

**Evanston City Council
Closed Session Minutes
Aldermanic Library
Monday, October 22, 2007**

PRESENT: Aldermen Rainey, Hansen, Wollin, Jean-Baptiste, Wynne, Moran, and Tisdahl

ABSENT: Aldermen Bernstein and Holmes

STAFF: Julia Carroll, Joellen Daley, Chief Richard Eddington, Herb Hill, and Elke Tober-Purze

PRESIDING: Mayor Morton

START: 10:35 p.m.

Litigation

Channela L. Graham v COE

First Assistant Corporation Counsel Herb Hill reported on the litigation outlook. Depositions were taken and the police officers were correct. The case is before the Honorable James Moran, former Evanston alderman. The pre-trial was non-productive with a demand of \$125,000. Assistant Corporation Counsel Purze is working with Mark Smolens on this.

Alderman Moran urged they try one of these cases and win it. Send the message that the city is not a pushover. He noted that when the city pays out on these cases, there is a cost consideration beyond settlement. Hill noted that Home Depot settled three cases.

Williams and Brown v COE

Mr. Hill report that an oral argument would be held on this case on Wednesday.

Mr. Hill, Ms. Purze and Chief Eddington left the meeting at this time.

Personnel

City Manager Julia Carroll gave an update on the Early Retirement Incentive program. Judy Aiello has requested to retire sometime in April. Herb Hill notified her he would retire in March or April. Normal retirement age under IMRF is age 60. She asked Hill and Aiello to give her six months notice. With ERI people can buy up to five years of service. She wasn't surprised by the decisions.

Neal Nye is leaving October 31. The Library Director search is already under way. Interim Library Director is Paul Gottschalk. She stated they would do local recruitment for Health & Human Services Director Jay Terry's replacement and plan to ask Evonda Thomas to serve as interim director. They will hire a national head hunter for Public

Works Director and Community Development Director. She will provide an update on the Law Department Director at the next executive session. There are strong managers in place to carry on day-to-day activities. Ms. Carroll expressed respect and honor to each retiree for their decision. All have about 30 years of service and are eligible for full pensions except Pat Casey.

Mayor Morton asked that the last print out of the administrative staff prepared by the City Clerk's office be withdrawn and asked for an organizational chart of the City staff.

Alderman Wollin was concerned about loss of historical memory at the City. Ms. Carroll noted that all taking ERI are eligible to retire. Alderman Rainey inquired if there was any factor other than ERI. Ms. Carroll stated that all have their own reasons. Alderman Rainey asked what the manager thinks of the people that she has hired. Ms. Carroll noted that Joellen Daley has already tackled some tough projects. She is pleased with the technical know-how of Matt Grady and he needs to work more on communication skills. Rolanda Russell knows about cultural change and everybody likes her. Alderman Rainey asked how the City operation is going. Ms. Carroll said it is good; transition plans are being done by employees that are leaving. Staff that are leaving are writing down their responsibilities and what they do. Alderman Wollin commented that Judy Aiello has fabulous contacts. Alderman Jean-Baptiste noted they need to attract more business enterprises. Mayor Morton asked if any more buildings are coming in, things would require Judith Aiello. Ms. Carroll stated that she and Rolanda Russell both have experience doing redevelopment agreements. Alderman Wynne asked if any others will be leaving. Carla Bush and Paul D'Agostino are both eligible to retire early. Doug Gaynor is not eligible. Judith Witt retired without using ERI.

Human Resources Director Joellen Daley pointed out they are doing succession planning and that in the next 10 years, predicted that they will see a succession of people leaving the city.

There being no further business to come before Council, Mayor Morton declared the meeting adjourned at 11:02 p.m.

Mary P. Morris,
City Clerk