

**CITY OF ROCK ISLAND
CITY COUNCIL MEETING**
City Council Chambers, City Hall, 3rd Floor,
1528 Third Avenue, Rock Island, IL

4/13/2026 - Minutes

1. Call to Order

Mayor Harris called the meeting to order at 5:45 p.m. and welcomed everyone.

2. Roll Call

Mayor Ashley Harris asked City Clerk Amanda Torres to call the roll.

Present: Alderpersons Glen Evans, Randy Hurt, Linda Barnes, Jenni Swanson, Dylan Parker, Mark Poulos, and Mayor Ashley Harris.

Absent: None.

Staff: City Manager Todd Thompson, Attorney Leslie Day, City Clerk Amanda Torres, and other City Staff.

Clerk Torres informed the Council that Alderperson Bill Healy requested to participate remotely under 5 ILCS 120/7.

MOTION:

Alderperson Poulos moved to allow Alderperson Healy to participate in the meeting remotely; Alderperson Hurt seconded.

VOTE:

Motion PASSED on a 6-0-0 roll call vote. Aye: Poulos, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

Alderperson Healy joined the meeting remotely at 5:47 p.m.

3. Pledge of Allegiance

Mayor Harris led in the reciting of the Pledge of Allegiance.

4. Moment of Silence

Mayor Harris requested a moment of silence. A moment of silence was observed.

5. Vote to Approve Agenda

- a. Motion: Motion whether or not to approve the agenda.
RC Roll Call vote is needed.

MOTION:

Aldersperson Parker moved to approve the agenda; Aldersperson Barnes seconded.

MOTION:

Aldersperson Swanson moved to amend the agenda by removing items 17a-d; Aldersperson Poulos seconded.

DISCUSSION:

Aldersperson Swanson said the nomination procedure for the Boards and Commissions appointments was not followed.

Mayor Harris said contacting each applicant was not feasible due to the high volume of applicants.

Aldersperson Evans disagreed with the need to contact each applicant.

MOTION:

Aldersperson Parker moved to call the question; Aldersperson Barnes seconded.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

VOTE ON REMOVING ITEMS 17A-D FROM THE AGENDA:

Motion PASSED on a 6-1-0 roll call vote. Aye: Poulos, Healy, Hurt, Barnes, Swanson, Parker. Nay: Evans. Absent: None.

MOTION:

Aldersperson Healy moved to approve the amended agenda; Aldersperson Poulos seconded.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

6. Special Awards and Recognitions, Oath of Office Ceremony, and Proclamations

- a. Proclamation declaring April as Community Development Month.

Mayor Harris read the proclamation and made his declaration.

- b. Proclamation declaring April 19-25, 2026 as National Library Week.

Mayor Harris read the proclamation and made his declaration. Library Director Angela Campbell accepted the proclamation and said a few words. A photo was taken.

- c. Proclamation declaring April 24, 2026 as Arbor Day.

Mayor Harris read the proclamation and made his declaration.

7. Public Comment

Mayor Harris asked if anyone in the public wished to speak.

Peter Ruckley spoke about strategic planning.

Stacy Peña and Bob Holt spoke about the traffic on 25th Avenue.

Peter Tokar spoke about the Sunset South site planning grant.

Jack Cullen spoke about the events that were on the agenda.

City Attorney Leslie Day exited the meeting at 6:09 p.m.

City Attorney Leslie Day reentered the meeting at 6:09 p.m.

8. Update Rock Island

Coffee and Conversation about the West End

Starting Wednesday, April 15, the West End Revitalization team will host [Office Hours](#). Join us for monthly informal sessions every third Wednesday from 10 to 11 a.m. at Wholly Grinds Coffee Shop at 2409 11th Street

to connect with neighbors and discuss community projects. Share your feedback, community ideas, and get updates on neighborhood initiatives and projects. Everyone is invited to attend.

Plants, Paths and Pizza!

The Hauberg Estate, Wild Ones Quad City Chapter and Western Illinois Counselor Education Department present “Plants, Paths & Pizza” on Saturday, April 25 from 11 a.m. to 5 p.m. at the Hauberg Estate, 1300 24th Street. Learn from our keynote speaker, Botanist Grant Fessler, as he speaks on “Flora of the Quad Cities: A Natural History and Vision for the Future.” You can also hear from a panel of experts on local efforts to create sustainable environments and learn from our featured classes on nature, health and native plants. This FREE community event will bring attendees together with local green initiatives. Participants will benefit from a meaningful, educational and fun event. Pizza and desserts will be provided.

Get a Head Start on Spring Gardening

The 2026 Seed Library is officially open at all three Rock Island Library locations! The primary catalog with the largest amount of seeds is at the Downtown Branch, 401 19th Street. Smaller catalog collections are available at our Southwest and Watts-Midtown Branches. The giveaway is limited to five free seed packets per household to start.

9. Passage of Ordinances & Resolutions

- a. Report from the Economic Development Department regarding a resolution in support of an application for the Illinois Department of Commerce and Economic Opportunity's Regional Site Readiness Program's planning grant.

Motion: Motion to adopt the resolution.
RC Roll Call vote is needed.

MOTION:

Aldersperson Hurt moved to adopt the resolution; Aldersperson Evans seconded.

DISCUSSION:

City Manager Todd Thompson said a draft for the incentive policy may be presented to the Council next month. He said public participation will be discussed with Council.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

- b. Report from the Public Works Department regarding a Motor Fuel Tax resolution for bulk rock salt procurement in 2026 in the amount of \$249,690.

Motion: Motion to adopt the resolution.
RC Roll Call vote is needed.

MOTION:

Aldersperson Poulos moved to adopt the resolution; Aldersperson Barnes seconded.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

- c. Report from the Mayor's Office regarding a resolution approving an employment agreement with City Manager Todd Thompson.

Motion: Motion to adopt the resolution.
RC Roll Call vote is needed.

MOTION:

Aldersperson Evans moved to adopt the resolution; Aldersperson Swanson seconded.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

10. Ordinances (First Readings)

- a. Report from the Community Development Department regarding the sale of City-owned property at the northwest corner of IL-92 & Andalusia Road for \$1.00. (First Reading)

Motion: Move to approve the sale; authorize the City Manager to execute the agreement, subject to minor attorney modifications; and consider, suspend the rules, and pass the ordinance.
RC Roll Call vote is needed.

MOTION:

Aldersperson Hurt moved to approve the sale; authorize the City Manager to execute the agreement, subject to minor attorney modifications; and consider, suspend the rules, and pass the ordinance; Aldersperson Swanson seconded.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

- b. Report from the Community Development Department regarding the purchase of property at the northwest corner of IL-92 & Andalusia Road for \$1.00. (First Reading)

Motion: Move to approve the purchase; authorize the City Manager to execute the agreement, subject to minor attorney modifications; and consider, suspend the rules, and pass the ordinance.

RC Roll Call vote is needed.

MOTION:

Aldersperson Hurt moved to approve the purchase; authorize the City Manager to execute the agreement, subject to minor attorney modifications; and consider, suspend the rules, and pass the ordinance; Aldersperson Poulos seconded.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

- c. Report from the Traffic Engineering Committee regarding a request to modify the parking in front of the former YWCA at 229 16th Street. (First Reading)

Motion: Motion to approve the requests and consider the ordinance.

RC Roll Call vote is needed.

MOTION:

Aldersperson Evans moved to approve the requests and consider the ordinance; Aldersperson Poulos seconded.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

- d. Report from the Traffic Engineering Committee regarding a request from Lois Whitaker, 1912 10th Street, to install a handicapped parking space in front of her home. (First Reading)

Motion: Motion to approve the request and consider the ordinance.
RC Roll Call vote is needed.

MOTION:

Aldersperson Barnes moved to approve the request and consider the ordinance; Aldersperson Evans seconded.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

- e. Report from the Legal Department regarding a special ordinance grandfathering 2nd Avenue Investment Group, Inc. d/b/a Urban Reserve and authorizing supplemental license options for a Class J License.

Motion: Motion to consider the ordinance.
RC Roll Call vote is needed.

MOTION:

Aldersperson Parker moved to consider, suspend the rules, and pass the ordinance; Aldersperson Swanson seconded.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

11. Consent Agenda

All items under the Consent Agenda are considered to be routine in nature and will be enacted by a single motion and subsequent roll call vote. There will be no separate discussion of these items unless an Alderperson so requests, in which case, the item will be moved from the Consent Agenda and considered as the first item after approval of the Consent Agenda.

- a. Claims for the week of March 13 through March 19 in the amount of \$837,249.72; claims for the week of March 20 through March 26 in the amount of \$1,330,232.04; claims for the week of March 27 through April 2 in the amount of \$519,628.28; and Payroll for the weeks of March 2, 2026 through March 15, 2026 in the amount of \$1,881,030.13; and Payroll for the weeks of March 16, 2026 through March 29, 2026 in the amount of \$1,938,119.41.
- b. Purchase Card Claims for the period of January 27, 2026 through February 26, 2026 in the amount of \$66,033.85
- c. Report from the Clerk's Office regarding a request from Wake Brewing requesting sound amplification on Friday, April 17, 2026 from 5 p.m. to 10 p.m. for a live music event.
- d. Report from the City Clerk's Office regarding a request from QC Farmers' Market to use to close 2nd Avenue between 18th & 19th Streets every Saturday between May 2 through October 31, 2026 from 7:30 a.m. to 12 p.m. and to use sound amplification on one Saturday of each month between May 23 through October 24, 2026 from 8 a.m. until 12 p.m. for the Farmers' Market.
- e. Report from the Clerk's Office regarding a request from YWCA of the Quad Cities to close 17th Street between 5th and 6th Avenues on Sunday, June 14, 2026 from 11 a.m. to 6 p.m. for a community event.
- f. Report from the City Clerk's Office regarding a request from Gary Barren to close 6th Avenue between 7th and 8th Streets on Saturday, July 25, 2026 from 10 a.m. to 6 p.m. for a block party.
- g. Minutes from the March 23, 2026 City Council meeting.
- h. Minutes from the March 23, 2026 Closed Session.

Motion: Motion to approve Consent Agenda items a through h.
RC Roll Call vote is needed.

MOTION:

Alderperson Healy moved to approve Consent Agenda items a through h; Alderperson Evans seconded.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

12. Claims/Purchases

- a. Report from the Public Works Department regarding payment to Langman Construction, Rock Island, Illinois, for an emergency water main repair at 11th Street and Blackhawk Road in the amount of \$27,910.39.
- b. Report from the Public Works Department regarding a payment to J.C. Dillon, Peoria, Illinois, for WSRP, SLRP, and Lead Service Replacements in the amount of 95,773.42
- c. Report from the Public Works Department regarding payment to McClintock Trucking and Excavating, Silvis, Illinois for an emergency water main repair at 101 18th Avenue in the amount of \$13,972.76.

Motion: Motion to allow claims a through c.
RC Roll Call vote is needed.

MOTION:

Aldersperson Hurt moved to allow claims a through c; Aldersperson Evans seconded.

Aldersperson Parker recused himself from the vote due to the nature of his employment.

VOTE:

Motion PASSED on a 6-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson. Nay: None. Absent: None.

- d. Report from the Public Works Department requesting authorization to purchase a 2026 John Deere 325G Track Loader from Martin Equipment, Rock Island, Illinois, in the amount of \$74,686.04.

Motion: Motion to approve the purchase.
RC Roll Call vote is needed.

MOTION:

Aldersperson Evans moved to approve the purchase; Aldersperson Parker seconded.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

13. Contracts/Agreements

- a. Report from the Economic Development Department regarding a lease agreement with DeSoto Community Artists.

Motion: Motion to approve the lease and authorize the City Manager to execute the agreement, subject to minor attorney modifications.

RC Roll Call vote is needed.

MOTION:

Aldersperson Parker moved to approve the lease and authorize the City Manager to execute the agreement, subject to minor attorney modifications; Aldersperson Evans seconded.

VOTE:

Motion PASSED on a 5-2-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Parker. Nay: Barnes, Swanson. Absent: None.

- b. Report from the Public Works Department regarding bids for the 2026-2028 City Mowing Contract recommending that the bid be awarded to Finer Finish Grounds Care, Newark, Illinois, in the amount of \$540,750.

Motion: Motion to award the bid as recommended and authorize the City Manager to execute the contract, subject to minor attorney modifications.

RC Roll Call vote is needed.

MOTION:

Aldersperson Parker moved to award the bid as recommended and authorize the City Manager to execute the contract, subject to minor attorney modifications; Aldersperson Swanson seconded.

DISCUSSION:

Public Works Director Mike Bartels noted that Finer Finish has held the contract since 2014, has been reliable and responsive, and plans to maintain a local presence while working in the area.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

- c. Report from the Public Works Department regarding bids for the 2026 Municipal Tree Contract recommending that the bid be awarded to Advantage Tree Services, Davenport, IA, in the amount of \$17,820.

Motion: Motion to award the bid as recommended and authorize the City Manager to execute the contract, subject to minor attorney modifications.

RC Roll Call vote is needed.

MOTION:

Aldersperson Hurt moved to award the bid as recommended and authorize the City Manager to execute the contract, subject to minor attorney modifications; Aldersperson Swanson seconded.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

- d. Report from the Public Works Department regarding bids for the Levee Vegetation Control Contract recommending that the bid be awarded to Tailored Turf Inc., Port Byron, IL, in the amount of \$116,357.

Motion: Motion to award the bid as recommended and authorize the City Manager to execute the contract, subject to minor attorney modifications.

RC Roll Call vote is needed.

MOTION:

Aldersperson Parker moved to award the bid as recommended and authorize the City Manager to execute the contract, subject to minor attorney modifications; Aldersperson Poulos seconded.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

- e. Report from the Fire Department regarding a bid from RILCO Safety Supply, Bettendorf, Iowa, for gas detection monitors in the amount of \$33,165.

Motion: Motion to accept the bid as recommended and authorize the City Manager to execute the agreement, subject to minor attorney modifications.

RC Roll Call vote is needed.

MOTION:

Aldersperson Poulos moved to accept the bid as recommended and authorize the City Manager to execute the contract, subject to minor attorney modifications; Aldersperson Evans seconded.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

- f. Report from the Police Department regarding a Memorandum of Understanding (MOU) with Rock Island County and the City of Moline for the 2025 Edward Byrne Justice Assistance Grant (JAG).

Motion: Motion to approve the MOU and authorize the Mayor to execute the agreement.

RC Roll Call vote is needed.

MOTION:

Aldersperson Poulos moved to approve the MOU and authorize the Mayor to execute the agreement; Aldersperson Barnes seconded.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

- g. Report from the Police Department regarding an agreement with Flock Safety to begin a one-year pilot program using the Raven acoustic gunshot detection platform.

Motion: Motion to approve the agreement and authorize the City Manager to execute the document, subject to minor attorney modifications.

RC

Roll Call vote is needed.

MOTION:

Aldersperson Poulos moved to approve the agreement and authorize the City Manager to execute the document, subject to minor attorney modifications; Aldersperson Evans seconded.

DISCUSSION:

Police Chief Tim McCloud said it would be funded entirely through the JAG grant and future continuation would depend on effectiveness and available funding. The system uses acoustic sensors only, with no connection to license plate reader cameras or additional data collection.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

14. Budget/Finance Items

- a. Report from the Finance Department regarding a budget carryover from CY 2025 in the MLK Activity Fund (900) in the amount of \$17,455.
- b. Report from the Finance Department regarding a budget adjustment to the MLK Activity Fund (900) in the amount of \$5,000.

Motion: Motion to approve budget adjustments a and b.

RC Roll Call vote is needed.

MOTION:

Aldersperson Barnes moved to approve budget adjustments a and b; Aldersperson Evans seconded.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

15. Department Reports

- a. Report from the Human Resources Department regarding vacation benefits (Non-Affiliated Employees).

Motion: Motion to approve the adjustment to the Non-Affiliate vacation schedule as recommended.

RC Roll Call vote is needed.

MOTION:

Aldersperson Poulos moved to approve the adjustment to the Non-Affiliate vacation schedule as recommended; Aldersperson Evans seconded.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

16. Events/Misc Requests

- a. Report from the Clerk's Office regarding a request from the Smoking Dog to close 2nd Avenue between 18th and 19th Streets for the annual Buckethead fundraiser benefiting Camp Kesem on Saturday, April 25, 2026 from 10 a.m to 5 p.m.; and a request for the outdoor consumption of alcohol.

Motion: Motion to approve the requests, subject to complying with all liquor license regulations, and subject to being closed down early if complaints are received.

RC Roll Call vote is needed.

MOTION:

Aldersperson Parker moved to approve the requests, subject to complying with all liquor license regulations, and subject to being closed down early if complaints are received; Aldersperson Poulos seconded.

VOTE:

Motion PASSED on a 7-0-0 roll call vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

17. Appointments to Boards/Commissions/Committees

- a. Report from the Mayor's Office regarding a reappointment to the Police Community Relations Commission.

Motion: Motion to approve the reappointment as recommended.
RC Roll Call vote is needed.

This item was removed from the agenda.

- b. Report from the Mayor's Office regarding an appointment and reappointments to the Planning & Zoning Commission.

Motion: Motion to approve the appointment and reappointments as recommended.
RC Roll Call vote is needed.

This item was removed from the agenda.

- c. Report from the Mayor's Office regarding appointments and a reappointment to the Library Board.

Motion: Motion to approve the appointments and reappointment as recommended.
RC Roll Call vote is needed.

This item was removed from the agenda.

- d. Report from the Mayor's Office regarding an appointment to the Fire and Police Commissioners Board.

Motion: Motion to approve the appointment.
RC Roll Call vote is needed.

This item was removed from the agenda.

18. Rock Island Port Authority

- a. Motion: Motion to close the regular City Council meeting and convene the Rock Island Regional Port District meeting.
VV Voice vote is needed.

MOTION:

Aldersperson Parker moved to close the regular City Council meeting and convene the Rock Island Regional Port District meeting; Aldersperson Evans seconded.

VOTE:

Motion PASSED on a 7-0-0 voice vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

b. Other Business/New Business

Economic Development Director Tom Flaherty said they were expecting to wrap up the port masterplan by the end of the month or early May. He announced that Mr. Bartels and himself would be presenting at the Quad City Business Journal Transportation & Infrastructure Seminar.

- c. Motion: Motion to exit the Rock Island Regional Port Authority and reconvene the regular City Council meeting.
- VV Voice vote is needed.

MOTION:

Aldersperson Parker moved to exit the Rock Island Regional Port Authority and reconvene the regular City Council meeting; Aldersperson Evans seconded.

VOTE:

Motion PASSED on a 7-0-0 voice vote. Aye: Poulos, Healy, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: None.

19. Other Business/New Business

Aldersperson Swanson said there were many people traveling above the speed limit and running stop signs on 25th Avenue. She thanked Mr. Bartels for working with her to find a solution. Aldersperson Evans added that he has received speeding complaints since a section of 5th Avenue was resurfaced.

Aldersperson Barnes said Isabel Peña and herself graduated from the Illinois Quad Cities Citizens Police Academy and shared her positive experience. She said Moline’s community-oriented policing program stood out as something worth drawing inspiration from for future implementation.

20. Closed Session

- a. **5 ILCS 120/2(c)(8) Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property.**

5 ILCS 120/2(c)(11) Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding must be recorded and entered into the minutes of the closed meeting.

Motion: Motion to enter Closed Session for the exceptions cited.

VV Voice vote is needed.

MOTION:

Aldersperson Poulos moved to enter into Closed Session for the exceptions cited; Aldersperson Evans seconded.

VOTE:

Motion PASSED on a 7-0-0 voice vote. Aye: Poulos, Healy, Evans, Hurt, Barnes Swanson, Parker. Nay: None. Absent: None.

Council entered Closed Session at 6:48 p.m.

21. Adjourn

- a. Motion to adjourn to April 27, 2026.

Motion: Motion to adjourn.

VV Voice vote is needed.

After reconvening the regular meeting, Clerk Torres called the roll. All Council members and Mayor Harris were present except Aldersperson Healy.

MOTION:

Aldersperson Parker moved to adjourn; Aldersperson Evans seconded.

VOTE:

Motion PASSED on a 6-0-1 voice vote. Aye: Poulos, Evans, Hurt, Barnes, Swanson, Parker. Nay: None. Absent: Healy.

The meeting concluded at 7:18 p.m.

[MIN_SIGNATURES]

**CITY OF ROCK ISLAND, ILLINOIS
EMPLOYMENT AGREEMENT**

The purpose of this Employment Agreement (hereinafter, "Agreement") is to set forth certain matters of understanding between the City of Rock Island, (hereinafter, the "City") and Todd Thompson, (hereinafter, "Employee") regarding the position of City Manager. The City has asked Mr. Thompson to serve in such position under the terms and conditions as follows:

SECTION 1. COMMENCEMENT DATE

This Employment Agreement shall commence sixty (60) days following the City's approval and execution of this Agreement.

SECTION 2. DUTIES AND RESPONSIBILITIES:

Employee will perform the functions and duties of City Manager as set forth in Article III, Division 2, Section 2-68 of the Rock Island Code of Ordinances (which may be amended by City Council) and perform all other legally permissible and proper duties and functions as the City Council shall from time to time assign.

Employee, in his capacity as City Manager, shall be responsible to the Mayor and City Council for the proper administration of the business affairs of the City, the statutes of the State of Illinois, and the ordinances of the City of Rock Island, and the resolutions and directives of the Mayor and City Council.

Employee shall be subject to all provisions set forth in the City of Rock Island Employee Handbook for the City of Rock that are not in conflict with this Agreement. If there is a conflict between the City's Employee Handbook and this Agreement, then the provisions of this Agreement shall govern.

SECTION 3. SALARY:

The City agrees to pay the Employee, for his services rendered as City Manager, an annual base salary of **\$217,481.15**. The Employee will also receive five percent (5%) of his annual salary in deferred compensation through ICMA's 457 Plan.

Salary payments shall be made to the Employee on bi-weekly basis and in accordance with the City's standard payroll practices.

The Employee's compensation will be reviewed annually. The City may change such base salary and/or other benefits of the Employee in such amounts and to such extent as the City Council may determine that it is desirable to do so on the basis of an annual performance evaluation of such Employee, taking into consideration adherence to goals and objectives established by the Mayor and City Council (See Section 10).

SECTION 4. HEALTH INSURANCE AND PENSION

The City agrees to provide major medical, dental, vision, prescription drug and Section 125 plan coverages for the Employee and his dependents as provided to other non-affiliated City employees.

The City agrees to make FICA, Medicare, Illinois Municipal Retirement Fund (IMRF) and International City Management Association – Retirement Corporation (ICMA-RC) contributions, as required by law, for the benefit of the Employee subject to the same terms and conditions as provided to other non-affiliated City employees.

The City agrees to make an additional supplemental contribution in the amount of five percent to the Employee's deferred compensation account through ICMA's 457 plan for any qualified earning not covered due to IMRF Tier 2 income limitations for the calendar year. This supplemental payment is in addition to the deferred compensation payment outlined in Section 3 – Salary.

SECTION 5. AUTO AND CELLULAR PHONE ALLOWANCE AND FITNESS CENTER MEMBERSHIP:

The City agrees to pay the Employee \$500.00 per month (\$6,000 annually) towards an automobile allowance. Auto allowance payments (\$6,000 divided by 26 pay periods) shall be made to the Employee on bi-weekly basis and in accordance with standard payroll practices. The Employee is responsible for all insurance, maintenance and gasoline expenses pertaining to the vehicle. The automobile allowance will compensate the Employee for required business travel in lieu of a mileage reimbursement.

The City will provide a city-owned cell phone for the Employee's use or will reimburse Employee \$30.00 per month if he chooses to use his own phone for city business instead.

The City will provide a paid membership for the Employee at one of the City of Rock Island Park and Recreation facilities of their choice. This is an employee only membership.

SECTION 6. VACATION, SICK, PERSONAL, AND HOLIDAY LEAVE:

The Employee shall receive vacation, sick and personal leave as provided to other non-affiliated employees. The Employee shall begin his employment with the City with two (2) weeks (80 hours) of vacation and twenty (20) days (160 hours) of sick leave banked and available to the Employee for use upon commencing employment.

The Employee shall receive 6.2 hours of vacation leave per pay period (160 hours per year). The Employee may carry a vacation balance equal to 1.5 times their annual accrual (a maximum bank of 240 vacation hours) consistent with current City policy for non-

affiliated employees. Following completion of the Employee's first year of employment, the City will buy back up to forty (40) hours of the Employee's accrued but unused vacation leave each year, at the Employee's request.

The Employee shall receive 3.7 hours of sick leave per pay period (96 hours) upon hire. The Employee may accumulate up to a maximum of 1,040 hours, consistent with current City policy for non-affiliated employees.

The Employee shall receive 40 hours of personal leave per year at the start of new fiscal year (January 2026), consistent with current City policy for non-affiliated employees.

The Employee will receive Holiday Leave consistent with current City policy for non-affiliated employees.

SECTION 7. WORK HOURS:

The City's business and management affairs obligate the Employee to routinely work or represent the City beyond regular City Hall business hours or days. The Employee shall receive no overtime payment or compensatory time for such time. Provided the Employee's duties are met in a timely manner, the Employee's work day schedule may be flexed other than customary City Hall business office hours.

SECTION 8. PROFESSIONAL DEVELOPMENT AND COMMUNITY INVOLVEMENT:

The City agrees to budget and to pay for reasonable professional dues and subscriptions of the Employee necessary for full participation in national, regional, state and local associations and organizations necessary and desirable for his continued professional participation, growth and advancement and for the good of the City, assuming that budgetary constraints allow for such budgeting.

The City agrees to budget for and to pay the travel and subsistence expenses of the Employee for professional and official travel, meetings and occasions adequate to continue the professional development of the Employee and to adequately pursue necessary official and other functions for the City.

The City encourages the employee to be personally involved in the community and participate in its activities and events. He is encouraged to attend and participate in community business, professional, historic or similar organizations.

The City encourages the Employee to become a member of at least one (1) community-based organization such as Rotary, Kiwanis or other agency that has a community service mission. The City agrees to budget and pay for the Employee's costs of maintaining membership in such community service associations.

SECTION 9. RESIDENCY:

Within six (6) months from commencement of this Agreement, the Employee shall establish residency within the corporate limits of the Rock Island. Thereafter, Employee must maintain residence within the corporate limits during his tenure as City Manager. The Employee will adhere to the City's Residency Requirement Procedures, consistent with current City policy for non-affiliated employees. The City shall provide the Employee with relocation assistance in a lump sum amount of ten thousand dollars (\$10,000.00). In the event the Employee voluntarily vacates the position or the Employee otherwise terminates this Agreement within the first twelve (12) months of his employment, Employee shall be obligated to repay the City the lump sum relocation assistance payment within thirty (30) days following his termination of the Agreement.

SECTION 10. PERFORMANCE EVALUATION:

The City Council shall review and evaluate the performance of the Employee on an annual basis. Such review and evaluation shall be in accordance with specific criteria developed jointly by the City Council and the Employee. In consultation with the Employee, such criteria may be added to or deleted from as the City Council may from time to time determine. Further, the City Council shall provide the Employee with a written summary statement of the findings and provide an adequate opportunity for the Employee to discuss his evaluation with the City Council within an executive session. The failure of the City to complete the matters set forth in this paragraph shall not constitute a breach of this Agreement provided they are completed within 30 days upon written request of the Employee.

The Employee shall evaluate department directors on at least an annual basis.

SECTION 11. OUTSIDE EMPLOYMENT:

The Employee shall not spend time in outside activities, such as teaching, counseling or other non-City connected business that may impede or interfere with the Employee's employment responsibilities without the prior written approval of the City Council.

SECTION 12. INDEMNIFICATION:

The City shall defend, save harmless and indemnify the Employee, against any tort, professional liability claims or other demand or legal action arising out of an alleged act or omission occurring in the performance of the Employee's duties as City Manager, provided that such alleged act or omission does not constitute intentional conduct or criminal conduct as set forth in the Illinois Compiled Statutes (720 ILCS 5/) Criminal Code. The Employer will pay the amount of any settlement or judgment resulting from such a claim against the Employee to the extent permitted by law. It is agreed, however, that there is no obligation on the part of the City to pay for any punitive damages assessed to the Employee.

SECTION 13. BONDING:

The City shall bear the full cost of any fidelity or other bonds required of the Employee under any law or ordinance.

SECTION 14. TERM; TERMINATION AND SEVERANCE PAY:

Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of the City Council to terminate the services of the Employee at any time, subject only to the provisions set forth in this Section.

The City Council may discipline the Employee for just cause as determined by City Council. This discipline may include a reprimand, suspension with or without pay, and termination. Prior to reprimand, suspension or termination, the Employee shall be allowed the opportunity for a pre-disciplinary hearing. The hearing shall proceed only after the Employee has had five (5) days written notice regarding the basis for reprimand, suspension or termination. The Employee shall be allowed to present witnesses and documents and answer City Council questions in an attempt to refute any allegations. Upon a simple majority request of the City Council, the Employee hearing shall be requested through the Mayor and will occur before the City Council within an executive session.

If the City Council has reason to discipline the Employee, it shall be done in a manner that will not embarrass the Employee before other City employees or the public.

The Employee shall hold this position at the will and sole pleasure of the City Council and may be disciplined or removed on the affirmative vote of a simple majority of that body in accordance with Article III, Division 2, Section 2-70 of the Code of Ordinances. The Employee is not under the protection of the Employee Handbook or any implied contract other than this document with regard to termination or removal.

The Employee may resign from his position of his employment at any time upon ninety (90) days' prior written notice to the City; such time may be shortened at the discretion of the City. Employee shall be entitled to all leave pay-outs as are accorded other non-affiliated employees of the City.

In the event the Employee is terminated by the City Council during such time as the Employee is willing and able to perform his duties under this Employment Agreement, then the City agrees to provide severance pay equal to twenty (20) weeks of annual salary payable on a bi-weekly basis and in accordance with standard payroll practices. Severance pay will only occur if Employee executes and delivers to the City a complete release agreement in form and substance reasonably acceptable to the City.

However, in the event the Employee is terminated because of:

- 1) his conviction of any felony or any illegal act involving personal gain to him; or
- 2) for any other crime of moral turpitude; or
- 3) a violation of the City's drug and alcohol policy; or

- 4) the abandonment of his position without cause attributable to the City; or
- 5) willful misconduct or gross neglect of his duties and responsibilities as City Manager which has or is likely to result in material damage to the City; or
- 6) willful violations of City policies of a serious nature, including for example, but not limited to, the City's Sexual Harassment Policy, Harassment/Bullying Policy, or policy prohibiting Threats and Violence in the Workplace; or
- 7) any willful, knowing, or negligent misapplication or misuse, direct or indirect, which results in personal gain by the Employee of public or other funds or other property, real, personal, or mixed, owned by or entrusted to the City, any agency or corporation thereof, or the City Manager, in his official capacity;

then the City shall have no obligation to pay the severance sum designated in this Section. In the event this Agreement is terminated by the City at any time for one or more of the causes described in this Section, the Employee shall be entitled only to payout of any accrued but unused vacation, personal, and sick time in accordance with then-current City policies for non-affiliated employees.

This Agreement shall be in effect from the commencement of this Agreement. This Agreement shall be renewed on a three (3) year basis thereafter upon written agreement of the City and Employee. Should the City decline to renew Employee's contract, the City agrees to the continued employment of the Employee for a ninety (90) day transition period beyond the term of the Employment Agreement (or the date following expiration of the contract in which Employee was advised that contract would not be renewed) to assist in the transition in the City Manager's Office. Employee must work in "good faith" for this ninety (90)-day period or the City may cease the relationship and Employee shall be entitled to severance pay equal to twenty (20) weeks of salary, payable on a bi-weekly basis and according to normal payroll practices. Good faith effort shall mean Employee is present (reasonable absences withstanding), makes progress toward mutually agreed upon goals and objectives, and conducts himself in a professional manner. At the expiration of the ninety (90)-day transition period, Employee shall be entitled to severance pay equal to twenty (20) weeks of salary, payable on a bi-weekly basis and according to normal payroll practices.

Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the City Council to terminate the services of the Employee at any time during the employment term or any renewal thereof subject to the provisions of this Section.

SECTION 15. GENERAL PROVISIONS:

This Agreement constitutes the entire agreement between City and Employee. This Agreement may be amended only by written agreement, signed by City and Employee.

This Agreement shall inure to the benefit of the heirs at law and executors of Employee.

If any provision of this Agreement is held invalid or unenforceable, the remainder will be unaffected.

This agreement is effective beginning on or about sixty (60) days following the City's approval and execution of this Agreement.

This Agreement was approved by the City Council on the _____ day of April, 2026. City and Employee have each retained an original copy.

TODD THOMPSON

CITY OF ROCK ISLAND, ILLINOIS

By: _____
Ashley Harris, Mayor

Attest: _____
City Clerk

STATE OF ILLINOIS)
) ss:
COUNTY OF _____)

I, the undersigned, a Notary Public in and for the aforesaid county and state, do hereby certify that, TODD THOMPSON, the same person whose name is subscribed to the foregoing instrument, appeared before me this day in person and acknowledged that he signed, sealed and delivered said instrument as his free and voluntary act for the uses and purposes therein set forth.

Given under my hand and seal this _____ day of _____, 2026.

(seal)

NOTARY PUBLIC