City Council

COMMITTEE OF THE WHOLE

City of Belvidere, Illinois

Alderman Clayton Stevens	Chairman Building
Alderman John Albertini	Vice-Chairman Building
Alderman Wendy Frank	Chairman Finance and Personnel
Alderman Ric Brereton	Vice -Chairman Finance and Personnel
Alderman Mike McGee	Chairman Planning & Zoning
Alderman Matthew Fleury	Vice-Chairman Planning & Zoning
Alderman Rory Peterson	Chairman Public Safety
Alderman Jerry Hoiness	Vice-Chairman Public Safety
Alderman Sandra Gramkowski	Chairman Public Works
Alderman Chris Montalbano	Vice-Chairman Public Works

AGENDA

December 22, 2025
6:00 p.m.
City Council Chambers
401 Whitney Blvd., Belvidere, Illinois

Call to Order:

Roll Call:

Public Comment:

Public Forum:

Reports of Officers, Boards, and Special Committees:

1. Public Safety, Unfinished Business: None.

2. Public Safety, New Business:

   (A) Police Department – Update.
   (B) Fire Department – Update.

3. Finance & Personnel, Unfinished Business: None.

4. Finance & Personnel, New Business:

   (A) Finance Department – Update.
   (B) Budget Amendment.

5. Other, Unfinished Business:

6. Other, New Business:

(A) IT Services.
(B) Executive Session to discuss Collective Bargaining Matters pursuant to Section 2(c)(2) of the Open Meetings Act and to discuss appointment, of legal counsel pursuant to (2)(c)(1) of the Open Meetings Act.
(C) Appointment of outside counsel for collective bargaining matters.

7. Adjournment:

ORDINANCE #
AN ORDINANCE REVISING THE
FY 2026 BUDGET ADOPTED BY
ORDINANCE #718H

WHEREAS, the City of Belvidere, Boone County, Illinois (the City) is a home rule municipality under Article VII, Section 6 of the 1970 Constitution of the State of Illinois (the Illinois Constitution) and this Ordinance is adopted pursuant to that authority; and

WHEREAS, the City Council has determined that it is in the City's best interest to increase the salaries of the Superintendent of Public Works and the Assistant Director of Public Works in an effort to attract and retain qualified individuals; and

WHEREAS, the City Council specifically finds that there are sufficient funds and additional revenues available in the current fiscal year to amend the FY2026 Budget to increase the salaries of these positions.

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Belvidere as follows:

SECTION 1: The foregoing recitals are incorporated herein by this reference.

SECTION 2: Exhibit B of the FY 2026 Budget is amended to increase the salary of the Assistant Public Works Director to $114,000 and the Street /Water /Sewer Superintendent to $106,000.

SECTION 3: The Budget and Finance Officer shall make such changes to the remainder of the FY2026 budget as necessary to account for the increase in benefit obligations necessitated by the increase in salary authorized in Section 2. The remainder of the FY2026 Budget adopted by Ordinance 718H remains in full force and effect and is unchanged.

SECTION 4: If any section, paragraph, subdivision, clause, sentence or provision of this Ordinance shall be adjudged by any Court of competent jurisdiction to be invalid, such judgment shall not affect, impair, invalidate or nullify the remainder thereof, which remainder shall remain and continue in full force and effect.

SECTION 5: This Ordinance shall be in full force and effect from and after its passage and publication in pamphlet form as required by law.

Voting Aye: .
Voting Nay: .

Absent:

APPROVED:

_____
Mayor

ATTEST: _____
City Clerk (SEAL)

Passed:
Approved:
Published:

EXHIBIT B
Non-Union FY26 Salary Schedule

	FY 25	FY 26
Assistant City Clerk Clerk	$ 41,131.74	$42,365.69
Assistant Public Works Director	$ 78,280.00	$114,000.00
Budget and Finance Officer	$ 95,000.00	$97,850.00
Building Director	$ 83,659.79	$86,169.59
Building Inspector PT	$ 24,713.39	$25,454.79
City Attorney	$ 129,619.65	$133,508.24
Community Development Admin. Assistant	$ 39,111.27	$42,365.69
Community Development Planner/Event Planner	$ 63,474.76	$69,000.00
Deputy Chief**	$ 124,845.01	$128,465.25
Deputy Chief**	$ 124,845.01	$128,465.25
Deputy City Clerk	$ 54,953.00	$56,601.59
Det. Admin. Assistant	$ 39,513.40	$42,365.69
Fire Admin. Assistant	$ 37,301.10	$42,365.69
Fire Chief	$ 118,635.54	$122,194.61
Fire Inspector***	$ 58,059.04	$58,059.04
GIS Specialist PT	$ 32,673.96	$33,654.18
Police Admin. Assistant	$ 59,980.95	$61,780.38
Police Chief*	$ 132,335.71	$136,173.16
Public Works Director	$ 118,635.54	$122,194.61
Street/Water/Sewer Supt.	$ 92,451.91	$106,000.00
Transcriptionist/Admin. Assistant	$ 39,725.65	$42,365.69
Zoning and Code Enforcement	$ 50,600.80	$52,118.82
	$ 1,639,547.23	$1,743,517.96

* The Police Chief's salary shall be 6% over that of the Deputy Chiefs

** The Deputy Chiefs' salaries shall be 6% over Sergeant pay plus maximum longevity, FTO, and flex pay

*** A new Fire Inspector was hired 9/30/2024 at $53,000. Probation is now complete. The proposed salary is equivalent to the previous inspector.

CITY OF BELVIDERE
CITY ATTORNEY

Memo

To: City Council

From: Mike Drella

CC:

Date: 12/18/2025

Re: IT Services

The City has contract with Boone County for IT support for the last five (5) years. The County hosts our servers, provides all phone service, internet service, and handles all email for the City, excluding the Fire Department. In short, they handle anything IT related for the entire City from network management to utilizing volume purchasing for equipment. The Fire Department currently has their own server which requires replacement in the near future and utilizes Gmail for their email solution which is not ideal as it does not allow for easy compliance with either the FOIA or Local Records Retention Act.

The arrangement with Boone County began five (5) years ago. Prior to that time, the City utilized a combination of outside consultants along with the City Attorney to provide IT support. This patchwork approach worked until the City was hit with a large ransomware attack. Luckily, we had good backups, previously set up with the help of Boone County IT support staff. Sheriff Ernest graciously allowed the County IT support staff to assist the City at that time and get us up and running. Ultimately, the City and County executed an IGA to provide for the long-term IT support that we have utilized for five years. Neither party really knew how to price that support at the time resulting in favorable terms to the City by which we have received that support for less than $70,000 per year including all networking hardware and software costs (excluding local client computers of course).

That IGA is expiring and the County initially requested an increase to $140,000 per year. As a result, the City has requested proposals from multiple vendors and advertised the RFP on its web site. Attached is a memo detailing the proposals from the various vendors. At the same time, the Mayor negotiated with the County to reduce their proposal to an initial annual fee of $120,000 for a four (4) year agreement.

Attached is a spreadsheet showing approximate costs for each vendor. The prices are not exact as internet costs, with the exception of the County proposal, are not final yet. Further, the Entre final cost depends on the amount of IT support required which is why it is expressed as a range based upon assumed support needs of the City.

Please note that the County proposal includes migration of the Fire Department to City servers and email. Currently, their Gmail email solution is not easily searchable nor archived for FOIA and Records Retention Act purposes. The Petry quote does not include the migration of the Fire Department email solution to the City servers but does include the migration of their file server and domain controller. The cost for hosting the Fire Department's email on the Petry solution would be approximately $30.00 per month per user ($10,000 per year). This price is not reflected in the attached spread sheet.

	Migration	Annual after migration		
Entre	$134,645.41	$88,560 This can increase if vendor prices increase		
	Warranties $7,273.87	support ($33,688-$67,375) depending on utilization		
	Total Annual	$122,248-$155,935	+ internet	139,248 - $172,935
		Labor is bought in blocks of time. The cost usually increases annually.		
Petry Design		$192,000 ($16,000 per month for first 15 months (not to exceed)	+ internet	$209,000
		Not to exceed $117,500 per year after 1st 15 months	+ internet	$134,500
		3% increase annually		
Sun Dog	$290,000	$600,000		
		Again no contract, prices subject to increase annually		
Boone County		$120,000 per year for 4 years with a 3% or CPI adjustment annually		
		Interent is covered but there will be approximately $600.00 per month in dedicated Fiber Cost		$ 127,200.00

The final column assumes $17,00 per year internet for the
Entre and Petry proposals. The County's proposal included internet.