

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 1/24/2023

**TIME:** 9:35 P.M. – 9:35 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Denise Jackson  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Patrick Hayes  
Assistant City Attorney Michael Toren  
City Clerk Stefanie Tarr  
Deputy Clerk II Courtney Coe

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Riggerbach moved to approve the Executive Session minutes of the Closed Meeting held on January 10, 2023; seconded by Council Member Ruckriegel

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held on January 10, 2023, was unanimously approved by viva voce vote.

**SIGNED:**

**TITLE:**

  
\_\_\_\_\_  
City Clerk

cc

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 1/10/2023                      **TIME:** 6:51 P.M. – 6:52 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Denise Jackson  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Patrick Hayes  
Deputy Corporation Counsel Chrissie Kapustka  
City Clerk Stefanie Tarr  
Deputy Clerk II Courtney Coe

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A


**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Riggerbach moved to approve the Executive Session minutes of the Closed Meeting held on December 13, 2022; seconded by Council Member Allen.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held on December 13, 2022, was unanimously approved by viva voce vote.

**SIGNED:**

**TITLE:**

  
\_\_\_\_\_  
City Clerk

cc

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 12/13/2022      **TIME:** 9:30 P.M. – 9:30 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Chuck Grayeb  
Council Member Denise Jackson  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel (electronic attendance)  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

Council Member Denis Cyr

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Patrick Hayes  
Deputy Corporation Counsel Chrissie Kapustka  
Attorney Masum Perkins  
Police Chief Eric Echevarria  
Senior HR Specialist Ed Hopkins  
City Clerk Stefanie Tarr  
Deputy Clerk II Courtney Coe

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Jackson moved to approve the Executive Session minutes of the Closed Meeting held on November 22, 2022; seconded by Council Member Kelly.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held on November 22, 2022, was unanimously approved by viva voce vote.

**SIGNED:**

**TITLE:**

  
\_\_\_\_\_  
City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 11/22/2022      **TIME:** 8:23 P.M. – 8:24 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Pro Tem Beth Jensen  
Mayor Rita Ali (electronic attendance)  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Denise Jackson  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

Council Member Kiran Velpula

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Patrick Hayes  
City Clerk Stefanie Tarr  
Deputy Clerk II Courtney Coe  
Attorney Peter Jenetten

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Oyler moved to approve the Executive Session minutes of the Closed Meeting held on August 23, 2022, and the Closed Session Meeting held on October 11, 2022; seconded by Council Member Kelly.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held on August 23, 2022, and the Closed Session Meeting held on October 11, 2022, was unanimously approved by viva voce vote.

**SIGNED:**

**TITLE:**

  
\_\_\_\_\_  
City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 8/23/2022 **TIME:** 7:37 P.M. – 7:37 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Denise Jackson  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

Council Member Beth Jensen

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Kapustka  
Senior Human Resources Specialist Ed Hopkins  
City Clerk Stefanie Tarr  
Deputy Clerk I Michelle De Sutter

**SUBJECT MATTER DISCUSSED:** 2(c)(1), the appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

City Manager Patrick Urich and Interim Corporation Counsel Chrissie Kaptuska announced Attorney Patrick Hayes accepted the City's offer for Corporation Counsel.

**VOTE TAKEN:** No vote was taken as this was for information only.

**SIGNED:**



**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 8/23/2022 **TIME:** 7:36 P.M. – 7:36 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Denise Jackson  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

Council Member Beth Jensen

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Kapustka  
Senior Human Resources Specialist Ed Hopkins  
City Clerk Stefanie Tarr  
Deputy Clerk I Michelle De Sutter

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Velpula moved that the Executive Session minutes of the Closed Meeting held on August 9, 2022, and August 16, 2022, be approved, as printed; seconded by Council Member Ruckriegel.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held on August 9, 2022, and August 16, 2022 were unanimously approved by viva voce vote.

**SIGNED:**



**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 8/9/2022                      **TIME:** 7:46 P.M. – 7:46 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Denise Jackson  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach (electronic attendance)  
Council Member Sid Ruckriegel (electronic attendance)

**MEMBERS ABSENT:**

Council Member Kiran Velpula

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Kapustka  
Finance Director Kyle Cratty  
City Clerk Stefanie Tarr  
Deputy Clerk I Michelle De Sutter

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Kelly moved that the Executive Session minutes of the Closed Meeting held on July 26, 2022, be approved, as printed.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held on July 26, 2022, were unanimously approved by viva voce vote.

**SIGNED:**

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 7/26/2022      **TIME:** 7:26 P.M. – 7:26 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Beth Jensen (electronic attendance)  
Council Member Chuck Grayeb  
Council Member Denise Jackson  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel (electronic attendance)  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

Council Member Denis Cyr

**NON-MEMBERS IN ATTENDANCE:**

Interim Corporation Counsel Chrissie Kapustka  
Interim Fire Chief Shawn Sollberger  
City Clerk Stefanie Tarr  
Deputy Clerk II Courtney Coe

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Oyler moved to approve the Executive Session minutes of the Closed Meeting held on July 9, 2022, and the Closed Session Meeting held on July 12, 2022; seconded by Council Member Velpula.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held on July 9, 2022, and the Closed Session Meeting held on July 12, 2022, was unanimously approved by viva voce vote.

**SIGNED:**

**TITLE:**

  
\_\_\_\_\_  
City Clerk



**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 7/12/2022 **TIME:** 7:28 P.M. – 7:29 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Beth Jensen (electronic attendance)  
Council Member Chuck Grayeb  
Council Member Denise Jackson  
Council Member John Kelly  
Council Member Zach Oyler (electronic attendance)  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel (electronic attendance)  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Kapustka  
Interim Fire Chief Shawn Sollberger  
Senior HR Specialist Ed Hopkins  
Chief Deputy City Clerk Trina Bonds  
Deputy Clerk II Courtney Coe

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

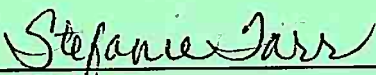
**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Kelly moved to approve the Executive Session minutes of the Closed Meeting held on May 10, 2022; seconded by Council Member Allen.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held on May 10, 2022, was unanimously approved by viva voce vote.

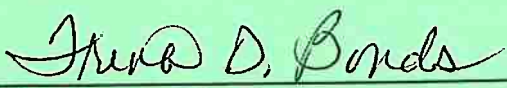
**SIGNED:**

**TITLE:**

  
\_\_\_\_\_  
City Clerk

**SIGNED:**

**TITLE:**

  
\_\_\_\_\_  
Chief Deputy City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 5/10/2022 **TIME:** 7:21 P.M. – 7:22 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Denise Jackson  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

Council Member Beth Jensen

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Kapustka  
Police Chief Eric Echevarria  
HR Director Mary Ann Stalcup  
Senior HR Specialist Ed Hopkins  
City Clerk Stefanie Tarr  
Deputy Clerk II Courtney Coe

**SUBJECT MATTER DISCUSSED:** 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.

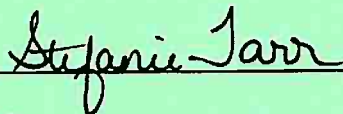
**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Velpula moved to approve the Executive Session minutes of the Closed Meeting held on April 26, 2022; seconded by Council Member Kelly.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held on April 26, 2022, was unanimously approved by viva voce vote.

**SIGNED:**

  
\_\_\_\_\_

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 4/26/2022 **TIME:** 9:34 P.M. – 9:35 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Denise Jackson  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Kapustka  
Police Chief Eric Echevarria  
City Clerk Stefanie Tarr  
Deputy Clerk II Courtney Coe  
Attorney Peter Jennetten of Quinn Johnston

**SUBJECT MATTER DISCUSSED:** 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.

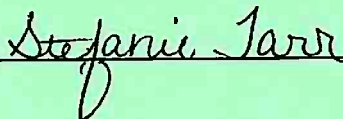
**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Kelly moved to approve the Executive Session minutes of the Closed Meeting held on April 12, 2022; seconded by Council Member Velpula.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held on April 12, 2022, was unanimously approved by viva voce vote.

**SIGNED:**

  
\_\_\_\_\_

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 4/12/2022

**TIME:** 8:27 P.M. – 8:27 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Denise Jackson  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

Council Member Chuck Grayeb

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Ulrich  
Interim Corporation Counsel Chrissie Kapustka  
City Clerk Stefanie Tarr  
Deputy Clerk II Courtney Coe

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Kelly moved to approve the Executive Session minutes of the Closed Meeting held on February 8, 2022, and of the Closed Meeting held on February 22, 2022; seconded by Council Member Velpula.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held on January 25, 2022, were unanimously approved by viva voce vote.

**SIGNED:**   
**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 2/22/2022                      **TIME:** 9:14 P.M. – 9:14 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Denise Jackson  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Assistant City Manager Kimberly Richardson  
Interim Corporation Counsel Chrissie Kapustka  
City Clerk Stefanie Tarr  
Deputy Clerk II Courtney Coe

**SUBJECT MATTER DISCUSSED:** 2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Mayor Ali said the City Manager evaluation tool would be available later that week to Department Heads and Council Members. She said the deadline for electronic responses was Friday, March 11, 2022.

**VOTE TAKEN:** No vote was taken as this was for information only.

**SIGNED:**

  
\_\_\_\_\_

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 2/8/2022                      **TIME:** 8:14 P.M. – 8:15 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Denise Jackson  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riegenbach  
Council Member Sid Ruckriegel  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Assistant City Manager Kimberly Richardson  
Interim Corporation Counsel Chrissie Kapustka  
City Clerk Stefanie Tarr  
Deputy Clerk II Courtney Coe

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Jackson moved that the Executive Session minutes of the Closed Meeting held on January 25, 2022, be approved, as printed; seconded by Council Member Velpula.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held on January 25, 2022, were unanimously approved by viva voce vote.

**SIGNED:** Stefanie Tarr

**TITLE:** City Clerk

## MINUTES OF CLOSED MEETING

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 1/25/2022      **TIME:** 9:03 P.M. – 9:16 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Denise Jackson  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

Council Member Chuck Grayeb

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Kapustka (electronic attendance)  
Assistant Corporation Counsel Masum Perkins  
City Clerk Stefanie Tarr  
Deputy Clerk I Michelle De Sutter

**SUBJECT MATTER DISCUSSED:** 2(c)(1), the appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Mayor Ali suggested a change for the upcoming evaluation for the City Manager. She said the current process required data to be compiled by hand rather than electronically. She suggested using a 360 evaluation tool, such as DiSC 363, that electronically compiled data into downloadable reports that assessed leadership based on several categories. She said both she and City Manager Urich had used this program in the past and it was a best practice and she said it provided anonymity as a group.

City Manager Urich confirmed he had been evaluated using the 360 tool and he said had used a similar program for professional development for the City of Peoria in 2013. He said it might be advisable to use this method of evaluation for department heads as well.

Mayor Ali discussed the pricing for the evaluation tool and the importance of establishing a neutral party to manage the information and ensure confidentiality. City Clerk Stefanie Tarr confirmed the City Clerk had previously managed this information.

Discussions were held about concerns for anonymity for evaluators, bias from the random group of evaluators, and how the data would be presented. Mayor Ali said she would obtain information about the random group feature of the evaluation tool. Further discussions were held about how the results were balanced and the potential to expediate the process.

Further discussions were held about the additional workload the process would present for the City Clerk.

**VOTE TAKEN:** No vote was taken as this was for information only. It was the consensus to move forward with the evaluation software.

**SIGNED:**

**TITLE:** City Clerk



# Everything DiSC 363

## 360 Degree Feedback aided by Everything DiSC

Everything DiSC 363 is a 360-degree feedback assessment that uses DiSC to help provide unique insights to the leaders being assessed. This 360 feedback tool is published by John Wiley & Sons.

360-Feedback sessions can be a painful process depending on how it is conducted. If the process is too open-ended, raters can provide feedback that isn't constructive and can actually cause the individual to be rated a painful experience. Furthermore, it might not be understood and a waste of time for everyone involved.

Fortunately, *Everything DiSC 363 for Leaders* combines the best of 360° feedback with the simplicity and power of DiSC®, plus three strategies for improving leadership effectiveness. The result is a 360 experience that's more productive and satisfying.

DiSC 363 uses a rating technology called CommentSmart.

CommentSmart is an exclusive-selectable comments feature that allows raters to choose from pre-written, highly-tested comments.

This feature allows raters to give feedback that's focused, balanced and constructive. Clear visuals and a conversational narrative style make the profile easier to use and understand. Plus, leaders get their next steps with the three things they can focus on now for improving leadership effectiveness.

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### How is DiSC 363 Different?



**Provide curated and focused comments to help improvement.**

For many leaders, 360 Degree Feedback can be a frustrating experience. Open-ended comments can be unfocused and unhelpful and can even derail the learning process. With DiSC 363's exclusive selectable comments feature, CommentSmart, raters can give focused, balanced, constructive feedback—that the leader can actually use.

**Easy to read and understand reporting.**

Everything DiSC 363 for Leaders is not a collection of dry spreadsheets and charts without any explanation or story. Clear visuals and a conversational narrative style interpret and explain the data, making the report easy to understand and use.

**Actionable Insights foster a Leaders Growth and Development**

During many 360° feedback, the leader's response can be, "Now what?" Everything DiSC 363 for Leaders answers that question by giving leaders their next steps with three things they can focus on now. If you are a consultant that has been asked to do a 360 feedback, these steps will give you and the leader goals that you can set.

**What does Everything DiSC 363 Cost?**

Everything DiSC 363 is a 360-feedback assessment that costs \$240 per assessment. Volume pricing is available.

Quantity	Price Per Profile
1-4	\$240.00/each
5-9	\$227.50/each
10-14	\$215.00/each
15-19	\$207.50/each
20-24	\$202.50/each

Quantity	Price Per Profile
30 - 39	\$197.50/each
40+	\$192.50/each

→ Purchase Everything DiSC 363

## What is the 363 Assessment Process?

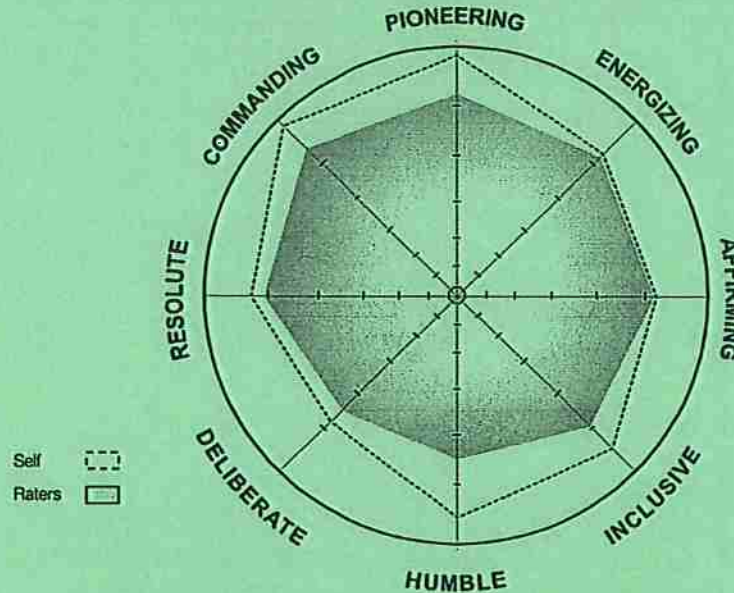
### Self vs. All Raters

Everything DiSC 363® for Leaders



### Big-Picture Feedback

The map below compares your self-ratings, as shown by the dotted line, with the ratings given to you by your raters.



Leaders are given a two-part online assessment: The **Everything DiSC** assessment and the **Leadership Behavior** section about how they tend to lead.

Raters are given a two-part online assessment: the same **Leadership Behavior** section that the leader takes and the **Leadership Requests** section that asks which leadership practices they'd like to see the leader do more of.

Raters are broken into four groups: Direct Reports, Peers, Manager and Other. Any combination of groups may be used and leaders can have an unlimited number of raters. A leader can have an unlimited amount of raters, and the price for the report is not dependent on how many people are rating a specific leader.

A variety of resources are available to help you get **Everything DiSC 363 for Leaders** up and running in your organization—all at no additional charge!

- Communication templates
- Everything DiSC 363 Coaching Supplement
- Narrated video tutorials

*Everything DiSC 363 for Leaders* is meant for anyone who wants to use 360° feedback as part of their leadership development, whether they're an emerging high-potential leader or an experienced executive.

→ Purchase Everything DiSC 363

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## View a Sample Everything DiSC 363 Report

The image shows the cover of a sample report titled "363 FOR LEADERS PROFILE". The cover is white with black text and features the "EVERYTHING DiSC 363 FOR LEADERS" logo on the left. Below the logo is the tagline "ASSESSMENT TO ACTION." On the right side, the report is attributed to Taylor Meyer, dated Tuesday, June 20, 2017. It is provided by the Center for Internal Change, a division of The TEAM Approach, located at 2174 Old Philadelphia Pike, Lancaster PA 17602, with a telephone number of (847) 259-0005. The Center for Internal Change logo, consisting of three concentric circles, is positioned below the contact information. At the bottom left of the cover is the Wiley logo. The bottom of the cover features a decorative graphic of wavy, horizontal lines in shades of gray.

**363 FOR LEADERS  
PROFILE**

**EVERYTHING DiSC**  
363 FOR LEADERS

**ASSESSMENT TO ACTION.**

**Taylor Meyer**  
Tuesday, June 20, 2017

This report is provided by:  
Center for Internal Change  
A Division of The TEAM Approach  
2174 Old Philadelphia Pike  
Lancaster PA 17602  
Telephone: (847) 259-0005

**Center for  
Internal  
Change**  
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A Division of The TEAM Approach  
2174 Old Philadelphia Pike  
Lancaster PA 17602  
Telephone: (847) 259-0005  
www.CenterforInternalChange.com

Everything DiSC 363 provides a structured 360 feedback process for your leaders. Included in this report is a leader's DiSC Style and insightful feedback from the leader's raters.

This tool uses a feature called Comment Smart rather than customizable rater feedback.

[→ Download Sample Report](#)

- Center for Internal Change is an Authorized and Certified Distributor -



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# 363 FOR LEADERS PROFILE

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EVERYTHING **DiSC**  
363° FOR LEADERS

*ASSESSMENT TO ACTION.*

**Taylor Meyer**

Tuesday, June 20, 2017

This report is provided by:

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Center for  
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Change

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## Welcome to Everything DiSC 363® for Leaders

360° Feedback with 3 Personalized Strategies

When you think about people who exemplify leadership—historical figures, contemporary standouts, or people in your organization—do the words *generic* or *cookie cutter* come to mind? Probably not. Most likely, you can describe unique aspects of their leadership style that help them succeed. In fact, two equally successful leaders may take two very different approaches to leadership.

And so, why in the world should leadership training involve following one set of narrowly defined principles? This program aims to help you reflect on your use of a broad range of highly effective approaches to leadership. You'll receive **constructive 360° feedback** on your leadership approaches, and you'll discover **three personalized strategies** to help you become a more effective leader.



### A Three-Step Process

Using multi-rater feedback and your self-assessment, Taylor, this program will help you identify which aspects of the eight approaches are your strengths—those that you use *most* frequently—and which areas you might benefit from developing further.

In this report, you'll have the opportunity to elevate your leadership effectiveness by:

- Understanding how others see you as a leader
- Exploring your tendencies on the eight approaches
- Learning three strategies to become a more effective leader

### Cornerstone Principles of Everything DiSC 363 for Leaders

- ▶ Your leadership is influenced by a **variety of factors** such as character, life experiences, cognitive abilities, and maturity
- ▶ *Everything DiSC 363® for Leaders* focuses on the **interpersonal aspects** of leadership
- ▶ All eight approaches **contribute to leadership success**
- ▶ While you don't need to excel in every area, you need at least some level of **competency in each** to be a great leader
- ▶ Leaders are most likely to have strengths in areas that reflect **their own styles**
- ▶ **Understanding yourself** better is the first step to becoming more effective when leading others

*Everything DiSC 363 for Leaders* describes a rich spectrum of behaviors called **Eight Approaches to Effective Leadership**. This model, pictured at left, is based on DiSC®, a simple tool that's been helping people to connect better for over thirty years.

Individual leaders, followers, and organizations may prefer certain approaches over others. Effective leaders tend to use a range of approaches.



## Your Leadership Outlook

Everything DiSC 363® for Leaders

What follows is an overview of your tendencies as a leader based on your own responses to the assessment. Personalize your feedback by putting a ✓ next to things that are like you, an X next to items that are not like you, and a ? next to things you aren't sure about.

Taylor, you're probably a dynamic leader who pushes yourself and the group to reach ambitious goals. You expect others to maintain a fast pace, and you have little patience for people or processes that hinder the group's progress. Sitting still may be agonizing for you. Since you have a strong need for variety, you're often eager to seize new opportunities, especially when bold action is required.

Most likely, you want to have the freedom to set your own course as a leader. While you're probably quite collaborative at times, you want to reserve the right to decide how to spend your time and energy. You tend to be frustrated by situations that require you to jump through a lot of hoops, and you dislike policies and procedures that stand in the way of creative ideas that stretch current boundaries.

Because you have grand ambitions for yourself as a leader, you're probably attracted to high-profile assignments that will allow you to showcase your talents. You're often happy to accept responsibility, and you probably enjoy being in charge. Since you have the ability to create forward momentum in a group, you avoid getting bogged down in the details and may prefer to delegate more methodical responsibilities to others.

You tend to be a bold and adventurous leader. Because you like being spontaneous, you probably struggle with situations that require you to exercise highly disciplined analysis. You're open to taking risks, and you're willing to make decisions based on your gut instinct when necessary. As a result, you may find your goals and decisions challenged by more systematic colleagues who stress objectivity.

Like other leaders with your style, you probably leverage personal connections to help get the results you want. Your charisma and enthusiasm allow you to effortlessly rally others to support your goals. Most likely, you're quite candid and self-confident, and other people may naturally look to you for leadership. You may have discovered that tapping into other people's ideas brings a better chance of success, so you often create brainstorming opportunities.

When conflict arises, you probably approach it proactively in an attempt to get back on task. However, when put under a great deal of pressure, you may become combative or belligerent, lashing out at others with little concern for the consequences. While unleashing your anger may seem cathartic, this may cause others to find you intimidating or unapproachable.

Because you want to be heard, you tend to become frustrated when you feel that others aren't on board with your plans for the group. You may even run the risk of closing yourself off to input and becoming too insistent if you feel your ideas aren't taken seriously. You expect some public acknowledgement of your accomplishments, but you don't require a lot of gushing praise. And, because you value recognition yourself, your leadership approach often involves generously complimenting others.

Taylor, all of these behaviors reflect your top leadership approaches. Your most valuable contributions as a leader may include your pioneering attitude, your commanding presence, and your ability to energize people.

In the report that follows, you'll discover other people's perceptions of your leadership approaches. Some of these will agree with your own view of yourself, while others may disagree or even contradict. Through this process, you will be able to build self-awareness and a better understanding of what you can do to be a more effective leader.

## Eight Approaches and their Practices

Everything DiSC 363® for Leaders

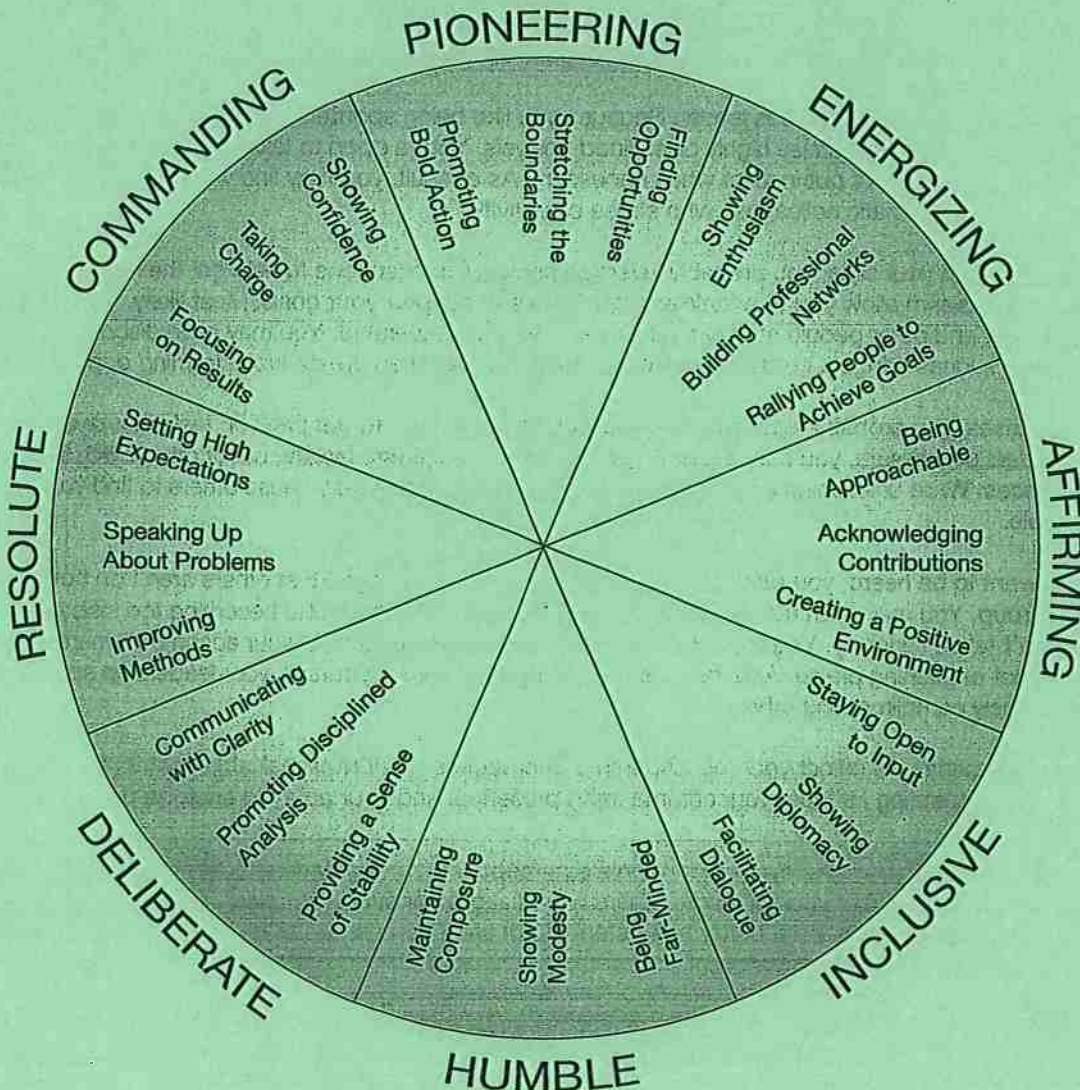
Everything DiSC 363® for Leaders is supported by contemporary leadership research into the interpersonal characteristics of leaders. The result is **Eight Approaches to Effective Leadership**, a useful, inclusive framework for discussing the characteristics of effective leaders.

In your **Big-Picture Feedback** on the following pages, you'll discover how your colleagues see you performing on each of these eight approaches. You'll also see how your own self-ratings compare to those of your raters.

Each of the approaches is comprised of three **Practices**, or underlying components. The **Detailed Feedback** section of this report will give you insight into how much your raters see you using these practices.

Finally, in **Three Strategies for Development**, you'll discover your greatest strengths as a leader, and then you'll get in-depth information and concrete strategies for improving on the three practices that your raters want you to use more often.

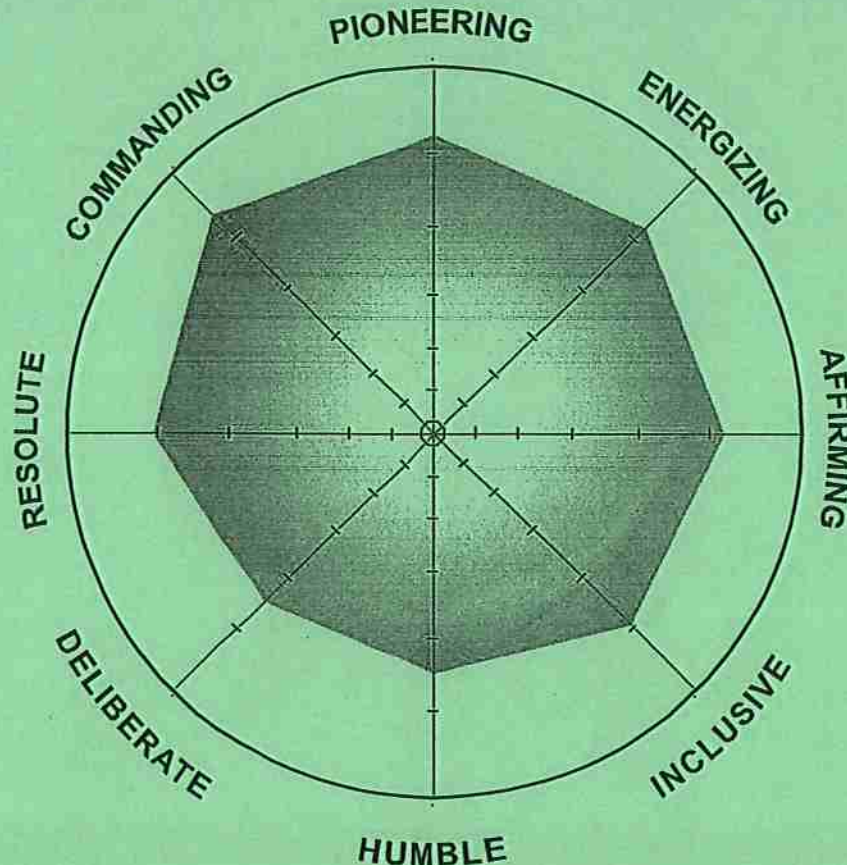
### The Eight Approaches and their Practices



## How Your Raters See You

Everything DiSC 363® for Leaders

The graph below provides a snapshot of how your raters describe your performance on the eight approaches. The **shape of your graph** indicates their perceptions of how often you use each of the eight approaches. The closer that each point on the graph is to an approach, the more often your raters see you using that approach.



### Definitions of the Eight Approaches

#### **Pioneering:**

A pioneering leader encourages the group to think creatively about their options and take chances on new opportunities.

#### **Energizing:**

An energizing leader builds enthusiasm for the group's goals and develops a wide network of professional connections.

#### **Affirming:**

An affirming leader is approachable and helps people feel good about their environment and their contributions.

#### **Inclusive:**

An inclusive leader gets a variety of people involved in the decision-making process and shows concern for their opinions and feelings.

#### **Humble:**

A humble leader maintains a modest, composed demeanor and can be relied upon to make decisions fairly.

#### **Deliberate:**

A deliberate leader provides a sense of stability for the group by communicating clearly and ensuring that decisions are made carefully.

#### **Resolute:**

A resolute leader creates high standards for the group and insists on using methods that maximize efficiency.

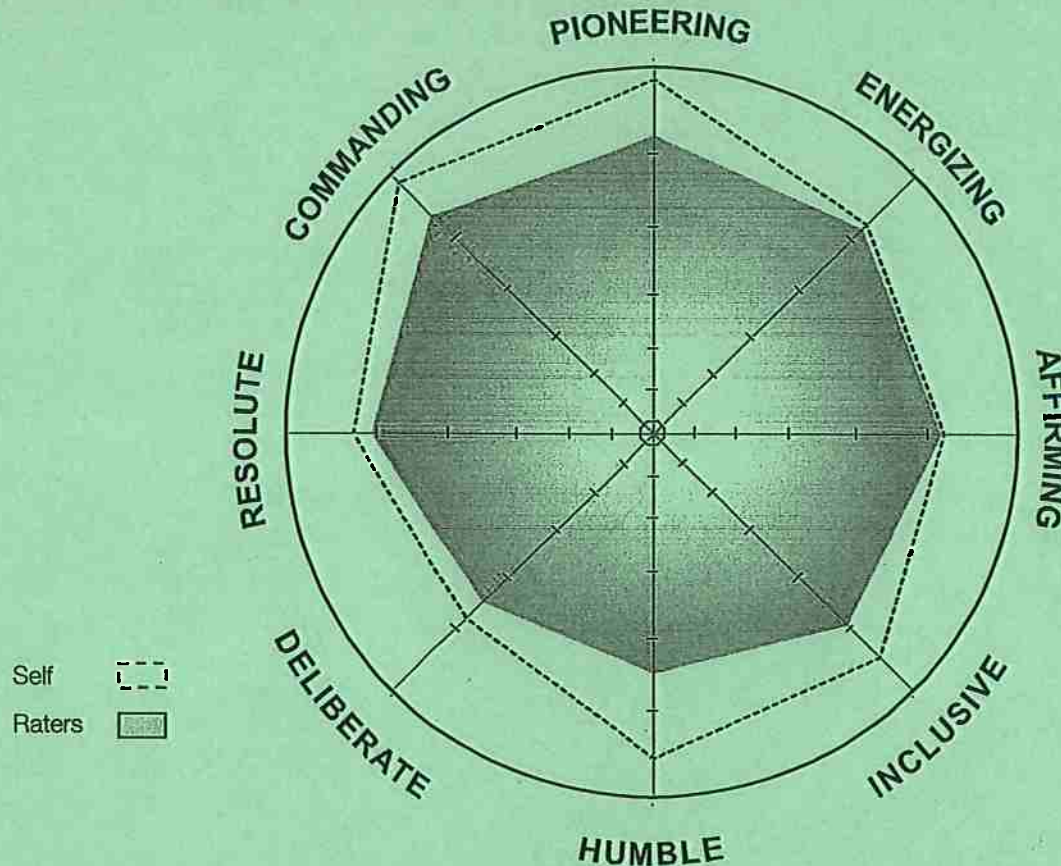
#### **Commanding:**

A commanding leader takes charge of situations with confidence and urges others to get results.

**Self vs. All Raters**

Everything DiSC 363® for Leaders

The map below compares your self-ratings, as shown by the dotted line, with the ratings given to you by your raters.

**How Your Ratings Compare**

Overall, Taylor, there seems to be relatively little difference between how you rate your leadership performance and how others view your performance. In fact, only 25% of leaders show a difference as small as yours. In general, you seem to have a relatively high level of self-awareness when it comes to your leadership skills.

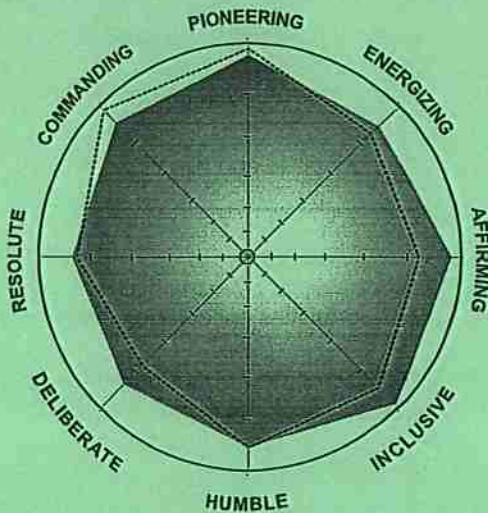
- You tended to see yourself as more Humble than others do. For example, you may overestimate how fair-minded you are when making decisions.
- You tended to see yourself as more Pioneering than others do. For example, you may overestimate how often you find new opportunities for the group.
- You tended to see yourself as more Inclusive than others do. For example, you may overestimate how often you facilitate open dialogue in the group.

The rest of this report will give you a chance to explore each of these areas in more detail.

### Breakdown by Group

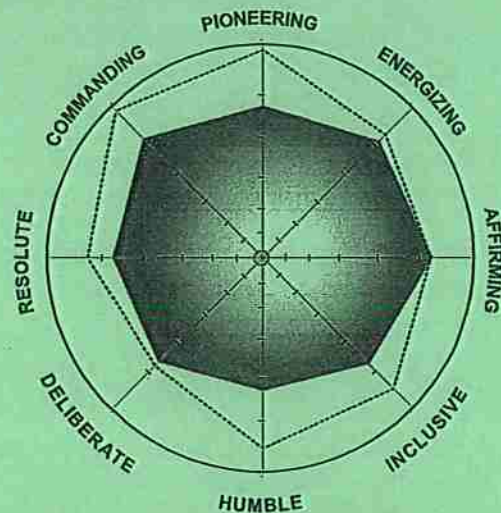
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#### Manager (1 rater)



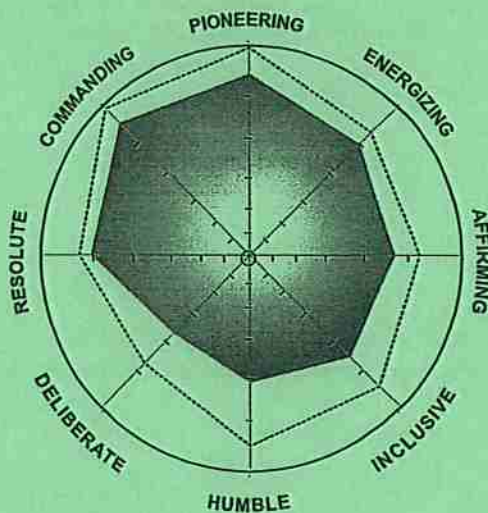
Overall, your manager sees you using the Inclusive Approach most frequently and the Deliberate Approach least frequently. Compared to other leaders who took this assessment, your overall manager ratings are higher than average.\*

#### Peers (6 raters)



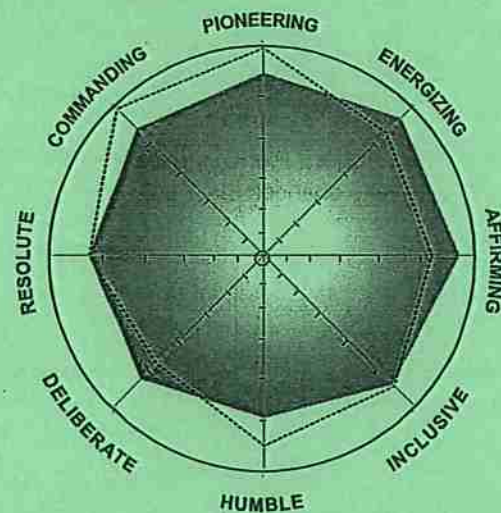
Overall, your peers see you using the Affirming Approach most frequently and the Humble Approach least frequently. Compared to other leaders who took this assessment, your overall peer ratings are in the average range.\*

#### Direct Reports (10 raters)



Overall, your direct reports see you using the Commanding Approach most frequently and the Deliberate Approach least frequently. Compared to other leaders who took this assessment, your overall direct report ratings are in the average range.\* There was, however, a notable lack of agreement among your direct reports.

#### Others (6 raters)



Overall, the people in the "other" group see you using the Affirming Approach most frequently and the Humble Approach least frequently. Compared to other leaders who took this assessment, your overall "other" ratings are in the average range.\*

\*"Average" refers to leaders across a variety of industries who have completed this assessment.

## Three Practices of a Pioneering Approach

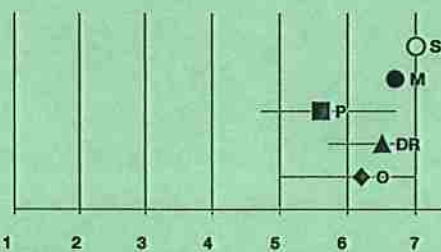
Everything DiSC 363® for Leaders

## Detailed Feedback

### Your Highlights:

- You tend to rate yourself a little higher on the Pioneering Approach than your raters do.
- There's only a moderate amount of agreement among your raters on how often you use the Pioneering Approach. Because of this, you may notice some contradictory comments from your raters.
- Your manager thinks that you use the Pioneering Approach more often than your other raters think you do.

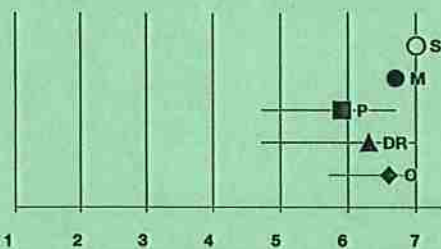
**Finding Opportunities:** Pioneering leaders are often great at finding new opportunities and directions for the group, and others may admire their ability to uncover new possibilities.



### Comments

- His passion for finding new opportunities encourages the rest of us to show initiative. (12 raters)
- He already does a great job of finding new opportunities. (11 raters)
- He already finds opportunities but would be even more effective if he did it more often. (2 raters)
- (Additional comments in the Appendix)

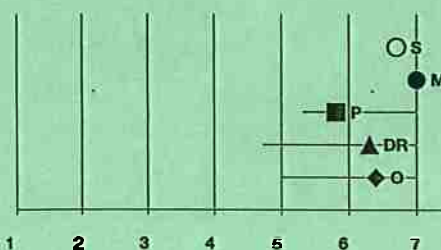
**Stretching the Boundaries:** Pioneering leaders challenge the group to push beyond their comfort zones, and others may appreciate that they help the group envision a new way of doing things.



### Comments

- He's always willing to challenge the status quo. (11 raters)
- He already encourages people to go beyond their comfort zones. (9 raters)
- He already stretches the boundaries, but he would be more effective if he did it even more often. (6 raters)
- (Additional comments in the Appendix)

**Promoting Bold Action:** Pioneering leaders encourage people to take bold action, and others may appreciate that they're willing to take chances that could broaden the group's horizons.



### Comments

- He is not afraid of change or adventure. (15 raters)
- I think he's good at knowing when to take risks. (11 raters)
- Although he doesn't focus on this area, I don't think that's part of his current role. (2 raters)
- (Additional comments in the Appendix)

### Legend

○ Self      ● Manager      ■ Peers\*      ▲ Direct Reports\*      ◆ Others\*

\*Data point shows average; grey lines show score range for groups of three or more.

## Three Practices of an Energizing Approach

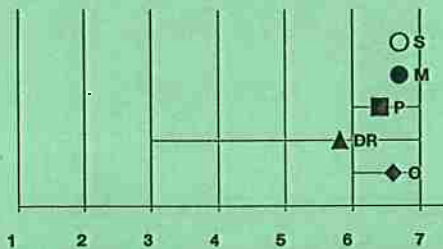
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### Detailed Feedback

#### Your Highlights:

- You tend to rate yourself about the same on the Energizing Approach as your raters do.
- There's only a moderate amount of agreement among your raters on how often you use the Energizing Approach. Because of this, you may notice some contradictory comments from your raters.
- People in the "other" group think that you use the Energizing Approach more often than your other raters think you do.

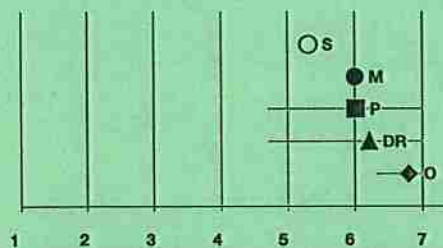
**Showing Enthusiasm:** Energizing leaders often have a contagious sense of enthusiasm, and others may appreciate that they create a fun, lively environment.



#### Comments

- People appreciate that he's usually lively and fun. (15 raters)
- He has a contagious sense of enthusiasm. (9 raters)
- Actually, he seems overly enthusiastic at times. (3 raters)
- (Additional comments in the Appendix)

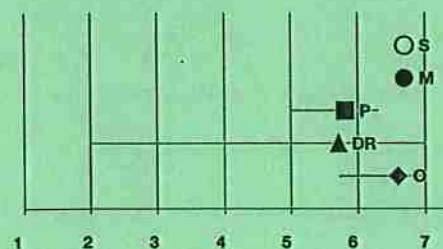
**Building Professional Networks:** Energizing leaders create a large, influential social network, and others may admire their knack for connecting the group to resources and opportunities.



#### Comments

- It's helpful that he has a wide range of connections. (19 raters)
- He already has a great network of professional connections. (12 raters)
- He builds connections with some people, but not others. (1 rater)

**Rallying People to Achieve Goals:** Energizing leaders rally people around new goals, and others may appreciate their ability to bring people together around a vision for the future.



#### Comments

- He gets people excited about the direction we're headed. (11 raters)
- He does a great job helping us see the big picture purpose of what we're trying to achieve. (8 raters)
- One of his real strengths is his ability to inspire people. (7 raters)
- (Additional comments in the Appendix)

#### Legend

○ Self      ● Manager      ■ Peers\*      ▲ Direct Reports\*      ◆ Others\*

\*Data point shows average; grey lines show score range for groups of three or more.

## Three Practices of an Affirming Approach

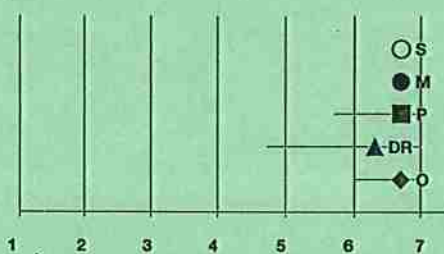
Everything DiSC 363® for Leaders

### Detailed Feedback

#### Your Highlights:

- You tend to rate yourself about the same on the Affirming Approach as your raters do.
- There seems to be a notable lack of agreement among your raters on how often you use the Affirming Approach. Because of this, you may notice some contradictory comments from your raters.
- Your manager thinks that you use the Affirming Approach more often than your other raters think you do.

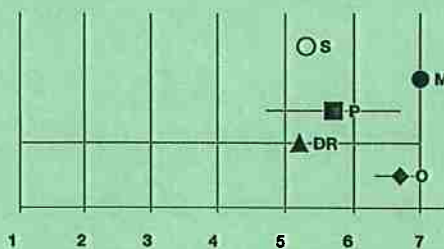
**Being Approachable:** Affirming leaders often come across as approachable, and others may feel comfortable going to them for help or advice.



#### Comments

- I always feel comfortable going to him for ideas or advice. (13 raters)
- He's friendly and approachable. (9 raters)
- Whenever I ask for help, he responds very quickly. (9 raters)
- (Additional comments in the Appendix)

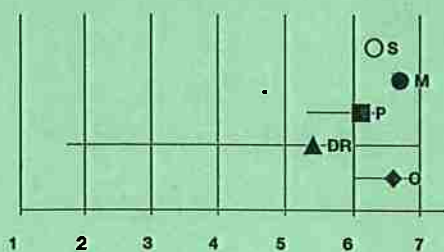
**Acknowledging Contributions:** Affirming leaders tend to focus on acknowledging the contributions of others, and this makes people feel that their efforts are valued.



#### Comments

- He does an excellent job giving credit where credit is due. (15 raters)
- He already acknowledges contributions, but I wish he would do it even more often. (5 raters)
- I think everyone appreciates how good he is at giving positive feedback. (4 raters)
- (Additional comments in the Appendix)

**Creating a Positive Environment:** Affirming leaders tend to be hopeful, and others probably appreciate that they create an encouraging, positive environment around them.



#### Comments

- He's passionate about helping others and supporting the work that they do. (12 raters)
- He looks for the best in people rather than the focusing on the negative. (11 raters)
- I think he spends enough time creating a positive environment. (3 raters)
- (Additional comments in the Appendix)

#### Legend

○ Self      ● Manager      ■ Peers\*      ▲ Direct Reports\*      ◆ Others\*

\*Data point shows average; grey lines show score range for groups of three or more.



## Three Practices of an Inclusive Approach

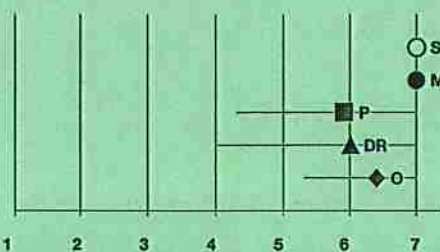
Everything DiSC 363® for Leaders

## Detailed Feedback

### Your Highlights:

- You tend to rate yourself a little higher on the Inclusive Approach than your raters do.
- There seems to be a notable lack of agreement among your raters on how often you use the Inclusive Approach. Because of this, you may notice some contradictory comments from your raters.
- Your manager thinks that you use the Inclusive Approach more often than your other raters think you do.

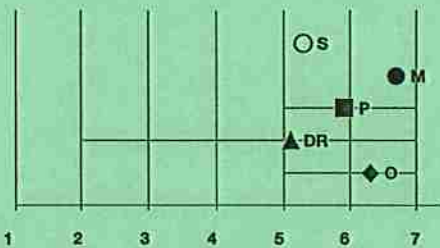
**Staying Open to Input:** Inclusive leaders show that they're open to input, so people may appreciate that their opinions are taken seriously.



### Comments

- He sometimes seems too quick to decide and move on. (7 raters)
- He's open to ideas, even if they might seem inconvenient. (7 raters)
- I feel like he listens and really hears what's being said. (7 raters)
- (Additional comments in the Appendix)

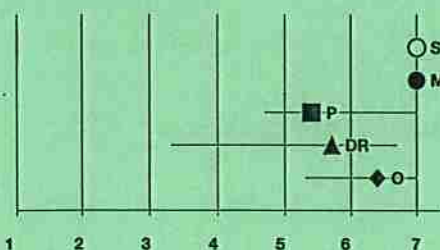
**Showing Diplomacy:** Inclusive leaders show diplomacy when communicating, and others may appreciate that they show concern for people's feelings.



### Comments

- He may not realize that his straightforwardness can come across as blunt or aggressive at times. (7 raters)
- During disagreements, he seems to spend more time making his points than listening to others. (5 raters)
- He's great at helping people work through disagreements. (5 raters)
- (Additional comments in the Appendix)

**Facilitating Dialogue:** Since Inclusive leaders tend to create open dialogue, others may admire their ability to help people find common ground.



### Comments

- He encourages people to share different points of view. (14 raters)
- He does a good job of getting everyone on the same page before moving ahead. (10 raters)
- He's an excellent listener with great people skills. (6 raters)
- (Additional comments in the Appendix)

### Legend

○ Self      ● Manager      ■ Peers\*      ▲ Direct Reports\*      ◆ Others\*

\*Data point shows average; grey lines show score range for groups of three or more.

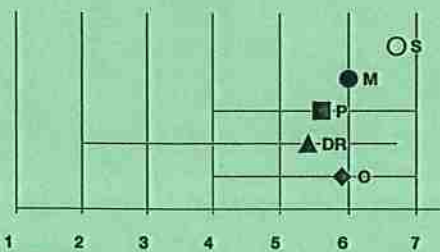
### Three Practices of a Humble Approach

Everything DiSC 363® for Leaders

#### Your Highlights:

- You tend to rate yourself much higher on the Humble Approach than your raters do.
- There seems to be a notable lack of agreement among your raters on how often you use the Humble Approach. Because of this, you may notice some contradictory comments from your raters.
- Your manager thinks that you use the Humble Approach more often than your other raters think you do.

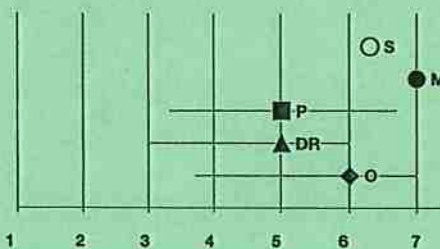
**Maintaining Composure:** Since Humble leaders tend to maintain composure during stressful situations, people may be less worried about delivering bad news or unfavorable feedback.



#### Comments

- He's really good under pressure. (11 raters)
- I appreciate that I can count on him to keep his cool. (9 raters)
- He has a stressful position, but doesn't take his frustration out on others. (7 raters)
- (Additional comments in the Appendix)

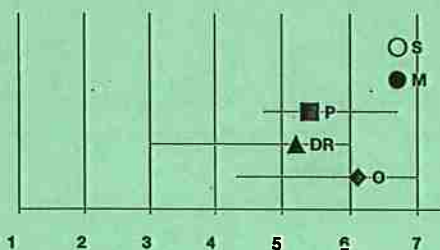
**Showing Modesty:** Humble leaders are usually quite modest, and people may appreciate that these leaders recognize their limitations and put others' needs above their own.



#### Comments

- He offers advice but doesn't overstep his bounds. (11 raters)
- He doesn't act arrogant or pushy. (10 raters)
- He puts other people's needs before his own. (6 raters)
- (Additional comments in the Appendix)

**Being Fair-Minded:** Humble leaders strive to be fair in their decisions, and people may appreciate that these leaders don't let their biases or emotions sway them.



#### Comments

- People trust him to make fair decisions. (14 raters)
- I've always found him to be fair-minded. (10 raters)
- It's not always clear how he makes his decisions. (4 raters)
- (Additional comments in the Appendix)

#### Legend

- Self
- Manager
- Peers\*
- ▲ Direct Reports\*
- ◆ Others\*

\*Data point shows average; grey lines show score range for groups of three or more.

## Three Practices of a Deliberate Approach

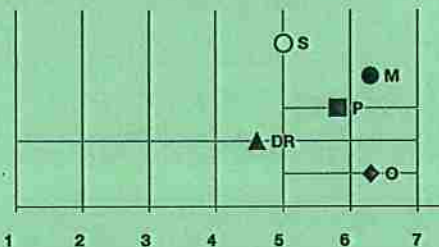
Everything DiSC 363® for Leaders

## Detailed Feedback

### Your Highlights:

- You tend to rate yourself about the same on the Deliberate Approach as your raters do.
- There seems to be a notable lack of agreement among your raters on how often you use the Deliberate Approach. Because of this, you may notice some contradictory comments from your raters.
- Your manager thinks that you use the Deliberate Approach more often than your other raters think you do.

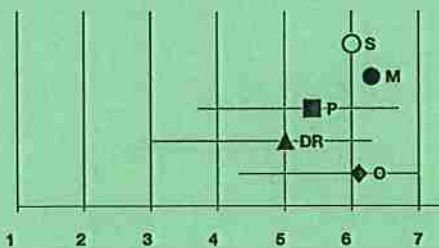
**Communicating with Clarity:** Since Deliberate leaders make a point of communicating with clarity, people don't have to worry about ambiguous or unclear messages.



### Comments

- Most of the time, he communicates just fine. (6 raters)
- At times, it's difficult to understand what he's saying. (5 raters)
- I think he's already an excellent communicator. (5 raters)
- (Additional comments in the Appendix)

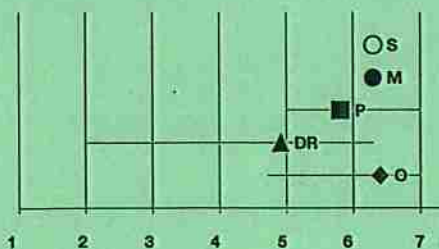
**Promoting Disciplined Analysis:** Deliberate leaders insist on conducting disciplined analyses before choosing a direction, so people often see them as good decision makers.



### Comments

- He does a good job of calculating risks before acting. (7 raters)
- I think he's knowledgeable and analytical. (6 raters)
- He occasionally promotes ideas that don't seem very well thought out. (5 raters)
- (Additional comments in the Appendix)

**Providing a Sense of Stability:** Deliberate leaders strive to create a sense of stability for themselves and the people around them, and others may appreciate having a structure to follow.



### Comments

- He does a great job in offering stable, thoughtful leadership. (7 raters)
- Sometimes he switches directions so quickly that it's hard for people to keep up. (6 raters)
- Providing stability is clearly one of his strengths. (6 raters)
- (Additional comments in the Appendix)

### Legend

○ Self      ● Manager      ■ Peers\*      ▲ Direct Reports\*      ◆ Others\*

\*Data point shows average; grey lines show score range for groups of three or more.

## Three Practices of a Resolute Approach

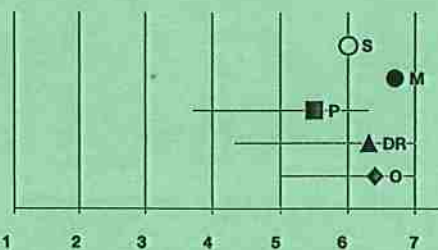
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## Detailed Feedback

### Your Highlights:

- You tend to rate yourself about the same on the Resolute Approach as your raters do.
- There's only a moderate amount of agreement among your raters on how often you use the Resolute Approach. Because of this, you may notice some contradictory comments from your raters.
- Your manager thinks that you use the Resolute Approach more often than your other raters think you do.

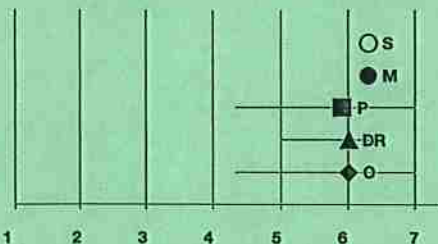
**Setting High Expectations:** Since Resolute leaders tend to set high expectations, others are likely to have confidence that the group will deliver top results.



### Comments

- He seems comfortable holding people accountable. (11 raters)
- He clearly states his expectations and lets us know what we need to do to exceed them. (10 raters)
- He already does this, but he would be more effective if he did it even more often. (3 raters)
- (Additional comments in the Appendix)

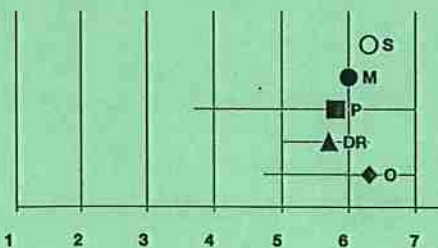
**Speaking Up About Problems:** Resolute leaders speak up when the group's processes aren't working, and others may appreciate that they don't let problems slip through the cracks.



### Comments

- He's not afraid to speak his mind. (15 raters)
- He's not pushy, but he will ask questions if he thinks there's a problem. (9 raters)
- He sometimes speaks up about problems, but he would be even more effective if he did it more often. (4 raters)
- (Additional comments in the Appendix)

**Improving Methods:** Resolute leaders find ways to improve the group's methods, and others may appreciate how their practical, common-sense approach leads to greater efficiency.



### Comments

- He takes the time to step back and evaluate how we can improve our methods. (8 raters)
- He's very efficient, and I wish he would use that talent to help others improve their methods. (5 raters)
- He can see when we're frustrated and helps us become more efficient. (4 raters)
- (Additional comments in the Appendix)

### Legend

○ Self

● Manager

■ Peers\*

▲ Direct Reports\*

◆ Others\*

\*Data point shows average; grey lines show score range for groups of three or more.

## Three Practices of a Commanding Approach

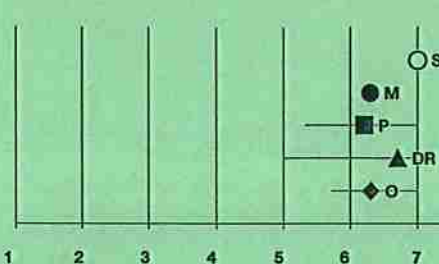
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## Detailed Feedback

### Your Highlights:

- You tend to rate yourself a little higher on the Commanding Approach than your raters do.
- There's only a moderate amount of agreement among your raters on how often you use the Commanding Approach. Because of this, you may notice some contradictory comments from your raters.
- Your manager thinks that you use the Commanding Approach more often than your other raters think you do.

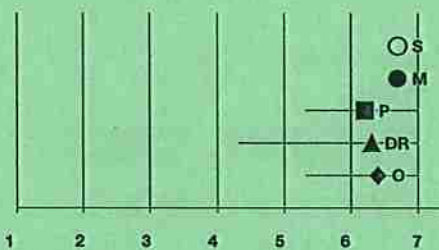
**Showing Confidence:** Commanding leaders speak and act with conviction, so others are likely to feel assured and confident in these leaders' abilities.



### Comments

- He seems pretty confident in his decisions. (15 raters)
- I think he does a great job advocating for his group. (13 raters)
- Actually, he can seem a bit overconfident at times. (4 raters)
- (Additional comments in the Appendix)

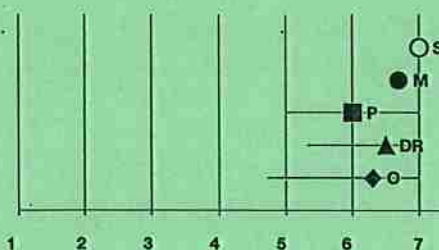
**Taking Charge:** Commanding leaders tend to step up and take charge when necessary, and people appreciate that they provide direction for the group.



### Comments

- You can count on him to step up when people need direction. (15 raters)
- People are willing to follow him because he's good at taking charge. (10 raters)
- He sometimes takes charge but would be even more effective if he did it more often. (2 raters)
- (Additional comments in the Appendix)

**Focusing on Results:** Since Commanding leaders focus on results, people on their teams may see themselves as part of a productive, goal-oriented group.



### Comments

- He provides follow-through and sees that we deliver on our commitments. (14 raters)
- He demands results and speaks his mind. (12 raters)
- He provides a sense of urgency when we need it. (9 raters)
- (Additional comments in the Appendix)

### Legend

○ Self      ● Manager      ■ Peers\*      ▲ Direct Reports\*      ◆ Others\*

\*Data point shows average; grey lines show score range for groups of three or more.

## Your Greatest Strengths as a Leader

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Taylor, the next step is taking all the feedback you've been given and using it to become a more effective leader. First, let's take a look at your strengths. Below, you'll find the top three areas that your raters identified as your greatest assets. By staying focused on these strengths, you can put them to best use to increase your leadership effectiveness.

### Strength #1: Being Approachable

Because people see you as **being approachable**, they are likely to feel comfortable coming to you for help or advice. You come across as warm and friendly, and you rarely appear too busy to talk. Because of this, you're more likely to be tuned into the needs and morale of your group, which can be a major asset to you as a leader. Your strengths likely include:

- You welcome casual conversations with people at all levels of the organization.
- You give others your undivided attention when they come to you for advice.
- Because you're not intimidating, people are more likely to let you know when problems arise, so you can address them in a timely manner.

### Strength #2: Showing Confidence

Leaders need to speak and act with conviction in order to maintain the confidence and trust of the people around them. Since you **show confidence** and you aren't afraid to speak assertively, people probably feel assured of your abilities and see you as a leader who can steer them toward greater success. Your strengths likely include:

- You're confident in your opinions.
- You model self-assurance that can help the group feel more confident about its work.
- You're likely a strong champion for ideas and goals you think are important.

### Strength #3: Taking Charge

It's hard to imagine an effective leader who doesn't provide direction for the group. Because you're willing to **take charge**, people can count on you to step up and make decisions, especially when no one else will. Your ability to see that decisions get made can instill a sense of confidence in the group, since they know that you'll provide the guidance they need. Your strengths likely include:

- You take charge of situations when leadership seems to be lacking.
- You're able to effectively step in and take control to maintain momentum.
- You take the lead in group situations so that people know whom to follow.

## Your Three Strategies for Development

Now that you have a better idea of your strengths as a leader, let's take a closer look at the areas where your raters indicated you have the greatest opportunities for improvement. We'll explore the **three practices** that were chosen for you based on recommendations by your raters: **Showing Diplomacy**, **Communicating with Clarity**, and **Staying Open to Input**. Each of the next three pages will include the following three steps:

1. **Discover** why this strategy was chosen for you based on your raters' feedback.
2. **Personalize** the information by choosing from bullet points that help explain how your raters responded.
3. **Apply** what you've learned by selecting tips to increase your effectiveness.

**Showing Diplomacy**

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**Three Strategies for Development****▶ DISCOVER**

Why this practice of the Inclusive Approach was chosen for you.

Taylor, your raters were asked, "Do you think he needs to show more diplomacy?"

This is the number of raters who selected each of the three response options:

Yes, a lot more	1
Yes, a little more	13
No	9
<b>Total Raters</b>	<b>23</b>

Based on these responses, Showing Diplomacy was selected as one of your Three Strategies for Development. The information below is personalized based on your rater comments and self-assessment.

**▶ PERSONALIZE ✓ X ?** Select the bulleted statements that best describe you.

- Your straightforward style may come across as blunt or aggressive.
- When there is a disagreement, you may spend more time making your point than listening to other people.
- You sometimes fail to take people's feelings into account.

**▶ APPLY ✓ X ?** Choose tips to improve your effectiveness.

- Practice a more tactful method of giving feedback, even if it feels contrived to you. When you have input to share with a colleague, challenge yourself to start and end with a positive comment. This well-tested sandwich approach really does work, but it may take some practice since you generally prefer to speak your mind. Don't be discouraged if it feels unnatural at first.
- Trust plays a role in whether others see you as diplomatic. When interacting with others, be mindful of the strength of your relationships. Your personal history with individuals or groups affects how they interpret your words. When trust is present, it can serve as a buffer, and your intent is usually clear. However, without trust, diplomacy is absolutely essential. When you find yourself becoming reactive or aggressive, slow down and seek first to understand where others are coming from. If you show more diplomacy, people are more likely to collaborate with you willingly in the future.
- Take some time to consider how people demonstrate respect. Think of a relationship where you feel respected. What feels good about it? How does the other person ask you to do things? For example, do they make requests, or make demands? How do they question your opinions respectfully? How do they show respect for your time? Now, reflect on how you can take positive aspects of this relationship and apply them to your own leadership behavior.

**Communicating with Clarity**

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**Three Strategies for Development****▶ DISCOVER**

Why this practice of the Deliberate Approach was chosen for you.

Taylor, your raters were asked, "Do you think he needs to communicate with more clarity?"

This is the number of raters who selected each of the three response options:

Yes, a lot more	2
Yes, a little more	10
No	11
<b>Total Raters</b>	<b>23</b>

Based on these responses, Communicating with Clarity was selected as one of your Three Strategies for Development. The information below is personalized based on your rater comments and self-assessment.

**▶ PERSONALIZE ✓ X ?** Select the bulleted statements that best describe you.

- You may find that it's sometimes difficult for others to understand you.
- Because you like to keep things moving, you don't always put your thoughts together before communicating.
- You may not always take the time to clearly state the topic before you explain your points.

**▶ APPLY ✓ X ?** Choose tips to improve your effectiveness.

- When people are kept on a need-to-know basis, they're likely to feel frustrated and confused if plans change or a lot of new information comes their way. Take the time to understand how new information will impact others, and anticipate the questions or concerns they may have. Sending e-mails, updating shared files, and holding informal check-in meetings can all be effective ways to make certain that people are aware of new developments.
- When you lay out plans and goals, don't assume that others are privy to the necessary background information. Make sure to clearly explain decisions and events that have influenced your current message. Consider the least informed person in the room and imagine hearing the communication for the first time. Because people may be reluctant to admit when they aren't following your message, ask them to play back the main points to ensure understanding.
- While you're probably emphatic and persuasive when speaking, you may move too quickly past the main message. Because people often tune in and out of a long conversation or speech, clearly establish your main point and keep referring back to it. Show how the pieces fit together, and clearly explain how the details connect to the overall plan. Pause frequently to ask for questions. At the end, check in with people to make sure they understand how their roles fit into the big picture.



**Staying Open to Input**

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**Three Strategies for Development****▶ DISCOVER**

Why this practice of the Inclusive Approach was chosen for you.

Taylor, your raters were asked, "Do you think he needs to be more open to input from others?"

This is the number of raters who selected each of the three response options:

Yes, a lot more	0
Yes, a little more	11
No	12
<b>Total Raters</b>	<b>23</b>

Based on these responses, Staying Open to Input was selected as one of your Three Strategies for Development. The information below is personalized based on your rater comments and self-assessment!

**▶ PERSONALIZE ✓ X ?** Select the bulleted statements that best describe you.

- At times, you like to be quick to make decisions and move on.
- When you've made up your mind, you may not give serious consideration to other people's ideas.
- You can be so strong-willed that you refuse to reconsider your opinions.
- Because you have confidence in your own ideas, it may be hard for you to ask for others' opinions.

**▶ APPLY ✓ X ?** Choose tips to improve your effectiveness.

- Because you tend to be confident, you may feel comfortable pushing through decisions without seeking input. However, the most effective leaders tend to consider others' feedback before moving ahead. Before you finalize a decision, run it by the group, and pause to evaluate the response. Take note of body language and expressions, and if people don't seem 100% on board, ask them to share their feelings. Then, you make the call: Would it be better to decide and move on, or to reopen the process?
- At times, you may be so certain about your own ideas that you reject any feedback that points out potential issues. When you find yourself becoming defensive about your ideas, take a step back. Use this as an opportunity to practice appreciating opposing viewpoints. Avoid being dismissive, and validate the other person by asking questions until you understand exactly what's driving his or her opposition. Then, go ahead and make the best possible decision.
- It's sometimes difficult to stay open to feedback that challenges your viewpoint or assumptions. Instead of reacting hastily and shutting others down, ask them for time to think about their suggestions. Then take a few minutes to reflect on your own motives for not considering their input. If possible, talk it through with an unbiased colleague who can give you an independent point of view and doesn't feel the need to validate your objections.

# Data Summary

Everything DISC 363® for Leaders

	All Raters	Self	Manager	Peers	Direct Reports	Other	Want to See More Often
<b>PIONEERING</b>	<b>6.3</b>	<b>6.9</b>	<b>6.8</b>	<b>5.8</b>	<b>6.4</b>	<b>6.4</b>	
<b>Finding Opportunities</b>	6.2	7.0	6.7	5.6	6.5	6.2	22%
Proposes new directions for the group	6.0	7.0	6.0	5.5	6.4	6.0	
Focuses on finding new opportunities	6.3	7.0	7.0	5.5	6.6	6.3	
Encourages us to explore new directions	6.3	7.0	7.0	5.7	6.6	6.3	
<b>Stretching the Boundaries</b>	6.3	7.0	6.7	5.9	6.3	6.6	26%
Encourages people to think outside the box	6.5	7.0	7.0	6.2	6.6	6.7	
Challenges others to push beyond their comfort zones	6.2	7.0	6.0	5.5	6.3	6.7	
Helps the group envision new ways of doing things	6.3	7.0	7.0	6.2	6.1	6.5	
<b>Promoting Bold Action</b>	6.2	6.7	7.0	5.8	6.3	6.4	9%
Encourages the group to take chances	6.2	7.0	7.0	5.7	6.3	6.5	
Champions bold and adventurous ideas	6.1	6.0	7.0	5.5	6.3	6.3	
Takes risks when necessary	6.4	7.0	7.0	6.3	6.3	6.5	
<b>ENERGIZING</b>	<b>6.2</b>	<b>6.2</b>	<b>6.4</b>	<b>6.1</b>	<b>5.9</b>	<b>6.6</b>	
<b>Showing Enthusiasm</b>	6.2	6.7	6.7	6.4	5.8	6.6	9%
Brings up the energy level of the group	6.0	7.0	6.0	5.8	5.8	6.7	
Encourages people with enthusiasm	6.1	6.0	7.0	6.5	5.5	6.7	
Shows passion for what we are doing	6.5	7.0	7.0	6.8	6.2	6.5	
<b>Building Professional Networks</b>	6.3	5.3	6.0	6.0	6.2	6.8	4%
Takes the initiative to meet new people	6.6	7.0	7.0	6.0	6.8	6.8	
Invites a variety of different people to social outings	5.7	2.0	5.0	5.5	5.2	6.7	
Maintains a wide circle of social contacts	6.6	7.0	6.0	6.5	6.5	6.8	
<b>Rallying People to Achieve Goals</b>	6.0	6.7	6.7	5.8	5.7	6.6	35%
Gets people excited about new goals	6.1	7.0	7.0	6.0	5.8	6.5	
Inspires other people	5.8	6.0	6.0	5.5	5.4	6.7	
Rallies people around a vision for the future	6.0	7.0	7.0	5.8	5.8	6.5	
<b>AFFIRMING</b>	<b>6.1</b>	<b>6.1</b>	<b>6.8</b>	<b>6.1</b>	<b>5.6</b>	<b>6.7</b>	
<b>Being Approachable</b>	6.5	6.7	6.7	6.7	6.3	6.7	13%
Comes across as approachable	6.4	7.0	7.0	6.7	6.2	6.5	
Welcomes casual conversations with people, no matter what their status is	6.8	7.0	7.0	6.7	6.8	6.8	
Comes across as warm and friendly	6.3	6.0	6.0	6.8	5.8	6.7	
<b>Acknowledging Contributions</b>	5.8	5.3	7.0	5.7	5.2	6.7	35%
Goes out of his way to recognize the contributions of others	5.8	6.0	7.0	5.5	5.4	6.7	
Makes people feel good about their accomplishments	5.9	5.0	7.0	5.8	5.2	6.8	
Makes sure that people know that their work is appreciated	5.7	5.0	7.0	5.7	5.0	6.7	
<b>Creating a Positive Environment</b>	6.0	6.3	6.7	6.1	5.4	6.6	13%
Creates a positive environment around him	6.3	6.0	7.0	6.7	5.8	6.7	
Helps people see the best in a tough situation	5.8	6.0	6.0	6.0	5.3	6.5	
Offers encouragement when people need it most	5.7	7.0	7.0	5.5	5.2	6.7	

# Data Summary

Everything DISC 363® for Leaders

	All Raters	Self	Manager	Peers	Direct Reports	Other	Want to See More Often
<b>INCLUSIVE</b>	<b>5.9</b>	<b>6.4</b>	<b>6.9</b>	<b>5.7</b>	<b>5.6</b>	<b>6.4</b>	
<b>Staying Open to Input</b>	6.1	7.0	7.0	5.9	6.0	6.4	48%
Takes other people's input and ideas seriously	6.2	7.0	7.0	5.8	6.1	6.5	
Thinks it's important to consider everyone's ideas	6.1	7.0	7.0	6.0	5.8	6.5	
Shows willingness to reconsider his ideas when someone has a better one	6.1	7.0	7.0	5.8	6.0	6.3	
<b>Showing Diplomacy</b>	5.7	5.3	6.7	5.9	5.1	6.3	61%
Shows consideration for other people's feelings	5.8	4.0	7.0	6.0	5.0	6.7	
Genuinely listens to other people	5.7	6.0	6.0	5.8	5.4	6.2	
Uses tact when communicating with others	5.6	6.0	7.0	5.8	5.0	6.2	
<b>Facilitating Dialogue</b>	5.9	7.0	7.0	5.4	5.7	6.4	17%
Encourages people to share different points of view	6.2	7.0	7.0	5.7	6.3	6.5	
Invites other people's opinions and ideas	6.1	7.0	7.0	5.8	5.9	6.5	
Gets buy-in from team members before moving ahead	5.3	7.0	7.0	4.8	4.8	6.3	
<b>HUMBLE</b>	<b>5.5</b>	<b>6.6</b>	<b>6.6</b>	<b>5.4</b>	<b>5.2</b>	<b>6.0</b>	
<b>Maintaining Composure</b>	5.6	6.7	6.0	5.6	5.4	5.9	26%
Shows self-control when he's upset	5.7	7.0	7.0	5.8	5.3	6.0	
Remains calm when he's frustrated	5.7	7.0	6.0	5.5	5.6	5.8	
Handles disagreements in a rational, unemotional fashion	5.5	6.0	5.0	5.5	5.4	5.8	
<b>Showing Modesty</b>	5.3	6.3	7.0	5.0	5.0	6.0	26%
Recognizes his limitations	5.6	6.0	7.0	5.5	5.4	5.8	
Is quick to acknowledge when he's wrong	5.7	7.0	7.0	5.0	5.5	6.5	
Comes across as modest	4.7	6.0	7.0	4.5	4.0	5.7	
<b>Being Fair Minded</b>	5.6	6.7	6.7	5.4	5.2	6.1	22%
Makes decisions without letting his personal biases get in the way	5.4	7.0	7.0	4.8	5.1	6.2	
Makes decisions in a fair, objective fashion	5.9	6.0	7.0	6.2	5.5	6.2	
Gets buy-in from team members before moving ahead	5.3	7.0	7.0	4.8	4.8	6.3	
<b>DELIBERATE</b>	<b>5.5</b>	<b>5.8</b>	<b>6.3</b>	<b>5.7</b>	<b>4.8</b>	<b>6.3</b>	
<b>Communicating with Clarity</b>	5.4	5.0	6.3	5.8	4.6	6.3	52%
Uses clear, concise language when he communicates	5.4	4.0	6.0	5.8	4.5	6.3	
Presents his ideas in a clear, systematic way	5.2	5.0	7.0	5.5	4.4	6.0	
Takes the time to lay out his ideas so that everyone can understand	5.6	6.0	6.0	6.0	4.8	6.5	
<b>Promoting Disciplined Analysis</b>	5.4	6.0	6.3	5.4	5.0	6.1	39%
Makes sure people calculate risks before acting	5.3	5.0	6.0	5.2	5.0	6.0	
Promotes critical thinking when solving problems	5.8	7.0	7.0	5.8	5.5	6.2	
Thoroughly reviews the facts and options before making decisions	5.2	6.0	6.0	5.3	4.5	6.0	
<b>Providing a Sense of Stability</b>	5.6	6.3	6.3	5.8	4.9	6.4	39%
Provides enough consistency that people know what to expect	5.5	5.0	7.0	5.7	4.6	6.5	
Creates an environment where there is a sense of stability	5.8	7.0	6.0	6.2	5.1	6.5	
Provides a structure that people can follow	5.5	7.0	6.0	5.7	4.9	6.3	

# Data Summary

Everything DISC 363® for Leaders

	All Raters	Self	Manager	Peers	Direct Reports	Other	Want to See More Often
<b>RESOLUTE</b>	<b>6.0</b>	<b>6.2</b>	<b>6.3</b>	<b>5.7</b>	<b>6.0</b>	<b>6.2</b>	
<b>Setting High Expectations</b>	6.1	6.0	6.7	5.5	6.3	6.4	26%
Sets high expectations for the group	6.6	7.0	7.0	6.2	6.8	6.5	
Makes it clear that mediocre performance is unacceptable	6.1	7.0	7.0	5.3	6.4	6.3	
Makes sure that people take responsibility for poor performance	5.7	4.0	6.0	5.0	5.6	6.3	
<b>Speaking Up About Problems</b>	6.0	6.3	6.3	5.9	6.0	6.0	22%
Speaks up when our methods are not working	6.0	6.0	6.0	5.5	6.0	6.3	
Points out when our plans are impractical	5.9	6.0	7.0	6.0	5.9	5.7	
Is willing to question processes that don't seem logical	6.1	7.0	6.0	6.3	6.1	6.0	
<b>Improving Methods</b>	5.9	6.3	6.0	5.8	5.7	6.3	43%
Makes sure that inefficiencies get addressed	5.7	7.0	6.0	5.2	5.6	6.2	
Makes sure that people apply common sense to our work methods	5.7	6.0	6.0	5.8	5.3	6.3	
Finds ways to improve our processes and methods	6.3	6.0	6.0	6.3	6.2	6.5	
<b>COMMANDING</b>	<b>6.4</b>	<b>6.9</b>	<b>6.6</b>	<b>6.1</b>	<b>6.5</b>	<b>6.4</b>	
<b>Showing Confidence</b>	6.5	7.0	6.3	6.2	6.7	6.3	4%
Shows confidence in his opinions	6.7	7.0	7.0	6.3	6.9	6.5	
Shows assertiveness when he speaks	6.3	7.0	6.0	6.0	6.5	6.3	
Speaks his mind	6.4	7.0	6.0	6.3	6.7	6.2	
<b>Taking Charge</b>	6.3	6.7	6.7	6.2	6.3	6.4	9%
Steps up and make decisions when no one else will	6.3	7.0	6.0	6.0	6.4	6.5	
Takes charge of situations when leadership seems to be lacking	6.4	7.0	7.0	6.7	6.3	6.3	
Takes the lead in group situations	6.2	6.0	7.0	5.8	6.2	6.5	
<b>Focusing on Results</b>	6.3	7.0	6.7	6.0	6.5	6.3	22%
Pushes himself and others to get results	6.4	7.0	7.0	6.3	6.5	6.3	
Sets ambitious goals for the group	6.1	7.0	7.0	5.3	6.4	6.2	
Comes across as action-oriented	6.4	7.0	6.0	6.3	6.6	6.3	

# Comments for Taylor

Everything DiSC 363® for Leaders

TOTAL RATERS: 23

# of  
Raters

## PIONEERING

### Finding Opportunities

- He already finds opportunities but would be even more effective if he did it more often. 2
- He already does a great job of finding new opportunities. 11
- I think we have plenty of opportunities and he needs to focus more on getting things done. 1
- His passion for finding new opportunities encourages the rest of us to show initiative. 12
- He takes a lot of personal responsibility for reaching goals, but doesn't hold everyone else to the same level of performance. 2

### Stretching the Boundaries

- He already stretches the boundaries, but he would be more effective if he did it even more often. 6
- He doesn't focus on this, but I don't think stretching the boundaries is part of his current role. 1
- He's always willing to challenge the status quo. 11
- He already encourages people to go beyond their comfort zones. 9

### Promoting Bold Action

- He seems to need proof before trying something bold. 1
- He already promotes bold action, but it would be great if he did it even more often. 1
- Although he doesn't focus on this area, I don't think that's part of his current role. 2
- Actually, he sometimes takes too many risks. 1
- I think he's good at knowing when to take risks. 11
- He is not afraid of change or adventure. 15

## ENERGIZING

### Showing Enthusiasm

- He sometimes seems checked out and not very interested in what we're doing. 1
- He already shows some enthusiasm, but he would be more effective if he did it even more often. 1
- Actually, he seems overly enthusiastic at times. 3
- People appreciate that he's usually lively and fun. 15
- He has a contagious sense of enthusiasm. 9

### Building Professional Networks

- He builds connections with some people, but not others. 1
- It's helpful that he has a wide range of connections. 19
- He already has a great network of professional connections. 12

### Rallying People to Achieve Goals

- He could do more to help us see the big picture purpose of what we're doing. 1
- He is in a unique position to inspire people. 1
- While he seems personally driven, he doesn't always inspire the same drive in others. 3
- He sometimes inspires us, but he would be more effective if he did it even more often. 4
- Although he doesn't focus on this area, I don't think that's part of his current role. 1
- One of his real strengths is his ability to inspire people. 7
- He does a great job helping us see the big picture purpose of what we're trying to achieve. 8
- He gets people excited about the direction we're headed. 11

## AFFIRMING

### Being Approachable

- He sometimes comes across as intimidating. 3
- He sometimes seems too busy to talk. 1
- He doesn't always seem interested in casual conversations. 1
- At times, he seems to be friendlier with some people than others. 2
- I'd appreciate it if he would give me his full attention when I'm talking to him. 3
- He's friendly and approachable. 9
- Whenever I ask for help, he responds very quickly. 9
- I always feel comfortable going to him for ideas or advice. 13

### Acknowledging Contributions

- He acknowledges some people's contributions more than others. 1

# Comments for Taylor

Everything DiSC 363® for Leaders

## Appendix

TOTAL RATERS: 23

	# of Raters
I don't always know if he's happy with the work I'm doing.	2
He already acknowledges contributions, but I wish he would do it even more often.	5
Actually, he sometimes gives people credit that they haven't earned.	1
I think everyone appreciates how good he is at giving positive feedback.	4
He does an excellent job giving credit where credit is due.	15
<b>Creating a Positive Environment</b>	
I wish he was more optimistic about our work.	1
He seems unnecessarily critical at times.	1
He sometimes seems to take his stress out on others.	1
He already does this, but he would be more effective if he did it even more often.	1
I wish he would look for the positive in people rather than focusing so much on the negative.	2
I think he spends enough time creating a positive environment.	3
He looks for the best in people rather than the focusing on the negative.	11
He's passionate about helping others and supporting the work that they do.	12
<b>INCLUSIVE</b>	
<b>Staying Open to Input</b>	
He can be so strong-willed that he seems unwilling to reconsider his position.	2
He sometimes seems too quick to decide and move on.	7
He already does this, but he would be more effective if he did it even more often.	4
Actually, he is sometimes so open to input that he comes across as indecisive.	2
He sometimes listens but doesn't seem to hear what's being said.	4
When in doubt, I wish he would ask for others' opinions.	1
He's open to ideas, even if they might seem inconvenient.	7
I feel like he listens and really hears what's being said.	7
He's good about asking for other people's opinions when he's in doubt.	5
<b>Showing Diplomacy</b>	
He sometimes seems to overlook people's feelings.	4
During disagreements, he seems to spend more time making his points than listening to others.	5
He may not realize that his straightforwardness can come across as blunt or aggressive at times.	7
He already does this, but he would be more effective if he did it even more often.	4
He's great at helping people work through disagreements.	5
He's thoughtful and considerate of everyone.	5
<b>Facilitating Dialogue</b>	
He only takes on this role when there's a crisis.	1
He sometimes moves forward without getting buy-in.	1
He already does this, but he would be more effective if he did it even more often.	3
He does a good job of getting everyone on the same page before moving ahead.	10
He encourages people to share different points of view.	14
He's an excellent listener with great people skills.	6
<b>HUMBLE</b>	
<b>Maintaining Composure</b>	
Some people become uncomfortable when he gets excited or emotional.	3
He usually maintains his composure, but he could improve on this even more.	4
Although he sometimes gets upset, it doesn't really bother me.	1
Actually, it might help if he'd share his feelings more often.	2
He has a stressful position, but doesn't take his frustration out on others.	7
I appreciate that I can count on him to keep his cool.	9
He's really good under pressure.	11
<b>Showing Modesty</b>	
He sometimes seems to have a hard time admitting when he's wrong.	1
He doesn't always seem open to compromise.	1
He may not realize that he comes across as overconfident at times.	2
He already does this, but he would be more effective if he did it even more often.	1

# Comments for Taylor

Everything DiSC 363® for Leaders

TOTAL RATERS: 23

# of  
Raters

Although he doesn't show a lot of modesty, it doesn't really bother me.  
Sometimes he seems to think he has all the answers.  
He doesn't act arrogant or pushy.  
He puts other people's needs before his own.  
He offers advice but doesn't overstep his bounds.

1  
2  
10  
6  
11

## Being Fair-Minded

He sometimes seems to play favorites.  
It's not always clear how he makes his decisions.  
He sometimes doesn't give consideration to all sides of an issue.  
He is already fair and balanced, but he would be more effective if he did it even more often.  
I sometimes feel like he's too quick to go over the heads of the people involved.  
People trust him to make fair decisions.  
I've always found him to be fair-minded.

3  
4  
3  
1  
2  
14  
10

## DELIBERATE

### Communicating with Clarity

At times, it's difficult to understand what he's saying.  
He doesn't seem to fully form his thoughts before communicating.  
It would be helpful if he would clearly state the topic before he begins explaining his points.  
He already does this, but he would be more effective if he did it even more often.  
I think he's already an excellent communicator.  
Most of the time, he communicates just fine.

5  
4  
3  
4  
5  
6

### Promoting Disciplined Analysis

He doesn't always make sure we calculate risks before acting.  
He occasionally promotes ideas that don't seem very well thought out.  
He sometimes seems dismissive of facts that don't agree with his point of view.  
While he already promotes disciplined analysis, he would be more effective if he did it even more.  
Although he doesn't focus on this area, I don't think that's part of his current role.  
It seems like he sometimes takes action without considering all the relevant information.  
He can sometimes be too trusting, which can lead to poor decisions based on incorrect information.  
He makes sure we have all the facts we need before making a decision.  
He does a good job of calculating risks before acting.  
I think he's knowledgeable and analytical.

3  
5  
2  
1  
1  
4  
1  
5  
7  
6

### Providing a Sense of Stability

Sometimes he switches directions so quickly that it's hard for people to keep up.  
I'm not sure he appreciates how hard it is to do our work when things keep changing.  
I wish he would create the structure that we need.  
He already does this, but he would be more effective if he did it even more often.  
I like how he gives people plenty of time to process changes and new information.  
Providing stability is clearly one of his strengths.  
He does a great job in offering stable, thoughtful leadership.

6  
3  
1  
2  
3  
6  
7

## RESOLUTE

### Setting High Expectations

He often seems pessimistic about his group's ability to achieve high standards.  
He seems to have high standards for some people, but not for everyone.  
He seems uncomfortable holding people accountable.  
He already does this, but he would be more effective if he did it even more often.  
Actually, he sometimes sets expectations too high.  
He seems comfortable holding people accountable.  
He clearly states his expectations and lets us know what we need to do to exceed them.

1  
2  
2  
3  
3  
11  
10

### Speaking Up About Problems

He sometimes seems to let inefficiencies slide.  
He sometimes speaks up about problems, but he would be even more effective if he did it more often.  
I think he's sometimes too eager to point out problems.

2  
4  
1

# Comments for Taylor

Everything DISC 363® for Leaders

TOTAL RATERS: 23

	# of Raters
He's not pushy, but he will ask questions if he thinks there's a problem.	9
He's not afraid to speak his mind.	15
<b>Improving Methods</b>	
He doesn't always seem to recognize our frustration with inefficiencies.	1
He doesn't take the time to step back and evaluate how we can improve our methods.	2
Sometimes his methods are frustrating to me.	2
He already works on improving methods, but we would be more effective if he did it even more.	2
I think he could spend more time helping us better manage our time.	3
He's very efficient, and I wish he would use that talent to help others improve their methods.	5
He takes the time to step back and evaluate how we can improve our methods.	8
He is one of the most efficient people I know.	2
He can see when we're frustrated and helps us become more efficient.	4
<b>COMMANDING</b>	
<b>Showing Confidence</b>	
He already does this, but he would be more effective if he did it even more often.	1
Actually, he can seem a bit overconfident at times.	4
I think he does a great job advocating for his group.	13
He seems pretty confident in his decisions.	15
He appears to be gaining more confidence with experience.	3
<b>Taking Charge</b>	
He sometimes takes charge but would be even more effective if he did it more often.	2
At times, he micromanages, and it would be nice if he gave people room to make decisions on their own.	1
You can count on him to step up when people need direction.	15
People are willing to follow him because he's good at taking charge.	10
<b>Focusing on Results</b>	
It would be helpful if he created a greater sense of urgency.	1
His group needs him to set more concrete goals.	2
He already focuses on results, but he would be more effective if he did it even more often.	3
Actually, he seems to focus on results without considering the toll on others.	2
He provides a sense of urgency when we need it.	9
He provides follow-through and sees that we deliver on our commitments.	14
He demands results and speaks his mind.	12



**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 1/25/2022                      **TIME:** 8:58 P.M. – 9:00 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Denise Jackson  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggenschach  
Council Member Sid Ruckriegel  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

Council Member Chuck Grayeb

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Kapustka (electronic attendance)  
Assistant Corporation Counsel Masum Perkins  
City Clerk Stefanie Tarr  
Deputy Clerk I Michelle De Sutter

**SUBJECT MATTER DISCUSSED:** 2(c)(1), the appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

City Manager Urich said Assistant City Manager Kimberly Richardson would begin her employment with the City of Peoria. He provided an overview of her background as the Deputy City Manager in Evanston, Illinois as well as other positions in Public Administration. He said he was excited to have her on board.

**VOTE TAKEN:** No vote was taken as this was for information only

**SIGNED:**

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 1/25/2022                      **TIME:** 8:56 P.M. – 8:58 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Denise Jackson  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

Council Member Chuck Grayeb

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Kapustka (electronic attendance)  
Assistant Corporation Counsel Masum Perkins  
City Clerk Stefanie Tarr  
Deputy Clerk I Michelle De Sutter

**SUBJECT MATTER DISCUSSED:** 2(c)(1), the appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

City Manager Urich announced Chief Bachman was retiring.

Discussions were held about exploring outside candidates as well as internal possibilities to replace Chief Bachman.

**VOTE TAKEN:** No vote was taken as this was for information only

**SIGNED:**

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 1/25/2022

**TIME:** 8:03 P.M. – 8:04 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Denise Jackson  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

None

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Kapustka (electronic attendance)  
Assistant Corporation Counsel Masum Perkins  
Chief of Police Eric Echevarria  
City Clerk Stefanie Tarr  
Deputy Clerk I Michelle De Sutter

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Jackson moved that the Executive Session minutes of the Closed Meeting held on November 16, 2021, be approved, as printed; seconded by Council Member Velpula.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held on November 16, 2021, were unanimously approved by viva voce vote.

**SIGNED:**

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 11/16/2021 **TIME:** 8:44 P.M. – 8:45 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Denise Jackson  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

Council Member Beth Jensen

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Kapustka  
City Clerk Stefanie Tarr  
Deputy Clerk II Courtney Coe

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Velpula moved that the Executive Session minutes of the Closed Meeting held on October 26, 2021, be approved, as printed; seconded by Council Member Kelly.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held on October 26, 2021, were unanimously approved by viva voce vote.

**SIGNED:**

  
\_\_\_\_\_

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 10/26/2021                      **TIME:** 9:41 P.M. – 9:42 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Chuck Grayeb  
Council Member Denise Jackson  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

Council Member Denis Cyr

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Kapustka  
City Clerk Stefanie Tarr  
Deputy Clerk I Michelle De Sutter


**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Kelly moved that the Executive Session minutes of the Closed Meeting held on September 28, 2021, be approved, as printed; seconded by Council Member Allen.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held on September 28, 2021, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 09/28/2021 **TIME:** 8:51 P.M. – 8:52 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Denise Jackson (electronic attendance)  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Kapustka  
City Clerk Stefanie Tarr  
Deputy Clerk II Courtney Coe

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Velpula moved that the Executive Session minutes of the Closed Meeting held on August 10, 2021, be approved, as printed; seconded by Council Member Allen.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held on August 10, 2021, were unanimously approved by viva voce vote.

**SIGNED:** Stefanie Tarr

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 08/10/2021 **TIME:** 7:38 P.M. – 7:39 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Rita Ali  
Council Member Andre Allen  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Denise Jackson  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Kiran Velpula

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Kapustka  
Director of Human Resources Mary Ann Stalcup  
City Clerk Stefanie Tarr  
Deputy Clerk II Courtney Coe

**SUBJECT MATTER DISCUSSED:** 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.

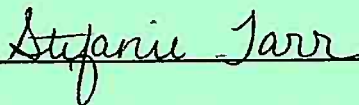
**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Kelly moved that the Executive Session minutes of the Closed Meeting held on January 12, 2021, May 25, 2021, June 1, 2021, and June 12, 2021, be approved, as printed; seconded by Council Member Ruckriegel.

**VOTE TAKEN:** Executive Session minutes of the Closed Meetings held on January 12, 2021, May 25, 2021, June 1, 2021, and June 12, 2021, were unanimously approved by viva voce vote.

**SIGNED:**

  
\_\_\_\_\_

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 1/12/2021

**TIME:** 7:29 P.M. – 7:30 P.M.

**PLACE OF MEETING:** City Hall Room 404

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Rita Ali  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Jim Montelongo  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

Council Member Denise Moore

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Peterson  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

Council Member Kelly moved that the Executive Session minutes of the Closed Meeting held December 8, 2020, be approved, as printed; seconded by Council Member Grayeb.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held December 8, 2020, was unanimously approved by viva voce vote.

**SIGNED:** *Beth Ball*

**TITLE:** City Clerk



**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 12/8/2020                      **TIME:** 9:58 P.M. – 9:59 P.M.

**PLACE OF MEETING:** City Hall Room 404

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Rita Ali  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Peterson  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

Council Member Kelly moved that the Executive Session minutes of the Closed Meeting held October 13, 2020, be approved, as printed; seconded by Council Member Oyler.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held October 13, 2020, was unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

## MINUTES OF CLOSED MEETING

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 11/10/2020      **TIME:** 10:37 P.M. – 10:39 P.M.

**PLACE OF MEETING:** City Hall Room 404

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Rita Ali  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

Interim Corporation Counsel Chrissie Peterson  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body, including hearing testimony on a complaint lodged against an employee to determine its validity.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:**

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Mayor Ardis said he would have the City Manager's review to the City Council before Christmas. He said it was his goal to have the review complete before the Municipal Elections became busy.

**VOTE TAKEN:** No vote was taken as this was for information only. Mayor Ardis said he would distribute the City Manager's review to the City Council before Christmas and anticipated completing the review before the Municipal Elections.

**SIGNED:**



**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 9/22/2020 **TIME:** 11:23 P.M. – 11:24 P.M.

**PLACE OF MEETING:** City Hall Room 404

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Rita Ali  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Assistant City Manager Deborah Roethler  
Interim Corporation Counsel Chrissie Peterson  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

Council Member Grayeb moved that the Executive Session minutes of the Closed Meeting held July 14, 2020, be approved, as printed; seconded by Council Member Riggerbach.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held July 14, 2020, was unanimously approved by viva voce vote.

**SIGNED:**



**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 7/14/2020                      **TIME:** 6:59 P.M. – 7:00 P.M.

**PLACE OF MEETING:** City Hall Room 404

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Rita Ali  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member John Kelly  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggenbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

Council Member Beth Jensen

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Peterson  
Public Works Director Rick Powers  
Civil Engineer II Jane Gerdes  
City Engineer Bill Lewis  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

Council Member Grayeb moved that the Executive Session minutes of the Closed Meeting held March 10, 2020, and the Emergency Executive Session held June 1, 2020, be approved, as printed; seconded by Council Member Oyler.

**VOTE TAKEN:** Executive Session minutes of the Closed Meeting held March 10, 2020, and the Emergency Executive Session held June 1, 2020, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 3/10/2020 **TIME:** 7:19 P.M. – 7:20 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Rita Ali  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Jim Montelongo  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

Council Member Denise Moore

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Peterson  
City Stormwater Engineer Andrea Klopfenstein  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meeting held February 11, 2020, be approved as printed; seconded by Council Member Kelly.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on February 11, 2020, were unanimously approved by viva voce vote.

**SIGNED:**



**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 1/28/2020                      **TIME:** 7:47 P.M. – 7:48 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

Council Member Rita Ali

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Assistant City Manager Deborah Roethler  
Interim Corporation Counsel Chrissie Peterson  
Public Works Director Rick Powers  
Community Development Director Ross Black  
Fire Chief Tony Ardis  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meeting held January 14, 2020, be approved as printed; seconded by Council Member Kelly.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on January 14, 2020, were unanimously approved by viva voce vote.

**SIGNED:**



**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 1/14/2020 **TIME:** 7:42 P.M. – 7:50 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Denis Cyr  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

Council Member Rita Ali  
Council Member Chuck Grayeb

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Peterson  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body, including hearing testimony on a complaint lodged against an employee to determine its validity.

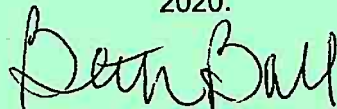
**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:**

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Mayor Ardis said it was time for the City Manager's review and he distributed evaluation forms to the Council Members. He asked that he have the forms back to him by Friday, January 24, 2020 in order to discuss at an Executive Session on Tuesday, January 28, 2020.

**VOTE TAKEN:** No vote was taken as this was for information only. City Manager Evaluation forms were distributed to all Council Members and are to be returned to the Mayor's Office by Friday, January 24, 2020 in order to conduct an evaluation at an Executive Session on Tuesday, January 28, 2020.

**SIGNED:**



**TITLE:** City Clerk

**Evaluation**

**U      NI      ME      EE      S**

**A. Supervision**

Uses goals established by Council as the guide for planning department objectives, activities and services.

Creates an atmosphere of cooperation among senior management personnel.

Treats senior management personnel in a consistent and equitable manner.

Delegates responsibility and authority to staff appropriate to their positions.

Communicates expected performance and methods of measuring accomplishments, along with rewards for achievement and consequences for unsatisfactory performance.

**B. Fiscal Management**

Develops and recommends financial plans and programs and regularly reports them to Council.

Collects and analyzes financial data and resources on an ongoing basis to aid Council in its planning process.

Maintains fiscal controls consistent with Council policy.

Maintains a system of fiscal accountability within all departments.



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**C. Media/Community Relations**

Represents the City to the community, the media and other governing bodies with honesty, accuracy and integrity.

Is appropriately accessible to citizens, the media, business groups and others involved with the City.

Participates regularly in community activities.

**D. Labor Management**

Treats labor organizations and other employee representatives with respect and in a proper manner.

Oversees the labor relations process to insure fair and equitable labor agreements and personnel policies.

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**E. Budget**

Presents practical goals and work plans consistent with Council policy and priorities that can be achieved within budget limitations.

Maintains fiscal controls on department spending to insure achievement of Council's policies and priorities within the approved budget.

Advises Council as soon as practicable of extraordinary expenses or revenue shortfalls that may have a material impact on the budget.

**F. Communication**

Keeps Council informed on a current basis of material matters that may affect the City.

Is sensitive to Council concerns and priorities and responds accordingly.

Responds in a timely manner to the requests of the Mayor and each Council Member.

Implements directives of the Council as a whole rather than those of individual Members.

Maintains a system of communicating current City plans and activities to Council and relevant staff in a clear, concise and comprehensive manner.

**G. Balancing Agendas**

Makes the agenda of the Council primary in all planning and administrative directives and actions.

Ensures that the agenda of the City Manager is administrative in nature and does not supersede the Council's agenda or intrude into the area of public policy making.

**City Council Summary of City Manager's Performance**

**Please provide a brief narrative summary of the City Manager's performance and an overall judgment of Needs Improvement, Meets Expectations, Exceeds Expectations, or Superior.**

**Overall Performance Rating:**

- Needs Improvement**
- Meets Expectations**
- Exceeds Expectations**
- Superior**

**Performance Improvement Plan.** Discuss with the Manager the overall evaluation and the rating summary. With input from the Manager, develop a plan for improved performance during the next evaluation period. This is not required for a rating of Meets Expectations; it is optional for a rating of Needs Improvement.

**Significant Interview Comments.** Record any comments regarding judgment of performance and/or thoughts and approaches leading to improved performance during the next rating period, from either the Manager or the City Council.

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\_\_\_\_\_  
Mayor's Signature

\_\_\_\_\_  
Date of Interview

**Optional Comments of the Manager.** If the Manager wishes to comment on this evaluation, he or she may do so, expressing agreement or disagreement with any or all of the elements evaluated.

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\_\_\_\_\_  
Manager's Signature (mandatory)

\_\_\_\_\_  
Date

**Optional comments from City Council Members.**

**Additional Signatures:**

\_\_\_\_\_  
**Council Member**

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**Date**

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**Council Member**

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**Date**

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 1/14/2020                      **TIME:** 7:11 P.M. – 7:12 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Denis Cyr  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

Council Member Rita Ali  
Council Member Chuck Grayeb

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Interim Corporation Counsel Chrissie Peterson  
Police Chief Loren Marion  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Jensen moved that the Executive Session minutes of the Closed Meeting held December 10, 2019, be approved as printed; seconded by Council Member Montelongo.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on December 10, 2019, were unanimously approved by viva voce vote.

**SIGNED:**



**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 12/10/19

**TIME:** 8:52 P.M. – 8:53 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Rita Ali  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
Senior Human Resource Specialist Ed Hopkins  
Police Chief Loren Marion  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meeting held November 12, 2019, be approved as printed; seconded by Council Member Cyr.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on November 12, 2019, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 11/12/19                      **TIME:** 7:54 P.M. – 7:55 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Jim Montelongo (Arrived at 7:55 P.M.)  
Council Member Denise Moore  
Council Member Zach Oylar  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

Council Member Rita Ali

**NON-MEMBERS IN ATTENDANCE:**

Senior City Attorney Chrissie Peterson  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meeting held October 29, 2019, be approved as printed; seconded by Council Member Cyr.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on October 22, 2019, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk



**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 10/29/19                      **TIME:** 8:19 P.M. – 8:20 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member John Kelly  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

Council Member Rita Ali  
Council Member Beth Jensen

**NON-MEMBERS IN ATTENDANCE:**

Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meeting held October 22, 2019, be approved as printed; seconded by Council Member Cyr.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on October 22, 2019, were unanimously approved by viva voce vote.

**SIGNED:**



**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 10/22/19                      **TIME:** 9:12 P.M. – 9:13 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Rita Ali  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach

**MEMBERS ABSENT:**

Council Member Sid Ruckriegel

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Deputy City Clerk Courtney Coe

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meeting held October 8, 2019, and the Closed Meeting held October 15, 2019, be approved as printed; seconded by Council Member Ali.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on October 8, 2019, and on October 15, 2019, were unanimously approved by viva voce vote.

**SIGNED:**



**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 10/08/19                      **TIME:** 9:10 P.M. – 9:11 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Rita Ali  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

Council Member Denis Cyr  
Council Member Tim Riggerbach

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
Senior City Attorney Chrissie Peterson  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr  
Public Works Director Rick Powers

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meeting held August 27, 2019, be approved as printed; seconded by Council Member Kelly.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on August 27, 2019, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 8/27/19

**TIME:** 9:06 P.M. – 9:08 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Rita Ali  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggensbach  
Council Member Sid Ruckriegel (Arrived at 9:07 P.M.)

**MEMBERS ABSENT:**

Council Member Denis Cyr

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meeting held August 13, 2019, be approved as printed; seconded by Council Member Montelongo.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on August 13, 2019, were unanimously approved by viva voce vote.

**SIGNED:**



**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 8/13/19

**TIME:** 7:45 P.M. – 7:46 P.M.

**CONFIDENTIAL**

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Rita Ali  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

Council Member Zach Oyler

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
Senior Attorney Chrissie Peterson  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr  
Attorney Stephanie Jones

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Riggerbach moved that the Executive Session minutes of the Closed Meeting held July 9, 2019, and July 23, 2019, be approved as printed; seconded by Council Member Grayeb.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on July 9, 2019, and July 23, 2019, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 7/23/19

**TIME:** 10:44 P.M. – 10:44 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Rita Ali  
Council Member Dennis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Ulrich  
Senior Attorney Chrissie Peterson  
City Clerk Beth Ball  
Deputy Clerk I Tiffany Kanselaar

**SUBJECT MATTER DISCUSSED:** 2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body, including hearing testimony on a complaint lodged against an employee to determine its validity.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

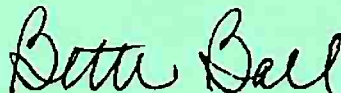
**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Mayor Ardis suggested the City Manager's review be continued to the next Executive Session meeting.

**VOTE TAKEN:** Continue the City Manager's review to the next Executive Session meeting.  
No objections were heard.

**CLERK'S NOTE:** FINAL ACTION ON THIS MATTER WILL NOT BE TAKEN UNTIL THIS ITEM HAS BEEN APPROVED IN OPEN SESSION.

**SIGNED:**



**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 7/9/19 **TIME:** 7:49 P.M. – 7:49 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Rita Ali  
Council Member Dennis Cyr  
Council Member Chuck Grayeb  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

Council Member Beth Jensen  
Council Member John Kelly

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Ulrich  
Corporation Counsel Donald Leist  
City Clerk Beth Ball  
Deputy Clerk I Tiffany Kanselaar

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** NA

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meeting held on May 14, 2019 and May 28, 2019, be approved as printed; seconded by Council Member Riggerbach.

The Executive Session Minutes of the closed meeting held on May 14, 2019 and May 28, 2019, as printed, were unanimously approved by viva voce vote.

**VOTE TAKEN –** The Executive Session Minutes of the closed meeting held on May 14, 2019 and May 28, 2019, were approved by viva voce vote.

**CLERK'S NOTE:** FINAL ACTION ON THIS MATTER WILL NOT BE TAKEN UNTIL THIS ITEM HAS BEEN APPROVED IN OPEN SESSION.

**SIGNED:**



**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 5/14/19 **TIME:** 8:52 P.M. – 8:53 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Rita Ali  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member John Kelly  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggensbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr  
Attorney James Sotos of The Sotos Law Firm

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Jensen moved that the Executive Session minutes of the Closed Meetings held March 26, 2019, be approved as printed; seconded by Council Member Ruckriegel.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on March 26, 2019, was unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk



**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 3/26/19

**TIME:** 10:02 P.M. – 10:03 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Denis Cyr  
Council Member Denise Moore  
Council Member Chuck Grayeb  
Council Member Jim Montelongo  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Beth Jensen

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Ulrich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr  
Attorney Ken Snodgrass Hasselberg, Grebe, Snodgrass, Urban & Wentworth  
Attorney Boyd Roberts Hasselberg Grebe Snodgrass Urban & Wentworth

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meetings held March 12, 2019, be approved as printed; seconded by Council Member Turner.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on March 12, 2019, was unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 3/12/19 **TIME:** 8:07 P.M. – 8:08 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Jim Montelongo  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Denise Moore

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr  
Attorney John Elias of Elias, Meginnes and Seghetti

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Cyr moved that the Executive Session minutes of the Closed Meetings held February 26, 2019, be approved as printed; seconded by Council Member Oyler.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on February 26, 2019, was unanimously approved by viva voce vote.

**SIGNED:**



**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 2/26/19 **TIME:** 7:37 P.M. – 7:38 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Denis Cyr

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr  
Attorney Michael Seghetti of Elias, Meginnes & Seghetti

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meetings held January 26, 2019, and February 12, 2019, be approved as printed; seconded by Council Member Turner.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on January 26, 2019, and February 12, 2019, was unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 2/12/19 **TIME:** 9:53 P.M. – 9:54 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Tim Riggenschach

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meeting held on December 4, 2018, be approved as printed; seconded by Council Member Montelongo.

**VOTE TAKEN:** The Executive Session Minutes of the closed meeting held on December 4, 2018, was unanimously approved by viva voce vote.



**SIGNED:**

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 12/4/18                      **TIME:** 8:05 P.M. – 8:06 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggenschach  
Council Member Sid Ruckriegel  
Council Member Turner

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr  
Human Resource Director Mary Ann Stahlcup  
Public Works Director Scott Reeise

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meetings held on November 27, 2018, be approved as printed; seconded by Council Member Jensen.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on November 27, 2018, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 11/27/2018 **TIME:** 10:18 P.M. – 10:20 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Chairman Pro Tem Sid Ruckriegel  
Council Member Beth Akeson  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach

**MEMBERS ABSENT:**

Mayor Jim Ardis  
Council Member Turner

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr  
Attorney Ken Snodgrass of Hasselberg Grebe Snodgrass Urban & Wentworth

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meetings held on August 28, 2018, and November 5, 2018, be approved as printed; seconded by Council Member Jensen.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on August 28, 2018, and November 5, 2018, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 8/28/18

**TIME:** 11:01 P.M. – 11:02 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Denis Cyr  
Council Member Beth Jensen  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Chuck Grayeb

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Human Resource Director Mary Ann Stahlcup  
Public Works Director Scott Reeise  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Jensen moved that the Executive Session minutes of the Closed Meetings held on August 14, 2018, be approved as printed; seconded by Council Member Cyr.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on August 14, 2018, were unanimously approved by viva voce vote.

**SIGNED:**



**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 08/14/2018 **TIME:** 10:55 P.M. – 10:56 P.M.

**PLACE OF MEETING:** Peoria City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor James Ardis  
Council Member Beth Akeson  
Council Member Charles Grayeb  
Council Member Elizabeth Jensen  
Council Member Denise Moore  
Council Member Jim Montelongo  
Council Member Zachary Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

Council Member Denis Cyr  
Council Member Eric Turner

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Donald Leist  
Attorney Mike Seghetti  
City Clerk Beth Ball  
Deputy Clerk I Dan Sullivan

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** NA

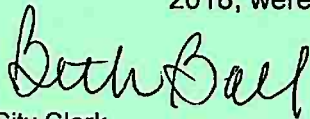
**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Oyler moved that the Executive Session minutes of the Closed Meeting held on July 24, 2018, be approved as printed; seconded by Council Member Moore.

The Executive Session Minutes of the closed meeting held on July 24, 2018, as printed, were unanimously approved by viva voce vote.

**VOTE TAKEN –** The Executive Session Minutes of the closed meeting held on July 24, 2018, were approved by viva voce vote.

**SIGNED:**



**TITLE:** City Clerk



**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 7/10/18                      **TIME:** 8:40 P.M. – 8:42 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Denis Cyr  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Beth Jensen  
Council Member Chuck Grayeb

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Cyr inquired as to when and where the Executive Session minutes were available. City Clerk Beth Ball said all the released and unreleased Executive Session minutes were available in her office for Council to inspect at any time.

Mayor Ardis said the Executive Session minutes were reviewed twice a year to determine whether to release them to the public. He said some minutes were recommended to keep closed due to pending litigation.

Council Member Akeson moved that the Executive Session minutes of the Closed Meetings held on June 26, 2018, be approved as printed; seconded by Council Member Cyr.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on June 26, 2018, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

 COPY

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 6/26/18

**TIME:** 10:10 P.M. – 10:11 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggenschach  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Jensen moved that the Executive Session minutes of the Closed Meetings held on May 22, 2018, be approved as printed; seconded by Council Member Grayeb.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on May 22, 2018, were unanimously approved by viva voce vote.

**SIGNED:**



**TITLE:** City Clerk

MINUTES OF CLOSED MEETING



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 5/22/18                      **TIME:** 9:38 P.M. – 9:39 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Jim Montelongo  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Beth Akeson  
Council Member Denise Moore

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Jensen moved that the Executive Session minutes of the Closed Meetings held on April 17, 2018, and April 24, 2018, be approved as printed; seconded by Council Member Ruckriegel.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on April 17, 2018, and April 24, 2018, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 4/17/18                      **TIME:** 7:50 P.M. – 7:52 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr  
Attorney John Elias of Elias, Meginness & Seghetti, P.C.  
Attorney Janaki Nair of Elias, Meginness & Seghetti, P.C.

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Jensen moved that the Executive Session minutes of the Closed Meetings held on March 27, 2018, be approved as printed; seconded by Council Member Montelongo.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on March 27, 2018, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

 COPY

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 3/27/18 **TIME:** 10:34 P.M. – 10:35 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Denis Cyr  
Council Member Beth Jensen  
Council Member Jim Montelongo  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Chuck Grayeb  
Council Member Denise Moore

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr  
Attorney John Elias of Elias, Meginness & Seghetti, P.C.

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Jensen moved that the Executive Session minutes of the Closed Meetings held on March 20, 2018, be approved as printed; seconded by Council Member Oyler.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on March 20, 2018, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois



**DATE:** 03/20/2018      **TIME:** 8:02 P.M. – 8:04 P.M.

**PLACE OF MEETING:** Peoria City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

**MEMBERS ABSENT:**

Mayor James Ardis  
Council Member Beth Akeson  
Council Member Dennis Cyr  
Council Member Elizabeth Jensen  
Council Member Denise Moore  
Council Member Jim Montelongo  
Council Member Zachary Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

Council Member Chuck Grayeb  
Council Member Eric Turner

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Donald Leist  
Attorney John Elias  
Attorney Mike Seghetti  
City Clerk Beth Ball  
Deputy Clerk I Dan Sullivan

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** NA

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Cyr moved that the Executive Session minutes of the Closed Meeting held on February 28, 2017, be approved as printed; seconded by Council Member Riggerbach.

The Executive Session Minutes of the closed meeting held on February 27, 2018, as printed, were unanimously approved by viva voce vote.

**VOTE TAKEN –** The Executive Session Minutes of the closed meeting held on February 27, 2018, were approved by viva voce vote.

**SIGNED:** *Beth Ball*

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 2/27/18 **TIME:** 9:57 P.M. – 9:58 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr  
Attorney Brad Ingram of Heyl Royster  
Attorney Emily Perkins of Heyl Royster  
Attorney Seth Uphoff of Heyl Royster

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Riggerbach moved that the Executive Session minutes of the Closed Meetings held on February 13, 2018, be approved as printed; seconded by Council Member Turner.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on February 13, 2018, were unanimously approved by viva voce vote.

**SIGNED:**

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

 CC COPY

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 2/13/18 **TIME:** 8:26 P.M. – 8:27 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr  
Attorney John Elias of Elias, Meginness & Seghetti, P.C.  
Attorney Janaki Nair of Elias, Meginness & Seghetti, P.C.

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meetings held on January 23, 2018, be approved as printed; seconded by Council Member Oyler.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on January 23, 2018, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk



**MINUTES OF CLOSED MEETING**

 COPY

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 1/23/18

**TIME:** 8:29 P.M. – 8:30 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

Council Member Beth Akeson  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Eric Turner

**NON-MEMBERS IN ATTENDANCE:**

Senior City Attorney Chrissie Peterson  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Riggerbach moved that the Executive Session minutes of the Closed Meetings held on January 9, 2018, be approved as printed; seconded by Council Member Cyr.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on January 9, 2018, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois



**DATE:** 1/9/18                      **TIME:** 9:01 P.M. – 9:02 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

**MEMBERS ABSENT:**

- Mayor Jim Ardis
- Council Member Beth Akeson
- Council Member Denis Cyr
- Council Member Chuck Grayeb
- Council Member Beth Jensen
- Council Member Jim Montelongo
- Council Member Denise Moore
- Council Member Zach Oyler
- Council Member Tim Riggerbach
- Council Member Sid Ruckriegel
- Council Member Eric Turner

**NON-MEMBERS IN ATTENDANCE:**

- Assistant Corporation Counsel Don Leist
- City Clerk Beth Ball
- Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body, including hearing testimony on a complaint lodged against an employee to determine its validity.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Mayor Ardis said it was time for the City Council to conduct the City Manager's evaluation. He said discussions would be held at the next Executive Session in two weeks. He said, for those Council Members who wanted to participate in the evaluation, to tender their evaluations to him as soon as possible.

**VOTE TAKEN:** No vote was taken as this was for information only. It was determined that discussions would be held at the next Executive Session in two weeks to discuss the City Manager's evaluation.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 1/9/18 **TIME:** 8:59 P.M. – 9:00 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Assistant Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meetings held on December 19, 2017, be approved as printed; seconded by Council Member Cyr.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on December 19, 2017, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 12/12/17                      **TIME:** 10:18 P.M. – 10:19 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggenschach  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Beth Akeson

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr  
Attorney John Elias of Elias, Meginnes & Seghetti, P.C.

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meetings held on October 24, 2017, be approved as printed; seconded by Council Member Cyr.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on October 24, 2017, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 10/10/17                      **TIME:** 8:23 P.M. – 8:24 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Jim Montelongo  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

Council Member Denise Moore  
Council Member Eric Turner

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Ulrich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr  
Public Works Director Scott Reeise

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Oyler moved that the Executive Session minutes of the Closed Meetings held on August 22, 2017, and September 26, 2017, be approved as printed; seconded by Council Member Riggerbach.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on August 22, 2017, and September 26, 2017, were unanimously approved by viva voce vote.

**SIGNED:**

A handwritten signature in black ink that reads 'Beth Ball'.

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 8/22/17

**TIME:** 6:58 P.M. – 6:59 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Denis Cyr  
Council Member Beth Jensen  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Zach Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

Council Member Chuck Grayeb  
Council Member Eric Turner

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr  
Attorney Michael D. Bersani of Hervas, Condon and Bersani, P.C.

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Riggerbach moved that the Executive Session minutes of the Closed Meetings held on July 11, 2017, be approved as printed; seconded by Council Member Jensen.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on July 11, 2017, were unanimously approved by viva voce vote.

**SIGNED:**

A handwritten signature in black ink that reads 'Beth Ball'.

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 5/23/17

**TIME:** 8:20 P.M. – 8:21 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Jim Montelongo (via teleconference)  
Council Member Denise Moore  
Council Member Zak Oyler  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

Council Member Beth Akeson  
Council Member Eric Turner

**NON-MEMBERS IN ATTENDANCE:**

Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Oyler moved that the Executive Session minutes of the Closed Meetings held on May 9, 2017, be approved as printed; seconded by Council Member Riggerbach.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on May 9, 2017, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 5/9/17

**TIME:** 10:56 P.M. – 10:57 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Denis Cyr  
Council Member Chuck Grayeb  
Council Member Denise Moore  
Council Member Zak Oyler  
Council Member Tim Riggenschach  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Beth Jensen  
Council Member Jim Montelongo

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Ulrich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr  
Attorney Ambrose McCall of Hinshaw and Culbertson

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Cyr moved that the Executive Session minutes of the Closed Meetings held on April 25, 2017, be approved as printed; seconded by Council Member Grayeb.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on April 25, 2017, were unanimously approved by viva voce vote.

**SIGNED:**

**TITLE:** City Clerk



**MINUTES OF CLOSED MEETING**



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 4/25/17                      **TIME:** 8:32 P.M. – 8:33 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Casey Johnson  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Timothy Newlin  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Beth Akeson

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Tarr

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Jensen moved that the Executive Session minutes of the Closed Meetings held on April 11, 2017, be approved as printed; seconded by Council Member Newlin.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on April 11, 2017, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 4/11/17                      **TIME:** 7:24 P.M. – 7:25 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Chuck Grayeb  
Council Member Casey Johnson  
Council Member Jim Montelongo  
Council Member Timothy Newlin  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Beth Jensen  
Council Member Denise Moore

**NON-MEMBERS IN ATTENDANCE:**

Assistant Corporation Counsel Sonni Williams  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Rice

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meetings held on March 28, 2017, be approved as printed; seconded by Council Member Turner.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on March 28, 2017, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 03/28/2017

**TIME:** 7:57 P.M. –7:58 P.M.

**PLACE OF MEETING:** Peoria City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akesson  
Council Member Chuck Grayeb  
Council Member Elizabeth Jensen  
Council Member Casey Johnson  
Council Member Denise Moore  
Council Member Jim Montelongo  
Council Member Tim Newlin  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Tim Riggenschach

**NON-MEMBERS IN ATTENDANCE:**

Corporation Counsel Donald Leist  
City Clerk Beth Ball  
Deputy Clerk I Dan Sullivan

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** NA

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meeting held on February 28, 2017, and March 14, 2017, be approved as printed; seconded by Council Member Newlin.

The Executive Session Minutes of the closed meeting held on February 28, 2017, and March 14, 2017, as printed, were unanimously approved by viva voce vote.

**VOTE TAKEN –** The Executive Session Minutes of the closed meeting held on February 28, 2017, and March 14, 2017, were approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

 **COPY**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 2/28/17

**TIME:** 9:04 P.M. – 9:05 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Casey Johnson  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Timothy Newlin  
Council Member Tim Riggerbach  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Sid Ruckriegel

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Rice

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Newlin moved that the Executive Session minutes of the Closed Meetings held on December 13, 2016, and January 10, 2017, be approved as printed; seconded by Council Member Grayeb.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on December 13, 2016 and January 10, 2017, were unanimously approved by viva voce vote.

**SIGNED:**



**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

 **COPY**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 1/10/17                      **TIME:** 6:45 P.M. – 6:46 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Beth Jensen  
Council Member Casey Johnson  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Chuck Grayeb

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Rice  
Attorney John Elias of Elias, Meginness & Seghetti

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Jensen moved that the Executive Session minutes of the Closed Meeting held on January 5, 2017, be approved as printed; seconded by Council Member Turner.

**VOTE TAKEN:** The Executive Session Minutes of the closed meeting held on January 5, 2017, was unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

 **COPY**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 12/13/2016

**TIME:** 8:59 P.M. –9:02 P.M.

**PLACE OF MEETING:** Peoria City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Chuck Grayeb  
Council Member Elizabeth Jensen  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel

**MEMBERS ABSENT:**

Council Member Beth Akeson  
Council Member Casey Johnson  
Council Member Eric Turner

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Donald Leist  
Human Resources Director Mary Ann Stalcup  
Police Chief Jerry Mitchell  
Fire Chief Chuck Lauss  
Assistant Fire Chief Ed Olehy Jr.  
City Clerk Beth Ball  
Deputy Clerk I Dan Sullivan

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** NA

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Riggerbach moved that the Executive Session minutes of the Executive City Council Meetings held on November 15<sup>th</sup> and December 5, 2016, be approved as printed; seconded by Council Member Ruckriegel.

The Executive Session Minutes of the closed meeting held on November 15<sup>th</sup> & December 5, 2016, as printed, were unanimously approved by viva voce vote.

**VOTE TAKEN –** The Executive Session Minutes of the closed meeting held on November 15<sup>th</sup> & December 5, 2016, were approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

 CC COPY

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 11/1/16 **TIME:** 10:12 P.M. – 10:14 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Casey Johnson  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Ryan Spain  
Council Member Eric Turner

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Rice  
Director of Human Resources Mary Ann Stahlcup  
Fire Chief Charles Lauss  
Risk Manager Ed Hopkins

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Spain moved that the Executive Session minutes of the Closed Meetings held on September 27, 2016, and October 25, 2016, be approved as printed; seconded by Council Member Moore.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on September 27, 2016, and October 25, 2016, were unanimously approved by viva voce vote.

**SIGNED:**



**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 9/27/16 **TIME:** 8:07 P.M. – 8:09 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Chairman Pro Tem Ryan Spain  
Council Member Beth Akeson  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Casey Johnson  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Tim Riggerbach  
Council Member Eric Turner

**MEMBERS ABSENT:**

Mayor Jim Ardis  
Council Member Sid Ruckriegel

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Rice

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Corporation Counsel Leist distributed two Schedules of the City Council Executive Session Minutes: Schedule A, a list of minutes recommended to be released and Schedule B, a list of minutes recommended to remain closed. He said the minutes were available for review in his office, and that a Resolution to release would come back to the next City Council meeting for approval.

Chairman Pro Tem Spain said these would come back to the City Council in two weeks in order to release the necessary minutes.

**VOTE TAKEN:** The Executive Session Minutes review was presented to the Council Members. Without objection, it was determined a Resolution releasing closed session minutes would be placed on the next City Council agenda.

CLERK'S NOTE: FINAL ACTION ON THIS MATTER WILL NOT BE TAKEN UNTIL THIS ITEM HAS BEEN APPROVED IN OPEN SESSION.

**SIGNED:**

*Beth Ball*  
City Clerk



**MINUTES OF CLOSED MEETING**



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 08/9/2016      **TIME:** 8:41 P.M. –8:42 P.M.

**PLACE OF MEETING:** Peoria City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

**MEMBERS ABSENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Chuck Grayeb  
Council Member Elizabeth Jensen  
Council Member Casey Johnson  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Ryan Spain  
Council Member Eric Turner

None

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Donald Leist  
City Clerk Beth Ball  
Deputy Clerk I Dan Sullivan

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** NA

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Spain moved that the Executive Session minutes of the Executive City Council Meeting held on July 26, 2016, be approved as printed; seconded by Council Member Turner.

The Executive Session Minutes of the closed meeting held on July 26, 2016, as printed, were unanimously approved by viva voce vote.

**VOTE TAKEN –** The Executive Session Minutes of the closed meeting held on July 26, 2016, were approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

MINUTES OF CLOSED MEETING



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 7/26/16 **TIME:** 8:06 P.M. – 8:07 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Chairman Pro Tem Spain  
Council Member Beth Akeson  
Council Member Beth Jensen (Arrived at 8:07 P.M.)  
Council Member Casey Johnson  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Tim Riggerbach  
Council Member Ruckriegel  
Council Member Turner

**MEMBERS ABSENT:**

Mayor Jim Ardis  
Council Member Chuck Grayeb

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Ulrich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Rice  
Attorney James Sotos of The Sotos Law Firm, P.C.

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Montelongo moved that the Executive Session minutes of the Closed Meeting held on June 28, 2016, be approved as printed; seconded by Council Member Ruckriegel.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on June 28, 2016, as printed, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 06/28/2016

**TIME:** 8:47 P.M. –8:48 P.M.

**PLACE OF MEETING:** Peoria City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Chuck Grayeb  
Council Member Elizabeth Jensen  
Council Member Casey Johnson  
Council Member Denise Moore  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Ryan Spain  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Beth Akeson  
Council Member Jim Montelongo

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Donald Leist  
City Clerk Beth Ball  
Deputy Clerk I Dan Sullivan  
Executive Director Downtown Development Corporation Michael Freiling  
Attorney John Elias  
Downtown Development Corporation Chairperson Roberta Parks

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** NA

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Spain moved that the Executive Session minutes of the Closed Township Executive Meeting held on May 24, 2016, be approved as printed; seconded by Council Member Johnson.

The Executive Session Minutes of the closed Township meeting held on May 24, 2016, as printed, were unanimously approved by viva voce vote.

**VOTE TAKEN –** The Executive Session Minutes of the closed Township meeting held on May 24, 2016, were approved by viva voce vote.

**SIGNED:**

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

 **COPY**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 5/10/16

**TIME:** 8:08 P.M. – 8:09 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Casey Johnson  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Ryan Spain  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Beth Akeson

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Rice

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Spain moved that the Executive Session minutes of the Closed Meeting held on April 26, 2016, be approved as printed; seconded by Council Member Jensen.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on April 26, 2016, as printed, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 4/26/16

**TIME:** 8:54 P.M. – 8:55 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Casey Johnson  
Council Member Jim Montelongo  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Ryan Spain  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Denise Moore

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Police Chief Jerry Mitchell  
Chief Deputy City Clerk Stefanie Rice

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meeting held on April 12, 2016, be approved as printed; seconded by Council Member Turner.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on April 12, 2016, as printed, were unanimously approved by viva voce vote.

**SIGNED:**

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

 COPY

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 4/12/16

**TIME:** 9:38 P.M. – 9:39 P.M.

**PLACE OF MEETING:**

City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Pro Tem Eric Turner  
Council Member Beth Akeson  
Council Member Beth Jensen  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Sid Ruckriegel  
Council Member Ryan Spain  
Council Member Eric Turner

**MEMBERS ABSENT:**

Mayor Jim Ardis  
Council Member Chuck Grayeb  
Council Member Casey Johnson

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Rice  
Attorney John Fleming of Fleming and Umland

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Akeson moved that the Executive Session minutes of the Closed Meeting held on March 22, 2016, be approved as printed; seconded by Council Member Jensen.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on March 22, 2016, as printed, were unanimously approved by viva voce vote.

**SIGNED:**



**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 03/22/2016

**TIME:** 9:20 P.M. –9:22 P.M.

**PLACE OF MEETING:** Peoria City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

**MEMBERS ABSENT:**

Mayor Jim Ardis  
Council Member Chuck Grayeb  
Council Member Elizabeth Jensen  
Council Member Casey Johnson  
Council Member Denise Moore  
Council Member Jim Montelongo  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Ryan Spain  
Council Member Eric Turner

Council Member Beth Akeson

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Donald Leist  
City Clerk Beth Ball  
Deputy Clerk I Dan Sullivan

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** NA

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Spain moved that the Executive Session minutes of the Closed Meeting held on March 8, 2016, and March 18, 2016, be approved as printed; seconded by Council Member Ruckriegel.

The Executive Session Minutes of the closed meeting held on March 8, 2016, and March 18, 2016, as printed, were unanimously approved by viva voce vote.

**VOTE TAKEN –** The Executive Session Minutes of the closed meeting held on March 8, 2016, and March 18, 2016, were approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 3/8/16 **TIME:** 7:13 P.M. – 7:17 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Chuck Grayeb  
Council Member Beth Jensen (Arrived at 7:14 P.M.)  
Council Member Tim Riegenbach  
Council Member Sid Ruckriegel  
Council Member Ryan Spain  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Beth Akeson  
Council Member Casey Johnson  
Council Member Montelongo  
Council Member Denise Moore

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Rice

**SUBJECT MATTER DISCUSSED:** 2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body, including hearing testimony on a complaint lodged against an employee to determine its validity.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Mayor Ardis said he had forwarded Council Member Montelongo's evaluation of the City Manager to the other Council Members for consideration. He said he distributed the City Manager's self-evaluation to all Council Members for review as well. He said he would like to discuss the City Manager's evaluation at the next Executive Session.

Council Member Jensen arrived at 7:14 P.M.

Mayor Ardis said the materials distributed was for information only. He said he anticipated further discussion at the next Executive Session.

**VOTE TAKEN:** No action was taken. Information was distributed to all Council Members for review with the intent to convene after the next City Council Meeting to discuss the City Manager performance review for 2015.

**SIGNED:** 

**TITLE:** City Clerk



**MINUTES OF CLOSED MEETING**

**CC COPY**

**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 3/8/16 **TIME:** 7:12 P.M. – 7:13 P.M.

**PLACE OF MEETING:** City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Chuck Grayeb  
Council Member Tim Riggenschach  
Council Member Sid Ruckriegel  
Council Member Ryan Spain  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Beth Akeson  
Council Member Casey Johnson  
Council Member Beth Jensen  
Council Member Jim Montelongo  
Council Member Denise Moore

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Ulrich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Rice

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Grayeb moved that the Executive Session minutes of the Closed Meeting held on February 23, 2016, be approved as printed; seconded by Council Member Turner.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on February 23, 2016, as printed, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 1/26/16

**TIME:** 7:51 P.M. – 7:52 P.M.

**PLACE OF MEETING:**

City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Chuck Grayeb  
Council Member Beth Jensen  
Council Member Casey Johnson  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Ryan Spain  
Council Member Eric Turner

**MEMBERS ABSENT:**

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Rice  
Attorney Ken Snodgrass of Hasselberg Grebe Snodgrass Urban & Wentworth  
Attorney Boyd Roberts of Hasselberg Grebe Snodgrass Urban & Wentworth

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Jensen moved that the Executive Session minutes of the Closed Meeting held on January 12, 2016, be approved as printed; seconded by Council Member Turner.

**VOTE TAKEN:** The Executive Session Minutes of the closed meetings held on January 12, 2016, as printed, were unanimously approved by viva voce vote.

**SIGNED:** 

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**



**PUBLIC BODY:** City Council of Peoria, Illinois

**DATE:** 1/12/16

**TIME:** 8:04 P.M. – 8:05 P.M.

**PLACE OF MEETING:**

City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

Mayor Jim Ardis  
Council Member Beth Akeson  
Council Member Beth Jensen  
Council Member Casey Johnson  
Council Member Jim Montelongo  
Council Member Denise Moore  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Ryan Spain  
Council Member Eric Turner

**MEMBERS ABSENT:**

Council Member Chuck Grayeb

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Don Leist  
City Clerk Beth Ball  
Chief Deputy City Clerk Stefanie Rice  
Public Works Director Mike Rogers

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** N/A

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Jensen moved that the Executive Session minutes of the Closed Meetings held on November 17, 2015, and December 8, 2015, be approved as printed; seconded by Council Member Riggerbach.

**VOTE TAKEN:**

The Executive Session Minutes of the closed meetings held on November 17, 2015, and December 8, 2015, as printed, were unanimously approved by viva voce vote.

**SIGNED:**

A handwritten signature in black ink that reads 'Beth Ball'.

**TITLE:** City Clerk

**MINUTES OF CLOSED MEETING**

**PUBLIC BODY:** City Council of Peoria, Illinois



**DATE:** 12/08/2015

**TIME:** 8:06 P.M. –8:09 P.M.

**PLACE OF MEETING:** Peoria City Hall, Room 404, 419 Fulton Street, Peoria, Illinois

**MEMBERS PRESENT:**

**MEMBERS ABSENT:**

Mayor Jim Ardis  
Council Member Chuck Grayeb (Arrived 8:11 P.M.)  
Council Member Elizabeth Jensen  
Council Member Casey Johnson  
Council Member Denise Moore  
Council Member Jim Montelongo (Arrived 8:10 P.M.)  
Council Member Tim Riggerbach  
Council Member Sid Ruckriegel  
Council Member Ryan Spain  
Council Member Eric Turner

None

**NON-MEMBERS IN ATTENDANCE:**

City Manager Patrick Urich  
Corporation Counsel Donald Leist  
Director of Public Works Mike Rogers  
Assistant Director Public Works Scott Reeise  
City Clerk Beth Ball  
Deputy Clerk I Dan Sullivan

**SUBJECT MATTER DISCUSSED:** 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.

**BASIS FOR FINDING THAT LITIGATION IS PROBABLE OR IMMINENT:** NA

**DESCRIPTION OF ALL MATTERS PROPOSED, DISCUSSED OR DECIDED:**

Council Member Spain moved that the Executive Session minutes of the Closed Meeting held on November 24, 2015, be approved as printed; seconded by Council Member Ruckriegel.

**VOTE TAKEN –** The Executive Session Minutes of the closed meeting held on November 24, 2015, were approved by viva voce vote.

**SIGNED:**

**TITLE:** City Clerk