



City of Naperville

400 S. Eagle Street
Naperville, IL 60540

Meeting Minutes

City Council

Monday, October 25, 2021

6:00 PM

Council Chambers

Workshop: CY22 Budget (1 of 3)

Agenda Introductory Language

Due to the COVID-19 pandemic, members of the public attending the meeting may do so subject to compliance with COVID-19 safety protocols, including wearing face coverings at all times while inside City buildings.

TO WATCH OR LISTEN TO THE CITY COUNCIL MEETING LIVE:

- Watch on WCNC GOVERNMENT ACCESS TELEVISION (Ch. 6-WOW, Ch. 10 - Comcast, Ch. 99 - AT&T)
- Watch online at <https://naperville.legistar.com>

TO SUBMIT PUBLIC COMMENT OR SPEAK LIVE AT THE MEETING: To address the City Council in-person in City Council Chambers, members of the public must register by 4 p.m. on October 25 at: www.naperville.il.us/speakersignup

The public may choose to provide public comment in any of the following ways:

1. Submit a written comment to the City in advance of the City Council meeting by 4 p.m. on October 25. Written comments will be compiled and posted with the electronic meeting agenda on the City's website prior to the start of the meeting. The cumulative number of comments will be announced during the City Council meeting.
2. Submit a one-word statement of "SUPPORT" or "OPPOSITION" regarding a specific agenda item. The names of participants who submitted position statements will be compiled and posted with the electronic meeting agenda on the City's website prior to the start of the meeting. The cumulative number of position statements will be announced during the City Council meeting.
3. Address the City Council live during the City Council meeting in-person in City Council Chambers. Individuals wishing to address the Council during the meeting must sign up to speak by 4 p.m. on October 25. Online sign-up closes at 4 p.m. on October 25, at which time no other speakers or comments will be accepted. There will be no on-site speaker sign up.

PUBLIC ACCOMMODATION:

- Any individual who may require an accommodation to listen to or participate in the meeting should contact the Community Services Department at (630) 305-5300 by 4 p.m. on October 25.
- Questions regarding online sign-up may be directed to the Community Services Department by calling (630) 305-5300.

PARTICIPATION GUIDELINES:

The citizen participation guidelines are outlined in 1-5-6-6: - CITIZEN PARTICIPATION of the Naperville Municipal Code.

- **ALL VIEWPOINTS AND OPINIONS WELCOME:** All viewpoints are welcome, positive comments and constructive criticism are encouraged. Speakers must refrain from harassing or directing threats or personal attacks at Council members, staff, other speakers or members of the public. Comments made to intentionally disrupt the meeting may be managed as necessary to maintain appropriate decorum and allow for city business to be accomplished.

A. CALL TO ORDER:

Chirico called the meeting to order at 6:00 p.m.

Present: 9 - Mayor Steve Chirico
Councilman Jennifer Bruzan Taylor
Councilwoman Patty Gustin
Councilman Paul Hinterlong
Councilman Ian Holzhauer
Councilman Patrick Kelly
Councilman Paul Leong
Councilwoman Theresa Sullivan
Councilman Benjamin White

Also Present

City Manager, Doug Krieger; Deputy City Manager, Marcie Schatz; City Attorney, Mike DiSanto; Director of Community Services/City Clerk, Pam Gallahue; Fire Chief, Mark Puknaitis; Police Chief, Jason Arres; Director of Finance, Rachel Mayer; Director of Human Resources, James Sheehan; Director of IT, Jacqueline Nguyen; Director of TED, Bill Novack; Deputy Director of TED, Jennifer Loudon; Director of Public Utilities - Electric, Brian Groth; Director of Public Utilities - Water, Darrell Blenniss, Jr.; Director of Public Works, Dick Dublinski, Director of Communications, Linda LaCloche; Senior Budget Analyst, Kyle Moss; Budget Analyst, Sherrian Kelly; Budget Analyst, Michael Gerton

Daily Herald, Naperville Sun, NCTV-17

B. INTRODUCTION:**C. PUBLIC FORUM:**

WRITTEN COMMENT ONLY

Salary survey for Naperville engineers

Dear City Council members - In 2014, I applied for a project engineer position with the City of Naperville. A Human Resources Generalist invited me to interview for the position. Because I had already been offered a project engineer position with DuPage County, I declined the opportunity. I did, however, tell the HR generalist that I found Naperville's salary offering to be low since DuPage County was offering \$\$10k per year more for the same position. He said that it wasn't the first time he had heard this. Now in 2021, it is my belief that Naperville engineers' salaries are still under par and have not kept up with inflation. They certainly are not following the upward trend of the current job market. Underpaying valued employees risks losing them to other employers and hurts the city's ability to provide great service to the community. As the budget for next year is being planned, I am asking council to poll department managers Bill Novack/TED, Brian Groth/Electric Utility, and Darrell Blenniss/Water and Wastewater Utility to ask if they feel that an engineering salary survey is warranted. The ability to attract and retain good employees will be crucial to the future of Naperville's infrastructure plans. If now is the time to adjust salaries to reflect the competitive market, we should take action and conduct a salary survey. Lucy Evans

Council asked that staff research salary of engineering positions and other professional roles to remain competitive.

D. PRESENTATION**1. [2022 Annual Operating Budget and Capital Improvement Program Workshop #1](#)***WRITTEN COMMENT ONLY*

Kara Pelecky

It's been raining yesterday all day and all last night... supposed to rain for two more days. That will mean more sleepless nights and anxious days. I go and check the nearby sewer drains and clear them of leaves, but that never seems to be the problem. When I moved to the Park Addition neighborhood twenty years ago, I was told about that one time a few years back where there was a flood of the backyards and basements a few streets away. But every few years during that twenty, it has happened to somebody else a few streets away in a new direction. So many teardowns and rebuilds and new construction - is that adding to the problem? I diligently have my sewer line cleaned out every year. I see the pictures of water filling the streets. I see the ice when this happens in a warm winter storm followed by a freeze with precipitation going from slush pools to icy paths. I upgraded and added to my insurance to cover all types of water damage. I do all the right things and still worry. Will it be my street this time? Will my neighbors have the misfortune to deal with this again? The municipality can fix this problem now more easily than it ever could before. Please help our Park Addition neighborhood sleep easy.

SPEAKERS

Dominic Nugent requested that any budget surplus and/or federal stimulus funds be used toward stormwater mitigation efforts in his neighborhood.

Krieger, Schatz, and Mayer gave the budget presentation and highlighted that the 2022 recommendation of \$540.49 million is an increase of 5.65 million, or 1.4%, excluding capital outlay and interfund transfers, discussed revenues and expenditures by budget category and areas of investment driven by City Council-established priorities of public safety, infrastructure and utilities, sustainability, beautification, and financial stability and economy.

Council discussed the requests for IT and HR staff, vacancy factor calculation, the timing of completing another staffing study similar to the one done in 2009, and requested benchmark data on the ratio of HR staff per 1,000 residents.

Sheehan explained HR staffing levels and responsibilities, that compliance training is done via video but that safety and professional skill training must be done in person. He stated that the requested training assistant would support departments in standardizing training plans for jobs to ensure consistency, compliance, and staff development as well as streamline the advertisement, scheduling, enrollment, and tracking of training for employees, supervisors, and departments.

Nguyen explained that the IT Department supports many functional areas that are staffed with one or two employees per area, and that the two new FTE requests are in the network engineering and security areas that consistently have the highest work demands yet are supported by one engineer in each area respectively. She explained how IT initiatives are prioritized and said given the critical importance of security it is unwise to compromise on schedule, scope, and quality.

Krieger and Mayer explained that the vacancy factor is a negative number entered against the salary and wages budget in major operating funds and is determined through historical averages.

Krieger stated that the City hired Clerestory Consulting in 2009 to complete an organizational assessment,. He said that another external review of service delivery and organizational structure can be done but it will not be complete before the budget is approved.

Council discussed body camera implementation, ERP migration, online plan submission and operational efficiencies, and the mobile command vehicle request.

Puknaitis explained grant requests for mobile command vehicle, resources shared with NEMA, vehicle maintenance, and the expected life based on the current 30+ year vehicle.

Novack explained the permitting/inspection processes, improvements made during COVID-19, and that the department evaluates the ability to repurpose employees whenever efficiencies are realized.

Mayer and Nguyen discussed the ERP implementation and explained modules that have already gone live.

Council asked about salt reserves, minimum purchases and timing of expenditures, remote salt controllers, and the appropriateness of using alternatives to salt.

Dublinski explained trial and error of salt alternatives, that staff uses a five-year weather average to forecast salt needs, and that orders must be placed months before the winter season.

The meeting went into recess from 7:54 p.m. - 8:03 p.m.

Council discussed healthcare benefits, pension contributions in IMRF, police, and fire, the property tax levy, and requested that the \$100 million increase from 2021 be clarified.

Mayer clarified that the proposed budget would result in a \$19.36 decrease in the City portion of the property tax bill.

Krieger explained that much of the \$100 million increase can be explained by interfund transfers and staff will provide a report to Council prior to Workshop #2.

Krieger reviewed the upcoming budget workshop calendar.

E. ADJOURNMENT:

The CY22 Budget Workshop #1 was adjourned at 8:49 p.m.

/S/ Kyle Moss, Senior Budget Analyst

/S/ Sherrian Kelly, Budget Analyst

/S/ Michael Gerton, Budget Analyst