

**MINUTES OF THE EXECUTIVE SESSION OF THE PERSONNEL
COMMITTEE MEETING OF THE CITY COUNCIL OF THE CITY OF
COLUMBIA, ILLINOIS HELD MONDAY, JANUARY 13, 2014 IN THE
COUNCIL ROOM OF CITY HALL**

I. CALL TO ORDER

Chairman Jeff Huch called the Executive Session of the Personnel Committee Meeting of the City Council of the City of Columbia, Illinois to order at 7:25 p.m.

Upon Roll Call, the following members were:

Present: Chairman Huch and Aldermen Ebersohl, Niemietz and Roessler.

Absent: None.

Quorum Present.

Others Present: Mayor Hutchinson and Aldermen Mathews, Reis and Holtkamp.

Administrative Staff Present: City Administrator Al Hudzik, Chief of Police & EMS Director Joe Edwards, Accounting Manager Linda Sharp and Accounting/Clerical Assistant Sandra Garmer.

Guests Present: None.

II. EXECUTIVE SESSION

Chairman Huch stated the Executive Session was called to (i) receive an update on and discuss collective bargaining negotiations and employee wages; and (ii) discuss compensation of specific employees.

Update/Discussion on Collective Bargaining Negotiations and Employee Wages

Chairman Huch called upon City Administrator Al Hudzik to address the Committee/Council Members on this issue. Hudzik informed the Committee/Council Members that negotiations continue on the language (i.e., terms and provisions) of the EMS employees' initial collective bargaining agreement, and he distributed a worksheet entitled "Summary/Comparison of Fringe Benefits" pertaining to the city's EMS employees containing columns headed "Fringe Benefit", "Current F-T EMS Employees" (detailing the current benefits of the city's full-time EMS employees), "AFSCME/EMS Requests (07/24/13)" (detailing the requests of the EMS employees as received by the city during negotiations with AFSCME on 07/24/13) and "Negotiations Notes" (detailing the city's initial response (of 10/03/13) to the AFSCME/EMS Requests of 07/24/13, as well as AFSCME's response (of 12/10/13) to each of those issues). Hudzik then reviewed each of the items contained on the worksheet (including the last item pertaining to Wages) and updated the Committee/Council Members on the current negotiating status of the fringe benefits/wage issues as listed in the "Negotiations Notes" column; he informed the Committee/Council Members that the next negotiating session has been

scheduled for Thursday, January 23rd and that he planned to schedule an executive session at the January 21st council meeting to discuss the city's responses to those of AFSCME on 12/10/13 (as shown on the worksheet distributed).

Discussion on Compensation of Specific Employees

City Administrator Hudzik then distributed documentation pertaining to the city's adoption of a (premium only) Section 125 Cafeteria Plan of benefits (in 1991) in conjunction with allowing AFLAC to solicit business from city employees. Hudzik gave a brief summary of the tax benefits of a 125 Cafeteria Plan (i.e., salary reduction option) and of the city's administration of the plan (i.e., with very little support (if any) from AFLAC). He informed the Committee/Council Members that Accounting Manager Linda Sharp and he met with CPA Jim Schmersahl to discuss the status of the city's 125 Cafeteria Plan, and it was Mr. Schmersahl's opinion that if the city wanted to continue to offer such a benefits plan, that it may want to give consideration to adopting a different plan offering additional employee benefits and with more administrative support. Hudzik (with concurrence from Accounting Manager Sharp) recommended that city staff be allowed to explore options concerning the offering of 125 Cafeteria Plan benefits (i.e., salary reduction option(s)) to its employees (i.e., in addition to the pre-tax premiums offerings, explore the costs and benefits of offering payment of employees' medical and dependent care expenses (pursuant to the provisions of 125 Cafeteria Plans and as allowed by law) on a pre-tax basis). A discussion was held during Hudzik's presentation wherein all in attendance were given the opportunity to make comments, ask questions and express their opinions. It was the consensus of the Committee/Council Members that city staff explore (i) various options concerning the benefit offerings and costs of a 125 Cafeteria Plan; and (ii) present their findings at a future committee meeting.

III. ADJOURNMENT


MOTION:

It was moved by Alderman Niemietz and seconded by Alderman Ebersohl to adjourn the Executive Session of the Personnel Committee Meeting of Monday, January 13, 2014 at 8:10 p.m. Upon Roll Call vote, Chairman Huch and Aldermen Ebersohl, Niemietz and Roessler voted yea. **MOTION CARRIED.**



JEFF HUCH, Chairman
PERSONNEL COMMITTEE

Minutes Taken By:



SANDRA GARMER, Accounting/Clerical Assistant



ALBERT G. HUDZIK, City Administrator