

CITY OF COLUMBIA, ILLINOIS
ORDINANCE NO. 3507

**AN ORDINANCE APPROVING A SIDE LETTER OF AGREEMENT BETWEEN THE
CITY OF COLUMBIA AND THE ILLINOIS FRATERNAL ORDER OF POLICE
LABOR COUNCIL**

WHEREAS, the City of Columbia (“City”), Monroe and St. Clair Counties, Illinois is a duly created, organized and validly existing municipality of the State of Illinois under the 1970 Illinois Constitution and the laws of the State of Illinois, including particularly the Illinois Municipal Code, and all laws amendatory thereof and supplementary thereto; and

WHEREAS, the Illinois Labor Relations Board (“ILRB”) has recognized the Illinois Fraternal Order of Police Labor Council (“Union”) as the exclusive representative for all sworn police officers, excluding the Assistant Chief of Police, Chief of Police, all auxiliary and special police officers as defined by Articles II and III S.30-2-1 et seq. of the Municipal Code of Columbia and all managerial, supervisory and confidential employees as defined in the Illinois Public Labor Relations Act, 5 ILCS 315 et seq. employed by the Employer in its Department of Police (“Bargaining Unit”); and

WHEREAS, pursuant to the recognition by the ILRB, the City is obligated by the Illinois Public Labor Relations Act (5 ILCS 315/1, et seq.) (“Act”) to bargain with the Union concerning the Bargaining Unit’s wages, hours and working conditions; and

WHEREAS, the City and the Union entered into a Collective Bargaining Agreement effective May 1, 2019 through April 30, 2022 (“Agreement”) covering the Bargaining Unit; and

WHEREAS, Section 34.7 of the Agreement currently states, “[o]fficers are permitted to live within the boundaries of the Columbia School District after the respective officer’s fifth year anniversary with the Columbia Police Department.”; and

WHEREAS, the City’s recruitment/retention needs have changed to the extent that it is appropriate to relax its current residency requirement to encompass a 25 mile radius from the Columbia Police Department; and

WHEREAS, the parties have met and conferred regarding the City’s changing recruitment/retention needs, the effects those changes have upon the bargaining unit, and have reached certain understandings; and

WHEREAS, the parties now desire to reduce those said understandings to writing.

NOW THEREFORE BE IT ORDAINED, by the Mayor and City Council of the City of Columbia, as follows:

- Section 1.** The preceding recitations in the upper part of this Ordinance are realleged, restated and adopted as paragraph one (“1”) of this Ordinance.
- Section 2.** That the Side Letter of Agreement, attached hereto and incorporated herein as Exhibit “A”, is adopted and approved as an amendment to the Agreement.
- Section 3.** The Mayor or his designee is authorized to execute the Side Letter of Agreement.
- Section 4.** This Ordinance shall take full force and effect immediately upon passage by the Corporate Authorities.

PASSED by the City Council and **APPROVED** by the Mayor of the City of Columbia, Illinois and deposited and filed in the office of the City Clerk on the 6th day of April, 2020, the vote being taken by ayes and noes and entered upon the legislative record as follows:

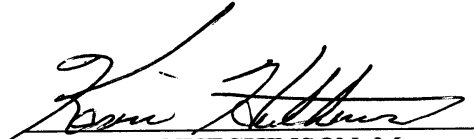
AYES: Aldermen Ebersohl, Agne, Niemietz, Roessler, Huch, Holtkamp, Martens, and Riddle.

NOES: None.

ABSTENTIONS: None.

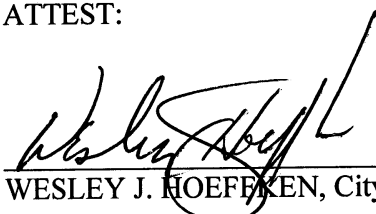
ABSENT: None.

APPROVED:



KEVIN B. HUTCHINSON, Mayor

ATTEST:



WESLEY J. HOEFFKEN, City Clerk

(SEAL)