

President Brolley called the meeting to order at 7:01 p.m. followed by the Pledge of Allegiance.

Roll Call

Trustee Gier	Yea	Trustee Betsinger	Yea
Trustee Sperling	Yea	Trustee Jungermann	Yea
Trustee Lee	Yea	Trustee Marecek	Yea

Also present: Administrator Jeff Zoephel, Attorney Brandan Rissman, Chief of Police Phillip Smith, Director of Public Works Mark Wolf, Director of Finance Justin VanVooren, Director of Community Development Rich Young, Senior Planner Jerad Chipman, Engineer Peter Wallers, Clerk Penny Fitzpatrick, Members of the Press and others.

Public Participation

A. Public Comments.

There were no Public Comments shared.

B. Proclamation for Youth Art Month.

President Brolley requested a motion to approve the Proclamation for Youth Art Month in the Village of Montgomery.

Trustee Gier **moved to approve the Proclamation for Youth Art Month.** Trustee Jungermann seconded this motion.

6 Yea. 0 No. Motion carried. Trustee Gier, Trustee Sperling, Trustee Lee, Trustee Betsinger, Trustee Jungermann and Trustee Marecek voting yea.

Consent Agenda

A. Minutes of the Village Board Meeting of February 10, 2020.

B. Accounts Payable through February 20, 2020 in the Amount of \$231,183.53.

Trustee Marecek **moved to approve Items A-B on the Consent Agenda.** Trustee Jungermann seconded this motion.

6 Yea. 0 No. Motion carried. Trustee Marecek, Trustee Gier, Trustee Sperling, Trustee Lee, Trustee Betsinger and Trustee Jungermann voting yea.

Items for Separate Action

A. Ordinance 1876 Granting a Special Use for Motor Vehicle Services – 1335 Douglas Avenue, Suite G (Second Reading).

President Brolley noted this item was discussed previously. Hearing no further discussion on this topic, he requested a motion for approval of Ordinance 1876 Granting a Special Use for Motor Vehicle Services at 1335 Douglas Avenue, Suite G.

Trustee Marecek **moved to approve Ordinance 1876 Granting a Special Use for Motor Vehicle Services – 1335 Douglas Avenue, Suite G (Second Reading).** Trustee Jungermann seconded this motion.

6 Yea. 0 No. Motion carried. Trustee Marecek, Trustee Gier, Trustee Sperling, Trustee Lee, Trustee Betsinger and Trustee Jungermann voting yea.

B. Resolution 2020-001 Authorizing the Execution of a Memorandum of Understanding Regarding Bike Sharing Services with the Kane County Department of Transportation.

Senior Planner Chipman clarified this Bike Share Services Agreement with the Kane County Department of Transportation was discussed previously. He shared staff recommended approval of this item, pending final attorney review. He reiterated details and expenses for the program, which included four rental bikes with logos and a bike rack to be installed at Village Hall. Trustees Marecek, Betsinger and Gier inquired and Senior Planner Chipman explained whether additional bikes could be added to the program, clarified

the bike rack fees and explained whether the Village would have recourse to opt out of the vendor's program if resident participation was less than anticipated.

Trustee Marecek **moved to approve Resolution 2020-001 Authorizing the Execution of a Memorandum of Understanding Regarding Bike Sharing Services with the Kane County Department of Transportation.** Trustee Betsinger seconded this motion.

6 Yea. 0 No. Motion carried. Trustee Marecek, Trustee Gier, Trustee Sperling, Trustee Lee, Trustee Betsinger and Trustee Jungermann voting yea.

C. Award of a Contract to Builders Paving, LLC, for the 2020 Infrastructure Road Program and Shared Use Path Project in the Amount of \$3,168,000.00.

Engineer Wallers summarized this Award of a Contract to Builders Paving, LLC. He noted the bid came in under the engineer's estimate and shared staff recommended approval of this contract. He further discussed the success and additional road miles maintained because of this program, which was funded by non-home-rule sales tax revenues and successfully utilized the early bidding process. Engineer Wallers summarized the work expected to be completed this year and advised the next five-year plan program would be brought to the Board for discussion in March and approval at a meeting in April or May. Trustee Marecek inquired and Engineer Wallers shared he would clarify the details regarding the Stacy Circle improvements and report back.

Trustee Jungermann **moved to approve the Award of a Contract to Builders Paving, LLC, for the 2020 Infrastructure Road Program and Shared Use Path Project in the Amount of \$3,168,000.00.** Trustee Gier seconded this motion.

6 Yea. 0 No. Motion carried. Trustee Jungermann, Trustee Marecek, Trustee Gier, Trustee Sperling, Trustee Lee and Trustee Betsinger voting yea.

D. Professional Service Agreement with Engineering Enterprises, Inc. for Construction Engineering for the 2020 Infrastructure Road Program & Shared Use Path Project in the Amount of \$245,977.00.

Director Wolf summarized the Professional Service Agreement with Engineering Enterprises, Inc. for Construction Engineering for the 2020 Infrastructure Road Program & Shared Use Path Project. He noted staff recommended approval of this item.

Trustee Jungermann **moved to approve the Professional Service Agreement with Engineering Enterprises, Inc. for Construction Engineering for the 2020 Infrastructure Road Program & Shared Use Path Project in the Amount of \$245,977.00.** Trustee Marecek seconded this motion.

6 Yea. 0 No. Motion carried. Trustee Jungermann, Trustee Marecek, Trustee Gier, Trustee Sperling, Trustee Lee and Trustee Betsinger voting yea.

E. Purchase of Two New Kubota Zero-Turn Mowers at a Total Cost of \$27,390.00.

Director Wolf summarized this request to purchase two new mowers as part of the Equipment Replacement Program. He noted Public Works currently experienced favorable results using similar mowing equipment and shared the two surplus mowers would come back to the Board for approval to be sold at auction. Director Wolf requested approval for this equipment purchase from DeKane Equipment Corporation.

Trustee Gier **moved to approve the Purchase of Two New Kubota Zero-Turn Mowers at a Total Cost of \$27,390.00.** Trustee Marecek seconded this motion.

6 Yea. 0 No. Motion carried. Trustee Gier, Trustee Sperling, Trustee Lee, Trustee Betsinger, Trustee Jungermann and Trustee Marecek voting yea.

F. ComEd Energy Efficiency Program / Streetlight Fixture Purchase.

Director Wolf summarized the three phases, incentives, cost savings and rate adjustments that applied to this program. He requested approval to purchase the remaining fixtures to complete the Village-wide LED Streetlight Fixture Replacement Program. Trustee Betsinger inquired and Director Wolf clarified the phased energy program savings would be summarized and shared at a future meeting. President Brolley thanked the Public Works Department for installing these streetlight fixtures and shared his support for this cost saving energy efficiency program.

Trustee Gier **moved to approve the ComEd Energy Efficiency Program / Streetlight Fixture Purchase.** Trustee Marecek seconded this motion.

6 Yea. 0 No. Motion carried. Trustee Gier, Trustee Sperling, Trustee Lee, Trustee Betsinger, Trustee Jungermann and Trustee Marecek voting yea.

President Brolley shared the Items for Discussion would be handled in different order than the way they were listed on the Agenda.

Items for Discussion

A. Arbor Day Park Plan.

Trustee Gier noted the Beautification Committee was previously involved in the Arbor Day Celebration and decided on a location for future tree plantings on the Police Department grounds. Village Arborist Ed Pfaff and Landscape Architect Amy Olson proposed a park plan that would connect the shared use paths, serve as an annual Arbor Day tree planting location and potentially incorporate other historical, educational and environmental features. They discussed initially adding anchor trees and then intermediate and ornamental trees and native plants and flowers over time to attract wildlife and add seasonal interest to the location.

Architect Olson further discussed how a circular pergola and hardscaping boulder area would be incorporated into the landscape plan to match the circular design of the park's historic silo. Arborist Pfaff noted a \$10,000 Commonwealth Edison Green Region Program Grant with matching funds could be applied for to assist with funding and implementation of the Arbor Day Park Plan. He requested and Trustees Jungermann and Marecek shared Board support for this program. President Brolley noted this landscape plan would help the Beautification Committee to plan for improvements, pricing, funding and installation of this program over time.

B. Unincorporated Water Tap Policy.

President Brolley noted this topic was discussed at a previous meeting. Administrator Zoepfel summarized the Board's previous support for an Unincorporated Water Tap Policy and requested feedback on whether the Board wanted to require annexation with these requests in addition to waiving the related road fees. Trustee Sperling inquired and Attorney Rissman and Director Young explained what recommendations, ordinances, timing, steps and fees would be required and what involvement the Plan Commission and Village Board could have in streamlining these annexation requests for water service. President Brolley asked and Administrator Zoepfel explained what tap, meter and plumbing connection fees would still apply and what state compliance requirements also applied to these requests.

Trustees Marecek and Jungermann inquired and Administrator Zoepfel addressed whether non-contiguous homes would require a different kind of pre-annexation agreement and whether the annexation and water supply requests could be handled simultaneously to streamline the process. Trustee Gier inquired and Directors Young and Wolf noted the number of homes with private wells and water main service near their homes could be determined and reported on. They also provided cost estimates on what water service installation fees might be depending on the type of home foundation that was present. Trustee Gier also asked if a grant program existed to help residents with private wells afford the water service conversion costs. He also inquired if the road, tap, meter and annexation fees could be waived, once annexation was granted, to provide residents with wells an incentive to request and receive clean, safe drinking water service.

Trustee Marecek questioned and Administrator Zoepfel advised how much savings was being passed on by waiving the road fees and discussed whether residential financing could apply to the remaining tap, meter and installation fees required. Trustee Lee inquired how homes adjacent to Aurora had been annexed and what fees applied to receive their water service. Engineer Wallers noted he could gather more information and report back to the Board. Trustee Betsinger showed favor for requiring annexation, waiving the road fees and addressing hardship issues for the tap, meter and installation fees as they arose.

President Brolley clarified that this policy issue addressed residential properties and summarized Board support to waive the related road impact fees. He asked staff to research whether an IEPA funding source was available to help defer the cost of water service installation improvements. Administrator Zoepfel summarized that requests for water service already received would be addressed as discussed and a proactive plan to encourage future water service would have to be developed once more information was gathered.

C. Classification and Compensation Study.

Administrator Zoepfel noted this item was discussed previously and he thanked GovHR CEO Joellen Cademartori for her Classification and Compensation Study presentation. He discussed the study's analysis methods, rankings and community comparison data used to provide the suggested compensation ranges. He also addressed whether the study recommendations could be afforded in the Village's budget, how the changes, if adopted, would be implemented and how many current employees would be affected by the suggested changes. President Brolley noted the study findings potentially addressed why employees had been lost to other markets over the last several years. Director Wolf clarified that the Public Works Department was previously represented by a union and their raises and salary ranges were not negotiated by staff.

President Brolley inquired and Administrator Zoepfel addressed whether the suggested salary range adjustments could be implemented for employees by May and if approved, budgetary raise increases could be addressed in November. Board discussion was had and questions were raised including what percentage below the minimum range the results fell, how many employees were affected in this circumstance and whether Public Works had any candidates currently eligible for promotion if their appropriate probation, training and licensing requirements were met. Trustees Betsinger and Marecek recommended the Board take action to bring all employees below the minimum range within parameters as soon as possible to more appropriately compensate them.

Additional Board questions included how pay inequities would be addressed, how any employees above the range would be handled and what the dollar amount totaled up to be for these compensation adjustments. Administrator Zoepfel and Director VanVooren addressed these questions and noted budgetary summaries would be forthcoming. Further Board questions addressed whether utilizing an open merit performance based plan or a defined increment step based plan better served Village employees and whether compensation for exempt versus non-exempt employees should be handled differently.

Trustee Gier questioned which type of compensation plans were used by the comparison communities in the study and noted concern that water operation employee classes and responsibilities were unique and should be appropriately compensated for. Administrator Zoepfel discussed GovHR's recommendation to utilize an open range plan to provide internal equity, compensation flexibility and motivation for employees in all departments. Trustee Lee shared concern with results from a single community skewing the salary range results in the report and Administrator Zoepfel clarified that the results included favorable participation and an adequate sample size from comparison communities to determine the suggested changes.

President Brolley showed support for this report from an outside consultant to help the Village take specific duties and responsibilities into consideration, attract and retain quality candidates and implement competitive employee compensation that falls within the budget. He noted additional information, discussion and data graphing with and from GovHR USA might be needed to address or clarify any outlying survey data in the report. He expressed with further clarification that staff should find a way to use surplus funds to bring employees within the minimum salary range retroactively to today's meeting and he advised this discussion and action regarding this item would continue at future meetings.

President Brolley called for a brief recess at 8:39 p.m. and called the meeting back to order at: 8:48 p.m.

D. Fiscal Year 2021 General Fund Budget.

Director VanVooren provided an overview of the General Fund Budget and Financial Report for Fiscal Year 2020. He noted the purchase of LED street light fixtures, two additional Public Works mowers and possible compensation adjustments could be made using surplus funds. He further explained the proposed Annual Budget for Fiscal Year 2021, noting how General Fund resources would be managed and expended and what sales and property tax revenues were expected. Trustee Marecek inquired and Director VanVooren explained the property tax rate distribution for the school, fire protection, park, county, township and road districts. He further noted what portion of the property tax collected provided for Village snowplowing and police protection and shared the rise in property tax revenue was generated by residential and commercial growth.

Director VanVooren discussed the State Shared Income Tax Revenues, Local Government Distributive Fund and Illinois Municipal League estimates and increases. He further shared the largest percentage of General Fund Expenditures were wages and benefits and noted three and a half additional employees were planned for Fiscal Year 2021. President Brolley thanked Director VanVooren for his presentation and asked that questions or comments be forwarded to staff to bring this item back to the Board for discussion and action at a meeting in early April.

New or Unfinished Business

Trustee Jungermann inquired and Director Wolf addressed the pothole repairs needed on a private access road near Mayfield Drive and the Aldi/Walgreens businesses. He noted Community Development's involvement in addressing the issue. President Brolley asked and Director Wolf explained the reason for the pavement edge wash out along Route 30 over the winter and explained that maintenance repairs would be handled by IDOT.

Future Meetings

A. Plan Commission – Thursday, March 5, 2020 at 7:00 p.m.

B. Intergovernmental Committee Meeting—Monday, March 9, 2020 at 6:00 p.m.

C. Village Board Meeting March 9, 2020 at 7:00 p.m.

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D. Beautification Committee—Wednesday, March 11, 2020 at 6:00 p.m.

E. Historic Preservation Commission – Monday, March 16, 2020 at 6:30 p.m.

F. Committee of the Whole Meeting – Tuesday, March 17, 2020 at 7:00 p.m.

G. Village Board Meeting—Monday, March 23, 2020 at 7:00 p.m.

Executive Session: None

Adjournment: 9:04 p.m.

Seeking no further business to come before the Board, it was moved by Trustee Jungermann and seconded by Trustee Gier to **adjourn the meeting.**

6 Yea. 0 No. Motion carried. Trustee Jungermann, Trustee Marecek, Trustee Gier, Trustee Sperling, Trustee Lee and Trustee Betsinger voting yea.

Respectfully submitted,

Penny Fitzpatrick
Village Clerk