

Joint Personnel & Finance Committee Meeting – September 25, 2023

The Personnel & Finance Committee of the City of Aledo met in Open Session in the Council Chambers of the City Hall building on September 25, 2023. ALD. FRIESE called the meeting to order at 6:00 P.M. The roll was called, whereupon the following committee members answered present:

Aldermen BARRY COOPER, JAY DOHERTY, MARK FRIESE, CARMEN RUH, and LINDA SARABASA. Mayor CHRIS HAGLOCH. Aldermen NOEL BUSH and DENNIS DIXON were excused.

Also present were ANDREW WEEKS, Alderman, MICHAEL CHAUSSE City Administrator, TREVOR FISK, Interim Chief of Police, JUSTIN BLASER, Director of Public Works & Utilities, and JAROD DALE, City Clerk.

Approval of Minutes: Motion was made by ALD. Sarabasa and seconded by ALD. Cooper to approve the Finance Committee meeting minutes of February 22, 2021 and the Personnel Committee meeting minutes of March 27, 2023. A Roll call vote was recorded as follows:

YEAS: Cooper, Friese, Ruh, and Sarabasa. NAYS: None. Motion carried: 4 yeas, 0 nays.

Public Comment: No Report.

The following was discussed:

Old Business: ADMINISTRATOR Chausse inquired if the joint Committee would like to revisit the Hotel / Motel Room Renting Tax ordinance previously discussed a year ago. ADMINISTRATOR highlighted that this would be a pass-through tax and not on the establishments.

ALD. Cooper reported it was his understanding that the owners of Blue Spruce Lodge would not be increasing their rates and the reasoning for their concerns of an established local tax. It was also noted WQAD was also present with the owners of Blue Spruce Lodge.

ALD. Doherty arrived at 6:04 PM

ALD. Friese reported with the bonding of the project on SE 2nd Avenue and an increase in Police Department wages that he would be interested in looking at other ways to generate revenue.

MAYOR Hagloch suggested a conversation be had with the owners of Blue Spruce Lodge first to potentially help calm their concerns on an established ordinance. The Committee continued to voice the pro's and con's of revisiting the topic.

A consensus was given with three voicing support and two not in favor of revisiting the conversation with the owners of Blue Spruce Lodge. ADMINISTRATOR Chausse reported he will first invite the owners in to discuss further before moving the item forward to the Committee.

New Business:

Discussion regarding a Resolution to Adopt an Early Retirement Incentive for Employees not covered by a Bargaining Unit:

ADMINISTRATOR Chausse reported as Alderman, he had brought a proposal to the council about offering a retirement incentive (bonus) similar to one that he had received prior to his retirement. The original proposal had years of service levels and various tiers of percentage bonus depending on which tier the employees had reached. After numerous discussions and changes the final proposal is ready for the Committee to review and implementation.

To briefly summarize this incentive, it works as follows:

- The employee must have accumulated 20 or more years of full-time employment for the city at the time of their retirement.
- The employee must reach the eligible age for retirement with IMRF:
55 years of age for Tier 1 IMRF
62 years of age for Tier 2 IMRF
- Submit a non-revocable retirement notice at least 1 but not more than 5 years in advance of their retirement date.
- The employee will receive a 6% per year increase in their wage or salary.
- There is a provision about employees that change from full to part time work and those that might have a "life changing" event and how those scenarios are handled.

The rationale for this incentive was for two main reasons:

- To reward those who have been loyal employees of the city. This proposal will increase their IMRF benefits for the rest of their lives.
- To give the city time to train or to seek replacement employees, especially those who have certifications that are needed for their job.

Motion was made by ALD. Doherty and seconded by ALD. Ruh to approve the Early Retirement Incentive for Employees not covered under a Bargaining Unit as presented and move to the City Council for final approval. A Roll call vote was recorded as follows:

YEAS: Doherty, Friese, Ruh, and Sarabasa. NAYS: Cooper. Motion carried: 4 yeas, 1 nay.

ADMINISTRATOR Chausse reported a renewal agreement has been negotiated with CivicPlus. The item to be brought forward at the next City Council meeting for formal approval related to website hosting services.

ADJOURNMENT: There being no further business, motion was made by ALDERMAN SARABASA and seconded by ALDERMAN FRIESE that the meeting be adjourned. Unanimous voice vote followed in agreement. Meeting was adjourned at 6:37 P.M.

Jarod Dale, City Clerk