

**AN ORDINANCE REVISING THE URBANA BENEFITS PROGRAM  
FOR NON-BARGAINING UNIT EMPLOYEES**

**(Payment for Unused Sick Leave for Employees in the City's  
Post-Employment Health Savings Plan)**

WHEREAS, The City of Urbana wishes to provide benefits that attract, reward, and retain highly qualified individuals who will best serve the public; and

WHEREAS, the City of Urbana, to the greatest extent possible, seeks to provide a competitive benefit package that is no less than the benefit packages provided for employees who are subject to bargaining-unit agreements.

NOW THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF URBANA, ILLINOIS, as follows:

Section 1. The text of the City of Urbana, Illinois Benefits Program for benefit eligible employees that are not subject to approved collective bargaining agreements is hereby deleted and replaced in its entirety with the text of the attached City of Urbana, Illinois Benefits Program for benefit eligible employees that are not subject to approved collective bargaining agreements.

Section 2. All ordinances, resolutions, motions, or parts thereof, in conflict with the provisions of this Ordinance are, to the extent of such conflict, hereby repealed.

Section 3. This ordinance shall become effective immediately upon its passage and approval.

PASSED by the City Council this 16th day of June, 2008.

AYES: Barnes, Bowersox, Chynoweth, Lewis, Roberts, Smyth, Stevenson

NAYS:

ABSTAINS:



*Phyllis D. Clark*  
Phyllis D. Clark, City Clerk

*[Signature]*  
Deputy Clerk

APPROVED by the Mayor this 20th day of June, 2008.

*Laurel Lunt Prussing*  
Laurel Lunt Prussing, Mayor