

**MINUTES OF A REGULAR MEETING OF THE ZION CITY COUNCIL HELD ON TUESDAY, DECEMBER 19, 2017, AT 7:10 P.M. IN THE CITY COUNCIL CHAMBERS, CITY HALL, 2828 SHERIDAN ROAD, ZION, ILLINOIS**

.....

Mayor Hill called the meeting to order.

On call of the roll the following answered present: Commissioners Fischer, DeTienne, Mc McKinney, Dowell, and Mayor Hill. A quorum was present.

Also present: Chief of Police Steve Dumyahn, Fire/Rescue Chief John Lewis, Public Works Director Ron Colangelo, City Administrator David Knabel, and City Attorney Paula Randall. Building/Zoning Director Richard Ianson was absent.

Mayor Hill led in the Pledge of Allegiance to the flag.

**AGENDA CHANGES**

It was moved by Commissioner McDowell, seconded by Commissioner DeTienne to accept the City Council meeting agenda with the following changes:

- Delete item 13 - Closed Session

The vote on roll call was: Commissioners McDowell, aye; McKinney, aye; Frierson, aye; DeTienne, aye; and Mayor Hill, aye. Motion carried.

**PUBLIC HEARING/TAX LEVY**

Mayor Hill opened the public hearing for the 2017, payable in 2018, City of Zion tax levy at 7:15 p.m.

A memo (17-DOC-116) was received from Administrator Knabel regarding the 2017 tax levy. He stated the levy is the amount of money the City is asking for from residents for operating expenses. There was an increase in the equalized assessed value (EAV) by 13% over last year's value. Approximately 8% of the increase was due to property values continuing to recover and the remainder is due to new construction and the closure of the downtown TIF district. He stated the City is limited in the amount they can increase the levy to the lesser of 5% or CPI, which is 2.1% for 2017. He stated he is presenting multiple proposals to take all factors into account. The recaps show the effects of each levy on the overall financial position of the City as well as some key points associated with each.

The total levy is allocated among nine different functions.

1. Corporate
2. Street and Bridge
3. Fire Protection
4. Ambulance Service
5. IMRF
6. Liability Insurance
7. Social Security
8. Police Pension
9. Fire Pension

Administrator Knabel presented four options for the 2017 tax levy:

Maximum Levy:

Total Levy - \$7,290,843 which represents a \$527,661 increase over the prior year extension. Of the \$527,661 of new revenue, approximately \$135,662 is coming from the old tax base - \$69,989 is coming from taxes on new construction and \$322,000 from taxes on the closure of the TIF #1 redevelopment zone.

Tax rate would go from 2.642 to 2.474, which is a decrease of 6.4%.

Estimated effect on taxpayer on a \$150,000 home – increase of \$15 per year.

The minimum required for the Police pension is \$1,529,531 and the proposed amount is \$1,581,354. The recommended actuarial amount is \$2,088,000 (57% funded).

The minimum required for the Fire pension is \$1,231,069 and the proposed amount is \$1,272,780. The recommended actuarial levy amount is \$1,483,539 (51% funded).

Liability insurance is increasing by \$121,841 due to renewal premium increases. IMRF levy decreasing by \$98,600.

Street & Bridge was kept at the same level as prior year in this proposal. The MFT fund will have approximately \$390,000 more available for road projects due to the payoff of a bond issue.

This leaves a \$16,364 increase in the general fund for operations.

#### Flat Levy:

Total Levy - \$6,763,182 which represents a no increase over the prior year extension. This would pass on the 2.1% allowed CPI increase and allow taxes on new construction as well as the taxes from the closure of the TIF district to essentially be allocated to the existing tax base.

Tax rate would go from 2.642 to 2.296 which is a decrease of 13%.

Estimated effect on taxpayer on a \$150,000 home – decrease of \$81 per year.

The Police pension minimum required and proposed amount is \$1,529,531.

The recommended actuarial amount is \$2,088,000 (57% funded).

The Fire pension minimum required and proposed amount is \$1,231,069. The recommended actuarial levy amount is \$1,483,539 (51% funded).

Liability insurance is increasing by \$121,841 due to renewal premium increases. IMRF decreasing by \$98,600.

Street & Bridge was kept at the same level as prior year in this proposal. The MFT fund will have approximately \$390,000 more available for road projects due to the payoff of a bond issue.

This results in a reduction of \$417,763 in the general fund. This is a result of keeping total revenue at the same level offset by the required changes in other funds.

#### 2.1% CPI (Pass on TIF and New Construction) Levy:

Total Levy - \$6,905,209 which represents a \$142,027 increase over the prior year extension. This would have the effect of taking a 2.1% allowed CPI increase on the prior year extension and allow taxes on new construction as well as the taxes from the closure of the TIF district to essentially be allocated to the existing tax base.

Tax rate would go from 2.642 to 2.296 which is a decrease of 13%.

Estimated effect on taxpayer on a \$150,000 home – decrease of \$81 per year.

The Police pension minimum required and proposed amount is \$1,529,531.

The recommended actuarial amount is \$2,088,000 (57% funded).

The Fire pension minimum required and proposed amount is \$1,231,069. The recommended actuarial levy amount is \$1,483,539 (51% funded).

Liability insurance is increasing by \$121,841 due to renewal premium increases. IMRF decreasing by \$98,600.

Street & Bridge was kept at the same level as prior year in this proposal. The MFT fund will have approximately \$390,000 more available for road projects due to the payoff of a bond issue.

This results in a reduction of \$275,736 in the general fund. This is a result of keeping total revenue at the same level offset by the required changes in other funds.

No Change in City Portion Levy:

Total Levy - \$7,164,029 which represents a \$400,847 increase over the prior year extension. This would have the effect of taking taxes from the closure of the TIF district and new construction but not adding burden to the prior tax base. Tax rate would go from 2.642 to 2.431 which is a decrease of 8%. Estimated effect on taxpayer on a \$150,000 home would be no change. The Police pension minimum required and proposed amount is \$1,529,531. The recommended actuarial amount is \$2,088,000 (57% funded). The Fire pension minimum required and proposed amount is \$1,231,069. The recommended actuarial levy amount is \$1,483,539 (51% funded). Liability insurance is increasing by \$121,841 due to renewal premium increases. IMRF decreasing by \$98,600. Street & Bridge was kept at the same level as prior year in this proposal. The MFT fund will have approximately \$390,000 more available for road projects due to the payoff of a bond issue. This results in a reduction of \$16,916 in the general fund.

Mayor Hill stated he wanted to confirm the amounts for the new construction and the TIF #1 closure. He stated the value for the two items is \$350,000 and if the City passed on the funds every year for the next ten years we would lose \$3.5 million.

Administrator Knabel stated that was correct and they could only increase the levy by the lesser of 5% or CPI (consumer price index) based on the highest levy in the past three years.

Mayor Hill stated if they choose the max levy and put extra money to the pensions, then there will not be any money left to fix the streets or upgrade the City. He stated he understands wanting to pay down the pensions but feels they will never be able to afford to pay down the pensions completely and wonders why should they. He stated the State needs to fix the problem.

Administrator Knabel stated the motion could be made to reallocate the funds to the general fund in lieu of the pension funds. He stated his recommendation is to go with the max levy. The City has held the levy flat for the last few years but still had to put money towards the pensions.

Commissioner McDowell stated all levy options have the City putting more than the minimum towards the pensions by \$50,000.

Mayor Hill called for questions and/or comments from the public.

Kathy Champine, Zion, stated she suggests the City go for the max levy. She stated she will not miss \$15.00 on her taxes. She feels the City should go beyond that. She stated the City cannot keep cutting back on services and employees. She would like the money put back into the City. She stated the City is not responsible for what the schools do.

Krystal Encarnacion, Zion stated she prefers the City keep the levy flat. She stated some cannot afford the \$15.00 or \$20.00 extra on their tax bills. She would like the City to find another way for new income and not increase residents' taxes.

William Bremner, Zion, recommended the City stay with the flat levy. He stated his water and sewer bills are already high. He stated his telephone and gas and electric bill are municipally taxed. He stated City stickers are \$40.00 x 23,000 residents is a lot of money coming in. He stated the State refunds the City 1% in sales tax. He feels the levy should be left as is. He feels all departments and services are fine as is with the exception of the Fire Department. He feels they are undermanned.

Carl Willimason, Zion, stated he works, lives and attends church here. He would like to stay here and be part of the solution. He stated raising the taxes does bother him. He is working hard to try and stay here. He understands the City needs funds to operate. He is also against the schools raising taxes. He would like to City to keep the levy low.

Christine Smith, Zion, stated she understands everyone is taxed enough. She appreciates the good discussion but would like to address the elephant in the room; the 75% in tax revenue that goes to the schools. She stated what keeps everyone from discussing it is that they have no control over it. She would like to know they can discuss the problem.

Commissioner McDowell stated he appreciates Ms. Smith's comments but stated they should be said at a School Board meeting. He stated he is leaning towards the no impact levy. There will be no increase in taxes in Zion. He stated the City should take the money that is coming from the TIF. He stated that is why the TIF was created, to increase the amount of revenue in the City which is what it was designed to do. He stated now they have these resources available including the new construction added by the hospital. He stated it does not affect the tax rate and that is why he is willing to vote for this option. If the taxes were increased, he would not vote for it.

Commissioner Fischer stated it has been too long that the City has not fully lived up to its fiscal responsibilities. He stated they have shifted funds and underfunded the pensions. The City must get on financial standards. He stated they need additional money to come in. They need to free up money for MFT funds available to the City. He feels they should go for the max levy and take the TIF district and new construction money. He stated the pension issues will not go away. He stated they can negotiate to make minimum pension payments and shift the money elsewhere. He stated they cannot continue to keep everything flat. They will have to look at service cuts on services.

Commissioner DeTienne stated it is a very hard decision. He stated he listens to what Mr. Bremner and others are saying and understands their positions. He understands seniors are facing financial problems, but he also understands what the City is facing. He stated the services in the City are outstanding for what they can afford. He stated the City has good leadership and he is honored to be part of the Council. He is having a hard time wanting to increase the levy but on the other hand, the City has to do something to continue to provide services. He stated he can afford \$25.00 more a year. He stated after taking everything into consideration, he favors the max levy.

Commissioner McKinney stated he believes there is confusion regarding the City tax rate. He asked if the rate decreases will the taxes will go up.

Administrator Knabel stated the rate goes down when values go up. He stated other communities pay high taxes but do not necessarily have a high rate. He stated you cannot just look at the rate you take the value times the rate. He stated he believes the seniors can benefit from the Senior Tax Freeze. If the rate goes down, seniors would pay less in taxes because values are frozen. He stated they would benefit by a rate decrease. He stated it would have to be confirmed by the Assessor's office.

Commissioner McKinney stated he understands Commissioner McDowell's point regarding the taxes. He stated since he has been sitting on the Council he feels they have been short selling the City. He stated not going for extra will hamper what the City can do to operate effectively. He would like to be more aggressive and operate more effectively. He does not want to just throw a band aid at the problem as the City has for the past three years.

Mayor Hill stated he feels there is confusion. He hears people say Zion has the highest taxes. He stated Zion does not have the highest taxes in Lake County we have one of the highest rates. Other communities are paying more taxes. He is not saying the taxes aren't hurting people. He does not want to give up the new construction unless something else comes through soon. Pensions will keep increasing and cause financial difficulty. He stated the priority is to identify alternate revenue sources other than taxes. The TIF is meant to get revenue. He stated \$400,000 is going towards the pensions and not to services. He is torn between the levies. He understands Mr. Bremner's points and does not disagree, but he will support the max levy. He stated Commissioner Fischer made a good point about short changing the City the past few years. They must dig themselves out and become financially responsible.

Mayor Hill called for further comments from the public, and there were none.

Mayor Hill declared the hearing closed at 7:59 p.m.

**CONSENT AGENDA**

It was moved by Commissioner McDowell, seconded by Commissioner McKinney, that the Consent Agenda be approved as follows:

- (a) **APPROVAL OF MINUTES:** of a Regular Meeting held on December 5, 2017 at 7:00 p.m.; approval but not release of Closed Session Minutes of a meeting held on December 5, 2017 at 8:10 p.m.
- (b) **BILLS:** Vouchers 128036 through 128167 drawn on First Merit Bank, Total: \$326,939.03

Approved by omnibus vote as follows: Commissioners Fischer, aye; DeTienne, McKinney, aye; McDowell, aye; and Mayor Hill, aye. Motion carried.

**RESOLUTION/AMENDING PERONNEL AUTHORIZATION**

A memo (17-DOC-117) was received from Director Colangelo stating in 2016 several senior staff members of the Public Works Department retired and returned to their similar positions on a part-time basis. He stated those positions were never amended to reflect the changes. With the impending retirements of other senior staff members in 2018, staff feels it is the opportune time to re-organize the management level positions in the department and amend the changes that were made in 2016.

The changes are as follows:

Water Division Supervisor (Full-Time to Part-Time)  
 Fleet Maintenance Supervisor (Full-Time to Part-Time)  
 Administrative Assistant (1 Full-Time to 2 Part-Time)

In addition staff proposes:

1 Deputy Director of Public Works and Engineering  
 1 Superintendent of Operations

In a housekeeping measure the position of Crew Leader and 5 seasonal workers has been moved to the Building Department as those duties were transferred to that department several years ago. No additional staff increases are anticipated with these changes at this time.

It was moved by Commissioner Fischer, seconded by Commissioner McDowell, that a Resolution (17-R-41) be passed amending the Personnel Authorization as presented. The vote on roll call was: Commissioners Fischer, aye; DeTienne, aye; McKinney, aye; McDowell, aye; and Mayor Hill, aye. Motion carried. Resolution passed.

**IDOT RESOLUTION/MFT FUNDS/2018 FAU PROJECT**

A memo (17-DOC-118) was received from Director Colangelo stating that a resolution must be passed by the City Council in order to utilize MFT funds for the 2018 FAU Project. He stated on February 20<sup>th</sup> of this year the City Council approved two resolutions for the 2018 FAU Project for submittal to the Lake County Council of Mayors applying for Surface Transportation Program funding. He stated the project consists of the re-surfacing of 29<sup>th</sup> Street from Lewis Avenue to Galilee Avenue and 21<sup>st</sup> Street from Sheridan Road to Edina Boulevard has been approved and accepted. The amount of the grant awarded to the City for construction and construction engineering is \$521,600.00. The resolution is authorization from the City to utilize MFT funds for the 20% match of the project which is \$130,400.00.

It was moved by Commissioner Fischer, seconded by Commissioner McDowell that a Resolution (17-R-42) be passed for Maintenance of Streets and Highways by Municipality under the Illinois Highway Code, MFT Funds in the amount of \$130,400.00, for the resurfacing of 29<sup>th</sup> Street from Lewis Avenue to Galilee and 21<sup>st</sup> Street from Sheridan Road to Edina Boulevard.

The vote on roll call was: Commissioners Fischer, aye; DeTienne, aye; McKinney, aye; McDowell, aye; and Mayor Hill, aye. Motion carried. Resolution passed.

### **ORDINANCE/ TAX LEVY – CORPORATE PURPOSES**

Administrator Knabel presented multiple proposals showing the effects of each levy on the overall financial position of the City as well as some key points associated with each.

It was moved by Commissioner Fischer, seconded by Commissioner McKinney that an Ordinance (17-O-69) be passed providing for the levy of taxes for corporate purposes in the total amount of \$7,290,843.00 for the tax levy year 2017 to be collected in the year beginning January 1, 2018 and ending December 31, 2018 for the City of Zion, Lake County, Illinois. The vote on roll call was: Commissioners Fischer, aye; DeTienne, aye; McKinney, aye; McDowell, nay; and Mayor Hill, aye. Motion carried. Ordinance passed.

### **ORDINANCE/TERMINATING TIF #1**

A memo (17-DOC-119) was received from the Economic Development Department regarding the City of Zion Tax Increment Financing Dissolution of the Special Tax Allocation Fund and Termination of the Designation of the Downtown Sheridan Road Redevelopment Area. On December 20, 1993 the City of Zion adopted a redevelopment plan and related redevelopment project designating the Downtown Sheridan Road corridor, also known as TIF #1, as a Tax Increment Finance Area. All redevelopment project costs for the project area have been paid and all obligations in connection with the Redevelopment Project Area have been retired. All excess monies have been distributed, and notice of dissolution of the special tax allocation fund and termination of the Redevelopment Project Area has been given by November 1, 2017 to affected Taxing Districts. Administrator Knabel stated an ordinance is required to be filed with the County as the final step in the closure of the TIF. The estimate of the assessed value of the TIF is 12.5 -13 million dollars to be divided among the taxing bodies.

It was moved by Commissioner Fischer, seconded by Commissioner McDowell that an Ordinance (17-O-70) be passed terminating the Redevelopment Project Area of the City of Zion, Illinois and related matters (Sheridan Road TIF). The vote on roll call was: Commissioners Fischer, aye; DeTienne, aye; McKinney, aye; McDowell, aye; and Mayor Hill, aye. Motion carried. Ordinance passed.

### **ORDINANCE/AMENDING ZION MUNICIPAL CODE/SECTION 94-48**

A memo (17-DOC-120) was received from Administrator Knabel regarding water, sewer and waste deposits. Administrator Knabel stated at a prior Council meeting a resident brought up a concern with the City's current deposit policy as it relates to water, sewer and water services. He stated while this method gives a reasonable estimate as to what the property utilizes, it does not take in to account if there are significant swings in family size from owner to owner or whether there were plumbing issues that caused higher usage during that period. Therefore, he proposes that changes in the policy be considered as attached and the policy be implemented effective January 1, 2018.

Mayor Hill stated he feels it is a good compromise. He asked why the policy does not become effective immediately.

Commissioner McDowell stated the ordinance states the policy becomes effective immediately after passage.

It was moved by Commissioner McDowell, seconded by Commissioner McKinney that an Ordinance (17-O-71) be passed amending Section 94-408 of the Zion Municipal Code regarding the water, sewer and waste deposits. The vote on roll call was: Commissioners Fischer, aye; DeTienne, aye; McKinney, aye; McDowell, aye; and Mayor Hill, aye. Motion carried. Ordinance passed.

### **ORDINANCE/CLINTON AUTO AUCTION AGREEMENT**

A memo (17-DOC- 121) was received from Chief Dumyahn regarding the renewal of the agreement between the City of Zion and Clinton Auto Auction. Chief Dumyahn stated in June of 2016, the City of

Zion entered into an agreement with Clinton Auto Auction located in Clinton, Illinois to liquidate seized vehicles and surplus squad cars in order to allow the City to use a single means of liquidating surplus vehicles. He stated the current agreement expires on December 31, 2017 and requests the Council approve the renewal agreement with no changes to the agreement.

It was moved by Commissioner McDowell, seconded by Commissioner McKinney that an Ordinance (17-O-72) be passed authorizing the execution of an agreement by and between the City of Zion and Clinton Auto Auction for the disposition of surplus vehicles. The vote on roll call was: Commissioners Fischer, aye; DeTienne, aye; McKinney, aye; McDowell, aye; and Mayor Hill, aye. Motion carried. Ordinance passed.

#### **ORDINANCE/AMENDING ZION MUNICIPAL CODE/SECTION 90-144 & 90-146**

Administrator Knabel stated that on December 6<sup>th</sup> a meeting was held with business owners in the 2600 and 2700 blocks of Sheridan Road regarding issues associated with current parking regulations. He stated a form was provided to the businesses for feedback regarding this issue. He stated based on the input at the meeting, the attached changes to the ordinance have been recommended.

Commissioner Fischer asked how the changes will be enforced.

Chief Dumyahn stated it will be enforced by CSOs and officers on their down time. He stated signs will also be posted.

Mayor Hill stated he is hoping by loosening the parking regulations downtown it will make things easier. He stated they will try and publicize the parking changes and possibly taking out an ad.

It was moved by Commissioner McDowell, seconded by Commissioner McKinney, that an Ordinance (17-O-73) be passed amending the Zion Municipal Code, Article III "Parking, Stopping and Standing", Section 90-144, "Parking Limits" & Sections 90-146, "Additional Two-Hour Parking Regulations At Certain Locations". The vote on roll call was: Commissioners Fischer, aye; DeTienne, aye; McKinney, aye; McDowell, aye; and Mayor Hill, aye. Motion carried. Ordinance passed.

#### **ORDINANCE/GRANTING SPECIAL USE PERMIT/MEDICAL CANNABIS CULTIVATION CENTER IN G1 GENERAL INDUSTRIAL DISTRICT**

It was moved by Commissioner McKinney, seconded by Commissioner Fischer, that an Ordinance (17-O-74) be passed extending a Special Use Permit for a medical cannabis cultivation center in the G1 (General Industrial) Zoning District for property located east of Deborah Avenue at 2809 Damascus, in Zion, Illinois from December 30, 2017 to June 30, 2018. The vote on roll call was: Commissioners Fischer, aye; DeTienne, aye; McKinney, aye; McDowell, aye; and Mayor Hill, aye. Motion carried. Ordinance passed.

#### **ORDINANCE/GROUND LEASE AGREEMENT/2809 DAMASCUS**

It was moved by Commissioner McDowell, seconded by Commissioner DeTienne that an Ordinance (17-O-75) be passed approving an extension of the ground lease agreement between Flat Rock Holdings, LLC and the City of Zion for certain property located at 2809 Damascus Avenue to June 30, 2018. The vote on roll call was: Commissioner Fischer, aye; DeTienne, aye; McKinney, aye; McDowell, aye; and Mayor Hill, aye. Motion carried. Ordinance passed.

#### **TABULATION OF BIDS/HVAC MAINTENANCE SERVICES FOR CITY FACILITIES**

A Tabulation of Bids (16-DOC-122) was received from Director Ianson for the combined HVAC maintenance services at City Hall, the Police Administration Building, Fire Stations No. 1 & 2 and the Public Works facility. Director Ianson recommended the responsible bidder, which is the City's current HVAC maintenance contractor, Northern Weathermakers in the annual amount of \$16,899.

It was moved by Commissioner McKinney, seconded by Commissioner McDowell that the bid for the 2017 combined HVAC maintenance services be awarded to the responsible bidder, Northern

Weathermakers, Inc., in the annual amount of \$16,899. The vote on roll call was: Commissioner Fischer, aye; DeTienne, aye; McKinney, aye; McDowell, aye; and Mayor Hill, aye. Motion carried.

### DEPARTMENTAL COMMENTARY

Mayor Hill stated the City is back in business with a new local newspaper. The name of the paper is the "Zion Benton Times". He is hopeful the paper will serve the same purposes as the Zion Benton News did reporting on local news. He stated a local newspaper is important and appreciates Elroy Reed stepping forward. He wished everyone a Happy Chanukah, a Merry Christmas and Happy New Year.

### ANNOUNCEMENTS

December 25, 26, & January 1, 2		City Offices Closed for the Holidays
January 3	7:00 p.m.	Zion City Council Meeting
January 15		City Offices Closed for Martin Luther King Holiday

### IMRF EARLY RETIREMENT INCENTIVE

Mayor Hill stated the City has an opportunity to save some money and cut costs. They have investigated through Illinois Municipal Retirement Fund (IMRF) early retirement incentives. He stated the City will be hurt by losing experienced City employees but will be replacing them at a lower rate. He stated no action can be taken tonight but after discussion he is hoping to proceed with the incentive. On January 3, 2018 the necessary resolution can be adopted allowing those interested to be able leave at the end of January and receive their first pension payment in February.

A memo (17-DOC-123) was received by Administrator Knabel stating the first step required by IMRF is an actuarial analysis on the effect of the early retirement incentive program before adopting the resolution. The attached information shows how many individuals are eligible to retire based on number of years of service, age and who would become eligible to retire during the window. The incentive window is open for one year and can be offered once every five years.

Mayor Hill stated anyone that wishes to retire gets five years added to their age (you lose 3% per year for retiring before the age of 60) and also an additional five years of service. This gives the employees an incentive to retire early and the City an opportunity to hire new employees at a lower wage.

Administrator Knabel stated he has prepared a spread sheet showing what the employees cost would be. There is a maximum of five years that can be bought for service. If every employee that is eligible bought five years of service, they would be required to put in their share of the contributions for that time period as well as the City putting in their share of contributions. Also shown is the City's potential exposure. This can be spread out over ten years. If the Council decided to proceed they would be adopting two resolutions on January 3<sup>rd</sup>. The first would be for adopting the early retirement incentive and the second would be for the amortization period. The estimate in savings shown is based on replacement only or by union contract of replacing someone at a lower step and lower wage. The estimated maximum exposure to the City is \$453,000 over ten years or \$45,000 a year. The estimate of savings in potential salary would be \$175,000 annually resulting in a net savings of \$130,000 a year. He stated it is just an estimate as there are other factors involved; if an employee wants to retire or whether they can afford their contribution. The savings will vary based on the different scenarios.

Commissioner McDowell asked if there would be any savings in health care coverage. Administrator Knabel stated there is a possibility but is not factored in to the savings because of the unknown.

12/19/17

Administrator Knabel stated based on the data presented he recommends moving forward with the resolutions and the early retirement incentive option.

The consensus of the Council was to proceed with the preparation of the resolutions for the January 3<sup>rd</sup> meeting.

**ADJOURN**

There being no further business to come before the Council at this time, it was moved by Commissioner McDowell, seconded by Commissioner Fischer and unanimously approved the meeting be adjourned at 8:32 p.m. Motion carried.

---

City Clerk

Approved January 3, 2018