



Ald. Smith  
Exited meeting

Alderman Smith was exited council chambers.

Approve Health  
Coverage for New  
Hires Effective  
Dec.1,2019

Alderman Williams moved, seconded by Alderman Tillman to approve changing health care coverage for new hires, effective December 1, 2019. new hires after the effective date will be offered health care coverage at whatever the going co-pay rate of full-time employees are at the time of retirement. If retiree wants family coverage, the retiree would pay 100% of the premium difference between single rate and family rate.

ROLL CALL

YEAS:	6	ALDERMEN:	Navarrete, Swibes, Tillman, Williams, Gardner, Patton.
NAYS:	0	ALDERMAN:	NONE
ABSENT:	1	ALDERMAN:	Smith (Absent from Chambers)

**MOTION CARRIED**

Ald. Smith  
Present

Alderman Smith reentered council chambers.

Co-pay for HMO  
Health Coverage

Finance Director John Karperek recommended increasing the cost of HMO \$100 for single and family coverage, to directly reflect the FOP and Telecommunicators Contract effective January 1, 2020.

Adopt Ord. Alderman Patton moved, seconded by Alderman Smith to Approve  
Amending Ord. 19-44 An Ordinance Amending Ordinance #19-44 Establishing The Salaries And  
Salary Ord. for Fringe Benefits Of Appointed Officials, Supervisory Personnel, And Other  
Appointed & Full-Time & Part-Time Employees Not Covered By The Collective  
Supervisory Bargaining Agreement For The City Of Calumet City, Cook County, Illinois.  
Personnel

ROLL CALL

YEAS: 7 ALDERMEN: Navarrete, Swibes, Tillman, Williams,  
Gardner, Patton, Smith.

NAYS: 0 ALDERMAN: None

ABSENT: 0 ALDERMAN: None

**MOTION CARRIED**

Ord. # 19-58 (See Attached 3A)

Fin. Dir. Statement Finance Director John Kasperek gave the following statement on the tax levy: "It's that time of the year when we need to consider the 2019 tax levy for the City to be collected in 2020. I have been analyzing tax levy collections, needs of the various pension funds of the City, the Library and the overall financial condition of the City. The City continues to have many challenges financially, while the City's financial condition in the past fiscal year improved substantially from the past, we still have to look at ways to keep costs down and try and hold the line on revenue increases. The budget that was passed was a balanced budget, but the State of Illinois is always looking at ways to cut funding to local municipalities to help with their own budget deficits. Just a reminder, the real estate tax levy is the largest source of revenue that the City receives. It is the largest single revenue source for the Corporate Fund, the only source for funding the Police and Fire Pension Funds and the IMRF and Social Security Funds, the only source for the Debt Service Funds and finally is substantially the largest source of revenue for the Library.

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AN ORDINANCE AMENDING ORDINANCE #19-44 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, 2019, for those officials actively employed as of the date of adoption of this ordinance:

<u>Group A</u>	
City Administrator	\$ 99,764.00 per year
Water/Sewer Commissioner	58,898.00 per year
Street & Alley Commissioner	58,898.00 per year
Dir. of Inspectional Services	89,232.00 per year
Electrical/Code-Enforcement Officer	55,745.00 per year
Economic Coordinator	89,232.00 per year
Fair Housing Administrator	74,961.00 per year
Police Chief	160,681.00 per year
Fire Chief	146,158.00 per year

<u>Group B</u>	
Police Pension Board – City Appointees	\$ 100.00 per mtng
Police & Fire Commissioners	185.75 per mtng
Secretary of Police & Fire Commissioners	16,339 per year
Zoning Board of Appeals – Chairman	125.00 per mtng
Zoning Board of Appeals – Secretary	110.00 per mtng
Zoning Board of Appeals - Other Members	100.00 per mtng
Housing Authority Committee	100.00 per mtng
Flood Plain Management Committee	100.00 per mtng

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Group C

Plumbing Inspector	\$ 28,967.00 per year
E.S.D.A. Director	31,178.00 per year
Office of Professional Standards - Director/ FOIA Officer	24,896.00 per year
Finance Director	12,960.00 per month
City Prosecutor/Corporation Counsel	20,000.00 per month
City Attorney	60,000.00 per month

Effective May 1, 2020 and future fiscal years, all positions noted in Group A are entitled to COLA increases based on the Consumer Price Index-Chicago Region based on the prior calendar year with a floor of 1.5% and a ceiling of 2.5%.

For new employees hired into the above positions (other than Group B), 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-six (26) installments to be paid every two weeks as set by the Treasurer's office, except for the salaries of the Finance Director, Police and Fire Commissioners, the Zoning Board of Appeals Commissioners, City Attorney, Corporation Counsel, Economic Development Consultant/Grant Writer and IT Consultant 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. 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, 2019, for those officials actively employed as of the date of adoption of this ordinance:

Accountant	\$ 75,894.00 per year
Accounting Department Coordinator	65,888.00 per year
Assistant Police Chief	135,333.00 per year
Deputy Fire Chief	135,333.00 per year
System Manager	74,962.00 per year
Assistant System Manager	62,640.00 per year
911 Communications Director	62,796.00 per year
Building Commissioner & Zoning Adm./Deputy Director	89,232.00 per year
Deputy Clerk	53,942.00 per year
Health Inspector	55,486.00 per year
Administrative Assistant to Mayor	72,655.00 per year
Crime Free Housing Administrator	67,899.00 per year

Effective May 1, 2020 and future fiscal years, all positions under this section are entitled to COLA increases based on the Consumer Price Index-Chicago Region based on the prior calendar

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year with a floor of 1.5% and a ceiling of 2.5%.

The salaries earned for each position listed above will be paid in twenty-six (26) installments to be paid every two weeks as set by the Treasurer's office.

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 3. 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, 2019 who are actively employed as of the date of adoption of this ordinance:

Emergency Service Patrol	\$ 15.00 per hour
Health Commissioner	10,000 retainer (payable May)
Public Health Information Officer	6,565 per year
Grant Facilitator	12,000 per year
Floodplain Manager Stipend	2,400 per year
Certified Water Operator Stipend	2,400 per year
Certified Health Inspector Stipend	2,400 per year
Insurance Co-Ordinator Stipend	2,400 per year
Certified Public Accountant Stipend	5,000 per year

The salaries earned for each position listed above will be paid in twenty-six (26) installments to be paid every two weeks as set by the Treasurer's office.

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 4. 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. An annual amount of \$11,000 is allocated to each Alderman for his/her legislative secretaries effective May 1, 2018.

SECTION 5. 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

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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 6. 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 (Group A) and Section 2 of this ordinance as well as the positions of Finance Director, Corporation Counsel and Office of Professional Standards – Director/FOIA Officer 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 (Group A) and Section 2 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. Effective January 1, 2020, employees selecting HMO coverage shall contribute \$180.00 per month for single coverage and \$200.00 per month for family coverage toward the cost of the premium. If the employees should select "HMO - Blue Advantage" the monthly premium for single would be \$170.00 per month and family \$180.00 per month 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. Premium adjustments for PPO are made each August 1, based on Blue Cross Blue Shield's cost equivalent premium.

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 or separation of service and will pay the same contribution rate as active employees under this ordinance including any future adjustments. Effective January 1, 2020, retirees who retired after May 1, 2009 the cost of insurance will increase by \$100 per month above the cost of active employees covered under this ordinance. 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.

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SECTION 7. Sick Days

It is the policy of the City of Calumet City, Cook County, Illinois, that eligible individuals who are covered under Sections 1 (Group A) and Section 2 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 (Group A) and Section 2) 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 8. Longevity

All individuals under Sections 1 (Group A – Except the Police Chief) and Section 2 (Except the Assistant Chief Police) will be eligible for longevity pay. Longevity pay will be determined by the number of years served in the positions covered above. The years served will be determined by the number of years they have served in their current positions. Other positions held by the employee working for the City, will not count toward years of service (Example – If an employee served 3 years as the Purchasing Director and then is moved to a new position under this ordinance, the three years served will not count toward years of service for his/her new position.

The longevity schedule is listed below. The City agrees to pay this additional percentage of the employee's annual base salary, according to the following schedule:

End of three (3) years of service	9%
End of six (6) years of service	12%
End of nine (9) years of service	15%
End of twelve (12) years of service	18%
End of fifteen (15) years of service	21%
End of eighteen (18) years of service	24%
End of twenty (20) years of service	27%



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SECTION 9. Severance Pay

All management and full-time employees under Section 1 (Group A) and Section 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/Personal Days

All individuals under Sections 1 (Group A) and Section 2 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 six months .....	(1) one week
Start of second 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.

All individuals under Sections 1 (Group A) and Section 2 shall be entitled to 4 personal days per fiscal year. Unused personal days at the end of the fiscal year will be lost. No personal days can be carried forward.

SECTION 11. Repeal

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

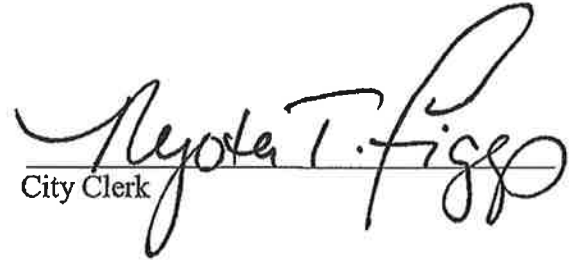
SECTION 12. Effective Date

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 23<sup>rd</sup> day of November, A.D., 2019

  
City Clerk

Approved by me this 23<sup>rd</sup> day of November, A.D., 2019

  
Mayor

ATTEST:  
  
City Clerk

Now with that said, let's talk about the EAV of the City. The tax levy year of 2018 saw the EAV drop from \$374,046,949 to \$355,665,061. That reflects about a 5.1% decrease over the prior year. As a point of reference, this EAV is still well below the EAV of 2008 that was over \$637,000,000.

Fin. Dir. Kasperek

The tax rate of the City rose from 7.653% to 8.476%. It is the tax rate that is multiplied against the EAV of your property and determines the amount of the real estate taxes for your bill. Keep in mind, that we are only one of several taxing bodies that are included in your tax bill. You also have Cook County, Cook County Forest Preserve, MWRD, Thornton Township, South Suburban Colleges, High School District 205 or 215, an elementary school district depending where you live and Calumet Memorial Park District to name most of them.

Last year I added a new section to the tax levy booklet, tax levy collection percentages. This is at the end of the booklet, but I thought I would highlight that the city received 82.60% of the 2018 tax levy extended. Unfortunately, the collections this year are a slight decrease from the prior year when collections for the current levy were 83.29%. This continues to be a problem for the City that does not have an easy fix.

Because tax levy collections will not be 100%, the State Statutes allow taxing bodies to add an additional percentage to the levy to compensate for the lost tax collections. The City uses a 6% rate, which is below the estimated 15% loss in collections. Currently, I am recommending that this increase only be added to the two public safety pension funds and the debt service levy. If the public safety pension funds are not levied to at least the State Statute Required Minimum Contribution, the City could be liable for the difference. For the Debt Service Funds, any shortfall of the principal and interest payments will automatically be transferred from the Corporate Fund.

Let's go back and discuss the police and fire pension funds. Each pension fund has submitted a request for their respective pension funds. Each pension fund is requesting a levy that is higher than the statutory

minimum amount. The State Statutes require a municipality levy at least the statutory minimum amount. The amounts that each pension requested are in the actuary computations included in the booklet. The levies presented for these two funds are above the Statutory minimums and anticipating an 85% collection rate, should still produce City contributions above the statutory minimum. The amount being extended for the Police Pension Fund is \$4,934,995 and the Fire Pension Fund is \$3,570,267. This is an overall increase of \$200,000 more than was extended to these two pension funds last year.

The IMRF and Social Security levies had a slight net adjustment. I lowered the IMRF levy by \$42,018 because the IMRF employer rates went down. I increased the social security levy by the \$42,108 because salaries are going up slightly. The \$667,132 for IMRF and \$900,000 for Social Security/Medicare should be enough to cover the City's required contributions.

The Library levy was set at the same amount that was extended last year. Therefore, the levy is at \$1,849,458.32. Keep in mind that last year's levy included a 6% add on for "Loss and Costs".

Now for the Corporate levy. Since the Police Pension and Fire Pension Levy's are going up a combined \$200,000, we needed to offset that increase by reducing the tax levy of the Corporate Fund. The Corporate Levy request will be \$15,573,781.01.

These levies discussed are the operating levies of the City. Truth-in-Taxation laws require the City to announce its tax levy 20 days before passage. With that said, the City is NOT increasing last years total for the operating levies which was \$27,495,633.33.

In addition to the above, the City also levies for the outstanding principal and interest on bonds due in the upcoming year. Last year the levy extended by the County was \$4,500,482. This year's levy is set at \$4,100,276 which is a reduction of \$400,276 or a 8.89% reduction in the debt service levies. The City will be looking to abate the tax levies related to the 2015B and 2017A General Obligation Bonds which are not included

in the above totals. The City has funds set aside to cover these bond issues for the 2019 levy year.

Overall, the City's extended request will be 1.25% decrease from the prior year's extended levy.

The balance of the report has various graphs and pie charts to be reviewed reflecting how the tax levy dollars are allocated, EAV increases/decreases and total dollars levied by years going back 10 years I await any questions you may have.

Approve Purchase  
Of Public Safety  
Fixed License  
Recognition Readers

Alderman Gardner moved, seconded by Alderman Smith to approve the purchase of Public Safety Fixed License Plate Recognition Readers for (5) locations (LDR) in the amount not to exceed \$217,070.00; direct the City Treasurer to remit payment to Vigilant Solutions in the amount of \$217,070.00 and to Vermilion Systems Hernandez Electric in the amount of \$36,348.00 for installation and authorize the City Treasurer to remit payment and charge both to the 1505 account.

ROLL CALL

YEAS:	7	ALDERMEN:	Navarrete, Swibes, Tillman, Williams, Gardner, Patton, Smith.
NAYS:	0	ALDERMAN:	None
ABSENT:	0	ALDERMEN:	None

**MOTION CARRIED**

Adjournment

Alderman Gardner moved, seconded by Alderman Smith to adjourn at 11:06 a.m.

**MOTION CARRIED**

X   
Nyota T. Fiqqs  
City Clerk