

AN ORDINANCE FIXING COMPENSATION OF  
EMPLOYEES OF THE CITY OF URBANA, ILLINOIS

BE IT ORDAINED BY THE CITY OF URBANA, ILLINOIS, that

Section I. Beginning May 1, 1974, minimum and maximum annual (12 month) salaries (excluding longevity) for each employee subject to Civil Service regulations shall be as set forth in the attached table, which is incorporated herein and made a part of this Ordinance, in conformance with the designation by the Urbana Civil Service Commission of the proper level pertaining to each position. Longevity pay shall be considered part of an employee's base salary, as set forth in the longevity Ordinance, adopted by the City Council on April 1, 1974.

Section II. Beginning May 1, 1974, the maximum annual (12 month) salaries (or hourly wages) of the following listed positions shall be as follows:

Mayor . . . . .	\$14,500.00
Administrative Officer. . . . .	15,500.00
City Clerk and Collector. . . . .	12,000.00
City Treasurer. . . . .	1,800.00
City Attorney and Corporation Counsel . . .	19,000.00
Human Relations Officer . . . . .	11,500.00
Director of Public Works. . . . .	20,865.00
City Engineer and Traffic Engineer. . . . .	18,200.00
Engineer I. . . . .	12,000.00
Code Enforcement Administrator. . . . .	14,851.00
City Electrician. . . . .	14,997.00
Fire Chief. . . . .	18,866.00
Police Chief. . . . .	19,000.00
Parking Commission Administrator. . . . .	10,704.00
Administrative Secretaries. . . . .	8,528.00
Temporary/Part-time/Seasonal employees. . .	3.85 hr.
Crossing Guards . . . . .	2.25 hr.

Section III. The number of positions authorized per position title shall be those positions so authorized in the annual budget.

Section IV. Local Improvement Fees on all projects, based upon the actual cost of construction of each project, shall be paid into the General Corporate Fund from said projects in lieu of paying such fees to the Corporation Counsel.

Section V. All Engineering fees from Local Improvements shall be paid into the General Corporate Fund. Extra help employed by the City Engineer on Local Improvement projects shall be paid from the General Fund at an hourly rate to be determined by the City Council.

Section VI. Each member of the Civil Service Commission shall receive \$120.00 per year as payment for his services on said commission.

Section VII. Each Alderman shall receive a compensation of \$720.00 per year, payable quarterly.

Section VIII. Definitions.

1. Overtime: Any time during which an employee works for the City of Urbana in addition to his or her regularly scheduled hours of work.

2. Holidays: Those dates on which the City of Urbana celebrates each of the following listed holidays by the closing of the City's administrative Offices:

New Year's Day  
 Memorial Day  
 Independence Day  
 Labor Day  
 Veteran's Day  
 Thanksgiving Day  
 Christmas Day

If any of the above holidays falls on a Saturday, for pay purposes, the holiday is the immediately preceding Friday; if any of the above holidays falls on a Sunday, for pay purposes, the holiday is the next succeeding Monday.

3. Base Hourly Salary: A figure calculated by dividing the annual salary by fifty-two (52) and dividing such figure by the number of hours such particular employee is normally scheduled to work per week.

Section IX. Fire Department.

1. Members of the Fire Department, except the Chief, shall be paid for overtime at a rate calculated as follows: at an hourly rate of 1 1/2 times the base hourly salary.

2. Commissioned Firemen, except the Chief, shall receive 11.2 hours of base hourly salary for each holiday whether such employee is scheduled to work that holiday or not.

Section X. Police Department.

1. Members of the Police Department, except the Chief of Police and Police Captains shall be paid for overtime at a rate calculated as follows: at an hourly rate of 1 1/2 times the base hourly salary.

2. Commissioned Policemen below the grade of Captain shall receive eight (8) hours of base hourly salary for each holiday whether such employee is scheduled to work that holiday or not.

Section XI. Public Works, Code Enforcement, Buildings and Grounds, Landfill and Light Department Employees.

1. The Public Works, Code Enforcement, Buildings and Grounds, Landfill and Light Department employees, except the Department Heads, the City Engineer and Engineer I, shall be paid for overtime at an hourly rate of 1 1/2 times their base hourly salary.

2. Public Works, Code Enforcement, Buildings and Grounds, Landfill and Light Department employees shall be paid their normal salary despite the fact that due to a holiday their work week is lessened; however, if such employee, except Department Heads, the City Engineer and Engineer I, actually works for the City of Urbana on a holiday, such employee shall be paid for his hours of work at the rate of his base hourly salary, in addition to his regular salary. Work by such an employee on a holiday shall not be considered overtime unless such employee works in excess of eight (8) hours on such holiday.

Section XII. Mayor's Office/City Council/Legal and Finance Department.

Mayor's Office/City Council/Legal and Finance Department employees, except the Administrative Officer and the Administrative Secretaries, and Department Heads, shall be paid for overtime at an hourly rate of 1 1/2 times his or her base hourly salary.

Section XIII. Educational Incentive Pay for Police.

1. With the exception of the Chief of Police and Captains of Police and Probationary Patrolmen, commissioned police personnel shall receive additional pay in terms of a percentage of their base pay; said pay to be known as "Educational Incentive Pay". There is hereby established an Educational Incentive Pay Plan, the purpose of which is to provide incentive for police officers to obtain a level of education beyond that of a high school graduate. Incentive pay shall be made in six (6) steps dependent on the number of hours for which college credit has been attained as follows:

- For hours completed in college courses required for a Certificate of Degree in Police Science or Police Administration

Police Science Credit Hours Required

<u>Semester</u>	<u>Quarter</u>	<u>Percent Increase</u>
30	45	2%
45	68	4%
Associate Degree or 60 credits toward a BA	90	6%
90	135	9%
Bachelor of Arts or Bachelor of Science Degree		12%
Master of Arts or Master of Science Degree		18%

- For hours successfully completed in college courses other than those required for a Certificate of Degree in Police Science or Police Administration, as follows:

Hours Required

<u>Semester</u>	<u>Quarter</u>	<u>Percent Increase</u>
30	45	1%
45	68	2%
Associate Degree or 60 hours	90	6%
90	135	9%
Bachelor of Arts or Bachelor of Science Degree		12%
Master of Arts or Master of Science Degree		18%


2. If an officer qualifies for incentive pay, such increase in salary as prescribed hereinabove shall take effect on the first day of the month next succeeding the receipt by the Police Chief of an official transcript of academic records showing such officer has become entitled to such incentive pay.

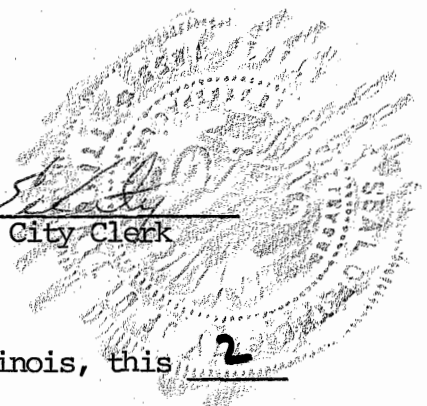
3. This educational incentive plan shall continue with the passage of this Ordinance.

Section XIV. All ordinances or parts of ordinances in conflict herewith are hereby repealed.

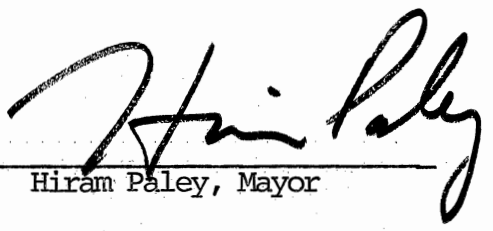
This Ordinance is hereby passed by the affirmative vote, the "ayes" and "nays" being called, of a majority of the members of the Council of the City of Urbana, Illinois, at a regular meeting of said Council on the 1 day of May, A.D., 1974.

ADOPTED by the City Council of the City of Urbana, Illinois, this  
1 day of May, 1974.

  
Duane Eckerty, City Clerk



APPROVED by the Mayor of the City of Urbana, Illinois, this 2  
day of May, 1974.

  
Hiram Paley, Mayor

## ANNUAL SALARY INDEX

(Revised April 23, 1974)

Range:	1	1 1/2	2	2 1/2	3	3 1/2	4	4 1/2	5
8	5,200	5,330	5,464	5,601	5,741	5,885	6,033	6,184	6,498
9	5,408	5,544	5,683	5,825	5,971	6,121	6,274	6,431	6,592
10	5,625	5,766	5,911	6,059	6,211	6,367	6,527	6,691	6,859
11	5,850	5,997	6,147	6,301	6,459	6,621	6,787	6,947	7,131
12	6,084	6,237	6,393	6,553	6,717	6,885	7,058	7,235	7,416
13	6,328	6,487	6,650	6,817	6,988	7,163	7,342	7,526	7,715
14	6,582	6,747	6,916	7,089	7,267	7,449	7,626	7,827	8,023
15	6,846	7,018	7,194	7,374	7,559	7,748	7,942	8,141	8,345
16	7,120	7,298	7,481	7,668	7,860	8,057	8,259	8,466	8,678
17	7,405	7,591	7,781	7,976	8,176	8,381	8,591	8,806	9,027
18	7,702	7,895	8,093	8,296	8,504	8,717	8,935	9,159	9,388
19	8,010	8,211	8,417	8,628	8,844	9,066	9,293	9,526	9,765
20	8,331	8,540	8,754	8,973	9,198	9,428	9,664	9,906	10,154
21	8,665	8,882	9,104	9,332	9,566	9,806	10,052	10,304	10,562
22	9,012	9,238	9,469	9,706	9,949	10,196	10,453	10,715	10,983
23	9,373	9,608	9,849	10,096	10,349	10,608	10,874	11,146	11,425
24	9,748	9,992	10,242	10,498	10,761	11,030	11,306	11,589	11,879
25	10,138	10,392	10,652	10,919	11,192	11,472	11,759	12,053	12,355
26	10,544	10,808	11,079	11,356	11,640	11,931	11,230	12,536	12,850
27	10,966	11,240	11,521	11,809	12,105	12,408	12,718	13,036	13,362
28	11,300	11,583	11,873	12,170	12,475	12,787	13,107	13,435	13,771
29	11,862	12,159	12,463	12,775	13,095	13,423	13,759	14,103	14,456
30	12,337	12,646	12,963	13,287	13,620	13,961	14,310	14,668	15,035
31	12,831	13,151	13,480	13,817	14,163	14,517	14,880	15,252	15,634
32	13,345	13,679	14,021	14,372	14,732	15,101	15,479	15,866	16,263
33	13,879	14,226	14,582	14,947	15,321	15,704	16,097	16,500	16,913
34	14,435	14,796	15,166	15,546	15,935	16,334	16,743	17,162	17,591
35	15,013	15,389	15,774	16,169	16,574	16,989	17,414	17,850	18,297
36	15,614	16,005	16,406	16,817	17,238	17,669	18,111	18,564	19,029
37	16,240	16,646	17,063	17,490	17,928	18,377	18,837	19,308	19,791

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