

**MINUTES OF THE EXECUTIVE SESSION OF THE PERSONNEL
COMMITTEE MEETING OF THE CITY COUNCIL OF THE CITY OF
COLUMBIA, ILLINOIS HELD MONDAY, FEBRUARY 11, 2013 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 8:01 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 (left at 8:45 p.m.), Chief of Police & EMS Director Joe Edwards (left at 8:45 p.m.), City Attorney Terry Bruckert and Accounting Manager Linda Sharp (left at 8:45 p.m.).

Guests Present: None.

II. EXECUTIVE SESSION

Chairman Huch stated the Executive Session was called to discuss employee wages and benefits for one or more classes of employees.

Employee Wages and Benefits for One or More Classes of Employees Discussion

City Administrator Al Hudzik distributed copies of a worksheet entitled "Administrative & Clerk's Office and Other Non-Union Employees – Proposed Salary Budget", dated 02/11/13, reflecting wage increase figures of 2.00% (effective 05/01/12) for most non-union employees (no increases were reflected (i) for the Head Librarian's position (since the Library Board is currently in the process of hiring a new Head Librarian); or (ii) employees of the EMS Department since (a) negotiations will begin soon with AFSCME on a collective bargaining agreement; and (b) Interim EMS Chief Shannon Bound has recently assumed that position – he then reviewed some of the figures shown on the worksheet, reminded the Committee/Council Members of their discussion (at the January 28, 2013 Personnel Committee Meeting - Executive Session) that non-union employees' health insurance participation amounts would change to the same amounts (effective 05/01/12) as those contributed by union personnel, and that the Department Heads would be addressing the Committee/Council Members pertaining to recommended wage increases for some of their employees. City Engineer Ron Williams, Accounting

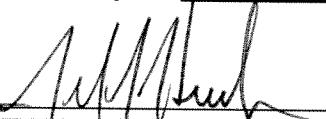
Manager Linda Sharp and Chief of Police & EMS Director Joe Edwards each addressed the Committee/Council Members and detailed the duties, responsibilities and work ethic of various employees they felt should be given consideration for larger wage increases than the average increase to be given (to non-union personnel) – each of them recommended specific wage increases for each of the employees discussed – they also answered any questions that were asked during their respective presentations.

After all presentations were made, the Department Heads left the meeting and a general discussion was held among the Committee/Council Members concerning whether additional increases should be given to certain employees (as requested by the Department Heads) or whether all non-union employees should receive the same wage percentage increases. After discussing the wage increases issue for a while, it was the decision of the Committee/Council Members to give additional thought to this matter and discuss it again at the February 25th Committee Meeting.

III. ADJOURNMENT

MOTION:

It was moved by Alderman Ebersohl and seconded by Alderman Roessler to adjourn the Executive Session of the Personnel Committee Meeting of Monday, February 11, 2013 at 9:25 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