

**MINUTES OF THE EXECUTIVE SESSION OF THE PERSONNEL  
COMMITTEE MEETING OF THE CITY COUNCIL OF THE CITY OF  
COLUMBIA, ILLINOIS HELD MONDAY, OCTOBER 29, 2012 IN THE  
COUNCIL ROOM OF CITY HALL**

---

**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 8:09 p.m.

Upon Roll Call, the following members were:

Present: Chairman Huch and Aldermen Ebersohl, Niemietz and Roessler.

Absent: None.

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, 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 informed the Committee/Council Members that the next negotiating session with the USW/DOPW representatives is scheduled for November 1<sup>st</sup> and that City Engineer Williams and he would update the council members on those negotiations at the November 5<sup>th</sup> council meeting. He then reviewed his Memo of October 26<sup>th</sup> and its attachments (which had previously been distributed to the Committee/Council Members) pertaining to the October 18<sup>th</sup> negotiating session with the FOP – Officers’ Unit, which contained the unit’s counter-proposals; his review included the first contract year’s estimated percentage costs to the city per officer (based on current pay) associated with (i) the city’s portion of the Officers’ unit’s July 1, 2012 increase in health insurance premiums (adjusted for the amounts currently offered to be paid by the Officers’ unit members); and (ii) the estimated increase in this year’s police pension fund tax levy (due to a change in actuarial guidelines and disappointing investment results) applicable to the Officer’s unit’s members. City Labor Attorney Mark Weisman then addressed the Committee/Council

Members on the discipline and discharge issues and informed them that the Officers' unit was requesting that the choice of venue option (i.e., either the Board of Fire and Police Commissioners or an arbitrator) apply to all issues of discipline, including oral and written reprimands and suspensions of five (5) days or less

As part of Weisman's presentation, he (along with comments from Chief Edwards and City Administrator Hudzik) also reviewed some of the language contained in the collective bargaining agreement

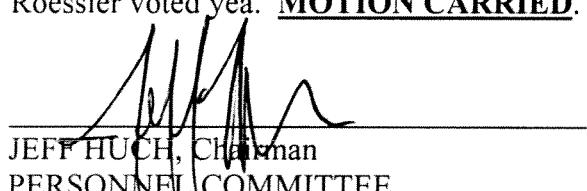
pertaining to officer

discipline and discharge, including materials contained in an officer's personnel file. During the presentations, all in attendance were given the opportunity to make comments, ask questions and express their opinions – it was the consensus of the Committee/Council Members that Weisman, Edwards and Hudzik respond to the unresolved items of the FOP – Officers' Unit negotiations as discussed in this meeting (and retain the negotiating flexibility discussed in previous meetings). Weisman, Edwards and Hudzik then updated the Committee/Council Members on (and reviewed) the FOP – Telecommunicators' Unit's unresolved negotiating issues and informed them that the Telecommunicators' unit did not offer a counter-proposal at the October 18<sup>th</sup> meeting. A brief discussion was held and the Committee/Council Members gave guidance on future Telecommunicators' unit responses. Hudzik then informed those in attendance that the next FOP negotiating sessions have been scheduled for November 8<sup>th</sup>.

### III. ADJOURNMENT

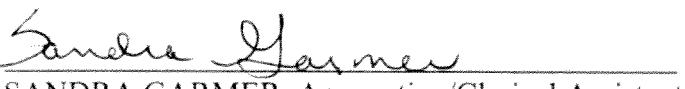
#### MOTION:

It was moved by Alderman Roessler and seconded by Alderman Ebersohl to adjourn the Executive Session of the Personnel Committee Meeting of Monday, October 29, 2012 at 8:44 p.m. Upon Roll Call vote, Chairman Huch and Aldermen Ebersohl, Niemietz and Roessler voted yea. **MOTION CARRIED.**

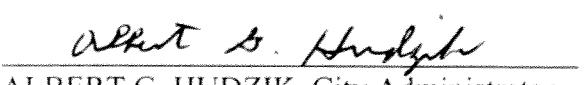


JEFF HUCH, Chairman  
PERSONNEL COMMITTEE

Minutes Taken By:



SANDRA GARMER, Accounting/Clerical Assistant



ALBERT G. HUDZIK, City Administrator