

ORDINANCE NO. 2886

AUG 15 2011

**AN ORDINANCE TO ESTABLISH THE SALARY/REMUNERATION OF FULL-TIME APPOINTED
CITY OFFICERS AND EMPLOYEES OF THE CITY OF COLUMBIA, ILLINOIS FOR THE *City Clerk*
FISCAL YEAR OF THE CITY COMMENCING MAY 1, 2011 AND ENDING APRIL 30,
2012.**

WHEREAS, the compensation/salary of the City's Full-Time Appointed Officers and employees must be established by ordinance which may be, but is not required to be, the annual appropriation ordinance to be passed and approved during the first quarter of the fiscal year of the City (65 ILCS 5/3.1-50-5 and 65 ILCS 5/3.1/50-10);

WHEREAS, the City, pursuant to Section 8-2-9.1 through 8-2-9.10 of the Illinois Municipal Code (65 ILCS 5/8-2-9.1 through 5/8-2-9.10) created the City office of "Budget Officer" and adopts an annual budget for the City prior to the commencement of each fiscal year of the City, in lieu of an appropriation ordinance;

WHEREAS, no compensation shall be paid to any City Full-Time Appointed Officer or employee in addition to that provided in the Ordinance fixing his or her salary; however, municipal employees may be reimbursed for the reasonable expenses they incur which arise from the performance of their duties (65 ILCS 5/3.1-50-5 and 65 ILCS 5/3.1-50-10);

WHEREAS, the ordinance fixing the salaries of the City's Full-Time Appointed Officers and employees is required to be adopted by the first regular meeting of the City Council held at the beginning of each fiscal year of the City, however, due to the review and approval process associated with the salary/remuneration figures detailed hereon, the adoption of said ordinance has been delayed until currently.

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Columbia, Illinois, that the salary compensation/expense reimbursement of the City's Full-Time Appointed Officers and employees for the City's fiscal year from May 1, 2011 to April 30, 2012, shall be as follows:

Section 1. Full-Time Appointed City Officers.

Joseph Edwards, Chief of Police & EMS Director	\$85,115
Jerry Paul, Deputy Chief of Police	\$75,000
Ronald J. Williams, City Engineer & Director-Public Works	\$100,004*
Albert G. Hudzik, City Administrator, Budget Officer, Health Officer and NIMS Coordinator	\$65,000

*In addition to the salary compensation listed above, the City Engineer receives \$3,000 annually as a car allowance.

Section 2. Police Department Personnel.

The salary/expense reimbursement for the Columbia Police Department sworn officers is established by a Collective Bargaining Agreement between the City and the Bargaining Agent for the Columbia Police Department, to wit: the Fraternal Order of Police. For informational purposes, and not for the purpose of establishing the salary/expense reimbursement for the Columbia Police Department sworn officers for the fiscal year of the City commencing May 1, 2011 and ending April 30, 2012, by said Collective Bargaining Agreement (as described in the preceding sentence), the following is presented:

<u>Sergeants</u>	\$23.95/Hr. + longevity pay (per Contract)
<u>Patrolmen</u>	\$22.95/Hr. + longevity pay (per Contract)
Officers with/obtaining a Bachelor's Degree	Additional 2% of pay
Clothing Allowance Per Year (Officer/Detective)	\$600/\$700
Uniform Cleaning and Maintenance per year	\$500

Section 3. Department of Public Works Personnel.

The salary/expense reimbursement for the employees of the City's Department of Public Works (with the exception of the Assistant City Engineer) is established by a Collective Bargaining Agreement between the City and the duly elected Bargaining Agent for said employees, to wit: the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International (USW). For informational purposes, and not for the purpose of establishing the salary/expense reimbursement for the employees of the City's Department of Public Works (excluding the Assistant City Engineer, who is listed in Section 6. hereof) for the fiscal year of the City commencing May 1, 2011 and ending April 30, 2012, as well as the clothing allowance/overtime meal allowance established by said Collective Bargaining Agreement (as described in the preceding sentence), the following is presented:

<u>Foremen</u>	\$26.14/Hr. (+\$80.00/Mo.) (per Contract)
<u>Leadmen</u>	\$25.08/Hr. (+\$35.00/Mo.) (per Contract)

Laborer "A"

\$23.81/Hr.
(+\$35.00/Mo.)
(per Contract)

Associate's Degree or Certain Operator's Cert.	1% of pay increase
Clothing and Shoe Allowance Per Year	\$625.00
Overtime Meals	\$ 10.00/meal (max.)

Section 4. Fire Department Personnel.

Due to the annexation of the City of Columbia into the Columbia Fire Protection District, formerly the Columbia Rural Fire Protection District, ("Fire District") on June 1, 2011, no salary/wage figures are included in this ordinance for Fire Department Personnel; however, salary/wage figures were included in the City's budget approved for the fiscal year beginning May 1, 2011 and ending April 30, 2012 (Ordinance No. 2864), since the City has a financial obligation to reimburse the Fire District (pursuant to an "Intergovernmental Agreement" entered into between the City and the Fire District on December 28, 2010), for various expenses incurred by the Fire District (pursuant to Section 5 of said Intergovernmental Agreement), including Fire Department Personnel salaries/wages; salaries/wages of such Fire Department Personnel will be paid by the Fire District, and the City will reimburse its proportionate share of same.

Section 5. Control Room Operators (Telecommunicators).

The salaries/expense reimbursement for the employees of the Control Room (Telecommunicators) is established by a Collective Bargaining Agreement between the City and the duly elected Bargaining Agent for said employees, to wit: the Fraternal Order of Police. For informational purposes, and not for the purpose of establishing the salary/expense reimbursement for the employees of the Control Room (Telecommunicators) for the fiscal year of the City commencing May 1, 2011 and ending April 30, 2012, by said Collective Bargaining Agreement (as described in the preceding sentence), the following is presented:

Control Room Operators (Telecommunicators) \$18.79/Hr. +
longevity pay
(per Contract)

Leads Coordinator	\$50.00 per month
Training Officer	\$50.00 per month

Associate's or Bachelor of Arts Degree	1% of pay increase
Clothing Allowance Per Year	\$275.00
Dry Cleaning Allowance Per Year	\$200.00

Section 6. Other City Employees

The salaries for the positions held by the City employees described below for the fiscal year of the City commencing May 1, 2011 and ending April 30, 2012, shall be as indicated:

<u>City Administration/Accounting/Clerk's Office/Clerical</u>	
Director of Community and Economic Development	\$75,748
Accounting Manager	\$63,000
Assistant City Engineer	\$66,693
Building and Zoning Inspector	\$19.75/Hr.
Deputy City Clerk	\$23.20/Hr.
Building and Zoning Assistant	\$19.18/Hr.
Administrative Assistant and Event Coordinator	\$18.53/Hr.
Accounting Specialist	\$16.00/Hr.
Accounting Clerk (Part-Time)	\$16.52/Hr.
Accounting/Clerical Assistant (Part-Time)	\$14.00/Hr.
Dept. of Public Works Administrative Asst.	\$17.43/Hr.
Police Dept. Administrative & IT Asst.	\$17.00/Hr.
Police Dept. Secretary	\$20.82/Hr.

Library

Head Librarian	\$42,867
Assistant Head Librarian	\$17.20/Hr.
Cataloger	\$10.25/Hr.
Library Assistant (Permanent Part-Time)	\$11.25/Hr.
Library Aid/Shelver (4 Part-Time)	\$ 9.00/Hr.

Section 7. Part-Time City Employees.

The wages for the positions held by part-time City employees (not listed in Section 6) described below for the fiscal year of the City commencing May 1, 2011 and ending April 30, 2012, shall be as indicated:

School Patrol	\$11.39/Hr.
Auxiliary Patrolman	\$14.62/Hr.
Summer Help	\$ 9.34/Hr.
Assistant Building Inspector	\$16.80/Hr.

Section 8. Columbia Emergency Medical Service.

All members of the Columbia Emergency Medical Service have obtained credentials as Emergency Medical Technicians (E.M.T.) and each serves in the capacity of E.M.T. Paramedic (E.M.T. - P) or E.M.T. Basic (E.M.T. - B) depending on the level each has achieved, and is entitled to compensation for the fiscal year of the City commencing May 1, 2011 and ending April 30, 2012 (until such time as their successors are appointed and qualified), as indicated:

<u>Capacity</u>	<u>Paid Volunteers</u>	<u>Compensation Per Shift</u>
E.M.T. - P (Weekday and Weeknights)	\$12.00/hour	
E.M.T. - P (Regional Supervisor)	\$12.25/hour	
E.M.T. - P (Weekends)	\$14.00/hour	
E.M.T. - P (Regional Supervisor - Weekends)	\$14.25/hour	
E.M.T. - B	\$9.00/hour	
E.M.T. - B (Weekends)	\$9.00/hour	

The salaries for the positions held by the City's Columbia Emergency Medical Service employees described below for the fiscal year of the City commencing May 1, 2011 and ending April 30, 2012, shall be as indicated:

<u>EMS</u>	
EMS Chief	\$22,456
EMS Captain	\$50,951
EMS Lieutenant (2)	\$45,461
EMS Full-Time Paramedic	\$44,137
Office Administrative Clerk	\$16.25/Hr.

Section 9. Additional Expense Reimbursement.

Full-Time Appointed City Officers and non-union City employees may receive reimbursement of their reasonable actual expenses incurred by them in the performance of their duties, as the City Council has determined and as approved and reflected in the minutes (including approval of vouchers) of the meetings of the City Council when and as the decision to grant reimbursement is made.

Section 10.

The above salaries/remunerations do not include the fringe benefits assigned to appropriate positions by Collective Bargaining Agreements, or as set forth in TITLE 2, Chapter 2.68 of the City of Columbia, Illinois Municipal Code, or as to non-union employees as agreed upon by the Council as shall be duly noted in the minutes of the meetings of the City Council when and as said decisions are made.

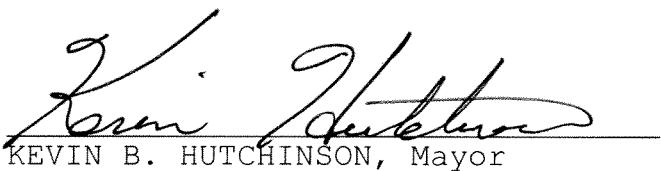
Section 11.

All Ordinances of the City in conflict herewith, to the extent of such conflict, are hereby repealed.

Section 12.

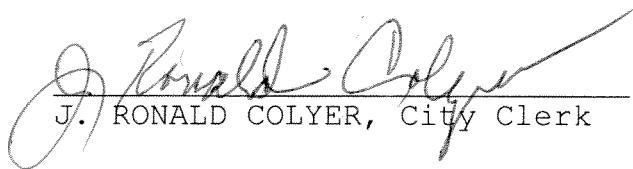
Following the passage and approval of this Ordinance, this Ordinance shall be in full force and shall be effective as of May 1, 2011, such date being the commencement of the 2011-2012 fiscal year of the City, due to the need to have a single unified Salary Ordinance for the employees of the City who do not have a Collective Bargaining Agreement establishing their compensation.

PASSED by the City Council and APPROVED by the Mayor this 15th day of August, 2011.



KEVIN B. HUTCHINSON, Mayor

ATTEST:



J. RONALD COLYER, City Clerk