

Monday, December 4, 2023
City Council Meeting at 6:30 pm

CITY COUNCIL MEETING AGENDA
Council Chambers - First Floor
212 Third Avenue
Zoom Link
<https://us02web.zoom.us/j/89437338890>

1. Meeting Opening

Subject : A. Call to Order
Meeting : Dec 4, 2023 - City Council Meeting at 6:30 pm
Type : Procedural

1. Meeting Opening

Subject : B. Roll Call
Meeting : Dec 4, 2023 - City Council Meeting at 6:30 pm
Type : Procedural

1. Meeting Opening

Subject : C. Pledge of Allegiance
Meeting : Dec 4, 2023 - City Council Meeting at 6:30 pm
Type : Procedural

2. Communication from Visitors

Subject : A. Public Comment
Meeting : Dec 4, 2023 - 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 : Dec 4, 2023 - City Council Meeting at 6:30 pm
Type : Action (Consent)
Recommended Action : Approval of Minutes as presented

File Attachments

[cc11202023.pdf \(142 KB\)](#)

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 :	Dec 4, 2023 - City Council Meeting at 6:30 pm
Type :	Action (Consent)
Recommended Action :	Approval of Bills and Payroll as presented

Public Content

File Attachments

[Accounts Payable by G_L Distribution Report 11_30_2023 3_42_25 PM_Mary McCormick_3D40AC8K.pdf \(373 KB\)](#)
[admin_20231130_164038.pdf \(601 KB\)](#)

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.

5. Recommended Personnel Action

Subject :	A. Swearing in of Firefighter Kyle Bell
Meeting :	Dec 4, 2023 - City Council Meeting at 6:30 pm
Type :	Procedural

Public Content

Firefighter Kyle Bell is 22 years old, he grew up in Joliet IL, and graduated from North Central College in Naperville in May 2023. While at North Central Kyle was a member of the cross country and track and field teams. He was influenced to become a firefighter after seeing the positive impact his father and grandfather made in their communities as firefighters. Kyle would like to continue that legacy of helping others every day from small gestures to life-saving events. Kyle chose Sterling because of the tight-knit, hard-working community and department. Kyle is looking forward to calling Sterling home for the next 2 to 3 decades.

8. Business Items

Subject :	A. Approve Compensation and Classification Study Proposal from GovHR
Meeting :	Dec 4, 2023 - City Council Meeting at 6:30 pm
Type :	Action
Recommended Action :	Approve the GovHR to perform a Compensation and Classification Study and perform a Benefits Review

Public Content

The topic of recruitment and retention, along with pay and compensation equity has been brought up in recent months. While negotiated labor contracts dictate the compensation for some employees, the Council annually adopts a compensation and classification plan each year that covers employees not covered by labor contracts.

In the interest of fairness and equity to our employees, there's a need to compare internal equity between similarly graded positions within the City and compare externally with our comparable communities to stay within the fair market compensation range of other comparable communities. This comparison helps to ensure we are fair to our employees and we are able to retain and compete for a quality workforce.

Our first and only compensation and classification study was performed in 2015 and adopted in 2016. The City Council has adopted annual increases over the past decade to try and match the conditions in the labor market. However, much has changed in the labor force post-covid. The rapid change in workforce and retention issues all across the State and National labor market are compelling reasons to revisit the compensation and classification plan.

Departments are currently reviewing and updating job descriptions to ensure they are still accurate to the jobs being performed. While much has stayed the same, additional reporting requirements from the State and Federal governments have caused employees to take on different roles. Both the Police Support Services division and the Finance Department are working to adjust duties in different positions to meet requirements and also to plan for succession due to recent and pending retirements.

GovHR has provided a proposal to complete an updated study. The City currently has 98 full time positions in 45 different position titles, of which 45 employees are covered by the compensation and classification plan the Council adopts.

File Attachments

[Sterling, IL C & C Proposal.pdf \(1.719 KB\)](#)

8. Business Items

Subject :	B. Waive Bid Process and Accept a Quote from Karl Chevrolet in the amount of \$84,264 (\$42,132 each) for Two 2023 Chevrolet Tahoes for the Sterling Police Department
Meeting :	Dec 4, 2023 - City Council Meeting at 6:30 pm
Type :	Action
Recommended Action :	Approve Waiving Bid Process and Accept a Quote from Karl Chevrolet in the amount of \$84,264 (\$42,132 each) for Two 2023 Chevrolet Tahoes for the Sterling Police

Public Content

The Sterling Police Department sends out invitations to bid on minimum requested specifications for police pursuit vehicles every spring. This year's banks to bid on 2024 police pursuit vehicles were not opened to the purchasing public. They remain closed to date. As a result, 2024 police pursuit vehicle specifications are not available from vehicle manufacturers, delaying procurement of 2024 fleet vehicles for the unspecified future. These delays contribute to increasing maintenance costs of the current, aging fleet. Supply has been a major issue since the pandemic with backlogs ongoing nationwide. Further compounding the issue is Dodge/Stellantis announcing that they were leaving the police fleet market, putting further supply pressures on Ford and GM. Last year, the Sterling Police Department purchased 2 white Ford's as they were the only vehicles the Department was able to locate.

On November 30, 2023, staff located two 2023 Chevrolet Tahoe Police Package SUVs at Karl Chevrolet in Ankeny, Iowa, that meet the required specifications. Karl Chevrolet quoted \$42,132.00 per vehicle. The total cost for both vehicles is \$84,264.00.

Staff requests authorization to waive the bid process and purchase two 2023 Chevrolet Tahoe Police Package SUVs from Karl Chevrolet of Ankeny, Iowa, for the price of \$84,264.00. This price does not include the upfitting of the vehicles, but has been budgeted for.