

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

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BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF URBANA, ILLINOIS:

SECTION I. That beginning May 1, 1973, the maximum annual salaries (or hourly wages) of the following listed positions shall be as follows:

Mayor . . . . .	\$ 14,500.00
Administrative Assistant to the Mayor . . . . .	9,803.00
Chief Examiner, Urbana Civil Service Commission . . . . .	2,000.00
Mayor, as President of the Board of Local Improvements . . . . .	- 0 -
Local Liquor Control Commissioner . . . . .	- 0 -
City Clerk and Collector. . . . .	12,000.00
City Treasurer. . . . .	1,800.00
City Attorney and Corporation Counsel . . . . .	17,500.00
Human Relations Commission Officer. . . . .	10,000.00
Commissioner of Public Works. . . . .	18,245.00
City Engineer and Traffic Engineer. . . . .	16,244.00
Director of Civil Defense . . . . .	1,992.00
Crossing Guards . . . . .	2.00 per hour
Part-Time Clerks and Typists. . . . .	3.00 per hour
Part-Time Draftsmen and Assistants. . . . .	3.00 per hour
Parking System Gate Attendant . . . . .	1.95 per hour
Temporary/Part-Time/Seasonal Employees. . . . .	3.84 per hour

SECTION II. That beginning May 1, 1973, the maximum annual salaries (base salaries) of the following employees of the City of Urbana shall be the base salary as listed below plus 2% of said salary for each two years of continuous city employment in accordance with the Longevity Ordinance passed by the City Council. The number of positions authorized per position title by department will be noted in the parenthesis to the right of the position title.

Police Department

Police Chief. . . . . (1) . . . . .	17,335.00
Police Captain. . . . . (2) . . . . .	12,713.00



Public Works Department

Superintendent of Operations. . . . .	(1) . . . . .	\$ 13,633.00
Mechanic Supervisor . . . . .	(1) . . . . .	11,050.00
Supervisor of Streets . . . . .	(1) . . . . .	11,040.00
Supervisor of Sewers. . . . .	(1) . . . . .	10,622.00
Landfill Foreman. . . . .	(1) . . . . .	8,503.00
Foreman . . . . .	(6) . . . . .	9,702.00
Equipment Operator I. . . . .	(4) . . . . .	8,807.00
Equipment Operator II . . . . .	(5) . . . . .	9,482.00
Mechanic Supervisor . . . . .	(1) . . . . .	11,050.00
Mechanic. . . . .	(1) . . . . .	9,027.00
Maintenance Man . . . . .	(9) . . . . .	8,361.00
Gateman . . . . .	(1) . . . . .	6,240.00
Code Enforcement Administrator. . . . .	(1) . . . . .	11,309.00
Building Inspector. . . . .	(1) . . . . .	9,778.00
Plumbing Inspector. . . . .	(1) . . . . .	11,529.00
Housing Inspector . . . . .	(2) . . . . .	9,702.00
Code Inspector. . . . .	(1) . . . . .	8,436.00
Engineer I. . . . .	(1) . . . . .	11,208.00
Engineering Technician I. . . . .	(2) . . . . .	9,223.00
Bookkeeper. . . . .	(1) . . . . .	6,766.00
Clerk/Stenographer. . . . .	(1) . . . . .	6,085.00
Clerk/Typist I. . . . .	(1) . . . . .	5,232.00
Director of Civic Center & Comfort Station. . . . .	(1) . . . . .	7,862.00
Custodian/Janitor . . . . .	(2) . . . . .	4,895.00

Parking Commission

Parking Commission Administrator. . . . .	(1) . . . . .	10,004.00
Meter Maintenance Man/Collector . . . . .	(2) . . . . .	7,885.00
Clerk Typist/Bookkeeper . . . . .	(1) . . . . .	5,116.00

Light Department

City Electrician/Electrical Inspector . (1) . . . . .	14,137.00
Assistant Electrical Inspector. . . . . (1) . . . . .	9,960.00
Foreman . . . . . (1) . . . . .	8,813.00
Maintenance Man . . . . . (2) . . . . .	8,240.00

SECTION III. 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 IV. 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 V. Each member of the Civil Service Commission shall receive \$120.00 per year as payment for his services on said commission.

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

SECTION VII. 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 VIII. 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  $1\frac{1}{2}$  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.

3. Fire Inspectors and Assistant Fire Inspectors shall receive eight (8) hours of base hourly salary for each holiday whether such employee is scheduled to work or not.

SECTION IX. Police Department.

1. Members of the Police Department below the grade of Captain shall be paid for overtime at a rate calculated as follows: at an hourly rate of  $1\frac{1}{2}$  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 X. Public Works, Landfill, Buildings and Grounds and Light Department Employees.

1. The Public Works, Landfill, Buildings and Grounds and Light Department employees, except Department Heads, shall be paid for overtime according to the choice of the employee receiving  $1\frac{1}{2}$  times their base hourly salary or compensatory time at the rate of  $1\frac{1}{2}$  hours off for each hour of overtime.

2. Public Works, Landfill, Buildings and Grounds 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, 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 XI. Mayor's Office/City Council/Legal and Finance Department.

Mayor's Office/City Council/Legal and Finance Department employees, except the Administrative Assistant to the Mayor and Department Head shall be paid for overtime according to the choice of the employee by receiving  $1\frac{1}{2}$  times his or her base hourly salary or compensatory time at the rate of  $1\frac{1}{2}$  hours off for each hour overtime.

SECTION XII. Educational Incentive Pay for Police.

1. With the exception of the Chief of Police and Captain 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

<u>Police Science Credit Hours Required</u>		<u>Percent Increase</u>
<u>Semester</u>	<u>Quarter</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:

<u>Hours Required</u>		<u>Percent Increase</u>
<u>Semester</u>	<u>Quarter</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 go into effect with the passage of this Ordinance.

SECTION XIII. 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 1ST day of May, A.D. 1973.

ADOPTED by the City Council of the City of Urbana, Illinois, this

1st day of May, 1973.



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Duane Eckerty  
CITY CLERK

APPROVED by the Mayor of the City of Urbana, Illinois, this

1st day of May, 1973.



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Charles M. Zipprott  
MAYOR