



Agenda Memo

Crest Hill, IL

Meeting Date: | October 13, 2025
Submitter: | Blaine Wing, City Administrator
Department: | Administration
Agenda Item: | Civil Service Commission Referendum Discussion

Summary: For many years the City Council and staff have discussed challenges that the Civil Service Commission process has since it was put in place by referendum in 1965. Many of those challenges have gotten worse in recent years, as the labor market continues to shrink and both public and private employers compete for employees. As you will read, the City is at a true disadvantage compared to almost every city, town, and/or village in the State of Illinois, as we aren't able to post a position and quickly interview and hire employees. Instead, Crest Hill must follow a very dated process.

On Monday, I will talk about some of the advantages and disadvantages of the Civil Service Commission process and Attorney Stiff will advise on what steps would be needed in order to allow the residents of Crest Hill to once again decide if a more than 60-year-old process is still in Crest Hill's best interest or if there are other alternatives, that would better serve the citizens.

This is a very complex topic, and if City Council wants to proceed and try to place a question on the March 17, 2026 ballot, there are a lot of steps that will need to be taken over the next 45-days. Attorney Stiff will also discuss the deadlines and when things need to be submitted and filed.

Recommended Council Action: Discussion only.

Financial Impact:

Funding Source: General Fund

Budgeted Amount: Not budgeted.

Cost: N/A

Attachments: Attorney Memo & Draft Civil Service Commission Information Document