

**SUMMARY MEETING MINUTES
COMMITTEE OF THE WHOLE SESSION
PUBLISHED BY THE AUTHORITY OF THE CITY COUNCIL OF
BLOOMINGTON, ILLINOIS
MONDAY, AUGUST 20, 2018; 6:00 P.M.**

1. Call to Order

The Council convened in Committee of the Whole Session in the City Council Chambers, at 6:00 p.m., Monday, August 20, 2018. Mayor Renner called the meeting to order and directed the City Clerk to call the roll.

2. Roll Call

Aldermen Present: Mboka Mwilambwe, Amelia Buragas, Joni Painter, Karen Schmidt, Scott Black, Diana Hauman, David Sage, Jamie Mathy, Kim Bray and Mayor Tari Renner.

Staff Present: Tim Gleason, City Manager, Steve Rasmussen, Assistant City Manager; George Boyle, Assist. Corporation Counsel; Cherry Lawson, City Clerk; Clay Wheeler, Police Chief; Bob Yehl, Water Director, Scott Sprouls, Information Services Director; Bob Mahrt, Community Development Director; Jim Karch, Public Works Director, Nicole Albertson, Human Resource Director; Melissa Hon, Assistant to the City Manager; Josh Hansen, and other City staff were present.

3. Public Comment

Mayor Renner opened the meeting to receive Public Comment. No comments were offered.

4. Presentation, discussion and direction Total Compensation Study (15 minutes)

Mr. Hansen provided an update on a proposed Total Compensation Study stating in essence, it is a combination of the actual earned wages and any other intrinsic benefit that someone receives. That key drivers here are going to be wages as well as health insurance subsidy that is provided, and any retirement considerations, whether it's pension or 401K. He reminded Council on upcoming changes to the health insurance: 1) Spousal eligibility changes effective as of January 1, 2019, spouses who have access to health care on their own through their own employer will no longer be eligible for our plan. That will go into effect for all classified nonunion and as well as some of our union groups. 2) Modest health insurance changes from a plan design perspective. The City looks to implement a high deductible health plan, which will be new for the City. 3) Changes to the IMRF funding. We are anticipating a fairly significant change to our employer rate for next year at almost a 25% decrease. Currently, we pay 12.74% wages for each dollar that an employee is paid, if they are an IMRF eligible employee. Next year, it's anticipated that that will reduce to under 10% at 9.98%.

He spoke of the work with the Hay Group that set our classified nonunion pay matrices based on data that they have available, as well as work with sister cities for other key positions such as fire and police. Mr. Hansen spoke of some of the challenges that the City face being a

downstate City, the Chicago effect or impact of the metropolitan area, having access to private industry data to extrapolate in order to determine the best result. The recommended next steps is to have a custom survey created to allow them to reach other member communities in the Central Illinois area to obtain information and aggregate it. The survey would be able to tell us from a prevalence perspective if the data that we obtain, would be relative to the broader Illinois market and even to the region.

Mr. Hansen presented the pros and cons on the Hay Group and the Management Association Group, stating the cost to create, conduct and tabulate the information would be roughly \$20,000. Further explaining that it depends on the population of the employee groups to survey. The City has over 600 active full-time employees including the Library employees. Specific to the classified nonunion group, a review was completed last year and they do have the recommended pay bands from the Hay Group that is not currently in effect. The City is currently working with the salary model from the 2013 data.

Alderman Bray asked what the industry standard is for studying compensation. Mr. Hansen stated it is a little more rigorous, that typically the standard is every three years. Ms. Albertson stated the City has, historically, never had performed a Total Compensation Study.

Alderman Mathy asked whether the IMRF rate is expected to decrease. If so, what is the employee percentage? Mr. Hansen confirmed that it is expected to decrease, that per ILS it is 4.5%. Mathy stated he would like to see information on sick leave buyback regarding the percentage or the number of private businesses have moved away from sick leave as a concept in general and move to a paid time off model. Mr. Hansen stated a lot of private industry not only is moving to the PTO bank, that one of our largest employers here in McLean County made that move several years ago. Also, a lot of employers at the end of the year, they will buy back whatever leave amount an employee has not used or the accrual would have been, on \$.50 of the dollar.

Alderman Black stated the City need to revamp how it structures benefits time off and compensation in general; however, we must have some sort of a baseline understanding of what that recommendation would look like. Going forward he would like to see a project map it is spelled out those checkpoints of what is being addressed on a quarterly basis or monthly basis, and get feedback from Council, however appropriate before it is placed on an agenda and become headline.

Alderman Hauman asked whether Council will actually take action on the information received once presented. Mayor Renner stated there appears to be some consistency with Council on this issue in moving forward. Regardless of how the information comes back to Council, he believes Council is committed to using the data.

Mayor Renner stated Council has exceeded the amount of time for discussion on this item and asked for a motion to extend the discussion for an additional 10 minutes.

Motioned by Alderman Mwilambwe second by Alderman Mathy to extend discussion on the Total Compensation Study item by 10 minutes.

Mayor Renner directed the Clerk to call the roll, which resulted in the following:

Ayes: Aldermen Mathy, Mwilambwe, Hauman, Sage, Buragas, Black, Painter, Bray, and Schmidt.

Nays: None.

Motion carried.

Alderman Mwilambwe stated he is not aware of whether people are better compensated in the private sector or, in the public sector. He requested information to include bonuses that people get paid in the private sector so we have a global picture of the whole thing.

Alderman Mathy asked how long the study take to complete. Mr. Hansen stated approximately two to three months. Ms. Albertson stated it is their goal to have it to Council by the end of the year.

5. Presentation, discussion, and direction on Future Agenda Topics.

a. City Manager Report (5 minutes)

Mr. Gleason referred to the City Manager Report that is included within the packet that highlights the non-routine agenda items that are upcoming on the next agenda. We are going to bring forward the Leak Protection and Private Sewers, Private Water Services Lines presentation. A company will present that to Council for consideration. An item that is not currently listed under August 27th, but will make the August 27th Council Meeting is an ordinance change, a proposal for council to change all of our council meetings. The first and the third Council Meeting and the Committee of the Whole Meeting to have a start time at 6:00 p.m. Ms. Lawson has been working with the Township Supervisor to change the start time of its meetings to 5:45 pm. If their meeting ran over, the Council meeting would start soon after the Township adjourns.

On September 10, we have a change order that's coming forward for the St. Peter Aquifer. Item number two, rental assistance program agreement for the former Bloomington High School building. Business registration, this is something that's been discussed. At the direction of Council, there would be a relatively low registration fee one time and then an annual renewal that's required. Fee increase in ordinance was something that staff was directed. The budget preparation time and staff has worked on a number of barriers, very tedious at times to make sure that the different codes that we have, that we've thoroughly looked through everything.

b. Council Initiatives

i. Alderman Diana Hauman: Lake Bloomington Representation (5 minutes)

Alderman Hauman stated Council has had some discussion about Lake Bloomington over the past few months. She prepared a council initiative form to see whether there was any interest over having Council rotate as representatives for the Lake Bloomington Association residential community. There was no interest in Council to represent the residents living in Hudson along Lake Bloomington.

ii. Alderman Diana Hauman: Tree Removal at Lake Bloomington (5 minutes)

Alderman Hauman stated one of the residents who lives up at the Lake is replacing its septic tank and became aware of the City's policy related to tree removal. The resident is assessed the cost to remove the trees from its property. She asked how are costs arrived after removing trees and why are we assessing residents for removing those trees?

Mr. Gleason stated he would provide a report to Council related to trees at Lake Bloomington.

6. Closed Session

A. Collective Bargaining – per Section 2 (c) (2) of 5 ILCS 120 (20 minutes)

Mayor Renner requested a motion to go into Closed Session per Section 2(c) (2) of 5 ILCS120.

Motion by Alderman Schmidt, second by Alderman Hauman to enter into Closed Session Meeting per Section 2(c) (1) of 5 ILCS120.

Ayes: Aldermen, Painter, Mathy, Buragas, Bray, Schmidt, Sage, Mwilambwe, Hauman and Black.

Nays: None

Motion carried.

7. Adjourn Closed Session

Mayor Renner asked for a motion to adjourn the Closed Session Meeting.

Motion by Alderman Hauman, seconded by Alderman Black to adjourn the Closed Session Meeting.

Motion Carried (Viva Voce).

8. Return to Open Session

Mayor Renner asked for a motion to Return to Open Session.

Motion by Alderman Hauman, seconded by Alderman Black to return to Open Session.

Ayes: Aldermen, Painter, Mathy, Schmidt, Sage, Mwilambwe, Hauman and Black.

Nays: None
Motion Carried.

9. Adjournment (*Approximately 6:30 pm*)

Motion by Alderman Schmidt seconded by Alderman Bray to adjourn the Committee of the Whole Session. Time: 7:19 p.m.

Motion carried. (Viva voce)

CITY OF BLOOMINGTON



Tari Renner, Mayor

ATTEST



Cherry L. Lawson, C.M.C., City Clerk