



Regular City Council Meeting

City of Calumet City, Illinois

Thursday, September 10, 2026

6:00 PM

AGENDA

To participate in the Public Comment for this meeting, email your comment to mayorjones@calumetcity.org. Please limit the comment to 300 words and be sure to identify yourself and address. Comments must be submitted no later than 1:00 p.m. Thursday, September 10, 2026.

Meetings shall be open to the public but limited to participation due to social distancing; at capacity, no additional public will be allowed. Meetings are televised on the government access channel (Channel 4 for Comcast users.)

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE

3. ROLL CALL

4. PUBLIC COMMENT

5. APPROVAL OF MINUTES

- A. Regular City Council Meeting August 13, 2026
- B. Special Meeting August 20, 2026
- C. Special Meeting August 24, 2026
- D. Special Meeting August 25, 2026
- E. Reconvened Special Meeting from August 24, 2026 held on August 27, 2026
- F. Regular City Council Meeting August 27, 2026

6. INFORMATIONAL ITEMS TO BE ACCEPTED AND PLACED ON FILE

7. NEW BUSINESS - ACTION ITEMS

- 1. Motion to approve a Community Business Partners Giveaway event to be held on September 20, 2026 from 2pm-6pm in the lot at 575 Torrence Ave. Special Event insurance to be submitted upon approval. The attached letter contains more specific details.
- 2. Motion to direct the City Attorney to draft an ordinance to amend the handicap parking ordinance to approve and add a handicap pole to be located at 516 Muskegon Avenue.

3. Motion to direct the City Attorney to draft an ordinance to amend the handicap parking ordinance to approve and add a handicap pole to be located at 400 Prairie Avenue.
4. Motion to close off Madison Avenue between Harding and Sibley for the 40th Anniversary of Nicky's Gyros between the hours of 9:00am to 3:00pm on Monday, October 12, 2026. Further direct Public works to provide trash receptacles and block off the entrance at Harding and Madison.
5. Motion to approve block party with amplified music in the 100 block of 157th Street between Forsythe and Wentworth Ave. on Saturday September 26th, 2026 from 12pm -7pm. Direct public works to provide trash receptacles and barricades.
6. Motion to approve a three-year agreement between the City of Calumet City and the Orland Fire Protection District for dispatching services, covering January 1, 2026 through December 31, 2028.

8. NEW BUSINESS - BUILDING PERMITS - NEW FENCE

1. 1259 Mackinaw Avenue Privacy Fence 7th Ward
2. 1464 Kenilworth Drive Privacy Fence 6th Ward

9. NEW BUSINESS - RESOLUTIONS AND ORDINANCES

1. A RESOLUTION IN MEMORY OF THE LIFE OF RONALD L. BONATO
2. AN ORDINANCE AMENDING CHAPTER 90, ARTICLE V, DIVISION 1 OF THE CALUMET CITY MUNICIPAL CODE HANDICAPPED PARKING (282 Cornell Avenue)
3. AN ORDINANCE AMENDING CHAPTER 90, ARTICLE V, DIVISION 1 OF THE CALUMET CITY MUNICIPAL CODE HANDICAPPED PARKING (416 Manistee Ave)
4. AN ORDINANCE AMENDING CHAPTER 90, ARTICLE V, DIVISION 1 OF THE CALUMET CITY MUNICIPAL CODE HANDICAPPED PARKING (649 Saginaw Avenue)
5. Resolution for celebrating the life of former 7th Ward Alderman Samuel Bullocks

10. NEW BUSINESS - FINANCIAL MATTERS

1. Motion to amend the passed motion from August 27, 2025 moved by Alderman Williams and seconded by Alderwoman Harvey to reflect the correct account number as followed:

Motion to authorize payment to Axon Enterprise, Inc for Q-899250-46233NC (Body Cameras for Building and Zoning Inspectors); authorize the City Treasurer to remit payment in a yearly amount of \$4,922.24 from September 2026 - September 2030 and charge account #12707-55120.
2. Motion to approve payment to Benford Brown & Associates for outstanding invoices: 18723, 18728, 18838, 18947, 18953, 19250, 19283, 19411, 19412, 19413, 19414, 19459, and 19496; authorize the City Treasurer to remit payment in the amount of \$89,850.00 and charge account

#01099-52610. (Contract expired. The total to pay out the contract is attached. There will not be a contract for 2026 or 2027)

3. Motion to approve payment to Holland Asphalt Services, Inc. proposal for asphalt removal and site clearing option 1 (install fence and grind parking lot and restripe lot); authorize the City Treasurer to remit payment in the amount of \$41,640.00 and charge account #01069-55147
4. Motion to approve and authorize the City Treasurer to remit payment to Fire Service Inc. in the amount of \$16,146.82. This expenditure should be withdrawn from line item #06617-54150. This is for the annual maintenance of E-12.
5. Motion to approve the Orland Fire Protection invoices for dispatching services from January 2026 – August 2026. Please authorize the City Treasurer to remit the monthly payments per the invoiced amount to Orland Fire Protection District; this is to be charged to line item #06607-52486.
6. Motion to approve payment to Ottosen, DiNolfo, Hasenbalg & Castaldo in the amount of \$9221.30 for legal services, Invoice 23496, and direct the City Treasurer to remit payment from account #01025-52200.
7. Motion to approve cost payable to Holland Asphalt Services for invoice #2026-555, in the amount of \$5,000.00, authorize the City Treasurer to remit payment from account #03036-52349. (water 1345 Gordon - asphalt patch along curb)
8. Motion to amend the amount of the above invoice #73116 from \$16,643.22 to \$14,643.22 for Calumet City Plumbing , authorize the City Treasurer to remit payment from account #03036-52349. (157th Street & Freeland Avenue (sewer) sink next to manhole)
9. Motion to approve repairs to CCPD Unit 20938 in the amount of \$11,241.56, to be performed by C.D.E. Collision Centers; authorize the City Treasurer to remit payment to C.D.E. Collision Centers in the amount of \$11,241.56, to be charged to account 01060-54152.
10. Motion to approve repairs to CCPD Unit 25377 in the amount of \$9,268.51 to be performed by C.D.E. Collision Centers; authorize the City Treasurer to remit payment to C.D.E. Collision Centers in the amount of \$9,268.51, to be charged to account 01060-54152.
11. Move to approve attendance of elected/appointed officials and/or staff to the 113th IML Conference in Chicago to be held on September 17 - 19, 2026 at the Hyatt Regency Chicago Hotel. Further direct the City Treasurer to register and remit payment on behalf of all conference attendees charging the appropriate conference/travel line items. Further direct the City Treasurer to remit a \$1,700.00 stipend to all attendees with the understanding that all related IML Conference expenditures will be accounted for by providing receipt of same to the Treasurer's office along with the return of any monies not expended.
12. Motion to approve claim with a date of loss of 4/5/2026 payable to Wynetta J. Ellison for the damages to her vehicle in the amount of \$2,467.18 and direct City Treasurer to remit payment from account 01099 52729.
13. Motion to approve the buyback for Frank Poston as shown in the communication.

14. Motion to approve the buyback for Olivia Perry as shown in the communication.
15. Motion to amend the passed motion from April 23, 2026 moved by Alderman Williams and seconded by Alderwoman Harvey to reflect the correct amount as followed:

Motion to approve the City Clerk’s Early Voter Mailer Postage for the November 03, 2026, Gubernatorial General Election; authorize the City Treasurer to remit payment from Printing/Flyer/Postage for the United Postal Service in the amount of \$4,365.00 to apply to permit number 229 from account #01022-52358. Attached is the previously approved motion for the mailer.

16. Motion to approve and authorize the City Treasurer to remit payment to Chicagoland Diesel in the amount of \$6,598.46. This expenditure should be withdrawn from line item #06607-54150. This is for the repairs to Ambulance 112; engine overheating.
17. Motion to approve and authorize the City Treasurer to remit payment to Motorola Solutions in the amount of \$7,651.59. This expenditure should be withdrawn from line item #06607-52483. This is for a new radio for the ambulance.
18. Motion to approve and authorize the City Treasurer to remit payment to Health Endeavors, SC in the amount of \$21,451.00. This expenditure should be withdrawn from line item #06607-52484. This payment is for the annual physical examinations required for Calumet City Fire Department personnel pursuant to the applicable collective bargaining agreement.
19. Approve Payroll (\$1,036,856.90)
20. Approve Bill List (\$728,817.75)

11. REPORTS OF STANDING COMMITTEES

Finance ----- Ald. Williams
 Public Safety ----- Ald. Gardner
 Public Utilities ----- Ald. Phillips
 Ordinance & Resolution ----- Ald. Tillman
 Health, Education & Welfare ----- Ald. Wilson
 Permits & Licenses ----- Ald. Harvey
 Public Works ----- Ald. Nelson

12. CITY COUNCIL REPORTS

Mayor Jones

VETO MESSAGE TO THE CITY OF CALUMET CITY COUNCIL

Pursuant to 65 ILCS 5/3.1-40-45 and Section 2-194 of the City of Calumet City Municipal Code of Ordinances, I hereby veto the below listed ordinance which was not circulated in the form of a new ordinance with an assigned ordinance number or provided to me as a new ordinance with such number, in the following described line-item veto of said ordinance adopted at the September 1, 2026, special meeting of the City of Calumet City City Council:

Adopted under Special Meeting Agenda Item 3 described as:

“Action adopting an ordinance amending ordinance 25-09 [sic] establishing the salaries and other fringe benefits of appointed officials, supervisory personnel, and other full-time and part-time employees not covered by a collective bargaining agreement for the City of Calumet City, Cook County, Illinois.”

and titled:

AN ORDINANCE AMENDING ORDINANCE #25-09 ESTABLISHING THE SALARIES AND OTHER FRINGE BENEFITS OF APPOINTED OFFICIALS, SUPERVISORY PERSONNEL, AND OTHER FULL-TIME AND PART-TIME EMPLOYEES NOT COVERED BY A COLLECTIVE BARGAINING AGREEMENT FOR THE CITY OF CALUMET CITY, COOK COUNTY, ILLINOIS.

This attachment is the form and substance of material before the City Council when the motion to adopt the ordinance carried at the time of the special meeting. Under the rule of equal dignities, an ordinance can only be amended by an ordinance. I hereby approve salaries and position revisions, except the following which are disapproved and vetoed by line item:

1. In Section 1, Group A, I veto the deletion of the Auditor/Inspector General and the related salary noted, the position and value of which appear as interlineated. I veto this action on the basis that a full-time, salaried Auditor/Inspector General has been viewed as necessary in the City before my term as Mayor, that this official carries important responsibilities and duties, and that this individual can avoid many times the salary previously allocated to the office holder that the City is incurring and can continue to incur if outside professionals are always relied upon to conduct audits, investigations or inspections. (Please note my veto of the motion adopted later in this same meeting which addresses internal officers of the City who are capable of investigating and reporting.)
2. In Section 1, in the second sentence of the second full paragraph following Group C, I veto the deletion of “Also, the mayor may also increase salary in this ordinance for said positions noted above by no more than 10% depending on qualifications and need of the city to fill a vacant position.” In this regard, I note that the City needs to remain competitive in the market for employees, that the 10% adjustment of a salary can be merited and necessary to obtain qualified services from persons experienced in municipal affairs, and that, even if driven to hire only locally, the City should pay residents the salary, wage, charges or rate that are fair in the marketplace without discounting their value simply because the employee is a resident of the City.
3. In Section 2, in the list of positions and salaries, I veto the change in annual salary for the Accounting Department Coordinator, Administrative Assistant to Mayor, and Administrative Assistant-Purchasing. I veto these changes since the positions are within a qualified collective bargaining unit and the City cannot change these positions or terms of employment in these positions without proper bargaining. Due to the existence of a qualified bargaining unit, I do not comment on the merits or demerits of the salary as it would be improper to do so and likely prejudicial to future bargaining by the City with the bargaining unit. With particular respect to the Administrative Assistant to Mayor, I additionally note that the effort to reduce this salary is improvident and retaliatory. I also note that the Alderpersons have voted to reduce the salary of

the Administrative Assistant to Mayor, who works City-wide and on matters related to the Mayor's representation of the City beyond its corporate limits, to a ratable value of less than half of what aldermanic assistants are paid (\$14,400.00 each) when these assistants are often family or close friends who have responsibilities primarily within the ward. The lines I veto in the amendment are:

Accounting Department Coordinator 81,727.00 per year
Administrative Assistant to Mayor 70,000.00 per year
Administrative Assistant-Purchasing 84,855.00 per year

4. In Section 2, in the list of positions and salaries, I note that it is inconsistent to complain at the same meeting on September 1, 2026, that the City is not active enough with code enforcement and, at the same time, offer the noted salary for the Building Commissioner & Zoning Adm./Deputy Director, which is lower than salaries paid for similar positions with similar duties in other municipalities. I do not veto this line item, but I use it to underscore the importance of the Mayor retaining the ability to increase a salary up to 10% if necessary and justified. (See Paragraph 10, below)

5. In Section 2, in the list of positions and salaries, I veto the change in annual salary for the Claims Processor and Community Organizers. I veto these changes since the positions are within a qualified collective bargaining unit and the City cannot change these positions or terms of employment in these positions without proper bargaining. Due to the existence of a qualified bargaining unit, I do not comment on the merits or demerits of the salary as it would be improper to do so and likely prejudicial to future bargaining by the City with the bargaining unit. The lines I veto in the amendment are:

Claims Processor 57,614.00 per year
Community Organizers 46,125.00 per year

6. In Section 2, in the list of positions and salaries, I veto the deletion of Council Chaplain which has an annual salary of \$15,000.00 per year and is presently held by two individuals. These individuals provide invaluable service directly from the City to its residents in times of grief, need, sorrow, and trouble. For years, the Council Chaplain could be of any faith and pay visits citywide as an expression of the City's interest in a loss or a problem faced and as a reminder that the City and others are always available in times of need. In my experience, I have seen these two instill assurance, confidence and recognition in rough situations faced by families—including my own—and I cannot understate the value in this form of outreach, which is a nondenominational effort to ensure that our residents comfortably find a smoother path through adversity. The line I veto in the amendment is:

Council Chaplain 15,000.00 per year

7. In Section 2, in the list of positions and salaries, I veto the deletion of one of two public works deputy commissioners. You have often heard of the value of public works and as recently as the last meeting, residents appeared to speak favorably of their performance in that department. Additionally, tied to the number of public works commissioners, there has been zero discussion of service reductions that would arise and I do not believe reducing services to residents is a good policy. The line I veto in the amendment is:

Deputy Commissioners (1-PW) See Note Below (1)

In this relation, I also veto the deletion of the note, particularly the line below the table of positions and salaries that reads as follows: “(1) Salary ranges for Deputy Commissioners between \$75,000 – \$125,050 per year.”

8. In Section 2, in the list of positions and salaries, I veto the changes to delete the position of Events & Comm. Dev. Outreach Coordinator, FOIA Processor, Hispanic Coordinator/Office Asst., Legal Assistant/FOIA, Liquor Processor, Mental Health Coordinator, Social Media Manager/IT, and Veteran’s Coordinator. I veto the changes to salaries for the Hispanic Coordination/Office Assist., Purchasing Manager, Senior Coordinator, and System Manager. I veto these changes since the positions are within a qualified collective bargaining unit and the City cannot change these positions or terms of employment in these positions without proper bargaining. Due to the existence of a qualified bargaining unit, I do not comment on the merits or demerits of the salary as it would be improper to do so and likely prejudicial to future bargaining by the City with the bargaining unit. The lines I veto in the amendment are:

Events & Comm. Dev. Outreach Coordinator 91,064.00 per year
FOIA Processor 56,208.00 per year
Hispanic Coordinator/Office Assist. 50,000.00 per year
Legal Assistant/FOIA 66,716.00 per year
Liquor Processor 66,187.00 per year
Mental Health Coordinator 35,875.00 per year
Purchasing Manager 62,998.00 per year
Senior Coordinator 59,450.00 per year
Social Media Manager/IT 61,386.44 per year
System Manager 83,000.00 per year
Veteran’s Coordinator 61,462.00 per year

9. In Section 2, in the list of positions and salaries, I veto the changes to delete the position of Office Manager/Supervisor – Corporate (Clerk). This is a central role in the executive branch of the City. Often working longer hours, hours on weekends, and addressing matters after leaving work, the holder of this position has worked diligently and positively for the benefit of the City and will continue to do so. The lines I veto in the amendment are:

Office Manager/Supervisor – Corporate (Clerk) 103,525.00 per year

10. In Section 2, in the second sentence of the third full paragraph following the list of positions and salaries, I veto the deletion of “Also, the mayor may also increase salary in this ordinance for said positions noted above by no more than 10% depending on qualifications and need of the city to fill a vacant position.” In this regard, I note that the City needs to remain competitive in the market for employees, that the 10% adjustment of a salary can be merited and necessary to obtain qualified services from persons experienced in municipal affairs, and that, even if driven to hire only locally, the City should pay residents the salary, wage, charges or rate that are fair in the marketplace without discounting their value simply because the employee is a resident of the City.

11. In Section 3, concerning part-time and seasonal employees, I veto the relocation from a full-time status of the Liquor Processor – Stipend and the Veterans Coordinator to parttime or seasonal status. This line-item veto arises upon the same basis as set forth above in Paragraph 8 and the positions are within a qualified collective bargaining unit and the City cannot change these positions or terms of employment in these positions without proper bargaining. Due to the existence of a qualified bargaining unit, I do not comment on the merits or demerits of the salary as it would be improper to do so and likely prejudicial to future bargaining by the City with the bargaining unit.

12. In Section 3, concerning part-time and seasonal employees, I veto the deletion of the position and salary of the Claims Processors – Stipends and the related note (1). I veto the changes since the positions are within a qualified collective bargaining unit and the City cannot change these positions or terms of employment in these positions without proper bargaining. Due to the existence of a qualified bargaining unit, I do not comment on the merits or demerits of the salary as it would be improper to do so and likely prejudicial to future bargaining by the City with the bargaining unit. The lines I veto in the amendment are:

Claims Processors – Stipends See Note Below (1)

Note (1) laims Processor Stipends range from \$10,250 to \$12,300 annually

I veto the foregoing ordinance, which concern the expenditure or appropriation of City money and may create liability against the City, because the City’s corporate authorities needs more time to thoroughly deliberate the impact of the above ordinance on the City and its residents in order to avoid another premature vote thereon.

Additionally, the City Council must consider the following additional factors which underlie all of my vetoed line items:

A. The Mental Health Coordinator ran against Alderperson Wilson, and the elimination of this position by the City Council under a vote of those working in lockstep with Alderperson Monet can be the basis of a lawsuit since the Mental Health Coordinator is not in a policymaking position in the City and, rather, carries out policy the City Council sets. An attorney can better advise, but I believe someone may claim that this action is facially discriminatory.

B. Alderman Tillman, who assisted in drafting and advancing the ordinance, should have disclosed to the public in attendance or to residents of his ward or elsewhere that the ordinance provided for the protection of his mother from losing her job or eliminating her job while others were targeted and their positions eliminated. Alderman Tillman and his mother reside at the designated resident in the 3rd ward together, which also happens to be the last known address of Alderman Tillman. I do not discount the value of services provided by his mother, but I have concern that under Illinois law and under our local ethics ordinance, Alderman Tillman should have refrained from participating in the preparation of the ordinance and recused himself from voting inasmuch as he and his mother share a household and this is a more direct conflict than simply voting on a matter that benefits a parent.

C. Alderperson Nelson should have abstained from voting as a member of Local 700 and due to a conflict of interest in voting on a matter that specially benefited or affected the rights of a union member or that progressed in violation of the rights of the bargaining unit and its

members to collectively bargain for the terms and conditions of their City employment.

D. It is concerning to me that one member of the City Council stated that she wants to rid the City of all the pretty ladies at City Hall inasmuch as this statement, witnessed by several, is one obviously known to either contribute to a hostile work environment or retaliation. To the extent that it is not my position to sit in judgment of looks or use sex, physical features or looks as a basis for employment decisions, and I will not bend to the level of identifying “pretty people” who are impacted by the ordinance impacted by this veto, it is important to note that the City Council may wish to consider a censure of an alderperson and that the statement and its impacts are presently a matter under review.

The intent of this veto stated in line-item format is to reject and veto the above-noted amendments to Ordinance No. 25-09. The law upon the adoption of Ordinance No. 25-09, or its last amended form in place prior to the adoption of the ordinance herein vetoes shall remain effective to the extent any line item veto has been exercised above. Those portions of the ordinance that is the subject of this veto that are not identified as part of a line-item veto are accepted as approved.

CONCLUSION

As Mayor, I have the authority to veto any ordinance that provides for the expenditure of City funds or that creates liability against the City. 65 ILCS 5/3.1-40-45; Code, Sec. 2-194. For the reasons stated above, I hereby return the above-referenced ordinance with my written objections in the form of veto stated in line-item format, and I disapprove the ordinance as set forth above. 65 ILCS 5/3.1-40-45; Code Sec. 2-194.

AN ORDINANCE AMENDING ORDINANCE #25-09 ESTABLISHING THE SALARIES AND OTHER FRINGE BENEFITS OF APPOINTED OFFICIALS, SUPERVISORY PERSONNEL, AND OTHER FULL-TIME AND PART-TIME EMPLOYEES NOT COVERED BY A COLLECTIVE BARGAINING AGREEMENT FOR THE CITY OF CALUMET CITY, COOK COUNTY, ILLINOIS

WHEREAS, the City of Calumet City, Cook County, Illinois is a home rule unit pursuant to Article VII of the Constitution of the State of Illinois;

WHEREAS, the City of Calumet City as a home rule unit, may exercise any power and perform any function pertaining to its government and affairs; and

WHEREAS, the Mayor and City Council of the City of Calumet City, deem it advisable to increase the salaries and affix the type of fringe benefits received by appointed officials, supervisory personnel and other full-time and part-time employees not covered by a collective bargaining agreement.

BE IT ORDAINED by the Mayor and City Council of the City of Calumet City, Cook County, Illinois, in the exercise of its home rule powers as follows:

SECTION 1. Salary of Appointed Officials

Below is a list of appointed officials and the annual salary they are to receive for the performance of their duties, effective upon passage of this ordinance, for those officials actively employed as of the date of adoption of this ordinance:

Group A

City Administrator \$ 110,000.00 per year
Water/Sewer Commissioner 65,000.00 per year
Street & Alley Commissioner 65,000.00 per year
Dir. of Inspectional Services 115,888.00 per year
Electrical/Code-Enforcement Officer 64,976.00 per year
Purchasing/Personnel Director 83,755.00 per year
Community and Economic Dev. Director 140,000.00 per year
Fair Housing Administrator 85,613.00 per year
Police Chief 186,682.00 per year
Fire Chief 170,363.00 per year
Auditor/Inspector General 91,536.00 per year
E.S.D.A. Director 70,213.00 per year

Group B

Police Pension Board – City Appointees \$ 100.00 per mtng
Police & Fire Commissioners 500.00 per mtng
Secretary of Police & Fire Commissioners 30,000.00 per year
Zoning Board of Appeals – Chairman 500.00 per mtng
Zoning Board of Appeals – Secretary 500.00 per mtng
Zoning Board of Appeals - Other Members 500.00 per mtng
Housing Authority Committee 100.00 per mtng
Flood Plain Management Committee 100.00 per mtng

Group C

Plumbing Inspector \$ 42,658.00 per year
Office of Professional Standards - Director/ FOIA Officer 58,500.00 per year
Finance Director 175.00 per hour
Corporation Counsel 20,000.00 per month (\$210/hour)
Special Prosecutor 10,000.00 per month (\$210/hour)
City Attorney 20,000.00 per month City Adjudicator 210.00 per hour
Special Legal 7,500.00 per month Outside Legal Counsel 210.00 per hour

Effective May 1, 2027 and future fiscal years, all positions noted in Group A are entitled to COLA increases based on the Consumer Price Index-Chicago Region based on the prior calendar year with a floor of 1.5% and a ceiling of 2.5%.

For new employees hired into the above positions (other than Group B), the City Council may pay said positions a lower annual salary or hourly rate. Also, the mayor may also increase salary in this ordinance for said positions noted above by no more than 10% depending on qualifications and need of the city to fill a vacant position. The salaries earned for each position listed above will be paid in twenty-six (26) installments to be paid every two weeks as set by

the Treasurer's office, except for the salaries of the Finance Director, Police and Fire Commissioners, the Zoning Board of Appeals Commissioners, City Attorney, Corporation Counsel, Economic Development Consultant/Grant Writer and IT Consultant which will be paid on the following workday after a regularly scheduled Council Meeting.

Salaries of appointed officials provided herein shall remain in full force and effect, subject to the unrestricted right of the Mayor and City Council to alter, amend, reduce or increase salaries and benefits of appointed officials, who are not subject to any collective bargaining agreement or separate contract in subsequent budget years.

SECTION 2. Full-Time Employees

Below is a list of full-time employees and their annual salary they are to receive for the performance of their duties, effective upon the passage of this ordinance, for those officials actively employed as of the date of adoption of this ordinance:

Accountant \$ 93,145.00 per year
911 Communications Director 82,317.00 per year
Accounting Department Coordinator 81,727.00 per year
Administrative Assistant to Mayor 70,000.00 per year
Administrative Assistant-Purchasing 84,855.00 per year
Animal Control Officer 60,710.00 per year
Assistant Director – Crime Free Housing 68,291.00 per year
Assistant Police Chief 162,000.00 per year
Assistant System Manager 82,786.00 per year
Assistant Water Superintendent 130,000.00 per year
Building Commissioner & Zoning Adm./Deputy Director 68,290.00 per year
Claims Processor 57,614.00 per year
Community Organizers 46,125.00 per year
Council Chaplain 15,000.00 per year
Crime Free Housing Director 93,824.00 per year
Crime Free Housing Assistant Director 89,000.00 per year
Crime Free Housing Inspector 78,000.00 per year
Deputy Clerk 1 87,501.00 per year
Deputy Clerk 2 71,747.00 per year
Deputy Commissioners (1-PW) See Note Below (1) 80,000.00 per year (1-Water/Sewer) 99,343.00 per year
Deputy Fire Chief 157,744.00 per year
Events & Comm. Dev. Outreach Coordinator 91,064.00 per year
Executive Assistant – Inspectional Services 61,703.00 per year
FOIA Processor 56,208.00 per year
Grant Facilitators – CED 56,209.00 per year
Grant Facilitator – Police Dept. 69,998.00 per year
Health Inspector 62,460.00 per year
Hispanic Coordinator/Office Assist. 50,000.00 per year
Legal Assistant/FOIA 66,716.00 per year Liquor Processor 66,187.00 per year
Mental Health Coordinator 35,875.00 per year
Office Manager/Supervisor – Corporate (Clerk) 103,525.00 per year

Office Manager/Supervisor – Public Works 53,846.00 per year
Office Manager/Supervisor - Water 66,625.00 per year
Operations Supervisor 67,844.00 per year
Purchasing Manager 62,998.00 per year
Senior Coordinator 59,450.00 per year
Social Media Manager/IT 61,386.44 per year
Superintendent of Maintenance 53,300.00 per year
Supervisor of Inspectors 109,304.00 per year
System Manager 83,000.00 per year
Veteran's Coordinator 61,462.00 per year
Working Forman 78,000.00 per year

(1) Salary ranges for Deputy Commissioners between \$75,000 – \$125,050 per year.

Effective May 1, 2027 and future fiscal years, all positions under this section are entitled to COLA increases based on the Consumer Price Index-Chicago Region based on the prior calendar year with a floor of 1.5% and a ceiling of 2.5%.

The salaries earned for each position listed above will be paid in twenty-six (26) installments to be paid every two weeks as set by the Treasurer's office.

For new employees hired into these positions, the City Council may pay said positions a lower annual salary. Also, the mayor may also increase salary in this ordinance for said positions noted above by no more than 10% depending on qualifications and need of the city to fill a vacant position.

Salaries of full-time employees provided herein shall remain in full force and effect, subject to the unrestricted right of the Mayor and City Council to alter, amend, reduce or increase salaries and benefits of these full-time employees, who are not subject to any collective bargaining agreement in subsequent budget years.

SECTION 3. Part-time and Seasonal Employees

Below is a list of part-time employees and the salary they are to receive for the performance of their duties, effective May 1, 2026 or for new positions effective with the passage of this ordinance and who are actively employed as of the date of adoption of this ordinance:

Emergency Service Patrol \$ 15.40 per hour
ESDA Secretary 48,483 per year
Assistant Grant Facilitator 15,000 per year Asst.
Fin. Dept Coord. Training Officer Stipend 10,000 per year
Certified Health Inspector Stipend 2,400 per year
Certified Public Accountant Stipend 20,000 per year
Certified Water Operator Stipend 2,400 per year
Claims Processors – Stipends See Note Below (1)
Community Organizer – Part Time 35,000 per year
Floodplain Manager Stipend 2,400 per year
Health Commissioner 55,350 retainer

License Inspector – Business Licenses – PT 26,000 per year
Liquor Processor – Stipend 2,500 per month
Medical Doctor 35,000 per year
Maintenance of Confidential Files 5,500 per year
Office Manager/Supervisor – Water -PT 24.64 per hour
Public Health Information Officer 12,812 per year
Records and Billing Stipend 20,000 per year
Legislative Meeting Stipend 100 per mtng
Veterans Coordinator 30,000 per year

Note (1) Claims Processor Stipends range from \$10,250 to \$12,300 annually.

The salaries earned for each position listed above will be paid in twenty-six (26) installments to be paid every two weeks as set by the Treasurer's office.

For new employees hired into these positions, the City Council may pay said positions a lower annual salary.

Salaries of part-time employees provided herein shall remain in full force and effect, subject to the unrestricted right of the Mayor and City Council to alter, amend, reduce or increase salaries and benefits of these part-time employees, who are not subject to any collective bargaining agreement in subsequent budget years.

SECTION 4. Legislative Secretaries

It is the policy of the City of Calumet City, Cook County, Illinois, that the seven (7) elected Aldermen are entitled to legislative secretaries. An annual amount of \$14,400 is allocated to each Alderman for his/her legislative secretaries effective May 1, 2023.

SECTION 5.

Comp Time As management and exempt employees, during the tenure of their length of service under this ordinance they shall not be entitled to comp time. Department heads shall retain whatever comp time or other benefits permitted by the collective bargaining agreements of the City relative to their employment prior to becoming a department head. Payment of comp time or other benefits permitted by the collective bargaining agreements of the City relative to their employment prior to becoming a department head will be paid at the rank attained at the time prior to appointment. All comp time will be paid at the time of separation of employment, if said separation does not involve termination for cause.

SECTION 6.

Insurance To the extent that insurance is not covered under the collective bargaining agreement, the City shall continue to make available to individuals eligible to be covered under Sections 1 (Group A) and Section 2 of this ordinance as well as the positions of Finance Director, Corporation Counsel and Office of Professional Standards – Director/FOIA Officer and their dependents, substantially similar group health and hospitalization insurance, dental insurance and life insurance coverage and any benefits that exist at the time of passage of this

ordinance.

The City retains the right to elect a different insurance carrier, provide coverage through "HMO" systems or self-insure. It is the intent of this ordinance that such benefits shall be covered and shall not be terminated except as permitted by law. The City Council may, by a majority vote, approve improved insurance benefits for those employees covered under Sections 1 (Group A) and Section 2 at any time during the term of this and subsequent ordinances.

The City shall deduct from said individuals' salaries for Health and Hospitalization insurance effective May 1, 2009. Said deduction will be done on a monthly basis, depending upon the type of coverage. Effective January 1, 2020, employees selecting HMO coverage shall contribute \$180.00 per month for single coverage and \$200.00 per month for family coverage toward the cost of the premium. If the employees should select "HMO - Blue Advantage" the monthly premium for single would be \$170.00 per month and family \$180.00 per month toward the cost of the premium. Employees selecting PPO coverage shall contribute 20.0% of the cost of the premium, whether electing single or family coverage. Premium adjustments for PPO are made each August 1, based on Blue Cross Blue Shield's cost equivalent premium.

Individuals covered under this section, who have provided fifteen (15) years of service to the City and who reached the age of fifty (50), or reach the age of 50 in any calendar year of which this ordinance is in effect, may upon notice of the individual's intent to retire or separate from service, request to participate in the City's health and dental insurance coverage after retirement or separation of service and will pay the same contribution rate as active employees under this ordinance including any future adjustments. To remain eligible, retired or separated individuals must continue to make their contribution payments. Individuals will continue to make contribution payments for insurance coverage until such time as the retired or separated individuals reaches Medicare coverage age, at which time the retiree or separated individuals shall be eligible for any then existing supplemental insurance program paid by the City. Employees who are discharged for cause or who are found guilty of a crime involving honesty, trust, moral turpitude or any fiduciary relationship will not be eligible for this benefit.

The City shall supply each individual covered under this section a life insurance policy of Twenty Thousand (\$20,000) dollars while an active employee and Five Thousand (\$5,000) once the employee has retired.

SECTION 7. Sick Days

It is the policy of the City of Calumet City, Cook County, Illinois, that eligible individuals who are covered under Sections 1 (Group A) and Section 2 of this ordinance and which are classified as full-time employees shall accrue one (1) day (8 hours) of sick-time for each month worked. Said sick-time will be accounted for in the personnel office. When one of the above mentioned individuals uses a sick day, said time reports should designate when a sick day is being used. For extended nonoccupational injuries or illness's said individuals covered under this section will continue to be paid from the number of unpaid accrued sick days they have accumulated. In no event, shall said individuals be paid beyond those accumulated sick days.

If said individuals need to extend sick day pay beyond what they have accumulated, then they

can petition the Council for additional time off with pay. The Council can approve additional timeoff with pay for a maximum period of six months. When said individual does return to work under these circumstances new sick days accumulated will be offset by those days paid when the City Council granted additional time off.

If an individual included in this section resigns or is terminated, said individual will not be entitled to buy-back of any unused sick days earned while covered under this ordinance.

For full-time employees that are assigned to one of the positions covered under this ordinance and prior to new assignment, if they were part of a collective bargaining unit, sick days accumulated under the collective bargaining agreement will be frozen at the time of positional change and computation of sick days will be determined at the hourly rate of the individuals rank attained prior to being appointed to a full-time position (Sections 1 (Group A) and Section 2) covered under this ordinance. Any sick days used will first be subtracted from the accumulated days earned under their new position, and only after all accumulated days earned under the new position have been used, can the accumulated days earned under their old position be used.

SECTION 8. Longevity

All individuals under Sections 1 (Group A – Except the Police Chief) and Section 2 (Except the Assistant Chief Police) will be eligible for longevity pay. Longevity pay will be determined by the number of years served in the positions covered above. The years served will be determined by the number of years they have served in their current positions. Other positions held by the employee working for the City, will not count toward years of service (Example – If an employee served 3 years as the Purchasing Director and then is moved to a new position under this ordinance, the three years served will not count toward years of service for his/her new position.

The longevity schedule is listed below. The City agrees to pay this additional percentage of the employee's annual base salary, according to the following schedule:

End of six (6) years of service 12%
End of nine (9) years of service 15%
End of twelve (12) years of service 18%
End of fifteen (15) years of service 21%
End of eighteen (18) years of service 24%
End of twenty (20) years of service 27%

Note – Effective with the passage of this ordinance the End of the three (3) years of service - 9% percentage of base salary increase is eliminated. Any current employees covered under this ordinance and receiving the 9% longevity increase prior to the passage of this ordinance will continue to receive the 9% until they obtain the next step increase in longevity as noted above.

SECTION 9. Severance Pay

All management and full-time employees under Section 1 (Group A) and Section 2 of this Ordinance shall be entitled to one month's severance pay upon the City terminating said

individuals. If an employee retires no severance pay will be due. If individuals continue employment with the City, but in a different job title, then no severance pay will be due. The City also retains the right to withhold said payment for just cause.

SECTION 10. Vacation Pay/Personal

Days All individuals under Sections 1 (Group A) and Section 2 and who are paid an annual salary shall be designated as full-time employees and shall be entitled to vacation time with pay pursuant to the following schedule:

End of six months (1) one week
Start of second year (2) two weeks
End of 5th year (3) three weeks
End of 10th year (4) four weeks
End of 15th year (5) five weeks
End of 20th year (6) six weeks

All individuals may divide their vacation into (1) one-week segments. For all individuals who have separated time with the City and later return, shall be reinstated for their time earned while employed by the City for the purpose of the vacation schedule.

All individuals under Sections 1 (Group A) and Section 2 shall be entitled to 4 personal days per fiscal year. Unused personal days at the end of the fiscal year will be lost. No personal days can be carried forward.

SECTION 11. Repeal

All Ordinances or parts of Ordinances in conflict herewith are hereby repealed.

SECTION 12. Effective Date

This Ordinance shall be in full force and effect immediately upon its passage to ensure that the health, safety and welfare of the residents of the City are duly protected and served.

SECTION 13. Legislative Act

This Ordinance and each of its terms shall be the effective legislative act of a home rule municipality without regard to whether such Ordinance should (a) contain terms contrary to the provisions of current or subsequent non-preemptive state law, or (b) legislate in a matter or regarding a matter not delegated to municipalities by state law. It is the intent of the Corporate Authorities of the City of Calumet City that the extent that the terms of this Ordinance should be inconsistent with any non-preemptive state law, that this Ordinance shall supersede state law in that regard within its jurisdiction.

City Clerk Figgs
City Treasurer Tarka
Alderwoman Harvey
Alderwoman Wilson
Alderman Tillman

Alderman Williams
Alderman Gardner
Alderwoman Nelson
Alderwoman Phillips

13. UNFINISHED BUSINESS

14. EXECUTIVE SESSION

15. ADJOURNMENT

The deadline for submission in writing to the City Mayor for consideration at its next regular meeting of Thursday, September 24, 2026, at 6:00 p.m., is at 12:00 NOON, Thursday, September 17, 2026.