

MAY - 5 2014

ORDINANCE NO. 3100

**AN ORDINANCE TO ESTABLISH THE SALARY/REMUNERATION OF FULL-TIME APPOINTED CITY OFFICERS AND EMPLOYEES OF THE CITY OF COLUMBIA, ILLINOIS FOR THE FISCAL YEAR OF THE CITY COMMENCING MAY 1, 2014 AND ENDING APRIL 30, 2015.**

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.

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, 2014 to April 30, 2015, shall be as follows:

**Section 1. Full-Time Appointed City Officers.**

Joseph Edwards, Chief of Police and EMS Director	\$91,434
Jerry Paul, Deputy Chief of Police and NIMS Coordinator	\$80,569
Ronald J. Williams, City Engineer & Director-Public Works	\$107,429*
Albert G. Hudzik, City Administrator, Budget Officer and Health Officer	\$69,827

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

## **Section 2. Police Department Sworn Officers.**

The salary/expense reimbursement for the Columbia Police Department sworn officers (with the exception of excluded 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 said Columbia Police Department sworn officers for the fiscal year of the City commencing May 1, 2014 and ending April 30, 2015, as detailed in said Collective Bargaining Agreement (as described in the preceding sentence), the following is presented:

<u>Sergeants</u>	\$25.65/Hr. + longevity pay (per Contract)
<u>Patrolmen</u>	\$24.65/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 excluded employees) is established by a Collective Bargaining Agreement between the City and the 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 said employees of the City's Department of Public Works for the fiscal year of the City commencing May 1, 2014 and ending April 30, 2015, as well as the clothing allowance/overtime meal allowance, as detailed in said Collective Bargaining Agreement (as described in the preceding sentence), the following is presented:

<u>Foremen</u>	\$28.08/Hr. (+\$80.00/Mo.) (per Contract)
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<u>Leadmen</u>	\$26.94/Hr. (+\$35.00/Mo.) (per Contract)
<u>Laborer "A"</u>	\$25.58/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. Control Room Operators (Telecommunicators).**

The salaries/expense reimbursement for the full-time employees of the Control Room (Telecommunicators) is established by a Collective Bargaining Agreement between the City and the 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 full-time employees of the Control Room (Telecommunicators) for the fiscal year of the City commencing May 1, 2014 and ending April 30, 2015, as detailed in said Collective Bargaining Agreement (as described in the preceding sentence), the following is presented:

<u>Control Room Operators (Telecommunicators)</u>	\$19.99/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 5. Other City Employees.**

The salaries/wages for the positions held by City employees described in this Section 5 for the fiscal year of the City commencing May 1, 2014 and ending April 30, 2015, shall be as indicated:

City Administration/Accounting/Clerk's Office/Clerical

Director of Community and Economic Development	\$81,373
Accounting Manager	\$67,678
Assistant City Engineer	\$72,344

Building and Zoning Inspector	\$22.00/Hr.
Deputy City Clerk	\$24.92/Hr.
Building and Zoning Assistant	\$20.60/Hr.
Administrative Assistant and Event Coordinator	\$19.90/Hr.
Accounting Specialist	\$17.47/Hr.
Accounting Clerk (Part-Time)	\$17.98/Hr.
Accounting/Clerical Assistant (Part-Time)	\$15.41/Hr.
Dept. of Public Works Administrative Asst.	\$19.00/Hr.
Police Dept. Administrative & IT Asst.	\$19.52/Hr.
Police Dept. Secretary	\$21.77/Hr.
Police Dept. Records Clerk	\$15.00/Hr.

Library

Head Librarian	\$48,293
Assistant Head Librarian	\$18.47/Hr.
Cataloger(s)	\$11.01/Hr.
Library Assistant (Permanent Part-Time)	\$12.09/Hr.
Library Aid(s)/Shelver(s) (Part-Time)	\$ 9.67/Hr.

**Section 6. Part-Time City Employees.**

The wages for the positions held by part-time City employees (not listed in Section 5) described below for the fiscal year of the City commencing May 1, 2014 and ending April 30, 2015, shall be as indicated:

School Patrol	\$12.24/Hr.
Auxiliary Patrolman	\$15.70/Hr.
Summer Help	\$9.67/Hr. - \$10.04/Hr.
Assistant Building Inspector	\$18.05/Hr.

**Section 7. Columbia Emergency Medical Service.**

The salaries/wages/expense reimbursement for the employees of the Columbia Emergency Medical Service (with the exception of excluded employees) will be established by a Collective Bargaining Agreement between the City and the Bargaining Agent for said employees, to wit: the American Federation of State, County and Municipal Employees Council 31. Said employees 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. For informational purposes, and not for the purpose of establishing the salary/wage/expense reimbursement for said Columbia

Emergency Medical Service employees for the fiscal year of the City commencing May 1, 2014 and ending April 30, 2015, as those respective figures appear in said Collective Bargaining Agreement (as described in the first sentence of this Section 7) the following figures are presented:

<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

**Position**

EMS Captain	\$50,951
EMS Lieutenant(s)	\$45,461
EMS Full-Time Paramedic(s)	\$42,821

The salaries/wages for the positions held by the Columbia Emergency Medical Service employees described below for the fiscal year of the City commencing May 1, 2014 and ending April 30, 2015, shall be as follows:

(Interim) EMS Chief	\$49,500
Office Administrative Clerk	\$17.46/Hr.

**Section 8. Additional Expense Reimbursement.**

Full-Time Appointed City Officers and non-union City employees may receive reimbursement of their reasonable actual expenses incurred 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 9.**

The salaries/remuneration amounts shown herein 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 and as duly noted in the minutes of the meetings of the City Council when and as said decisions are made.

**Section 10.**

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

**Section 11.**

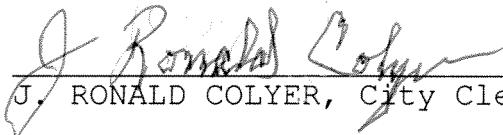
Following the passage and approval of this Ordinance, this Ordinance shall be in full force and the salaries/wages shown herein shall be effective as of May 1, 2014, such date being the commencement of the 2014-2015 fiscal year of the City, due to the need to have a single unified Salary Ordinance for 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 5th day of May, 2014.



KEVIN B. HUTCHINSON, Mayor

ATTEST:



J. RONALD COLYER, City Clerk