

**MINUTES OF THE EXECUTIVE SESSION OF THE
PERSONNEL COMMITTEE MEETING OF THE CITY COUNCIL OF THE
CITY OF COLUMBIA, ILLINOIS HELD MONDAY, MARCH 30, 2009 IN THE
COUNCIL ROOM OF CITY HALL**

I. CALL TO ORDER

Chairman Niemietz called the Executive Session of the Personnel Committee Meeting of the City of Columbia, Illinois to order at 8:40 p.m.

Upon Roll Call, the following members were:

Present: Chairman Niemietz and Aldermen Ebersohl, Hejna and Stumpf.

Absent: None.

Quorum Present.

Others Present: Mayor Hutchinson and Aldermen Agne, Unnerstall, Row and Oberkfell.

Administrative Staff Present: Interim City Administrator Al Hudzik, Chief of Police and Ambulance Director Joseph Edwards, Deputy Chief of Police Jerry Paul, and Deputy Clerk Donna Mehaffey.

Guests Present: None.

II. EXECUTIVE SESSION

Chairman Niemietz stated the Executive Session was called to discuss to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body and collective negotiating matters between the public body and its employees or their representatives.

III. CONSIDERATION OF EMPLOYEE DISCIPLINE

IV. COLLECTIVE NEGOTIATING MATTERS UPDATE

Mr. Hudzik updated the Council on the FOP (Fraternal Order of Police) and Steelworkers Union contracts. At the FOP negotiations, Chief Edwards and Alderman Unnerstall were in attendance. There were a couple of issues Mr. Hudzik did not feel comfortable handling and recommended that Mr. Weisman be consulted and/or used in these matters, as necessary.

- First was the discipline and discharge issue and second was how long a discipline document can stay in the personnel file and when it can be removed.
- There are differing opinions on the definition of summary punishment (the current contract only allows a record of summary punishment to be used in disciplinary matters if it is no more than one (1) year old). The discipline issue needs to be defined. The FOP and Mr. Weisman have different definitions of summary punishment. These are some of the issues that need to be resolved. The last issue has to do with residency.
- One Alderman stated they had been in the negotiations in the past and recommends the City bring in the labor attorney, come to the table and bargain fairly.

- Another Alderman respectfully disagreed. Feels the officers need to reside in the City and to go back one year on the reprimand policy would be no. To go to the Police and Fire Board or arbitration, the City could relinquish that and asked for comments.

Arbitrators are brought in from Chicago and Columbia is way different than Chicago.

- One Alderman stated the City needs Mr. Weisman to negotiate the contract in good faith and another disagreed the City does not need Mr. Weisman.
- Mr. Hudzik reported he needs to get the counter offer from the FOP and has not received that as yet.
- Mr. Hudzik reminded the Council that at the April 6th, 2009 Council Meeting, the Council needs to designate him as chief negotiator for the Steelworkers Union contract.

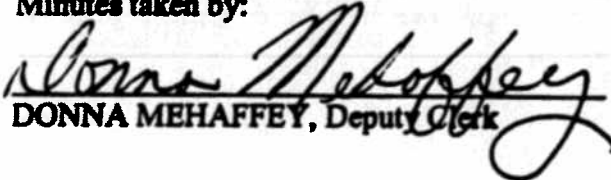
V. **ADJOURNMENT**

MOTION:

It was moved by Alderman Ebersohl and seconded by Alderman Stumpf to adjourn the Executive Session of the Personnel Committee Meeting of March 30, 2009 at 10:05 p.m. Upon Roll Call vote, Chairman Niemietz and Aldermen Ebersohl, Hejna and Stumpf voted yea. **MOTION CARRIED.**


MARY E. NIEMIETZ, Chairman
PERSONNEL COMMITTEE

Minutes taken by:


DONNA MEHAFFEY, Deputy Clerk