

REDACTED*

**The interest group that sent me this questionnaire did not provide permission for their name, questions, or answers with their name be made public and are therefore redacted. However, the following topics are discussed: privatization of government services, the right to unionize, and diversity.*

[REDACTED]

As an elected leader, my primary responsibility will be to ensure that the goals of our City, set with input from residents and City staff, are defined and achieved. A secondary responsibility is to ensure that our City government sets a high standard for other leading institutions, by supporting the development of City staff, paying them a fair wage, and ensuring fair benefits. When a given service is needed to achieve our goals as a City, we should first look internally to see whether City Hall is best positioned to provide this service. When it is reasonable to believe that a service could be performed internally but the City is considering contracting it out to a private corporation, I will ask for an evaluation of options that include contracting out in comparison to performing the service internally.

[REDACTED]

When the City contracts services with a private entity, that entity should be held to the same standard of accountability that City staff are held to. There should be no exemption for requiring transparency or cost effectiveness, whether a service is provided internally or externally.

[REDACTED]

I believe in the right of unionization for all government employees and would not oppose such efforts.

[REDACTED]

As a former employee at the City of Peoria, I know how important it is for employees to maintain comprehensive and affordable health insurance. I don't believe employee health insurance coverage should be on the table as a cost-savings measure. Reducing the cost of healthcare should come from proactively supporting the health of employees, by encouraging and rewarding healthy behavior that results in less illness and injury. I support represented employees continuing to play an active role in determining the coverage and cost of their own health insurance coverage through the Joint Labor Management Healthcare Committee.

[REDACTED]

While employed at the City of Peoria, I worked alongside both management and represented City staff. However, I was not involved in any decision-making that affected the status of organized labor at the City.

[REDACTED]

I believe that the services that we provide, from Fire, to Police, to Public Works and Community Development, will be more effective when City staff are representative of the City of Peoria and bring a variety of experiences and backgrounds to the table. I would encourage the Human Resource Department to work closely with the Chief Diversity and Inclusion Officer and external organizations to make concrete recommendations for process changes that actively build a more diverse workforce. I support Grow Your Own programs in City Hall, such as the Police and Fire Cadets. In addition to internal improvements to our recruiting and hiring process, I would encourage partnerships with external organizations that can help create a pipeline of qualified diverse candidates for City positions, like the Peoria Area Diversity in Employment Action Team.

[REDACTED]

From my direct experience working alongside City staff, I see how badly they are overworked due to staff reductions over the years. While Code Enforcement has gotten better at addressing violations and Public Works is more efficient at maintaining infrastructure, the caseload for many City staff exceeds what they could possibly accomplish. In addition to not being able to complete necessary work, these cuts have contributed to a culture where employees are led to fear for their jobs every time the budget is discussed. This is unacceptable.

As elected leaders, we must identify our aspirational goals as a City and put into place a plan to achieve them. How will we attract people to live in Peoria to generate more property and sales taxes? How can we work with private and non-profit partners to support City-led efforts? We cannot simply say we want better roads, less blighted blocks, or safer neighborhoods without investing in City staff to help our community achieve those goals.

[REDACTED]

IMRF is an example of a well-funded and well-run pension fund in the State of Illinois. I support ensuring that the pension promises made to our local public employees are kept.

[REDACTED]

I believe in comprehensive long-term planning to improve the trajectory of our City. This includes bringing City staff, residents, and elected leaders to the table to identify our priorities and set measurable goals to achieve them. Elected leaders should not micro-manage City staff; we need to set the overall direction and be supportive of the staff that allow us to achieve our goals. I met many employees during my time at the City that were not given a clear explanation of their department or the City's strategic goals and simultaneously felt attacked or unsupported by elected leaders. I've worked alongside the many people who ensure our vital services as a

City are fulfilled. I want to work as their advocate to pave a better path for our City moving forward.

■ [REDACTED]

No.

■ [REDACTED]

My father was a member of the Solidarity labor union in Poland that organized millions of Poles in opposition to the oppressive communist regime that was ruling the country. For taking a nonviolent action in his official capacity as a union leader, he spent 5 months in prison. The right to organize and form a labor association is one that I cherish as a fundamental human right. I've seen its power to unite a people and work for good. [REDACTED]

[REDACTED] *I will fight for the right to organize and for organized labor to have their voices considered equitably alongside all of the organizations that are interested in making Peoria a better place for this generation and the next.*