

ORDINANCE NO. 7475-107

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 July 1, 1975, maximum annual (12 month) salaries (excluding longevity) for each employee subject to Civil Service regulations shall be as set forth in the attached table, entitled "Annual Salary Index", 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 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 July 1, 1975, the maximum annual (12 month) salaries (or hourly wages) of the following listed positions shall be as follows:

Mayor	\$14,500.00
Administrative Officer	23,000.00
City Clerk and Collector	12,000.00
City Attorney and Corporation Counsel	20,805.00
Assistant City Attorney	15,000.00
Personnel Director	14,000.00
Human Relations Officer	12,600.00
City Treasurer	1,800.00
Director of Public Works	22,850.00
City Engineer	20,000.00
Senior Engineer I	13,260.00
Engineer I	13,140.00
Community Development Services Administrator	17,000.00
City Electrician	17,000.00
Fire Chief	20,660.00
Police Chief	20,805.00
Parking Commission Administrator	12,000.00
Community Development Director	16,000.00
Community Development Rehabilitation Specialist	12,000.00
Community Development Financial Specialist	12,000.00
City Arborist	15,750.00
Assistant to Director of Public Works	13,500.00
Administrative Assistant	12,000.00
Administrative Aide	9,600.00
Engineering Technician	10,680.00
Administrative Secretaries	9,340.00
Temporary/Part-time/Seasonal Employees	3.85 hr.

Provided, however, the actual salary of any person who has not been in such position for at least six (6) months, or the probationary period required by law (whichever period is longer) shall be as is fixed by the appointing authorities (Mayor or City Clerk) until the said six (6) months or probationary period is ended.

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 Member of the Council 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, Community Development Services, Landfill and Light Department Employees.

1. The Public Works, Community Development Services, Landfill and Light Department employees, except the Department and Division Heads, the City Engineer and Engineer I positions, shall be paid for overtime at an hourly rate of 1 1/2 times their base hourly salary.

2. Public Works, Community Development Services, 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 and Division Heads, the City Engineer and Engineer I positions, actually work for the City of Urbana on a holiday, such employee shall be paid for his hours of work at the rate of his/her base hourly salary, in addition to his/her 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. Executive Department and Finance Department.

Executive Department and Finance Department employees, except the Administrative Officer, Administrative Assistants, Aides and Interns, and the Administrative Secretaries, and Division 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 toward a BA	60 credits 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.

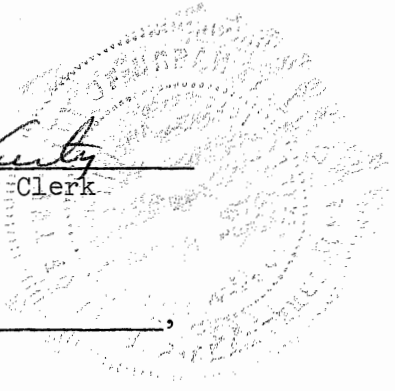
Section XIV. All Ordinances or parts of Ordinances in conflict herewith are hereby repealed.

Section XV. This Ordinance shall have no application with respect to salaries and wages to become due to any employee who is presently a part of any collective bargaining unit comprised of City of Urbana employees. All employees who are part of any such collective bargaining unit shall be paid at the rate of pay such employee was receiving under the next prior salary ordinance of the City of Urbana, except each such employee shall be entitled to receive longevity pay in addition to his/her salary as such salary was under the next prior salary ordinance of the City of Urbana.

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 30TH day of June, 1975.

ADOPTED by the City Council of the City of Urbana, Illinois, this 30TH day of June, 1975.

Duane Eckerty
Duane Eckerty, City Clerk



APPROVED by the Mayor this 1 day of July, 1975.

Hiram Paley
Hiram Paley, Mayor

ANNUAL SALARY INDEX

(Revised June 30, 1975)

Range:	1	1 1/2	2	2 1/2	3	3 1/2	4	4 1/2	5
8	5,594								
9	5,922								
10	6,159								
11	6,406								
12	6,662								
13	6,929								
14	7,207								
15	7,496								
16	7,796								
17	8,108								
18	8,434								
19	8,871								
20	9,122								
21	9,488								
22	9,868								
23	10,263								
24	10,674								
25	11,101								
26	12,640								
27	12,008								
28	12,488								
29	12,989								
30	13,509								
31	14,050								
32	14,613								
33	15,198								
34	15,806								
35	16,439								
36	17,097								
37	17,783								

(Ranges 1 1/2 through 5 to be calculated according to the following formula:
 4% between each range; 2 1/2% between each 1/2 step; 5% between each step.)

with ordinance

7475-107

THIS IS THE ATTACHMENT WHICH IS REFERRED TO IN
ORDINANCE NO. 7475-107 AND IS INCORPORATED
THEREIN BY REFERENCE.

Ruth S. Brookens, City Clerk

Date