

**AGENDA  
CITY OF SALEM  
REGULAR CITY COUNCIL MEETING  
6:00 PM JANUARY 7, 2019**

- I. Call to Order**
- II. Prayer and Pledge of Allegiance**
- III. Presentation of Petitions/Public Comments**
- IV. Mayor's Report and Presentations**
  
- V. City Council Action**
  - 1. Consent Agenda
    - a. City Council Minutes - 12/17/18
  - 2. Approval of Amendment to FOP Agreement Related to Lateral Transfers
  - 3. Approval of Contract Extension with Metro Ag for Sludge Removal
  
- VI. City Manager Report**
- VII. City Attorney Report**
- VIII. Finance Director Report**
- IX. City Council Report**
- X. Executive Session**
  - 1. 5 ILCS 120/2 (c)(21) – Semi Annual Review of Minutes
  - 2. 5 ILCS 120/2 (c)(1) – Personnel
  
- XI. City Council Action**
  - 4. Approval of Resolution 2019-01 – Keep Closed Minutes Closed
  
- XII. Adjournment**

Bill Gruen  
City Manager

**CITY OF SALEM - REGULAR CITY COUNCIL MEETING  
JANUARY 7, 2019**

**MANAGER'S COMMENTS**

**V. City Council Action**

2. **Approval of Amendment to FOP Agreement Related to Lateral Transfers:** I request authorization to execute an amendment in our current FOP contract which would create a provision related to "lateral transfers." The gist of the change would allow an experienced, Illinois-certified officer to immediately jump to the Class 1/Second Year pay scale. That wage is now \$24.56 and jumps to \$25.23 in FY20. The purpose is to encourage experienced officers to consider employment with Salem (the Police Board has recently selected an officer with seven years' experience for a new appointment). Currently, we might say the first year of employment for a Salem officer is "off contract" in terms of wages. The Chief sets the wage for these officers (he is currently using \$20.50, but this could change).

General terms of the amendment will be:

- i. An officer with at least three years' experience as an Illinois certified police officer will jump to Second Year.
- ii. Despite the jump, the person holding the position would still be low end of seniority (would not have higher seniority than an officer hired first but still on "off contract" wage).
- iii. Probation year would still apply.

This issue is important now because we have a locally-experienced candidate looking to make the jump to the Salem PD that we'd like to start at Year 2. On a more hypothetical level, currently there are long waits to get green candidates into an Illinois police academy. I understand we couldn't get a brand new candidate into the academy until September 2019. Making this change makes it possible we'd be able to attract experienced officers who are able to start work immediately, thereby potentially saving on overtime if we had to wait several months to be back at full force.

We had a similar issue arise that led to an amendment to our Operating Engineers contract, wherein the City Council approved a permanent compression of the step wage scale for new employees for whom that contract governs terms of employment. The City Council approved that change on February 6, 2017.

This matter would have arisen even if SRO were not under consideration.

I've spoken with the FOP representative for our local bargaining unit. We're on the same page with the general terms mentioned above. They have lateral transfer language they've used successfully elsewhere they'd like to share with us that generally meet the terms noted above. I request approval to execute an FOP contract amendment that meets the policy objectives above.

3. **Approval of Contract Extension with Metro Ag for Sludge Removal:** Metro Ag removes a semi liquid sludge which is a final byproduct of our wastewater treatment process. Pursuant to their contract, which expires December 31, 2018, their cost is \$0.040 cents per gallon (it was \$0.036 cents per gallon previously). With their new contract they seek a cost of \$0.043 cents per gallon. Their service includes removal and land application of the City's sludge, so after it's gone from Salem, we don't worry about it anymore. The volume of sludge varies every year, and City personnel do what they can to limit the volume produced at the plant. We are unaware of any other provider of this service, and believe Metro Ag is the only such contract who exists in Southern Illinois. Request approval.

## Current FOP Wage Scale

### 2017 - 2020 Wage Scale

2.75%

2.75%

2.75%

#### **Patrol**

<u>Class</u>	<u>Beginning Dates</u>	<u>5/1/2017</u>	<u>5/1/2018</u>	<u>5/1/2019</u>
1	2nd Year of Employment	\$23.90	\$24.56	\$25.23
2	3rd Year of Employment	\$25.51	\$26.21	\$26.94
3	4th Year of Employment	\$26.68	\$27.42	\$28.17
4	6th Year of Employment	\$27.44	\$28.19	\$28.97
5	8th Year of Employment	\$28.64	\$29.42	\$30.23
6	10th Year of Employment	\$29.59	\$30.40	\$31.24
7	12th Year of Employment	\$29.89	\$30.71	\$31.56
8	16th Year of Employment	\$30.16	\$30.99	\$31.84
9	21st Year of Employment	\$30.61	\$31.45	\$32.32

#### **Telecommunicators**

<u>Class</u>	<u>Beginning Dates</u>	<u>5/1/2017</u>	<u>5/1/2018</u>	<u>5/1/2019</u>
1	2nd Year of Employment	\$19.05	\$19.57	\$20.11
2	4th Year of Employment	\$20.61	\$21.18	\$21.76
3	6th Year of Employment	\$20.92	\$21.50	\$22.09
4	10th Year of Employment	\$21.53	\$22.12	\$22.73
5	12th Year of Employment	\$21.75	\$22.35	\$22.96
6	15th Year of Employment	\$21.88	\$22.48	\$23.10
7	20th Year of Employment	\$22.24	\$22.85	\$23.47
8	25th Year of Employment	\$22.46	\$23.08	\$23.71

#### **Sergeants (Appointed prior to November 1, 2013)**

<u>Class</u>	<u>Beginning Dates</u>	<u>5/1/2017</u>	<u>5/1/2018</u>	<u>5/1/2019</u>
1	1st Year of Employment	\$30.18	\$31.01	\$31.86
2	4th Year of Employment	\$31.33	\$32.19	\$33.08
3	6th Year of Employment	\$31.78	\$32.65	\$33.55
4	10th Year of Employment	\$32.38	\$33.27	\$34.18
5	14th Year of Employment	\$32.66	\$33.56	\$34.49

#### **Sergeants (Appointed after November 1, 2013)**

<u>Class</u>	<u>Beginning Dates</u>	<u>5/1/2017</u>	<u>5/1/2018</u>	<u>5/1/2019</u>
1	1st Year of Employment	\$31.33	\$32.19	\$33.08
2	4th Year of Employment	\$31.78	\$32.65	\$33.55
3	8th Year of Employment	\$32.38	\$33.27	\$34.18
4	12th Year of Employment	\$32.66	\$33.56	\$34.49