



# City of Naperville

400 S. Eagle Street  
Naperville, IL 60540

## Meeting Minutes

### City Council

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Tuesday, September 26, 2023

6:00 PM

Council Chambers

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#### Budget Workshop II

#### A. CALL TO ORDER:

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

**Present:** 8 - Mayor Scott Wehrli  
Councilwoman Jennifer Bruzan Taylor  
Councilman Ian Holzhauer  
Councilman Patrick Kelly  
Councilwoman Allison Longenbaugh  
Councilman Josh McBroom  
Councilman Benjamin White  
Councilman Nathan Wilson

**Absent:** 1 - Councilman Paul Leong

#### Also Present

City Manager, Doug Krieger; Deputy City Manager, Pam Gallahue; City Attorney, Mike DiSanto; Assistant to the City Manager, Marcie Schatz; Fire Chief, Mark Puknaitis; Police Chief, Jason Arres; Director of Finance, Rachel Mayer; Director of IT, Jacqueline Nguyen; Director of TED, Bill Novack; Director of Public Utilities - Electric, Brian Groth; Director of Public Utilities - Water, Darrell Blenniss, Jr.; Director of Human Resources, Blaine Wing; Director of Public Works, Dick Dublinski, Director of Communications, Linda LaCloche

Daily Herald, Naperville Sun, NCTV-17

#### B. INTRODUCTION:

Krieger discussed the agenda and stated that the focus would be on the operating budget, revenue sources, closing service gaps, and revenue allocation adjustments. He explained that the key takeaways will be the City's ability to add the requested resources and FTEs while balancing the budget and maintaining a flat to declining property tax levy.

#### C. PUBLIC FORUM:

No speakers

**D. PRESENTATIONS:**[Annual Budget Workshop #2: City Operations & Resources](#)

Mayer detailed the three main budget funds: General, Electric, and Water, noted that these funds support a number of City functions, and outlined which departments they support. She moved on to discuss the Level the Playing Fields Act, key trends in revenue sources, the importance of revenue diversification, how some revenue sources are more sensitive to the economy, and specifically covered the state income tax, service charges, hotel/motel tax, real estate transfer taxes, utility tax, telephone tax, and property tax.

Mayer discussed when interfund transfers are conducted and how they are depicted in the presentation, Utility revenue sources, revenue models and the Water Utility rate study that is planned for 2024, that positive progress toward energy conservation is resulting in lower electric revenue, and that lower use does not translate to lower operating costs.

Council inquired about solar development and how the Electric Utility can remain viable when consumption is declining.

Groth mentioned that staff is developing an interim plan for 2024, that future years will be evaluated in the next rate study, and that a fixed rate versus a usage-based charge can be expected. He also said it is important to maintain infrastructure to keep pace with solar development and that the Electric Utility is right-sized.

Krieger explained that personnel requests were narrowed to 18 from 33 and that all requests can be supported in the budget with no new revenue sources and maintaining a flat to declining property tax levy.

Gallahue presented City-wide labor trends, that employee turnover rate is increasing, and the City is losing institutional knowledge which often leads to inefficiencies and a decline in service levels. She stated that it is taking longer to hire candidates and that job openings have increased while the number of qualified applicants is declining.

Council discussed how open positions would impact the budget, whether part-time work or consulting work would be more appropriate, how recruiting efforts change with labor market fluctuations, and whether temp workers could be utilized.

Mayer explained that the budget is not impacted by open positions because many times the new hire comes in at a higher salary and that the City currently uses independent contractors and temporary

employees where appropriate.

Krieger presented the requests for IT personnel, noted that the need for additional staff has grown as a result of the number of servers to support, cyber security threats, CAD/RMS upgrade, public safety dispatching, and utility network modernization.

Council discussed the number of IT personnel requests over the years, the number of staff compared to benchmark communities, and specific job functions.

Krieger presented personnel requests for the Transportation, Engineering and Development (TED) Business Group.

Council discussed transportation being a concern for residents, overtime for permit processing, and what efficiencies have been gained by moving toward online permitting.

Novack stated that the electronic process is taking more time than the manual process but a platform is being built to improve efficiency, that the number of complaints about processing has been significant this year, and that there is currently not enough staff to meet the 21-day goal for first review.

Council discussed department vacancies, permit review goal times, that the builder community supports the positions, and whether it would be more efficient to go back to a manual review process.

Novack stated that the City is invested in the technology solution and would not recommend going back to a paper system.

Krieger presented the Finance Department personnel requests.

Council discussed the number of Disadvantaged Business Enterprises (DBE) companies applying for City contracts, appropriateness of referencing the state's DBE database, minimum contract value, and other rules of the Responsible Bidder Ordinance (RBO),

Mayer explained that the number of DBEs doing business with the City has not historically been tracked, that the City must make a good-faith effort to comply with RBO regulations, and that the City needs to start tracking subcontractors which are not included in the state's database.

Krieger presented the Department of Public Works personnel requests.

Council discussed leaf collection, winter ops, and sidewalk cost share.

Krieger presented the Police Department requests and concluded the personnel section by noting all requests can be supported through existing revenue sources while maintaining a flat to declining property tax rate.

Mayer explained that the final budget will be issued within two weeks and that the approach for 2024 was to get Council feedback prior to final proposals.

Mayer discussed the Food and Beverage tax, proposed changes, and that use of the tax revenue has been modified a number of times since 2004. She specifically outlined the increases to fund mental health initiatives and Naper Settlement operations. She clarified the portion for Naper Settlement would only be assigned after the SECA portion had been distributed and that any change to the pension payment methodology was still being evaluated.

Krieger gave closing comments and outlined the upcoming workshop schedule.

#### **E. ADJOURNMENT:**

**Budget Workshop #2 adjourned at 8:05 p.m.**