



MINUTES

President and Board of Trustees

Village of Arlington Heights

Virtual Meeting

Arlington Heights Village Hall

33 S. Arlington Heights Road

Arlington Heights, IL 60005

June 15, 2020

7:00 PM

I. CALL TO ORDER

II. PLEDGE OF ALLEGIANCE

III. ROLL CALL OF MEMBERS

President Hayes and the following Trustees responded to roll: Tinaglia, Scaletta, Canty, Rosenberg, LaBedz, Schwingbeck, Baldino, and Padovani.

Also present were: Randy Recklaus, Robin Ward, Nick Pecora, Tom Kuehne, Bill Enright and Charles Perkins.

IV. APPROVAL OF MINUTES

A. Village Board 06/01/2020

Approved

Trustee Bert Rosenberg moved to approve. Trustee Richard Baldino Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Canty, Hayes, LaBedz, Padovani, Rosenberg, Scaletta, Schwingbeck, Tinaglia

V. APPROVAL OF ACCOUNTS PAYABLE

A. Warrant Register 06/15/2020

Approved

Trustee Bert Rosenberg moved to approve in the amount of \$2,156,956.99. Trustee John Scaletta Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Canty, Hayes, LaBedz, Padovani, Rosenberg, Scaletta, Schwingbeck, Tinaglia

VI. RECOGNITIONS AND PRESENTATIONS

Trustee Tinaglia moved to amend the agenda and consider appointments at this time. Trustee Schwingbeck seconded the motion.

Ayes: LaBedz, Rosenberg, Scaletta, Baldino, Canty, Padovani, Tinaglia, Schwingbeck, Hayes

The Motion: Passed

- A. Report of the Committee-of-the-Whole Meeting Approved of June 15, 2020

Interview of Timothy Carter for Appointment to the Senior Citizen's Commission - term ending April 30, 2023

Trustee Baldino moved to concur with the Mayor's appointment of Tim Carter to the Senior Citizen's Commission. Trustee Schwingbeck seconded the motion.

Ayes: Scaletta, Padovani, Rosenberg, Canty, Tinaglia, Baldino, Schwingbeck, LaBedz, Hayes

The Motion: Passed

President Hayes administered the Oath of Office to Mr. Carter.

- B. Report of the Committee-of-the-Whole Meeting Approved of June 15, 2020

Interview of Dr. Kristen Brown for Appointment to the Board of Health - term ending April 30, 2021

Trustee Tinaglia moved to concur with the Mayor's appointment of Dr. Kristen Brown to the Board of Health. Trustee Canty seconded the motion.

Ayes: LaBedz, Rosenberg, Scaletta, Baldino, Canty, Padovani, Tinaglia, Schwingbeck, Hayes

The Motion: Passed

President Hayes administered the Oath of Office to Dr. Brown.

- C. Policing, Diversity, and Inclusion in Arlington Heights

President Hayes expressed his anger and sadness regarding the recent events in the nation. He said how one reacts to trials is a measure of character in how one deals challenging times. He honored the protesters for their pursuit of equality. He said it gave him hope for our nation. He said

there is a lot to be thankful for in the Village. Residents and businesses have been compliant with the stay at home order and the numbers are improving. He said the Police Department is second to none. It is one of the main reasons the Village has been rated as one of the safest communities in the nation for a municipality its size. That being said, we can always look to do better.

Mr. Recklaus said Village Staff shares the sense of outrage felt all over the country over recent events involving police officers committing acts of violence against those they are sworn to protect. In addition, there is a national dialogue now underway about what the best practices should be in law enforcement with a greater emphasis on social services and wrap around services vs. traditional "enforcement" activities. Chief Pecora is prepared to review the Arlington Heights Police Department's current policies, training and practices in both of these critical areas.

Police Department

Chief Pecora described the national accreditation process in which the Village participates and receives third party validation. CALEA accreditation was first received by the Department in 2008 and it has been re-accredited three times since then. The initial cost was \$12,000 and it is \$4,000 for each subsequent year. A CALEA audit is conducted annually and an in depth review conducted every 4 years. Only 4.5% of Police Departments are accredited in the nation. Several thousand proofs are required along with interviews from the public and staff.

The Village's response to resistance policies are annually reviewed and meet CALEA standards. All incidents where force is applied are investigated. The Department looks for patterns, policy failures and training deficiencies in its analysis. De-escalation techniques are always the first response.

Training is mandatory by State Statute and best practices are applied. The Village is one of three agencies in the State which has a virtual simulator that helps to teach knowledge and skills. Officers participate in 1700 training classes which translates into 6,000 hours of instruction a year. The Police Department has partnerships with organizations serving: victims of crime, mental health, and addiction. It has a dedicated Victim Service Coordinator.

The community has expressed concerns regarding tactics. Chief Pecora described the use-of-force continuum and all the means used prior to lethal force. Because of recent events, Chief Pecora added a 'Duty to Intervene' order in the policy manual in two places. Choke and Strangle holds have been banned by State law since 2015. There are caveats in each situation, but officers can defend themselves with lethal force if necessary. Shooting at moving vehicles is banned unless the vehicle is being used as a weapon. Information on progress and updates will be posted on the website. After State and Federal recommendations are made, the Department will update its procedures.

Diversity

Mr. Recklaus said the Village is committed to be both a welcoming and an inclusive community. One of the Strategic Priorities for 2020/21 is Diversity and Inclusion. Village Staff finalized a Business Plan of specific projects and activities to support each of the Strategic Priorities in December of 2019. The plan includes tasks to support each priority.

Arlington Heights Village staff organized and has lead a Northwest Suburban Minority Law Enforcement Recruitment work group with 6 neighboring communities since 2018. We have jointly discussed best practices in minority recruitment and retention, and planned an event that was to take place this past March at Harper College. The goal is to break down some of the traditional barriers for minority and other non-traditional candidates seeking careers in law enforcement.

The Village also hoped to build networking relationships with attendees that could turn into internships and future employment. The event was cancelled due to the Covid-19 Pandemic but will be rescheduled once things open up. The Village routinely advertises in minority employment publications and had planned on attending a diversity career fair in April (also cancelled) but will attend another this September if it is held. In recent years, the Police Department has sent recruitment teams to City Colleges where the demographics differ from our own community in an attempt to increase the number of minority applicants. We have also begun to network with outside organizations that can help us with the goal of diversifying the candidate pool for our open positions.

This year's plan also calls for Village Government to undergo a diversity and inclusion policy and practice audit, and the development of a new diversity and inclusion policy and plan. This Audit is planned to be completed in the 4th quarter of 2020, with the policy and plan to be completed by the 2nd quarter of 2021. As part of our audit process, our HR department is organizing forums for Village Staff to talk about their perceptions of the inclusiveness of our organization and how we can improve. These will occur in the 3rd quarter of this year. Upper management from every department underwent unconscious bias training last year. Additional employees will undergo training by the end of 2020.

The Village is currently planning a virtual community discussion meeting on how to increase inclusion and embrace diversity within our community. School District 25, the Park District and Arlington Heights Memorial Library have already indicated that they are interested in participating as well. We will be doing more work and putting more information out on this event over the next few weeks.

All Trustees recommended residents participate in the Citizen's Police Academy. They spoke highly of the eye opening, refreshing, and informational course. The Board expressed their support of the Village Police Department.

Trustee Canty asked where diversity hiring was and if there was a formal policy. Mr. Recklaus said staff is in the process of ascertaining a diagnosis, and then a prescription will be forthcoming. The Village is working to get diverse candidates to apply for every opening. Trustee Canty said she hopes the Police Department can be used as a standard, of what policing should be.

Trustee Tinaglia asked about the staffing in the Department. Currently, there are 104 officers and the Village has room for 109. Once hired, a candidate must complete the Police Academy and have supervised time with another officer. This process can take 18 months. Not all candidates make the cut. The Village's standards are very high.

Trustee Scaletta asked if the training scenarios in the simulator showed race. Chief Pecora described the dynamic simulations and permutations that were possible. There are a spectrum of actors used in these simulations. Trustee Scaletta commended Chief Pecora for working with demonstrators and supporting residents' freedom of speech. Trustee Scaletta said it was a good time to explore new training and techniques.

Resident Questions

Bill Davis asked what the diversity was of the Police Department and City Government. Mr. Recklaus said the Village make up is: 1.5% Black, 10% Asian, 5.6 Latino, 1.7 2-or-more races, 84% white. The Police has 132 total staff members and 1 is Black, 11 are Latino and 2 are mixed race. The Village invites people of different backgrounds to join the team. The Community benefits if staff has different backgrounds. President Hayes suggested residents run for office next year. Any and all are welcome to run as long as they are 18 years old and a resident of the Village.

John Boryk asked if unconscious and bias training was required of all officers. Mr. Recklaus said the pandemic has been a limiting force but the goal to give everyone as much training as possible. Mr. Boryk commented that the percentage of minorities on the police force might reflect the residents, but does not reflect those who work or drive through the Village.

The next exam from which the hiring eligibility list is derived will be in early 2021.

Jen Acosta asked if there were any anticipated changes to the standards and if the results of the audit were available to the public. Chief Pecora said he hoped there would be updates by CALEA to include a Duty-to-Intervene. The audit results are available and he will post them on the website. Chief Pecora explained the verbal communication of new orders and the online testing that accompanies them.

George Motto said the presentation affirms why we are safe in the Village. He said aside from the Police Department diversity discussion, he would

like a task force to be developed for the entire community.

Rob Blumstein asked if the cost of CALEA accreditation was worth it. Chief Pecora said it helps the Department maintain best practices and holds officers to a higher standard. It is helpful in court proceedings as the Department is held in high regard. The accreditation helps in recruitment as well.

Jim Bertucci said he experienced the accreditation process as part of Crime Stoppers. He said accreditation is no rubber stamp. Less than 5% of Police forces in the country achieve it and it is a point of pride.

Geri Wasserman asked how CALEA solicited public comments and if the public felt comfortable submitting critiques. Chief Pecora said the Department subscribes to the mandate set by CALEA regarding notice and solicitation of public comment. The Department is not privy to the comments, they are made directly to CALEA during the process. Ms. Wasserman asked about body cameras. Chief Pecora said the cost would be \$262,000 to operate body cameras. There is a huge cost for data storage. Ms. Wasserman asked when mental health professionals were brought to a scene. Chief Pecora said if an officer discerns a person may be struggling with mental health, they call the Fire Department for an evaluation. The Fire Department performs the evaluation and when appropriate, transports the person to the hospital. Often times, people in these situations are off their medications.

Elise Hachl asked how the data on these issues was collected and if it was made available. President Hayes said the Village Board is available at all times for conversations with residents. They can pass along information to the Village manager or the Police Department. Chief Pecora said random mailed surveys go out to residents and businesses. Typically, the Department receives 86-90% positive ratings. If someone is not comfortable calling the Department with a complaint, the Village Manager is the appropriate person to contact. For people with disabilities, there is a Commission for People with Disabilities in the Village that can field concerns.

Erin Ellen asked if there was a way to see the claims of inappropriate force. Chief Pecora explained the analysis of force annual audit. In the last year, no application of force was deemed excessive.

Bill Slankard asked where the data regarding diversity would be on the website. Mr. Recklaus said it is in the 2020 Budget in the HR section. There is an internal planning document that has more detailed information that he can provide.

VII. PUBLIC HEARINGS

VIII. CITIZENS TO BE HEARD

Melissa Cayer asked: How is Equalized Assessed Value calculated? Mr. Kuehne said the County comes up with an appraised value which is used to start the process. Residents have a 10% rate. Then a State equalizer is applied by the Illinois Department of Revenue. Any exemptions are subtracted.

Ms. Cayer also asked: How can the individual property tax payer keep part of their property tax for improvements to their own property? Mr. Kuehne said he did not know of a way this could be done. Property improvements can sometimes lead to a higher assessed value. President Hayes said the Village Board tries to keep the Village portion as low as possible.

IX. OLD BUSINESS

A. Report of Committee-of-the-Whole meeting of Approved June 8, 2020

Community Development Block Grant – COVID-19 (CDBG-CV) Funding

Trustee Rosenberg moved, seconded by Trustee Canty, that the Committee-of-the-Whole recommend to the Village Board that 1) the proposed changes to the Village's Citizen Participation Plan; 2) the proposed substantial amendment to the 2019 Annual Action Plan that allocates the CDBG-CV funds for public services, and 3) an amendment to the 2020 Village of Arlington Heights budget to include \$164,062 in CDBG-CV revenue in Account 215-0000-41147-00 and CDBG-CV Public Services budgeted expenditures in account 215-4102-522.41-08 be approved.

Trustee Bert Rosenberg moved to approve the proposed changes to the Village's Citizen Participation Plan, the proposed substantial amendment to the 2019 Annual Action Plan that allocates the CDBG-CV fund for public services, and an amendment to the 2020 Village of Arlington Heights budget to include \$164.062 in CDBG-CV revenue in Account 215-0000-41147-00 and CDBG-Public Services budgeted expenditures in account 215-4102-522.41-08 be approved. Trustee Mary Beth Canty Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Canty, Hayes, LaBedz, Padovani, Rosenberg, Scaletta, Schwingbeck, Tinaglia

X. CONSENT AGENDA

CONSENT OLD BUSINESS

CONSENT NEW BUSINESS

- A. Cash In Lieu of Land Dedication Approved

Trustee Robin LaBedz moved to approve. Trustee Bert Rosenberg Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Canty, Hayes, LaBedz, Padovani, Rosenberg, Scaletta, Schwingbeck, Tinaglia

CONSENT REPORT OF THE VILLAGE MANAGER

XI. APPROVAL OF BIDS

XII. NEW BUSINESS

- A. South Arlington Heights Road TIF District
Redevelopment Plan

Mr. Perkins outlined the meeting process for the proposed South Arlington Heights Road TIF District Redevelopment. The area plays an important role as it contains major intersections and proximity to I-90. Sixty-five acres are included in the defined TIF area. Mr. Enright explained the criteria for a TIF and how this section meets them. The area contains blighted buildings and lots, a stagnant tax base, excessive vacancies, deterioration, lack of community planning, inadequate utilities and obsolete buildings. The budget is \$86,000,000 over 23 years.

Trustee Scaletta asked about the school reimbursement formula. The fee per child per school year is \$15,000. This allows for 55 potential students. Trustee Scaletta said the Village has been responsible with its TIF dollars and that the report and study were good.

Trustee Rosenberg asked how soon development would start. Mr. Enright said there were 3-4 property owners who are looking to move as soon as they can. Even so, it takes two to three years for properties to get on the tax roles but with the Pandemic, it's hard to anticipate right now. The infrastructure improvements would be private for sewer. There may be some combined financing options. Usually it's a pay as you go process. All previous TIF financing has been paid off on time.

Trustee Rosenberg asked about the power lines on the west side of Arlington Heights Road. Mr. Enright said those are all in the public right of way. This will be looked at, but staff did not want to put the cart before the horse.

Keith Moens said the executive summary seemed subjective. He disagreed that public financing was required for this area to develop. He said the Downtown would have developed anyway, it just might have taken longer. He said the EAV numbers presented from 2012-2018, where this area lags the Village, showed that if you took out 2016, the EAV's were almost the same. Mr. Moens thinks the projections are wildly optimistic and that the increase in students would hurt the school districts. He asked for the Board to consider the project at a later date.

Trustee moved to Motion. Trustee Seconded the Motion.
The Motion:

B. Chez Hotel - 519 W. Algonquin Rd. - Sign Variation - DC#20-004 Approved

Mr. Perkins said the petitioner is asking for a variation for height and for setback. This is the first commercial ground sign requested based on the new regulations created in 2017. Staff believes it is too tall. The Design Commission agreed with the petitioner.

Trustee John Scaletta moved to approve the Design Commission's recommendation of May 26th, 2020 for Sign Variations for Chez Hotel. Trustee Mary Beth Canty Seconded the Motion.
The Motion: Passed

Ayes: Baldino, Canty, Hayes, LaBedz, Padovani, Rosenberg, Scaletta, Schwingbeck, Tinaglia

C. Amazon - 1455 W. Shure Dr. - Sign Variation - DC#20-033 Approved

The Amazon building will function as a package delivery distribution center and include an "Amazon Hub" customer service package pick up and drop off. There are three driveways and multiple building entrances. Amazon is asking for larger directional ground signs and additional wall signs to improve the ease of delivery for customers. The center will be open 24 hours a day and they plan on opening in September.

Trustee Bert Rosenberg moved to approve the Sign Variations for Amazon per the Design Commission's recommendation of May 26th, 2020. Trustee

Robin LaBedz Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Canty, Hayes, LaBedz, Padovani, Rosenberg, Scaletta, Schwingbeck, Tinaglia

XIII. LEGAL

- A. An Ordinance of the Village of Arlington Heights, Cook County, Illinois, Approving a Tax Increment Redevelopment Plan and Redevelopment Project for the South Arlington Heights Road Corridor Approved

Trustee John Scaletta moved to approve 2020-016. Trustee Greg Padovani Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Canty, Hayes, LaBedz, Padovani, Rosenberg, Scaletta, Schwingbeck, Tinaglia

- B. An Ordinance of the Village of Arlington Heights, Cook County, Illinois, Designating the South Arlington Heights Road Corridor as a Redevelopment Project Area Pursuant to the Real Property Tax Increment Allocation Redevelopment Project Act Approved

Trustee Richard Baldino moved to approve 2020-017. Trustee Bert Rosenberg Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Canty, Hayes, LaBedz, Padovani, Rosenberg, Scaletta, Schwingbeck, Tinaglia

- C. An Ordinance of the Village of Arlington Heights, Cook County, Illinois, Adopting Tax Increment Allocation Financing for the South Arlington Heights Road Corridor Approved

Trustee Jim Tinaglia moved to approve 2020-018. Trustee Tom Schwingbeck Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Canty, Hayes, LaBedz, Padovani, Rosenberg, Scaletta,

Schwingbeck, Tinaglia

XIV. REPORT OF THE VILLAGE MANAGER

XV. APPOINTMENTS

XVI. PETITIONS AND COMMUNICATIONS

XVII. ADJOURNMENT

Trustee John Scaletta moved to adjourn at 9:39 p.m. Trustee Greg Padovani Seconded the Motion.

The Motion: Passed

Ayes: Baldino, Canty, Hayes, LaBedz, Padovani, Rosenberg, Scaletta, Schwingbeck, Tinaglia