

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

A Special Meeting of the City Council of Peoria, Illinois, was held July 22, 2019, at 8:50 A.M., at the Twin Towers Complex, Room 420, 456 Fulton Street, Peoria, IL, with Mayor Ardis presiding, and with proper notice having been posted.

**ROLL CALL**

Roll Call showed the following Council Members were physically present: Ali, Cyr, Grayeb (left at 11:30 A.M.) Jensen, Kelly, Montelongo, Moore, Oyler, Riggensbach (arrived at 8:55 A.M.), Ruckriegel, Mayor Ardis – 11; Absent: None.

Also present were City Manager Patrick Ulrich, Assistant City Manager Deborah Roethler, Finance Director/Comptroller Jim Scroggins, City Clerk Beth Ball, City Treasurer Patrick Nichting, Community Development Director Ross Black, Human Resources Director Mary Ann Stalcup, Interim Public Works Director Bill Lewis, Police Chief Loren Marion, Assistant Fire Chief Tony Ardis, Assistant Corporation Counsel Melodi Green, Chief Innovation Officer Anthony Corso, Chief Diversity and Inclusion Officer Dr. Farris Muhammad, Strategic Communications Manager Stacy Peterson, Management Analyst ShamRA Robinson, Deputy Clerk I Tiffany Kanselaar, media and members of the public.

**INVOCATION & PLEDGE OF ALLEGIANCE**

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

**PETITIONS, REMONSTRANCES & COMMUNICATIONS – CITY OF PEORIA****(19-253) 2019 STRATEGIC PLANNING SESSION**

Mayor Ardis welcomed the new consulting team. He encouraged everyone in attendance to participate in the strategic planning session and he said he was encouraged to see Staff and Council participating together with the consultants, rather than separately. He encouraged everyone to participate because there were no right or wrong answers. He said as the budget discussion began, strategic planning would be incredibly important. He encouraged participants to be energetic and spoke of his appreciation for everyone who came to participate.

City Manager Ulrich said he appreciated everyone's attendance and introduced the consultants, Dr. Juanita Morris, Dr. Janet Kirby and Julianne Shields with 4M Education Services. He said they were based out of the Springfield, Illinois, and Decatur, Illinois, areas.

Dr. Juanita Morris, Dr. Janet Kirby and Julianne Shields briefly introduced themselves and spoke of their backgrounds. They defined the purpose of the strategic session as a tighter line between the budget and the focus.



After introductions, the Consultants asked the question, "Why Peoria for You?" to the participants. Discussions were held within groups and participants' answers included: opportunity, culture and history, worth fighting for, where they come home to, quality of life, big city with no big city problems, chose to stay, chose to live here, people care about each other here, accessibility, education, family, a giving community and transplants love Peoria.

The Consultants provided a Workshop Objective of "identify common vision and determine the most important problems to solve and/or opportunities to leverage to move the City of Peoria forward toward that vision." They provided a Mission Statement of "to provide excellent municipal services, balancing exceptional customer service with financial responsibility" and set participation goals of establishing connections, sharing fruitful conversations and generating innovative thinking.

Discussion was held regarding innovation in government. The Consultants asked participants for characteristics of innovation and participants responses included: creative solutions, out of the box, disruption, new ways to solve problems, inclusion, new views and voices, and challenging status quo. The discussion concluded with the opinion that innovation can be risky, but the outcomes were worth the risk.

Discussion was held on the communication process and what happened when people talked to one another.

The Consultants defined "Discussion Norms" as being present, sharing air time, listening to understand and using discretion in sharing information outside these walls. They suggested finding commonalities while bargaining.

The Consultants discussed the Roles of Participants as: inquiry v. advocacy, strips off conversation, appropriate cruising altitude and language of hope v. language of deficit. They defined the Roles of Facilitators as moving discussions forward, clarifying and focusing, supporting the process, guiding and guarding.

An activity was held asking the participants to choose between two items. The Consultants asked for the reasoning behind participants' choices and discussed why others may interpret or feel differently about various subjects.

A break was taken from 10:10 A.M. to 10:25 A.M.

The participants were asked to gather in groups of four and discuss "what your vision for Peoria was for the next two years." The groups were then asked to share their top three visions for Peoria. Visions shared by the groups included: a strong economic engine, a more equitable community, improving infrastructure and neighborhood development strategy, a safe community for everyone, affordable housing and strong neighborhoods, clear communication to citizens, stability in finances and population, good police and minority relationships, and business expansion with increased economic opportunities.

The Consultants asked the groups to discuss what the outcome would be if the City's vision, regarding those visions, got blurry. Discussion was held regarding lack of focus and blurred vision.



The Consultants discussed a working lunch assignment and described four different lenses to consider: Challenging Orthodoxies - questioning deeply held dogmas and common assumptions within your company and industry; Harnessing Trends - spotting unnoticed trends and discontinuities, which could substantially change the rules of the game; Leveraging Resources - thinking of the firm as a portfolio of skills and assets, not just as a provider of specific products or services; and Understanding Needs - learning to live inside the customer's skin, identifying unmet or unvoiced needs and trying to address them. The groups were asked to apply these lenses to their visions.

Council Member Grayeb left the meeting at 11:30 A.M.

Discussion was held to determine what constituted an emergency and it was suggested there was a need to set up a clearing house for assignments when emergencies took place, so priorities were not missed.

Discussion was held to prioritize the visions for Peoria and after discussion, the Consultants determined that the economy and the community were the top concerns of the participants. The Consultants then asked the participants to group according to concerns and discuss what the City government was able to do to solve or positively impact those concerns.

After groups completed discussion, the Consultants posed a second assignment to the groups to discuss regarding what City government was able to do to solve or positively impact either financial stability or communication.

The Consultants thanked everybody for their participation and said it was a very good day. They revisited the goals for the day and said everybody had really good, thought-provoked discussions and said Wednesday would allow for more discussion on the list of priorities. They said the goal and priority of the Consultants was to understand the perspective of the collective.

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

It was determined that there were no citizens to address the City Council/Town Board.

#### **ADJOURNMENT**

Mayor Ardis moved to adjourn the Special City Council Meeting until July 24, 2019, at 8:30 A.M.

The Special City Council Meeting adjourned at 2:25 P.M. to be resumed at 8:30 A.M. on July 24, 2019.

No objections were heard.

#### **RECONVENING OF THE SPECIAL CITY COUNCIL MEETING**

Reconvening of the Special Meeting of the City Council of Peoria, Illinois, on July 24, 2019, at 9:00 A.M. at the Twin Towers, Room 420, 456 Fulton Street, Peoria, IL, with Mayor Ardis presiding, and with proper notice having been posted.



**ROLL CALL**

Roll Call showed the following Council Members were physically present: Ali (arrived at 9:46 A.M.), Cyr, Jensen, Kelly, Montelongo, Moore, Oyler, Rigggenbach, Ruckriegel, Mayor Ardis – 10; Absent: Grayeb - 1.

Also present were City Manager Patrick Ulrich, Assistant City Manager Deborah Roethler, Corporation Counsel Don Leist, Finance Director/Comptroller Jim Scroggins, City Clerk Beth Ball, City Treasurer Patrick Nichting, Community Development Director Ross Black, Human Resources Director Mary Ann Stalcup, Interim Public Works Director Bill Lewis, Police Chief Loren Marion, Assistant Fire Chief Tony Ardis, Chief Innovation Officer Anthony Corso, Chief Diversity and Inclusion Officer Dr. Farris Muhammad, Strategic Communications Manager Stacy Peterson, Management Analyst ShamRA Robinson, Application Services Manager Rachel Cook, Emergency Communications Managers David Tuttle (arrived at 9:55 A.M.), Chief Deputy City Clerk Stefanie Tarr, media and members of the public.

**PETITIONS, REMONSTRANCES & COMMUNICATIONS – CITY OF PEORIA****(19-253) 2019 STRATEGIC PLANNING SESSION (Continued)**

Consultant Julianne Shield provided an overview of the current session stating 55 vision statements would be reviewed and would conclude with a recap of what took place and what to expect up until the budget. She distributed 55 cards with visions statements to each group. She said the task was to categorize each statement within six general areas: administration, transportation, economy and livability, safety, environmental, arts and education. City Manager Ulrich commented that Code Enforcement items would fall under livability or environmental. The Consultant asked each group to reflect on each vision statement distributed.

At the conclusion of the exercise, it was noted that economy and livability contained the highest number of vision statements. Discussions were held regarding how some of the vision statements could be cross-referenced under other categories. Administration was noted as the second highest category and discussions were held on whether administrative items could be linked with livability items.

The Consultant reviewed the vision statements that fell under transportation, and it was noted that transportation decisions also impacted the livability in neighborhoods. An example of transportation provided included changes in the streets in the Warehouse District and how the placement of the streets provided for building placement, which provided a better reinvestment in that location.

The Consultant reviewed the environmental category noting the impact of the combined sewer overflow (CSO). It was noted that once the CSO was addressed, it would increase livability and help the economy in the City. However, it was noted that the CSO was an environmental issue first and the reason it was being addressed was due to environmental concerns, but it did address other areas as well. Discussions were held regarding the reason why the CSO was being addressed noting it was a Federal mandate placed upon the City, as well as the importance of addressing the CSO and to use it as an economic benefit for the City. The Consultant stated that this item was a good example of what the City could control and what the City could not control, noting that the City controlled its approach to the issue.



The Consultant reviewed arts and education and improving education outcomes and the impact it would have on the community. Discussions were held on how arts and education tied to livability. It was questioned whether arts would be a City issue or if it was a citizen and prosperity issue. The Consultant said it was an important part of the community, but not something government could dictate. She said with both the CSO and the arts, when the Council made responsible decisions with money, they included beauty and art. Discussions were held regarding the improvement of educational outcomes and the credentials of residents.

Council Member Ali arrived at 9:46 A.M.

Discussions continued regarding educational outcomes and the importance of having an engaged citizenry. The Consultant said everyone had different baselines and she inquired as to the entry point for education. It was mentioned that it was not for the City to say which was better and it did not play a role in City government. The Consultant concluded by stating education was an essential part of any community.

The Consultant discussed safety and it was mentioned that there were issues in the City that impacted community relations outside the Police Department, noting that police-minority relations were broader than the issue of safety. It was recommended that police-minority relations should be categorized under economy and livability and should broaden police-community relations.

Emergency Communications Manager David Tuttle arrived at 9:55 A.M.

The Consultant reviewed administration and identified that the healing of the racial divide was placed under this item, and she inquired whether it was an ethic of standards. Discussions were held regarding how the budget financed for healing the racial divide, noting there was no direct correlation to funding other than the hiring of Chief Diversity & Inclusion Officer. It was noted that each Department Head was required to have a view towards how a decision would impact minorities and all citizens in the community. Discussions were held on the importance of the community being able to see the issue was specifically addressed. The Consultant commented that everyone in the room needed to address and measure the racial divide. She said everyone needed to have something they were doing for which they were being held accountable. She remarked on the importance of being able to measure the item and said it could go towards an ethical standard. It was noted that it was important for the City to be aware the issue existed and to have the ethics to change it. Discussions were held on the need to have a comprehensive strategy for addressing equity or racial divide or racial justice in the community, noting there would be a cost and had to be addressed financially. It was noted that more dialogue on racial issues was needed in order to make more progress as well as to be more candid in the approach and to bring change.

Discussions were held regarding a comprehensive plan, which was considered a planning function and outlined who executed certain items or projects with the intended outcome impacting economy and livability.

Discussions were held regarding the budget process and how the process became hindered over the years by dedicating too much time to the process. It was discussed that the City Council needed to work together both around the horseshoe and, more importantly, outside the



horseshoe and that communication between Council Members was a key component to accomplishing goals for the good of the entire City. It was discussed how important it was to have Council Members engaged in the community and the neighborhoods in order to be able to make appropriate representations during budget sessions.

The Consultant reviewed "Staff Retention" and it was noted that the statement should read both "attraction and retention." Discussions were held on the need for the City to attract more qualified candidates and the obstacles the City faced. It was noted the impact the Millennial Generation had on the workforce, which caused an unprecedented challenge in municipal government.

A break was taken from 10:32 A.M. to 10:43 A.M.

The Consultant reviewed vision statements for "Economy & Livability," which included the Economic Development Department. Discussions were held regarding the hurdles the Economic Development Department faced and how much that Department was needed for City growth. It was noted that the City currently partnered with several entities in order to pursue economic development.

The Consultant reviewed budget allocations for each category as follows: Safety - \$91.3 million; Economy & Livability - \$16.0 million; Environmental - \$31.1 million; Transportation - \$36.5 million; Administration - \$12.8 million; Arts and Education - \$21.1 million. Discussions were held regarding the budget provided for each category and whether other visions should be categorized under Administration and whether Economy & Livability should fall under Administration. It was noted the effort the City had to take in order to provide an economic driver. Discussions were held regarding the difficulties of getting organizations and businesses to coordinate efforts to grow the economy, however, it was important to create these alliances with the City providing directional reinforcement.

The Consultant remarked on the importance of the City Council's vision along with the role of the Council played when addressing the CSO issue and she asked whether the right amount of money was allotted to Administration. It was mentioned that the City was a partnership builder and that the role of the elected official was to look at a broader picture and to build partnerships. The importance of partnering with other entities to attract industries that would bring prosperity was discussed.

A breakdown of the budget was provided and how the money was allocated. Discussions were held regarding the budget and how Federal, State and local mandates were allocated, which did not leave much money left for discretionary purposes. Pensions were discussed, noting the impact they had on the budget and how much those would increase over the next five to ten years, noting they were provided for in the State Statutes.

A budgeting exercise was held noting items of greater importance to least importance.

Putting money into future success was mentioned, noting the importance of growing the economy in order to generate more money. Focusing on long-term success was stressed as well as the need to manage the budget for one or two-year cycles.

A break was taken from 11:38 A.M. to 11:50 A.M.

Council Members Riggerbach, Oyler, Ruckriegel and Cyr left the meeting at 11:39 A.M.

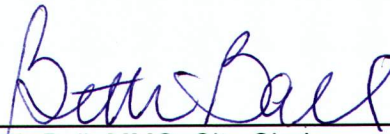
The Consultant reviewed upcoming dates and the next steps that would be taken in the process and she requested the participants to provide feedback on the planning process.

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

It was determined that there were no citizens who wanted to address the City Council/Town Board.

**ADJOURNMENT**

The Special City Council Meeting adjourned at 12:07 P.M.

A handwritten signature in blue ink, appearing to read "Beth Ball", is written over a horizontal line.

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

tk/st