

**MINUTES OF THE EXECUTIVE SESSION OF THE PERSONNEL
COMMITTEE MEETING OF THE CITY COUNCIL OF THE CITY OF
COLUMBIA, ILLINOIS HELD MONDAY, OCTOBER 8, 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 9:13 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, City Attorney Terry Bruckert and Labor Attorney Mark Weisman.

Guests Present: None.

II. EXECUTIVE SESSION

Chairman Huch stated the Executive Session was called to discuss (i) collective bargaining negotiations and employee wages; and (ii) the appointment, employment, compensation, discipline, performance or dismissal of specific employee(s) of the city.

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 a previously distributed document entitled "Analysis of Employee Health Insurance Premium Contribution Participation Above the Current 10% Contribution Rate – October, 2012", as well as a document (distributed at this meeting) entitled "Analysis of Employee Health Insurance Premium Contributions Above the Current 10% Contribution Rate – Various Annual Contribution Amounts – October, 2012", 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 October 3, 2012 (which documents had previously been distributed to the Council 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 flexibility was given to Edwards, Weisman and Hudzik pertaining to the outstanding issues. City Engineer Ron Williams then updated the Committee/Council Members on the USW/DOPW employees' negotiating session of October 8th

During Ron's update, a brief discussion was held by all in attendance. City Administrator Hudzik then informed the Committee/ Council Members that negotiating sessions have been scheduled for the FOP units on October 11th and the USW/DOPW employees' unit on October 15th.

Appointment, Employment, Compensation, Discipline, Performance or Dismissal of Specific Employee(s) of the City

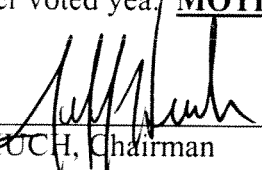
Interim EMS Chief

Edwards again recommended that consideration be given to appointing Shannon Bound as Interim EMS Chief until the city decides how the EMS Department will be operated in the future. City Administrator Hudzik informed the Committee/Council Members that Shannon currently earns slightly over \$24,000 on a part time basis (approximately 1,500 hours/year) and the budgeted wage figure for former EMS Chief Buss is slightly more than \$22,000 – he also reviewed the wages budgeted for the captain's position, the lieutenants and a non-officer full-time EMT-Paramedic; he also informed the Committee/Council Members that full benefits would have to be offered to Ms. Bound (including health insurance) if she were hired as Interim EMS Chief. A general discussion was then held wherein all in attendance were given the opportunity to make comments, ask questions and express their opinions. It was the general consensus by all in attendance that Ms. Bound be offered the Interim EMS Chief's position with a salary of \$47,000.

III. ADJOURNMENT

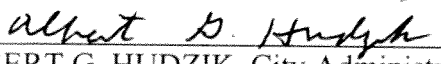
MOTION:

It was moved by Alderman Ebersohl and seconded by Alderman Niemietz to adjourn the Executive Session of the Personnel Committee Meeting of Monday, October 8, 2012 at 10:50 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:



ALBERT G. HUDZIK, City Administrator