

**MINUTES OF THE EXECUTIVE SESSION OF THE PERSONNEL  
COMMITTEE MEETING OF THE CITY COUNCIL OF THE CITY OF  
COLUMBIA, ILLINOIS HELD MONDAY, AUGUST 9, 2010 IN THE COUNCIL  
ROOM OF CITY HALL**

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**I. CALL TO ORDER**

Chairman Niemietz called the Executive Session of the Personnel Committee Meeting of the City Council of the City of Columbia, Illinois to order at 8:50 p.m.

Upon Roll Call, the following members were:

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

Absent: None.

Quorum Present.

Others Present: Mayor Hutchinson and Aldermen Agne, Hejna and Oberfell.

Administrative Staff Present: City Administrator Al Hudzik, City Engineer Ron Williams, Accounting Manager Linda Sharp and Accounting/Clerical Assistant Sandy Garmer.

Guests Present: None.

**II. EXECUTIVE SESSION**

Chairman Niemietz stated the Executive Session was called to discuss collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees.

**a) Update/discussion on collective bargaining negotiations and employee salaries**

**DOPW**

Chairman Niemietz called upon City Administrator Hudzik to update the Committee on the DOPW negotiations and tentative agreement -- items previously distributed to the Committee/Council Members and reviewed by Hudzik included (a) a MEMO indicating it appeared a settlement had been reached with the DOPW employees and referencing the items described in (b) and (c) hereon; (b) two e-mail messages from Hudzik to Bill Coleman, the Steelworkers representative taking part in the DOPW negotiations, described as follows: (1) 07/07/10 e-mail message with the City's final offer; and (2) 08/05/10 e-mail message confirming a phone conversation held between Coleman and Hudzik on August 3<sup>rd</sup> re: offer approval; and (c) a three (3) page document containing the text changes agreed upon by the DOPW representatives and the City representatives

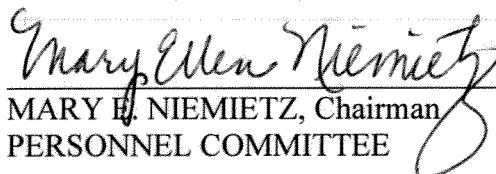
earlier in the negotiations. Hudzik indicated the tentative agreement was based upon retroactive back pay effective to May 1, 2009 (for regular payroll and overtime figures, as well as the increased minimum weekend and holiday pay), as well as the payment of a .50% agreement signing bonus (based upon DOPW pay rates in effect on April 30, 2009) – he also indicated the retroactivity would apply to the increase in DOPW employee clothing and shoe allowance of \$75.00/year in return for the DOPW employees wearing steel toed work shoes while on the job. Hudzik also informed the Committee/Council Members of the approximate dollar costs, as well as percentage of payroll costs, the settlement would require. Since the agreement includes an increase in weekend/holiday duty pay (to a minimum 6 hour payment/assigned shift from the previous minimum 4 hour payment/assigned shift) for six (6) months of the year, Hudzik indicated he had met with City Engineer Williams on this issue, and it is their recommendation that the increased minimum hours payment/assigned shift timeframe start on May 1 and end on October 31 of each year – all Committee/Council Members present seemed to concur with said recommendation. Hudzik then stated he planned to make the necessary revisions to the current agreement and send the revised agreement documentation to the DOPW representatives for their review. Once approval is received from the DOPW representatives, the revised agreement will be distributed to the Council Members for their review and ultimate approval (in the form of an ordinance).

During Mr. Hudzik's presentation, comments were made by various Committee/Council Members pertaining to the agreement, including the comment that negotiations for the next contract would begin in approximately eighteen (18) months and that consideration should be given in the meantime to developing a strategy for those negotiations.

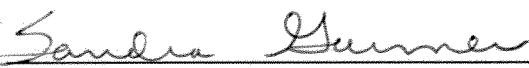
### **III. ADJOURNMENT**

#### **MOTION:**

It was moved by Alderman Stumpf and seconded by Alderman Ebersohl to adjourn the Executive Session of the Personnel Committee Meeting of Monday, August 9, 2010 at 9:02 p.m. Upon Roll Call vote, Chairman Niemietz and Aldermen Ebersohl, Stumpf and Roessler voted yea. **MOTION CARRIED.**

  
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MARY E. NIEMIETZ, Chairman  
PERSONNEL COMMITTEE

Minutes Taken By:

  
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SANDRA GARMER, Accounting/Clerical Assistant

  
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ALBERT G. HUDZIK, City Administrator