

Tuesday, February 18, 2025
City Council Meeting at 6:30 pm

CITY COUNCIL MEETING AGENDA
Council Chambers - First Floor
212 Third Avenue
<https://us02web.zoom.us/j/86361405945>

1. Meeting Opening

Subject : A. Call to Order
Meeting : Feb 18, 2025 - City Council Meeting at 6:30 pm
Type : Procedural

1. Meeting Opening

Subject : B. Roll Call
Meeting : Feb 18, 2025 - City Council Meeting at 6:30 pm
Type : Procedural

1. Meeting Opening

Subject : C. Pledge of Allegiance
Meeting : Feb 18, 2025 - City Council Meeting at 6:30 pm
Type : Procedural

2. Communication from Visitors

Subject : A. Public Comment
Meeting : Feb 18, 2025 - City Council Meeting at 6:30 pm
Type : Information

File Attachments

[public comment policy.pdf \(75 KB\)](#)

3. Consent Agenda

Subject : A. Approval of Minutes
Meeting : Feb 18, 2025 - City Council Meeting at 6:30 pm
Type : Action (Consent)
Recommended Action : Approval of Minutes as presented

File Attachments

[cc02032025.pdf \(198 KB\)](#)

Consent

Our adopted rules of Parliamentary Procedure, Robert's Rules, provide for a consent agenda listing several items for approval of the Board by a single motion. Most of the items listed under the consent agenda have gone through Board subcommittee review and recommendation. Documentation concerning these items has been provided to all Board members and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any board member.

3. Consent Agenda

Subject :	B. Approval of Bills and Payroll
Meeting :	Feb 18, 2025 - City Council Meeting at 6:30 pm
Type :	Action (Consent)
Recommended Action :	Approval of Bills and Payroll as presented

Public Content

File Attachments

- [1-31-25 Balance Sheets.pdf \(335 KB\)](#)
- [1-31-25 Budget Performance Report.pdf \(418 KB\)](#)
- [02.18.2025 Council Packet 2.pdf \(152 KB\)](#)
- [Council GL Distribution.pdf \(390 KB\)](#)

Consent

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3. Consent Agenda

Subject :	C. Pay Request to Brother's Flooring in the amount of \$9,959.56 for a 50% Down Payment on Flooring at the Sterling Theater
Meeting :	Feb 18, 2025 - City Council Meeting at 6:30 pm
Type :	Action (Consent)
Recommended Action :	Approve the Pay Request to Brother's Flooring in the amount of \$9,959.56 for a 50% Down Payment on Flooring at the Sterling Theater

Public Content

On April 15, 2024, the Council approved \$150,000 for seating improvements at the Sterling Theater. Funding is coming from ARPA monies.

This pay request is for a deposit on the flooring replacement.

File Attachments

[Invoice-3.PDF \(949 KB\)](#)

Consent

Our adopted rules of Parliamentary Procedure, Robert's Rules, provide for a consent agenda listing several items for approval of the Board by a single motion. Most of the items listed under the consent agenda have gone through Board subcommittee review and recommendation. Documentation concerning these items has been provided to all Board members and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any board member.

6. Presentations and Awards

Subject :	A. Presentation from Matthew Hughes with MRH Solutions on Rivers Edge
Meeting :	Feb 18, 2025 - City Council Meeting at 6:30 pm
Type :	Information

Public Content

On October 21, 2024, the Sterling City Council approved issuing a request for proposals to hire a lobbying firm to assist the City in gaining the Rivers Edge Redevelopment Zone designation from the State of Illinois. On December 31st the Council approved hiring MRH Solutions lobbying firm.

Matthew Hughes is give a presentation on the efforts for the Rivers Edge Designation.

File Attachments

[MRH Legislative Update - City of Sterling, IL \(02142025\).pdf \(235 KB\)](#)

8. Business Items

Subject :	A. Ordinance 2025-02-04 Amending Chapter 22, Article IV, Tobacco by Adoption of Provisions Incorporating Alternative Nicotine Products and Licensing Tobacco Dealers
Meeting :	Feb 18, 2025 - City Council Meeting at 6:30 pm
Type :	Action
Recommended Action :	Approval of Ordinance 2025-02-04 Amending Chapter 22, Article IV, Tobacco by Adoption of Provisions Incorporating Alternative Nicotine Products and Licensing Tobacco Dealers

Public Content

Amendments to this ordinance include classifications for tobacco dealers. A Class A license is for businesses that devote less than 10% of their floor space to tobacco products and derive less than 60% of their gross

revenues from the sale of tobacco products. A Class B license would be for a shop where tobacco products are their main source of revenue and sales.

The initial fee and renewal fee for a Class A license would be \$250. The initial fee for a Class B license is \$500 and the renewal fee would be \$250.

This ordinance also limits the Class B licenses to a total of three. There are currently four Class B licenses when one license is surrendered the total will go down to three. If a business would like to apply for a Class B license they would have to appear before the Tobacco and Liquor Commission to request a recommendation to the Council for approval.

On February 12, 2025, the Liquor and Tobacco Commission met to discuss the changes in this ordinance and it is their recommendation to approve the ordinance.

File Attachments

[Ordinance 2025-02-04 Chapter 22 Article IV Tobacco Repeal and Readopt.pdf \(158 KB\)](#)

8. Business Items

Subject :	B. Ordinance 2025-02-05 Amending Chapter 6 Article II Section 41 to Increase the Number of Liquor Licenses for Azul Cantina Located at 3920 East Lincolnway
Meeting :	Feb 18, 2025 - City Council Meeting at 6:30 pm
Type :	Action
Recommended Action :	Approve Ordinance 2025-02-05 Amending Chapter 6 Article II Section 41 to Increase the Number of Liquor Licenses for Azul Cantina Located at 3920 East Lincolnway

Public Content

The City was approached by Donovan Ayala, the owner of Azul Cantina, seeking a liquor license. Azul Cantina will be located at 3920 East Lincolnway, formerly occupied by Applebee's. The Liquor Commission reviewed the request and they make a recommendation to approve amending of the City Ordinance to accommodate the additional license.

This will bring the liquor licenses to a total of 40.

File Attachments

[Ordinance 2025-02-05 Amending Ch 6 Article II Liquor Licenses.pdf \(111 KB\)](#)

8. Business Items

Subject :	C. Ordinance 2025-02-06 Amending the Compensation and Pay Plan
Meeting :	Feb 18, 2025 - City Council Meeting at 6:30 pm
Type :	Action
Recommended Action :	Staff and the City's consultant recommend Approve Ordinance 2025-02-06 Amending the Compensation and Pay Plan

Public Content

The City engaged GovHR, now MGT to review the City's Compensation and Pay Plan to ensure the City was a competitive employer that can attract well-qualified talent and reduce potential turnover. It helps to ensure that the City can not only recruit the best and brightest employees but can also retain those employees, even in a competitive marketplace. By retaining qualified, experienced employees the City avoids the costs of re-recruitments and lost productivity, while maximizing the benefits of the investments it has made in employees and the institutional and community knowledge acquired by those employees over their tenures.

The City of Sterling last performed a comprehensive study in 2015-2016. Despite the plan and annual adjustments to keep with inflation, wages in many positions have risen faster as the labor market changed significantly following the Covid epidemic. This necessitated a review of the City's plan.

The proposed Step & Grade plan brings the compensation plan in line with other similarly sized cities' pay plans in the region. The plan will go into effect March 5th, which is the beginning of a payroll period.

File Attachments

[001 Draft Final Report - Sterling IL 02.14.2025.pdf \(994 KB\)](#)

[Attachment A.pdf \(28 KB\)](#)

[Ordinance 2025-02-06 Amending Pay Plan.docx \(14 KB\)](#)

8. Business Items

Subject :	D. Ordinance 2025-02-07 Amending Chapter 2, Article VI Sec. 2-376 Administration of Compensation Plan, by Removal of References to Positions that No Longer Exist and Other Related Actions
Meeting :	Feb 18, 2025 - City Council Meeting at 6:30 pm
Type :	Action
Recommended Action :	Approve Ordinance 2025-02-07 Amending Chapter 2, Article VI Sec. 2-376 Administration of Compensation Plan, by Removal of References to Positions that No Longer Exist and Other Related Action

Public Content

The City has previously amended Ordinances to change the position of Administrative Captain in the Fire Department to Deputy Chief and changed the position of Lieutenant to Deputy Chief in the Police Department. This Amendment brings this Section of the Code into agreement with the prior changes. It also reflects the change of Fire Captains who were added into the collective bargaining agreement.

File Attachments

[Ordinance 2025-02-07 Amending Chapter 2 Administration Compensation Plans.pdf \(57 KB\)](#)

8. Business Items

Subject :	E. Waive Bid Process and Approve Contract for Environmental Abatement with Sterling Environmental at 302 4th Avenue
Meeting :	Feb 18, 2025 - City Council Meeting at 6:30 pm

Type :	Action
Recommended Action :	Waive Bid Process and Approve Contract for Environmental Abatement with Sterling Environmental at 302 4th Avenue

Public Content

This agreement will allow Sterling Environmental to contract the asbestos abatement at 302 4th Avenue. The property is currently owned by Kurt and Brian Properties, it was damaged in a fire and is in disrepair.

The City has a tentative property exchange agreement with the owners. This property and the vacant US Bank lot are the last 2 that need to be acquired for the City to facilitate a clean-up and redevelopment of the entire block damaged in a 2023 fire.

The City has previously committed ARPA funds to this effort.

File Attachments

[U64871E1X119203_02142025_131724_014367.pdf \(5.365 KB\)](#)

11. Adjourn to Budget Study Session

Subject :	A. Budget Study Session
Meeting :	Feb 18, 2025 - City Council Meeting at 6:30 pm
Type :	Discussion

Public Content

The following Budgets will be discussed

MFT

SIDC

Civil Defense

Solid Waste

Health Insurance

Police Pension

Fire Pension

File Attachments

[2100 Motor Fuel Tax Fund Budget 25-26.pdf \(48 KB\)](#)

[2400 SIDC Budget 25-26.pdf \(74 KB\)](#)

[2800 Civil Defense Budget 25-26.pdf \(49 KB\)](#)

[5200 Solid Waste 25-26.pdf \(56 KB\)](#)
[7200 Health Insurance 25-26.pdf \(55 KB\)](#)
[7600 Police Pension 25-26.pdf \(57 KB\)](#)
[7700 Fire Pension 25-26.pdf \(54 KB\)](#)
[2025-26 Budget - study session 2.pdf \(2.138 KB\)](#)