



MINUTES
CITY COUNCIL REGULAR MEETING
Monday, December 08, 2025, at 6:30 PM
City of Rochelle Council Chambers—420 North 6th Street, Rochelle, IL 61068

- I. CALL TO ORDER:** Pledge to the Flag and prayer were led by Mayor Bearrows.
- II. ROLL CALL:** Present were Councilors T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor John Bearrows. A quorum of seven were present. Also, present were City Manager Jeff Fiegenschuh, City Clerk Rose Huéramo, and City Attorney Dominick Lanzito.
- III. PROCLAMATIONS, COMMENDATIONS, ETC:** None.
- IV. REPORTS AND COMMUNICATIONS:**
 1. Mayor's Report: Thanked all who contributed to the Light Up Lincoln Parade on 12/5 and congratulated Pete Alfano, recipient of the Rochelle Gratitude Award. He also thanked attendees and supporters of the 6th Annual Deck the Halls event at Flight Deck on 12/9.
 2. Appointment of Chet Smith to Board of Fire and Police Commissioners for a term to expire July 1, 2027. Motion made by Councilor T. McDermott, Seconded by Councilor Hayes, **"I move the Council approve the Mayor's appointment of Chet Smith to the Board of Fire and Police Commissioners with a term to expire July 1, 2027."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0.
 3. Council Members: None.
- V. PUBLIC COMMENTARY:** None.
- VI. DISCUSSION ITEMS:** None.
- VII. BUSINESS ITEMS:**
 1. CONSENT AGENDA ITEMS BY OMNIUS VOTE with Recommendations:
 - a) Approve City Council Meeting Minutes - 11/24/25
 - b) Approve Payroll - 11/10/25-11/23/25
 - c) Approve Payment Registers - 11/24/25, 12/1/2025
 - d) Approve Exceptions - 11/24/25
 - e) Approve Planning & Zoning Commission Meeting Minutes - 10/6/2025Motion made by Councilor Hayes, Seconded by Councilor D. McDermott, **"I move consent agenda items (a) through (e) to be approved by Omnibus vote as recommended."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0.
 2. **A Public hearing Regarding a Plan to Issue not to exceed \$5,000,000 in Aggregate Principal Amount of the City's General Obligation Bonds (Alternate Revenue Source), Series 2026.** Motion made by Councilor T. McDermott, Seconded by Councilor Valdivieso, **"I move the Council recess into a Public Hearing regarding a plan to issue not to exceed \$5,000,000 in Aggregate Principal Amount of the City's General Obligation Bonds (alternate Revenue Source), Series 2026."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0. No comments were made. Motion made by Councilor T. McDermott, Seconded by Councilor D. McDermott, **"I move the Council return to open session."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0. At 6:42 PM Motion Councilor T. McDermott, Seconded by Councilor D. McDermott, **"I move Council re-recess into a Public Hearing regarding a plan to issue not to exceed \$5,000,000 in Aggregate Principal Amount of the City's General Obligation Bonds (alternate Revenue Source), Series 2026."** Voting Yea: T.

McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0. This is a hearing regarding a plan to issue alternate revenue source bonds (i) to an amount not to exceed \$3,500,000 for the purpose of financing various Rochelle Municipal Airport and related improvements, including, in connection with said work, acquisition of all land or rights in land, mechanical, electrical, and other services necessary, useful, or advisable thereto (the "Airport Project"), (ii) to an amount not to exceed \$1,500,000 for the purpose of financing various Technology Center and related improvements, including, in connection with said work, acquisition of all land or rights in land, mechanical, electrical, and other services necessary, useful, or advisable thereto (the "Tech Center Project"), and (iii) to pay certain costs of issuance of the Bonds. At 6:46 PM Motion Councilor T. McDermott, Seconded by Councilor Shaw-Dickey, **"I move Council return to open session."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0.

3. **An Ordinance Adopting the 2026 City of Rochelle Municipal Budget (Public Hearing & Adoption).** The City of Rochelle held a Committee of the Whole meeting on November 17th to review the Proposed Fiscal Year 2026 Budget. During the meeting, the City Manager presented an overview of the budget and addressed specific questions regarding departmental line items. The City Clerk has published the required Public Hearing Notice for the December 8th City Council meeting, at which public comment will be accepted prior to consideration of the budget. Final action on the FY 2026 Budget must occur on or before December 30, 2025 to comply with statutory filing deadlines with Ogle and Lee Counties. The Proposed 2026 General Fund includes revenues of \$16,326,475, an increase of approximately 9.8% over the original FY 2025 budget. Expenditures are projected at \$16,603,887, an increase of roughly 8% compared to FY 2025. This results in a projected General Fund deficit of \$277,473. Across all funds combined – General Fund, Special Revenue Funds, Enterprise Funds, Internal Service Funds, Trust and Agency Funds and Capital Project Funds – the Proposed FY 2026 Budget includes revenues of \$103,796,610 and expenditures of \$120,019,874. Illinois statutes require a public hearing to allow residents an opportunity to comment on the proposed budget. Following the hearing, the Council may return to regular session to consider any amendments. Each amendment requires a separate vote. The final amended budget will then be presented for adoption by the Council. City Manager Jeff Fiegenschuh and Finance Director Matt Hoffman were available for questions. Motion made by Councilor D. McDermott, Seconded by Councilor Shaw-Dickey, **"I move the Council recess into a Public Hearing for the Fiscal Year 2026 Budget."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0. No comments were made. Motion made by Councilor Valdivieso, Seconded by Councilor T. McDermott, **"I move the Council return to open session."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0. Motion made by Councilor T. McDermott, Seconded by Councilor Arteaga, **"I move Ordinance 2025-79, an Ordinance Adopting the 2026 City of Rochelle Municipal Budget, be approved."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0.
4. **A Resolution Approving the City of Rochelle's Capital Improvement Plan for 2026.** The City's Capital Improvement Plan (CIP) is a multi-year planning tool used to identify and evaluate long-term capital infrastructure needs, including renovations, repairs, new construction, and equipment or vehicle replacements over a twenty-year period. The CIP aligns these planned improvements with the financial resources available to support them, as well as the anticipated timeframe for project scheduling and funding. Capital improvement programming serves as the method by which projects are reviewed, prioritized, and selected for inclusion in the City's long-range fiscal planning. The CIP differs from the annual budget in that it provides a twenty-year outlook. The first year includes projects that appear in the 2026 City of Rochelle Budget, while the remaining nineteen years reflect staff's recommended priorities for future capital planning. City Manager Jeff Fiegenschuh and Finance Director Matt Hoffman were available for questions. Motion made by Councilor Arteaga,

Seconded by Councilor Shaw-Dickey, **"I move Resolution R2025-55, a Resolution Approving the City of Rochelle's Capital Improvement Plan for 2026, be approved."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso Mayor Bearrows. Nays: None. Motion passed 7-0.

5. **An Ordinance Waiving Competitive Bidding Requirements and Authorizing Phase Three of the Fire Training Tower.** In November of 2021 Council approved a resolution authorizing the City Manager to execute an Intergovernmental Agreement with the Ogle-Lee Fire Protection District for the development and operation of a Joint Training Facility located at 920 South Main Street in Rochelle. The IGA stipulates that all costs will be shared equally between the City and the District. Phase One of this development was securing the property and building infrastructure that included two concrete pads, water drainage, water retention, water supply including two hydrants and a parking lot with curbing. Phase Two included the placement of two prefabricated training structures. One single story structure with a built-in burn room, staircase, moveable walls, and a roof top prop and the other structure simulates a residential or commercial garage. If approved, Phase Three is a three-story structure to simulate incidents within a multi-story building, both residential and commercial. The prefabricated structure includes burn rooms, stair wells, fire escapes, standpipes, balconies and a simulated elevator shaft. Additionally, this structure is designed to facilitate high angle technical rescue drills and confined space drills. The total cost for the structure is \$669,000 including delivery and set up but does not include concrete work. At their regular meeting in October the Ogle-Lee Fire Protection District Board approved \$334,500 for half of the purchase price. Fire Chief David Sawlsville and Lieutenant Tyler Carls were available for questions. Motion made by Councilor Shaw-Dickey, Second by Councilor Valdivieso, **"I move item number twelve to the current location after item number four."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0. Motion made by Councilor T. McDermott, Seconded by Councilor Arteaga, **"I move Ordinance 2025-84, an Ordinance Waiving Competitive Bidding requirements and Authorizing Phase Three of the Fire Training Tower, be approved."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0.
6. **An Ordinance Deleting One Class P-2 Liquor License and Creating One Class P-2 Liquor License for Angel Kishan, Inc., D/B/A Rochelle Shell Gas Station.** There will be a change in ownership at Rochelle Shell, located at 505 W. HWY 38. The new owner Umesh Patel plans to close on the sale December 9th. The business will operate under Angel Kishan Inc. d/b/a Rochelle Shell Gas Station The business will continue to hold a Class P-2 liquor license under the new ownership. Class P-2 licenses shall authorize the retail sale of packaged alcoholic liquor but not for consumption on the premises where sold. The annual license fee for the year commencing January 1 of each year. The holder of a class P-2 license may arrange for alcoholic liquor taste testing and consumption within the area of the licensed premises used for display of package alcoholic liquor. The numbers and size of such samples distributed shall not exceed the maximums set forth in 235 ILCS 5/6-31, as amended from time to time. Umesh Patel has met all the requirements for a Class P-2 liquor license, the Mayor, acting as Liquor Commissioner, has no concerns about issuing the new liquor license without the need to amend the number of available Class P-2 liquor licenses. City Clerk Rose Huéramo was available for questions. Motion made by Councilor D. McDermott, Seconded by Councilor Valdivieso, **"I move Ordinance 2025-80, an Ordinance Deleting One Class P-2 Liquor License and Creating One Class P-2 Liquor License for Angel Kishan, Inc., D/B/A Rochelle Shell Gas Station, be approved."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0.
7. **A Resolution Amending the Personnel Policies Manual.** The City of Rochelle "Handbook" Personnel Policies Manual had a major update in October of 2018. The Personnel Policies Manual is in constant review and revisions shall be made periodically to be consistent with all applicable laws, employment policies and current technology. The request is regarding an update to the

workers' compensation policy, to include a section establishing a return-to-work policy for an employee who has sustained a work-related injury. This policy is a requirement of IML, the new workers' compensation insurance carrier for the City as of January 1, 2026. The updated version can be found in Chapter 4 Article H, which is attached as supplemental documentation to this memo. Human Resource Director Jillian Condon was available for questions. Motion made by Councilor Valdivieso, Seconded by Councilor Hayes, **"I move Resolution R2025-56, a Resolution Amending the Personnel Policies Manual, be approved."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0.

8. **An Ordinance Waiving Competitive Bidding Requirement and Awarding Altec Industries, Inc, the Purchase Order for an AT48M Bucket Truck.** The Electric Department is requesting approval to purchase a new Altec AT48M bucket truck to replace an existing unit E-17 that will be 14 years old by the time the new truck is delivered. Although our goal is to replace trucks on a 10-year cycle, recent supply-chain delays have extended our replacement timelines. Replacing this vehicle is necessary due to increasing maintenance demands. Bucket trucks require annual dielectric testing and must be reliable and fully service-ready during outage events. Once these units exceed 10 years of service, maintenance needs escalate, and reliability begins to decline. This truck is expected to deliver mid 2027. This purchase is being made through a Sourcewell cooperative contract; therefore, we are requesting that competitive bidding be waived. Superintendent of Electric Operations Blake Toliver was available for questions. Motion made by Councilor D. McDermott, Seconded by Councilor Arteaga, **"I move Ordinance 2025-81, an Ordinance Waiving Competitive Bidding Requirements and Authorizing the Purchase of a New At48m Bucket Truck Loader from Altec Industries, Inc., under Sourcewell Contract 020223-CEC, be approved."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0.
9. **A Resolution Authorizing a Change Order to the Professional Services Agreement with BHM Engineering for the Underground Conversion Project.** Rochelle Municipal Utilities would like to engage BHM Engineering, Inc to provide engineering services to design, assist in procurement, and provide construction administration for the downtown underground conversion. This project will be funded through the downtown and southern gateway TIF Bonds. The project will start at Lincoln Manor and end at 4th Ave. The goal of this project will be to place all existing overhead facilities underground as well as upgrade any services that are in need along the way. BHM is a trusted partner and has the knowledge and expertise to complete the desired work. 12-8-25 BHM seeks a price change request for \$42,800 bringing the total to \$153,100. This change request comes after design requirements expanded to providing extra effort for telecommunication undergrounding with Frontier and Comcast as well as the secondary replacements to the homes and businesses along the route. Engineering will account for less than 10% of the total project cost upon completion. Superintendent of Electric Operations Blake Toliver was available for questions. Motion made by Councilor Shaw-Dickey, Seconded by Councilor D. McDermott, **"I move Resolution R2025-57, a Resolution Authorizing a Change Order to the Professional Services Agreement with BHM Engineering for the Underground Conversion Project, be approved."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0.
10. **An Ordinance Waiving Competitive Bidding and Authorizing the Purchase of a Lighting Package from Wesco for the Fire Training Facility.** We are requesting approval to waive competitive bidding and issue a purchase order to Wesco Distribution for the lighting package needed for the new Fire Training Center. Wesco is the provider for all our lighting projects in town. We think it would be best to award the contract to Wesco as they have a great track record for supporting our existing lighting as well as providing quality products. The total cost of the lighting package will be shared equally between the City of Rochelle and the Ogle Lee Fire Protection District.

Superintendent of Electric Operations Blake Toliver was available for questions. Motion made by Councilor Arteaga, Seconded by Councilor Hayes, **"I move Ordinance 2025-82, an Ordinance Waiving Competitive Bidding Requirements and Authorizing the Purchase of a Lighting Package from Wesco for the Fire Training Center, be approved."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0.

11. **An Ordinance Approving a Special Use Permit for an Adult-Use Cannabis Infuser at 600 N. 15th Street.** The petitioner is seeking a special use permit for a proposed adult use cannabis infuser organization. The subject property is zoned I2, General Industrial and is located at 600 N. 15th Street. Sec. 110-160, District Use Classification List, adult use cannabis infuser organization or infuser requires a special use in an I2 zoning district. Section 110-750 Adult Use Cannabis: 7. Adult-Use Cannabis Infuser Organization: In those zoning districts in which an Adult-Use Cannabis Infuser Organization may be located, the proposed facility must comply with the Following: 7.1 Facility may not be located within 200 feet of the property line of a pre-existing public or private nursery school, preschool, primary or secondary school, day care center, day care home or residential care home. Learning centers and vocational/trade centers shall not be classified as a public or private school for purposes of this Section. 7.2 Facility may not be located in a dwelling unit or within 200 feet of the property line of a preexisting property zoned or used for residential purposes. 7.3 At least 75% of the floor area of any tenant space occupied by an infusing organization shall be devoted to the activities of the infusing organization as authorized by the Act. Facility may not conduct any sales or distribution of cannabis other than as authorized by the Act. 7.4 For purposes of determining required parking, said facilities shall be classified as commercial and/ or industrial per Article XII Schedule of Off-Street Loading and Parking Requirements of the City of Rochelle Municipal Code, provided, however, that the City may require that additional parking be provided as a result of the analysis completed through Article II, Division 2 Adult-Use Cannabis: Conditional Use) herein. 7.5 Petitioner shall file an affidavit with the City affirming compliance with Article II, Division 2 as provided herein and all other requirements of the Act. Adult Use Cannabis Infusion is allowed under Section 110-160 of the District Use Classification, as a Special Use. The Facility meets the setback requirements, as it is more than 200 feet from any residential lot line and meets all other setback requirements. At the request of the City, a survey was required to confirm. As a stipulation of the special use request for an adult use cannabis infuser organization located at 600 N. 15th Street, the submission of a security plan approved by the City of Rochelle Police Department will be required. On Monday, December 1, 2025, the Planning and Zoning Commission voted 6-0 to approve the proposed Special Use for the property located at 600 N. 15th Street, with the request of a submission of a security plan approved by the Rochelle Police Department. Community Development Director Michelle Pease was available for questions. Motion made by Councilor T. McDermott, Seconded by Councilor D. McDermott, **"I move Ordinance 2025-83, an Ordinance Approving a Special Use Permit for an Adult-Use Cannabis Infuser at 600 N. 15th Street."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, and Valdivieso. Voting Abstaining: Mayor Bearrows. Nays: None. Motion passed 6-1.
12. **A Resolution Approving 2025-2026 Risk Insurance through the Illinois Municipal League Risk Management Association.** This Amendment states that the City of Rochelle placed its risk insurance coverage through IMLRMA directly, not through March McLennan Agency (MMA), and because of this, MMA waived the \$50,000 service charge that had been proposed for their services. An updated Risk Insurance Renewal Comparison is attached. HR Risk and Safety Coordinator Brittney Zick was available for questions. Motion made by Councilor D. McDermott, Seconded by Councilor Shaw-Dickey, **"I move to rescind Resolution R2025-53, adopted on November 24, 2025, due to incorrect information regarding the City's risk insurance placement."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0. Motion made by Councilor T. McDermott, Second by Councilor Arteaga, **"I move to approve Resolution R2025-58, which included the corrected statement that**

the City of Rochelle placed its risk insurance coverage through IMLRMA directly, and that March McLennan Agency waived the \$50,000 service charge accordingly." Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0.

13. **An Ordinance Accepting the Base Bid and Alternate Bid from Bruns Construction for the Construction of a New 8-Unit T-Hangar.** Rochelle Municipal Airport has seven airplane hangars housing over forty aircraft. Five of these hangars (A, B, C, D, E) are T-Hangars. Two of these hangars, FBO & Community, are Box Hangars. All aircraft hangars at Rochelle's Airport are being rented, and we currently have fifteen aircraft on a waiting list for an available hangar. Hangars B, C, and D, were constructed in 1963. These are the oldest hangars at the airport. All of these hangars are all wooden frame hangars and each one houses six aircraft. Hangar A is a Behlen building that was constructed in 1970. This is the Airport's first all-steel T-Hangar, and it houses 6 aircraft. Hangar E is the newest T-Hangar, this is an Erect-a-tube, all-steel building that was constructed in 1991 and houses 6 aircraft. The FBO and Community Hangars are open floor plan box hangars that can house multiple aircraft. The Community Hangar is Rochelle's newest aircraft hangar and was constructed in 2009. Hangaring aircraft is a vital source of revenue for Rochelle's Airport. Building another hangar and having more aircraft based at Rochelle's airport not only helps increase monthly revenue from renting more hangars, but it will also help increase federal and state funding dollars the city receives as some of this funding is determined by the number of airport operations (takeoff & landings) performed at the airport on an annual basis. Another anticipated benefit is an increase in fuel sales from having additional aircraft based at the airport. City staff worked with Hanson Engineering on the design and planning of a new 8-unit T-Hangar. This project consists of the construction of a new 8-unit T-Hangar with concrete floors and bi-fold doors, lights, and receptacles. Associated work items include site preparation and grading, pre-engineered steel building erection, concrete slab-on-grade construction, concrete perimeter slab, hangar and site electrical, erosion control, and site restoration. This project includes an Additive Alternate for constructing HMA access taxilane. The construction of one new 8-Unit T-Hangar and pavement site work was advertised for bids with a bid opening date of April 23rd, 2025. No bids were received on this date. The project was advertised once again with a second bid opening date set for August 8th, 2025. One bid for the construction of one new 8-Unit T-Hangar including an additive alternate for pavement site work was received from Bruns construction with a base bid amount of \$1,535,870.00 and an additive alternate bid for \$200,826.90. The base bid for this project came in 28.25% percent above the engineers' cost estimate. The additive alternate bid came in 21.87% below the engineers cost estimate. With this bid being above the engineers cost estimate staff reached out to officials at IDOT Aeronautics and other consultants in this field to compare results from similar projects and found many new construction hangar bids have gone above engineer cost estimates, mainly due to market uncertainties, inflation, and steel tariffs. This project will be funded from a general obligation bond (alternate revenue source) series 2026 that was brought to and approved by Rochelle City Council on November 24th, 2025. Once this project has been completed, the city will receive \$1,204,737 in grant funding towards the overall cost of the 8-unit T hangar. \$720,000 of grant funding is from the Bipartisan Infrastructure Bill passed by Congress in 2021. BIL/IIJA funding was distributed over a five-year period and is unique in that it can be used for revenue generating projects like a T hangar. It is unknown when, or if ever, funding of this type will come around again, which is why we are proposing to construct this new 8-unit T hangar at this time. Allocated BIL/IIJA funding must be used within three years of the issuance date, or the funding stats to expire. The remaining balance of this project will be paid with airport revenues generated from property tax, property and hangar rent, and fuel sales. Director of Public Works Tim Isley was available for questions. Motion made by Councilor Valdivieso, Seconded by Councilor Hayes, **"I move Ordinance 2025-85, an Ordinance Accepting the Base Bid and Alternative Bid from Bruns Construction for the Construction of a New 8-Unit T Hangar, be approved."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0.

14. **A Motion to Approve a Collective Bargaining Agreement with the Police Benevolent Labor Committee for Patrol Officers, Sergeants and Dispatchers of the Rochelle Police Department expiring April 30, 2028.** In April 2025, the City of Rochelle was notified that a petition for representation had been filed with the Police Benevolent Labor Committee (PBLC) by members previously represented by the Illinois Council of Police. This representation process concluded on August 4, 2025. Following the certification of the PBLC as the new bargaining representative, the City initiated negotiations for a new collective bargaining agreement covering the period from May 1, 2025, through April 30, 2028. The proposed agreement reflects a mutual compromise between the City and the bargaining unit, aimed at supporting sustainable staffing levels and operational stability into the future. Key changes from the previous agreement include: SECTION 15.1 The proposed contract allows new employees the ability to use vacation time at the 6-month mark, opposed to waiting for the first year. SECTION 16.9 The proposed contract awards members two days of personal time. This aligns with the time given to firefighters in their collective bargaining agreement. SECTION 18.1 The insurance moved away from a two-tiered system. The presented Tier now aligns with the Tier given to firefighters in their collective bargaining agreement. 2025 Rate Adjustment The proposed contract incorporates a 1% equity adjustment awarded to dispatch membership and an across the board equity adjustment of 8%. During negotiations competitors were reviewed by the City and it was discovered that the City of Rochelle was paying the lowest wage out of 20 competitors. After the adjustment the City is slotted to pay 8th out of the 11 competitors that have settled a contract. The City feels this adjustment will keep us competitive in a hiring market that is still very competitive and seeing many changes. The City has made strides in hiring, without having to utilize monetary incentives like signing bonuses, and the goal is to also retain the talent we have successfully recruited. Having more competitive pay and robust benefits package aids our strategic goal of a safe and stable community. Human Resource Director Jillian Condon was available for questions. Motion made by Councilor T. McDermott, Seconded by Councilor Valdivieso, **"I move Council approve a Collective Bargaining Agreement between the City of Rochelle and the Police Benevolent Labor Committee with a term of May 1, 2025 through April 30, 2028."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0.

- VIII. **EXECUTIVE SESSION:** Motion made by Councilor Arteaga, Seconded by Councilor Shaw-Dickey, **"I move the Council recess into executive session to discuss the (appointment, Employment, compensation, discipline, performance and/or dismissal) of specific employee(s). Section (c) (1)."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0. Motion made by Councilor Shaw-Dickey, Seconded by Councilor T. McDermott, **"I move return to open session."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0.

- IX. **ADJOURNMENT:** Motion made by Councilor Valdivieso, Seconded by Councilor Shaw-Dickey, **"I move the Council adjourn."** Voting Yea: T. McDermott, Hayes, D. McDermott, Shaw-Dickey, Arteaga, Valdivieso, and Mayor Bearrows. Nays: None. Motion passed 7-0.

John Bearrows, Mayor

Rose Huéramo, City Clerk