

## Candidate Responses Running for Naperville City Council

*Vote for no more than 4*

**Vasavi Chakka** - no response

**Lucy Chang Evans**

1. **What efforts do you feel city government should make to ensure the voices of our diverse community are heard, specifically our residents of color and our youth?**

*Naperville has recognized the importance of diversity, equity, and inclusion and has taken concrete action to ensure all voices are heard. The city recently hired a full-time diversity, equity, and inclusion manager to ensure that Naperville employees practice diversity, equity, and inclusion in their work, with each other, and in the larger community. This employee will also be able to interact with their counterparts in local school districts and other communities to broaden their reach and share their practices.*

*Naperville also practices diversity and inclusion through the Special Events Cultural Amenities Program (SECA). This program supports special events, artistic events, and cultural experiences. This kind of “diversity on display” enables the community to share their cultures and traditions to members of the community who otherwise might not be exposed to them. As a Chinese-American, I applaud these efforts and wish I had seen more celebrations like these when I was growing up. These celebrations promote cultural awareness and foster a sense of community and belonging to everyone.*

2. **Naperville is the only IL town with a population of 50,000 and above that has been cited by the Illinois Housing Development Authority for its shortage of affordable housing. What do you recommend be done to increase affordable housing in Naperville?**

*Naperville has made efforts to address the shortage of affordable housing by directing staff to work on an inclusionary zoning ordinance that would require developers to include affordable housing in new housing developments or pay into an affordable housing fund. This is a step in the right direction, but to reach a level of 10% of the housing units deemed affordable, we need to go further. One way to achieve this would be to allow zoning changes to construct planned unit developments (PUDs) on existing commercial properties. A PUD is a designed grouping of compatible land uses, such as retail, office, and residential. With the changing landscape of retail and workspace usage, PUDs can pivot to the needs of families, retirees, single residents, childcare providers, and consumers all in a fairly compact space. PUDs can significantly increase affordable housing options in Naperville.*

3. **Are you aware of the City’s pay scale and implementation? Are you confident that there is no compensation disparity between genders doing similar jobs? Please explain your answer and what you may recommend for change if needed.**

*In my discussion with Jim Sheehan, Director of Human Resources for the City of Naperville, he enlightened me on how the city determines pay scales for its employees and what events might trigger salary adjustments. The city is transparent in its employee*

*compensation information and the payroll is available for public viewing on the city's website. As such, I have not seen disparities between genders doing similar jobs. There is equal pay for equal work.*

*There may be concern that salaries for some job classifications that are traditionally male or female may need to be re-evaluated. For instance, the job value of a lower paying administrative assistant (traditionally female) may be comparable to the job value of a higher paying equipment operator (traditionally male). We can address gender pay equity by promoting diversity in these traditional job roles and ensuring that any new job classifications are analyzed for pay equity.*

**Jim Haselhorst**

- 1. What efforts do you feel city government should make to ensure the voices of our diverse community are heard, specifically our residents of color and our youth?**

*Ensuring any voices from the community are heard is a challenge for any government organization on any issue. Naperville has many ways for people to be heard by our city government on any issue including diversity. The way to make sure these voices are heard is to make sure they know about these different means of communication and that they know to be specific and not use generalization. City leadership can not investigate and make decision on how to best handle a citizens concern without having specific, detail information to act on.*

- 2. Naperville is the only IL town with a population of 50,000 and above that has been cited by the Illinois Housing Development Authority for its shortage of affordable housing. What do you recommend be done to increase affordable housing in Naperville?**

*Unfortunately this has been a problem for sometime and has gone unaddressed. Providing housing assistance does not really fix the affordable housing problem, you just end up with affordably housing that is subsidized. All the solution I have heard are all solutions that have not worked out well in other cities. There needs to be a conversation with organizations in the community that work on affordable housing like Habitat for Humanity to see what advice they can provide. Providing incentives to developers has worked well for the senior housing problem so it maybe a good solution for affordable housing.*

- 3. Are you aware of the City's pay scale and implementation? Are you confident that there is no compensation disparity between genders doing similar jobs? Please explain your answer and what you may recommend for change if needed.**

*I have not seen the city's pay scale but I assume it is similar to the ones I was involved in when I worked for the USDA and during my Navy time. These type of scales are designed to be gender (as well as ethnic, age, etc) unbiased. If used as designed there will be no compensation disparity. But as I saw during my time at the USDA pay scale system like this can be gamed to allow gender compensation disparity. The only way to make sure the system is working the way it is intended is by regular auditing of positions and compensation.*

You can also visit my website at <https://www.napervillecandidate.com> or my Facebook page at <https://www.facebook.com/haselhorst4council>.

**Ian Holhauzer**

**1. What efforts do you feel city government should make to ensure the voices of our diverse community are heard, specifically our residents of color and our youth?**

*I believe that hearing the perspectives of people of different races, ages, sexual orientations, and socioeconomic statuses is crucial to fostering a healthy community. I am proud to say that my senior campaign volunteer staff has diversity in all of the above-listed areas. Unfortunately, too many voices have been quieted for too long across the country. Growing up in a racially mixed family with two immigrant parents in Naperville, I am glad to have seen people's cultural awareness grow throughout my lifetime. The City of Naperville is already beginning efforts to strategically partner with Districts 203 and 204 for diverse students to be appointed to a city board. On the hiring front, the police department removed the application fee for new police officer candidates, which eliminated a barrier for otherwise qualified but socioeconomically disadvantaged candidates. Naperville is also about to announce its first Diversity and Inclusion Manager, highlighting the increased focus on the issue in our city.*

*In addition to the programs in motion, there is still much work the city can do. First, I think the city should consider expanding the scope of our Human Rights and Fair Housing Commission to include affordability as a whole (including non-housing factors). We can't price a diverse resident base out of living here, whether costs come from housing stock, city fees, or our creeping home rule sales tax, which disproportionately impacts poor families. Further, council can direct staff to conduct internal audits to ensure current city procedures are inclusive for all members of our city. Finally, the city can also form partnerships with existing not-for-profit organizations and festival groups, such as Naperville Soulfest and Naper PRIDE fest, that reach underserved populations in Naperville.*

*As the current Board Chair for the Naperville Area Chamber of Commerce, I helped lead the creation of a Diversity Equity and Inclusion and Corporate Social Responsibility committee. Our board passed a Black Lives Matter statement in the wake of George Floyd's murder. I believe these initiatives show that our local business community is also ready to take part in a more inclusive Naperville.*

**2. Naperville is the only IL town with a population of 50,000 and above that has been cited by the Illinois Housing Development Authority for its shortage of affordable housing. What do you recommend be done to increase affordable housing in Naperville?**

*Affordability, including affordable housing, is very important to me. Fundamentally, we are pricing out the young families, the nursing assistants, the teachers, the small*

*business owners, and the retirees who help create the vibrant city we love. To me, an example of a neighborhood in Naperville where we've been able to successfully integrate a wide-ranging mix of housing options at different price points is the Brookdale subdivision. Not only is it a wonderful, walkable, beautiful place to live, but there are apartments, townhomes, duplexes, single family homes, and senior living all in one place.*

*Fortunately, Naperville's Human Rights and Fair Housing Commission issued eight specific recommendations for improving Naperville's affordable housing stock. I believe by following these recommendations, we can hopefully have more mixed income areas that look like Brookdale in the future. Of the eight recommendations, I am particularly interested in the idea of creating a housing trust fund, which could help ensure that Naperville's existing affordable housing stock does not fall into disrepair.*

*In exploring one of the Commission's other key recommendations, City Council recently directed staff to look into options for an Inclusionary Zoning Ordinance, which, if done right, could provide a strong incentive for developers to include affordable housing in the mix of offerings in new subdivisions. However, given Naperville's relatively few remaining open land parcels, I believe we need to think even more creatively. One option is potentially changing the current zoning requirements to allow accessory dwelling units (a/k/a Granny flats or In-Law Apartments) for seniors to age in place close to family, as opposed to being forced out of the area in order to find single-floor housing.*

*I also think there may be some creative opportunities for repurposing vacant commercial parcels to residential areas. One example of this is the recent conversion of a former motel site to micro apartments on Ogden Avenue.*

*Finally, even though this is not directly related to housing, I want to point out that the upward creep of use taxes in Naperville has had a disproportionate impact on working class and poor families, many of whom rent. The home rule sales tax, which didn't exist until 2015, is one such tax that I will vote against increasing because of its disproportionate impact on the working class.*

- 3. Are you aware of the City's pay scale and implementation? Are you confident that there is no compensation disparity between genders doing similar jobs? Please explain your answer and what you may recommend for change if needed.**

*After looking through the city's 2021 payroll report and investigating the current hiring practices, it appears that pay scales fluctuate depending on the length of service to the city. As a result, city employees who have had a long tenure with the organization are paid more than newer members of the staff. That being said, there does not appear to be a pay equity policy in the human resources procedures. I would encourage city staff to investigate best practices and draft a new policy accordingly.*

*As an additional aspect of note, in 2019, the city approved expanding its paid parental leave criteria to be inclusive of men and women. The city was one of the first organizations in Naperville to change its paid parental policy to recognize the contribution of all genders to raising healthy families.*

*2021 City of Naperville Payroll Report:*

<https://www.naperville.il.us/globalassets/media/finance-documents/payroll-report/2021payrollreport.pdf>

*If you'd like to learn more about me, Ian Holzhauer, please check out my website:*

[www.believeinnaperville.com](http://www.believeinnaperville.com) or my facebook page [@believeinnaperville](https://www.facebook.com/believeinnaperville)

### **John Krummen**

- 1. What efforts do you feel city government should make to ensure the voices of our diverse community are heard, specifically our residents of color and our youth?**

*I contribute to both local and national based discussions about diversity and Inclusion.*

*At the national level, I contribute to discussions that are organized by the Public Leaders for Inclusion Council (PLC) of American Indivisible. Our team of local leaders from around the nation focuses on solutions that can be implemented with local-hometown solutions. We work to embrace inclusion and diversity at the local level, addressing many concerns across many cultures and religious traditions.*

*At the local level, I have worked with local leaders from many religious traditions. One project of note was with the Muslim community to create educational displays to celebrate Ramadan.*

*Additionally, I am proud to have the privilege to serve on the board of directors for the Xilin<sup>[JK1]</sup> Association. The Xilin Association is a collection of vibrant, diverse, and multicultural community centers with exceptional resources for the social needs of families, children, and the elderly. We are passionate about serving families in the Chicagoland area with our community health, children's education, senior services and performing arts programs.*

*Lastly, I am proud of my work the community youth. I have spoken before dozens of both boy scouts and girls scouts troops. I meet with them, when they come to the city seeking a merit badge for civic involvement. I speak to troops comprised of many races, religions, nations of origin, and ethnicities. I also have the privilege of playing Santa Claus in the big holiday parade in Naperville.*

- 2. Naperville is the only IL town with a population of 50,000 and above that has been cited by the Illinois Housing Development Authority for its shortage of affordable housing. What do you recommend be done to increase affordable housing in Naperville?**

*Naperville has a portfolio of housing needs. The needs of a young professional just starting out in life are one set of needs. A young couple starting a family have another set of housing need, as do growing families, maturing families, empty nesters, retirees, seniors who simply one to downsize, and seniors who may need a little extra help to get through the day. So, if Naperville has a portfolio of housing needs, we must have a portfolio of housing solutions.*

*I have worked alongside Dawn DeSart, DuPage County Commissioner, and together we have conducted community town halls to hear from the community about attainable housing. Personally, I live by myself in a single family four-bedroom house. I want to stay in Naperville, but most option for downsizing include up budgeting. I, like many others would like to downsize and down budget, but Naperville offers few options. So attainable housing for our seniors, young professionals starting out, and for our teachers and first responders is paramount to keeping Naperville a strong community of Neighbors helping neighbors.*

- 3. Are you aware of the City's pay scale and implementation? Are you confident that there is no compensation disparity between genders doing similar jobs? Please explain your answer and what you may recommend for change if needed.**

*Naperville has a solid record of gender equality and several women are in top leadership roles. Below is a list of current leaders at the director's level. This represents nearly a 50% representation of women at the highest level of leadership within the city government. But we must understand, there is still so much more work to be done.*

*Marcie Schatz, Deputy City Manager*

*Linda LaCloche, Communications Manager*

*Pam Gallahue, City Clerk*

*Rachel Mayer, Finance Director*

*Jackie Nguyen, Director of Information*

*Lucy Podlesny, Electrical Utility Director (retired December 2020)*

### **Paul Leong**

- 1. What efforts do you feel city government should make to ensure the voices of our diverse community are heard, specifically our residents of color and our youth?**

*My short answer is education and outreach with listening. As a Naperville CUSD D203 school board member, it was my priority to educate all students. The board on which I served appointed the district's first Director of Diversity and Inclusion, as well as board members of color. While I served, the board of 7 consisted of 3 persons of color and 4 women; arguably the most diverse school board in D203 history. I was the first Chinese-American to be elected to any office in Naperville, and four years later there are many Chinese-Americans running for a variety of offices. My hope is that being a role model of leadership and service will inspire young people and other people of color to step up and become the leaders of tomorrow. I also serve on the steering and executive committees of the Art of Inclusion, where we try to promote diversity, inclusion, and unity through public art. All of the leadership committees of the Art of Inclusion are populated*



*with volunteers of color and women, and we work with a variety of young artists in Naperville; our first slogan was "Naperville Together". The key word in your question to me is effort. There will be no quick fix or wand waving; it may take a long time and require a great deal of work and effort, but it is the responsibility of our representatives to meet the challenge.*

- 2. Naperville is the only IL town with a population of 50,000 and above that has been cited by the Illinois Housing Development Authority for its shortage of affordable housing. What do you recommend be done to increase affordable housing in Naperville?**

*Most of the time, the idea of affordable housing is discussed in the same breath as fair housing, so I hope you don't mind if I address both.*

*Naperville has established a Human Rights & Fair Housing Board to support fair housing. This board provides guidance to the council and encourages housing variety and broader pricing levels for the entire community. As a city council member, I would listen to the board and work to create opportunities to improve Naperville's fair housing offerings. While working as an FDIC Bank Examiner, I participated in compliance examinations and enforced the CRA (Community Reinvestment Act) to encourage banks to fairly lend in their local areas, so I very much understand the importance of this priority.*

*As a Naperville City Council member, I would support affordable housing and work toward achieving compliance with federal and state laws. I have only been exposed to a small amount of the existing legislation and regulation (mostly from watching Naperville City Council meetings), but what I have seen is very complicated and appears to be geared to a "one size fits all" approach into which it is hard to shoehorn a city such as Naperville. An import part working this issue would be to listen to stakeholders from all sides to ensure that their voices are heard.*

- 3. Are you aware of the City's pay scale and implementation? Are you confident that there is no compensation disparity between genders doing similar jobs? Please explain your answer and what you may recommend for change if needed.**

*As a Naperville D203 school board member, I reviewed gender pay disparities and it was explained to me that the vast majority of jobs were unionized (teachers, assistant teachers, bus drivers, mechanics, janitors, etc.) and that pay was determined largely by years of service and earned credentials (degrees and certifications). I also discovered that there were more females teaching in elementary and more males teaching in high school.*

*Many Illinois entities are required to publish a list of their employees that are paid more than \$100,000 per year. I would review this list with an eye to ensure no pattern of gender discrimination. I would also review existing policies regarding gender discrimination and communicate to the city manager how important compliance is to me.*

*Union contracts are typically collectively bargained, and I would likely not be a participant in those negotiations. I have a 13 year old daughter, and I was raised with/by 5 older sisters so I have some skin in this game. I understand that a council member only hires the city manager, so the main tool I would use is policy review, and changes would require the support of the majority of council members.*

**Allison Longenbaugh**

**1. What efforts do you feel city government should make to ensure the voices of our diverse community are heard, specifically our residents of color and our youth?**

*When making decisions, it is important to me that equity be a cornerstone of the discussion. I have worked with multicultural teams throughout my 29-year career at J.P. Morgan and have found that the best solutions come from the collaboration of diverse perspectives. I will be excited to work with the new Diversity & Inclusion Manager to make city government accessible and Naperville a place where everyone can thrive. I will actively reach out to marginalized communities to make sure they feel safe and welcome at City Council. I will not only invite them to participate but actively ask for their input.*

*Recently I took my daily run to Tallgrass so I could check out the proposed site of the Islamic Center of Naperville's (ICN) complex on 248th Street. I have also had several conversations with members of ICN and with residents in the surrounding neighborhood. With respect to youth, I support our Leadership Academy and I would like to hear more from the student representatives involved with each of the boards and commissions. I have three teen daughters at Naperville North HS and I know that two issues that are incredibly important to them are racial justice and climate change. I want to support conversations between marginalized groups and the Naperville Police Department. Chief Marshall and NPD are ahead of the curve in many areas and I want to support them take their leadership further with body cameras and outreach. With respect to climate change, I support shifting Naperville from reliance on coal energy to green energy and we will have that opportunity as existing contracts roll off. Additionally, I would like to explore new programs, such as composting, which would reduce food waste, landfills, and methane gases. The Naperville Environment and Sustainability Task Force (NEST) is a community group which should invite youth and marginalized communities to participate and I would support that outreach.*

**2. Naperville is the only IL town with a population of 50,000 and above that has been cited by the Illinois Housing Development Authority for its shortage of affordable housing. What do you recommend be done to increase affordable housing in Naperville?**

*Naperville should be a place where people can afford to live from childhood through retirement. Current housing stock trends force out people who have lived or worked here for years but cannot afford Naperville. This won't be easy to solve, as we face quite a few constraints. For example, limited land availability, defining what "affordable" means and what groups to target, and ensuring that any development fits with nearby*



*neighborhoods. This will be an important consideration when we discuss the update to the Master Plan. Neighborhoods that are currently R1/R2 should not be rezoned to include multi-unit apartment buildings (affordable or otherwise) that are out of character with the surrounding homes. It is important to note that Naperville is currently out of compliance with Federal housing regulations. Solving this problem ourselves is preferable to having a Federal decree imposed on us.*

*While our options are limited, here are a few ways City Council could address the shortfall. We could require a percentage of new development and redevelopment be set aside for affordable housing. At the January 6 meeting, Council approved a move to preserve Naturally Occurring Affordable Housing (NOAH), and was successful in converting an old motel to 110 micro apartments on Naper/Ogden. They are also starting to work on an Inclusionary Zoning Ordinance (IZO).*

*I expect the new Human Rights and Housing Commission, with the Diversity and Inclusion Manager, will explore ways to provide financial assistance which can be achieved with grants funded by the Community Development Block Grant (CDBG). This included 3 months of rent assistance, shelter for domestic violence and homeless persons, and other services. I would like to see this continue if there is another relief act approved by Congress. The city could also explore a forgivable loan program for homebuyers who are 80% of the area median family income to assist with down payments. Finally, we do not have enough smaller homes, and often it's more expensive for a senior to downsize than to stay in a home that's too large. Planning and Zoning (PZC) could incentivize remodeling to preserve existing low-cost housing stock. For example, they could reduce the size of homes relative to their lots, but allow a higher lot-coverage percentage for remodels than for new homes. They could review ordinances covering Alternative Dwelling Units (ADUs).*

**3. Are you aware of the City's pay scale and implementation? Are you confident that there is no compensation disparity between genders doing similar jobs? Please explain your answer and what you may recommend for change if needed.**

*Municipalities are fully transparent about their pay scales; the data is publicly available on the city's data portal. This is helpful for employees to assess how their compensation compares to their peers; however the city should actively analyze pay data to identify red flags and immediately address them. Collective bargaining agreements account for 60% of municipal employees and the pay scale is based on the type of job and experience. Employees who are not part of a union have less certainty over their compensation structure, but Human Resources does market analysis to attract candidates and can adjust if the trends demand it.*

*Often pay disparity is attributed to a lack of experience; however, there is much an employer can do to eliminate that excuse and prepare employees for future advancement. If a particular department or role skews toward one gender or race, management must ask why that is the case. Naperville should recruit from and advertise*

*to diverse talent pools. Training and other opportunities offered to employees should be designed and audited to make sure there is no disparate impact. Managers should receive anti-bias training and also learn how to interview and evaluate candidates objectively. Interview notes should be audited to ensure compliance. Ongoing management training should give managers tools and develop their skill set to coach, train, and evaluate employees with diversity, equity, and inclusion in mind. Additionally, I support mentoring programs and training to give employees every opportunity to gain the skills and experience necessary for advancement. Lastly, representation matters so Naperville must analyze its leadership stack to identify gaps in diversity and then address those intentionally.*

*The city has taken a step in the right direction with the hiring of a Diversity & Inclusion Manager and I look forward to working with them on the critical work of diversity, equity, and inclusion.*

**Vince Ory - no contact email**

**Jennifer Bruzan Taylor**

- 1. What efforts do you feel city government should make to ensure the voices of our diverse community are heard, specifically our residents of color and our youth?**

*Naperville is lucky that it has a growing diverse population, with around 25% of its population being non-white. For example, we have the largest Indian-American population outside of Chicago. This growing diverse population not only brings new ideas and viewpoints to Naperville, but also new businesses. Many of our long vacant, big box retail spaces are being filled by vibrant ethnic businesses, like H-Mart, Patel Brothers, and Mall of India that not only contribute to our tax base, but exposes our entire community to new products and culture. This is but one example of how Naperville has supported having the “voice” of our diverse community heard. Another current example is Naperville changing its mission statement to broadcast its plan to actively create “an inclusive community that values diversity,” and the hiring of a full time diversity and inclusion director who will look at ways to add the voices of our diverse community. I not only support this initiative, but am excited to see the future recommendations that come before Council.*

*As for providing a voice for our youth in Naperville City government, this is something the City has started to address. A few months ago, each of the non-elected boards and commissions had student ambassadors appointed in order to provide a different viewpoint on issues. Since then I participated in multiple meetings with these student ambassadors, and their professionalism and thoughtful questions and insight impressed me.*

*If elected to Naperville City Council I will always be open to new ideas on how the City can expand the participation and “voice” of everyone in our community, including our diverse and youthful population.*

- 2. Naperville is the only IL town with a population of 50,000 and above that has been cited by the Illinois Housing Development Authority for its shortage of affordable housing. What do you recommend be done to increase affordable housing in Naperville?**

*Addressing our housing shortages will not be solved with one simple solution. The word that needs to be remembered in all solutions presented to Council is "balance." Balance is absolutely necessary because we want to ensure we do not discourage development, but at the same time we know we have significant housing needs that need to be addressed. For example, we have seniors, like my parents, living on fixed incomes and trying to pay for the upkeep of their house. They want to downsize in Naperville, but cannot find something that costs less or even equal to what they are currently paying. I believe there are many more seniors in the same position.*

*The Human Rights and Fair Housing Board (HRFH), formally known as the Housing Advisory Board (HAC), presented in a Council workshop various ideas including, among others, providing loan assistance to help seniors age in place, working with developers who specialize in building affordable housing, leveraging city owned land, as well as preserving smaller and economical homes that typically would be torn down. Not only do I support these ideas, but I also would add that we should look at incentives to encourage developers to work with the City to solve this issue. For example, we can look to reduce or eliminate the permit and impact fees typically charged in developments if the developer agrees to provide specific housing that we need. We also can create a "fast pass" system where developments of this nature still have to go through all the proper channels, but they get to skip ahead of other developments. Phoenix, Arizona already does something similar regarding developers who turn vacant historic buildings into new businesses. At the end of the day, all ideas should be fully researched and explored to ensure our housing issues are solved, while at the same time still attracting new development to Naperville.*

- 3. Are you aware of the City's pay scale and implementation? Are you confident that there is no compensation disparity between genders doing similar jobs? Please explain your answer and what you may recommend for change if needed.**

*Yes, I am aware of the City's pay scale and implementation. The very well-known and apparent gender gap in pay very much exists throughout our country. This is an issue that is close to my heart. I actually developed a college course regarding this issue. Although I doubt that Naperville purposely has instituted a gender pay gap, I would be surprised if it does not inherently exist among City employees. The only way to ensure that there is no pay gap for two individuals doing the same exact job is to have a set, non-negotiable start pay with pay increases only at promotion, such as the step pay scale utilized by the federal government, or as I experienced as a Cook County Assistant States Attorney. Now I understand that there is still room for inherent discrimination when decisions are made for promotion, but setting a non-negotiable starting salary would be a great starting point. When it comes to promotions, I saw this disparity in the*

*Cook County States Attorneys' Office, where promotion is heavily tied to number of trials conducted. If you go on maternity leave, for example, your number of completed trials would be significantly impacted and your promotion through the Office slowed. Unfortunately, despite the potential disparity that can occur at the time of making promotion decisions, I believe the best way to address or at least lower any pay disparity between genders at the City of Naperville is to implement a step pay scale similar to that used by the federal government. Naperville should also educate all its City Staff to address inherent bias at the time when promotion decisions are made. This issue will not be resolved overnight and we have a continuing obligation to look at and explore more ideas to combat it.*

**Mark Urda**

- 1. What efforts do you feel city government should make to ensure the voices of our diverse community are heard, specifically our residents of color and our youth?**

*I support the efforts of Councilman White and of organizations like Naperville Neighbors United, Islamic Center of Naperville and Naper Pride and the use of SECA funds to help their community efforts*

- 2. Naperville is the only IL town with a population of 50,000 and above that has been cited by the Illinois Housing Development Authority for its shortage of affordable housing. What do you recommend be done to increase affordable housing in Naperville?**

*I support adopting specific the recommendations of Human Rights and Fair Housing Commission (formerly known as Housing Advisory Commission) as stated in 12/7/20 presentation to City Council:*

- *Develop plan to preserve naturally-occurring affordable housing*
- *Identify additional resources to assist populations with housing needs*
- *Establish revolving rehabilitation loan fund targeted to low income seniors*
- *Develop working relationships with affordable housing developers*
- *Develop strategy to leverage publicly-owned land*
- *Implement an inclusionary zoning ordinance*
- *Establish housing trust fund targeted towards helping veterans, seniors, special housing needs populations, and first responders in purchasing a home*
- *Create housing staff position(s) within city government or non-profit organization*

- 3. Are you aware of the City's pay scale and implementation? Are you confident that there is no compensation disparity between genders doing similar jobs? Please explain your answer and what you may recommend for change if needed.**

*No to both questions posed. While I was unable to find specific details about City of Naperville pay scale, I was able to find the following information from Payscale.com's 2020 report that women in general only make \$0.81 for every dollar a man makes, but in the controlled gender wage gap which controls for job title, years of experience, industry, location and other compensable factors, has also decreased, but only by \$0.01 since 2015. Women in the controlled group make \$0.98 for every \$1 a man makes. The*

*Naperville Fire Department contract does even better than this controlled general gap since gender is only mentioned once and it is used to include both women and men in that contract terms thus codifying equal pay for equal work. While progress has been made in reducing wage gap more work remains to be done using Naperville Fire Department as a model for all city government.)*

**Benny White** *(received late, but his father passed way around our deadline)*

**1. What efforts do you feel city government should make to ensure the voices of our diverse community are heard, specifically our residents of color and our youth?**

*Following my retirement from the military in 2008, I began to pave a path instilled in volunteerism. As I began to join a number of organizations dedicated to mentoring and educating youth communities around the Chicagoland area, I was determined to enact and execute my ideas within this space by getting involved in local government. In 2012, I was selected to fulfill the term of an outgoing school board member, and in 2013, I was elected to the Indian Prairie School District 204 Board of Education. In 2017, I became the first person of color elected to serve on the Naperville City Council. While on the City Council, I have made strides in strengthening diversity and advancing inclusion throughout the Naperville community, most notably by leading the effort in updating the language in the city's mission statement and by creating an organization committed to embracing the diversity of our city - Naperville Neighbors United. Throughout my military career and thereafter, my steadfast commitment to live by West Point's mission - Duty, Honor, Country - remains at the core of who I am as a person.*

*We give a great deal of the responsibility for our young people to our schools, which do a wonderful job of educating them; however, our youth often have less of a voice when it comes to the governance of our community. Even when they have not yet reached voting age, they have ideas and energy to contribute. I want to continue efforts to enable their perspectives to be heard by encouraging and widening student representation on selected Boards and Committees at the Municipal Center.*

**2. Naperville is the only IL town with a population of 50,000 and above that has been cited by the Illinois Housing Development Authority for its shortage of affordable housing. What do you recommend be done to increase affordable housing in Naperville?**

*Many of the wonderful people who work and visit here cannot afford to call Naperville home. I am committed to mitigating this issue. I understand the need to work with developers who have the expertise and experience to increase our workforce/attainable/affordable inventory without isolating it to a specific area of the community. We need to explore innovative methods that share the financial burden across multiple entities so the business opportunity for developers is more appealing and we can make attainable and affordable housing a reality.*

*Housing choices for seniors continues to be a challenge. Many of them have lived here for decades but no longer wish to stay in their homes as they have become too big or*

*too difficult to maintain. The City has made strides in this area but we must continue to increase these housing options so we can retain this wealth of knowledge and experience within our community. This also indirectly affects younger families as well because an increasing number of seniors are staying in place as the cost of “downsizing” is a more expensive option. As a result, the housing inventory for younger families has slowly diminished.*

**3. Are you aware of the City’s pay scale and implementation? Are you confident that there is no compensation disparity between genders doing similar jobs? Please explain your answer and what you may recommend for change if needed**

*I am not aware of compensation disparity between genders doing similar jobs at the City. However, we are well aware that “Employees are the City’s most important resource,” as is often stated by our City Manager and Director of Human Resources. City employees include both union and non-union employees; there are more than a dozen unions, including the Fraternal Order of Police and Naperville Professional Firefighters. Union contracts are negotiated with specific provisions about salaries and benefits. After the recession hit in 2008, a new category of non-union employees was added, called Tier 2, which had less-generous benefits than existing employees enjoyed. A few years ago the staff made the Council aware that newer employees were having a hard time accruing sufficient leave to start or add to their families. On January 21, 2020, just over a year ago, the City Council finally approved adding parental leave as a benefit to those employees. Among the comments that were made at the time was how important it is to “maintain a positive culture” in order to retain our excellent employees and to support employee morale.*

*To its credit, the City has many very accomplished women on its Leadership Team, including the Deputy City Manager, the Finance Director, the Director of Information Technology, the City Clerk, the Communications Manager, and our incoming Diversity and Inclusion Manager.*