

ORD. #11-66

AN ORDINANCE AMENDING ORDINANCE #11-36 ESTABLISHING
THE SALARIES AND OTHER FRINGE BENEFITS OF
APPOINTED OFFICIALS, SUPERVISORY PERSONNEL,
AND OTHER FULL-TIME AND PART-TIME EMPLOYEES
NOT COVERED BY A COLLECTIVE BARGAINING
AGREEMENT FOR THE CITY OF CALUMET CITY,
COOK COUNTY, ILLINOIS

WHEREAS, the City of Calumet City, Cook County, Illinois is a home rule unit pursuant to Article VII of the Constitution of the State of Illinois;

WHEREAS, the City of Calumet City as a home rule unit, may exercise any power and perform any function pertaining to its government and affairs; and

WHEREAS, the Mayor and City Council of the City of Calumet City, deem it advisable to increase the salaries and affix the type of fringe benefits received by appointed officials, supervisory personnel and other full-time and part-time employees not covered by a collective bargaining agreement.

BE IT ORDAINED by the Mayor and City Council of the City of Calumet City, Cook County, Illinois, in the exercise of its home rule powers as follows:

SECTION 1. Salary of Appointed Officials

Below is a list of appointed officials and the annual salary they are to receive for the performance of their duties, effective May 1, 2011, for those officials actively employed as of the date of adoption of this ordinance:

* City Prosecutor	\$ 24,655	per year (B)
Purchasing /Personnel Director	79,418	per year
S&A/Water/Sewer Commissioner	79,418	per year (A)
Building Commissioner	79,418	per year
Deputy Commissioners(3)		
(2) Of Streets and Alleys and		
(2) Of Water and Sewers	69,757	per year
Electrical/Code-Enforcement Officer	50,233	per year (B)
* Plumbing Inspector	26,545	per year
* E.S.D.A. Director	29,115	per year
Economic Co-ordinator	73,757	per year
* License Inspectors (2)	6,000	per year
* Police Pension - Secretary	46.45	per mtng
* Police Pension Board - Other Members	23.25	per mtng
* Police & Fire Commissioners	185.75	per mtng
* Office of Professional Standards		
- Director	\$20,000	per year

* Secretary of Police & Fire Commissioners	7,320	per year
* Zoning Board of Appeals - Chairman	111.45	per mtng
* Zoning Board of Appeals - Secretary	88.25	per mtng
* Zoning Board of Appeals - Other Members	74.30	per mtng
* Housing Authority Committee	46.45	per mtng
* Flood Plain Management Committee	46.45	per mtng
Finance Director	110.00	per hour
Deputy Treasurer - Stipend	5,000	per year
Inspector General	79,418	per year
Insurance Investigator	50,000	per year
* Grant Writer	25,000	per year
Corporation Counsel	20,000	per month (B) (C)
* City Attorney - \$160 per hour	20,000	per month -
Associates - \$150 per hour		General Matters
	20,000	per month -
		Litigation and Labor
		Matters **
* (Positions not entitled to fringe benefits)		
** Fees accrued over \$20,000 to be billed and paid by separate Monthly invoice)		
(A) ½ to be paid from Corporate & ½ to be paid from Water/Sewer Fund		
(B) (Changes effective March 1, 2010)		
(C) (Position entitled to fringe benefits except for Sections 8,9 and 10.)		

For new employees hired into the above positions (other than committees), the City Council may pay said positions a lower annual salary or hourly rate.

The salaries earned for each position listed above will be paid in twenty-four (24) semi-monthly installments on the fifteenth and last day of each month except for the salaries of the Finance Director, Police and Fire Commissioners, the Zoning Board of Appeals Commissioners, Grant Writer, Office of Professional Standards Director, City Attorney and Corporation Counsel which will be paid on the following workday after a regularly-scheduled Council Meeting.

Salaries of appointed officials provided herein shall remain in full force and effect, subject to the unrestricted right of the Mayor and City Council to alter, amend, reduce or increase salaries and benefits of appointed officials, who are not subject to any collective bargaining agreement or separate contract in subsequent budget years.

SECTION 2. Public Safety Management

Below is a list of management personnel and the annual salary they are to receive for the performance of their duties, effective May 1, 2011, for those officials actively employed as of the date of adoption of this ordinance:

Police Chief	\$ 130,000	per year
Fire Chief	130,000	per year
Assistant Police Chief	120,000	per year
Deputy Fire Chief	120,000	per year

For new employees hired into the above positions, the City Council may pay said positions a lower annual salary or hourly rate.

The salaries earned for each position listed above will be paid in twenty-four (24) semi-monthly equal installments on the fifteenth and last day of each month. All the positions listed in this section are considered full-time.

Salaries of public safety management provided herein shall remain in full force and effect, subject to the unrestricted right of the Mayor and City Council to alter, amend, reduce or increase salaries and benefits of public safety management, who are not subject to any collective bargaining agreement in subsequent budget years.

SECTION 3. Full-Time Employees

Below is a list of full-time employees and their annual salary they are to receive for the performance of their duties, effective May 1, 2011, for those officials actively employed as of the date of adoption of this ordinance:

* Accountant	\$ 61,679	per year
System Manager	62,800	per year
911 Communications Director	56,588	per year
Deputy Building Commissioner	47,784	per year
Health Inspector	50,000	per year

* (Position is eligible for overtime when hours exceed 40 hours per week)

The salaries earned for each position listed above will be paid in twenty-four (24) semi-monthly installments on the fifteenth and last day of each month.

For new employees hired into these positions, the City Council may pay said positions a lower annual salary.

Salaries of full-time employees provided herein shall remain in full force and effect, subject to the unrestricted right of the Mayor and City council to alter, amend, reduce or increase salaries and benefits of these full-time employees, who are not subject to any collective bargaining agreement in subsequent budget years.

SECTION 4. Part-time and Seasonal Employees

Below is a list of part-time employees and the salary they are to receive for the performance of their duties, effective May 1, 2011 who are actively employed as of the date of adoption of this ordinance:

E.S.D.A. Secretary	\$ 13,207	per year
Emergency Service Patrol	9.61	per hour
Computer Operators	12.63	per hour
Health Commissioner	16,033	per year
Pharmaceutical Commissioner	12,237	per year
Temporary Centralized Grant Facilitator - Stipend	4,000	per year
Floodplain Manager Stipend	2,400	per year
Certified Water Operator Stipend	2,400	per year
Certified Heath Inspector Stipend	2,400	per year
Steno Services - Stipend	12,000	per year

The salaries earned for each position listed above will be paid in twenty-four (24) semi-monthly installments on the fifteenth and last day of each month.

For new employees hired into these positions, the City Council may pay said positions a lower annual salary.

Salaries of part-time employees provided herein shall remain in full force and effect, subject to the unrestricted right of the Mayor and City Council to alter, amend, reduce or increase salaries and benefits of these part-time employees, who are not subject to any collective bargaining agreement in subsequent budget years.

SECTION 5. Legislative Secretaries

It is the policy of the City of Calumet City, Cook County, Illinois, that the seven (7) elected Aldermen are entitled to legislative secretaries. A monthly amount of \$600 is allocated to each Alderman for his/her legislative secretaries effective May 1, 2011.

SECTION 6. Comp Time

As management and exempt employees, during the tenure of their length of service under this ordinance they shall not be entitled to comp time. Department heads shall retain whatever comp time or other benefits permitted by the collective bargaining agreements of the City relative to their employment prior to becoming a department head. Payment of comp time or other benefits permitted by the collective bargaining agreements of the City relative to their employment prior to becoming a department head will be paid at the rank attained at the time prior to appointment. All comp time will be paid at the time of separation of employment, if said separation does not involve termination for cause.

SECTION 7. Insurance

To the extent that insurance is not covered under the collective bargaining agreement, the City shall continue to make available to individuals eligible to be covered under Sections 1, 2, and 3 of this ordinance as well as the positions of Finance Director, Corporation Counsel and City Attorney and their dependents, substantially similar group health and hospitalization insurance, dental insurance and life insurance coverage and any benefits that exist at the time of passage of this ordinance.

The City retains the right to elect a different insurance carrier, provide coverage through "HMO" systems or self-insure. It is the intent of this ordinance that such benefits shall be covered and shall not be terminated except as permitted by law. The City Council may, by a majority vote, approve improved insurance benefits for those employees covered under Sections 1, 2, and 3 appointed officials at any time during the term of this and subsequent ordinances.

The City shall deduct from said individuals' salaries for Health and Hospitalization insurance effective May 1, 2009. Said deduction will be done on a monthly basis, depending upon the type of coverage. Employees selecting HMO coverage shall contribute \$80.00 per month for single coverage and \$100.00 per month for family coverage toward the cost of the premium. Employees selecting PPO coverage shall contribute 20.0% of the cost of the premium, whether electing single or family coverage. If the employees should select "HMO - Blue Advantage" the monthly premium for single would be \$70.00 per month and family \$80.00 per month. Premium adjustments are made each August 1, under the current providers.

Individuals covered under this section, who have provided fifteen (15) years of service to the City and who reached the age of fifty (50), or reach the age of 50 in any calendar year of which this

ordinance is in effect, may upon notice of the individual's intent to retire or separate from service, request to participate in the City's health and dental insurance coverage after retirement and will pay the same contribution rate as active employees under this ordinance including any future adjustments. To remain eligible, retired or separated individuals must continue to make their contribution payments. Individuals will continue to make contribution payments for insurance coverage until such time as the retired or separated individuals reaches Medicare coverage age, at which time the retiree or separated individuals shall be eligible for any then existing supplemental insurance program paid by the City. Employees who are discharged for cause or who are found guilty of a crime involving honesty, trust, moral turpitude or any fiduciary relationship will not be eligible for this benefit.

The City shall supply each individual covered under this section a life insurance policy of Twenty Thousand (\$20,000) dollars while an active employee and Five Thousand (\$5,000) once the employee has retired.

SECTION 8. Sick Days

It is the policy of the City of Calumet City, Cook County, Illinois, that eligible individuals who are covered under Sections 1, 2 & 3 of this ordinance and which are classified as full-time employees shall accrue one (1) day (8 hours) of sick-time for each month worked. Said sick-time will be accounted for in the personnel office. When one of the above mentioned individuals uses a sick day, said time reports should designate when a sick day is being used. For extended non-occupational injuries or illness's said individuals covered under this section will continue to be paid from the number of unpaid accrued sick days they have accumulated. In no event, shall said individuals be paid beyond those accumulated sick days.

If said individuals need to extend sick day pay beyond what they have accumulated, then they can petition the Council for additional time off with pay. The Council can approve additional time-off with pay for a maximum period of six months. When said individual does return to work under these circumstances new sick days accumulated will be offset by those days paid when the City Council granted additional time off.

If an individual included in this section resigns or is terminated, said individual will not be entitled to buy-back of any unused sick days earned while covered under this ordinance.

For full-time employees that are assigned to one of the positions covered under this ordinance and prior to new assignment,

if they were part of a collective bargaining unit, sick days accumulated under the collective bargaining agreement will be frozen at the time of positional change and computation of sick days will be determined at the hourly rate of the individuals rank attained prior to being appointed to a full-time position (Sections 1, 2, and 3) covered under this ordinance. Any sick days used will first be subtracted from the accumulated days earned under their new position, and only after all accumulated days earned under the new position have been used, can the accumulated days earned under their old position be used.

SECTION 9. Severance Pay

All management and full-time employees under Section 1 and 2 of this Ordinance shall be entitled to one month's severance pay upon the City terminating said individuals. If an employee retires no severance pay will be due. If individuals continue employment with the City, but in a different job title, then no severance pay will be due. The City also retains the right to withhold said payment for just cause.

SECTION 10. Vacation Pay

All individuals under Sections 1, 2, and 3 except those employees designated with an asterisk (*) and who are paid an annual salary shall be designated as full time employees and shall be entitled to vacation time with pay pursuant to the following schedule:

End of 1st year (2) two weeks

End of 5th year (3) three weeks

End of 10th year (4) four weeks

End of 15th year (5) five weeks

End of 20th year (6) six weeks

All individuals may divide their vacation into (1) one week segments. For all individuals who have separated time with the City and later return, shall be reinstated for their time earned while employed by the City for the purpose of the vacation schedule.

SECTION 11. Repeal

All Ordinances or parts of Ordinances in conflict herewith are hereby repealed.

SECTION 12. Effective Date

This Ordinance shall be in full force and effect immediately upon its passage to ensure that the health, safety and welfare of the residents of the City are duly protected and served.

SECTION 13. Legislative Act

This Ordinance and each of its terms shall be the effective legislative act of a home rule municipality without regard to whether such Ordinance should (a) contain terms contrary to the provisions of current or subsequent non-preemptive state law, or (b) legislate in a matter or regarding a matter not delegated to municipalities by state law. It is the intent of the Corporate Authorities of the City of Calumet City that the extent that the terms of this Ordinance should be inconsistent with any non-preemptive state law, that this Ordinance shall supersede state law in that regard within its jurisdiction.

Passed this 10th day of November, A.D., 2011



Deputy Clerk

Approved by me this 10th day of November, A.D., 2011


Mayor

ATTEST:



Deputy Clerk