



City of Peru



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FINANCE COMMITTEE MINUTES

DATE OF MEETING: Monday, November 13, 2023 TIME: 4:30 PM

PLACE OF MEETING: Peru Municipal Building
1901 4th Street, Peru, IL 61354

ROLL CALL: Aldermen Payton, Sapienza, Ballard, Tieman present. Also present, Aldermen Lukosus, Edgcomb and O'Sadnick present. Alderman Moreno absent; Mayor Kolowski present.

MINUTES

Alderman Payton made a motion to approve the Finance Committee Minutes of October 30, 2023. Alderman Tieman seconded the motion; motion carried.

PRESENTATION

None

PUBLIC COMMENT

None

FINANCE

Audit:

Finance Officer Tracy Mitchell reported the FY 23 audit will be presented at the next regular meeting.

Staff Update:

Finance Officer Tracy Mitchell informed the committee of resignation of the senior accountant. Ms. Mitchell reported the senior accountant missed 187 days out of ten months of employment. Ms. Mitchell reported the job opening has been posted.

Tax Levy:

Finance Officer Tracy Mitchell reported the tax levy ordinance will be considered for approval at the next regular meeting with a levy amount of \$944,361. Ms. Mitchell stated the increase is within the amount of 5% to avoid a truth-in-taxation hearing. Ms. Mitchell stated the fire pension went from 62% funded to 88% funded and the police pension increased from 41% to 53%. Ms. Mitchell is requesting to change the levy amount percentages provided to each pension fund. Ms. Mitchell proposed the fire pension would receive 10% of the levied amount and the police pension would receive 90%. PSM/Fire Chief Jeff King inquired if the funds will see a jump when sending to Springfield. Ms. Mitchell stated that's when we saw our biggest jump. Alderman Payton stated he had no problem changing the percentages but asked if we had received our numbers from downstate yet? Ms. Mitchell stated that is something the pension trust receives and those payments are in the custody of the LaSalle State Bank. Corporate Counsel Scott Schweickert reported the average value of homes in the city are between \$130,000 and \$155,000. Ms. Mitchell stated homeowners will see an approximate increase of \$1.22 on

their property tax bills. Corporate Counsel Scott Schweickert reported that 100% of the taxes levied go toward pensions and explained that taxes are increasing due to assessments and not the levy.

HUMAN RESOURCES

Human Resources Director Kim Reese provided an update on the Employee Incentive Tracking Program. Ms. Reese reported the Health and Wellness Committee has been working with Empower Health Services (EHS) on an incentive program that promotes everyday wellness and rewards employees for forming long-lasting health habits. Employees will be able to log into EHS to track achievements, earn points, and monitor progress toward their incentives. This will be a great way for employees to improve their overall health and well-being while earning and accumulating points that can then be used to purchase gift cards through an online rewards mall. The Empowerment Plan Incentive Program will start in January 2024 and employees will be receiving more details and information on the plan and how to register. Alderman Sapienza asked how many employees attend the biometric screenings. Ms. Reese stated there were 50 participants this year. Ms. Reese stated the screening is offered to spouses as well and would like more employee participation. Alderman Payton asked how employees are notified about the screening. Ms. Reese stated employees are notified by email and mail.

EMPOWER INCENTIVE TRACKING PROGRAM

PROGRAM COST \$45/emp - \$4,500 total (approx)
+ incentive costs

PROGRAM COST OFFSET BY....

1.) IPBC PAYS \$130/MEMBER SCREENING

2022 - city paid \$0 for screenings as of today (estimated \$1,500 - \$2,000 city may owe)

2021- city paid \$9,800 for screenings

2020 - city paid \$9,400 for screenings

2.) IPBC PROVIDES \$100/PARTICIPANT INTO A WELLNESS FUND IF ALL INITIATIVES ARE COMPLETED BY THE CITY

\$100 * 65 = \$6,500

\$2,000 remaining to go towards incentive costs.

OLD BUSINESS

None

NEW BUSINESS

Corporate Counsel Scott Schweickert initiated a discussion regarding the Paid Leave for All Workers Act. Atty. Schweickert reported the new Act, beginning January 1, 2024, requires employers to provide employees one hour of paid leave per 40 hours. Atty. Schweickert reported this only affects part-time employees. Atty. Schweickert reported there needs to be an ordinance adopted before the end of the year and updates to the employee manual.

PUBLIC COMMENT

None

CLOSED SESSION

None

ADJOURNMENT

Alderman Sapienza made a motion to adjourn. Alderman Tieman seconded the motion. Meeting adjourned at 5:06 p.m.