

**MINUTES OF THE EXECUTIVE SESSION OF THE PERSONNEL  
COMMITTEE MEETING OF THE CITY COUNCIL OF THE CITY OF  
COLUMBIA, ILLINOIS HELD MONDAY, SEPTEMBER 24, 2012 IN THE  
COUNCIL ROOM OF CITY HALL**

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**I. CALL TO ORDER**

Chairman Jeff Huch called the Executive Session of the Personnel Committee Meeting of the City Council of the City of Columbia, Illinois to order at 8:22 p.m.

Upon Roll Call, the following members were:

Present: Chairman Huch and Aldermen Niemietz and Roessler.

Absent: Alderman Ebersohl.

Quorum Present.

Others Present: Mayor Hutchinson and Aldermen Agne, Mathews and Reis.

Administrative Staff Present: City Administrator Al Hudzik, City Engineer Ron Williams, Chief of Police and EMS Director Joe Edwards, City Labor Attorney Mark Weisman and Accounting/Clerical Assistant Sandy Garmer.

Guests Present: None.

**II. EXECUTIVE SESSION**

Chairman Huch stated the Executive Session was called to discuss collective bargaining negotiations and employee wages.

**Collective Bargaining Negotiations and Employee Wages Discussion**

Chairman Huch called upon City Administrator Al Hudzik to address the Committee/Council Members on this issue. Hudzik reviewed previously distributed documents entitled "Comparison of Monthly Medical/Prescription Drug Premiums – July 1, 2012 – June 30, 2014 (based on projected premium increases/employee participation)" and "Analysis of Employee Health Insurance Premium Contribution Participation Above the Current 10% Contribution Rate", as well as a document (distributed at this meeting) entitled "Full-Time Employees Wages Summary (FY 05/01/11 – 04/30/12) Excluding Overtime and Holiday Pay", which documents contained various financial data and analyses pertaining to employee wages and health insurance premium participation amounts. Edwards, Weisman and Hudzik then addressed the Committee/Council Members concerning the most recent counter-proposals received from the FOP – Officers' and FOP – Telecommunicators' Units at the negotiating sessions held on September 13, 2012 (which documents had previously been distributed to the Council

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Analysis of Employee Health Insurance Premium Contribution Participation Above the Current 10% Contribution Rate  
September, 2012 (1 page)

Comparison of Monthly Medical/Prescription Drug Premiums July 1, 2012 – June 30, 2014 (based on projected premium increases/employee participation) (2 pages)

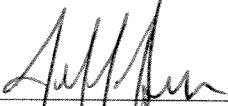
09/24/12 Personnel Committee Meeting – Distribution Item – United Steelworkers Local 9189/DOPW – Proposals – 8-23-12 City of Columbia Responses (09/19/12) (5 pages)

Members). Each item of each unit's counter-proposals was reviewed and responses to the counter-proposals were discussed by all in attendance. A consensus was reached on how to respond to all items and some flexibility was given to Edwards, Weisman and Hudzik pertaining to the wages/health insurance participation rates issues. City Engineer Ron Williams then updated the Committee/Council Members on the USW/DOPW employees' negotiating session of September 19<sup>th</sup> and indicated the USW representative was to supply sample rehabilitative text to the city pertaining to employee discipline resulting from positive drug/alcohol test results of any DOPW employee involved in an accident while operating a city-owned vehicle. During Ron's update, a brief discussion was held by all in attendance. City Administrator Hudzik then informed the Committee/Council Members that (i) an Executive Session will be scheduled for the October 1<sup>st</sup> Council Meeting to further discuss any collective bargaining issues; and (ii) negotiating sessions have been scheduled for the FOP units on September 27<sup>th</sup> and the USW/DOPW employees' unit on October 8<sup>th</sup>.

### **III. ADJOURNMENT**

#### **MOTION:**

It was moved by Alderman Roessler and seconded by Alderman Niemietz to adjourn the Executive Session of the Personnel Committee Meeting of Monday, September 24, 2012 at 9:52 p.m. Upon Roll Call vote, Chairman Huch and Aldermen Niemietz and Roessler voted yea. **MOTION CARRIED.**



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JEFF HUCH, Chairman  
PERSONNEL COMMITTEE

Minutes Taken By:



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SANDRA GARMER, Accounting/Clerical Asst.



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ALBERT G. HUDZIK, City Administrator