee and the fact that there was a unanimous vote sent a strong message. She requested that the Subcommittee provide a copy of the "Next Steps" document to all Council.

Council Member Jensen complimented Dr. Ali, Mr. Hooks, the Committee members, and the NAACP for bringing the information to Council. She said she was in support of this item, and she said it was her hope that the Ordinance would be passed as soon as possible.

Council Member Turner voiced his support in this matter, and he commended the efforts of Dr. Ali and Mr. Hooks. He said the proposal provided was exactly what he was looking for and he said he would fully support this project and hoped to see its success.

Council Member Riggenbach positively remarked on the presentation, and he said the Police Explorers' Program had seen tremendous success and had a positive impact on the youth that participated.

Council Member Grayeb inquired whether it was legal to compel residency for the City's public safety employees. He said, pursuant to an Appellate Court ruling, the City was not allowed to compel residency. Corporation Counsel Leist said there was nothing prohibiting the City from giving advantageous points to residents. Council Member Grayeb said that would be a step in the right direction, and he said the more employees working for the City who lived within the City would have a better understanding and commitment. However, he remarked there were outstanding employees who lived outside the City as well.

Council Member Grayeb inquired about the definition of the term "minority." Dr. Ali said the term "minority" was used in its traditional sense meaning protected class minorities such as African-Americans, Hispanics, Latinos, Asians, and Native Americans. She said women were not included in the study, but she said it was observed that there was a lack of women in commissioned positions in both Police and Fire. Council Member Grayeb questioned as to why women were not included in the study, and Mr. Hooks remarked that this particular study was mainly focused on minorities. He said it would be more appropriate to conduct a separate study on the hiring practices of women.

Regarding residency, Mr. Hooks said the primary reason the Subcommittee wanted to give residency priority was because they knew if prospective employees were from Peoria, the likelihood that they would stay in Peoria was higher.

In response to Council Member Grayeb's inquiry regarding the City's testing process for Fire and Police, City Manager Ulrich remarked that between the application process and the testing process candidates were lost, which narrowed the candidate pool. He said the City's Human Resource Department was addressing the issue. According to a survey conducted of prospective employees, he said one of the reasons a candidate no longer wanted to follow through was that they were no longer interested in proceeding to the next step. He said having an ongoing high priority recruitment plan was a key point to being able to get people to apply. He said that was where Staff and community assistance was needed in order to bring in candidates.

Mr. Hooks also responded to Council Member Grayeb by stating that the frequency of testing was a factor in attracting new candidates, which was not necessarily a minority issue, but a process issue.

Human Resources Coordinator Debra Bush reported that she conducted a survey from the last group of applicants, and she said the census was they were not able to make the testing dates. She said the Human Resource Department planned to test on more than one day in the future,

noting that the upcoming Police recruit testing would be offered two days. She said she was also notified applicants and sent reminders requesting necessary documents. She reported that Officer Daniel Duncan was also contacting applicants. She said applicants occasionally had difficulties acquiring necessary documents or would be distracted with other issues.

Council Member Grayeb commented that if the applicants were not as concerned about the hiring process as the City Council, then none of the recommended steps would work. He inquired on the Ordinance aspect and how it would be drafted.

Corporation Counsel Leist said he had an opportunity to meet with Attorney Don Jackson, and he remarked that they were aware of what the 14<sup>th</sup> Amendment allowed. He said the most important thing to remember as a City were the goals and to narrowly tailor a solution so past problems were eliminated without infringing on another individual's rights. He remarked that it was going to be a legal process wherein standards were set and narrowly tailored.

In response to Council Member Grayeb, Corporation Counsel Leist said this was an aspirational Ordinance; however, he said quotas would not be established. He said the City could use reasonable methods to remedy past situations. He said a percentage or formulas would not be used.

Council Member Grayeb remarked that the City needed a Police Department and a Fire Department that reflected the City's diversity. He expressed appreciation to the Subcommittee and said he was looking forward to the Ordinance.

Council Member Johnson expressed his appreciation for the efforts on the project and remarked on the document and the commitment. He said the key was to work with people and their various schedules. He inquired about the pass/fail Fire Department test and how it was developed.

Corporation Counsel Leist said there was a challenge to an Affirmative Action Plan in Chicago that resulted in all counties being required to select applicants based upon the point system, which was Illinois State law.

Council Member Johnson inquired how this would be included in the proposed budget and whether it would be phased in over time.

City Manager Urich said he was looking to see how this project could be implemented into the budget. He said he would provide recommendations at the next City Council meeting. He said the Police Department would be easier to implement due to the currently running Explorers' Program. He remarked that the Fire Department may take longer. He reported that at \$25,000.00 per cadet hired, that would add an additional expenditure of \$250,000.00 to the Police Department budget.

Mr. Hooks remarked that this project was an investment in the community, not an expense. He said this was an issue that had gone unattended for quite some time. He said it would help the youth begin to see hope in their future with career opportunities.

Council Member Johnson affirmed that this would be an investment in the City's future, and given the new leadership in Peoria School District 150, he said he expected to see great things. He expressed his appreciation for the information.

Council Member Akeson inquired whether schools, other than District 150 and home-schooled children, would be included. Assistant Police Chief Eddlemon said they currently included children from other schools outside District 150 and home-schooled. He said the Police Department went to all the schools, remarking that they were looking for the best and wanted the kids who wanted to serve the community and be a part of these careers.

Dr. Ali remarked that the Subcommittee learned through the process that there was strength in diversity. She said they worked in a diverse group and came out in unanimous agreement, which was proof that there was strength in diversity.

Mr. Hooks expressed his appreciation for the City Council's time, noting that the Council's responses were very optimistic.

Mayor Ardis remarked that this was one of the most productive information sharing times spent in City Council in a long time.

Council Member Spain moved to receive and file the presentation by the NAACP Subcommittee on Police and Fire Diversity regarding recommendations to diversity Peoria Police and Fire personnel; seconded by Council Member Johnson.

Approved by roll call vote.

Yeas: Akeson, Grayeb, Jensen, Johnson, Moore, Riggerbach, Spain, Turner,  
Mayor Ardis – 9;

Nays: None.

**UNFINISHED BUSINESS (Including but not limited to motions to reconsider items, if any, from the previous Regular Business Meeting):**

- (14-213) Communication from the City Manager with a Request to ADOPT the following ORDINANCES Regarding the LOUISVILLE SLUGGER SPORTS COMPLEX:**
- A. An ORDINANCE Establishing the PEORIA SPORTS CENTER PROPERTY TAX SPECIAL SERVICE AREA in the City of Peoria, Illinois;**
  - B. An ORDINANCE Establishing the PEORIA SPORTS CENTER HOTEL TAX SPECIAL SERVICE AREA in the City of Peoria, Illinois;**
  - C. An ORDINANCE Establishing the PEORIA SPORTS CENTER City of Peoria SALES TAX SPECIAL SERVICE AREA in the City of Peoria, Illinois;**

- D. An ORDINANCE Establishing the HOLIDAY INN PROPERTY TAX SPECIAL SERVICE AREA in the City of Peoria, Illinois;
- E. An ORDINANCE Establishing the HOLIDAY INN HOTEL TAX SPECIAL SERVICE AREA In The City Of Peoria, Illinois;
- F. An ORDINANCE Establishing the HOLIDAY INN SALES TAX SPECIAL SERVICE AREA in the City of Peoria, Illinois.

Council Member Johnson moved to defer this item to the October 27, 2015, Regular City Council meeting; seconded by Council Member Turner.

Motion to defer to October 27, 2015, was approved by roll call vote.

Yeas: Akeson, Grayeb, Jensen, Johnson, Moore, Riggerbach, Spain, Turner, Mayor Ardis – 9;

Nays: None.

**(14-214) Communication from the City Manager with a Request to ADOPT the following ORDINANCES LEVYING Certain TAXES in Conjunction with the LOUISVILLE SLUGGER SPORTS COMPLEX SPECIAL SERVICE AREAS (Revised Ordinances):**

- A. An ORDINANCE Levying a PROPERTY TAX for the PEORIA SPORTS CENTER PROPERTY TAX SPECIAL SERVICE AREA;
- B. An ORDINANCE Levying a HOTEL TAX for the PEORIA SPORTS CENTER HOTEL TAX SPECIAL SERVICE AREA;
- C. An ORDINANCE Levying a SALES TAX for the PEORIA SPORTS CENTER SALES TAX SPECIAL SERVICE AREA;
- D. An ORDINANCE Levying a PROPERTY TAX for the HOLIDAY INN PROPERTY TAX SPECIAL SERVICE AREA;
- E. An ORDINANCE Levying a HOTEL TAX for the HOLIDAY INN HOTEL TAX SPECIAL SERVICE AREA;
- F. An ORDINANCE Levying a SALES TAX for the HOLIDAY INN SALES TAX SPECIAL SERVICE AREA.

Council Member Johnson moved to defer this item to the October 27, 2015, Regular City Council meeting; seconded by Council Member Turner.

Motion to defer to October 27, 2015, was approved by roll call vote.

Yeas: Akeson, Grayeb, Jensen, Johnson, Moore, Riggerbach, Spain, Turner, Mayor Ardis – 9;

Nays: None.

**(15-016) Discussion Regarding the PRELIMINARY 2016 THROUGH 2019 BUDGET PROJECTIONS as of August 5, 2015, with a Request to RECEIVE and FILE.**

Special Projects Manager Brian Lovingood provided a presentation Peoria vs. Comparison Cities for Tax and Fee Revenue Comparison. Mr. Lovingood said this presentation was in response to the City Council's request for a comparison report to comparable cities at a past meeting. He said the population and square mileage of a community was also included in the report, which had an impact on tax and fee revenues. He remarked on the importance of identifying similarities and dissimilarities. He reviewed the municipal property taxes for comparable communities. He remarked on Naperville's low property taxes and provided an explanation for the same. He said Peoria's property taxes were modest, and he noted that there was room for growth to increase revenue in this area. He reviewed the Home Rule Sales Tax noting that Peoria was in line with other communities; however, he said that would not mean there was no room for growth. He commented on Springfield's high Home Rule Sales Tax noting it was due to scheduled road projects. He reviewed the Telecommunication Tax, which he remarked the City was maxed out at 13% like the majority of the other comparable cities. He reviewed a Motor Fuel Tax (MFT) noting Peoria was \$0.02 below the median. He identified that there was room to improve revenues in this source, and recommended increasing the same. As far as garbage fees, he noted that these fees were increasing across the board with comparable cities. He said that fee provided a number of services, and he reported that the median fee was \$15.92, which was \$1.92 more than what the City currently charged. He reviewed the Stormwater Utility Fee noting that Galesburg conducted a survey of what the price should be per ERU. He said that amount was placed on an individual's bill without community input. He said most communities were in the process of implementing a stormwater fee. Compared with other cities, he reported that one community had a charge of \$21.83 per month and another \$3.36 per month. He said the fee structure was based upon the type of projects the City was trying to address. He concluded that there were opportunities to increase revenues sources for the City to assist with next year's budget short falls.

Mayor Ardis commended Mr. Lovingood on his thorough presentation.

A copy of the proposed 2016/2017 budget calendar was distributed to all Council Members. City Manager Urich reviewed the calendar, which he said would be brought back to the Council at the next meeting for adoption. In response to Council Member Grayeb, he remarked that all the dates outlined may not be necessary. He said he would present a balanced budget at the next Regular City Council meeting, and he commented that if the Council wanted to see a property tax increase or decrease, it could be discussed.

Council Member Jensen said East Peoria was included in some of the information and not others. She requested additional information regarding East Peoria and how it compared to the City of Peoria.

Council Member Moore expressed her appreciation to Mr. Lovingood for his presentation noting it was clear and comprehensive.

In response to Council Member Grayeb's request for more information regarding HB4305, City Manager Urich said the language proposed would compel the General Assembly to pay back the revenues that had been withheld from the City such as MFT and gaming. In the short-



term, he said those funds being withheld would have very little affect; however, the long-term effect of withholding those funds would impact the City's road projects. He said if the funds were swept, then road projects would be severely affected for both this year and next. He said construction of the projects would continue, knowing that the City would have to find money in its reserves to pay those bills.

Council Member Spain moved to receive and file the Preliminary 2016 through 2019 Budget Projections as of August 5, 2015; seconded by Council Member Johnson.

Approved by roll call vote.

Yeas: Akeson, Grayeb, Jensen, Johnson, Moore, Riggerbach, Spain, Turner,  
Mayor Ardis – 9;

Nays: None.

### **CITIZENS' OPPORTUNITY TO ADDRESS THE CITY COUNCIL/TOWN BOARD**

Hearing no objection, Mayor Ardis granted Privilege of the Floor to those citizens wishing to address the City Council/Town Board.

Mr. Dave Landers, a Peoria resident, requested additional police protection in his neighborhood, and he remarked on some of the situations he had encountered that included poaching and speeding.

Mayor Ardis asked Mr. Landers to stay after the Council meeting to meet with Police Chief Mitchell.

### **EXECUTIVE SESSION**

**Consideration of a Motion to enter into EXECUTIVE SESSION to 2(c)(11) Litigation, when an action against, affecting, or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that such an action is probable or imminent; 2(c)(21) Discussion of minutes of meetings lawfully closed under this Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06.**

Council Member Turner moved to enter into an Executive Session to Discuss 2(c)(11) Litigation, when an action against, affecting, or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that such an action is probable or imminent; 2(c)(21) Discussion of minutes of meetings lawfully closed under this Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06; seconded by Council Member Akeson.

Approved by roll call vote.

Yeas: Akeson, Grayeb, Jensen, Johnson, Moore, Riggerbach, Spain, Turner,  
Mayor Ardis – 9;

Nays: None.

ADJOURNMENT

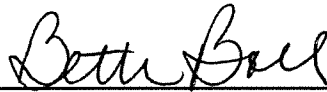
Council Member Riggenbach moved to adjourn the Special City Council Meeting; seconded by Council Member Moore.

Approved by roll call vote.

Yeas: Akeson, Grayeb, Jensen, Johnson, Moore, Riggenbach, Spain, Turner,  
Mayor Ardis – 9;

Nays: None.

The Special City Council Meeting adjourned at 7:41 P.M.



Beth Ball, MMC, City Clerk  
City of Peoria, Illinois

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